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## City Council Regular Meeting

**DEPARTMENT:** Human Resources

**FROM:** Rick DeOrdio, Human Resources Director

**MEETING:** October 17, 2022

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**SUBJECT:**

Consider approval of a resolution authorizing the City Manager to increase police and firefighter salaries and implement hiring incentives. *(Staff Presenter: Rick DeOrdio, Director of Human Resources)*

**SUMMARY:**

As a means to maintain competitiveness in the ever-changing market for staff, salaries and benefits must be kept at a level that makes the city attractive for candidates throughout the organization. City management consistently monitors market cities in order to ensure Burleson remains competitive with its' peers, particularly within critical operations such as Police and Fire. During the development of the city manager's recommended budget, the Human Resources Department performed an in depth market survey to ensure that the proposed salary structure for Police and Fire would keep compensation within the top quarter, or better, when compared with peer municipalities.

Based off the results of the survey, staff determined that a 2% market adjustment and a 3% step increase to Police and Fire compensation would maintain Burleson's competitive edge over the next fiscal year. However, a number of cities made last minute adjustments to salaries and added additional hiring incentives to improve Police and Fire recruitment. Consequently, the city of Burleson fell out of the top quarter of pay for many sworn public safety positions.

Due to the number of critical vacancies within both Police and Fire and the modifications in pay made by competitor cities, staff is recommending salary adjustments and the creation of various hiring incentives for Police and Fire operations. These adjustments will restore Burleson's place within the top quarter of the market, and ensure the city remains an attractive destination for public safety personnel.

**OPTIONS:**

- 1) Approve a resolution authorizing the City Manager to create hiring incentives and to increase compensation for Police and Fire personnel

- 2) Deny a resolution authorizing the City Manager to create hiring incentives and to increase compensation for Police and Fire personnel

**RECOMMENDATION:**

Staff recommends Option (1) approve a resolution authorizing the City Manager to create hiring incentives and to increase compensation for Police and Fire personnel

**PRIOR ACTION/INPUT (Council, Boards, Citizens):**

None.

**FISCAL IMPACT:**

General Fund – Police and Fire Personnel Budget

Public Safety Salary Increase Estimate	
Police salary increase	\$580,000
Police Hiring Incentive	\$25,000
Police Lateral Hiring Incentive	\$30,000
	\$635,000

Fire Salary increase	\$141,144
Fire Hiring Incentive	\$25,000
Paramedic Pay increase	\$67,200
	\$233,344

Total wage estimates	\$868,344
Total wages with benefits	\$1,085,000

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