

FY16 FIRE COMPENSATION OPTIONS

APPARATUS OPERATOR

CITY	ENTRY	6 MO	12 MO	18 MO	24 MO	30 MO	36 MO	42 MO	48 MO	54 MO	60 MO	72 MO	84 MO	96 MO	102 MO	108 MO	120 MO	144 MO	180 MO	240 MO		
			1 YR		2 YR		3 YR		4 YR		5 YR	6 YR	7 YR	8 YR	8.5 YR	9 YR	10 YR	12 YR	15 YR	20 YR	TOTAL INCUMBENTS	
# INCUMBENTS	21		52																			73
ARLINGTON	69,662		73,145																			73,145
ALLEN	69,074	69,074	71,952	71,952	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950	74,950
CARROLLTON	70,821	70,821	70,821	73,288	73,288	73,288	75,486	75,486	75,486	75,486	77,751	77,751	77,751	77,751	77,751	77,751	77,751	77,751	77,751	77,751	77,751	77,751
DALLAS	44,150	44,150	46,511	46,511	49,700	49,700	52,178	52,178	54,780	54,780	57,538	60,396	63,420	66,585	66,585	69,921	73,418	77,089	77,089	77,089	77,089	77,089
DENTON	76,268	76,268	76,268	76,268	79,318	79,318	79,318	79,318	82,369	82,369	82,369	82,369	82,369	82,369	82,369	82,369	82,369	82,369	82,369	82,369	82,369	82,369
FORT WORTH	66,082	66,082	69,389	69,389	71,469	71,469	71,469	71,469	71,469	71,469	71,469	71,469	71,469	71,469	71,469	73,549	73,549	73,549	73,549	75,629	75,629	75,629
FRISCO-No Match																						
GARLAND	71,165	71,165	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062	75,062
GRAND PRAIRIE	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824	77,824
IRVING	72,924	72,924	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572	76,572
LEWISVILLE	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015	75,015
MCKINNEY	71,184	71,184	73,065	73,065	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945	74,945
MESQUITE	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950	76,950
PLANO	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418	81,418
RICHARDSON	74,196	74,196	75,696	75,696	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964	77,964
2015 MARKET AVERAGE	71,313	71,313	72,811	73,001	74,190	74,190	74,550	74,550	74,985	74,985	75,371	75,591	75,824	76,067	76,067	76,484	76,753	77,035	77,195	77,195	77,195	AVERAGE DISTANCE
2015 DISTANCE	-2.37%		0.46%																			-5.54%
2015 RANKING	11		9																			14
OPTION A - PROPOSED INCREASE BY 2%																						
OPTION A - PROPOSED INCREASE BY 2%	2.00%		2.00%																			2.00%
OPTION A - NEW SALARY	71,055		74,608																			74,608
CoA NEW DISTANCE FROM MARKET AVERAGE (using 2015 comparison city salaries)	-0.36%		2.41%																			-3.47%
NEW RANK	10		9																			14
TOTAL COST PER STEP	29,258		76,071																			105,329
OPTION B - PROPOSED INCREASE BY 1%																						
OPTION B - PROPOSED INCREASE BY 1%	1.00%		1.00%																			1.00%
OPTION B - NEW SALARY	70,359		73,876																			73,876
CoA NEW DISTANCE FROM MARKET AVERAGE (using 2015 comparison city salaries)	-1.36%		1.44%																			-4.49%
NEW RANK	11		9																			14
TOTAL COST PER STEP	14,629		38,035																			52,664

FINANCIAL IMPACT	12 months	9 months
2% Increase	105,329	78,997
1% Increase	52,664	39,498