





# Classification, Compensation and Certification Pay Update

December 15, 2017

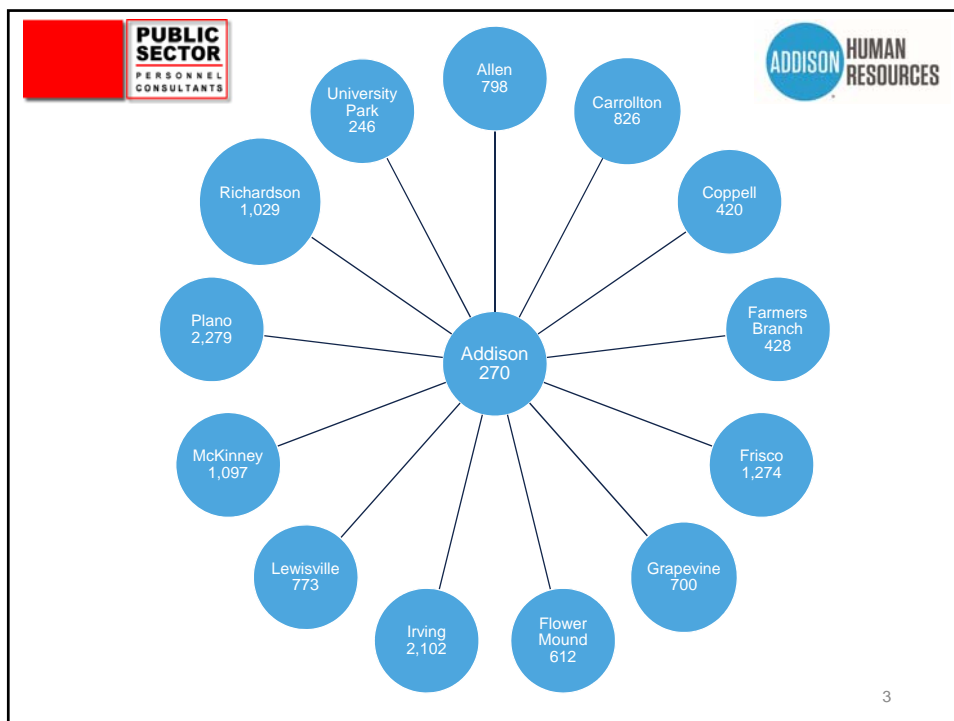


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# Comparison Cities & Pay Philosophy

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## Adopted Compensation Philosophy

- The purpose of the merit and market pay plan is threefold:
  - To encourage excellence in service by tying salary increases to job performance;
  - To reward employees for their efforts and job performance and;
  - To remain competitive with other metroplex cities in regards to the Town's compensation program by paying employees **better than the average** of our comparison cities.
- We support an **open range system** in compliance with our compensation philosophy. We will annually budget for market and merit adjustments for compensation that are fair and sustainable.

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## Compensation Pay Practice\*

- Allen – “to maintain market average.”
- Carrollton – “goal of staying within 5% of market.”
- Coppell – “Top 3<sup>rd</sup> of comparison cities.”
- Farmers Branch – “...to maintain a competitive pay structure for the purpose of recruiting and retaining an effective and efficient work force.”

\*8 of 13 comparison cities noted pay practice

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## Compensation Pay Practice\*

- Grapevine – “ to be within 5% of market.”
- Frisco – “to be in top 3 w/ Plano, Allen, McKinney.”
- Plano – “...to survey market median actual averages, with target position as current year’s market data plus 5%.”
- Richardson – “Top 3<sup>rd</sup> of comparison cities.”



\*8 of 13 comparison cities noted pay practice

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# Classification & Compensation Study



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## Classification, Compensation and Certification Pay

- Public Sector Personnel Consultants
  - Matt Weatherly, President
    - Compensation Work Completed For Several Comparison Cities Including:
      - Frisco, Plano, Grapevine, Carrollton, Allen
      - NTECC, Prosper, Killeen

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## Compensation and Classification Study Process

- Steps Completed
  - Job Questionnaires Completed
  - Draft Titling And Classification Recommendations
  - Salary Survey
  - Pay Plan Updating And Cost Projections
  - “Open Range” Plan with Focus On Merit
  - Implementation Strategies

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## Survey Example

Addison Job Class	Survey Job Class	Participant Organization	Addison Midpoint	Market Midpoint	Variance	
					\$	%
Animal Control Officer			\$42,099	\$44,725	-\$2,626	-5.87%
	Animal Control Officer	Allen		\$41,533		
	Animal Services Officer	Carrollton		\$39,690		
	Animal Services Officer	Coppell		\$44,980		
	Animal Services Officer	Farmers Branch		\$48,575		
	Animal Services Officer	Flower Mound		\$41,626		
	Animal Control Officer	Frisco		\$49,296		
	Animal Services Officer	Grapevine		\$41,338		
	Animal Services Officer	Irving		\$50,824		
	Animal Control Officer	Lewisville		\$42,895		
	Animal Control Officer	McKinney		\$42,748		
	Animal Services Officer	Plano		\$41,534		
	Animal Services Officer	Richardson		\$43,180		
	Animal Control Officer	University Park		\$53,210		
		<b>Individual Employer Rate:</b>		<u>\$44,725</u>		

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## Survey Example

Addison Job Class	Survey Job Class	Participant Organization	Addison Midpoint	Market Midpoint	Variance	
					\$	%
Groundskeeper III			\$44,678	\$45,252	-\$574	-1.27%
	Park Specialist	Allen		\$48,080		
	Craft Technician - Parks	Carrollton		\$42,468		
	Maintenance Worker II	Coppell		\$38,884		
	Senior Maintenance Worker	Farmers Branch		\$48,575		
	No Match	Flower Mound		-		
	Maintenance Technician II	Frisco		\$42,632		
	Equipment Operator II - Parks	Grapevine		\$43,408		
	No Match	Lewisville		-		
	Maintenance Specialist	McKinney		\$42,748		
	Senior Park Equipment Operator	Plano		\$45,791		
	No Match	Richardson		-		
	Gardener III	University Park		\$58,067		
	Groundskeeper II	Irving		\$39,323		
<b>Individual Employer Rate:</b>				<u>\$44,998</u>		
Grounds Maintenance Foreman			Private Sector - ERI	\$45,507		
<b>Published Survey Rate:</b>				<u>\$45,507</u>		
<b>Prevailing Rate:</b>				<u>\$45,252</u>		



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## Survey Example

Addison Job Class	Survey Job Class	Participant Organization	Addison Midpoint	Market Midpoint	Variance	
					\$	%
Inspector/Building			\$53,352	\$55,693	-\$2,341	-4.20%
	Building Inspector	Allen		\$50,484		
	Building Inspector	Carrollton		\$52,025		
	Res/Comm Inspector	Coppell		\$57,341		
	Inspector	Farmers Branch		\$61,992		
	Building Inspector	Flower Mound		\$55,006		
	Building Inspector	Frisco		\$55,638		
	Building Inspector	Grapevine		\$55,404		
	Inspector (electrical, plumbing)	Lewisville		\$53,138		
	Combination Building Inspector	McKinney		\$51,638		
	Building Inspector	Plano		\$55,659		
	Building Inspector	Richardson		\$55,972		
	Building Inspector I	University Park		\$63,691		
	Building Inspector	Irving		\$56,022		
<b>Individual Employer Rate:</b>				<u>\$55,693</u>		



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## Survey Example

Police Officer				
Police Officer	Allen	\$59,154	\$67,363	\$75,572
Police Officer	Carrollton	\$60,229	\$71,763	\$83,297
Police Officer	Coppell	\$60,380	\$69,945	\$79,509
Police Officer	Farmers Branch	\$59,724	\$68,748	\$77,772
Police Officer	Flower Mound	\$59,738	\$70,003	\$80,267
Police Officer	Frisco	\$64,705	\$73,309	\$81,912
Police Officer	Grapevine	\$54,408	\$62,940	\$71,472
Police Officer	Irving	\$59,520	\$69,636	\$79,752
Police Officer	Lewisville	\$63,113	\$71,425	\$79,737
Police Officer	McKinney	\$60,937	\$70,549	\$80,161
Police Officer	Plano	\$67,640	\$78,233	\$88,826
Police Officer	Richardson	\$58,908	\$68,202	\$77,496
Police Officer	University Park	\$60,576	\$68,946	\$77,316
	<b>Averages:</b>	\$60,695	\$70,082	\$79,468
	Addison	\$56,202	\$65,333	\$74,485
	<b>Variance:</b>	-7.99%	-7.27%	-6.69%



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## Survey Example

Firefighter/Paramedic				
Firefighter/Paramedic	Allen	\$59,664	\$66,420	\$73,175
Firefighter + cert pay	Carrollton	\$60,416	\$66,575	\$72,734
Firefighter/Paramedic	Coppell	\$60,758	\$69,062	\$77,366
Firefighter/Paramedic	Farmers Branch	\$60,371	\$66,877	\$73,382
Firefighter + cert pay	Flower Mound	\$57,876	\$66,695	\$75,514
Firefighter/Paramedic	Frisco	\$67,443	\$73,568	\$79,692
Firefighter/Paramedic	Grapevine	\$53,844	\$63,372	\$72,900
Firefighter + cert pay	Irving	\$55,692	\$66,540	\$77,388
Firefighter + cert pay	Lewisville	\$61,564	\$69,436	\$77,307
Firefighter + cert pay	McKinney	\$58,481	\$66,245	\$74,009
Firefighter + cert pay	Plano	\$71,277	\$77,290	\$83,303
Firefighter + cert pay	Richardson	\$57,516	\$66,390	\$75,264
Firefighter + cert pay	University Park	\$61,548	\$71,112	\$80,676
	<b>Averages:</b>	\$60,496	\$68,429	\$76,362
	Addison	\$55,124	\$62,550	\$69,975
	<b>Variance:</b>	-9.75%	-9.40%	-9.13%



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## High Level Overview of Findings

- Market Comparison For Police And Fire
  - Firefighter/Paramedic 10% Below, Police Officers 7% Below
  - Across All Public Safety Ranks; Comparing At Both Entry And Top of Pay Range; Average 6% To 10% Below Market
- Market Comparisons Found For 94 Civilian Job Titles
  - 51 Of The 94 Titles Were Found To Be 5% Or More Below Market At Midpoint
  - On Average 13% Behind Market; 30 Titles More Than 10% Below

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## Pay Planning Examples

Salary Range	Minimum	Midpoint	Maximum	Salary Range	Minimum	Midpoint	Maximum
10	\$22,000	\$27,538	\$33,046	33	\$97,000	\$84,582	\$101,499
11	\$23,132	\$28,915	\$34,697	34	\$71,049	\$88,812	\$106,574
12	\$24,288	\$30,360	\$36,432	35	\$74,602	\$93,252	\$111,903
13	\$25,503	\$31,878	\$38,254	36	\$78,332	\$97,915	\$117,498
14	\$26,778	\$33,472	\$40,167	37	\$82,248	\$102,811	\$123,373
15	\$28,117	\$35,146	\$42,175	38	\$86,361	\$107,951	\$129,541
16	\$29,522	\$36,903	\$44,284	39	\$90,679	\$113,349	\$136,018
17	\$30,999	\$38,748	\$46,498	40	\$95,213	\$119,016	\$142,819
18	\$32,540	\$40,690	\$48,823	41	\$99,972	\$124,997	\$149,990
19	\$34,176	\$42,730	\$51,264	42	\$104,972	\$131,215	\$157,458
20	\$35,885	\$44,859	\$53,827	43	\$110,221	\$137,770	\$165,331
21	\$37,679	\$47,091	\$56,518	44	\$115,732	\$144,666	\$173,598
22	\$39,563	\$49,454	\$59,344	45	\$121,518	\$151,898	\$182,278
23	\$41,541	\$51,926	\$62,317	46	\$127,594	\$159,483	\$191,391
24	\$43,618	\$54,523	\$65,427	47	\$133,974	\$167,488	\$200,961
25	\$45,799	\$57,249	\$68,678	48	\$140,673	\$175,841	\$211,099
26	\$48,089	\$60,111	\$72,133	49	\$147,698	\$184,653	\$221,990
27	\$50,493	\$63,117	\$75,740	50	\$155,062	\$193,865	\$232,638
28	\$53,018	\$66,273	\$79,527	51	\$162,846	\$203,558	\$244,269
29	\$55,669	\$69,596	\$83,503	52	\$170,969	\$213,730	\$256,483
30	\$58,452	\$73,095	\$87,679	53	\$179,338	\$224,422	\$269,381
31	\$61,375	\$76,779	\$92,063	54	\$188,015	\$235,644	\$282,772
32	\$64,444	\$80,555	\$96,666	55	\$197,941	\$247,426	\$296,911



Midpoint %  
5.00%

Range Spread  
50.00%

- Using Market Data, Range with Midpoint Nearest Market for **Animal Control Officer** Example is Range 20
- Same for **Groundskeeper III**
- Near Range for **Combination Building Inspector** example is Range 24
- And so on...jobs placed using available market data and internal alignment.

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## Implementation Cost Options

- Pay At “Better than Average”  
(Salary + Benefits)



5% - \$2.1 million

3% - \$1.7 million

1% - \$1.28 million (Recommendation)

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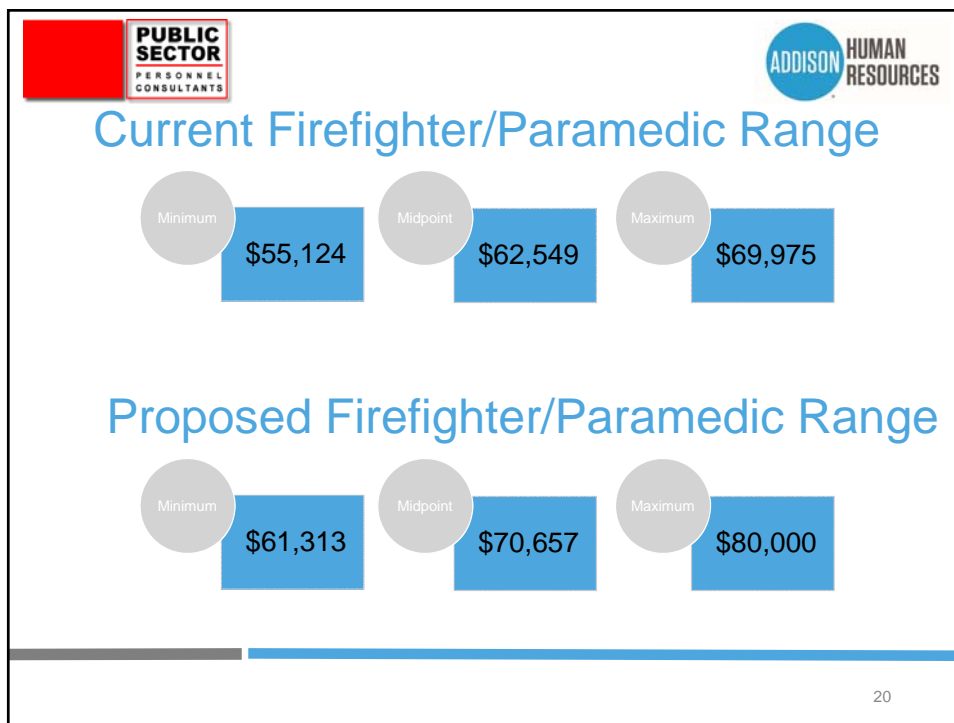
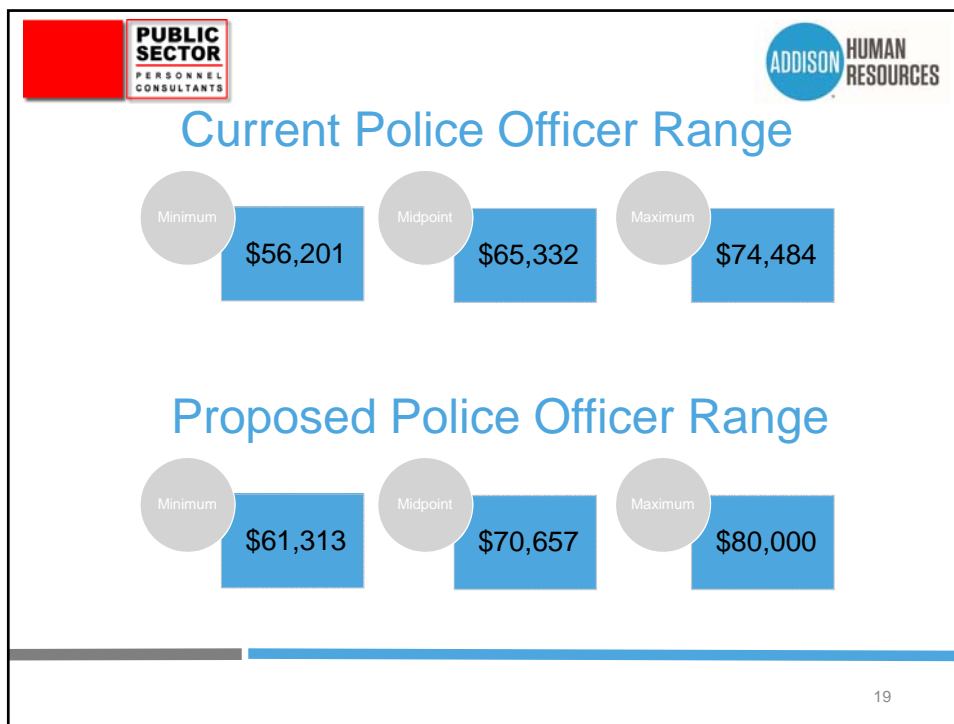
## Costing Examples – “1% Above Market”



- Move salaries an additional 1% from current placement
- Civilian salary cost estimated \$421,111
- Police and Fire salary cost estimated \$721,566
- Total (with benefits) - \$1.28 million
- Example – Pay Range Needs Roughly 10% Adjustment
- If an employee is at the current midpoint (\$57,528), cost is \$6,220 to place them at 101% of midpoint of the new range

	MIN	MID	MAX
Accountant Current Range	\$46,023	\$57,528	\$69,034
Accountant Proposed Range	\$50,493	\$63,117	\$75,740

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## Recommendations

- Adjust Pay Ranges and Salaries for Sworn Police and Fire Positions
- Adjust Pay Ranges and Salaries for Civilian Positions
  - New Focus: Balance between Market Equity and Internal Equity
    - Managers, Assistant Directors and Department Heads

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## Implementation Proposal Market + Merit Adjustments


- First Phase of Implementation
  - Employees who fall below new minimum will be moved to the **new minimum** for the pay range
  - Employees who need market adjustments will receive 50% of their adjustment in January/February 2018 (**\$684K**)

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## Implementation Proposal Merit and Market Adjustments




- Second Phase of Implementation
  - **FY2019**
    - 4% Merit Budget + 50% of Remaining Market
  - **FY2020**
    - 4% Merit Budget + Any Remaining Market

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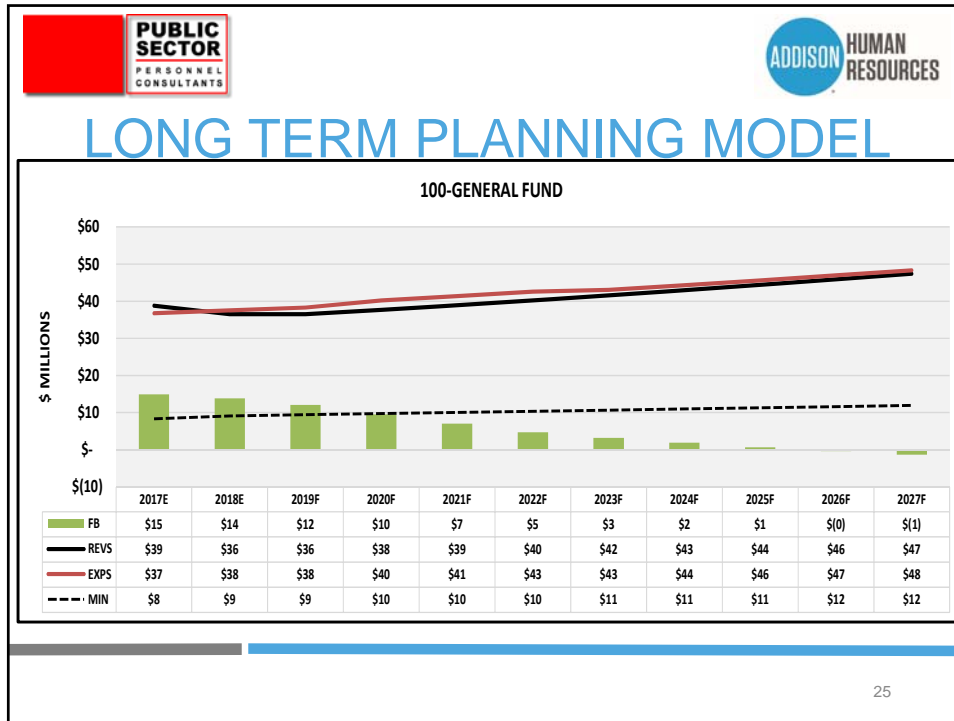


## LONG TERM PLANNING MODEL



FUND	TYPE	2017E	2018E	2019F	2020F	2021F	2022F
100-GENERAL FUND	1-REVENUES	38,807,991	36,496,789	36,496,789	37,700,659	38,947,622	40,239,263
	2-EXPENDITURES	33,325,083	36,444,051	37,889,443	39,073,345	40,221,085	41,405,026
	NET OPERATING	5,482,909	52,738	(1,392,654)	(1,372,687)	(1,273,462)	(1,165,762)
	3-TRANSFERS IN	-	-	-	-	-	-
	4-TRANSFERS OUT	3,442,676	1,107,000	425,000	1,175,000	1,175,000	1,175,000
	FUND BALANCE (FROM TAB 12)	14,931,019	13,876,757	12,059,103	9,511,416	7,062,954	4,722,191
EXP - .25	POLICY MINIMUM BALANCE	8,331,271	9,111,013	9,472,361	9,768,336	10,055,271	10,351,256
	OVER/(UNDER) MINIMUM	6,599,748	4,765,744	2,586,742	(256,920)	(2,992,318)	(5,629,065)

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**COMPENSATION MARKET STUDY IMPACT**

Funding Compensation at 101% of Market:

- FY 2018 50% of market adjustment
- FY 2019 4% merit pay increase plus 25% of remaining market adjustment
- FY2020 25% of remaining market adjustment

	2018E	2019F	2020F	2021F	2022F
<b>GENERAL FUND COMPENSATION IMPACT (including benefits):</b>					
IMPACT OF 4% INCREASE FY2019, 3% FY2020-2022		920,227	723,790	749,302	773,459
IMPACT OF ONE-TIME ADJUSTMENT		173,156	-	-	-
<b>TOTAL</b>		<b>1,093,383</b>	<b>723,790</b>	<b>749,302</b>	<b>773,459</b>
<b>COMPENSATION ADJUSTMENT (FY2018-2019-2020)</b>					
	<b>TAB 7A - COMPENSATION ADJUSTMENT</b>				
01-GENERAL FUND (100)	601,043	173,156	72,544		
02-HOTEL FUND (110)	28,870	4,013	1,681		
03-AIRPORT FUND (120)	12,003	3,989	1,671		
04-ECONOMIC DEVL FUND (130)	16,329	5,349	2,241		
05-STORMWATER (140/142)	1,015	1,209	507		
07-UTILITY (610/620)	25,621	6,152	2,577		
<b>TOTAL</b>	<b>684,881</b>	<b>193,869</b>	<b>81,221</b>		



## LONG TERM PLANNING MODEL ASSUMPTIONS

<b>PROPERTY TAXES</b>	<ul style="list-style-type: none"><li>•FY2019 flat at \$0.55 tax rate, no growth to property values</li><li>•FY2020 – FY2030 flat rate at \$0.55 with 4.1% growth in taxable property values</li></ul>
<b>SALES TAXES</b>	<ul style="list-style-type: none"><li>•FY2019 flat same as FY2018</li><li>•FY2020 – FY2030 3% growth in collections</li></ul>
<b>ALCOHOLIC BEVERAGES TAXES</b>	<ul style="list-style-type: none"><li>•FY2019 flat same as FY2018</li><li>•FY2020 – FY2030 3% growth in collections</li></ul>
<b>LICENSE &amp; PERMIT FEES</b>	<ul style="list-style-type: none"><li>•FY2019 flat same as FY2018</li><li>•FY2020 – FY2030 2.7% growth in line with inflation &amp; population growth</li></ul>
<b>PERSONNEL COSTS</b>	<ul style="list-style-type: none"><li>•FY2019 4% merit pay increase plus market adjustment</li><li>•FY 2020 – FY2030 3% merit pay increase</li></ul>
<b>HEALTH BENEFITS</b>	<ul style="list-style-type: none"><li>•FY2019 – FY2030 5% increase</li></ul>
<b>OTHER OPERATING COSTS</b>	<ul style="list-style-type: none"><li>•FY2019 flat same as FY2018</li><li>•FY2020 – FY2030 2.7% growth in line with inflation &amp; population growth</li></ul>



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# Certification Pay Study Findings

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## Certification Study Questions

1. Do our comparison cities pay for the certifications and for the employee to become certified (training and on city time)?

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## Certification Pay - Who Pays?

City	Who Pays for Class or Classes	Exception	City Time/ Personal Time
Allen	Employee	If in the police academy, the employee gets TCOLE basic included in training.	Personal Time
Carrollton	Employee	Fire does on the job training.	City Time
Coppell	City		City Time
Farmers Branch	City		City Time
Flower Mound	Depends on the Dept.	Generally Public Safety paid by the city	Personal Time
Frisco	City		City Time
Grapevine	Depends on the Dept.		Depends on the Department
Irving	Employee		Personal Time
Lewisville	City for Public Safety only		City Time for Public Safety
McKinney			
Plano	City		City Time
Richardson	City for Public Safety only		City Time for Public Safety
University Park	City		City Time
<b>AVERAGE</b>	<b>City</b>		<b>City Time</b>
Addison	City		City Time

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## Certification Study Questions

2. Are the certifications required as part of their job or are they preferred?
  
3. Should Addison pay for certifications that are not matched in the survey based on the added value of having certified professionals on staff?

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## Certification Study Findings

### Police Certification Pay (Monthly)

	Intermediate	Advanced	Master	Field Training Officer	Shift Differential
Allen	\$50	\$100	\$150		
Carrollton	\$50	\$100	\$150		
Coppell	\$25	\$50	\$75		
Farmers Branch	\$60	\$80	\$100		
Flower Mound	\$25	\$50	\$75		
Frisco	\$50	\$80	\$120	\$50 per occurrence	
Grapevine	\$50	\$75	\$110		
Irving	\$30	\$60	\$90		3% to base for night shift
Lewisville	\$50	\$100	\$150		
McKinney	\$50	\$80	\$110		
Plano	\$60	\$80	\$120	\$100	
Richardson	\$50	\$75	\$100		
University Park	\$50	\$100		5% to base pay	\$50 for night shift
<b>Average</b>	<b>\$46.15</b>	<b>\$79.23</b>	<b>\$112.50</b>	<b>\$75.00</b>	
<b>Addison</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>Additional \$8 per shift</b>	<b>\$0</b>

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## Certification Study Findings Fire Certification Pay (Monthly)

	Intermediate	Advanced	Master	EMT	Paramedic	Investigator	Diver	Swift Water	FTO
Allen	\$50	\$100	\$150		\$200				
Carrollton	\$50	\$100	\$150						
Coppell	\$25	\$50	\$75						
Farmers Branch	\$60	\$80	\$100	\$225					
Flower Mound	\$25	\$50	\$75		\$100	\$25	\$25	\$25	
Frisco	\$50	\$80	\$120		\$350	\$150			\$50 per occurrence
Grapevine	\$50	\$75	\$110						
Irving	\$30	\$60	\$90		\$200	\$100		\$50	
Lewisville	\$50	\$100	\$150		\$150	\$50	\$50	\$50	
McKinney	\$50	\$80	\$110		\$200				
Plano	\$60	\$80	\$120						
Richardson	\$50	\$75	\$100		\$115				\$34 for 8 hr session
University Park	\$50	\$100	\$150		\$175	\$100			
<b>Average</b>	<b>\$46.15</b>	<b>\$79.23</b>	<b>\$115.38</b>	<b>\$225.00</b>	<b>\$186.25</b>	<b>\$85.00</b>	<b>\$37.50</b>	<b>\$41.67</b>	<b>\$42.00</b>
<b>Addison</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>			<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



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## Certification Study Findings Utilities Certification Pay (Monthly)

	Water Production			Wastewater Treatment				Wastewater Collection		
	Water C	Water B	Water A	WWT D	WWT C	WWT B	WWT A	WW Coll I	WW Coll II	WW Coll III
Allen										
Carrollton										
Coppell										
Farmers Branch	\$45	\$65							\$45	\$65
Flower Mound										
Frisco										
Grapevine										
Irving	\$20	\$30	\$50		\$20	\$30	\$50		\$20	\$30
Lewisville	\$30	\$50	\$75	\$10	\$30	\$50	\$75	\$10	\$30	\$50
McKinney										
Plano										
Richardson										
University Park	\$10	\$15	\$25							
<b>Average</b>	<b>\$26.25</b>	<b>\$40.00</b>	<b>\$50.00</b>	<b>\$10.00</b>	<b>\$25.00</b>	<b>\$40.00</b>	<b>\$62.50</b>	<b>\$10.00</b>	<b>\$31.67</b>	<b>\$48.33</b>
<b>Addison</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

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### Certification Study Findings

#### Development Services Certification Pay (Monthly)

	Building Inspector			Plan Reviewer				
	Plumbing/TSBPE	Residential Inspector	Commercial Inspector	Building Plans Examiner	Residential Plans Examiner	Electrical Plans Examiner	Mechanical Plans Examiner	Plumbing Plans Examiner
Allen								
Carrollton								
Coppell								
Farmers Branch								
Flower Mound								
Frisco	\$25	\$25	\$25	\$25	\$25	\$25	\$25	\$25
Grapevine	\$25	\$25	\$25	\$25	\$25	\$25	\$25	\$25
Irving								
Lewisville								
McKinney								
Plano								
Richardson								
University Park								
<b>Average</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$25.00</b>
<b>Addison</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

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### Certification Study Findings

#### Development Services Cert Pay Continued (Monthly)

	Code Enforcement Officer/Supervisor				Facilities Tech
	Basic	Intermediate	International Property Maintenance	Misc.	Certified Facilities Technician
Allen					
Carrollton					
Coppell					
Farmers Branch					
Flower Mound					\$50
Frisco	\$25	\$25	\$25	\$25	
Grapevine	\$25	\$25	\$25	\$25	
Irving					
Lewisville					
McKinney					
Plano					
Richardson					
University Park					
<b>Average</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$50.00</b>
<b>Addison</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

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## Certification Study Findings Bilingual Pay

Allen	
Carrollton	
Coppell	
Farmers Branch	\$50-\$100
Flower Mound	
Frisco	\$25-50
Grapevine	
Irving	\$100-\$400
Lewisville	\$50
McKinney	
Plano	
Richardson	\$100-\$150
University Park	
<b>Average</b>	<b>\$50</b>
<b>Addison</b>	<b>\$0</b>

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## Certification Study Findings Municipal Court Certification Pay (Monthly)

	TMCEC I	TMCEC II	TMCEC III
Allen			
Carrollton			
Coppell			
Farmers Branch	\$50	\$80	
Flower Mound	\$25	\$25	\$25
Frisco			
Grapevine			
Irving			
Lewisville			
McKinney			
Plano			
Richardson			
University Park			
<b>Average</b>	<b>\$37.50</b>	<b>\$52.50</b>	<b>\$25.00</b>
<b>Addison</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

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## Certification Pay Proposed Guidelines

- Certifications required based on job description are not eligible for certification pay.
  
- Incumbents holding relevant certifications that exceed the minimum requirements may be eligible for certification pay at the discretion of the department director, subject to approval by the Human Resources Director and City Manager.

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## Certification Pay Recommendations

### Police Certifications

#### Estimated Cost - \$74,700

TCOLE Certifications	Amount	Eligible Ranks
Intermediate	\$50/month	<ul style="list-style-type: none"> <li>• Police Officer requires Basic, eligible for additional pay if hold Intermediate or above.</li> <li>• Police Sergeant requires Intermediate, eligible for additional pay if hold Advanced or above</li> <li>• Police Lieutenant through Assistant Chief require Advanced, eligible for additional pay if hold Master</li> </ul>
Advanced	\$75/month	
Master	\$100/month	
<b>Assignment Pay</b>		
Shift Differential	(In Development)	(In Development)

Eligibility for Certification Pay begins upon employee's successful completion of their probationary period.  
Retro actions will not go back past the beginning of the fiscal year.

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## Certification Pay Recommendations


### Fire Certifications

#### Estimated Cost - \$42,600




Certifications	Amount	Eligible Ranks
Intermediate	\$50/month	<ul style="list-style-type: none"> <li>Firefighter requires Basic, eligible for additional pay if hold Intermediate or above</li> <li>Fire Equipment Officer and Lieutenant require Intermediate, eligible for additional pay if hold Advanced or above</li> <li>Captain and Battalion Chief require Advanced, eligible for additional pay if hold Master</li> </ul>
Advanced	\$75/month	
Master	\$100/month	
Assignment Pay		
Field Training Officer	\$100/month	
Eligibility for Certification Pay begins upon employee's successful completion of their probationary period. Retro actions will not go back past the beginning of the fiscal year.		

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## Certification Pay Recommendations

### IDS Certifications



- If Utility Operator holds certification above requirement, \$25/month per level above minimum.
- Building Inspections – licenses \$50/month over minimum requirement.



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# Certification Pay Recommendations

Other Departments	Amount	
Certification	\$25-\$50/month	Per certification, maximum 2 or \$100.

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# Questions

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