

## FY16 FIRE COMPENSATION OPTIONS

### BATTALION CHIEF

| 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  | TOTAL INCUMBENTS |                  |
|--|-----------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|------------------|------------------|
|  |           |          | 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   |                  |                  |
| # INCUMBENTS   | 2         |          | 10      |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  | 12               |
| ARLINGTON  | 101,278   |          | 106,341 |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  | 106,341          |
| ALLEN  | 99,123    | 99,123   | 103,253 | 103,253 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555 | 107,555          |                  |
| CARROLLTON   | 101,252   | 101,252  | 101,252 | 104,289 | 104,289 | 104,289 | 107,418 | 107,418 | 107,418 | 107,418 | 110,641 | 110,641 | 110,641 | 110,641 | 110,641 | 110,641 | 110,641 | 110,641 | 110,641 | 110,641 | 110,641          |                  |
| DALLAS   | 61,085    | 61,085   | 65,409  | 65,409  | 66,863  | 66,863  | 72,112  | 72,112  | 75,730  | 75,730  | 79,505  | 83,473  | 87,657  | 92,047  | 92,047  | 96,649  | 101,481 | 101,481 | 101,481 | 101,481 | 101,481          |                  |
| DENTON   | 106,695   | 106,695  | 106,695 | 106,695 | 111,905 | 111,905 | 111,905 | 111,905 | 117,115 | 117,115 | 117,115 | 117,115 | 117,115 | 117,115 | 117,115 | 117,115 | 117,115 | 117,115 | 117,115 | 117,115 | 117,115          |                  |
| FORT WORTH   | 95,160    | 95,160   | 102,835 | 102,835 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747 | 105,747          |                  |
| FRISCO   | 98,138    | 98,138   | 101,739 | 101,739 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340 | 105,340          |                  |
| GARLAND  | 101,202   | 101,202  | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715 | 106,715          |                  |
| GRAND PRAIRIE  | 105,182   | 105,182  | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439 | 110,439          |                  |
| IRVING   | 98,148    | 98,148   | 103,056 | 103,056 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204 | 108,204          |                  |
| LEWISVILLE   | 102,613   | 102,613  | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217 | 105,217          |                  |
| MCKINNEY   | 99,617    | 99,617   | 103,350 | 103,350 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083 | 107,083          |                  |
| MESQUITE   | 110,243   | 110,243  | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243 | 110,243          |                  |
| PLANO  | 106,585   | 115,631  | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631 | 115,631          |                  |
| RICHARDSON   | 102,084   | 102,084  | 104,628 | 104,628 | 107,244 | 107,244 | 112,668 | 112,668 | 116,052 | 116,052 | 116,052 | 116,052 | 116,052 | 116,052 | 116,052 | 116,052 | 116,052 | 116,052 | 116,052 | 116,052 | 116,052          |                  |
| 2015 MARKET AVERAGE  | 99,081    | 99,727   | 102,890 | 103,107 | 105,177 | 105,177 | 106,163 | 106,163 | 107,035 | 107,035 | 107,535 | 107,818 | 108,117 | 108,431 | 108,431 | 108,759 | 109,105 | 109,105 | 109,105 | 109,105 | 109,105          | AVERAGE DISTANCE |
| 2015 DISTANCE  | 2.17%     |          | 3.25%   |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  | 0.94%            |
| 2015 RANKING   | 7         |          | 6       |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  | 11               |
| <b>OPTION A - PROPOSED INCREASE BY 1%</b>                                  |           |          |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  |                  |
| OPTION A - PROPOSED INCREASE BY 1%   | 1.00%     |          | 1.00%   |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  | 1.00%            |
| OPTION A - NEW SALARY  | 102,291   |          | 107,404 |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  | 107,404          |
| CoA NEW DISTANCE FROM MARKET AVERAGE (using 2015 comparison city salaries) | 3.14%     |          | 4.20%   |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  | -1.58%           |
| NEW RANK   | 6         |          | 4       |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  | 9                |
| TOTAL COST PER STEP  | 2,026     |          | 10,634  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  | 12,660           |
| FINANCIAL IMPACT   | 12 months | 9 months |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  |                  |
| 2% Increase  | 25,319    | 18,989   |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  |                  |
| 1% Increase  | 12,660    | 9,495    |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |                  |                  |