

**To the Mayor and Members of the City Council**

**September 7, 2023**

Page 1 of 2



**SUBJECT: City Marshal Compensation**

The purpose of this budget response is to provide information to the Mayor & Council in response to a request on compensation for the City Marshals in the Municipal Court Department.

The City of Fort Worth’s compensation philosophy, which covers the Deputy City Marshal jobs, to include Deputy City Marshal I, II, and Senior, is to ensure that the salary ranges for City job classifications for general employees are equal to or close to the respective employer market midpoints. This process ensures the City is competitive for attraction and retention purposes.

**Base Salary**

The Human Resources Department (HR) biennially conducts a market “benchmark” survey. This survey uses approximately 150 “benchmark jobs” to evaluate the City’s pay structures (minimum, midpoint, and maximum) in comparison to the market.

In 2019, the current Deputy City Marshal II (then the City Marshal job) was moved up one pay grade based on results of the survey from the Benchmark Survey. In 2023, the Benchmark Survey (see Table 1 summary) reflects the pay grade for the Deputy City Marshal II job is competitive with the market and is not recommended to be changed for FY2024.

<b>Deputy City Marshal II</b>	<b>Adjusted Range Minimum</b>	<b>Adjusted Range Midpoint</b>	<b>Adjusted Range Maximum</b>	<b>Adjusted Average Base Salary</b>
<i>City of Fort Worth</i>	\$51,595	\$64,494	\$77,392	\$68,174
<i>Public Average</i>	\$50,033	\$62,506	\$74,979	\$54,643
<i>City of Fort Worth As % of Public Average</i>	103%	103%	103%	125%

Table 1

Furthermore, a June 2023 review of Marshal job family pay indicated the Senior Deputy City Marshal job is competitive with the market (see Table 2 summary). The survey included City Marshal jobs with other cities that are licensed with the Texas Commission on Law Enforcement (TCOLE). It should be noted that the minimum and maximum of the pay range is proposed to be increased by 3% in FY2024, which will increase the City’s average to 98% of current peer city pay.

<b>Senior Deputy City Marshal</b>	<b>Range Minimum</b>	<b>Range Midpoint</b>	<b>Range Maximum</b>	<b>Average Base Salary</b>
<i>City of Fort Worth</i>	\$55,577	\$69,471	\$83,366	\$73,212
<i>Public Average</i>	\$58,615	\$73,192	\$87,941	\$74,896
<i>City of Fort Worth As % of Public Average</i>	95%	95%	95%	98%

Table 2

Currently, the City does not have any filled Deputy City Marshal I employees in this position.

**Other Pays**

In addition to the base salary, in April 2023, HR supported to increase and allow the City Marshals to be eligible to receive an incentive pay for both their highest achieved TCOLE certification and their highest education achieved based on the following matrix:

**To the Mayor and Members of the City Council**

**September 7, 2023**

Page 2 of 2



**SUBJECT: City Marshal Compensation**

<b>Certification Incentive Pay</b>	<b>Monthly</b>	<b>Education Incentive Pay</b>	<b>Monthly</b>
Basic	\$30	Associate's	\$60
Intermediate	\$60	Bachelor's	\$120
Advanced	\$90	Master's	\$120
Master	\$180	Doctorate	\$120

Table 3

In June 2023, a six-month trial sign-on incentive program was implemented to help increase the qualified applicant pool and the number of job offers extended to qualified candidates for both the Deputy City Marshal I and II positions. Eligible candidates can receive \$2,000 distributed in two payments. This incentive will continue as long as the program objectives are met during the trial period.

Going forward, HR looks forward to working the Municipal Court Department to ensure compensation of City Marshals remains competitive with the job market as it relates to recruiting new employees, but also ensuring that current employees are competitively compensated.

Please contact Dianna Giordano, Human Resources Director, at (817) 392-7783 with any questions about this information.

**David Cooke**  
**City Manager**