



# 2020 COMPENSATION PLAN REVIEW

# BACKGROUND

- CURRENT COMPENSATION AND CLASSIFICATION STRUCTURE WAS IMPLEMENTED OVER TWO YEARS (2013 AND 2014). THE “NEW PLAN” REDUCED THE NUMBER OF PAY GRADES AND IS BASED ON BOTH PUBLIC AND PRIVATE SECTOR MARKET DATA.
- TARGETED ADJUSTMENTS HAVE BEEN MADE BASED ON MARKET CHANGES EACH YEAR IN THE BUDGET PROCESS. A COMPREHENSIVE UPDATE THE PLAN TOOK PLACE IN 2017 AND WAS IMPLEMENTED OVER SIX MONTHS (JANUARY 2018 AND JULY 2018).
- COMPENSATION CONSULTANT BURRIS & THOMPSON IS IN THE PROCESS OF WORKING WITH CITY DEPARTMENTS, HUMAN RESOURCES, CITY ADMINISTRATION, AND OUR BUDGET TEAM TO CONDUCT A COMPREHENSIVE UPDATE OF THE PLAN AS A PART OF THE FY2021 BUDGET.
- A WORK GROUP COMPRISED OF MEMBERS OF THE FRANKLIN FIRE DEPARTMENT, HUMAN RESOURCES, AND ADMINISTRATION HAS BEEN MEETING TO LOOK AT SPECIFIC PAY CONCERNS.



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OUR TARGET IS TO BE IN THE TOP  
15% (85<sup>TH</sup> PERCENTILE) OR  
BETTER COMPARED TO THE  
MARKET

# PUBLIC SAFETY RECRUITMENT AND RETENTION

- WE ARE FOCUSED ON ATTRACTING AND RETAINING THE BEST PEOPLE TO SERVE THE CITIZENS OF FRANKLIN.
- IN POLICE AND FIRE, WE HAVE EXPANDED OUR ABILITY TO ATTRACT EXPERIENCED OFFICERS AND FIREFIGHTERS. “LATERAL” CANDIDATES HAVE BEEN OFFERED HIGHER THAN MINIMUM PAY TO JOIN THE CITY OF FRANKLIN TEAM. TCRS PARTICIPATION HAS BEEN A POSITIVE FACTOR.
- POLICE OFFICER STARTING PAY HAS BEEN IDENTIFIED AS AN IMPORTANT FACTOR IN ATTRACTING OFFICER CANDIDATES.
- THE CITY’S COMPENSATION (STIPEND) FOR PARAMEDICS HAS LAGGED BEHIND SOME OTHER DEPARTMENTS.

# PROPOSED MARKET ADJUSTMENT FOR PUBLIC SAFETY

- **EFFECTIVE 4/1/20 THE FOLLOWING CHANGES ARE PROPOSED:**
- **POLICE OFFICER PAY:**
  - THE DEPARTMENT WILL CONTINUE TO OFFER ABOVE MINIMUM STARTING PAY OFFERS TO EXPERIENCED OFFICERS.
  - ALL NEW HIRES WHO SUCCESSFULLY COMPLETE 12 MONTHS IN THE DEPARTMENT WILL REACH A \$50,000 BASE PAY LEVEL. FY20 COST IS \$75,000. FULL ANNUAL COST IS APPROXIMATELY \$300,000 (THIS INCLUDES ADJUSTMENTS THROUGHOUT THE POLICE OFFICER POSITION.)
- **PARAMEDIC PAY:**
  - ADJUST THE ANNUAL PARAMEDIC PAY FROM \$4,550 TO \$6,550 AND INCORPORATE AS AN ADJUSTMENT TO THE HOURLY RATE. FY20 COST ESTIMATED AT \$35,000. FULL ANNUAL COST IS \$140,000 (\$102,000 BASE PLUS OT IMPACT OF \$38,000).



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# QUESTIONS & ANSWERS