

FY16 FIRE COMPENSATION OPTIONS

FIRE CAPTAIN

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	4		15																			19
ARLINGTON	88,491		92,915																			92,915
ALLEN	85,102	85,102	88,648	88,648	92,342	92,342	92,342	92,342	92,342	92,342	92,342	92,342	92,342	92,342	92,342	92,342	92,342	92,342	92,342	92,342	92,342	
CARROLLTON	87,893	87,893	87,893	90,529	90,529	90,529	93,245	93,245	93,245	93,245	96,042	96,042	96,042	96,042	96,042	96,042	96,042	96,042	96,042	96,042	96,042	
DALLAS	55,649	55,649	59,617	59,617	62,593	62,593	65,734	65,734	69,018	69,018	72,467	76,080	79,883	83,875	83,875	88,060	92,471	92,471	92,471	92,471	92,471	
DENTON	93,718	93,718	97,762	97,762	101,802	101,802	101,802	101,802	101,802	101,802	101,802	101,802	101,802	101,802	101,802	101,802	101,802	101,802	101,802	101,802	101,802	
FORT WORTH	83,304	83,304	87,443	87,443	87,443	87,443	90,002	90,002	92,539	92,539	92,539	92,539	92,539	92,539	92,539	92,539	92,539	92,539	92,539	92,539	92,539	
FRISCO	85,888	85,888	87,782	87,782	89,676	89,676	91,570	91,570	93,464	93,464	93,464	93,464	93,464	93,464	93,464	93,464	93,464	93,464	93,464	93,464	93,464	
GARLAND	88,078	88,078	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	92,505	
GRAND PRAIRIE	92,013	92,013	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	96,614	
IRVING	84,672	84,672	88,908	88,908	93,348	93,348	93,348	93,348	93,348	93,348	93,348	93,348	93,348	93,348	93,348	93,348	93,348	93,348	93,348	93,348	93,348	
LEWISVILLE	87,805	87,805	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	92,204	
MCKINNEY	87,246	87,246	90,036	90,036	92,825	92,825	92,825	92,825	92,825	92,825	92,825	92,825	92,825	92,825	92,825	92,825	92,825	92,825	92,825	92,825	92,825	
MESQUITE	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	95,943	
PLANO	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	101,556	
RICHARDSON	90,312	90,312	92,172	92,172	94,932	94,932	94,932	94,932	94,932	94,932	94,932	94,932	94,932	94,932	94,932	94,932	94,932	94,932	94,932	94,932	94,932	
2015 MARKET AVERAGE	87,084	87,084	89,935	90,123	91,737	91,737	92,473	92,473	93,024	93,024	93,470	93,728	94,000	94,285	94,285	94,584	94,899	94,899	94,899	94,899	94,899	AVERAGE DISTANCE
2015 DISTANCE	1.59%		3.21%																			0.89%
2015 RANKING	6		5																			9
OPTION A - PROPOSED INCREASE BY 1%																						
OPTION A - PROPOSED INCREASE BY 1%	1.00%		1.00%																			1.00%
OPTION A - NEW SALARY	89,376		93,844																			AVERAGE DISTANCE
CoA NEW DISTANCE FROM MARKET AVERAGE (using 2015 comparison city salaries)	2.56%		4.17%																			1.87%
NEW RANK	6		5																			TOTAL COST
TOTAL COST PER STEP	3,540		13,937																			17,477
FINANCIAL IMPACT	12 months	9 months																				
2% Increase	34,954	26,216																				
1% Increase	17,477	13,108																				