

SAMPLE

Total Compensation Survey

Current Job Class Title	Survey Job Class	Survey Organization	Base Comp Maximum	Base Annual Maximum	Variance		Elements of Compensation										Total Comp Maximum	Market Total Comp Maximum	Variance	
					\$	%	Medical Contribution	Pension Contribution	Additional for Unfunded Liab	Spouse Differential	Longevity	Bilingual	Education	Uniform	Total to Add to Salary Range	\$			%	
FF Hired Post 9/2013-56 Hours			\$84,504	\$97,565	-\$13,061	-15.46%	\$27,456	\$10,048		\$14,788	\$4,225	\$4,225	\$1,440	\$1,200	\$63,383	\$147,887	\$159,615	-\$11,728	-7.93%	
	Firefighter I	xxxx, City of		\$94,355			\$23,328	\$8,020			\$7,077	\$4,718	0.00%	\$850	\$43,993		\$138,348			
	Firefighter	xxxx, City of		\$104,861			\$35,700	\$39,638				\$2,600	\$7,865	\$430	\$86,232		\$191,093			
	Firefighter	xxxx, City of		\$96,540			\$18,396	\$29,068		\$2,414	\$2,414		\$2,414	\$650	\$55,355		\$151,895			
	Fire Fighter	xxxx, City of		\$80,196			\$15,600	\$15,684				\$4,010	\$1,020	\$36,314		\$116,510				
	Firefighter	xxxx, City of		\$88,992			\$20,208	\$13,794			\$14,016		\$4,450	\$1,080	\$53,548		\$142,540			
	Firefighter	xxxx, City of		\$97,092			\$23,532	\$29,477		\$4,855			\$4,855	\$650	\$63,368		\$160,460			
	Firefighter	xxxx, City of		\$103,284			\$32,268	\$21,927			\$6,713	\$5,164	\$4,131		\$70,204		\$173,488			
	Firefighter	xxxx, City of		\$96,124			\$34,176	\$31,433			\$1,922	\$2,884	\$5,767		\$76,182		\$172,306			
	Public Safety Officer I	xxxx, City of		\$116,640			\$7,867	\$49,642		\$8,748		\$1,020	\$5,832	\$144	\$73,252		\$189,892			
	Prevailing Rate:			\$97,565													\$159,615			
FFHired Pre 9/2013-56 Hours			\$84,504	\$97,565	-\$13,061	-15.46%	\$27,456	\$17,940	\$33,564	\$14,788	\$4,225	\$4,225	\$1,440	\$1,200	\$104,839	\$189,343	\$169,296	\$20,047	10.59%	
	Firefighter I	xxxx, City of		\$94,355			\$23,328	\$33,024			\$7,077	\$4,718	0.00%	\$850	\$68,997		\$163,352			
	Firefighter (56 Hr)	xxxx, City of		\$104,861			\$35,700	\$39,638				\$2,600	\$7,865	\$430	\$86,232		\$191,093			
	Firefighter	xxxx, City of		\$96,540			\$18,396	\$29,068	\$9,063	\$2,414	\$2,414		\$2,414	\$650	\$64,418		\$160,958			
	Fire Fighter	xxxx, City of		\$80,196			\$15,600	\$15,684	\$17,372			\$4,010	\$1,020	\$53,686		\$133,882				
	Firefighter	xxxx, City of		\$88,992			\$20,208	\$13,794	\$16,775		\$14,016		\$4,450	\$1,080	\$70,323		\$159,315			
	Firefighter	xxxx, City of		\$97,092			\$23,532	\$29,477		\$4,855			\$4,855	\$650	\$63,368		\$160,460			
	Firefighter	xxxx, City of		\$103,284			\$32,268	\$21,927	\$15,073		\$6,713	\$5,164	\$4,131		\$85,277		\$188,561			
	Firefighter	xxxx, City of		\$96,124			\$34,176	\$31,433	\$3,845		\$1,922	\$2,884	\$5,767		\$80,027		\$176,151			
	Public Safety Officer I	xxxx, City of		\$116,640			\$7,867	\$49,642		\$8,748		\$1,020	\$5,832	\$144	\$73,252		\$189,892			
	Prevailing Rate:			\$97,565													\$169,296			
FF/Paramedic Hired Pre 9/2013-56Hour			\$95,067	\$105,705	-\$10,638	-11.19%	\$27,456	\$20,183	\$33,564	\$4,753	\$4,753	\$4,753	\$1,440	\$1,200	\$98,103	\$193,170	\$181,327	\$11,843	6.13%	
	Firefighter Paramedic	xxxx, City of		\$104,734			\$23,328	\$36,657			\$7,855	\$5,237	0.00%	\$850	\$73,927		\$178,661			
	Firefighter Paramedic	xxxx, City of		\$113,250			\$35,700	\$42,809				\$2,600	\$8,494	\$430	\$90,032		\$203,282			
	Firefighter	xxxx, City of		\$106,194			\$18,396	\$31,975	\$9,969	\$2,655	\$2,655		\$2,655	\$650	\$68,955		\$175,149			
	Firefighter Paramedic	xxxx, City of		\$88,216			\$15,600	\$17,252	\$19,109			\$4,411	\$1,020	\$57,392		\$145,608				
	Firefighter Paramedic/EMT	xxxx, City of		\$93,442			\$20,208	\$14,483	\$17,614		\$14,717		\$4,672	\$1,080	\$72,774		\$166,216			
	Firefighter	xxxx, City of		\$104,859			\$23,532	\$31,835		\$5,243			\$5,243	\$650	\$66,503		\$171,363			
	Firefighter Paramedic	xxxx, City of		\$113,612			\$32,268	\$24,120	\$16,581		\$7,385	\$5,681	\$4,544		\$90,578		\$204,191			
	Firefighter Paramedic	xxxx, City of		\$105,736			\$34,176	\$34,576	\$4,229		\$2,115	\$3,172	\$6,344		\$84,612		\$190,349			
	Public Safety Officer I	xxxx, City of		\$121,306			\$7,867	\$51,628		\$9,098		\$1,020	\$6,065	\$144	\$75,821		\$197,127			
	Prevailing Rate:			\$105,705													\$181,327			

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Current Job Class Title	Survey Job Class	Survey Organization	Base Comp Maximum	Base Annual Maximum	Variance		Elements of Compensation										Total Comp Maximum	Market Total Comp Maximum	Variance	
					\$	%	Medical Contribution	Pain Retirement Contribution	Additional for Unfunded Liab	Spouse/Partner Differential	Longevity	Bilingual	Education	Uniform	Total to Add to Salary Range	\$			%	
Fire Engineer-56 Hours			\$97,824	\$106,644	-\$8,820	-9.02%	\$27,456	\$20,768	\$38,855	\$17,119	\$4,891	\$4,891	\$1,440	\$1,200	\$116,620	\$214,444	\$189,121	\$25,323	11.81%	
	Fire Engineer	xxxx, City of		\$107,213			\$23,328	\$37,525		\$11,793	\$8,041	\$5,361	0.00%	\$850	\$86,898			\$194,111		
	Apparatus Operator	xxxx, City of		\$111,209			\$35,700	\$42,037		\$8,897		\$2,600		\$430	\$98,005			\$209,214		
	Fire Engineer	xxxx, City of		\$101,376			\$18,396	\$30,524	\$9,517	\$12,672	\$2,534			\$650	\$76,828			\$178,204		
	Fire Engineer	xxxx, City of		\$88,524			\$15,600	\$17,313	\$19,176				\$4,426	\$1,020	\$57,535			\$146,059		
	Fire Engineer	xxxx, City of		\$93,432			\$20,208	\$14,482	\$17,612		\$14,716		\$4,672	\$1,080	\$72,769			\$166,201		
	Fire Engineer	xxxx, City of		\$108,672			\$23,532	\$32,993		\$5,434			\$5,434	\$650	\$68,042			\$176,714		
	Fire Engineer	xxxx, City of		\$110,832			\$32,268	\$23,530	\$16,175		\$7,204	\$5,542	\$4,433		\$89,151			\$199,983		
	Fire Engineer	xxxx, City of		\$105,702			\$34,176	\$34,565	\$4,228	\$10,570	\$2,114	\$3,171	\$6,342		\$95,166			\$200,868		
	Public Safety Officer II	xxxx, City of		\$132,840			\$23,592	\$56,537		\$9,963		\$1,020	\$6,642	\$144	\$97,898			\$230,738		
	Prevailing Rate:			\$106,644														\$189,121		
Fire Captain-56 Hours			\$111,056	\$121,851	-\$10,795	-9.72%	\$27,456	\$23,577	\$44,110	\$19,435	\$5,553	\$5,553	\$1,440	\$1,200	\$128,324	\$239,380	\$210,055	\$29,325	12.25%	
	Fire Captain	xxxx, City of		\$121,204			\$23,328	\$42,421		\$13,332	\$9,090	\$6,060	0.00%	\$850	\$95,082			\$216,286		
	Fire Captain	xxxx, City of		\$125,769			\$35,700	\$47,541				\$2,600		\$430	\$95,703			\$221,473		
	Fire Captain	xxxx, City of		\$114,084			\$18,396	\$34,351	\$10,710	\$2,852	\$2,852			\$650	\$72,663			\$186,747		
	Fire Captain	xxxx, City of		\$102,660			\$15,600	\$20,077	\$22,238				\$5,646	\$1,020	\$64,582			\$167,242		
	Fire Captain	xxxx, City of		\$108,144			\$20,208	\$16,762	\$20,385		\$17,033		\$5,407	\$1,080	\$80,875			\$189,019		
	Fire Captain	xxxx, City of		\$121,584			\$23,532	\$36,913		\$6,079			\$6,079	\$650	\$73,253			\$194,837		
	Fire Captain	xxxx, City of		\$126,840			\$32,268	\$26,928	\$18,511		\$8,245	\$6,342	\$5,074		\$97,367			\$224,207		
	Fire Captain	xxxx, City of		\$121,569			\$34,176	\$39,753	\$4,863	\$12,157	\$2,431	\$3,647	\$7,294		\$104,321			\$225,890		
	Public Safety Lieutenant	xxxx, City of		\$154,802			\$23,592	\$65,884		\$11,610		\$1,020	\$7,740	\$144	\$109,990			\$264,792		
	Prevailing Rate:			\$121,851														\$210,055		