

FY16 FIRE COMPENSATION OPTIONS

FIRE LIEUTENANT

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	9		47																			56
ARLINGTON	77,507		81,383																			81,383
ALLEN- No Match																						
CARROLLTON- No Match																						
DALLAS	50,713	50,713	54,421	54,421	57,140	57,140	59,995	59,995	62,999	62,999	66,138	69,466	72,938	76,578	76,578	80,404	84,424	84,424	84,424	84,424		
DENTON-No Match																						
FORT WORTH	74,714	74,714	78,437	78,437	78,437	78,437	78,437	78,437	78,437	78,437	80,725	82,992	82,992	82,992	82,992	82,992	82,992	82,992	82,992	82,992	82,992	
FRISCO	77,490	77,490	78,976	78,976	80,462	80,462	81,948	81,948	83,435	83,435	83,435	83,435	83,435	83,435	83,435	83,435	83,435	83,435	83,435	83,435	83,435	
GARLAND	80,325	80,325	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	83,975	
GRAND PRAIRIE	82,520	82,520	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	86,645	
IRVING	80,364	80,364	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	84,384	
LEWISVILLE- No Match																						
MCKINNEY- No Match																						
MESQUITE	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	85,810	
PLANO	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	91,317	
RICHARDSON	81,852	81,852	83,508	83,508	86,028	86,028	86,028	86,028	86,028	86,028	86,028	86,028	86,028	86,028	86,028	86,028	86,028	86,028	86,028	86,028	86,028	
2015 MARKET AVERAGE	78,345	78,345	80,830	80,830	81,578	81,578	82,060	82,060	82,559	82,559	83,162	83,784	84,169	84,574	84,574	84,999	85,446	85,446	85,446	85,446	85,446	AVERAGE DISTANCE
2015 DISTANCE	-1.08%		0.68%																			-1.80%
2015 RANKING	7		7																			10
OPTION A - PROPOSED INCREASE BY 1%																						
OPTION A - PROPOSED INCREASE BY 1%	1.00%		1.00%																			1.00%
OPTION A - NEW SALARY	78,282		82,197																			82,197
CoA NEW DISTANCE FROM MARKET AVERAGE (using 2015 comparison city salaries)	-0.08%		1.66%																			-0.79%
NEW RANK	7		7																			10
TOTAL COST PER STEP	6,976		38,250																			45,226
FINANCIAL IMPACT	12 months	9 months																				
2% Increase	90,451	67,838																				
1% Increase	45,226	33,919																				