



Public Safety Market Compensation Update

Fiscal Year 2023

Budget Preparation Factors – Summer '22

How we determined the Oct. 1, 2022 rates

Staff utilized many factors in determining compensation for FY'23. One factor used is the proposed increases by the market cities that we compare ourselves to and the current salaries in each. Here is what we received in early August, not all cities responded:

City	Civilian ATB %	Effective Date	Police ATB %	Effective Date	Fire ATB %	Effective Date
Arlington	6%	10/03/22	6%	10/03/22	6%	10/03/22
Bedford	4%	10/1/2022	4%	10/1/2022	4%	10/1/2022
Burleson	0		2%	10/01/22	2%	10/01/22
Cedar Hill	5%	10/01/22	7%	10/01/22	7%	10/01/22
Cleburne	2.5	10/02/22	Market adj. plus 2.5	10/02/22	Market adj plus 2.5	10/02/22
Keller	2%	10/01/22	3%	10/01/22	2%	10/01/22
N. Richland Hills	10% min 4% to max	10/01/22	4%	10/01/22	4%	10/01/22
The Colony	3% for under \$75k 5% for under \$75k	10/1/2022	3% for under \$75k 5% for under \$75k	10/1/2022	3% for under \$75k 5% for under \$75k	10/1/2022

Our non-public safety staff were eligible for an average of 3.5% Merit increase

City staff utilized a 2% increase in steps coupled with the 3% between each step to be competitive based upon early data

Recent Market Influencers – Fall ‘22

A number of the Market Cities made last minute adjustments due to varying factors:

- Aggressive starting salaries by various cities making all positions less attractive in non-competitive cities
 - A few cities had posted sign on incentives for lateral applicants and relocation incentives
 - Lower numbers of test applicants for Police entrance exams
 - Current employment rates are decreasing due to 5 million more jobs than people to fill them
 - Many recruits have little or no life experience and find the job of an officer harder than expected
 - Current times have made it more difficult to recruit and hire police officers
 - Fire fighters continue to have larger recruiting groups than police but still have hiring challenges
 - Paramedics are harder to attract without incentives
 - Some cities have been quiet about salary changes until the last minute to gain a competitive edge
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- Burleson implemented market adjustments to several groups throughout 2022 to address the dynamic market changes– Public safety communications, part-time and seasonal staff and many field personnel categories were all done between February and June of 2022.

Public Safety Market Salaries for 10/1/2022

Here are the FY'23 starting salaries for our Market Cities and local incentives

Police Officer Starting Salaries	
Arlington	\$72,211.24
Cedar Hill	\$65,000.00
Cleburne	\$62,477.41
Eules	\$70,857.00
Fort Worth	\$66,601.60
Grand Prairie	\$74,982.00
Hurst	\$77,376.00
Keller	\$64,958.00
Mansfield	\$73,000.00
Midlothian	\$70,033.60
North Richland Hills	\$65,930.00
The Colony	\$73,330.40
Waxahachie	\$65,528.74

Burleson \$69,360.00

Fire Fighter Starting Salaries	
Arlington	\$69,539.44
Cedar Hill	\$59,324.00
Cleburne	\$62,492.04
Eules	\$68,790.00
Fort Worth	\$60,767.00
Grand Prairie	\$74,755.00
Hurst	\$75,899.20
Keller	\$61,560.00
Mansfield	\$68,775.00
Midlothian	\$64,903.80
North Richland Hills	\$58,425.00
The Colony	\$73,332.86
Waxahachie	\$65,526.55

Burleson \$69,360.00

None of the cities surveyed included a Merit increase

Current local incentives - active now	
Cedar Hill	\$1,500 for qualified, certified officers
Frisco	\$1,350 hiring stipend for all officers
Grapevine	\$10,000 sign on bonus for certified officers
Watauga	\$10,000 sign on bonus for certified officers
Keller	\$2,500 sign on bonus, \$2,500 for relocation of lateral officers if over 75 miles from Keller
Colleyville	\$5,000 signon bonus for lateral , \$2,500 for non-certified officers
Lewisville	up to \$2,500 sign on bonus
Red Oak	\$2,500 - \$4,000 sign on bonus

Cities have been adding incentives at the time of entry exam posting if other cities currently offer one to be competitive

October Pay Scale for Police and Fire

PUBLIC SAFETY STEP PLAN - EFFECTIVE 10/1/2022 Police and Fire Dept - Sworn Staff

10/1 PLAN	POSITION(S)	1								
	Public Safety Recruit - Police	\$ 61,436.47								
	Duration	Until Sworn								

10/1 STEP PLAN	POSITION(S)	1	2	3	4	5	6	7	8	9
	Police Officer	69,360.00	71,440.80	73,584.02	75,791.54	78,065.29	80,407.25	82,819.47	85,304.05	87,863.17
	Duration	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
	Increase between revised steps	3%		3%	3%	3%	3%	3%	3%	3%

10/1 STEP PLAN	POSITION(S)	1	2	3	4	5	6	7	8	9
	Firefighter	\$ 69,360.00	\$ 71,440.80	\$ 73,584.02	\$ 75,791.54	\$ 78,065.29	\$ 80,407.25	\$ 82,819.47	\$ 85,304.05	\$ 87,863.17
	Duration	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
	Increase between revised steps	3%		3%	3%	3%	3%	3%	3%	3%

10/1 STEP PLAN	POSITION(S)	1	2	3	4
	Fire Apparatus Operator	\$86,700.00	\$89,301.00	\$91,980.03	\$94,739.43
	Duration	1 year	1 year	1 year	1 year
	Increase between revised steps	3%		3%	3%

10/1 STEP PLAN	POSITION(S)	1	2	3	4	5
	Police Sergeant					
	Fire Lieutenant	\$ 95,880.00	\$ 98,756.40	\$ 101,719.09	\$ 104,770.66	\$ 107,913.78
	Duration	1 year	1 year	1 year	1 year	1 year
Increase between revised steps	3%		3%	3%	3%	

10/1 STEP PLAN	POSITION(S)	1	2	3	4
	Police Lieutenant				
	Battalion Chief	\$110,041.95	\$113,893.41	\$117,879.69	\$122,005.47
	Duration	1 year	1 year	1 year	1 year
Increase between revised steps	3%		3%	3%	

Recruiting Challenges

The Public Safety Departments have many challenges in recruiting qualified applicants:

- Time between testing and background process being completed can be lengthy. Candidates take the first offer they get as they apply to multiple cities.
- New hires are not street ready police officers for about a year due to training time and fire personnel can be 4 – 12 months depending upon training. Fire has 12 vacancies and Police has 10 vacancies.
- Fire Fighter applicants are required to have Fire Fighter / EMT certifications and can start at age 18, Police is age 21.
- Experienced police officers are necessary to fill SRO positions.
- Police Power Shift is unable to be created due to staffing shortages, currently 10 open positions.
- Lower numbers of test applicants for Police entrance exams as previously mandatory college hours were required

Burleson Police and Fire entry exam data for the past year:

August 2022 Police Test		January 2022 Police Test		November 2021 Police Test		July 2021 Police Test		September 2021 Fire Fighter Test	
Tested	22	Tested	19	Tested	19	Tested	30	Applications received	135
Passed	17	Passed	16	Passed	15	Passed	16	Tested	87
Failed	5	Failed	3	Failed	4	Failed	14	Passed	76
Interviewed	12	Interviewed	12	Interviewed	11	Interviewed	12	Failed	11
Background	3	Background	4	Background	2	Background	3	Hired	10
Hired	Pending	Hired	4	Hired	2	Hired	2		

Public Safety Pay Plan Challenges

Several cities made last minute pay adjustments as a way to gain advantage in recruiting. Staff is requesting approval of a resolution Increasing the Public Safety salaries and adding incentives to remain competitive in the top quartile in pay and incentives.

Position	Anticipated Entry Salary Ranking Compared to Market Cities – 10/1/2022	Updated Entry Salary Ranking Compared to Market Cities – 10/1/2022	New Salary Ranking with Increased Paramedic Pay	<i>* Includes increased paramedic pay</i>
Police Officer	3 rd of 15	8 th of 15	2 nd of 15	
Police Sergeant	5 th of 14	7 th of 14	3 rd of 14	
Firefighter*	3 rd of 15	5 th of 15	2 nd of 15	
Apparatus Operator*	4 th of 15	7 th of 15	2 nd of 15	
Fire Lieutenant*	3 rd of 8	3 rd of 8	3 rd of 8	
Police Lieutenant	4 th of 14	6 th of 14	3 rd of 14	
Battalion Chief*	4 th of 15	7 th of 15	3 rd of 15	

Added hiring incentives of \$2,500 for both entry police officers and fire fighters and implement Police lateral incentives for \$10,000 (Fire does not offer lateral entry) and increasing Paramedic pay from \$2,400 to \$4,800 annually will allow Burleson to be competitive with market cities that currently offer these.

Proposed Pay Scale for Police and Fire

PUBLIC SAFETY STEP PLAN - EFFECTIVE 11/1/2022 Police and Fire Dept - Sworn Staff

10/1 PLAN	POSITION(S)	1								
	Public Safety Recruit - Police	\$ 65,128.68								
	Duration	Until Sworn								
10/1 STEP PLAN	POSITION(S)	1	2	3	4	5	6	7	8	9
	Police Officer	75,000.00	77,250.00	79,567.50	81,954.53	84,413.16	86,945.56	89,553.92	92,240.54	95,007.76
	Duration	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
	Increase between revised steps	3% 3% 3% 3% 3% 3% 3% 3%								
10/1 STEP PLAN	POSITION(S)	1	2	3	4	5	6	7	8	9
	Firefighter	\$ 71,000.00	73,130.00	75,323.90	77,583.62	79,911.13	82,308.46	84,777.71	87,321.04	89,940.68
	Duration	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
	Increase between revised steps	3% 3% 3% 3% 3% 3% 3% 3%								
10/1 STEP PLAN	POSITION(S)	1	2	3	4					
	Fire Apparatus Operator	\$92,500.00	95,275.00	98,133.25	101,077.25					
	Duration	1 year	1 year	1 year	1 year					
	Increase between revised steps	3% 3% 3%								
10/1 STEP PLAN	POSITION(S)	1	2	3	4	5				
	Police Sergeant	\$ 101,000.00	104,030.00	107,150.90	110,365.43	113,676.39				
	Duration	1 year	1 year	1 year	1 year	1 year				
	Increase between revised steps	3% 3% 3%								
10/1 STEP PLAN	POSITION(S)	1	2	3	4	5				
	Fire Lieutenant	\$ 97,500.00	100,425.00	103,437.75	106,540.88	109,737.11				
	Duration	1 year	1 year	1 year	1 year	1 year				
	Increase between revised steps	3% 3% 3%								
10/1 STEP PLAN	POSITION(S)	1	2	3	4					
	Police Lieutenant	\$ 117,090.00	120,602.70	124,220.78	127,947.40					
	Duration	1 year	1 year	1 year	1 year					
	Increase between revised steps	3% 3% 3%								
10/1 STEP PLAN	POSITION(S)	1	2	3	4					
	Battalion Chief	\$120,000.00	123,600.00	127,308.00	131,127.24					
	Duration	1 year	1 year	1 year	1 year					
	Increase between revised steps	3% 3% 3%								

Pay Structure Change Cost Increases

Increases to Public Safety wages and incentives is estimated at \$1,085,000

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

There will be salary savings of over \$30,000 for every pay period that vacant positions remain unfilled which lowers the overall cost for the change.

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

Incentives are based upon current eligible personnel and anticipated qualified new recruits

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

General Fund Preliminary Update

	FY 21-22 Estimate	FY 22-23 Adopted	FY 22-23 Adjusted
Beginning Balance	\$ 18,339,917	\$ 22,135,793	\$ 22,250,793
Total Revenues	\$ 53,875,665	\$ 53,151,097	\$ 53,151,097
Total Expenditures	\$ 50,079,789	\$ 55,328,011	\$ 55,328,011
Ending Fund Balance	\$ 22,135,793	\$ 19,958,879	\$ 20,073,879
FB% of Expenditure	44.20%	36.07%	36.28%
Public Safety Incentives, Market Adj, Benefits			\$ 1,085,000
Salary Savings	\$ (115,000)		\$ (300,000)
Adjusted Total Expenditures	\$ 49,964,789		\$ 56,113,011
Adjusted Ending Fund Balance	\$ 22,250,793		\$ 19,288,879
Adjusted FB% of Expenditures	44.53%		34.38%

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- Year-end estimates have not been finalized
 - Public Safety incentive and market adjustment recommended to be competitive
 - Salary savings
 - Strong fund balance
 - Future year projections adjusted as needed
 - Future Supplemental
 - Cash funding capital projects

Council Action

Options:

1. Approve a resolution to allow the City Manager to implement hiring incentives and an increased starting pay salary scale for police and fire sworn personnel.
2. Deny a resolution to allow the City Manager to implement hiring incentives and an increased starting pay salary scale for police and fire sworn personnel.

Recommendation:

2. Approve a resolution to allow the City Manager to implement hiring incentives and an increased starting pay salary scale for police and fire sworn personnel.