

Police Department's Step Plan Adjustments and Salary Comparison



Step Plan Adjustments

Nine step scale system – Starting salary then progress through 8 steps yearly.

Current Recommended Adjustments -

- 11 sworn officers – Totaling \$31,106.27 plus benefits
- 2 civilian employees – Totaling \$5,828.30 plus benefits
- Total current fiscal year - \$36,934.57 plus benefits

Salary Comparison

- Compared 24 agencies ranging in size from Lake Worth (pop. 4737) to Fort Worth (pop. 954,457).

13 agencies had a population of 35,000 or less

7 agencies had a population of 35,000-80,000

4 agencies had a population of 100,000 or more

- The agencies above 100k were not utilized for average calculations when comparing salaries.

Salary Comparison

Recruit Pay – 44% behind on average. Average starting salary is \$59,309

Officer Pay – 13% behind on both starting and top out pay

Dispatcher Pay – 18% behind on starting / 39% behind on top out pay

Dispatch Supervisor – 22% behind on starting / 42% behind on top out

Incentives

- Saginaw –

- TCOLE Certificate Pay
- Bi-Lingual Incentive Pay
- Longevity Incentive Pay

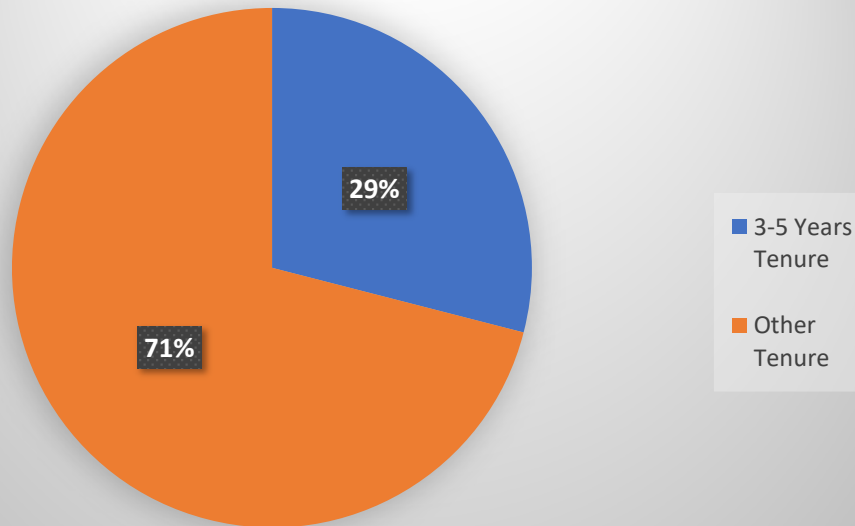
- Other Agencies –

- Lateral Pay – Step Increase
- Education Incentive Pay
- Fitness Incentive Pay
- Dry Cleaning Provided
- Gym Memberships Provided
- Defender Outdoor Memberships
- Sign On Bonus
- Relocation Bonus
- Take Home Police Units

Conclusion

- Saginaw's Average Tenure – Patrol Division
 - 5.67 years
 - 29% have between 3-5 years of tenure
 - 54% have between 2-5 years of tenure

3-5 Years Tenure



2-5 Years Tenure

