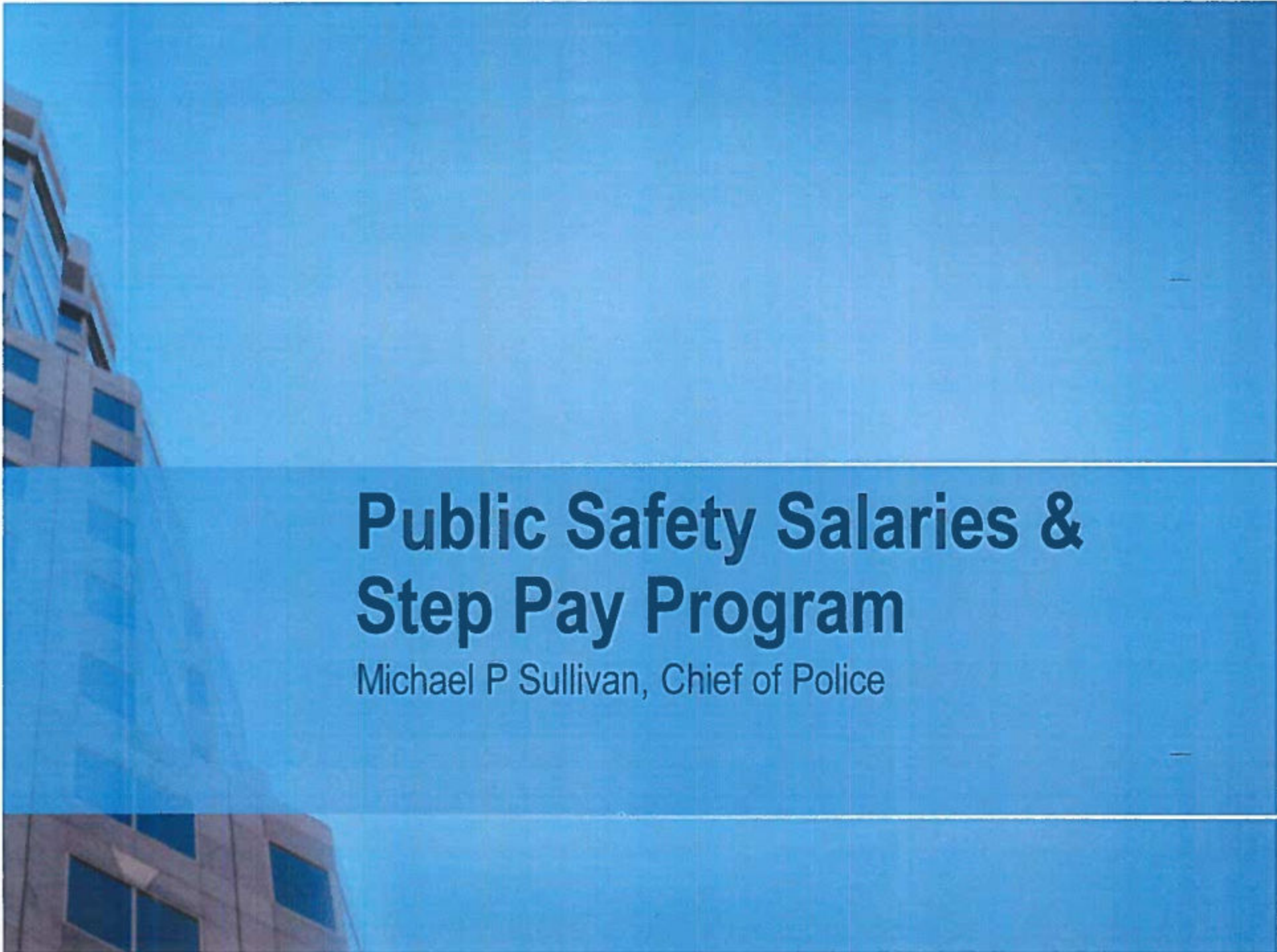


The background of the slide features a clear blue sky and the corner of a modern building with large windows, visible on the left side. The text is overlaid on a semi-transparent blue rectangular area.

Public Safety Salaries & Step Pay Program

Michael P Sullivan, Chief of Police

Bureau of Labor Statistics
Occupational Employment Statistics
Occupational Employment and Wages, May 2017
33-3051 Police and Sheriff's Patrol Officers

- Employment estimate and mean wage estimates for this occupation:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
662,390	0.5 %	\$31.00	\$64,490	0.9 %

Bureau of Labor Statistics
Occupational Employment Statistics
Occupational Employment and Wages, May 2017
Continued...

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$16.84	\$21.62	\$29.35	\$38.57	\$48.37
Annual Wage (2)	\$35,020	\$44,980	\$61,050	\$80,230	\$100,610 —

Bureau of Labor Statistics
Occupational Employment Statistics
Occupational Employment and Wages, May 2017
Continued...

State	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
<u>California</u>	73,000	4.37	0.94	\$48.12	\$100,090
<u>Texas</u>	63,380	5.33	1.15	\$30.01	\$62,430
<u>New York</u>	46,940	5.10	1.10	\$35.10	\$73,000
<u>Florida</u>	38,770	4.61	0.99	\$28.08	\$58,400
<u>Illinois</u>	31,430	5.30	1.14	\$35.52	\$73,870

Comparison Agencies

Agency	Starting Salary	Step Program yes/no
Lavon	\$42,150.00	no
Josephine	\$38,000.00	pending
Princeton	\$49,989.00	yes
Melissa	\$51,000.00	no
Anna	\$51,000.00	pending
Wylie	\$56,671.00	yes
Celina	\$60,000.00	yes
Fairview	\$57,249.00	yes
Murphy	\$54,760.00	yes
Parker	\$54,000.00	no
Prosper	\$60,279.00	yes
Collin SO	\$58,600.00	yes
McKinney	\$62,551.83	yes
Plano	\$67,640.00	yes
Allen	\$59,154.00	yes
Frisco	\$64,705.16	yes

Median salary= \$55,484.00

(salaries totaled and divided by 16 agencies)

23% below median (42,500)

vs.

10% below median (50,000)

Salary Adjustment

Name	Hire Date	Past Salary	New Base	Adjusment
Marsha Phillips-LT	03/20/2012	\$62,400.00	\$65,000.00	\$2,600.00
Frank Gonzalez-Sgt	07/22/2013	\$50,232.00	\$55,000.00	\$816.00
Vacant		\$54,184.00	\$50,000.00	-\$4,184.00
John Williams	01/30/2012	\$49,608.00	\$50,000.00	\$392.00
Jaret Crawley	03/25/2013	\$48,193.60	\$50,000.00	\$1,806.40
Roger Cole	04/06/2013	\$48,193.60	\$50,000.00	\$1,806.40
William Redding	08/05/2013	\$48,172.80	\$50,000.00	\$1,827.20
Margarita Olvera	02/16/2017	\$42,494.40	\$50,000.00	\$7,505.60
Vacant/Removed		\$42,494.40	\$0.00	\$0.00
Karen Dixon	10/05/2010	\$37,190.40	\$40,000.00	\$2,809.60
Shanee Jackson	03/18/2013	\$36,982.40	\$40,000.00	\$3,017.60
		\$520,145.60	\$500,000.00	\$18,396.80

**Total Adjustment for FY
2017/2018**

\$8,431.00

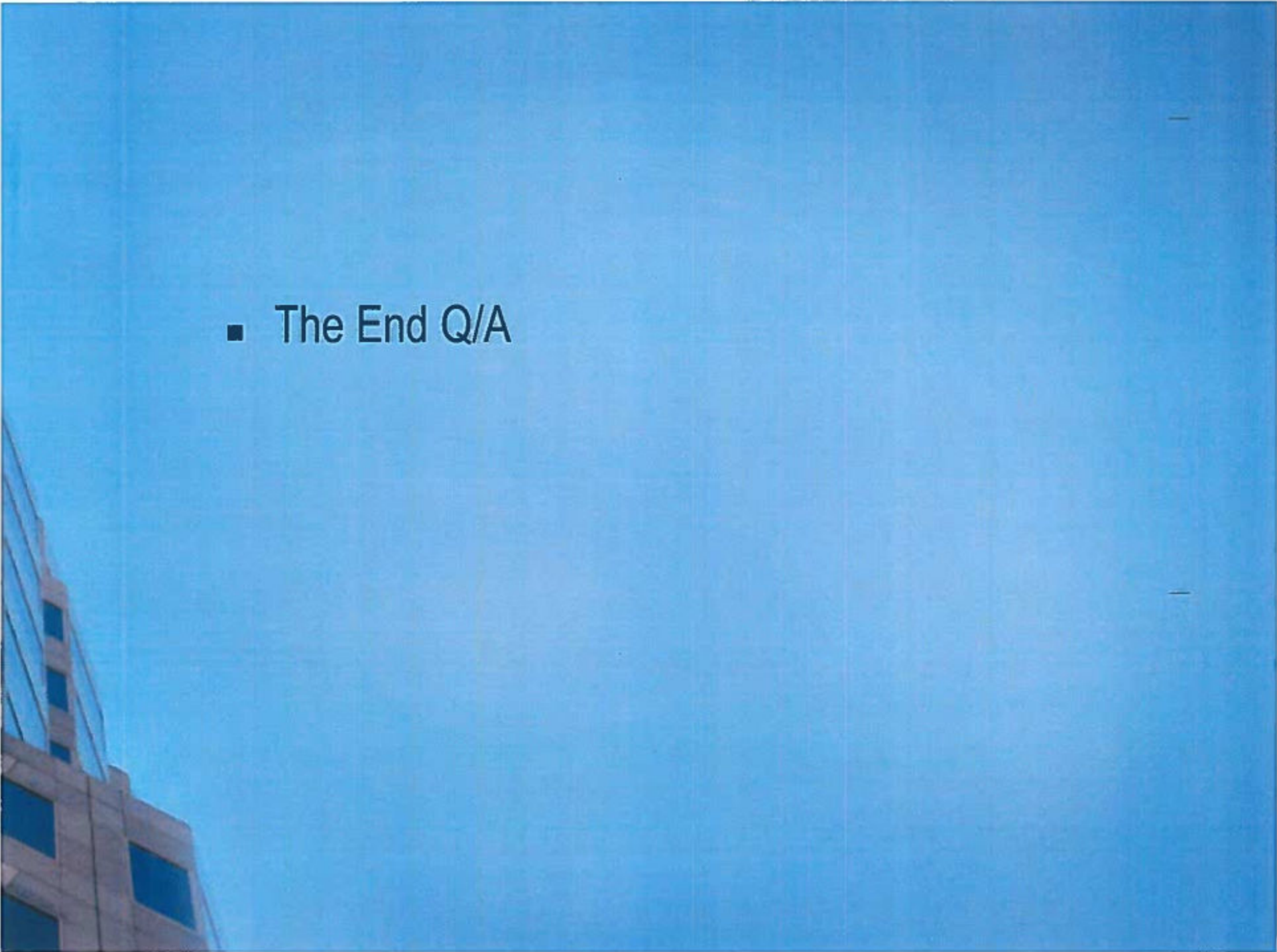
5 Year Step Pay Program Proposal

Position	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
	1st year	2nd year	3rd Year	4th year	5th year
Probationary	\$50,000.00				
Officer	\$52,500.00	\$55,000.00	\$57,500.00	\$60,000.00	\$62,500.00
Sergeant	\$57,500.00	\$60,000.00	\$62,500.00	\$65,000.00	\$67,500.00
Lieutenant	\$67,500.00	\$70,000.00	\$72,500.00	\$75,000.00	\$77,500.00
Civillian Staff	\$42,500.00	\$45,000.00	\$47,500.00	\$50,000.00	\$52,500.00

* Salaries/Steps do not include Cost of Living adjustments

* After 5th step only COLA'S will be given

* First Year Step Starts FY 2019/2020

- 
- The End Q/A

How Did We Get Here?

- Any relevant historical information
- Original assumptions that are no longer valid

Available Options

- State the alternative strategies
- List advantages & disadvantages of each
- State cost of each option

Recommendation

- Recommend one or more of the strategies
- Summarize the results if things go as proposed
- What to do next
- Identify action items