| Joplin Current | | FLSA | Springfield | | Fayetteville | | Bentonville | | Rogers | | Springdale | | Combined City Average | | % Inc/Dec | | Avg of SGF + NWA Avg | | % Inc/Dec | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Min | Max | E/N | Min | Max | Min | Max | Min | Max | Min | Max | Min | Max | Min | Max | Min | Max | Min | Max | Min | Max |
| Asst Police Chief | | | Police Major | | Dep Chief of Police | | | | | | Police Asst Chief | | | | | | | | | |
| $53,633.00 | $80,841.00 | E | $63,752.00 | $102,315.20 | $83,366.40 | $120,536.04 | | | | | $69,428.00 | $106,184.00 | $72,182.13 | $109,678.41 | 34.6% | 35.7% | $70,074.60 | $107,837.61 | 30.7% | 33.4% |
| Police Captain | | | Police Captain | | Police Capt | | Police Captan | | Captain | | Police Captain | | | | | | | | | |
| $48,647.00 | $73,324.00 | E | $58,011.20 | $93,724.80 | $68,598.36 | $99,174.36 | $67,725.00 | $108,264.00 | $76,533.00 | $119,582.00 | $62,963.00 | $96,296.00 | $66,766.11 | $103,408.23 | 37.2% | 41.0% | $63,483.02 | $99,776.95 | 30.5% | 36.1% |
| Police Chief | | | No Range | | Police Chief | | Police Chief | | Police Chief | | | | | | | | | | | |
| $71,874.00 | $108,333.00 | E | | | $94,910.40 | $137,217.60 | $85,030.00 | $136,032.00 | $97,293.00 | $152,021.00 | | | $92,411.13 | $141,756.87 | 28.6% | 30.9% | $46,205.57 | $70,878.43 | -35.7% | -34.6% |
| Police Corporal | | | Police Corporal | | Police Corporal | | Police Corporal | | Corporal | | | | | | | | | | | |
| $36,298.00 | $52,674.00 | N | $38,846.08 | $67,157.27 | $46,176.00 | $62,212.80 | $46,654.00 | $69,118.00 | $40,202.00 | $62,815.00 | | | $42,969.52 | $65,325.77 | 18.4% | 24.0% | $41,595.04 | $65,936.27 | 14.6% | 25.2% |
| Police Officer II | | | Police Officer | | Police Officer | | Police Officer II | | Master Police Officer | | Police Officer | | | | | | | | | |
| $34,572.00 | $50,166.00 | N | $37,579.36 | $61,668.15 | $38,500.80 | $56,139.24 | $42,390.00 | $62,837.00 | $36,049.00 | $56,327.00 | $34,837.00 | $52,274.00 | $37,871.23 | $57,849.08 | 9.5% | 15.3% | $37,761.78 | $59,281.23 | 9.2% | 18.2% |
| Police Sergeant | | | Police Sergeant | | Police Sergeant | | Police Sergeant | | Sergeant | | Police Sergeant | | | | | | | | | |
| $42,022.00 | $63,341.00 | N | $45,260.80 | $79,263.18 | $51,188.76 | $69,867.24 | $51,293.00 | $73,003.00 | $47,468.00 | $74,168.00 | $48,299.00 | $73,869.00 | $48,701.91 | $74,034.08 | 15.9% | 16.9% | $47,411.50 | $75,995.00 | 12.8% | 20.0% |

| Joplin Current | | FLSA | Springfield | | Fayetteville | | Bentonville | | Rogers | | Springdale | | Combined City Average | | % Inc/Dec | | Avg of SGF + NWA Avg | | % Inc/Dec | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Min | Max | E/N | Min | Max | Min | Max | Min | Max | Min | Max | Min | Max | Min | Max | Min | Max | Min | Max | Min | Max |
| Battalion Chief | | | Battalion Chief | | Battalion Chief | | Battalion Chief | | Battalion Chief | | Batt Chief | | | | | | | | | |
| $48,646.00 | $73,324.00 | N | $55,702.40 | $82,929.60 | $65,316.12 | $86,515.56 | $61,923.00 | $96,756.00 | $68,228.00 | $106,607.00 | $57,097.00 | $87,325.00 | $61,653.30 | $92,026.63 | 26.7% | 25.5% | $59,421.72 | $88,615.25 | 22.2% | 20.9% |
| Deputy Fire Chief | | | Asst Fire Chief | | Asst Fire Chief | | Asst Fire Chief | | Deputy Fire Chief-Ops | | Fire Asst Chief | | | | | | | | | |
| $53,633.00 | $80,841.00 | E | $68,390.40 | $100,193.60 | $79,518.36 | $114,961.56 | $70,429.00 | $109,242.00 | $76,533.00 | $119,582.00 | $62,963.00 | $96,296.00 | $71,566.75 | $108,055.03 | 33.4% | 33.7% | $70,375.62 | $105,107.00 | 31.2% | 30.0% |
| Fire Captain | | | Fire Captain | | Fire Captain | | Fire Captain | | Captain-Fire | | Fire Captain | | | | | | | | | |
| $42,022.00 | $63,341.00 | N | $45,571.97 | $69,816.03 | $55,910.40 | $73,440.60 | $50,710.00 | $78,787.00 | $47,468.00 | $74,168.00 | $48,299.00 | $73,869.00 | $49,591.87 | $74,016.13 | 18.0% | 16.9% | $48,084.41 | $72,441.09 | 14.4% | 14.4% |
| Fire Chief | | | No Range | | Fire Chief | | Fire Chief | | Fire Chief | | No Range | | | | | | | | | |
| $71,874.00 | $108,333.00 | E | | | $94,910.40 | $137,217.60 | $82,222.00 | $127,691.00 | $97,293.00 | $152,021.00 | | | $91,475.13 | $138,976.53 | 27.3% | 28.3% | $45,737.57 | $69,488.27 | -36.4% | -35.9% |
| Fire Driver/Engineer | | | Fire Equip Operator | | Driver-Operator | | FF/Engineer | | Fire Equip Operator/EMT | | FF/Engineer | | | | | | | | | |
| $34,572.00 | $50,166.00 | N | $37,960.00 | $60,132.80 | $44,262.36 | $59,346.60 | $42,309.00 | $63,508.00 | $36,049.00 | $56,327.00 | $35,834.00 | $54,805.00 | $39,282.87 | $58,823.88 | 13.6% | 17.3% | $38,786.80 | $59,314.73 | 12.2% | 18.2% |
| Fire Marshal | | | Fire Marshal | | No match | | Division Chief | | No match | | Batt Chief-Fire Marshal | | | | | | | | | |
| $42,022.00 | $63,341.00 | E | $47,902.40 | $74,214.40 | | | $60,736.00 | $94,810.00 | | | $57,097.00 | $87,325.00 | $55,245.13 | $85,449.80 | 31.5% | 34.9% | $53,409.45 | $82,640.95 | 27.1% | 30.5% |
| Fire Training Chief | | | No match | | No match | | Division Chief | | No match | | No match | | | | | | | | | |
| $46,330.00 | $69,834.00 | E | | | | | $60,736.00 | $94,910.00 | | | | | $60,736.00 | $94,910.00 | 31.1% | 35.9% | $30,368.00 | $47,455.00 | -34.5% | -32.0% |
| Firefighter/EMT | | | Firefighter | | Firefighter-EMT | | Firefighter I | | Firefighter/EMT | | FF/EMT | | | | | | | | | |
| $31,357.00 | $45,502.00 | N | $34,486.40 | $54,662.40 | $36,225.24 | $52,852.80 | $36,657.00 | $54,896.00 | $29,821.00 | $46,596.00 | $34,837.00 | $52,274.00 | $34,405.33 | $52,256.24 | 9.7% | 14.8% | $34,435.73 | $53,158.55 | 9.8% | 16.8% |

## Local Cities Average

| Position | Min | Max |
|---|---|---|
| Police Officer II | $31,576.00 | $44,289.00 |
| Police Corporal | $33,116.00 | $48,845.75 |
| Police Sergeant | $36,027.84 | $49,420.38 |
| Police Captain | $45,386.00 | $62,275.00 |
| Assistant Chief of Police | $41,689.27 | $61,526.08 |
| Chief of Police | $50,426.77 | $74,646.94 |
| | | |
| Firefighter/EMT | $28,111.00 | $39,140.00 |
| Fire Driver/Engineer | $31,033.33 | $42,257.33 |
| Fire Captain | $36,308.04 | $51,085.91 |
| Battalion Chief | $42,279.40 | $57,860.70 |
| Fire Marshal | $40,977.00 | $60,928.50 |
| Deputy Fire Chief | $45,759.32 | $58,897.13 |
| Fire Chief | $54,171.05 | $75,863.42 |

*Includes:*

*Carl Junction*
*Carthage*
*Monett*
*Neosho*
*Pittsburg, KS*
*Webb City*

| **Police Officer II** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$34,572.00* | *$16.62* | *$50,166.00* | *$24.12* | |
| Metro Regional Avg | $37,761.00 | *$18.15* | $59,281.00 | *$28.50* | |
| Local Avg | $31,576.00 | *$15.18* | $44,289.00 | *$21.29* | |
| Metro - Local Avg | $6,185.00 | *$2.97* | $14,992.00 | *$7.21* | |
| | | | | | **Range** |
| Local + 35% of Diff | $33,740.75 | $16.22 | $49,536.20 | $23.82 | 195 |
| Local + 50% of Diff | $34,668.50 | $16.67 | $51,785.00 | $24.90 | 196 |
| Local + 65% of Diff | $35,596.25 | $17.11 | $54,033.80 | $25.98 | 197 |

| **Police Corporal** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$36,298.00* | *$17.45* | *$52,674.00* | *$25.32* | |
| Metro Regional Avg | $41,595.04 | *$20.00* | $65,936.27 | *$31.70* | |
| Local Avg | $33,116.00 | *$15.92* | $48,845.75 | *$23.48* | |
| Metro - Local Avg | $8,479.04 | *$4.08* | $17,090.52 | *$8.22* | |
| | | | | | **Range** |
| Local + 35% of Diff | $36,083.66 | $17.35 | $54,827.43 | $26.36 | 205 |
| Local + 50% of Diff | $37,355.52 | $17.96 | $57,391.01 | $27.59 | 206 |
| Local + 65% of Diff | $38,627.38 | $18.57 | $59,954.59 | $28.82 | 207 |

| **Police Sergeant** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$42,022.00* | *$20.20* | *$63,341.00* | *$30.45* | |
| Metro Regional Avg | $47,411.50 | *$22.79* | $75,995.00 | *$36.54* | |
| Local Avg | $36,027.84 | *$17.32* | $49,420.38 | *$23.76* | |
| Metro - Local Avg | $11,383.66 | *$5.47* | $26,574.62 | *$12.78* | |
| | | | | | **Range** |
| Local + 35% of Diff | $40,012.12 | $19.24 | $58,721.50 | $28.23 | 315 |
| Local + 50% of Diff | $41,719.67 | $20.06 | $62,707.69 | $30.15 | 316 |
| Local + 65% of Diff | $43,427.22 | $20.88 | $66,693.88 | $32.06 | 317 |

| **Police Captain** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$48,647.00* | *$23.39* | *$73,324.00* | *$35.25* | |
| Metro Regional Avg | $63,483.02 | *$30.52* | $99,776.95 | *$47.97* | |
| Local Avg | $45,386.00 | *$21.82* | $62,275.00 | *$29.94* | |
| Metro - Local Avg | $18,097.02 | *$8.70* | $37,501.95 | *$18.03* | |
| | | | | | **Range** |
| Local + 35% of Diff | $51,719.96 | $24.87 | $75,400.68 | $36.25 | 345 |
| Local + 50% of Diff | $54,434.51 | $26.17 | $81,025.98 | $38.95 | 346 |
| Local + 65% of Diff | $57,149.06 | $27.48 | $86,651.27 | $41.66 | 347 |

| **Asst. Chief** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$53,633.00* | *$25.79* | *$80,841.00* | *$38.87* | |
| Metro Regional Avg | $70,074.60 | *$33.69* | $107,837.61 | *$51.85* | |
| Local Avg | $41,689.27 | *$20.04* | $61,526.08 | *$29.58* | |
| Metro - Local Avg | $28,385.33 | *$13.65* | $46,311.53 | *$22.27* | |
| | | | | | **Range** |
| Local + 35% of Diff | $51,624.14 | $24.82 | $77,735.12 | $37.37 | 365 |
| Local + 50% of Diff | $55,881.94 | $26.87 | $84,681.85 | $40.71 | 366 |
| Local + 65% of Diff | $60,139.73 | $28.91 | $91,628.57 | $44.05 | 367 |

| **Police Chief** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$71,874.00* | *$34.55* | *$108,333.00* | *$52.08* | |
| Metro Regional Avg | $92,411.13 | *$44.43* | $141,756.87 | *$68.15* | |
| Local Avg | $50,426.77 | *$24.24* | $74,646.94 | *$35.89* | |
| Metro - Local Avg | $41,984.36 | *$20.18* | $67,109.93 | *$32.26* | |
| | | | | | **Range** |
| Local + 35% of Diff | $65,121.30 | $31.31 | $98,135.42 | $47.18 | 405 |
| Local + 50% of Diff | $71,418.95 | $34.34 | $108,201.91 | $52.02 | 406 |
| Local + 65% of Diff | $77,716.60 | $37.36 | $118,268.39 | $56.86 | 407 |

| **FF/EMT** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$31,357.00* | *$10.77* | *$45,502.00* | *$15.63* | |
| Metro Regional Avg | $34,436.00 | *$11.83* | $53,159.00 | *$18.26* | |
| Local Avg | $28,111.00 | *$9.65* | $39,140.00 | *$13.44* | |
| Metro - Local Avg | $6,325.00 | *$2.17* | $14,019.00 | *$4.81* | |
| | | | | | **Range** |
| Local + 35% of Diff | $30,324.75 | $10.41 | $44,046.65 | $15.13 | 171 |
| Local + 50% of Diff | $31,273.50 | $10.74 | $46,149.50 | $15.85 | 172 |
| Local + 65% of Diff | $32,222.25 | $11.07 | $48,252.35 | $16.57 | 173 |

| **Fire Driver/Engineer** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$34,572.00* | *$11.87* | *$50,166.00* | *$17.23* | |
| Metro Regional Avg | $38,786.80 | *$13.32* | $59,314.73 | *$20.37* | |
| Local Avg | $31,033.33 | *$10.66* | $42,257.33 | *$14.51* | |
| Metro - Local Avg | $7,753.47 | *$2.66* | $17,057.40 | *$5.86* | |
| | | | | | **Range** |
| Local + 35% of Diff | $33,747.05 | $11.59 | $48,227.42 | $16.56 | 191 |
| Local + 50% of Diff | $34,910.07 | $11.99 | $50,786.03 | $17.44 | 192 |
| Local + 65% of Diff | $36,073.09 | $12.39 | $53,344.64 | $18.32 | 193 |

| **Fire Captain** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$42,022.00* | *$14.43* | *$63,341.00* | *$21.75* | |
| Metro Regional Avg | $48,084.41 | *$16.51* | $72,441.09 | *$24.88* | |
| Local Avg | $36,308.04 | *$12.47* | $51,085.91 | *$17.54* | |
| Metro - Local Avg | $11,776.37 | *$4.04* | $21,355.18 | *$7.33* | |
| | | | | | **Range** |
| Local + 35% of Diff | $40,429.77 | $13.88 | $58,560.22 | $20.11 | 311 |
| Local + 50% of Diff | $42,196.23 | $14.49 | $61,763.50 | $21.21 | 312 |
| Local + 65% of Diff | $43,962.68 | $15.10 | $64,966.78 | $22.31 | 313 |

| **Battalion Chief** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$48,646.00* | *$16.71* | *$73,324.00* | *$25.18* | |
| Metro Regional Avg | $59,421.72 | *$20.41* | $88,615.25 | *$30.43* | |
| Local Avg | $42,279.40 | *$14.52* | $57,860.70 | *$19.87* | |
| Metro - Local Avg | $17,142.32 | *$5.89* | $30,754.55 | *$10.56* | |
| | | | | | **Range** |
| Local + 35% of Diff | $48,279.21 | $16.58 | $68,624.79 | $23.57 | 341** |
| Local + 50% of Diff | $50,850.56 | $17.46 | $73,237.98 | $25.15 | 342** |
| Local + 65% of Diff | $53,421.91 | $18.35 | $77,851.16 | $26.73 | 343** |

| **Deputy Fire Chief** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$53,633.00* | *$25.79* | *$80,841.00* | *$38.87* | |
| Metro Regional Avg | $70,375.62 | *$33.83* | $105,107.00 | *$50.53* | |
| Local Avg | $45,759.32 | *$22.00* | $58,897.13 | *$28.32* | |
| Metro - Local Avg | $24,616.30 | *$11.83* | $46,209.87 | *$22.22* | |
| | | | | | **Range** |
| Local + 35% of Diff | $54,375.03 | $26.14 | $75,070.58 | $36.09 | 361 |
| Local + 50% of Diff | $58,067.47 | $27.92 | $82,002.07 | $39.42 | 362 |
| Local + 65% of Diff | $61,759.92 | $29.69 | $88,933.55 | $42.76 | 363 |

| **Fire Chief** | **Yrly Min** | **Hrly Min** | **Yrly Max** | **Hrly Max** | |
|---|---|---|---|---|---|
| *Joplin* | *$71,874.00* | *$34.55* | *$108,333.00* | *$52.08* | |
| Metro Regional Avg | $91,475.13 | *$43.98* | $138,976.53 | *$66.82* | |
| Local Avg | $54,171.05 | *$26.04* | $75,863.42 | *$36.47* | |
| Metro - Local Avg | $37,304.08 | *$17.93* | $63,113.11 | *$30.34* | |
| | | | | | **Range** |
| Local + 35% of Diff | $67,227.48 | $32.32 | $97,953.01 | $47.09 | 401 |
| Local + 50% of Diff | $72,823.09 | $35.01 | $107,419.98 | $51.64 | 402 |
| Local + 65% of Diff | $78,418.70 | $37.70 | $116,886.94 | $56.20 | 403 |

***-incl. Fire Marshal and Fire Training Chief, hrly rate converted from 2912 to 2080*

| Range | Step 1 (0-1 yrs (hrly/annual) | Step 2 (1-2 yrs (hrly/annual) | Step 3 (2-3) (hrly/annual) | Step 4 (3-4) (hrly/annual) | Step 5 (4-5) (hrly/annual) | Step 6 (5-6) (hrly/annual) | Step 7 (6-7) (hrly/annual) | Step 8 (7-8) (hrly/annual) | Step 9 (8-9) (hrly/annual) | Step 10 (9-10) (hrly/annual) | Step 11 (10-11 (hrly/annual) | Step 12 (11-12 (hrly/annual) | Step 13 (12-13 (hrly/annual) | Step 14 (13-14 (hrly/annual) | Step 15 (14-15 (hrly/annual) | Step 16 (15-16 (hrly/annual) | Step 17 (16-17 (hrly/annual) | Step 18 (17-18 (hrly/annual) | Step 19 (18-19 (hrly/annual) | Step 20 (19-20 (hrly/annual) | Step 21 (20-21 (hrly/annual) | Step 22 (21-22) (hrly/annual) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 171 | $10.414 | $10.662 | $10.910 | $11.158 | $11.406 | $11.654 | $11.902 | $12.150 | $12.398 | $12.646 | $12.894 | $13.142 | $13.390 | $13.638 | $13.886 | $14.134 | $14.382 | $14.630 | $14.878 | $15.126 | | |
| 172 | $10.740 | $11.008 | $11.277 | $11.546 | $11.815 | $12.084 | $12.353 | $12.622 | $12.890 | $13.159 | $13.428 | $13.697 | $13.966 | $14.235 | $14.504 | $14.773 | $15.041 | $15.310 | $15.579 | $15.848 | | |
| 173 | $11.065 | $11.355 | $11.645 | $11.935 | $12.224 | $12.514 | $12.804 | $13.093 | $13.383 | $13.673 | $13.963 | $14.252 | $14.542 | $14.832 | $15.122 | $15.411 | $15.701 | $15.991 | $16.280 | $16.570 | | |
| 191 | $11.589 | $11.851 | $12.112 | $12.374 | $12.636 | $12.898 | $13.159 | $13.421 | $13.683 | $13.944 | $14.206 | $14.468 | $14.730 | $14.991 | $15.253 | $15.515 | $15.776 | $16.038 | $16.300 | $16.562 | | |
| 192 | $11.988 | $12.275 | $12.562 | $12.849 | $13.136 | $13.423 | $13.710 | $13.997 | $14.284 | $14.571 | $14.858 | $15.145 | $15.432 | $15.719 | $16.006 | $16.292 | $16.579 | $16.866 | $17.153 | $17.440 | | |
| 193 | $12.388 | $12.700 | $13.012 | $13.324 | $13.636 | $13.949 | $14.261 | $14.573 | $14.885 | $15.197 | $15.509 | $15.822 | $16.134 | $16.446 | $16.758 | $17.070 | $17.382 | $17.695 | $18.007 | $18.319 | | |
| 195 | $16.222 | $16.621 | $17.021 | $17.421 | $17.820 | $18.220 | $18.620 | $19.019 | $19.419 | $19.819 | $20.218 | $20.618 | $21.018 | $21.417 | $21.817 | $22.217 | $22.616 | $23.016 | $23.416 | $23.815 | | |
| 196 | $16.668 | $17.101 | $17.534 | $17.967 | $18.400 | $18.833 | $19.266 | $19.699 | $20.132 | $20.566 | $20.999 | $21.432 | $21.865 | $22.298 | $22.731 | $23.164 | $23.597 | $24.030 | $24.464 | $24.897 | | |
| 197 | $17.114 | $17.580 | $18.047 | $18.513 | $18.980 | $19.446 | $19.913 | $20.379 | $20.846 | $21.312 | $21.779 | $22.245 | $22.712 | $23.179 | $23.645 | $24.112 | $24.578 | $25.045 | $25.511 | $25.978 | | |
| 205 | $17.348 | $17.822 | $18.296 | $18.771 | $19.245 | $19.719 | $20.194 | $20.668 | $21.142 | $21.616 | $22.091 | $22.565 | $23.039 | $23.514 | $23.988 | $24.462 | $24.936 | $25.411 | $25.885 | $26.359 | | |
| 206 | $17.959 | $18.466 | $18.973 | $19.480 | $19.987 | $20.494 | $21.001 | $21.508 | $22.015 | $22.522 | $23.029 | $23.536 | $24.043 | $24.550 | $25.057 | $25.564 | $26.071 | $26.578 | $27.085 | $27.592 | | |
| 207 | $18.571 | $19.111 | $19.650 | $20.190 | $20.729 | $21.269 | $21.809 | $22.348 | $22.888 | $23.428 | $23.967 | $24.507 | $25.047 | $25.586 | $26.126 | $26.666 | $27.205 | $27.745 | $28.285 | $28.824 | | |
| 311 | $13.884 | $14.180 | $14.477 | $14.773 | $15.070 | $15.366 | $15.663 | $15.959 | $16.256 | $16.552 | $16.849 | $17.145 | $17.442 | $17.738 | $18.035 | $18.331 | $18.628 | $18.924 | $19.221 | $19.517 | $19.813 | $20.110 |
| 312 | $14.490 | $14.810 | $15.130 | $15.450 | $15.770 | $16.090 | $16.410 | $16.730 | $17.050 | $17.370 | $17.690 | $18.010 | $18.330 | $18.650 | $18.970 | $19.290 | $19.610 | $19.930 | $20.250 | $20.570 | $20.890 | $21.210 |
| 313 | $15.097 | $15.441 | $15.784 | $16.127 | $16.471 | $16.814 | $17.158 | $17.501 | $17.845 | $18.188 | $18.532 | $18.875 | $19.219 | $19.562 | $19.906 | $20.249 | $20.593 | $20.936 | $21.280 | $21.623 | $21.967 | $22.310 |
| 315 | $19.237 | $19.710 | $20.183 | $20.657 | $21.130 | $21.604 | $22.077 | $22.551 | $23.024 | $23.497 | $23.971 | $24.444 | $24.918 | $25.391 | $25.864 | $26.338 | $26.811 | $27.285 | $27.758 | $28.231 | $28.705 | $29.178 |
| 316 | $20.058 | $20.589 | $21.120 | $21.651 | $22.182 | $22.713 | $23.244 | $23.775 | $24.306 | $24.837 | $25.368 | $25.899 | $26.430 | $26.961 | $27.493 | $28.024 | $28.555 | $29.086 | $29.617 | $30.148 | $30.679 | $31.210 |
| 317 | $20.878 | $21.467 | $22.056 | $22.645 | $23.233 | $23.822 | $24.411 | $25.000 | $25.588 | $26.177 | $26.766 | $27.355 | $27.943 | $28.532 | $29.121 | $29.709 | $30.298 | $30.887 | $31.476 | $32.064 | $32.653 | $33.242 |
| 341 | $16.579 | $16.912 | $17.245 | $17.578 | $17.910 | $18.243 | $18.576 | $18.908 | $19.241 | $19.574 | $19.906 | $20.239 | $20.572 | $20.905 | $21.237 | $21.570 | $21.903 | $22.235 | $22.568 | $22.901 | $23.234 | $23.566 |
| 342 | $17.462 | $17.829 | $18.195 | $18.561 | $18.927 | $19.293 | $19.659 | $20.025 | $20.391 | $20.757 | $21.123 | $21.489 | $21.856 | $22.222 | $22.588 | $22.954 | $23.320 | $23.686 | $24.052 | $24.418 | $24.784 | $25.150 |
| 343 | $18.345 | $18.745 | $19.144 | $19.544 | $19.943 | $20.343 | $20.742 | $21.142 | $21.541 | $21.941 | $22.340 | $22.740 | $23.139 | $23.539 | $23.938 | $24.338 | $24.737 | $25.137 | $25.536 | $25.936 | $26.335 | $26.735 |
| 345 | $24.865 | $25.465 | $26.064 | $26.663 | $27.262 | $27.861 | $28.461 | $29.060 | $29.659 | $30.258 | $30.857 | $31.457 | $32.056 | $32.655 | $33.254 | $33.853 | $34.453 | $35.052 | $35.651 | $36.250 | $36.850 | $37.449 |
| 346 | $26.170 | $26.843 | $27.516 | $28.189 | $28.862 | $29.535 | $30.208 | $30.880 | $31.553 | $32.226 | $32.899 | $33.572 | $34.245 | $34.918 | $35.590 | $36.263 | $36.936 | $37.609 | $38.282 | $38.955 | $39.628 | $40.301 |
| 347 | $27.476 | $28.222 | $28.969 | $29.715 | $30.462 | $31.208 | $31.955 | $32.701 | $33.448 | $34.194 | $34.941 | $35.687 | $36.434 | $37.180 | $37.927 | $38.673 | $39.420 | $40.166 | $40.913 | $41.659 | $42.406 | $43.152 |
| 361 | $26.142 | $26.616 | $27.089 | $27.563 | $28.037 | $28.511 | $28.985 | $29.458 | $29.932 | $30.406 | $30.880 | $31.354 | $31.827 | $32.301 | $32.775 | $33.249 | $33.723 | $34.196 | $34.670 | $35.144 | $35.618 | $36.092 |
| 362 | $27.917 | $28.465 | $29.013 | $29.561 | $30.109 | $30.657 | $31.205 | $31.753 | $32.301 | $32.849 | $33.397 | $33.945 | $34.492 | $35.040 | $35.588 | $36.136 | $36.684 | $37.232 | $37.780 | $38.328 | $38.876 | $39.424 |
| 363 | $29.692 | $30.314 | $30.936 | $31.559 | $32.181 | $32.803 | $33.425 | $34.047 | $34.669 | $35.291 | $35.913 | $36.535 | $37.158 | $37.780 | $38.402 | $39.024 | $39.646 | $40.268 | $40.890 | $41.512 | $42.134 | $42.757 |
| 365 | $24.819 | $25.480 | $26.141 | $26.801 | $27.462 | $28.123 | $28.784 | $29.444 | $30.105 | $30.766 | $31.426 | $32.087 | $32.748 | $33.408 | $34.069 | $34.730 | $35.391 | $36.051 | $36.712 | $37.373 | $38.033 | $38.694 |
| 366 | $26.866 | $27.595 | $28.324 | $29.053 | $29.781 | $30.510 | $31.239 | $31.968 | $32.696 | $33.425 | $34.154 | $34.882 | $35.611 | $36.340 | $37.069 | $37.797 | $38.526 | $39.255 | $39.984 | $40.712 | $41.441 | $42.170 |
| 367 | $28.913 | $29.710 | $30.507 | $31.304 | $32.100 | $32.897 | $33.694 | $34.491 | $35.288 | $36.084 | $36.881 | $37.678 | $38.475 | $39.272 | $40.068 | $40.865 | $41.662 | $42.459 | $43.255 | $44.052 | $44.849 | $45.646 |
| 401 | $32.321 | $33.024 | $33.728 | $34.431 | $35.135 | $35.838 | $36.541 | $37.245 | $37.948 | $38.652 | $39.355 | $40.059 | $40.762 | $41.465 | $42.169 | $42.872 | $43.576 | $44.279 | $44.983 | $45.686 | $46.389 | $47.093 |
| 402 | $35.011 | $35.803 | $36.595 | $37.387 | $38.179 | $38.971 | $39.763 | $40.555 | $41.348 | $42.140 | $42.932 | $43.724 | $44.516 | $45.308 | $46.100 | $46.892 | $47.684 | $48.476 | $49.268 | $50.060 | $50.852 | $51.644 |
| 403 | $37.701 | $38.582 | $39.463 | $40.343 | $41.224 | $42.105 | $42.985 | $43.866 | $44.747 | $45.627 | $46.508 | $47.389 | $48.269 | $49.150 | $50.031 | $50.912 | $51.792 | $52.673 | $53.554 | $54.434 | $55.315 | $56.196 |
| 405 | $31.308 | $32.144 | $32.979 | $33.814 | $34.650 | $35.485 | $36.321 | $37.156 | $37.991 | $38.827 | $39.662 | $40.497 | $41.333 | $42.168 | $43.004 | $43.839 | $44.674 | $45.510 | $46.345 | $47.180 | $48.016 | $48.851 |
| 406 | $34.336 | $35.267 | $36.198 | $37.128 | $38.059 | $38.990 | $39.920 | $40.851 | $41.782 | $42.713 | $43.643 | $44.574 | $45.505 | $46.436 | $47.366 | $48.297 | $49.228 | $50.159 | $51.089 | $52.020 | $52.951 | $53.882 |
| 407 | $37.364 | $38.390 | $39.416 | $40.442 | $41.468 | $42.494 | $43.520 | $44.547 | $45.573 | $46.599 | $47.625 | $48.651 | $49.677 | $50.703 | $51.729 | $52.755 | $53.781 | $54.808 | $55.834 | $56.860 | $57.886 | $58.912 |

# Financial Impact of Pay Range Adjustments for Fire and Commissioned Police Personnel
## Based on Current Payroll Effective as of August 4, 2018

| Position | Current Range | 35% Between Local and Regional Avg. | 50% Between Local and Regional Avg | 65% Between Local and Regional Avg |
|---|---|---|---|---|
| Police Officer^ | 190 | - | $77,334.00 | $190,779.00 |
| Police Corporal | 200 | $18,174.00 | $45,479.00 | $72,785.00 |
| Police Sergeant | 310 | - | $12,132.00 | $47,778.00 |
| Police Captain | 340 | $25,152.00 | $46,286.00 | $67,420.00 |
| Asst. Chief of Police | 360 | - | $4,783.00 | $14,489.00 |
| Police Chief | 400 | - | $5,196.00 | $18,807.00 |
| | | | | |
| Firefighter/EMT | 170 | - | $19,989.00 | $85,855.00 |
| Fire Driver/Engineer | 190 | - | $35,009.00 | $104,149.00 |
| Fire Captain | 310 | - | $6,669.00 | $65,468.00 |
| Battalion Chief | 340 | - | $9,991.00 | $22,727.00 |
| Fire Marshal | 310 | $1,552.49 | $4,997.00 | $8,445.19 |
| Fire Training Chief | 330 | - | - | $4,897.81 |
| Deputy Fire Chief | 360 | $580.00 | $6,461.00 | $12,346.00 |
| Fire Chief | 400 | - | $2,527.00 | $12,153.00 |
| | *Total Financial Impact* | *$45,458.49* | *$276,853.00* | *$728,099.00* |

**Notes:**

^ - does not include vacant positions (currently 15 openings)