

# Bryant Police Pay Scale

## 2023 Proposed

Revised Copy

2/16/2023

51 Total Current Positions Including Chief

UnCert Cert	4% Annual		Hourly Rate		14 Holidays		Officer 31 Positions	
	Hourly Rate	Hourly Rate	Base Pay	Holiday Pay	Base Pay	Holiday Pay	Yearly Pay	Yearly Pay
1	\$19.24	\$19.24	\$40,019.20	\$2,154.88	\$40,019.20	\$2,154.88	\$42,174.08	\$42,174.08
2	\$20.01	\$20.01	\$41,619.97	\$2,241.08	\$41,619.97	\$2,241.08	\$43,861.04	\$43,861.04
3	\$20.81	\$20.81	\$43,284.77	\$2,330.72	\$43,284.77	\$2,330.72	\$45,615.48	\$45,615.48
4	\$21.64	\$21.64	\$45,016.16	\$2,423.95	\$45,016.16	\$2,423.95	\$47,440.10	\$47,440.10
5	\$22.51	\$22.51	\$46,816.80	\$2,520.90	\$46,816.80	\$2,520.90	\$49,337.71	\$49,337.71
6	\$23.41	\$23.41	\$48,689.48	\$2,621.74	\$48,689.48	\$2,621.74	\$51,311.22	\$51,311.22
7	\$24.34	\$24.34	\$50,637.05	\$2,726.61	\$50,637.05	\$2,726.61	\$53,363.67	\$53,363.67

4% Annual	Sergeant 9 - Positions		14 Holidays		Sergeant 9 - Positions	
	Hourly Rate	Hourly Rate	Base Pay	Holiday Pay	Base Pay	Holiday Pay
1	\$25.76	\$25.76	\$53,580.80	\$2,885.12	\$53,580.80	\$2,885.12
2	\$26.79	\$26.79	\$55,724.03	\$3,000.52	\$55,724.03	\$3,000.52
3	\$27.86	\$27.86	\$57,952.99	\$3,120.55	\$57,952.99	\$3,120.55
4	\$28.98	\$28.98	\$60,271.11	\$3,245.37	\$60,271.11	\$3,245.37
5	\$30.14	\$30.14	\$62,681.96	\$3,375.18	\$62,681.96	\$3,375.18

4% Annual	Lieutenant 16- Position		8 Hour Shift		14 Holidays		Lieutenant 16- Position	
	Hourly Rate	Hourly Rate	Base Pay	Holiday Pay	Base Pay	Holiday Pay	Yearly Pay	Yearly Pay
1	\$31.60	\$31.60	\$65,728.00	\$3,539.20	\$65,728.00	\$3,539.20	\$69,267.20	\$69,267.20
2	\$32.86	\$32.86	\$68,357.12	\$3,680.77	\$68,357.12	\$3,680.77	\$72,037.89	\$72,037.89
3	\$34.18	\$34.18	\$71,091.40	\$3,828.00	\$71,091.40	\$3,828.00	\$74,919.40	\$74,919.40
4	\$35.55	\$35.55	\$73,935.06	\$3,981.12	\$73,935.06	\$3,981.12	\$77,916.18	\$77,916.18

4% Annual		Captain		3 - Positions	
	Hourly Rate	8 Hour Shift Regular Base	8 Hour Shift Base Pay	14 Holidays Holiday Pay	8 Hour Yearly Pay
1	\$ 37.53	\$78,062.40	\$78,062.40	\$4,203.36	\$82,265.76
2	\$ 39.03	\$81,184.90	\$81,184.90	\$4,371.49	\$85,556.39
3	\$ 40.59	\$84,432.29	\$84,432.29	\$4,546.36	\$88,978.65
3% Annual		Assistant		Positions	
	Hourly Rate	8 Hour Shift Regular Base	8 Hour Shift Base Pay	14 Holidays Holiday Pay	8 Hour Yearly Pay
1	\$ 41.81	\$86,965.26	\$86,965.26	\$4,682.74	\$91,648.01
2	\$ 43.06	\$89,574.22	\$89,574.22	\$4,823.23	\$94,397.45
3	\$ 44.36	\$92,261.44	\$92,261.44	\$4,967.92	\$97,229.37

- 1) Newly hired employees will start at either the uncertified position (Step1) or the certified position (Step 2) To start at the certified position the newly hired Police Officer must have their Basic Police Certification.
- 2) Any change in position of the same rank will be considered a lateral transfer.
- 3) Any time an employee changes Rank position, they will start at 1st position for that Rank Classification.
- 4) Any employee that maxes out in a position, that employee will be paid an annual bonus in the amount of \$50.00 per year starting the year after the employee maxes out in the position, with a maximum bonus not to exceed \$1,000.00.

# Bryant Fire/Rescue 2023 Proposed Benton Match

15 - Positions

Year	Hourly Rate	4.2% Annual			
		24 Hour Shift	24 Hour Shift	Overtime	Base Pay
UnCertified	\$13.14	\$38,368.80	\$1,655.64	\$40,024.44	\$1,471.68
1	\$13.66	\$39,887.20	\$1,721.16	\$41,608.36	\$1,529.92
2	\$14.23	\$41,662.46	\$1,793.45	\$43,355.91	\$1,594.18
3	\$14.82	\$43,268.52	\$1,866.98	\$45,135.50	\$1,659.54
4	\$15.42	\$45,040.45	\$1,943.53	\$46,983.98	\$1,727.58
5	\$16.06	\$46,887.11	\$2,023.21	\$48,910.32	\$1,798.41
6	\$16.72	\$48,809.48	\$2,106.16	\$50,915.64	\$1,872.14

Year	Hourly Rate	4.2% Annual			
		24 Hour Shift	24 Hour Shift	Overtime	Base Pay
1	\$17.58	\$51,362.80	\$2,216.34	\$53,579.14	\$1,970.08
2	\$18.33	\$53,620.04	\$2,309.43	\$55,829.46	\$2,052.82
3	\$19.10	\$55,767.88	\$2,406.42	\$58,174.30	\$2,139.04
4	\$19.90	\$58,110.13	\$2,507.49	\$60,617.62	\$2,228.88
5	\$20.74	\$60,550.76	\$2,612.81	\$63,163.56	\$2,322.49

Year	Hourly Rate	4.2% Annual			
		24 Hour Shift	24 Hour Shift	Overtime	Base Pay
1	\$21.59	\$63,042.80	\$2,720.34	\$65,763.14	\$2,418.08
2	\$22.50	\$65,690.60	\$2,834.59	\$68,525.19	\$2,519.64
3	\$23.44	\$68,449.60	\$2,953.65	\$71,403.25	\$2,625.46
4	\$24.43	\$71,324.49	\$3,077.70	\$74,402.19	\$2,735.73

Year	Hourly Rate	4.2% Annual			
		8 Hour Shift	8 Hour Shift	Overtime	Base Pay
1	\$31.62	\$66,769.60	\$0.00	\$66,769.60	\$3,541.44
2	\$32.94	\$68,515.20	\$0.00	\$68,515.20	\$3,689.28
3	\$34.33	\$71,408.40	\$0.00	\$71,408.40	\$3,844.96
4	\$35.77	\$74,401.60	\$0.00	\$74,401.60	\$4,006.24

Year	Hourly Rate	4% Annual			
		8 Hour Shift	8 Hour Shift	Overtime	Base Pay
1	\$37.53	\$78,062.40	\$0.00	\$78,062.40	\$4,203.36
2	\$39.03	\$81,184.90	\$0.00	\$81,184.90	\$4,371.49
3	\$40.59	\$84,432.29	\$0.00	\$84,432.29	\$4,546.35

Year	Hourly Rate	4.5% Annual			
		24 Hour Shift	24 Hour Shift	Overtime	Base Pay
1	\$25.83	\$74,839.60	\$3,229.38	\$78,068.98	\$2,870.56
2	\$26.78	\$78,207.38	\$3,374.70	\$81,582.08	\$2,999.74
3	\$27.99	\$81,726.71	\$3,526.66	\$85,253.28	\$3,134.72

Year	Hourly Rate	3% Annual			
		8 Hour Shift	8 Hour Shift	Overtime	Base Pay
1	\$41.81	\$86,964.80	\$0.00	\$86,964.80	\$4,682.72
2	\$43.06	\$89,573.74	\$0.00	\$89,573.74	\$4,823.20
3	\$44.36	\$92,260.96	\$0.00	\$92,260.96	\$4,967.90

Certified means obtaining IFSAC Firefighter I & II Certifications

48/96 hour schedule would be based on 2820 hrs per year  
 Training Captain and Fire Marshal is a 40 hour per week position based on 2080 hrs per year & 0 hrs. of normally scheduled O.T.  
 Assistant Chief is a 40 hour per week position based on 2080 hrs per year & 0 hrs. O.T.  
 Newly hired employees will start at either the certified or uncertified Firefighter position. To start at the certified Firefighter position the newly hired firefighter must have IFSAC Firefighter I & II certifications.  
 Any time an employee changes job positions they will start at 1st position for that Job Classification, with the exception of the Training Captain and Fire Marshal moving back to a regular position or Battalion Chief for the Fire Marshal Position.  
 Any employee that maxes out in a position, that employee will be paid an annual bonus in the amount of \$50,000 per year starting the year after the employee maxes out in the position, with a maximum bonus not to exceed \$1,000,000.

Salary Comparisons

Department	Starting Pay	Department	Starting pay
Benton	\$40,000	Alexander	\$41,600
Ark. State Police	\$54,028	N. Little Rock	\$48,000 - \$53,000
Saline Co. Sheriff	\$39,416	Malvern PD	\$44,000
Sherwood	\$41,558 - \$49,566	Paragould	\$39,024
Jacksonville	\$38,410 - \$41,708	Texarkana	\$43,257
Searcy	\$39,559	Maumelle	\$41,000 - \$48,248
Haskell	\$42,500	Cabot	\$38,500