

Sheriff's Request for Adoption of the City's Police Pay Step Schedule

**Loss of Trained Patrol Uniformed Staff to the City
City's Pay Plan Significantly Higher than the County's**

Step/Range Pay Minimums by Job Title

	Police Officer/ Deputy First Class	Corporal	Sergeant	Lieutenant	Captain	Major	Deputy Chief
City of Fayetteville	\$38,501	\$46,176	\$51,168	\$59,363	\$68,598	\$75,982	\$83,366
Washington County	\$32,094	\$37,274	\$41,766	\$47,694	\$51,854	\$56,347	\$60,944
\$ Variance	-\$6,407	-\$8,902	-\$9,402	-\$11,669	-\$16,744	-\$19,635	-\$22,422
% Variance	-19.96%	-23.88%	-22.51%	-24.47%	-32.29%	-34.85%	-36.79%

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- City's LOPFI retirement plan pays 89% of base salary upon retirement compared to the County's APERS plan which pays 50% of base salary
- State law requires three weeks of annual vacation leave for City-based police uniformed personnel
- City pays police uniformed personnel premium holiday pay for worked holidays

Sheriff's Request for Adoption of the City's Police Pay Step Schedule

- Pay placement for 82 uniformed ranked personnel on City's police pay step salary schedule based on time in position
- Base salary increase: \$734,830
- Additional benefits expense: \$276,002
- Total additional annual expense: \$1,010,832

Position Name	Budget	Slot/ Position Number	Emp. #	EMPLOYEE NAME	Date/ Time in Position	Current Date	Months	Years & Months	Step	Rate of Pay	Annual Pay	FYV PAY PLAN STEP	Pay Var.	Position Grade	Pay Scale Personnel
Animal Control/Corporal		180	25384	Hodges, Lori	2/9/2009	6/15/2018	112	9.33	8	\$20.46	\$42,556.80	\$59,341	\$16,784	Gr 18	
Asst. Fire Marshal		401	27588	Cox, Justin	4/9/2018	6/15/2018	2	0.17	1	\$18.79	\$39,083.20	\$44,045	\$4,962	Gr 17	Corporal
Corporal		300	98186	Holcroft, Michael V	7/27/1998	6/15/2018	238	19.83	8	\$25.22	\$52,457.60	\$59,341	\$6,883	Gr 18	
Corporal		301	26337	Fite, Michael	8/28/2006	6/15/2018	141	11.75	8	\$22.89	\$47,611.20	\$59,341	\$11,730	Gr 18	
Corporal		303	26546	Reed, Taylor	12/12/2011	6/15/2018	78	6.50	7	\$20.26	\$42,140.80	\$57,139	\$14,998	Gr 18	
Corporal		304	22123	Wilson, Shawn	8/5/2013	6/15/2018	58	4.83	5	\$20.06	\$41,724.80	\$52,774	\$11,049	Gr 18	
Corporal		305	28577	Burdin, Terry	6/4/2018	10/8/2018	4	0.33	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corporal		306	28404	Herring, Brandon	8/13/2018	10/8/2018	1	0.08	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corporal		308	24085	Ratliff, Bobby E	1/5/2004	6/15/2018	173	14.42	8	\$24.16	\$50,252.80	\$59,341	\$9,088	Gr 18	
Corporal		309	20071	Johnson, Larry	3/20/2000	6/15/2018	218	18.17	8	\$24.80	\$51,584.00	\$59,341	\$7,757	Gr 18	
Corporal		310	27835	Marsh, Robert	2/29/2016	6/15/2018	27	2.25	2	\$18.92	\$39,353.60	\$46,227	\$6,873	Gr 18	
Corporal		311	24118	Mason, William E	1/19/2004	6/15/2018	172	14.33	8	\$23.97	\$49,857.60	\$59,341	\$9,483	Gr 18	
Corporal		312	26336	Hardin, Josh	7/25/2011	6/15/2018	82	6.83	7	\$20.57	\$42,785.60	\$57,139	\$14,353	Gr 18	
Corporal		313	27289	Stewart, Anja	6/22/2015	6/15/2018	35	2.92	3	\$18.92	\$39,353.60	\$48,410	\$9,056	Gr 18	
Corporal		314	25282	Smith, Lee Shannon	9/8/2008	6/15/2018	117	9.75	8	\$21.33	\$44,366.40	\$59,341	\$14,975	Gr 18	
Corporal		315	21017	Williams, Ricky	1/1/2001	6/15/2018	209	17.42	8	\$26.30	\$54,704.00	\$59,341	\$4,637	Gr 18	
Corporal		317	OPEN				0	0.00	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corporal		318	25238	Krug, Cherub	6/25/2012	6/15/2018	71	5.92	6	\$20.26	\$42,140.80	\$54,957	\$12,816	Gr 18	
Corporal		319	27718	Zacarias-Lara, Emilio	6/22/2015	6/15/2018	35	2.92	3	\$18.92	\$39,353.60	\$48,410	\$9,056	Gr 18	
Corporal		320	21012	Nichols, Lonnie L	1/1/2001	6/15/2018	209	17.42	8	\$27.15	\$56,472.00	\$59,341	\$2,869	Gr 18	
Corporal		321	21032	Schrock, Yvette	7/27/1998	6/15/2018	238	19.83	8	\$25.30	\$52,624.00	\$59,341	\$6,717	Gr 18	
Corporal		322	27757	Velasco, Brian	12/21/2015	6/15/2018	29	2.42	2	\$18.92	\$39,353.60	\$46,227	\$6,873	Gr 18	
Corporal		323	24086	McDonald, Bobby	7/10/2000	6/15/2018	215	17.92	8	\$24.80	\$51,584.00	\$59,341	\$7,757	Gr 18	
Corporal		324	27708	Phillips, Nathan	2/13/2017	6/15/2018	16	1.33	1	\$18.55	\$38,584.00	\$44,045	\$5,461	Gr 18	
Corporal		325	25321	Pifer, Mark	8/29/2005	6/15/2018	153	12.75	8	\$22.88	\$47,590.40	\$59,341	\$11,751	Gr 18	
Corporal		327	26217	Frisard, Leon	3/7/2011	6/15/2018	87	7.25	7	\$20.45	\$42,536.00	\$57,139	\$14,603	Gr 18	
Corporal		329	OPEN						1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corporal		330	26151	Magee, Brian	11/23/2015	6/15/2018	30	2.50	3	\$19.37	\$40,289.60	\$48,410	\$8,120	Gr 18	
Corporal		331	27864	Thornberry, Chad	6/16/2016	6/15/2018	24	2.00	2	\$18.92	\$39,353.60	\$46,227	\$6,873	Gr 18	
Corporal		332	27086	Henriquez, Nelson	7/7/2014	6/15/2018	47	3.92	4	\$19.29	\$40,123.20	\$50,592	\$10,469	Gr 18	
Corporal		333	OPEN						1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corporal		334	25373	Mathews, Mark	12/27/2010	6/15/2018	89	7.42	7	\$20.45	\$42,536.00	\$57,139	\$14,603	Gr 18	
Corporal		336	OPEN						1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corporal		302	26816	Thompson, Brett	1/6/2014	6/15/2018	53	4.42	4	\$19.29	\$40,123.20	\$50,592	\$10,469	Gr 18	
Corporal		316	26061	Morris, Andrew	1/6/2014	6/15/2018	53	4.42	4	\$19.73	\$41,038.40	\$50,592	\$9,554	Gr 18	
Corporal		326	26758	Schuster, John	2/29/2016	6/15/2018	27	2.25	2	\$19.58	\$40,726.40	\$46,227	\$5,501	Gr 18	
Corporal		328	24112	Comstock, Brian	10/31/2011	6/15/2018	79	6.58	7	\$20.26	\$42,140.80	\$57,139	\$14,998	Gr 18	
Corporal (DFC/Corp Flex Slot)		200	26500	Sears, Christopher	8/5/2013	6/15/2018	58	4.83	5	\$20.26	\$42,140.80	\$52,774	\$10,633	Gr 18	
Corporal (DFC/Corp Flex Slot)		201	27640	Carter, Steven	1/5/2015	6/15/2018	41	3.42	3	\$18.92	\$39,353.60	\$48,410	\$9,056	Gr 18	
DFC (DFC/Corp Flex Slot)		202	28064	Stevens, Chelan	10/8/2018	6/15/2018	#NUM!	#NUM!	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corporal (DFC/Corp Flex Slot)		204	26080	Robinson, Michael	8/1/2016	6/15/2018	22	1.83	2	\$19.89	\$41,371.20	\$46,227	\$4,856	Gr 18	
Corporal (DFC/Corp Flex Slot)		205	27660	Bartholomew, Justin	8/1/2016	6/15/2018	22	1.83	2	\$18.92	\$39,353.60	\$46,227	\$6,873	Gr 18	
Corporal (DFC/Corp Flex Slot)		212	28167	Smothers, Mitchell	8/28/2017	6/15/2018	9	0.75	1	\$18.55	\$38,584.00	\$44,045	\$5,461	Gr 18	
Corporal (DFC/Corp Flex Slot)		213	28168	Bocchino, Justin	9/11/2017	6/15/2018	9	0.75	1	\$18.55	\$38,584.00	\$44,045	\$5,461	Gr 18	
Corporal (DFC/Corp Flex Slot)		215	28010	Webb, Addison	2/13/2017	6/15/2018	16	1.33	1	\$18.55	\$38,584.00	\$44,045	\$5,461	Gr 18	
Corporal (DFC/Corp Flex Slot)		217	27830	Rex, Garrett	8/15/2016	6/15/2018	22	1.83	2	\$18.92	\$39,353.60	\$46,227	\$6,873	Gr 18	
Corporal (DFC/Corp Flex Slot)		221	27948	Brewer, Leigh Anne	8/28/2017	6/15/2018	9	0.75	1	\$18.55	\$38,584.00	\$44,045	\$5,461	Gr 18	
Corporal (DFC/Corp Flex Slot)		341	27820	Crutchfield, Dylan	3/26/2018	6/15/2018	2	0.17	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Deputy First Class		203	25236	McClellan, Shawn	5/23/2005	6/15/2018	156	13.00	10	\$20.11	\$41,828.80	\$53,548	\$11,719	Gr 15	
Deputy First Class		207	28182	Fields, Robin	3/13/2017	6/15/2018	15	1.25	1	\$16.85	\$35,048.00	\$36,724	\$1,676	Gr 15	
Deputy First Class		208	28569	Hammors, Michael	3/29/2018	6/15/2018	2	0.17	1	\$16.28	\$33,862.40	\$36,724	\$2,862	Gr 15	
Deputy First Class		210	21110	Loft Jr., Dennis	12/18/2017	6/15/2018	5	0.42	1	\$15.97	\$33,217.60	\$36,724	\$3,506	Gr 15	
Deputy First Class		214	24146	Cure, Justin	3/15/2004	6/15/2018	171	14.25	10	\$20.27	\$42,161.60	\$53,548	\$11,386	Gr 15	
Deputy First Class		219	27791	Smith, Chris	7/31/2017	6/15/2018	10	0.83	1	\$15.97	\$33,217.60	\$36,724	\$3,506	Gr 15	
Deputy First Class		220	28488	Crozier, Thomas	9/10/2018	11/1/2018	#NUM!	#NUM!	1	\$15.43	\$32,094.40	\$36,724	\$4,630	Gr 15	
Deputy First Class		222	27088	Smith, Timothy	10/31/2011	6/15/2018	79	6.58	7	\$17.60	\$36,608.00	\$47,914	\$11,306	Gr 15	
Deputy First Class		224	26812	Lau, Treola	10/3/2011	6/15/2018	80	6.67	7	\$17.69	\$36,795.20	\$47,914	\$11,119	Gr 15	
Deputy First Class		225	24117	Watkins, Wesley	12/3/2007	6/15/2018	126	10.50	10	\$19.82	\$41,225.60	\$53,548	\$12,322	Gr 15	
Deputy First Class		226	27489	Reynolds, William	4/15/2013	6/15/2018	62	5.17	5	\$17.67	\$36,753.60	\$44,184	\$7,430	Gr 15	

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Position Name	Budget	Slot/ Position Number	Emp. #	EMPLOYEE NAME	Date/ Time in Position	Cul Date	Months	Years & Months	Step	Rate of Pay	Annual Pay	FYV PAY PLAN STEP	Pay Var.	Position Grade	Pay Scale Personnel
Deputy First Class		227	27700	Rose, James	1/29/2018	6/15/2018	4	0.33	1	\$16.92	\$35,193.60	\$36,724	\$1,530	Gr 15	
DFC (DFC/Corp Flex Slot)		209	28372	Hudson, Justin	10/8/2018	6/15/2018	#NUM!	#NUM!	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
DFC (DFC/Corp Flex Slot)		307	28247	McGowan, Elisabeth	10/8/2018	6/15/2018	#NUM!	#NUM!	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
DFC (DFC/Corp Flex Slot)		335	28345	Ricker, Tyler	10/8/2018	6/15/2018	#NUM!	#NUM!	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corp (DFC/Corp Flex Slot)		337	28422	Hobbs, Eli	7/30/2018	6/15/2018	#NUM!	#NUM!	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corp (DFC/Corp Flex Slot)		338	28417	Crouse, Dillon	7/30/2018	6/15/2018	#NUM!	#NUM!	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corp (DFC/Corp Flex Slot)		339	28423	Bergstrom, Kevin	7/30/2018	6/15/2018	#NUM!	#NUM!	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Corp (DFC/Corp Flex Slot)		340	28393	Wilson, Aaron	8/13/2018	6/15/2018	#NUM!	#NUM!	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
DFC (DFC/Corp Flex Slot)		342	28527	Rogers, Zachary	10/8/2018	2/7/2018	#NUM!	#NUM!	1	\$17.92	\$37,273.60	\$44,045	\$6,771	Gr 18	
Fire Marshal		400	27482	McCartney, Tyler	4/9/2018	6/15/2018	2	0.17	1	\$1,769.23	\$46,000.00	\$48,826	\$2,826	Gr 21	\$46,000.00
LIEUTENANT		4	26064	Rennie, Thomas	4/23/2018	6/15/2018	1	0.08	1	\$1,834.56	\$56,623	\$56,623	\$8,924	Gr 22	\$47,698.56
LIEUTENANT		5	24083	Hagan, John Bret	3/12/2018	6/15/2018	3	0.25	1	\$1,834.56	\$56,623	\$56,623	\$8,924	Gr 22	\$47,698.56
LIEUTENANT		6	24093	Henson, Oscar	2/12/2018	6/15/2018	4	0.33	1	\$2,241.12	\$56,623	\$56,623	Above	Gr 22	\$58,269.12
LIEUTENANT		38	24080	Jensen, Richard	1/29/2018	6/15/2018	4	0.33	1	\$2,096.64	\$56,623	\$56,623	\$2,110	Gr 22	\$54,512.64
SERGEANT		20	24111	Morgan, Lynn	1/19/2004	6/15/2018	172	14.33	10	\$26.57	\$55,265.60	\$66,643	\$11,377	Gr 20	
SERGEANT		22	27322	Stewart, Michael	3/12/2018	6/15/2018	3	0.25	1	\$20.26	\$42,140.80	\$48,826	\$6,685	Gr 20	
SERGEANT		23	26213	Fortin, Wade	4/23/2018	6/15/2018	1	0.08	1	\$21.27	\$44,241.60	\$48,826	\$4,584	Gr 20	
SERGEANT		25	25391	Holland, Autumn	1/29/2018	6/15/2018	4	0.33	1	\$22.60	\$47,008.00	\$48,826	\$1,818	Gr 20	
SERGEANT		26	25151	Albright, Kenneth	12/12/2011	6/15/2018	78	6.50	7	\$23.60	\$49,088.00	\$60,730	\$11,642	Gr 20	
SERGEANT		28	26072	Cavender, Marvin "Brad"	12/12/2011	6/15/2018	78	6.50	7	\$23.86	\$47,548.80	\$60,730	\$13,181	Gr 20	
SERGEANT		21	25113	Strain, Bruce	3/28/2016	6/15/2018	26	2.17	2	\$21.68	\$45,094.40	\$50,810	\$5,716	Gr 20	
SERGEANT		24	26831	Wheichel, Corey	2/12/2018	6/15/2018	4	0.33	1	\$21.27	\$44,241.60	\$48,826	\$4,584	Gr 20	
SERGEANT / Training Officer		37	24252	Morse, James	4/9/2018	6/15/2018	2	0.17	1	\$24.11	\$50,148.80	\$48,826	Above	Gr 20	
CAPTAIN		17		McConnell, Josh	2/12/2018	6/15/2018	4	0.33	*87%	\$2,241.10	\$71,895	\$54,169	\$17,726	Gr 24	\$58,268.49
CAPTAIN		18		Augustine, Tion	3/12/2018	6/15/2018	3	0.25	*87%	\$2,143.77	\$71,895	\$71,895	\$16,157	Gr 24	\$55,737.97
CAPTAIN		17		Johnson, Alan	5/22/2017	6/15/2018	12	1.00	*87%	\$2,301.47	\$71,895	\$71,895	\$12,057	Gr 24	\$59,838.16
CAPTAIN		18		Yates, Kenneth	2/1/2016	6/15/2018	28	2.33	*89%	\$2,203.93	\$73,548	\$73,548	\$16,246	Gr 24	\$57,302.16
MAJOR		3		Hoyt, Rick	1/3/2005	6/15/2018	161	13.42	*111%	\$2,954.54	\$101,611	\$101,611	\$24,793	Gr 27	\$76,818.10
MAJOR		2		Denzer, Randall	1/3/2005	6/15/2018	161	13.42	*111%	\$2,896.33	\$101,611	\$101,611	\$26,306	Gr 27	\$75,304.69
CHIEF DEPUTY		2		Cantrill, James	1/3/2005	6/15/2018	161	13.42	*111%	\$3,069.53	\$111,492	\$111,492	\$31,684	Gr 29	\$79,807.86
* X % of Salary Range Midpoint													\$775,835		
City of Fayetteville Pay Ranges															
		Minimum	Midpoint	Maximum											
		Captain	\$69,598	\$82,638	\$99,174										
		**Major	\$75,982	\$91,541	\$109,855										
		Deputy Chief	\$83,366	\$100,443	\$120,536										
** Major Range halfway between Captain and Deputy Chief															

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