

Public Safety Pay Plan Solution

Richmond, VA.

Identified Problems

- Firefighter/Police Officer Pay Scale Not Achievable (No CDP)
- Raise Percentages for Steps are No Longer Consistent after Gallagher Study
 - Raises for Promotion are not Equal or Equitable
- Qualifications have Dramatically Increased, with No Correlating Pay Increase
 - Can Not Equitably Reach Top of Pay Scale
 - Promotions Result in Falling Back in the Pay Scale
 - Lateral vs Incumbent Pay
 - Surrounding Localities Hiring Laterals

Solution

Implementation of New 20 Years of Service Pay Plan

Using Gallagher Pay Ranges

Pay Ranges are Consolidated and Achievable

Placed in New Pay Plan Based on Years of Service and Rank

Eliminates Inequities amongst Peers & Ranks

Career Development & Education Incentive Pay are now “Built In” (FESHE for Fire)

Promotion, Increased Responsibility, and Greater Contribution are Now Incentivized (Rather than old CDP)

Chiefs have the Ability to Award Years of Service “Credit” to Lateral Hires.

Provides Competitive Edge in Recruitment and Retention through Structure, rather than Higher Pay Ranges.

27 years Vs. 25 years Vs. 20 Years

20 Years of Service Pay Plan (Gallagher Ranges)

Title	Year of Service																					
	X	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Fire / Police																						
Recruit	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000	51,000	52,000												
Hourly 40 hour	20.6731	21.1539	21.6346	22.1154	22.5962	23.0769	23.5577	24.0385	24.5192	25												
Hourly Fire Shift	14.7665	15.1099	15.4533	15.7967	16.1401	16.4835	16.8269	17.1703	17.5137	17.8571												
FireFighter / Police Officer		44,000	45,408	46,861	48,361	49,908	51,505	53,153	54,854	56,610	58,421	60,291	62,220	64,211	66,266	68,387	70,575	72,833	75,164	77,569	80,052	82,106
Hourly 40 hour		21.1539	21.8308	22.5293	23.2505	23.9942	24.762	25.5543	26.3721	27.2164	28.087	28.9861	29.9135	30.8707	31.8587	32.8784	33.9303	35.0159	36.1365	37.2928	38.4865	39.474
Hourly Fire Shift		15.1099	15.5934	16.0924	16.6075	17.1387	17.6872	18.2531	18.8372	19.4403	20.0622	20.7043	21.3668	22.0505	22.7562	23.4846	24.2359	25.0113	25.8118	26.6377	27.4904	28.1957
DPO / Detective			49,000	50,519	52,085	53,700	55,364	57,080	58,850	60,675	62,555	64,495	66,494	68,555	70,681	72,872	75,131	77,460	79,861	82,337	84,889	87,000
Hourly 40 hour			21.8308	21.8308	25.0409	25.8173	26.6173	27.4423	28.2933	29.1707	30.0745	31.0072	31.9683	32.9591	33.9813	35.0346	36.1207	37.2404	38.3947	39.5851	40.812	41.8269
Hourly Fire Shift			15.5934	15.5934	17.8863	18.4409	19.0124	19.6017	20.2095	20.8362	21.4818	22.148	22.8345	23.5422	24.2723	25.0247	25.8005	26.6003	27.4248	28.2751	29.1514	29.8764
Lieutenant / Sergeant					58,500	60,314	62,183	64,111	66,098	68,147	70,260	72,438	74,684	76,999	79,386	81,847	84,384	87,000	89,697	92,477	95,344	97,718
Hourly 40 hour					28.125	28.9971	29.8957	30.8226	31.7779	32.763	33.7789	34.826	35.9058	37.0188	38.1664	39.3495	40.5692	41.8269	43.1236	44.4601	45.8385	46.9798
Hourly Fire Shift					20.0893	20.7122	21.3541	22.0161	22.6985	23.4021	24.1278	24.8757	25.647	26.442	27.2617	28.1068	28.978	29.8764	30.8025	31.7572	32.7418	33.557
Captain / Lieutenant							66,100	68,413	70,808	73,286	75,851	78,506	81,254	84,098	87,041	90,088	93,240	96,504	99,882	103,377	106,995	110,462
Hourly 40 hour							31.7789	32.8909	34.0423	35.2337	36.4668	37.7433	39.0644	40.4317	41.8466	43.3115	44.8269	46.3962	48.0202	49.7005	51.4399	53.1067
Hourly Fire Shift							22.6992	23.4935	24.3159	25.1669	26.0477	26.9595	27.9032	28.8798	29.8905	30.9368	32.0192	33.1401	34.3001	35.5003	36.7428	37.9334
Battalion Chief / Captain									75,500	78,520	81,661	84,927	88,324	91,857	95,532	99,353	103,327	107,460	111,758	116,229	120,878	123,500
Hourly 40 hour									36.2981	37.75	39.2601	40.8303	42.4635	44.162	45.9289	47.7659	49.6764	51.6635	53.7298	55.8793	58.1144	59.375
Hourly Fire Shift									25.9272	26.9643	28.0429	29.1645	30.331	31.5443	32.8063	34.1185	35.4832	36.9025	38.3784	39.9138	41.5103	42.4107

Estimated Cost

Fire – \$3.2 million

Police – \$5.71 million

Total – \$8.91 million

What Questions Do You Have?

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