

	City Employees					ACPS
	General	Police	Fire/Medics	Sheriff	All pay scales*	
FY 2017	None	None	<ul style="list-style-type: none"> 2.5% Fire pay scale adjustment Additional one-grade increase (5%) for Fire Lieutenants, Captains, Battalion Chiefs, and Deputy Chiefs 	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> Step increases Living wage increase from \$13.13 to \$14.13 	<ul style="list-style-type: none"> Step increases
FY 2018	None	None	Fire dual role bonus	None	<ul style="list-style-type: none"> Step increases Additional step at end of pay scale 	<ul style="list-style-type: none"> Step increases
FY 2019	None	6.22% pay scale adjustment	5% Fire and Medics pay scale adjustment	One-grade increase (5%) for Sheriff Deputies I, II, Lieutenants, and Captains	<ul style="list-style-type: none"> Step increases Living wage increase from \$14.13 to \$15 	<ul style="list-style-type: none"> Step increases
FY 2020	None	None	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> 2.29% Sheriff pay scale adjustment Conversion to VRS-EHDB Plan 	<ul style="list-style-type: none"> Step increases Shift differential increases and CDL supplement 	<ul style="list-style-type: none"> Step increases 1% COLA
FY 2021	Revenue decline resulted in cancellation of 1.5% adjustment to all pay scales, certain targeted public safety improvements, as well as step increases. All of these changes (except the one-grade increase for Fire Fighters) were proposed and approved as mid-year FY 2022 adjustments (see below).					<ul style="list-style-type: none"> Targeted Market Rate Adjustments
FY 2022	<ul style="list-style-type: none"> 1.5% General pay scale adjustment \$3,000 bonus \$1% bonus 	<ul style="list-style-type: none"> Two-grade increase (10%) for Police Lieutenants and Captains 1.5% Police pay scale adjustment \$3,000 bonus 1% bonus 	<ul style="list-style-type: none"> Deputy Fire Chief moved to Executive pay band (2.8%) 1.5% Fire and Medics pay scale adjustment \$3,000 bonus 1% bonus 	<ul style="list-style-type: none"> One-grade increase (5%) for Sheriff Deputy Lieutenants and Captains Chief Deputy Sheriffs moved to Executive pay band (2.8%) 1.5% Sheriff pay scale adjustment \$3,000 bonus 1% bonus 	<ul style="list-style-type: none"> Step increases 	<ul style="list-style-type: none"> Step increases 2.4% COLA Targeted Market Rate Adjustments
FY 2023	<ul style="list-style-type: none"> 4% pay scale adjustment 	<ul style="list-style-type: none"> 5% pay scale adjustment 	<ul style="list-style-type: none"> 6% pay scale adjustment 	<ul style="list-style-type: none"> 5% pay scale adjustment 	<ul style="list-style-type: none"> Step increases 	<ul style="list-style-type: none"> Step increases 2.5% COLA Targeted market rate adjustments