



# City of Fairburn Work Session Agenda

April 27, 2026  
6:00 PM

## ***The Honorable Mayor Hattie Portis-Jones***

The Honorable Anatavia M. Benson  
The Honorable Fannie Mae Houser  
The Honorable Samuel Perry

Mr. Tony Phillips  
Mr. Rory Starkey  
Ms. Deannia Ray

The Honorable Linda J. Davis  
The Honorable Shanita Nichols  
The Honorable Ulysses J. Smallwood

City Administrator  
City Attorney  
City Clerk

- I. Meeting Called to Order: Hattie Portis-Jones, Mayor
- II. Roll Call: City Clerk
- III. Agenda Items:
  - 1. Legislative Delegation Debriefing **(Mayor)**
  - 2. Classification and Compensation Study **(Human Resources)**
- IV. Adjournment:

When an Executive Session is required, one will be called for the following Issues:  
**(1) Personnel (2) Real Estate or (3) Litigation**



## CITY OF FAIRBURN WORK SESSION AGENDA ITEM

**SUBJECT:** Classification and Compensation Study

**ITEM TYPE:** Presentation

**SUBMITTED:** 04/21/2026    **WORK SESSION:** 04/27/2026    **COUNCIL MEETING:** 04/27/2026

**DEPARTMENT:** Human Resources

**BUDGET IMPACT:** Budgetary impact will reflect Mayor and Council approval of one of the recommended pay structure recommendations.

**PUBLIC HEARING:** No

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### **PURPOSE:**

To present the classification and compensation study that was conducted to ensure an equitable, reliable, and competitive classification system that continues to support the City's mission.

### **HISTORY:**

The City's classification, pay schedule, and pay practices were reviewed and formalized in September 2022. Based on the market analysis, the City's pay at that time was on average 30% behind market. A new salary structure was adopted to address pay inequities, to ensure pay and classification consistency. Employee salaries were transitioned into the newly adopted pay plan structure. The result of the pay changes positioned the city to have a pay system reflective of salaries competitive with market average.

### **FACTS AND ISSUES:**

In October 2025, a review of the City's classifications was conducted. The study ensures the city's organizational job structure aligns with the Fair Labor Standards Act (FLSA) regulations, that there are internal equitable pay practices, and that benchmarked salaries meet the city's operational needs. The consultant has also conducted a comprehensive market analysis of all City positions with comparable and surrounding jurisdictions. The goal of the classification and compensation study was to ensure the City's compensation practices are fair and sustainable by aligning jobs appropriately within the pay structure, supporting consistent pay decisions, and providing a foundation for market-responsive compensation management. The findings reflect that the City's current pay structure is 16% above the market median with recommendations on ensuring employee salaries move within the respective pay ranges.

Proposed Recommendations:

Option A - Representing \$1M payroll increase with average pay increase of 8%, with a revised pay structure and recommended classification updates.

Option B - Representing \$830,000 payroll increase with average pay increase of 6% with a revised pay structure and recommended classification updates.

Option C - Representing \$730,000 payroll increase, reflecting under \$400,000 budget increase for the remaining FY26 fiscal year, with a pay increase of 5%, no change to the current pay structure, and recommended classification updates.

**FUNDING SOURCE:**

Each respective department will absorb the cost resulting from the class and compensation study or proposed salary changes in their respective Personnel Services budget line.

**RECOMMENDED ACTION:**

N/A

**ATTACHMENTS:**

1. Fairburn - Gallagher Final Presentation - 04-06-26

# City of Fairburn

## Classification and Compensation Study

March 2026

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**Gallagher**

Insurance | Risk Management | Consulting

# Introductions

## Erik Smetana



### Managing Director & National Practice Leader

#### About

Erik manages operations and leads Gallagher's Public Sector, Community & Education Human Resources & compensation Consulting practice. Erik's 25-plus-year work history has led him to serve in various diverse roles across human resource management, particularly in compensation and benefits, talent management and organizational development, people analytics, and employee relations and policy development.

## Tracy Morris



### Practice Operations & Hub Leader

#### About

Tracy has more than 15 years of experience working in the strategic HR space with significant public sector HR and compensation consulting. Tracy serves clients as a project manager, thought leader, and advisor – additionally, she supports and manages our process improvement and optimization efforts to ensure each of our clients has an experience that meets their needs and exceeds their expectations.

We are committed to serving and partnering with organizations in the public space, providing insights based on national and international experience for nearly 40 years, with practice members having served as practitioners, internal consultants, leadership, and in executive roles in organizations of all sizes across the sectors we serve.

# Classification & Compensation Study



# What and why?

## What is it?

A review to examine the organization's job classifications to ensure alignment with the Fair Labor Standards Act (FLSA) regulations, internal equity, and the organization's operational needs. A review of the competitive job market and the organization's pay practices to assess how employee compensation compares to relevant external markets and internal pay structures.

## What's the goal?

To create a structured and organized system for categorizing positions, which can then be used to support fair and consistent pay practices, promote internal equity, and provide a foundation for career development. To ensure pay practices are fair, competitive, and sustainable by aligning jobs appropriately within the pay structure, supporting consistent pay decisions, and providing a foundation for market-responsive compensation management.

# Study Background, Project Phases & Project Roadmap

The City of Fairburn contracted with Gallagher to conduct a classification and compensation study.

## Kick-off and Administration

October

## Classification Study

October - December

## Compensation Study

November - February

## Project Finalization

January - February



Project plan  
Data request  
Stakeholder engagement

Current data analysis  
FLSA review  
Classification review  
Reclassification of positions and recommendations for improvement to job descriptions

Labor market and comparator list development  
Custom survey development and execution  
Published survey and market analysis  
Internal salary relationship analysis and pay compression review  
Pay structure development

Develop final reports  
Deliver final presentations to key stakeholders

# What is a compensation and classification study?

## What this IS

- Jobs and levels are accurately and consistently defined
- Systems that are easy to understand and administer
- Policies and procedures to keep the classification and compensation systems up to date
- Compensation is competitive and equitable

## What this is NOT

- NOT a strategy to reduce or increase pay
- NOT a staffing needs study
- NOT an organizational structure study
- NOT a strategy designed to cut costs
- NOT a strategy to eliminate positions

# Selecting Benchmark Jobs

The following are best practices when selecting benchmark jobs

- Representative of the employee population
- Representative of all levels
- Representative of all job families
- Highly populated jobs
- Jobs found in most organizations
- Jobs with recruitment or retention issues

# Best Practice Approach

Gallagher adheres to the following best practice approaches for collecting, sharing, and making recommendations based on market data

Follow the Federal Trade Commission and the U.S. Department of Labor guidelines

Follow guidelines for job matching

Follow professionally accepted guidelines for defining labor markets

Published sources utilized must meet specific criteria (reputable, not self-reported, conducted on a continual basis, etc.)

Use trend factors from either the U.S. Department of Labor data or WorldatWork surveys

ERI, a third-party resource, is used to identify geographic differentials

Benchmarking Jobs non-unique, comparable, representative of the employee population/functional areas/levels, highly populated, hard-to-recruit

# Market Comparators

Defining and refining market comparator peers

Type of  
Organization  
(Public vs.  
Private)

Size  
of Organization

Geographic  
Location

Breadth & Type of  
Services

Aspirational  
Organizations

Organizations to  
whom/from talent  
is lost/recruited

Other key factors  
identified by  
stakeholders

# Custom Survey Market Comparators

	Organization Name		Organization Name
1	<b>City of Acworth, GA*</b>	10	City of Marietta, GA
2	City of Brookhaven	11	<b>City of Newnan, GA*</b>
3	City of Cartersville, GA	12	<b>City of Palmetto, GA*</b>
4	City of College Park, GA	13	<b>Peachtree City, GA*</b>
5	City of Douglasville, GA	14	<b>City of Powder Springs, GA*</b>
6	City of East Point, GA	15	City of Stockbridge, GA
7	<b>City of Fayetteville, GA*</b>	16	City of Tifton, GA
8	City of Forest Park, GA	17	City of Woodstock, GA
9	City of Hapeville, GA	18	<b>Union City, GA*</b>

*\*indicates the organization completed the survey*

**7**  
 participating organizations  
 (meets statistical standards)

minimum of  
**5**  
 matches required *per job* for  
 statistical validity

# Overview of Market Data Approach

We used a blended market approach to balance local relevance and broader market reliability

## Custom survey data

- Cities used in previous compensation studies
- City-identified regional competitors
- Similar situated communities
- Organizations providing comparable services

Electric Utilities

Public Safety

## Published data

- Used to supplement and validate market findings
- Used where relevant jobs extend beyond the city government labor market

CompAnalyst

Economic  
Research  
Institute

**All data sources were consolidated and used together to inform benchmark job pricing and pay structure development.**

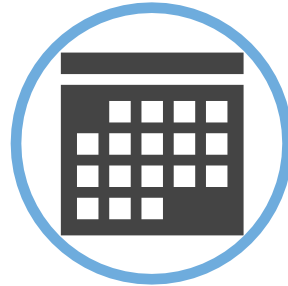
# Treatment of Market Data

Ensuring market data are accurate, current, and locally relevant



## Data Review

Reviewed job matches based on descriptions, perform statistical outlier analysis.



## Data Aging

Data collected was adjusted to *January 1, 2026* based on the *WorldatWork* budget trend report for the City Government prevailing market trend factors:

- 4.5% base salary increase
- 2.5% salary structure adjustment



## Geographic Adjustments

All data was adjusted geographically to reflect the “cost of labor” for Fairburn, Georgia as calculated by the Economic Research Institute (ERI).

# Benchmarking Actual Pay & Salary Structures

## Why do both?

### Benchmarking Actual Pay

**Purpose:** To ensure individual pay rates are aligned with market standards and support talent attraction and retention efforts.

**Why Do This?** It helps identify whether employees are paid fairly and competitively, preventing underpayment (which could lead to turnover) or overpayment (which could strain financial resources).

**Use Case:** Adjusting pay for specific roles, addressing pay equity issues, or making targeted market adjustments.

### Benchmarking the Structure

**Purpose:** To evaluate how well the pay structure aligns with market practices and organizational goals, beyond individual roles.

**Why Do This?** It ensures that the pay structure is broad enough to support growth and flexibility but not so rigid or outdated that it hampers competitiveness or fairness.

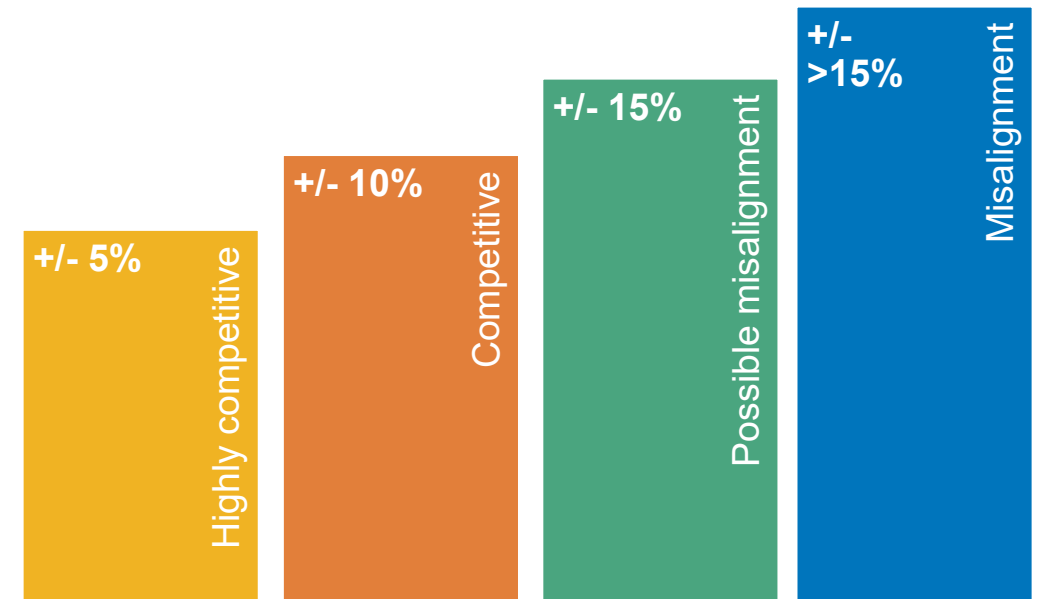
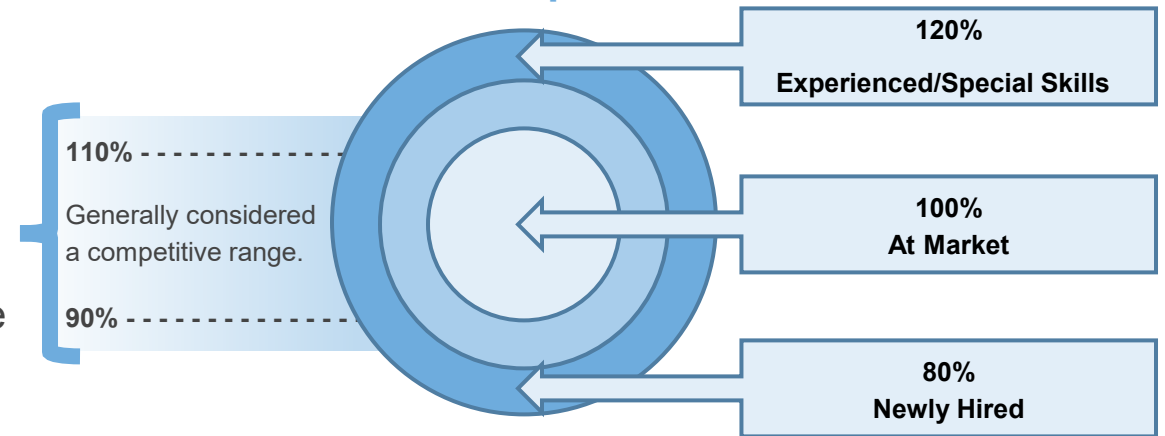
**Use Case:** Developing or updating pay ranges, ensuring pay progression opportunities, or aligning the structure with market trends for better workforce planning.

# Measuring the Competitiveness of Pay

The following are guidelines used to determine the competitive nature of current compensation.

Positions will fall into two main categories:

- At Market: Some positions are paid competitively, aligning closely with market rates for similar jobs.
- Above or Below Market: Other positions may fall outside the market range due to factors like:
  - Longevity or tenure
  - Specialized skills or certifications
  - Historical pay adjustments
  - Pay Variations: Single-incumbent roles, job complexity, and internal equity can also influence differences.



# Historical Context

## Providing context from the City's prior classification and compensation study

- The City last completed a classification and compensation study in 2022
- At that time:
  - Employee pay was generally 28% below market, on average
  - New salary structures were positioned to support a market competitive position
- Market, economic, and workforce conditions have continued to changed since the prior study
- This study builds on prior work by evaluating whether the City's compensation program continues to support internal equity, external competitiveness, and long-term sustainability.

# Market Findings

All findings are from a snapshot in time of both employee data and market data. The following table is an aggregate of all benchmark jobs.

Actual Pay	Comparison to Market 25 <sup>th</sup> %ile	Comparison to Market 50 <sup>th</sup> %ile (Median)	Comparison to Market 75 <sup>th</sup> %ile
All Benchmark Jobs	3%	-5%	-13%
Salary Structure	Comparison to Market 25 <sup>th</sup> %ile	Comparison to Market 50 <sup>th</sup> %ile (Median)	Comparison to Market 75 <sup>th</sup> %ile
All Benchmark Jobs	-3%	17%	32%

On average, City employees are paid 3% above the market 25<sup>th</sup> percentile, 5% below market median, and 13% below the market 75<sup>th</sup> percentile.

On average, benchmark positions have a pay range minimum that is 3% below market 25th percentile, a pay range midpoint that is 17% above market median, and a pay range maximum that is 32% above market 75th percentile.

# Employee Position in Range

While the structure itself is positioned competitively, actual employee placement within the ranges tells a different story

Across the organization, employees are currently paid at an average compa-ratio of approximately 81 percent, meaning that employees are, on average, 19 percent below their respective range midpoints. This suggests that the competitive intent built into the structure is not consistently realized in employee pay outcomes.

Minimum

Midpoint

Maximum



Average employee position in range

# Recommendations

# Developing Proposed Pay Structures

## City of Fairburn Goals and Guiding Principles

Be externally competitive

Be internally equitable

Align with the desired compensation philosophy

Be fiscally responsible

Provide for meaningful career progression

Align with industry best practices

# Recommendations

- **Adopt a revised pay structure**
- **Adjust a handful of job titles to industry standards**
  - Assistant City Administrator > Deputy City Administrator
  - Collapse Utility Maintenance Worker I, II, III and Sr to Utility Maintenance Worker and Senior Utility Maintenance Worker
  - Building Operations Director > Building & Operations Director
- **Consider emerging or highly prevalent roles identified at comparators not currently utilized by the City**
  - Cybersecurity
  - Finance support position(s)
- **Provide a combination of pay increases and strategic adjustments**
  - General pay increase of 5% for all employees
  - Adjustments to the new range minimum for any employee paid below the minimum of their assigned pay grade after the general pay increase
  - Strategic compa-ratio salary adjustments to move each employee to the same position they currently occupy within their existing ranges
  - Internal equity adjustments to employees to maintain current pay distance from peers.

# Proposed Structure Options

Update existing pay structures to strengthen market alignment, support a sustainable minimum wage, and tighten the variance of pay around market value.

## Option A - Midpoints aligned at 23% above market median, on average

- Bring the first used pay grade minimum to \$20 per hour.
- Smooth midpoint progression to best practice design.
- Narrow General range widths to 50 percent wide to align to best practice design, create consistency with the rest of the city pay range widths, elevate minimum rates of pay for all grades, and focus pay around pay range midpoints.

## Option B – Midpoints aligned at 20% above market median, on average

- Bring the first used pay grade minimum to \$19 per hour.
- Smooth midpoint progression to best practice design.
- Narrow General range widths to 52 percent wide while maintaining fire and police range widths at 50 percent wide to align to best practice design, elevate minimum rates of pay for all grades, and focus pay around pay range midpoints.

**General Pay Plan - Option A**

<b>Pay Grade</b>	<b>Range Minimum (Annual)</b>	<b>Range Midpoint (Annual)</b>	<b>Range Maximum (Annual)</b>	<b>Range Minimum (Hourly)</b>	<b>Range Midpoint (Hourly)</b>	<b>Range Maximum (Hourly)</b>	<b>Midpoint Progression</b>	<b>Range Spread</b>
G01	\$33,092.80	\$43,035.20	\$52,956.80	\$15.91	\$20.69	\$25.46	--	60.0%
G02	\$41,600.00	\$52,000.00	\$62,400.00	\$20.00	\$25.00	\$30.00	--	50.0%
G03	\$43,680.00	\$54,600.00	\$65,520.00	\$21.00	\$26.25	\$31.50	5.0%	50.0%
G04	\$45,864.00	\$57,324.80	\$68,785.60	\$22.05	\$27.56	\$33.07	5.0%	50.0%
G05	\$48,152.00	\$60,195.20	\$72,238.40	\$23.15	\$28.94	\$34.73	5.0%	50.0%
G06	\$50,544.00	\$63,190.40	\$75,836.80	\$24.30	\$30.38	\$36.46	5.0%	50.0%
G07	\$53,081.60	\$66,352.00	\$79,622.40	\$25.52	\$31.90	\$38.28	5.0%	50.0%
G08	\$55,744.00	\$69,680.00	\$83,616.00	\$26.80	\$33.50	\$40.20	5.0%	50.0%
G09	\$58,531.20	\$73,153.60	\$87,776.00	\$28.14	\$35.17	\$42.20	5.0%	50.0%
G10	\$61,443.20	\$76,814.40	\$92,185.60	\$29.54	\$36.93	\$44.32	5.0%	50.0%
G11	\$64,521.60	\$80,641.60	\$96,761.60	\$31.02	\$38.77	\$46.52	5.0%	50.0%
G12	\$67,745.60	\$84,676.80	\$101,608.00	\$32.57	\$40.71	\$48.85	5.0%	50.0%
G13	\$71,136.00	\$88,920.00	\$106,704.00	\$34.20	\$42.75	\$51.30	5.0%	50.0%
G14	\$74,692.80	\$93,371.20	\$112,049.60	\$35.91	\$44.89	\$53.87	5.0%	50.0%
G15	\$80,308.80	\$100,380.80	\$120,452.80	\$38.61	\$48.26	\$57.91	7.5%	50.0%
G16	\$86,320.00	\$107,910.40	\$129,500.80	\$41.50	\$51.88	\$62.26	7.5%	50.0%
G17	\$92,809.60	\$116,001.60	\$139,193.60	\$44.62	\$55.77	\$66.92	7.5%	50.0%
G18	\$99,756.80	\$124,696.00	\$149,635.20	\$47.96	\$59.95	\$71.94	7.5%	50.0%
G19	\$107,244.80	\$134,056.00	\$160,867.20	\$51.56	\$64.45	\$77.34	7.5%	50.0%
G20	\$115,835.20	\$144,788.80	\$173,742.40	\$55.69	\$69.61	\$83.53	8.0%	50.0%
G21	\$125,091.20	\$156,374.40	\$187,657.60	\$60.14	\$75.18	\$90.22	8.0%	50.0%
G22	\$135,096.00	\$168,875.20	\$202,654.40	\$64.95	\$81.19	\$97.43	8.0%	50.0%
G23	\$153,337.60	\$191,672.00	\$230,006.40	\$73.72	\$92.15	\$110.58	13.5%	50.0%

### Fire Pay Plan – Option A & B

Pay Grade	Range Minimum (Annual)	Range Midpoint (Annual)	Range Maximum (Annual)	Range Minimum (Hourly)	Range Midpoint (Hourly)	Range Maximum (Hourly)	Midpoint Progression	Range Spread
F01*	\$53,742.00	-	-	\$19.50	-	-	-	-
F02*	\$55,120.00	\$68,900.00	\$82,680.00	\$20.00	\$25.00	\$30.00	-	50.0%
F03*	\$60,080.80	\$75,101.00	\$90,121.20	\$21.80	\$27.25	\$32.70	9.0%	50.0%
F04*	\$66,088.88	\$82,611.10	\$99,133.32	\$23.98	\$29.98	\$35.97	10.0%	50.0%
F05*	\$72,697.77	\$90,872.21	\$109,046.65	\$26.38	\$32.97	\$39.57	10.0%	50.0%
F06	\$79,967.54	\$99,959.43	\$119,951.32	\$38.45	\$48.06	\$57.67	10.0%	50.0%
F07*	\$87,964.30	\$109,955.37	\$131,946.44	\$31.92	\$39.90	\$47.88	10.0%	50.0%
F08	\$96,760.73	\$120,950.91	\$145,141.09	\$46.52	\$58.15	\$69.78	10.0%	50.0%
F09	\$106,436.80	\$133,046.00	\$159,655.20	\$51.17	\$63.96	\$76.76	10.0%	50.0%

*\*hourly rates calculated on 2,756 hours worked*

### Police Pay Plan – Option A & B

Pay Grade	Range Minimum (Annual)	Range Midpoint (Annual)	Range Maximum (Annual)	Range Minimum (Hourly)	Range Midpoint (Hourly)	Range Maximum (Hourly)	Midpoint Progression	Range Spread
P01+	\$52,416.00	-	-	\$24.00	-	-	-	-
P02+	\$58,968.00	\$73,710.00	\$88,452.00	\$27.00	\$33.75	\$40.50	-	50.0%
P03+	\$62,506.08	\$78,132.60	\$93,759.12	\$28.62	\$35.78	\$42.93	6.0%	50.0%
P04+	\$66,881.50	\$83,601.88	\$100,322.26	\$30.62	\$38.28	\$45.94	7.0%	50.0%
P05+	\$71,563.21	\$89,454.01	\$107,344.81	\$32.77	\$40.96	\$49.15	7.0%	50.0%
P06+	\$76,572.63	\$95,715.79	\$114,858.95	\$35.06	\$43.83	\$52.59	7.0%	50.0%
P07	\$81,932.72	\$102,415.90	\$122,899.08	\$39.39	\$49.24	\$59.09	7.0%	50.0%
P08	\$91,764.65	\$114,705.81	\$137,646.97	\$44.12	\$55.15	\$66.18	12.0%	50.0%
P09	\$106,446.99	\$133,058.74	\$159,670.49	\$51.18	\$63.97	\$76.76	16.0%	50.0%

*+hourly rates calculated on 2,184 hours worked*

**General Pay Plan - Option B**

<b>Pay Grade</b>	<b>Range Minimum (Annual)</b>	<b>Range Midpoint (Annual)</b>	<b>Range Maximum (Annual)</b>	<b>Range Minimum (Hourly)</b>	<b>Range Midpoint (Hourly)</b>	<b>Range Maximum (Hourly)</b>	<b>Midpoint Progression</b>	<b>Range Spread</b>
G01	\$33,092.80	\$43,035.20	\$52,956.80	\$15.91	\$20.69	\$25.46	--	60.0%
G02	\$39,520.00	\$49,712.00	\$59,904.00	\$19.00	\$23.90	\$28.80	--	52.0%
G03	\$41,496.00	\$52,208.00	\$62,920.00	\$19.95	\$25.10	\$30.25	5.0%	52.0%
G04	\$43,596.80	\$54,828.80	\$66,060.80	\$20.96	\$26.36	\$31.76	5.0%	52.0%
G05	\$45,780.80	\$57,574.40	\$69,368.00	\$22.01	\$27.68	\$33.35	5.0%	52.0%
G06	\$48,027.20	\$60,424.00	\$72,820.80	\$23.09	\$29.05	\$35.01	5.0%	52.0%
G07	\$50,460.80	\$63,460.80	\$76,460.80	\$24.26	\$30.51	\$36.76	5.0%	52.0%
G08	\$52,977.60	\$66,643.20	\$80,308.80	\$25.47	\$32.04	\$38.61	5.0%	52.0%
G09	\$55,619.20	\$69,971.20	\$84,323.20	\$26.74	\$33.64	\$40.54	5.0%	52.0%
G10	\$58,406.40	\$73,465.60	\$88,524.80	\$28.08	\$35.32	\$42.56	5.0%	52.0%
G11	\$61,318.40	\$77,126.40	\$92,934.40	\$29.48	\$37.08	\$44.68	5.0%	52.0%
G12	\$64,396.80	\$80,995.20	\$97,593.60	\$30.96	\$38.94	\$46.92	5.0%	52.0%
G13	\$67,620.80	\$85,051.20	\$102,481.60	\$32.51	\$40.89	\$49.27	5.0%	52.0%
G14	\$72,696.00	\$91,436.80	\$110,177.60	\$34.95	\$43.96	\$52.97	7.5%	52.0%
G15	\$78,145.60	\$98,300.80	\$118,456.00	\$37.57	\$47.26	\$56.95	7.5%	52.0%
G16	\$84,011.20	\$105,664.00	\$127,316.80	\$40.39	\$50.80	\$61.21	7.5%	52.0%
G17	\$90,292.80	\$113,588.80	\$136,884.80	\$43.41	\$54.61	\$65.81	7.5%	52.0%
G18	\$97,073.60	\$122,116.80	\$147,160.00	\$46.67	\$58.71	\$70.75	7.5%	52.0%
G19	\$104,353.60	\$131,268.80	\$158,184.00	\$50.17	\$63.11	\$76.05	7.5%	52.0%
G20	\$114,795.20	\$144,393.60	\$173,992.00	\$55.19	\$69.42	\$83.65	10.0%	52.0%
G21	\$126,276.80	\$158,828.80	\$191,380.80	\$60.71	\$76.36	\$92.01	10.0%	52.0%
G22	\$138,902.40	\$174,720.00	\$210,537.60	\$66.78	\$84.00	\$101.22	10.0%	52.0%
G23	\$152,796.80	\$192,192.00	\$231,587.20	\$73.46	\$92.40	\$111.34	10.0%	52.0%

### Fire Pay Plan – Option A & B

Pay Grade	Range Minimum (Annual)	Range Midpoint (Annual)	Range Maximum (Annual)	Range Minimum (Hourly)	Range Midpoint (Hourly)	Range Maximum (Hourly)	Midpoint Progression	Range Spread
F01*	\$53,742.00	-	-	\$19.50	-	-	-	-
F02*	\$55,120.00	\$68,900.00	\$82,680.00	\$20.00	\$25.00	\$30.00	-	50.0%
F03*	\$60,080.80	\$75,101.00	\$90,121.20	\$21.80	\$27.25	\$32.70	9.0%	50.0%
F04*	\$66,088.88	\$82,611.10	\$99,133.32	\$23.98	\$29.98	\$35.97	10.0%	50.0%
F05*	\$72,697.77	\$90,872.21	\$109,046.65	\$26.38	\$32.97	\$39.57	10.0%	50.0%
F06	\$79,967.54	\$99,959.43	\$119,951.32	\$38.45	\$48.06	\$57.67	10.0%	50.0%
F07*	\$87,964.30	\$109,955.37	\$131,946.44	\$31.92	\$39.90	\$47.88	10.0%	50.0%
F08	\$96,760.73	\$120,950.91	\$145,141.09	\$46.52	\$58.15	\$69.78	10.0%	50.0%
F09	\$106,436.80	\$133,046.00	\$159,655.20	\$51.17	\$63.96	\$76.76	10.0%	50.0%

*\*hourly rates calculated on 2,756 hours worked*

### Police Pay Plan – Option A & B

Pay Grade	Range Minimum (Annual)	Range Midpoint (Annual)	Range Maximum (Annual)	Range Minimum (Hourly)	Range Midpoint (Hourly)	Range Maximum (Hourly)	Midpoint Progression	Range Spread
P01+	\$52,416.00	-	-	\$24.00	-	-	-	-
P02+	\$58,968.00	\$73,710.00	\$88,452.00	\$27.00	\$33.75	\$40.50	-	50.0%
P03+	\$62,506.08	\$78,132.60	\$93,759.12	\$28.62	\$35.78	\$42.93	6.0%	50.0%
P04+	\$66,881.50	\$83,601.88	\$100,322.26	\$30.62	\$38.28	\$45.94	7.0%	50.0%
P05+	\$71,563.21	\$89,454.01	\$107,344.81	\$32.77	\$40.96	\$49.15	7.0%	50.0%
P06+	\$76,572.63	\$95,715.79	\$114,858.95	\$35.06	\$43.83	\$52.59	7.0%	50.0%
P07	\$81,932.72	\$102,415.90	\$122,899.08	\$39.39	\$49.24	\$59.09	7.0%	50.0%
P08	\$91,764.65	\$114,705.81	\$137,646.97	\$44.12	\$55.15	\$66.18	12.0%	50.0%
P09	\$106,446.99	\$133,058.74	\$159,670.49	\$51.18	\$63.97	\$76.76	16.0%	50.0%

*+hourly rates calculated on 2,184 hours worked*

# Cost Estimates

All estimates are from a snapshot in time when employee data was collected.

Option A		
Itemized Costs	Count	Cost (\$)
Total Current Payroll Costs	220	\$14,094,584
Total Increase in Payroll Costs	220	\$1,017,085
Total Proposed Payroll Costs		\$15,111,669
Minimum Pay Increase	5%	
Average Pay Increase	8%	\$4,600

Option B		
Itemized Costs	Count	Cost (\$)
Total Current Payroll Costs	220	\$14,094,584
Total Increase in Payroll Costs	220	\$827,316
Total Proposed Payroll Costs		\$14,921,900
Minimum Pay Increase	5%	
Average Pay Increase	6%	\$3,750

*Total payroll costs reflected in the tables above are not inclusive of benefits cost.*

# Summary Comparisons

- **Today, employee pay at the City of Fairburn is 5% below market median, on average.**
  - Option I would move employee pay to 3% above market median, on average.
  - Option II would move employee pay to even with market median, on average.
- **Today, pay range midpoints are 16% above market median, on average.**
  - Option I would move pay range midpoints to 23% above market median, on average.
  - Option II would move pay range midpoints to 20% above market median, on average.
- **Today, employee pay is 19% below the pay range midpoint, on average.**
  - Option I and II would position employee pay at 17% below the pay range midpoint, on average.
- **The goal for Fairburn should be to move employee pay through the pay range, continuing to move the pay ranges as needed, but at a slower pace than employee pay movement.**

# Questions?

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# Thank you!

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