

RESOLUTION NO. R2022-15

A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF BURNET, TEXAS AUTHORIZING ADOPTION OF A REVISED PAY SCALE FOR THE POLICE AND FIRE DEPARTMENTS AND AUTHORIZE THE CITY MANAGER TO ADOPT RULES AND REGULATIONS FOR THE EFFICIENT IMPLEMENTATION OF THE SCALES.

Whereas, due to the COVID-19 pandemic, and other factors inflation is at a nearly 40 year high; and

Whereas, such factors have caused volatility in the labor market and made it difficult to recruit and retain police and fire personnel; and

Whereas, the Police Department and Fire Departments have conducted a salary survey of surrounding entities to determine what adjustments to the existing pay scale are necessary to keep the City competitive; and

Whereas, City Council deems it advisable to adopt a new pay scale to address these recruitment and retention concerns; as well as pay equity concerns; and

Whereas, the City Council desires have the City Manager develop rules and regulations for the fair and efficient implementation of the scales.

NOW, THEREFORE, BE IT RESOLVED BY CITY COUNCIL OF THE CITY OF BURNET, TEXAS, THAT:

Section one. Findings. The recitals to this Resolution are incorporated herein for all purposes.

Section two. Adoption. The pay scales attached hereto is hereby adopted and shall become effective on January 29, 2022; and shall apply to the police department and fire department personnel.

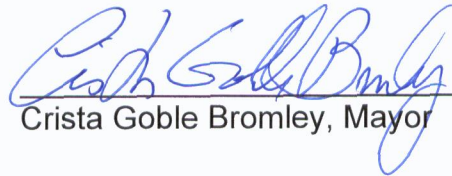
Section three. Authorization. The City Manager is hereby authorized to develop rules and regulations for the fair and equitable implementation of the pay scales.

Section three. Open Meetings. It is hereby officially found and determined that the meeting at which this resolution was passed was open to the public and that public notice of the time, place and purpose of said meeting was given as required by the Open Meetings Act.

Section four. Effective date. This resolution shall take effect immediately upon its passage, and approval as prescribed by law.

PASSED AND APPROVED this the 25th day of January, 2022.

CITY OF BURNET, TEXAS


Crista Goble Bromley, Mayor

ATTEST:


Kelly Dix, City Secretary

Proposed Police Pay Scale

Patrol Officer/SRO Scale

Step	Base	1	2	3	4	5	6	7
Certification Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	Master
Experience Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	Master
Hours Worked	2392	2392	2392	2392	2392	2392	2392	2392
Patrol Hourly Amount	\$24.31	\$25.04	\$25.77	\$26.50	\$27.23	\$27.96	\$28.69	\$29.42
Annual Base Amount	\$58,150	\$59,894	\$61,638	\$63,383	\$65,127	\$66,872	\$68,616	\$70,361
Longevity	\$581	\$599	\$616	\$634	\$651	\$669	\$686	\$704
Total Annual Amount	\$58,731	\$60,493	\$62,255	\$64,017	\$65,779	\$67,541	\$69,303	\$71,065
SRO Hours Worked	2080	2080	2080	2080	2080	2080	2080	2080
SRO Hourly Amount	\$27.96	\$28.80	\$29.63	\$30.47	\$31.31	\$32.15	\$32.99	\$33.83

Patrol Corporal

Step	Base	1	2	3	4	5	6	7
Certification Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	Master
Experience Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	Master
Hours Worked	2392	2392	2392	2392	2392	2392	2392	2392
Patrol Hourly Amount	\$27.96	\$28.80	\$29.64	\$30.48	\$31.32	\$32.15	\$32.99	\$33.83
Annual Base Amount	\$66,880	\$68,887	\$70,893	\$72,900	\$74,906	\$76,912	\$78,919	\$80,925
Longevity	\$669	\$689	\$709	\$729	\$749	\$769	\$789	\$809
Total Annual Amount	\$67,549	\$69,576	\$71,602	\$73,629	\$75,655	\$77,681	\$79,708	\$81,734

Patrol Sgt. Scale

Step	Base	1	2	3	4	5	6	7
Certification Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	Master
Experience Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	Master
Hours Worked	2392	2392	2392	2392	2392	2392	2392	2392
Hourly Amount	\$32.15	\$33.11	\$34.08	\$35.04	\$36.01	\$36.97	\$37.94	\$38.90
Annual Base Amount	\$76,903	\$79,210	\$81,517	\$83,824	\$86,131	\$88,438	\$90,745	\$93,052
Longevity	\$769	\$792	\$815	\$838	\$861	\$884	\$907	\$931
Total Annual Amount	\$77,672	\$80,002	\$82,332	\$84,662	\$86,992	\$89,323	\$91,653	\$93,983

Proposed Police Pay Scale

Investigator Scale

Step	Base	1	2	3	4	5	6	7
Certification Requirement	Intermediate	Intermediate	Advanced	Advanced	Advanced	Master	Master	Master
Experience Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	19+ years
Hours Worked	2080	2080	2080	2080	2080	2080	2080	2080
Hourly Amount	\$31.00	\$31.93	\$32.86	\$33.79	\$34.72	\$35.65	\$36.58	\$37.51
Annual Base Amount	\$64,480	\$66,414	\$68,349	\$70,283	\$72,218	\$74,152	\$76,086	\$78,021
Longevity	\$645	\$664	\$683	\$703	\$722	\$742	\$761	\$780
Total Annual Amount	\$65,125	\$67,079	\$69,032	\$70,986	\$72,940	\$74,894	\$76,847	\$78,801

SRO/Investigator Sgt.

Step	Base	1	2	3	4	5	6	7
Certification Requirement	Intermediate	Advanced	Advanced	Advanced	Master	Master	Master	Master
Experience Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	19+ years
Hours Worked	2080	2080	2080	2080	2080	2080	2080	2080
Hourly Amount	\$35.65	\$36.72	\$37.79	\$38.86	\$39.93	\$41.00	\$42.07	\$43.14
Annual Base Amount	\$74,152	\$76,377	\$78,601	\$80,826	\$83,050	\$85,275	\$87,499	\$89,724
Longevity	\$742	\$764	\$786	\$808	\$831	\$853	\$875	\$897
Total Annual Amount	\$74,894	\$77,140	\$79,387	\$81,634	\$83,881	\$86,128	\$88,374	\$90,621

Prior service time with other entities will be credited at 50% for entry into the pay scale. Partial years of service will be rounded down.

Promotion to a new position starts at the base pay. Prior years of service at a lower position/scale do not transfer forward.

Patrol officers will be eligible for FTO pay. Promoted ranks will be required to train new officers as part of their duties.

Years of service will be calculated as of October 1st of the then current fiscal year.

Any COLA approved by the City Council will adjust the base pay and the scale will move accordingly.

The City Manager may authorize pay higher than the minimums provided for herein for merit or other public purposes when it is deemed to be in the best interest of the City.

Pay Scale is subject to annual appropriations by the City Council

Night Shift Differential Pay may be amended annually within the budget as approved by the City Council. (Currently \$1 per hour)

Certification levels are required at each step as indicated on the scale. If certification is not obtained by October 1st of the current fiscal year, progress in the scale will stop until certification is gained.

Proposed Police Pay Scale

Pay Group #	Pay Basis	Range			Job Titles
		Minimum	Range Midpoint	Range Maximum	
#	Hourly	21.64	25.97	30.30	Administrative Assistant - Police
	Bi-Weekly	1,791.20	2,077.44	2,423.68	Evidence Tech
	Annually	45,011.20	54,013.44	63,015.68	Code Enforcement Officer #3
#	Hourly	38.47	46.16	53.86	Lieutenant
	Bi-Weekly	3,077.60	3,693.12	4,308.64	
	Annually	80,017.60	96,021.12	112,024.64	
#	Hourly	42.52	51.02	59.53	Captain
	Bi-Weekly	3,401.60	4,081.92	4,762.24	
	Annually	88,441.60	106,129.92	123,818.24	

Pay Group # will be assigned upon completion of the City Wide Scale

Fire Department Proposed Pay Scale

FF/EMT

Step	Base	1	2	3	4	5	6	7
Experience Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	19+ years
Hours Worked	3508	3508	3508	3508	3508	3508	3508	3508
Hourly Amount	\$13.55	\$13.96	\$14.36	\$14.77	\$15.18	\$15.58	\$15.99	\$16.40
Annual Base Amount	\$47,533	\$48,959	\$50,385	\$51,811	\$53,237	\$54,663	\$56,089	\$57,515
Longevity	\$475	\$490	\$504	\$518	\$532	\$547	\$561	\$575
Total Annual Amount	\$48,009	\$49,449	\$50,889	\$52,330	\$53,770	\$55,210	\$56,650	\$58,091

FF/Paramedic

Step	Base	1	2	3	4	5	6	7
Experience Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	19+ years
Hours Worked	3508	3508	3508	3508	3508	3508	3508	3508
Patrol Hourly Amount	\$19.20	\$19.78	\$20.35	\$20.93	\$21.50	\$22.08	\$22.66	\$23.23
Annual Base Amount	\$67,354	\$69,374	\$71,395	\$73,415	\$75,436	\$77,457	\$79,477	\$81,498
Longevity	\$674	\$694	\$714	\$734	\$754	\$775	\$795	\$815
Total Annual Amount	\$68,027	\$70,068	\$72,109	\$74,150	\$76,190	\$78,231	\$80,272	\$82,313

Paramedic

Step	Base	1	2	3	4	5	6	7
Experience Requirement	0	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	19+ years
Hours Worked	3508	3508	3508	3508	3508	3508	3508	3508
Hourly Amount	\$17.79	\$18.32	\$18.86	\$19.39	\$19.92	\$20.46	\$20.99	\$21.53
Annual Base Amount	\$62,407	\$64,280	\$66,152	\$68,024	\$69,896	\$71,768	\$73,641	\$75,513
Longevity	\$624	\$643	\$662	\$680	\$699	\$718	\$736	\$755
Total Annual Amount	\$63,031	\$64,922	\$66,813	\$68,704	\$70,595	\$72,486	\$74,377	\$76,268

Fire Department Proposed Pay Scale

Stipends

Step	Experience Requirement Annual	Hours	Base	1	2	3	4	5	6	7
			0	1-3 Years	4-6 years	7-9 years	10-12 years	13-15 years	16-18 years	19+ years
Fire FTO	1000	3508	\$0.29	\$0.29	\$0.30	\$0.31	\$0.32	\$0.33	\$0.34	\$0.34
EMS FTO	1500	3508	\$0.43	\$0.44	\$0.45	\$0.47	\$0.48	\$0.49	\$0.50	\$0.52
Engineer	3000	3508	\$0.86	\$0.88	\$0.91	\$0.93	\$0.96	\$0.98	\$1.01	\$1.03
LT	5000	3508	\$1.43	\$1.47	\$1.51	\$1.55	\$1.60	\$1.64	\$1.68	\$1.72
Captain	- \$10,000 -	3508	\$2.29	\$2.86	\$3.43	\$3.53	\$3.64	\$3.75	\$3.86	\$3.98
Deputy Chief	15000	3508	\$4.28	\$4.40	\$4.53	\$4.66	\$4.79	\$4.92	\$5.05	\$5.17

Prior service time with other entities will be credited at 50% for entry into the pay scale. Partial years of service will be rounded down.

Promotion to a new position starts the stipend at the base and increase with experience through the steps.

The base stipend for Captain will be \$8,000 for year 1, \$10,000 for year 2, and \$12,000 after the third year adjusting with the scale.

Years of service will be calculated as of October 1st of the then current fiscal year.

Any COLA approved by the City Council will adjust the base pay and the scale will move accordingly.

The City Manager may authorize pay higher than the minimums provided for herein for merit or other public purposes when it is deemed to be in the best interest of the City.

Pay Scale is subject to annual appropriations by the City Council