



# FY21-22 PAY STUDY

SAVING LIVES & PROPERTY IN GSO CREATES A LIFETIME OF FINANCIAL PAIN.

## THE PROBLEM:

Firefighters in the City of Greensboro are the lowest paid among their peers in cities of similar size across NC. Over the course of an average career in Greensboro this results in a loss of \$290k for firefighters vs their peers and a subsequent additional \$193k loss vs their peers over a 20-yr retirement.

Currently, Greensboro measures pay against a large group of cities with varying size and demographics. Including smaller cities in this comparison reduces our competitiveness by causing salaries to lag peer cities which we compete with for services, staff, and development. While starting with

somewhat competitive salaries in each pay band, staff quickly lag those around them by taking annual steps less than 1/2 the average of their peers. This results in as much as a \$125k loss vs their peers within the rank of Engineer alone.

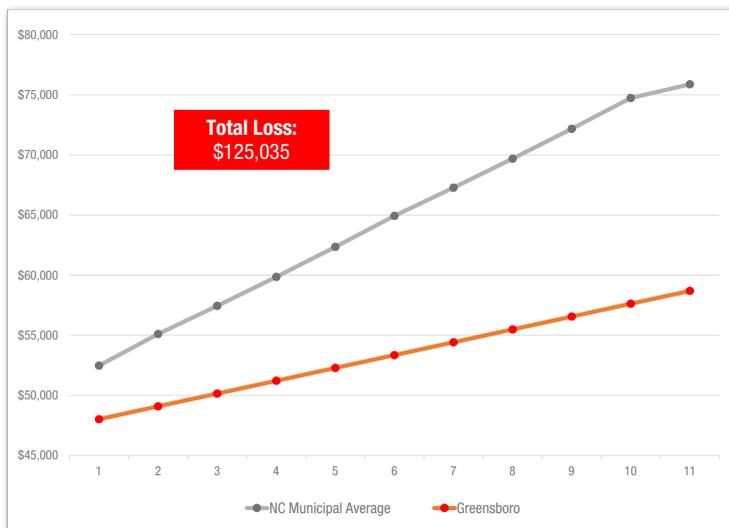
Additionally, beginning in 2014, Greensboro has used a unique staffing structure that includes an additional officer rank vs our peer cities: the Lieutenant. Only 2 municipalities in the state include this additional officer rank in their pay structure. Including the rank of Lieutenant in our pay structure causes 15 employees in temporary positions to artificially hold down the pay of the 400+ positions below them while offering no additional organizational value to the department outside of what the position of Captain already offers.

Recruitment is at an all-time low, with an 83% drop in applications in the last 5-years. All cities are competing for talent to support the growth of development. Peer cities are aggressively increasing salaries. Greensboro risks a very real chance of being left systemically behind and struggling to employ a staff of talented and motivated fire fighters. As the Weaver Fertilizer Fire in Winston recently proved, it is imperative to recruit and retain individuals competent to handle the life safety risks and liability associated with events like these to support the business development and financial security of the City of Greensboro.

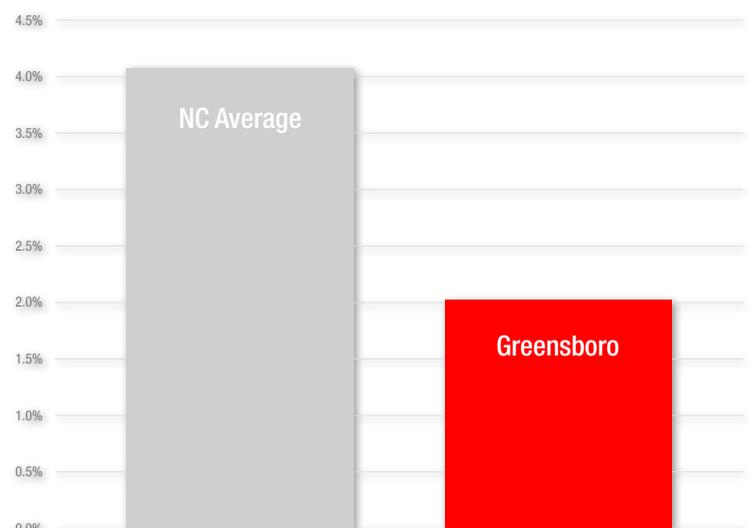
# \$290,095

Amount that a Greensboro Firefighter will lose over the course of their career vs the average pay in other NC cities of similar size.

### EXAMPLE: ENGINEERS LOSE \$125K IN 10 YRS



### GFD ANNUAL STEPS LESS THAN 1/2 AVERAGE



# SIMPLIFY TO RECRUIT & RETAIN

BY MATCHING THE AVERAGE PAY PLANS OF OTHER SIMILAR SIZED CITIES IN NC.

Many talented individuals in the job market recognize the financial loss that saying “yes” to a position in Greensboro will create for them and go elsewhere.

## THE SOLUTION:

Solving these issues takes a simple approach: Match pay to an average of similar sized NC cities. Charlotte, Raleigh, Greensboro, Durham, & Winston-Salem are the 5 largest cities in NC, represent our peers in size & services, and our competition for development and talent. Our pay should match an average of the pay in our 4 peer cities.

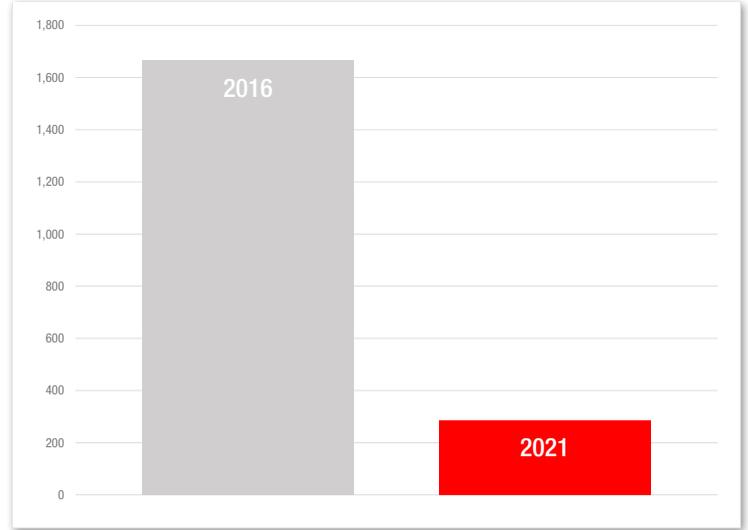
*What would this look like?* 1) Remove the lieutenant position and return all line company officers to the rank of Captain.

2) Annually, take an average of the starting pay and annual

step for each pay grade in these 4 peer cities and adjust compensation to match these averages. 3) Remove bi-annual steps taken by the ranks of SFF and FF that historically was used to prop up inadequate annual raises, but causes rank compression in ranks above it.

*How would this be implemented?* The new pay plan could be implemented with all personnel slotted to the next highest step in the new pay plan on July 1, while continuing to step in December. This would create a ~2% increase over the projected FY22-23 GFD budget.

## RECRUITMENT IS DOWN 83%



### PROPOSED FY2022-23 PAY PLAN

Rank	% Above	1	2	3	4	5	6	7	8	9	10	11	MAX
Captain	22%	\$66,530	\$69,258	\$72,097	\$75,053	\$78,130	\$81,334	\$84,669	\$88,140	\$91,754	\$95,516	\$99,432	Merit Raise System
Engineer	21%	\$54,582	\$56,820	\$59,149	\$61,575	\$64,099	\$66,727	\$69,463	\$72,311	\$75,276	\$78,362	\$81,575	
SFF		\$45,296	\$47,153	\$49,086	\$51,099	\$53,194	\$55,375	\$57,645	\$60,009	\$62,469	\$65,030	\$67,697	
FF					\$42,040	\$43,764	\$45,558	\$47,426					
Step Increase			4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	

### EXISTING FY2021-22 PAY PLAN

Rank	% Above	5	6	7	8	9	10	11	12	13	14	15	MAX
Captain	20%	\$66,202	\$67,673	\$69,145	\$70,616	\$72,087	\$73,558	\$75,029	\$76,500	\$77,971	\$79,443	\$80,914	\$91,948
Lieutenant	15%	\$55,202	\$56,428	\$57,655	\$58,882	\$60,108	\$61,335	\$62,562	\$63,788	\$65,015	\$66,242	\$67,469	\$76,669
Engineer	9%	\$48,015	\$49,082	\$50,149	\$51,216	\$52,283	\$53,350	\$54,417	\$55,484	\$56,551	\$57,618	\$58,685	\$66,688
SFF		\$44,142	\$45,123	\$46,104	\$47,085	\$48,066	\$49,047	\$50,028	\$51,009	\$51,990	\$52,971	\$53,952	\$61,309
FF							\$39,609	\$40,401	\$41,193	\$41,986			
Step Increase			2.2%	2.2%	2.1%	2.1%	2.0%	2.0%	2.0%	1.9%	1.9%	1.9%	

**ASK COUNCIL & CMO TO ACT TODAY BY MATCHING THE PAY PLANS OF SIMILAR SIZED CITIES IN NC.**