

POLICE SALARY COMPARATIVE STUDY  
PER ORDINANCE 672 AS OF 01-01-2017

|                                                          | Step<br>1          | Step<br>2          | Step<br>3           | Step<br>4           | Step<br>5           |
|----------------------------------------------------------|--------------------|--------------------|---------------------|---------------------|---------------------|
| <b>Fort Bragg Police Department Administrative Staff</b> |                    |                    |                     |                     |                     |
| <b><u>Police Chief</u></b>                               |                    |                    |                     |                     |                     |
| Current FBPD                                             | \$ 9,451.21        | \$ 9,923.77        | \$ 10,419.96        | \$ 10,940.96        | \$ 11,488.01        |
| Average of Comparable Jurisdictions                      | \$ 8,909.98        | \$ 9,355.48        | \$ 9,823.25         | \$ 10,314.41        | \$ 10,830.13        |
| Difference New Salary <b>over/under</b> Average          | \$ 541.23          | \$ 568.29          | \$ 596.71           | \$ 626.54           | \$ 657.87           |
| Percentage % Delta New Salary <b>over/under</b> Average  |                    |                    | 6.07%               |                     |                     |
| SALARY PER ORDINANCE                                     | \$ 8,909.98        | \$ 9,355.48        | \$ 9,823.25         | \$ 10,314.41        | \$ 10,830.13        |
| <b>SALARY ADJUSTMENT = No Change</b>                     | <b>\$ 9,451.21</b> | <b>\$ 9,923.77</b> | <b>\$ 10,419.96</b> | <b>\$ 10,940.96</b> | <b>\$ 11,488.00</b> |
| <b><u>Police Lieutenant</u></b>                          |                    |                    |                     |                     |                     |
| Current FBPD                                             | \$ 7,233.37        | \$ 7,595.04        | \$ 7,974.80         | \$ 8,373.54         | \$ 8,792.21         |
| Average of Comparable Jurisdictions                      | \$ 6,565.63        | \$ 6,893.91        | \$ 7,238.61         | \$ 7,600.54         | \$ 7,980.16         |
| Difference New Salary <b>over/under</b> Average          | \$ 667.74          | \$ 701.13          | \$ 736.19           | \$ 772.99           | \$ 812.04           |
| Percentage % Delta New Salary <b>over/under</b> Average  |                    |                    | 10.17%              |                     |                     |
| SALARY PER ORDINANCE                                     | \$ 6,565.63        | \$ 6,893.91        | \$ 7,238.61         | \$ 7,600.54         | \$ 7,980.16         |
| <b>SALARY ADJUSTMENT = No Change</b>                     | <b>\$ 7,233.37</b> | <b>\$ 7,595.04</b> | <b>\$ 7,974.79</b>  | <b>\$ 8,373.53</b>  | <b>\$ 8,792.21</b>  |
| <b><u>Administrative Coordinator</u></b>                 |                    |                    |                     |                     |                     |
| Current FBPD                                             | \$ 3,789.55        | \$ 3,979.03        | \$ 4,177.98         | \$ 4,386.88         | \$ 4,606.22         |
| Average of Comparable Jurisdictions                      | \$ 3,401.84        | \$ 3,571.93        | \$ 3,750.52         | \$ 3,938.05         | \$ 4,135.22         |
| Difference New Salary <b>over/under</b> Average          | \$ 387.71          | \$ 407.10          | \$ 427.45           | \$ 448.83           | \$ 471.00           |
| Percentage % Delta New Salary <b>over/under</b> Average  |                    |                    | 11.40%              |                     |                     |
| SALARY PER ORDINANCE                                     | \$ 3,401.84        | \$ 3,571.93        | \$ 3,750.52         | \$ 3,938.05         | \$ 4,135.22         |
| <b>SALARY ADJUSTMENT = No Change</b>                     | <b>\$ 3,789.55</b> | <b>\$ 3,979.03</b> | <b>\$ 4,177.98</b>  | <b>\$ 4,386.88</b>  | <b>\$ 4,606.22</b>  |
| <b>FBPA REPRESENTED (SWORN &amp; NON-SWORN)</b>          |                    |                    |                     |                     |                     |
| <b><u>Police Sergeant - Basic POST Certification</u></b> |                    |                    |                     |                     |                     |
| Current FBPD                                             | \$ 5,318.70        | \$ 5,584.63        | \$ 5,863.86         | \$ 6,157.06         | \$ 6,464.91         |
| Average of Comparable Jurisdictions                      | \$ 5,023.20        | \$ 5,274.36        | \$ 5,538.08         | \$ 5,814.98         | \$ 6,106.53         |
| Difference New Salary <b>over/under</b> Average          | \$ 447.49          | \$ 469.86          | \$ 493.35           | \$ 518.02           | \$ 544.36           |
| Percentage % Delta New Salary <b>over/under</b> Average  |                    |                    | 9.09%               |                     |                     |
| SALARY PER ORDINANCE                                     | \$ 4,924.40        | \$ 5,170.62        | \$ 5,429.15         | \$ 5,700.61         | \$ 5,985.20         |
| <b>SALARY ADJUSTMENT = No Change</b>                     | <b>\$ 5,371.89</b> | <b>\$ 5,640.48</b> | <b>\$ 5,922.50</b>  | <b>\$ 6,218.63</b>  | <b>\$ 6,529.56</b>  |

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|                                                          |                    |                   |           |                 |                                            |
|----------------------------------------------------------|--------------------|-------------------|-----------|-----------------|--------------------------------------------|
| <b>Police Sergeant - Intermediate POST Certification</b> |                    |                   |           |                 |                                            |
| Current FBPD                                             | \$                 | 5,610.31          | \$        | 5,890.83        | \$ 6,185.37 \$ 6,494.64 \$ 6,819.37        |
| Average of Comparable Jurisdictions                      | \$                 | 5,485.15          | \$        | 5,759.41        | \$ 6,047.38 \$ 6,349.75 \$ 6,662.47        |
| Difference                                               | New Salary         | <b>over/under</b> | Average   |                 |                                            |
| Percentage                                               | % Delta New Salary | <b>over/under</b> | Average   |                 |                                            |
|                                                          |                    |                   |           |                 | <b>2.28%</b>                               |
| SALARY PER ORDINANCE                                     | \$                 | 5,485.15          | \$        | 5,759.41        | \$ 6,047.38 \$ 6,349.75 \$ 6,662.47        |
| <b>SALARY ADJUSTMENT = No Change</b>                     | <b>\$</b>          | <b>5,610.31</b>   | <b>\$</b> | <b>5,890.83</b> | <b>\$ 6,185.37 \$ 6,494.64 \$ 6,819.37</b> |
| <b>Police Sergeant - Advanced POST Certification</b>     |                    |                   |           |                 |                                            |
| Current FBPD                                             | \$                 | 5,887.45          | \$        | 6,181.83        | \$ 6,490.92 \$ 6,815.46 \$ 7,156.24        |
| Average of Comparable Jurisdictions                      | \$                 | 5,757.73          | \$        | 6,045.61        | \$ 6,347.89 \$ 6,665.29 \$ 6,999.44        |
| Difference                                               | New Salary         | <b>over/under</b> | Average   |                 |                                            |
| Percentage                                               | % Delta New Salary | <b>over/under</b> | Average   |                 |                                            |
|                                                          |                    |                   |           |                 | <b>2.25%</b>                               |
| SALARY PER ORDINANCE                                     | \$                 | 5,757.73          | \$        | 6,045.61        | \$ 6,347.89 \$ 6,665.29 \$ 6,999.44        |
| <b>SALARY ADJUSTMENT = No Change</b>                     | <b>\$</b>          | <b>5,887.45</b>   | <b>\$</b> | <b>6,181.83</b> | <b>\$ 6,490.92 \$ 6,815.46 \$ 7,156.24</b> |
| <b>Police Officer - Basic POST Certification</b>         |                    |                   |           |                 |                                            |
| Current FBPD                                             | \$                 | 4,348.30          | \$        | 4,565.72        | \$ 4,794.00 \$ 5,033.70 \$ 5,285.39        |
| Average of Comparable Jurisdictions                      | \$                 | 4,309.70          | \$        | 4,525.18        | \$ 4,751.44 \$ 4,989.01 \$ 5,239.10        |
| Difference                                               | New Salary         | <b>over/under</b> | Average   |                 |                                            |
| Percentage                                               | % Delta New Salary | <b>over/under</b> | Average   |                 |                                            |
|                                                          |                    |                   |           |                 | <b>0.90%</b>                               |
| SALARY PER ORDINANCE                                     | \$                 | 4,309.70          | \$        | 4,525.18        | \$ 4,751.44 \$ 4,989.01 \$ 5,239.10        |
| <b>SALARY ADJUSTMENT = No Change</b>                     | <b>\$</b>          | <b>4,348.30</b>   | <b>\$</b> | <b>4,565.72</b> | <b>\$ 4,794.00 \$ 5,033.70 \$ 5,285.39</b> |
| <b>Police Officer - Intermediate POST Certification</b>  |                    |                   |           |                 |                                            |
| Current FBPD                                             | \$                 | 4,566.74          | \$        | 4,795.08        | \$ 5,034.83 \$ 5,286.58 \$ 5,550.90        |
| Average of Comparable Jurisdictions                      | \$                 | 4,500.32          | \$        | 4,725.34        | \$ 4,961.61 \$ 5,209.69 \$ 5,470.01        |
| Difference                                               | New Salary         | <b>over/under</b> | Average   |                 |                                            |
| Percentage                                               | % Delta New Salary | <b>over/under</b> | Average   |                 |                                            |
|                                                          |                    |                   |           |                 | <b>1.48%</b>                               |
| SALARY PER ORDINANCE                                     | \$                 | 4,500.32          | \$        | 4,725.34        | \$ 4,961.61 \$ 5,209.69 \$ 5,470.01        |
| <b>SALARY ADJUSTMENT = No Change</b>                     | <b>\$</b>          | <b>4,566.74</b>   | <b>\$</b> | <b>4,795.08</b> | <b>\$ 5,034.83 \$ 5,286.58 \$ 5,550.90</b> |

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|                                                                                    |                    |                    |                    |                    |                    |
|------------------------------------------------------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| <b>Police Officer - Advanced POST Certification</b>                                |                    |                    |                    |                    |                    |
| Current FBPD                                                                       | \$ 4,790.60        | \$ 5,030.13        | \$ 5,281.64        | \$ 5,545.72        | \$ 5,823.00        |
| Average of Comparable Jurisdictions                                                | \$ 4,752.11        | \$ 4,989.71        | \$ 5,239.20        | \$ 5,501.16        | \$ 5,776.97        |
| Difference New Salary <b>over/under</b> Average                                    | <b>\$ 38.49</b>    | <b>\$ 40.42</b>    | <b>\$ 42.44</b>    | <b>\$ 44.56</b>    | <b>\$ 46.03</b>    |
| Percentage % Delta New Salary <b>over/under</b> Average                            |                    |                    | <b>0.81%</b>       |                    |                    |
| SALARY PER ORDINANCE                                                               | \$ 4,752.11        | \$ 4,989.71        | \$ 5,239.20        | \$ 5,501.16        | \$ 5,776.97        |
| <b>SALARY ADJUSTMENT = No Change</b>                                               | <b>\$ 4,790.60</b> | <b>\$ 5,030.13</b> | <b>\$ 5,281.64</b> | <b>\$ 5,545.72</b> | <b>\$ 5,823.00</b> |
| <b>Police Recruit</b>                                                              |                    |                    |                    |                    |                    |
| Current FBPD (Hourly Rate)                                                         | \$ 20.60           |                    |                    |                    |                    |
| *Average of Comparable Jurisdictions                                               | \$ 19.80           |                    |                    |                    |                    |
| Difference New Salary <b>over/under</b> Average                                    | <b>\$ 0.80</b>     |                    |                    |                    |                    |
| Percentage % Delta New Salary <b>over/under</b> Average                            |                    |                    | <b>4.05%</b>       |                    |                    |
| SALARY PER ORDINANCE                                                               | \$ 19.80           |                    |                    |                    |                    |
| <b>SALARY ADJUSTMENT = No Change</b>                                               | <b>\$ 20.60</b>    |                    |                    |                    |                    |
| <b>Community Services Officer (without the County and without Willits' CSO II)</b> |                    |                    |                    |                    |                    |
| Current FBPD                                                                       | \$ 3,109.81        | \$ 3,265.30        | \$ 3,428.56        | \$ 3,599.99        | \$ 3,779.99        |
| *Average of Comparable Jurisdictions                                               | \$ 3,158.03        | \$ 3,315.93        | \$ 3,481.73        | \$ 3,655.81        | \$ 3,838.60        |
| Difference New Salary <b>over/under</b> Average                                    | <b>\$ (48.22)</b>  | <b>\$ (50.63)</b>  | <b>\$ (53.17)</b>  | <b>\$ (55.82)</b>  | <b>\$ (58.61)</b>  |
| Percentage % Delta New Salary <b>over/under</b> Average                            |                    |                    | <b>-1.53%</b>      |                    |                    |
| SALARY PER ORDINANCE                                                               | \$ 3,158.03        | \$ 3,315.93        | \$ 3,481.73        | \$ 3,655.81        | \$ 3,838.60        |
| <b>SALARY ADJUSTMENT = 1.53% increase</b>                                          | <b>\$ 3,158.03</b> | <b>\$ 3,315.93</b> | <b>\$ 3,481.73</b> | <b>\$ 3,655.81</b> | <b>\$ 3,838.60</b> |
| <b>Police Services Technician</b>                                                  |                    |                    |                    |                    |                    |
| Current FBPD                                                                       | \$ 3,236.05        | \$ 3,397.85        | \$ 3,567.74        | \$ 3,746.13        | \$ 3,933.43        |
| *Average of Comparable Jurisdictions                                               | \$ 2,816.84        | \$ 2,957.68        | \$ 3,105.56        | \$ 3,260.84        | \$ 3,424.12        |
| Difference New Salary <b>over/under</b> Average                                    | <b>\$ 419.21</b>   | <b>\$ 440.17</b>   | <b>\$ 462.18</b>   | <b>\$ 485.29</b>   | <b>\$ 509.31</b>   |
| Percentage % Delta New Salary <b>over/under</b> Average                            |                    |                    | <b>14.88%</b>      |                    |                    |
| SALARY PER ORDINANCE                                                               | \$ 2,816.84        | \$ 2,957.68        | \$ 3,105.56        | \$ 3,260.84        | \$ 3,424.12        |
| <b>SALARY ADJUSTMENT = No Change</b>                                               | <b>\$ 3,236.05</b> | <b>\$ 3,397.85</b> | <b>\$ 3,567.74</b> | <b>\$ 3,746.13</b> | <b>\$ 3,933.43</b> |