Bryant Police

Pay Scale

2023 Proposed

Revised Copy

2/16/2023

51 Total Current Positions Including Chief

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

	4% Annual	**Sergeant**	**1 SRO**					**Sergeant**	9 - Positions
		Hourly Rate	Hourly Rate		Regular Base		Base Pay	14 Holidays Holiday Pay	Yearly Pay	
1	$ 25.76	$ 25.76	$ 25.76		$53,580.80		$53,580.80	$2,885.12	$56,465.92	
2	$ 26.79	$ 26.79	$ 26.79		$55,724.03		$55,724.03	$3,000.52	$58,724.56	
3	$ 27.86	$ 27.86	$ 27.86		$57,952.99		$57,952.99	$3,120.55	$61,073.54	
4	$ 28.98	$ 28.98	$ 28.98		$60,271.11		$60,271.11	$3,245.37	$63,516.48	
5	$ 30.14	$ 30.14	$ 30.14		$62,681.96		$62,681.96	$3,375.18	$66,057.14	

	4% Annual	**Lieutenant**	**1 SRO**					**Lieutenant**	6- Position
		Hourly Rate			8 Hour Shift Regular Base		8 Hour Shift Base Pay	14 Holidays Holiday Pay	8 Hour Yearly Pay	
1	$ 31.60	$ 31.60	$ 31.60		$65,728.00		$65,728.00	$3,539.20	$69,267.20	
2	$ 32.86	$ 32.86	$ 32.86		$68,357.12		$68,357.12	$3,680.77	$72,037.89	
3	$ 34.18	$ 34.18	$ 34.18		$71,091.40		$71,091.40	$3,828.00	$74,919.40	
4	$ 35.55	$ 35.55	$ 35.55		$73,935.06		$73,935.06	$3,981.12	$77,916.18	

	4% Annual	Captain		8 Hour Shift		8 Hour Shift	14 Holidays	8 Hour	Captain	3 - Positions
		Hourly Rate		Regular Base		Base Pay	Holiday Pay	Yearly Pay		
1	$ 37.53	$ 37.53		$78,062.40		$78,062.40	$4,203.36	$82,265.76		
2	$ 39.03	$ 39.03		$81,184.90		$81,184.90	$4,371.49	$85,556.39		
3	$ 40.59	$ 40.59		$84,432.29		$84,432.29	$4,546.35	$88,978.65		

	3% Annual					14 Holidays		[illegible]
1	$ 41.81	$ 41.81	$86,965.26		$86,965.26	$4,682.74	$91,648.01	
2	$ 43.06	$ 43.06	$89,574.22		$89,574.22	$4,823.23	$94,397.45	
3	$ 44.36	$ 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 yearafter the employee maxes out in the position, with a maximum bonus not to exceed $1,000.00.

Bryant Fire/Rescue

2023 Proposed Benton Match

4.2% Annual — **Firefighter** — 15 - Positions

Year	Hourly Rate	24 Hour Shift Regular Base	24 Hour Shift Overtime	24 Hour Shift Base Pay	Holiday Pay	24 Hour Yearly Pay
Uncertified	$13.14	$38,368.80	$1,655.64	$40,024.44	$1,471.68	$41,496.12
Certifie 1	$13.66	$39,887.20	$1,721.16	$41,608.36	$1,529.92	$43,138.28
2	$14.23	$41,562.46	$1,793.45	$43,355.91	$1,594.18	$44,950.09
3	$14.82	$43,266.52	$1,866.98	$45,133.50	$1,659.54	$46,793.04
4	$15.42	$45,040.45	$1,943.53	$46,983.98	$1,727.58	$48,711.56
5	$16.06	$46,887.11	$2,023.21	$48,910.32	$1,798.41	$50,708.73
6	$16.72	$48,809.48	$2,106.16	$50,915.64	$1,872.14	$52,787.79

4.2% Annual — **Engineer** — 15 - Positions

Year	Hourly Rate	24 Hour Shift Regular Base	24 Hour Shift Overtime	24 Hour Shift Base Pay	Holiday Pay	24 Hour Yearly Pay
1	$17.59	$51,362.80	$2,216.34	$53,579.14	$1,970.08	$55,549.22
2	$18.33	$53,520.04	$2,309.43	$55,829.46	$2,052.82	$57,882.29
3	$19.10	$55,767.88	$2,406.42	$58,174.30	$2,139.04	$60,313.34
4	$19.90	$58,110.13	$2,507.49	$60,617.62	$2,228.88	$62,846.50
5	$20.74	$60,550.76	$2,612.81	$63,163.56	$2,322.49	$65,486.06

4.2% Annual — **Captain** — 12 - Positions

Year	Hourly Rate	24 Hour Shift Regular Base	24 Hour Shift Overtime	24 Hour Shift Base Pay	Holiday Pay	24 Hour Yearly Pay
1	$21.59	$63,042.80	$2,720.34	$65,763.14	$2,418.08	$68,181.22
2	$22.50	$65,690.60	$2,834.59	$68,525.19	$2,519.64	$71,044.83
3	$23.44	$68,449.60	$2,953.65	$71,403.25	$2,625.46	$74,028.71
4	$24.43	$71,324.49	$3,077.70	$74,402.19	$2,735.73	$77,137.92

Training-Captain — 1 - Positions

Year	Hourly Rate	8 Hour Shift Regular Base	8 Hour Shift Overtime	8 Hour Shift Base Pay	Holiday Pay	8 Hour Yearly Pay
1	$31.62	$65,769.60	$0.00	$65,769.60	$3,541.44	$69,311.04
2	$32.94	$68,515.20	$0.00	$68,515.20	$3,689.28	$72,204.48
3	$34.33	$71,406.40	$0.00	$71,406.40	$3,844.96	$75,251.36
4	$35.77	$74,401.60	$0.00	$74,401.60	$4,006.24	$78,407.84

4% Annual — **Batt. Chief Fire Marshal** — 1 - Positions

Year	Hourly Rate	8 Hour Shift Regular Base	8 Hour Shift Overtime	8 Hour Shift Base Pay	Holiday Pay	8 Hour Yearly Pay
1	$37.53	$78,062.40	$0.00	$78,062.40	$4,203.36	$82,265.76
2	$39.03	$81,184.90	$0.00	$81,184.90	$4,371.49	$85,556.39
3	$40.59	$84,432.29	$0.00	$84,432.29	$4,546.35	$88,978.65

4.5% Annual — **Batt. Chief** — 3 - Positions

Year	Hourly Rate	24 Hour Shift Regular Base	24 Hour Shift Overtime	24 Hour Shift Base Pay	Holiday Pay	24 Hour Yearly Pay
1	$25.63	$74,839.60	$3,229.38	$78,068.98	$2,870.56	$80,939.54
2	$26.78	$78,207.38	$3,374.70	$81,582.08	$2,999.74	$84,581.82
3	$27.99	$81,726.71	$3,526.56	$85,253.28	$3,134.72	$88,388.00

3% Annual — **Asst. Chief** — 1 - Positions

Year	Hourly Rate	8 Hour Shift Regular Base	8 Hour Shift Overtime	8 Hour Shift Base Pay	Holiday Pay	8 Hour Yearly Pay
1	$41.81	$86,964.80	$0.00	$86,964.80	$4,682.72	$91,647.52
2	$43.06	$89,573.74	$0.00	$89,573.74	$4,823.20	$94,396.95
3	$44.36	$92,260.96	$0.00	$92,260.96	$4,967.90	$97,228.85

Certified means obtaining IFSAC Firefighter I & II Certifications

48/96 hour schedule would be based on 2920 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 Captain for Training position or Batt Chief for the Fire Marshal Position.
Any employee that maxs 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.

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