

POLICE SALARY COMPARATIVE STUDY
PER ORDINANCE 672 AS OF 01-01-2018

	Step 1	Step 2	Step 3	Step 4	Step 5
Fort Bragg Police Department Administrative Staff					
Police Chief					
Current FBPD	\$ 9,734.75	\$ 10,221.48	\$ 10,732.56	\$ 11,269.19	\$ 11,832.65
Average of Comparable Jurisdictions	\$ 9,864.30	\$ 10,149.18	\$ 10,448.30	\$ 10,762.39	\$ 11,092.17
Difference New Salary over/under Average	\$ (129.55)	\$ 72.31	\$ 284.26	\$ 506.80	\$ 740.48
Percentage % Delta New Salary over/under Average			2.72%		
SALARY PER ORDINANCE	\$ 9,864.30	\$ 10,149.18	\$ 10,448.30	\$ 10,762.39	\$ 11,092.17
SALARY ADJUSTMENT = No Change	\$ 9,734.75	\$ 10,221.49	\$ 10,732.56	\$ 11,269.19	\$ 11,832.65
Police Lieutenant					
Current FBPD	\$ 7,450.38	\$ 7,822.90	\$ 8,214.04	\$ 8,624.74	\$ 9,055.98
Average of Comparable Jurisdictions	\$ 6,741.17	\$ 7,078.22	\$ 7,432.13	\$ 7,803.74	\$ 8,193.70
Difference New Salary over/under Average	\$ 709.22	\$ 744.68	\$ 781.91	\$ 821.01	\$ 862.29
Percentage % Delta New Salary over/under Average			10.52%		
SALARY PER ORDINANCE	\$ 6,741.17	\$ 7,078.22	\$ 7,432.13	\$ 7,803.74	\$ 8,193.70
SALARY ADJUSTMENT = No Change	\$ 7,450.38	\$ 7,822.90	\$ 8,214.04	\$ 8,624.75	\$ 9,055.98
Administrative Coordinator					
Current FBPD	\$ 3,903.24	\$ 4,098.40	\$ 4,303.32	\$ 4,518.49	\$ 4,744.41
Average of Comparable Jurisdictions	\$ 3,496.22	\$ 3,671.03	\$ 3,854.58	\$ 4,047.31	\$ 4,249.45
Difference New Salary over/under Average	\$ 407.02	\$ 427.37	\$ 448.74	\$ 471.17	\$ 494.97
Percentage % Delta New Salary over/under Average			11.64%		
SALARY PER ORDINANCE	\$ 3,496.22	\$ 3,671.03	\$ 3,854.58	\$ 4,047.31	\$ 4,249.45
SALARY ADJUSTMENT = No Change	\$ 3,903.24	\$ 4,098.40	\$ 4,303.32	\$ 4,518.49	\$ 4,744.41
FBPA REPRESENTED (SWORN & NON-SWORN)					
Police Sergeant - Basic POST Certification					
Current FBPD	\$ 5,478.26	\$ 5,752.17	\$ 6,039.78	\$ 6,341.77	\$ 6,658.86
Average of Comparable Jurisdictions	\$ 5,174.00	\$ 5,432.70	\$ 5,704.34	\$ 5,989.55	\$ 6,290.27
Difference New Salary over/under Average	\$ 608.64	\$ 639.07	\$ 671.03	\$ 704.58	\$ 740.25
Percentage % Delta New Salary over/under Average			12.36%		
SALARY PER ORDINANCE	\$ 4,924.40	\$ 5,170.62	\$ 5,429.15	\$ 5,700.61	\$ 5,985.20
SALARY ADJUSTMENT = No Change	\$ 5,533.04	\$ 5,809.69	\$ 6,100.18	\$ 6,405.19	\$ 6,725.45

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Police Sergeant - Intermediate POST Certification														
Current FBPD	\$	5,778.62	\$	6,067.55	\$	6,370.93	\$	6,689.48	\$	7,023.95				
Average of Comparable Jurisdictions	\$	5,634.69	\$	5,916.42	\$	6,212.24	\$	6,522.85	\$	6,845.03				
Difference		New Salary	over/under	Average	\$	143.93	\$	151.13	\$	158.69	\$	166.63	\$	178.92
Percentage		% Delta New Salary	over/under	Average				2.55%						
SALARY PER ORDINANCE	\$	5,634.69	\$	5,916.42	\$	6,212.24	\$	6,522.85	\$	6,845.03				
SALARY ADJUSTMENT = No Change	\$	5,778.62	\$	6,067.55	\$	6,370.93	\$	6,689.48	\$	7,023.95				
Police Sergeant - Advanced POST Certification														
Current FBPD	\$	6,064.08	\$	6,367.28	\$	6,685.65	\$	7,019.93	\$	7,370.92				
Average of Comparable Jurisdictions	\$	5,914.99	\$	6,210.74	\$	6,521.28	\$	6,847.35	\$	7,189.62				
Difference		New Salary	over/under	Average	\$	149.09	\$	156.54	\$	164.37	\$	172.58	\$	181.30
Percentage		% Delta New Salary	over/under	Average				2.52%						
SALARY PER ORDINANCE	\$	5,914.99	\$	6,210.74	\$	6,521.28	\$	6,847.35	\$	7,189.62				
SALARY ADJUSTMENT = No Change	\$	6,064.08	\$	6,367.28	\$	6,685.65	\$	7,019.93	\$	7,370.92				
Police Officer - Basic POST Certification														
Current FBPD	\$	4,478.75	\$	4,702.69	\$	4,937.82	\$	5,184.71	\$	5,443.95				
Average of Comparable Jurisdictions	\$	4,427.91	\$	4,649.31	\$	4,881.77	\$	5,125.86	\$	5,381.79				
Difference		New Salary	over/under	Average	\$	50.84	\$	53.38	\$	56.05	\$	58.85	\$	62.16
Percentage		% Delta New Salary	over/under	Average				1.15%						
SALARY PER ORDINANCE	\$	4,427.91	\$	4,649.31	\$	4,881.77	\$	5,125.86	\$	5,381.79				
SALARY ADJUSTMENT = No Change	\$	4,478.75	\$	4,702.69	\$	4,937.82	\$	5,184.71	\$	5,443.95				
Police Officer - Intermediate POST Certification														
Current FBPD	\$	4,703.75	\$	4,938.93	\$	5,185.88	\$	5,445.17	\$	5,717.43				
Average of Comparable Jurisdictions	\$	4,653.54	\$	4,886.22	\$	5,130.53	\$	5,387.06	\$	5,656.04				
Difference		New Salary	over/under	Average	\$	50.21	\$	52.71	\$	55.35	\$	58.11	\$	61.39
Percentage		% Delta New Salary	over/under	Average				1.08%						
SALARY PER ORDINANCE	\$	4,653.54	\$	4,886.22	\$	5,130.53	\$	5,387.06	\$	5,656.04				
SALARY ADJUSTMENT = No Change	\$	4,703.75	\$	4,938.93	\$	5,185.88	\$	5,445.17	\$	5,717.43				

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Police Officer - Advanced POST Certification					
Current FBPD	\$	4,934.32	\$	5,181.03	\$ 5,440.09 \$ 5,712.09 \$ 5,997.69
Average of Comparable Jurisdictions	\$	4,882.16	\$	5,126.27	\$ 5,382.58 \$ 5,651.71 \$ 5,934.91
Difference		New Salary over/under Average	\$	52.16	\$ 54.76 \$ 57.51 \$ 60.38 \$ 62.78
Percentage		% Delta New Salary over/under Average			1.07%
SALARY PER ORDINANCE	\$	4,882.16	\$	5,126.27	\$ 5,382.58 \$ 5,651.71 \$ 5,934.91
SALARY ADJUSTMENT = No Change	\$	4,934.32	\$	5,181.03	\$ 5,440.09 \$ 5,712.09 \$ 5,997.69
Police Recruit					
Current FBPD (Hourly Rate)	\$	21.21			
*Average of Comparable Jurisdictions	\$	20.38			
Difference		New Salary over/under Average	\$	0.83	
Percentage		% Delta New Salary over/under Average			4.06%
SALARY PER ORDINANCE	\$	20.38			
SALARY ADJUSTMENT = No Change	\$	21.21			
Community Services Officer					
Current FBPD	\$	3,252.17	\$	3,414.78	\$ 3,585.52 \$ 3,764.79 \$ 3,953.03
*Average of Comparable Jurisdictions	\$	3,079.35	\$	3,233.31	\$ 3,394.98 \$ 3,564.73 \$ 3,743.87
Difference		New Salary over/under Average	\$	172.82	\$ 181.47 \$ 190.54 \$ 200.06 \$ 209.16
Percentage		% Delta New Salary over/under Average			5.61%
SALARY PER ORDINANCE	\$	3,079.35	\$	3,233.31	\$ 3,394.98 \$ 3,564.73 \$ 3,743.87
SALARY ADJUSTMENT = No Change	\$	3,252.17	\$	3,414.78	\$ 3,585.52 \$ 3,764.79 \$ 3,953.03
Police Services Technician					
Current FBPD	\$	3,333.13	\$	3,499.78	\$ 3,674.77 \$ 3,858.51 \$ 4,051.44
*Average of Comparable Jurisdictions	\$	2,893.02	\$	3,037.67	\$ 3,189.56 \$ 3,349.03 \$ 3,517.55
Difference		New Salary over/under Average	\$	440.11	\$ 462.11 \$ 485.21 \$ 509.48 \$ 533.89
Percentage		% Delta New Salary over/under Average			15.21%
SALARY PER ORDINANCE	\$	2,893.02	\$	3,037.67	\$ 3,189.56 \$ 3,349.03 3,517.55
SALARY ADJUSTMENT = No Change	\$	3,333.13	\$	3,499.78	\$ 3,674.77 \$ 3,858.51 \$ 4,051.44