

Wage and Compensation

For discussion

April 28, 2026

Prior Efforts

- FY 2022- wage and comp study- increases for public safety employees at 10% and 7.5% for nonpublic safety employees, plus a 2.5% merit/step increase
- FY 2023 one-time \$5,000 payment to all employees plus up to 5% COLA and merit/step
- FY 2024 wage and comp study- increases for public safety employees at 14% and 3-7% for nonpublic safety employees and 2.5% merit/step
- FY 2025- 3% merit/step
- FY 2026- 5.5% COLA and merit/step
- Each study and COLA increase above also increased pay plan

Ways and Means Recommendations

April 14, 2026 meeting

Adjust Starting Pay

- Fire- \$54,000 (up 7.5% from \$50,225)
- Police- \$60,000 (up 7.8% from \$55,862)
- General- \$41,600 (up 1.5% from \$41,000)
- Administrative- \$82,700 (up 2.5% from \$80,653)

COST = \$491,000

(\$315,000 Fire and Police/ \$176,000 General and Administrative)

Incentive Program

- Ideas provided by two Chiefs to compensate employees for specialized training
- Expected to improve performance, retention, and recruitment
- Provides parity with market peers

COST = \$150,000

(split evenly between Fire and Police)

Adjust Pay for Prior Relevant Experience

- Future and existing First Responders (step employees) will have adjustments to recognize prior relevant work experience
- Half of prior experience will be recognized by an additional step in pay (6 years of experience=3 additional steps)
- Adjustments will be capped at the midpoint within the employee's grade
- These adjustments are incorporated into the \$315,000

Total Cost of Recommendations

- \$491,000 base pay (includes prior experience adjustments)
- \$150,000 incentive pay
- \$42,000 additional overtime pay
- \$242,000 additional fringe expense

TOTAL COST = \$925,000

Future Efforts

- Current FY2027 draft budget includes 5.8% COLA and merit/step
 - 5.5% increase received 1/1/2026 (**COST \$281,000- 6 months**)
 - This wage adjustment would be implemented 7/1/2026 (**COST \$997,000**)
 - 5.8% increase budgeted for 1/1/2027(**COST \$339,000- 6 months**)
 - These three adjustments provide \$2.2M increase over 12 months
- Beginning FY2028 provide COLA and adjust pay grades/scales based on Bureau of Labor Statistics CPI-U South (max 4%, min 1%)