



# FY23-24 INVEST IN SAFETY

HONORING THE COMMITMENTS TO CHANGE MADE IN THE FY22-23 BUDGET

## THE PROBLEM:

Firefighters in the City of Greensboro continue to be 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 \$252,000 for firefighters vs their peers in other similar cities. This is having an extremely negative impact on the City's ability to recruit and retain a talented and diverse firefighting force.

Recruitment continues to be at an all-time low and competition for a talented workforce is increasing as peer cities develop aggressive lateral transfer programs to take advantage of their competitive edge in compensation. Peer cities are aggressively increasing salaries, incentives, and recruitment efforts and Greensboro is being left systemically behind. Consider these facts:

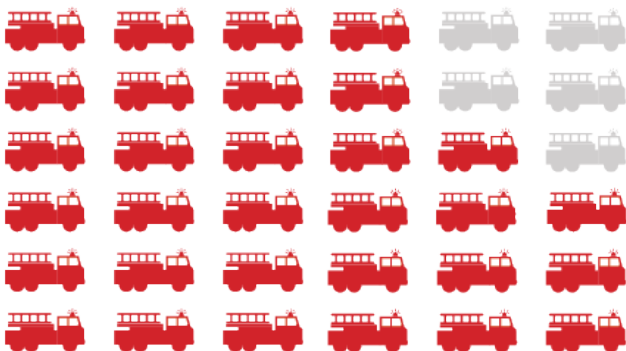
- More than **4% of line company personnel and recruits have left the department since January 1 of this year**, with many leaving to accept lateral entry positions in competing departments within the state.
- The firefighters that have left for higher paying positions **represent enough individuals to staff 5 of the 36 fire trucks** that respond within the city each day.
- The use of emergency mandatory overtime is becoming increasingly frequent, and **the situation has become dire enough for fire administration to begin discussing brown outs** (temporarily closing a fire truck due to lack of staffing).

Despite these facts, outside consultants were paid to produce an obviously flawed mid-year pay study. The consultants reported that, despite record US inflation and wage increases, the 50th percentile for base salary actually decreased within peer cities. The consultants supplied none of their raw data to support this outlandish claim and interviewed only a small fraction of the municipalities that are normally included in the annual survey.

# \$252,320

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

### STAFF FOR 5 OUT OF 36 UNITS LOST SINCE JANUARY



### ALL CONTROL POINTS BELOW MARKET VS FY22 PAY STUDY

Rank	Control Point	Pay Study	% Difference
Asst Chief	\$103,339	\$120,829	-16.9%
Bat Chief	\$86,116	\$99,110	-15.1%
Captain	\$80,326	\$82,267	-2.4%
Inspector	\$66,979	\$67,991	-1.5%
Engineer	\$61,000	\$65,169	-6.8%
SFF	\$56,433	\$60,291	-6.8%
FF	\$44,942	\$45,972	-2.3%

# ACT NOW FOR PUBLIC SAFETY

IMPLEMENT 4% STEP PLAN & FOLLOW POLICY TO PREVENT FALLING BEHIND.

## THE SOLUTION IS CLEAR:

- **Set the distance between the steps to 4% in May 2023 and minimum pay to \$49,000 as planned.**
- **Set our control points to at least those found as the 50th percentile from the FY22 pay study.**

Both steps are supported directly by Greensboro compensation policy and/or direction from council in the FY22-23 budget. If immediate action is not taken, public safety in Greensboro will continue to suffer as we lag our peers in recruitment, and retention.

“General employees will experience an updated step program for everyone in the step plan. **Effective May 2023, the value between individual steps will be four percent.** Employees in the merit system will receive a four percent pay adjustment, also effective in May 2023.”

Taiwo Jaiyeoba  
6.22.22 email to employees

**Inaction will leave Greensboro less likely to grow, less efficient in its delivery of services, and its citizens less safe.** Direct and immediate action is needed by council on these issues.

### PROPOSED FY2022-23 PAY PLAN

(implemented in May 2023 as proposed in FY22-23 budget)

Rank	MIN		MIDPOINT								MAX	
Assistant Chief	\$98,401		\$120,829								\$147,064	
Battalion Chief	\$82,001		\$99,110								\$122,553	

Rank	1	2	3	4	5	6	7	8	9	10	11	MAX
Captain	\$68,334	\$71,136	\$74,052	\$77,088	\$80,249	<b>\$83,539</b>	\$86,964	\$90,530	\$94,241	\$98,105	\$102,128	\$118,877
Fire Inspector	\$56,979	\$59,316	\$61,748	\$64,279	\$66,915	<b>\$69,658</b>	\$72,514	\$75,487	\$78,582	\$81,804	\$85,158	\$99,124
Engineer	\$53,307	\$55,493	\$57,768	\$60,137	\$62,602	<b>\$65,169</b>	\$67,841	\$70,622	\$73,518	\$76,532	\$79,670	\$92,736
SFF	\$49,317	\$51,339	\$53,444	\$55,635	\$57,916	<b>\$60,291</b>	\$62,763	\$65,336	\$68,015	\$70,804	\$73,707	\$85,794
FF						<b>\$49,723</b>	\$51,762	\$53,884				
Step Increase		4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	

### EXISTING FY22-23 PAY PLAN

(implemented in February 2023 and expires in November 2023, ignoring the 4% step plan)

Rank	MIN		MIDPOINT								MAX	
Assistant Chief	\$93,005		\$103,339								\$113,673	
Battalion Chief	\$77,604		\$86,116								\$94,728	

Rank	5	6	7	8	9	10	11	12	13	14	15	MAX
Captain	\$72,293	\$73,900	\$75,506	\$77,113	\$78,719	<b>\$80,326</b>	\$81,933	\$83,539	\$85,146	\$86,752	\$88,359	\$100,408
Fire Inspector	\$60,281	\$61,621	\$62,960	\$64,300	\$65,639	<b>\$66,979</b>	\$68,319	\$69,658	\$70,998	\$72,337	\$73,677	\$83,724
Engineer	\$54,900	\$56,120	\$57,340	\$58,560	\$59,780	<b>\$61,000</b>	\$62,220	\$63,440	\$64,660	\$65,880	\$67,100	\$76,250
SFF	\$50,790	\$51,918	\$53,047	\$54,176	\$55,304	<b>\$56,433</b>	\$57,562	\$58,690	\$59,819	\$60,948	\$62,076	\$70,541
FF						<b>\$44,942</b>	\$45,899	\$46,855	\$47,811			
Step Increase		2.2%	2.2%	2.1%	2.1%	2.0%	2.0%	2.0%	1.9%	1.9%	1.9%	