



PAY STUDY UPDATE

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

[CLICK HERE TO SEE OUR EARLIER PAY STUDY DOCUMENT](#)

THE PROBLEM:

Firefighters in the City of Greensboro are the lowest paid among their peers in metro areas of NC. Over the course of their career, firefighters in Greensboro will lose \$290k in pay and \$193k in retirement vs their peers.

This lack of competitive pay creates a downward spiral of diminished recruitment and retention that is an inefficient investment of tax dollars, makes our area less competitive for economic development, and **will make the citizens of Greensboro less safe on a daily basis.**

\$804,367

Amount that the City of Greensboro will spend on salaries during training to replace the projected 44 individuals it will lose in FY21-22.

THE FACTS:

Fire Department **resignations are up 130%** over their levels in 2018. *(GFD statistics)*

Fire Department **recruitment is down 83%** over their levels in 2016. *(GFD statistics)*

Civilian salaries in the Greensboro area have **increased 10.1%** since February 2021, 2x the national average. *(Triad Business Journal)*

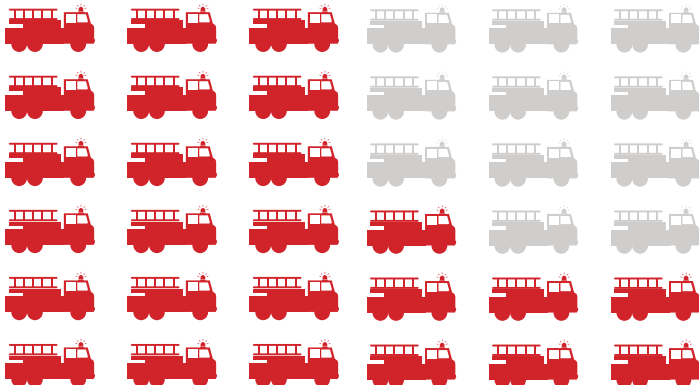
The buying power of all employees has been **reduced by 8.5%** since March 2022 because of inflation. *(Bureau of Labor & Statistics)*

City of Greensboro **will pay \$804,367** in the upcoming year to replace and train those lost in FY21-22. *(24wks starting salary for 44 staff)*

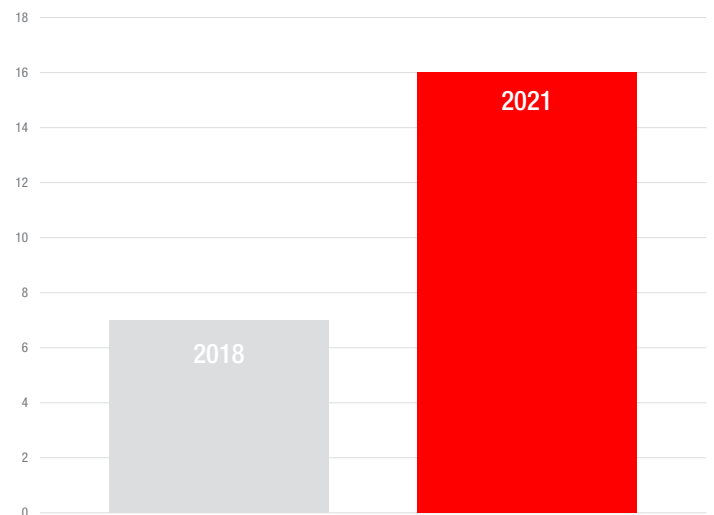
City of Durham plans to raise starting fire and police salaries **up to 14.3%** in FY22-23 at a cost of \$9M per year. *(Durham Chronicle)*

In FY21-22, GFD lost enough personnel to staff **11 of the 36 trucks** that daily protect the City of Greensboro. *(GFD statistics & staffing)*

STAFF FOR 11 OUT OF 36 TRUCKS LOST



RESIGNATIONS ARE UP 130%



SIMPLIFY TO RECRUIT & RETAIN

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

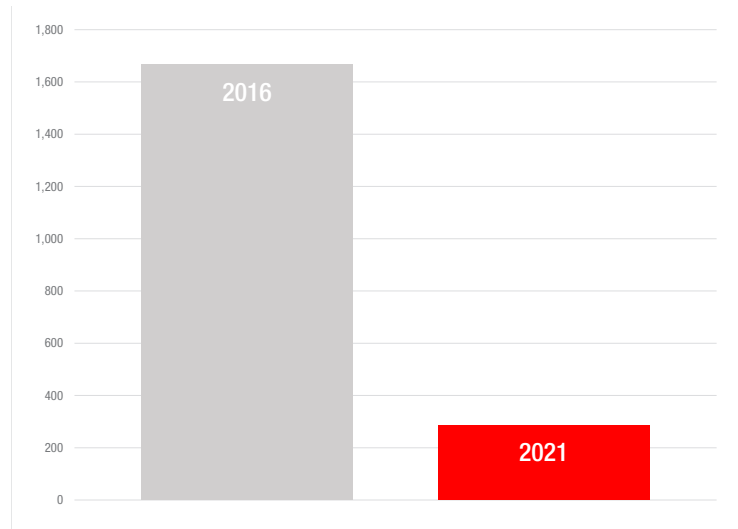
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THE SOLUTION:

Charlotte, Raleigh, Greensboro, Durham, & Winston-Salem are the 5 largest cities in NC. These cities represent our peers in size and services, and our competition for development and talent. *Our pay should match an average of the pay in our 4 peer cities, as seen below in the proposed FY22-23 Pay Plan.*

A Rate Neutral FY22-23 budget would enable the proposed additional 2% investment in compensation to recruit and retain a workforce able to keep the citizens of Greensboro safe. This investment would keep development growing without representing a tax increase as a percent of property value. *Each additional year of inaction makes Greensboro less safe and increases the cost of fixing this compensation disparity.*

RECRUITMENT IS DOWN 83%



PROPOSED FY2022-23 PAY PLAN

Rank	% Above	MIN	MIDPOINT										MAX
Assistant Chief	20%	\$98,015	\$119,491										\$146,487
Battalion Chief	20%	\$81,679	\$99,576										\$122,073
Rank	% Above	1	2	3	4	5	6	7	8	9	10	11	MAX
Captain	20%	\$68,066	\$70,857	\$73,762	\$76,786	\$79,934	\$83,212	\$86,623	\$90,175	\$93,872	\$97,721	\$101,727	Merit Raise System
Engineer	20%	\$56,722	\$59,048	\$61,469	\$63,989	\$66,612	\$69,343	\$72,186	\$75,146	\$78,227	\$81,434	\$84,773	
SFF		\$47,268	\$49,206	\$51,223	\$53,324	\$55,510	\$57,786	\$60,155	\$62,621	\$65,189	\$67,862	\$70,644	
FF					\$43,618	\$45,406	\$47,268	\$49,206					
		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	MIN	MIDPOINT										MAX
Assistant Chief	20%	\$93,005	\$103,339										\$113,673
Battalion Chief	17%	\$77,604	\$86,116										\$94,728
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 KEEP GREENSBORO SAFE AND STAFFED BY SUPPORTING A RATE NEUTRAL BUDGET THAT MATCHES THE PAY PLANS OF OUR PEER CITIES IN NC.