**Budget Questions and Requests for Information**

**2018-19 Recommended Budget**

**Question #28**

**QUESTION:** Council members received an email from Ricky Cherry asking that firefighters receive the degree incentive that police officers (and perhaps employees in other departments) enjoy. According to the email, the CHFD requested the degree incentive in your budget request but it was removed.

**RESPONDENT:** Fire Chief Matt Sullivan; Town Manager Roger Stancil

**RESPONSE:** In 2005, the Police Department implemented a pay incentive for sworn police officers with college degrees. Only a high school degree is required in the job description. Under the plan, Police Officers who hold college degrees receive a percentage pay raise corresponding to the level of degree the employee has attained. The college degree incentive meets multiple organizational interests including recruitment of high quality applicants, employee retention and development of 21st century workforce and leaders who are prepared to solve problems in an increasingly complex environment. No employees in any other department of the Town receive an incentive such as this.

As the letter Council received from the President of the Chapel Hill Firefighters' Association indicates, this is a benefit that firefighters have sought for several years. While we have implemented other pay changes, this incentive did not rise to a level for recommendation. This incentive for firefighters and other positions in the Town for which a degree is not a job requirement, is, however, one of the topics being considered by the employee Pay for Value Added Task Force which is working to make recommendations for consideration in the next year.