

# Compensation Update

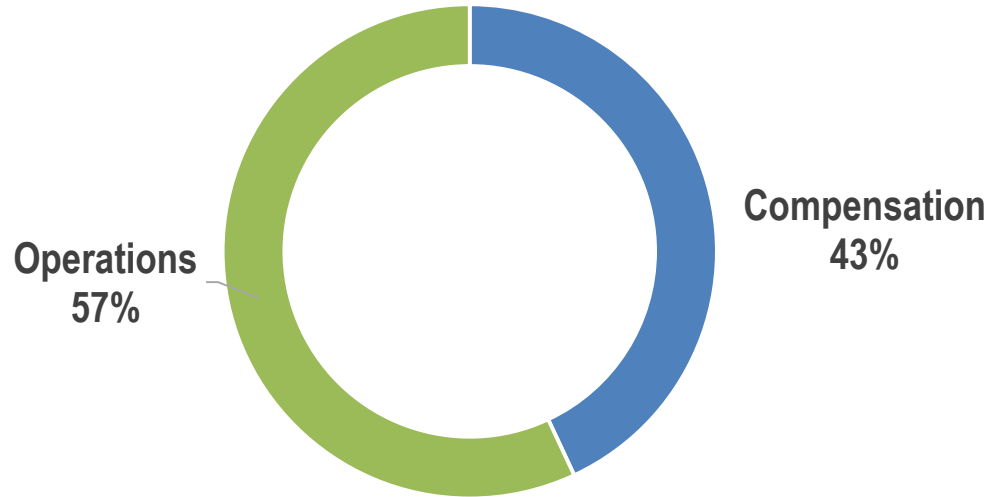
Council Work Session  
May 16, 2024



# Most Skilled Workforce

- On average compensation makes up 43% of the total budget expenditures.

FY2023-24 Budget Compensation & Operations,  
ALL Funds



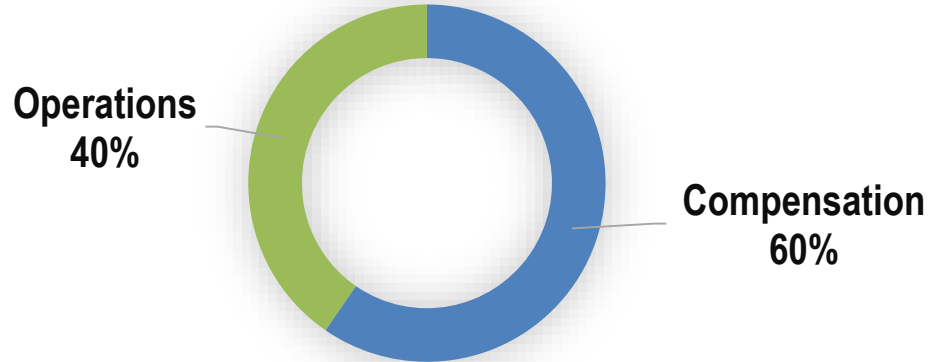
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# Most Skilled Workforce

- Compensation is 60% of General Fund expenditures.

FY2023-24 Budget Compensation & Operations,  
General Fund



# Most Skilled Workforce

	FY 21-22	FY 23-24	Net Increase	% Increase
General Fund Salaries	\$130,788,672	\$158,524,408	\$27,735,736	21%
# of General Fund FTE's	2,385.20	2,420.75	+35.55*	1.5%

*\*The net increase includes a reduction of 30 vacant GPD positions*



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# Most Skilled Workforce

## Adopted FY22 – FY24 Budgets\*

- Development Services – 20 positions
- Fire – 20 positions
- GPD – 15 positions
- Water – 15 positions
- GTA – 12.5 positions
- Office of Community Safety – 8 positions
- MWBE – 2.75 positions

*\*This is not an exhaustive list of added positions.*

# Most Skilled Workforce

- New minimum salary increases 4.2% to \$18.75 per hour or \$39,000 per year
- 4% structure adjustments (4% across the board salary increases)
- 4% increase to roster wages
- \$100,000 to address compression



# Most Skilled Workforce

City	Minimum Police Starting Salary
Charlotte	\$57,192
Raleigh	\$50,301
Greensboro	\$57,220
Durham	\$43,445
Winston-Salem	\$50,000
High Point	\$49,325
Burlington	\$55,410

# FY 2024-25 Budget Development

Rank	FY 2021 – 2022	FY 2022 – 2023	FY 2023 – 2024	2024 Market Rate	Recommended	Total Increase in Control Point since 2021	Market Position
	Control Point				FY 2024 – 2025 Control Point		
Chief	\$172,000	\$187,824	\$217,876	\$204,755	\$226,951	32%	111%
Deputy Chief	\$143,000	\$156,156	\$181,141	\$159,365	\$188,387	32%	118%
Assistant Chief	\$119,238	\$130,208	\$151,042	\$153,581	\$157,084	32%	102%
Captain	\$99,365	\$108,508	\$125,870	\$117,344	\$130,905	32%	112%
Lieutenant	\$86,447	\$94,401	\$109,506	\$104,440	\$113,886	32%	109%
Sergeant	\$75,186	\$82,104	\$95,241	\$90,006	\$99,051	32%	110%
Corporal	\$65,361	\$71,376	\$82,797	\$72,400	\$86,109	32%	119%
Police Officer III	\$56,859	\$63,618	\$73,797	\$66,737	\$76,749	35%	115%
Police Officer II	\$49,462	\$54,762	\$63,524	\$61,799	\$66,065	34%	107%
Police Officer I	\$44,163	\$49,327	\$57,220	\$58,780	\$59,509	35%	101%



# Most Skilled Workforce

City	Minimum Fire Starting Salary
Charlotte	\$54,508
Raleigh	\$46,540
Greensboro	\$49,724
Durham	\$41,496
Winston-Salem	\$40,447
High Point	\$44,737
Burlington	\$42,995

FY 2024-25 Budget Development							
	FY 2021 – 2022 Control Point	FY 2022 – 2023 Control Point	FY 2023 – 2024 Control Point	2024 Market Rate	Recommended FY 2024 – 2025 Control Point	Total Increase in Control Point since 2021	Market Position
Chief	\$148,826	\$162,519	\$187,390	\$194,514	\$194,886	31%	100%
Deputy Chief	\$123,986	\$135,394	\$140,810	\$146,567	\$146,442	18%	100%
Assistant Chief	\$103,339	\$113,097	\$125,187	\$124,651	\$130,194	26%	104%
Marshal	\$103,339	\$113,097	\$125,187	\$97,375	\$130,194	26%	134%
Battalion Chief	\$86,116	\$94,039	\$97,801	\$104,703	\$101,713	18%	97%
Marshal	\$86,116	\$94,039	\$97,801	\$80,642	\$101,713	18%	126%
Captain	\$73,558	\$80,326	\$83,540	\$86,010	\$86,882	18%	101%
Assistant Marshal	\$73,558	\$80,326	\$83,540	\$72,099	\$86,882	18%	121%
Sr. Inspector	\$61,335	\$66,979	\$69,659	\$65,045	\$72,445	18%	111%
Engineer	\$53,350	\$61,000	\$63,440	\$66,874	\$65,978	24%	99%
Sr. Firefighter	\$49,047	\$56,433	\$58,691	\$63,800	\$61,039	24%	96%
Firefighter	\$39,609	\$47,811	\$49,724	\$51,651	\$51,713	31%	100%

# Most Skilled Workforce

City	Minimum 911 Starting Salary
Charlotte	*\$54,749
Wake County	\$44,358
Greensboro	\$48,352
Durham	\$40,099
Winston-Salem	\$37,809
High Point	\$44,737
Alamance County	\$43,181

# Most Skilled Workforce

Position	Current Starting Salary	New Starting Salary	Salary after 6 months
GM 9-1-1 ECS	\$46,492	\$48,352	\$50,286
Firefighter	\$47,812	\$49,724	\$51,713
Police	\$55,019	\$57,220	\$59,509
Crew Member	\$39,046	\$40,608	\$42,232
Heavy Equipment Operator	\$40,453	\$42,071	\$43,402



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# Most Skilled Workforce

Salary Structure	FY 21 – 22	FY 22 – 23	FY 23 – 24
General	2.5% structure adjustments 3% merits	2% structure adjustments 3% merits	0% structure adjustments 4% merits
General Step	\$31,200 minimum (\$15 per hour)	4% structure adjustments 4% step increase	0% structure adjustments 4% step increase Compression adjustment
Fire	Up to 5% structure adjustments 3% merits	Up to 21% structure adjustments	Up to 15% structure adjustments
Police	Up to 12% structure adjustments	Up to 12% structure adjustments	16% structure adjustments

# Most Skilled Workforce

Fringe Benefits	Details
Bilingual Pay	Up to \$2,500 annually for oral & written skills
Shift Pay	Up to \$4,680 annually for working a nontraditional schedule
On-call Pay	7 hours of pay per on-call period for the inconvenience of potentially being called to return to work
Signing Bonus	5% of control point bonus paid to new employees hired into critical roles
Retention Bonus	5% of control point bonus paid to current employees to retain them in critical roles

# Most Skilled Workforce

Fringe Benefits	Details
Paid Caregiver Leave	Up to 6 weeks of full pay to care for a family member with a serious health condition or birth, foster or adoption of a child
Bereavement Leave	Up to 1 week of full pay to grieve the loss of a family member
Tuition Assistance	Up to \$2,000 in upfront assistance for employees pursuing academic degrees
Certification Pay	Various amounts to reward employees for achieving professional and technical certifications
Holiday Pay	1.5x salary for nonexempt employees \$200 stipend for exempt employees

# Most Skilled Workforce

Fringe Benefits	Details
Tool Allowance	\$2,000 annually for skilled workers to purchase their preferred tools
Military Incentive	\$2,500 bonus paid to new sworn Fire & Police personnel to honor their prior service
Referral Bonus	\$500 paid to current employees who successfully refer new hires to the City
Service to Others Leave	16 hours of paid leave to volunteer with local nonprofits
Parental Involvement Leave	4 hours of paid leave for parents to participate in children's school activities
Workers' Compensation Supplement	Injured workers receive full salaries for up to 1 year