

Attachment 3

	General	Police	Fire/Medics	Sheriff	Labor & Trades	All City pay scales	ACPS
FY 2021	<ul style="list-style-type: none"> <li>Revenue decline resulted in cancellation of 1.5% adjustment to all pay scales, certain targeted public safety improvements, as well as step increases. All of these changes (except the one-grade increase for Fire Fighters) were proposed and approved as mid-year FY 2022 adjustments (see below).</li> </ul>						<ul style="list-style-type: none"> <li>2.5% bonus paid with vacancy savings (not budgeted)</li> </ul>
FY 2022	<ul style="list-style-type: none"> <li>1.5% General pay scale adjustment</li> <li>\$3,000 bonus</li> <li>\$1% bonus</li> </ul>	<ul style="list-style-type: none"> <li>Two-grade increase (10%) for Police Lieutenants and Captains</li> <li>1.5% Police pay scale adjustment</li> <li>\$3,000 bonus</li> <li>1% bonus</li> </ul>	<ul style="list-style-type: none"> <li>Deputy Fire Chief moved to Executive pay band (2.8%)</li> <li>1.5% Fire and Medics pay scale adjustment</li> <li>\$3,000 bonus</li> <li>1% bonus</li> </ul>	<ul style="list-style-type: none"> <li>One-grade increase (5%) for Sheriff Deputy Captains and Lieutenants</li> <li>Chief Deputy Sheriffs moved to Executive pay band (2.8%)</li> <li>1.5% Sheriff pay scale adjustment</li> <li>\$3,000 bonus</li> <li>1% bonus</li> </ul>	<ul style="list-style-type: none"> <li>n/a</li> </ul>	<ul style="list-style-type: none"> <li>Step increases</li> </ul>	<ul style="list-style-type: none"> <li>Step increases</li> <li>2.4% COLA</li> <li>2.5% bonus paid with vacancy savings (not budgeted)</li> </ul>
FY 2023	<ul style="list-style-type: none"> <li>4.5% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>6% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>7% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>6% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>n/a</li> </ul>	<ul style="list-style-type: none"> <li>Step increases</li> <li>Addition of 3 steps to top of non-public safety City pay scales</li> </ul>	<ul style="list-style-type: none"> <li>Step increases</li> <li>2.5% COLA</li> <li>4.5% bonus paid with vacancy savings (not budgeted)</li> </ul>
FY 2024	<ul style="list-style-type: none"> <li>2% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>Police Officers and Detectives consolidated to one grade, for an increase of 5-10% for junior officers</li> <li>2% pay scale adjustment for Police Lieutenants and Officers, and 4.5% for Police Sergeants</li> <li>Alignment of steps based on years of service</li> </ul>	<ul style="list-style-type: none"> <li>New pay scales for collectively bargained employees, equivalent to an increase of 1-2 grades or a 5-10% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>2% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>n/a</li> </ul>	<ul style="list-style-type: none"> <li>Step increases</li> </ul>	<ul style="list-style-type: none"> <li>Step increases</li> <li>3% COLA</li> <li>Targeted market rate adjustments</li> <li>2% mid-year adjustment in January 2024</li> </ul>

	General	Police	Fire/Medics	Sheriff	Labor & Trades	All City pay scales	ACPS
Proposed FY 2025	<ul style="list-style-type: none"> <li>2% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>2% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>2% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>2% pay scale adjustment</li> </ul>	<ul style="list-style-type: none"> <li>2.25% pay scale adjustment</li> <li>\$1,000 bonuses</li> </ul>	<ul style="list-style-type: none"> <li>Step increases</li> </ul>	<ul style="list-style-type: none"> <li>Superintendent proposed budget: step increases and a continuation of the 2024 mid-year 2% adjustments</li> <li>School Board proposed budget: all adjustments included in the Superintendent's proposed budget, with additional 2% COLA for all employees, and retroactive steps granted to employees who previously had steps frozen</li> </ul>