

# FY16 FIRE COMPENSATION OPTIONS

## FIREFIGHTER

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	14		26		26		17		9		45								7	12	156	
ARLINGTON	50,741		53,279		55,947		58,745		61,688		64,789								66,404	68,065		
ALLEN	56,958	56,958	59,332	59,332	61,803	61,803	64,378	64,378	67,061	67,061	69,855	69,855	69,855	69,855	69,855	69,855	69,855	69,855	69,855	69,855	69,855	
CARROLLTON	55,155	55,155	57,912	60,807	60,807	60,807	63,847	63,847	63,847	63,847	66,401	66,401	66,401	66,401	66,401	66,401	66,401	66,401	66,401	66,401	66,401	
DALLAS	42,941	42,941	45,057	45,057	47,314	47,314	49,700	49,700	52,176	52,176	54,780	57,538	60,396	63,420	63,420	66,596	69,921	69,921	69,921	69,921	69,921	
DENTON	56,493	56,493	56,493	56,493	60,182	60,182	63,877	63,877	67,570	67,570	71,262	71,262	74,954	74,954	74,954	74,954	74,954	74,954	74,954	74,954	74,954	
FORT WORTH	49,691	49,691	52,166	52,166	54,766	54,766	57,512	57,512	62,192	62,192	65,291	65,291	65,291	65,291	65,291	67,205	67,205	67,205	67,205	69,098	69,098	
FRISCO	49,556	49,556	51,617	51,617	53,677	53,677	55,738	55,738	57,799	57,799	59,859	61,920	63,981	66,042	66,042	66,042	66,042	66,042	66,042	66,042	66,042	
GARLAND	49,738	51,976	54,850	54,850	57,885	57,885	60,585	60,585	60,585	60,585	64,116	64,116	66,845	66,845	69,045	69,045	69,045	69,045	69,045	69,045	69,045	
GRAND PRAIRIE	52,105	52,105	54,710	54,710	57,446	57,446	60,318	60,318	63,342	63,342	66,517	69,843	69,843	69,843	69,843	69,843	69,843	69,843	69,843	69,843	71,589	71,589
IRVING	49,464	49,464	51,936	51,936	54,528	54,528	57,252	57,252	60,120	60,120	63,120	66,276	69,588	69,588	69,588	69,588	69,588	69,588	69,588	69,588	69,588	69,588
LEWISVILLE	53,642	53,642	55,764	55,764	57,975	57,975	60,289	60,289	62,693	62,693	65,167	67,772	67,772	67,772	67,772	67,772	67,772	67,772	67,772	67,772	67,772	67,772
MCKINNEY	52,539	52,539	55,139	55,139	57,738	57,738	60,338	60,338	62,938	62,938	65,537	68,137	68,137	68,137	68,137	68,137	68,137	68,137	68,137	68,137	68,137	68,137
MESQUITE	56,362	56,362	59,177	59,177	62,136	62,136	65,248	65,248	68,501	68,501	71,935	71,935	71,935	71,935	71,935	71,935	71,935	71,935	71,935	71,935	71,935	71,935
PLANO	61,384	61,384	65,713	65,713	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389	72,389
RICHARDSON	53,688	56,412	59,244	59,244	62,208	62,208	65,316	65,316	68,604	68,604	70,668	70,668	70,668	70,668	70,668	70,668	70,668	70,668	70,668	70,668	70,668	70,668
2015 MARKET AVERAGE	52,837	53,191	55,651	55,858	58,632	58,632	61,199	61,199	63,558	63,558	66,207	67,386	68,433	68,796	68,953	69,316	69,554	69,554	69,814	69,814	69,814	AVERAGE DISTANCE
2015 DISTANCE	-4.13%		-4.45%		-4.80%		-4.18%		-3.03%		-2.19%								-5.14%	-2.57%	-2.57%	-3.81%
2015 RANKING	10		11		11		11		11		11								13	12	12	
OPTION A - PROPOSED INCREASE BY 4%																						
OPTION A - PROPOSED INCREASE BY 4%	4.00%		4.00%		4.00%		4.00%		4.00%		4.00%								4.00%	4.00%		
OPTION A - NEW SALARY	52,771		55,410		58,185		61,095		64,156		67,381								69,060	70,788	70,788	AVERAGE DISTANCE
CoA NEW DISTANCE FROM MARKET AVERAGE (using 2015 comparison city salaries)	-0.13%		-0.43%		-0.77%		-0.17%		0.93%		1.74%								-1.09%	1.38%	1.38%	0.18%
NEW RANK	8		8		7		7		6		6								11	6	6	TOTAL COST
TOTAL COST PER STEP	28,415		55,410		58,185		39,947		22,208		116,620								18,593	32,671	32,671	372,049
OPTION B - PROPOSED INCREASE BY 1%																						
OPTION B - PROPOSED INCREASE BY 1%	1.00%		1.00%		1.00%		1.00%		1.00%		1.00%								1.00%	1.00%		
OPTION B - NEW SALARY	51,248		53,812		56,506		59,332		62,305		65,437								67,068	68,746	68,746	AVERAGE DISTANCE
CoA NEW DISTANCE FROM MARKET AVERAGE (using 2015 comparison city salaries)	-3.10%		-3.42%		-3.76%		-3.15%		-2.01%		-1.18%								-4.09%	-1.55%	-1.55%	-2.78%
NEW RANK	10		11		11		11		10		9								13	11	11	TOTAL COST
TOTAL COST PER STEP	7,104		13,853		14,546		9,987		5,552		29,155								4,648	8,168	8,168	93,012
FINANCIAL IMPACT	12 months	9 months																				
4% Increase	372,049	279,037																				
2% Increase	186,024	139,518																				
1% Increase	93,012	69,759																				