



THE CITY OF SAN DIEGO

The City of San Diego Fire Classification Compensation and Benefits Survey Results

explore
excellence®

buckconsultants
an ACS company  ACS

TABLE OF CONTENTS

	Page
METHODOLOGY	3
EXECUTIVE SUMMARY	4
PREVALENCE OF POSITIONS	8
COMPENSATION – Minimum	9
COMPENSATION – Maximum	10
BENEFITS – EMPLOYER CONTRIBUTION	
Health and Welfare	
Single	11
Employee + 1 Dependent	12
Employee + Family	13
Pension Plan	14
NET TAKE HOME PAY	
City of San Diego vs. All Agencies	
Fire Recruit	15
Firefighter I	18
Firefighter II	21
Fire Engineer	24
Fire Captain	27
Fire Battalion Chief	30
Fire Prevention Inspector II	33
Emergency Medical Technician	36
Paramedic II	39
Dual Role – Firefighter/Paramedic	42
PERCENTILE RANKINGS – San Diego Net Take Home Pay	45
COMPENSATION – Prevalence of “Add-on” Elements	46
WORK SCHEDULE	47
COMPENSATION – Fire Pay Increases	48
NOTES TO THE SURVEY	49

METHODOLOGY

TAKE HOME PAY

Minimum Take Home Pay = Minimum Base Salary – Sum of Employee Contribution (Health and Welfare, Life Insurance, AD&D, STD/LTD, and Pension (Min))

Maximum Take Home Pay = Maximum Base Salary – Sum of Employee Contribution (Health and Welfare, Life Insurance, AD&D, STD/LTD, and Pension (Max))

EMPLOYEE CONTRIBUTION

Health and Welfare (Municipalities with Cafeteria Plan):

Employee Contribution = (Total Cost of Medical + Dental + Vision) - Employer Cost

Health and Welfare (Municipalities without Cafeteria Plan):

Medical, Dental, and Vision

Employee Contribution = Total Cost x Percent Employee Contribution

Whenever available, Kaiser HMO was used as a reference for Health Care costs.

Basic Group Life Insurance

Employee Contribution = Total Cost x Percent Employee Contribution

Pension (Min)

Employee Contribution = Minimum Base Salary x Defined Benefit (Pct of Pay) + Defined Contribution (%)

Pension (Max)

Employee Contribution = Maximum Base Salary x Defined Benefit (Pct of Pay) + Defined Contribution (%)

Legend

n/a: Not available or not applicable

n/p: No program

unk: Unknown

Survey Manager:

Henrique Oswald

Buck Surveys

Buck Consultants, an ACS Company

525 Market Street, 34th Floor

San Francisco, CA 94105

Phone: 415.617.3924

henrique.oswald@buckconsultants.com

EXECUTIVE SUMMARY - FIRE

The City of San Diego commissioned its consultant for benefits related issues, Buck Consultants, an ACS Company, to conduct this salary and benefits survey in order to determine the City's competitiveness for various fire/safety classifications. In order to provide a meaningful result the focus was placed on core elements (base salary, health and welfare benefits and pension contributions) to determine net take home pay for the various classifications. Within these classifications, three levels of health and welfare coverage were also evaluated (single employee, employee plus one dependent, employee plus family). Data was either provided directly by the surveyed cities/counties, collected from Memorandums of Understanding (MOU) and/or official websites, and where no other information was available, was taken from the California Public Agencies Compensation Survey (CALPACS), an on-line survey database implemented to aid public sector agencies.

Of the twenty-eight agencies that were approached to participate in the study, twenty-three agencies are included in the final report. Riverside County and San Diego County were excluded as they contract with the State of California for these services and Las Vegas, Oakland and San Jose did not respond to requests for information and no sufficient data is available online to provide meaningful data for inclusion in the study. A summary of the survey findings is presented below.

With respect to classifications, salary, health and welfare benefits, and pension plans, San Diego is consistent with the other cities/counties surveyed for the following:

- Offers a variety of additional pay (page 46) known as “add-ons” to eligible employees, which increases the employees’ compensation but is not included in “base pay”.
- The prevalence of positions in the firefighter career path (page 8).
- Offers a defined benefit pension plan for Safety members with a benefit formula of 3% for each year of service (page 14).
- No employee cost for Basic Life or Long Term Disability insurance (as shown on pages 15 – 44 as part of the Net Take Home Pay calculations).

However, the survey results indicate that San Diego differs in the following core elements for each of the items noted below.

Classifications: Of the 23 agencies surveyed, San Diego is in the minority in the following:

- Is one of five agencies that hire single role EMTs
- Is one of two agencies that hire single role Paramedics
- Is one of five agencies that hire single role fire fighters
- Is one of five agencies that has a Fire Fighter I classification
- Is one of two agencies that have Fire Prevention Inspectors participating in the Safety retirement plan while other “civilian” Fire Prevention Inspectors participate in the General retirement plan.

EXECUTIVE SUMMARY - FIRE

Base Salaries: San Diego is in the minority of agencies regarding inclusion of EMT pay in base salary. 8 of the 23 agencies include EMT pay in base salary. 6 of the remaining 15 agencies provide no additional pay for EMT certification, as this is a requirement of the job. The remaining 9 agencies provide additional pay for EMT certification. For purposes of a fair comparison, for those agencies that provide additional EMT pay but don't include in base salary, it has been added to the base salary shown on pages 9 and 10 and used throughout the report. In addition, for those agencies that provide additional pay for a Paramedic certification but don't specifically have a "dual role" Firefighter/Paramedic classification, the Paramedic pay has been added to the Fire Fighter II base salary and shown in the Dual Role Paramedic Firefighter column for comparison purposes.

Based on these "adjustments", 6 of the 10 San Diego fire classifications are above the median for both the minimum and maximum pay. With the exception of Fire Recruit and Fire Fighter I, the majority of San Diego's employees are at or near the maximum pay scale based on tenure. With this understanding areas to note are:

- ✓ The majority of San Diego's fire employees are Fire Fighter IIs at maximum salary which ranks at the 58th percentile
- ✓ Engineer and Captain when combined become the majority of San Diego's fire employees and are ranked at the 73rd percentile for the maximum salary
- ✓ Fire Fighter IIs that receive paramedic pay rank at the 89th percentile for maximum salary when compared to Dual Role Paramedic/Firefighter classifications
- ✓ Single role Paramedic II ranks at 0 percentile with only one other agency with this classification
- ✓ EMT is the highest of the 5 agencies with single role EMTs
- ✓ Fire Recruit and Fire Fighter I ranks at the 25th percentile at minimum pay (96% of current employees in these classifications) and Battalion Chief is closely behind at 29% for maximum pay (93% off current employees)
- ✓ Fire Prevention Inspector II ranks at the 89th percentile for maximum pay (96% of current employees)

Health and Welfare Benefits: Through the gathering of the data for this study it was found that San Diego offers a variety of health plans, more than most other agencies. This provides more choice to employees but also increases the cost of health care premiums. When comparing costs for health care the Kaiser HMO rates were used for all agencies. For dental and vision plans the rates for the most commonly selected plans were used.

Pages 11 - 13 reflect that San Diego is in the majority of the surveyed agencies offering a cafeteria plan (13 of 23 agencies) and also in the majority (9) of those 13 that provides the same amount of benefit dollars to all employees regardless of the type or level of health care coverage. Of the nine agencies with this type of structure, San Diego's annual contribution is the lowest. Based on this San Diego's contribution provides:

- ✓ For single employees, 100% employer paid HMO health, dental and vision coverage. The remaining flex dollars (currently \$1,989 when electing all three types of coverage) may be applied towards other benefits, invested in a 401(k) or taken as a cash payment.

EXECUTIVE SUMMARY - FIRE

- ✓ For employees providing coverage to one dependent, 78.5% of the HMO health, dental and vision coverage cost is employer paid resulting in an annual cost of \$1,529 paid by the employee.
- ✓ For employees providing coverage to a family, 53.5% of the cost for HMO health, dental and vision coverage is paid by San Diego resulting in an annual cost of \$4,834 paid by the employee. This is more than all other municipalities with the exception of one.

The above information is illustrated on pages 17, 20, 23, 26, 29, 32, 35, 38, 41 and 44 reflecting Net Take Home Pay for Employee and Family coverage.

Pension: Page 14 reflects various information about defined benefits pension plans. The study focused on the Safety member plan for purposes of comparison but not all classes in this study are eligible for the Safety pension plan. San Diego's EMTs, Paramedics and some Fire Prevention Inspectors participate in the General member plan. The data collected as part of this study shows San Diego is not unique in this area. For the Safety defined benefit pension plan San Diego is also not unique from a benefit perspective (3% at age 50) but the employee contribution rate is the second highest reported at 12.81% (based on an entry age into the plan of 28). This rate is the percentage of an employees' salary that is contributed towards the retirement plan.

Most of the agencies surveyed offset a portion of the employees' required contribution. Simply stated, through the collective bargaining process the employer may agree to pay a negotiated percentage of the employees' contribution. For San Diego, the employer offset for Fire classifications is 4.3%, which falls toward the middle between agencies that offset 9% and those that offset 0%.

San Diego's offset results in an employee contribution of 8.51%. While this is not the highest reported among the surveyed agencies, only 2 others have higher at 9% and 13 of the agencies pick up the full employee contribution.

Net take home pay: When evaluating these factors together (base pay, health and welfare and pension employee costs) for the various classifications at the three benefit levels, we arrive at "net take home pay". Pages 15 – 41 provide the detailed information of how San Diego's "net take home pay" compares among the agencies surveyed. Page 45 summarizes this information, but in general it shows:

- ✓ Fire Recruit minimum pay (all current employees are at this level) is at the 8th percentile for family and 17th percentile for Single and Employee & 1 Dependent
- ✓ Fire Fighter I minimum pay (92% of current employees in this classification) is at the 25th percentile
- ✓ Fire Fighter II maximum pay (82% of current employees in this classification) ranges from the 42nd percentile for Single to 26th for Employee & Family
- ✓ Fire Engineer and Captain maximum pay (the bulk of the budgeted positions) ranges from the 50th to 36th percentile and the 55th to 36th percentile for Single and Family respectively
- ✓ Fire Battalion Chief maximum pay ranges from 14% for Single and 1 Dependent to 10% for those with family

EXECUTIVE SUMMARY - FIRE

- ✓ Fire Prevention Inspector II ranked highest of all classifications in the 83rd percentile for Single and 1 Dependent and 72nd for Family
- ✓ EMT ranked at the 67th percentile for all coverages
- ✓ A “dual role” Firefighter/Paramedic ranked at the 79th percentile for Single, 74th for Employee & 1 Dependent and the 58th percentile for family coverage.

In summary, while most of San Diego’s Fire classifications’ salaries are above median of the surveyed agencies, the cost of healthcare for those providing family coverage and the sizeable employee pension contributions results in most San Diego employees’ take home pay falling below median and in some cases in the bottom quartile of the survey group. It should be noted, however, single employees actually profit from San Diego’s benefits structure by receiving the difference between the actual cost of health coverage and the total cafeteria allotment. This difference (\$1,989) should be considered as additional compensation but was not factored into the Net Take Home Pay calculations.

PREVALENCE OF POSITIONS



* Anaheim: Fire Dept. does not employ single role EMTs. EMTs are assigned to the Convention Center only

COMPENSATION – MINIMUM BASE PAY

	MINIMUM BASE PAY (PER YEAR)									
	Fire Recruit	Fire Fighter I	Fire Fighter II	Fire Engineer	Fire Captain	Fire Battalion Chief	Fire Prevention Inspector II	Emergency Medical Technician	Paramedic II	(1) Dual Role Paramedic Firefighter
San Diego	\$32,003	\$40,583	\$54,411	\$63,811	\$73,550	\$85,711	\$63,811	\$25,260	\$42,948	\$67,334
Carlsbad	-	-	\$49,556	\$56,350	\$65,988	\$84,443	\$55,124	-	-	\$57,458
Chula Vista	-	-	\$50,220	\$59,088	\$69,300	\$90,696	\$55,528	-	-	-
El Cajon	-	-	\$51,660	\$58,272	\$65,292	\$75,708	-	-	-	\$58,272
Encinitas	-	-	\$56,184	\$68,726	\$81,422	-	\$52,296	-	-	\$70,439
Escondido	-	-	-	\$54,516	\$64,008	\$88,824	\$51,348	\$24,576	-	\$51,936
National City	-	-	\$39,096	\$47,916	\$56,316	\$80,880	-	-	-	\$44,960
Oceanside	\$38,292	-	-	\$75,444	\$79,344	\$97,920	\$47,770	\$18,012	-	\$48,540
San Marcos	-	-	-	\$55,020	\$64,956	\$51,600	-	\$20,676	-	\$55,020
Vista	-	-	\$43,248	\$55,188	\$64,728	\$90,648	\$47,688	-	-	\$47,688
Anaheim	-	\$56,755	\$58,182	\$77,634	\$91,903	\$103,224	\$51,064	-	-	\$67,671
Fresno	\$48,756	-	\$54,024	\$60,924	\$68,016	\$84,732	\$48,228	-	-	-
Long Beach	\$47,652	-	\$52,692	\$63,432	\$76,704	\$89,264	\$52,692	-	-	\$55,092
Los Angeles	\$50,067	\$52,734	\$58,755	\$73,122	\$90,972	\$111,532	\$81,488	-	-	-
Murrieta	-	-	\$49,212	\$59,496	\$71,244	\$90,936	\$52,020	-	-	\$57,816
Riverside	\$49,327	\$53,770	\$56,732	\$74,089	\$85,729	\$101,310	\$54,627	-	-	\$61,678
Sacramento	\$31,788	-	\$48,552	\$55,459	\$62,700	\$81,516	\$62,664	-	-	\$54,552
Santa Ana	\$42,816	-	\$55,488	\$61,212	\$71,208	\$99,228	\$49,092	-	\$50,328	\$62,424
County of Los Angeles	\$46,523	-	\$46,353	\$68,556	\$81,082	\$108,732	-	-	-	\$54,000
Orange County Fire Authority	\$49,241	-	\$56,172	\$63,015	\$72,596	\$104,600	\$58,506	-	-	\$63,191
San Bernardino County	\$42,748	-	\$45,340	\$50,989	\$59,230	\$76,211	\$43,056	-	-	\$51,940
Houston	\$29,416	\$34,078	\$40,493	\$51,342	\$52,616	\$94,164	\$59,324	-	-	\$45,293
Phoenix	\$25,106	-	\$36,921	\$57,451	\$45,014	\$61,560	\$42,058	-	-	\$54,719
Average	\$41,057	\$47,584	\$50,165	\$61,350	\$70,170	\$88,793	\$54,125	\$22,131	\$46,638	\$56,501
Median	\$42,816	\$52,734	\$50,940	\$59,496	\$69,300	\$89,956	\$52,296	\$22,626	\$46,638	\$55,056
San Diego	\$32,003	\$40,583	\$54,411	\$63,811	\$73,550	\$85,711	\$63,811	\$25,260	\$42,948	\$67,334
Percentile Rank	25%	25%	68%	73%	68%	38%	94%	100%	0%	89%

(1) Cities hiring Dual Role Firefighter/Paramedic: Carlsbad, El Cajon, Escondido, Oceanside, San Marcos, Vista, Murrieta, Sacramento, LA County, OCA, Las Vegas and Phoenix.
 Cities not hiring Dual Role Firefighter/Paramedic, but with Paramedic skill pay added to salary: San Diego, Encinitas, National City, Anaheim, Long Beach, Riverside, Santa Ana, San Bernardino County and Houston.

COMPENSATION – MAXIMUM BASE PAY

	MAXIMUM BASE PAY (PER YEAR)									
	Fire Recruit	Fire Fighter I	Fire Fighter II	Fire Engineer	Fire Captain	Fire Battalion Chief	Fire Prevention Inspector II	Emergency Medical Technician	Paramedic II	(1) Dual Role Paramedic Firefighter
San Diego	\$38,604	\$48,825	\$65,673	\$77,170	\$89,018	\$103,756	\$77,170	\$30,468	\$51,840	\$78,596
Carlsbad	-	-	\$60,236	\$68,494	\$80,209	\$122,498	\$67,004	-	-	\$69,840
Chula Vista	-	-	\$61,044	\$71,820	\$84,240	\$110,244	\$67,494	-	-	-
El Cajon	-	-	\$62,928	\$71,028	\$79,560	\$92,244	-	-	-	\$71,028
Encinitas	-	-	\$69,240	\$68,726	\$81,422	-	\$69,627	-	-	\$70,439
Escondido	-	-	-	\$73,068	\$85,776	\$119,916	\$62,424	\$29,868	-	\$69,600
National City	-	-	\$52,380	\$58,248	\$68,448	\$102,600	-	-	-	\$60,237
Oceanside	\$38,292	-	-	\$75,444	\$79,344	\$97,920	\$59,736	\$23,004	-	\$68,186
San Marcos	-	-	-	\$66,876	\$78,948	\$120,000	-	\$25,128	-	\$66,876
Vista	-	-	\$57,960	\$67,104	\$78,696	\$110,172	\$67,092	-	-	\$63,900
Anaheim	-	\$72,451	\$74,256	\$81,507	\$96,504	\$129,036	\$65,165	-	-	\$83,745
Fresno	\$48,756	-	\$68,568	\$77,388	\$86,448	\$108,108	\$52,764	-	-	-
Long Beach	\$47,652	-	\$64,692	\$78,324	\$94,776	\$109,655	\$64,692	-	-	\$67,092
Los Angeles	\$50,067	\$69,294	\$73,122	\$86,112	\$101,403	\$131,297	\$90,972	-	-	-
Murrieta	-	-	\$65,904	\$72,324	\$86,604	\$110,532	\$63,228	-	-	\$70,284
Riverside	\$49,327	\$68,556	\$76,023	\$81,665	\$94,517	\$123,134	\$66,365	-	-	\$78,638
Sacramento	\$31,788	-	\$59,028	\$67,410	\$76,212	\$122,280	\$76,176	-	-	\$65,016
Santa Ana	\$52,068	-	\$67,476	\$74,400	\$86,532	\$120,660	\$62,712	-	\$64,272	\$75,911
County of Los Angeles	\$46,523	-	\$64,152	\$76,427	\$90,375	\$121,188	-	-	-	\$74,736
Orange County Fire Authority	\$49,249	-	\$74,460	\$83,166	\$96,824	\$122,624	\$77,767	-	-	\$74,460
San Bernadino County	\$54,687	-	\$58,036	\$65,258	\$75,770	\$97,635	\$55,099	-	-	\$64,636
Houston	\$35,352	\$38,575	\$40,493	\$51,769	\$57,192	\$98,792	\$64,524	-	-	\$45,293
Phoenix	\$36,379	-	\$57,704	\$63,313	\$69,862	\$97,002	\$61,734	-	-	\$66,091
Average	\$44,519	\$59,540	\$63,669	\$72,045	\$83,421	\$112,332	\$66,934	\$27,117	\$58,056	\$69,230
Median	\$47,652	\$68,556	\$64,422	\$72,324	\$84,240	\$110,388	\$65,165	\$27,498	\$58,056	\$69,720
San Diego	\$38,604	\$48,825	\$65,673	\$77,170	\$89,018	\$103,756	\$77,170	\$30,468	\$51,840	\$78,596
Percentile Rank	33%	25%	58%	73%	73%	29%	89%	100%	0%	89%

(1) Cities hiring Dual Role Firefighter/Paramedic: Carlsbad, El Cajon, Escondido, Oceanside, San Marcos, Vista, Murrieta, Sacramento, LA County, OCA, Las Vegas and Phoenix.
 Cities not hiring Dual Role Firefighter/Paramedic, but with Paramedic skill pay added to salary: San Diego, Encinitas, National City, Anaheim, Long Beach, Riverside, Santa Ana, San Bernardino County and Houston.

BENEFITS EMPLOYEE CONTRIBUTION

SINGLE

	COST PER BENEFIT			TOTAL HEALTH & WELFARE COST	TOTAL EMPLOYER CONTRIBUTION	TOTAL EMPLOYEE CONTRIBUTION
	Medical Plan Cost ⁽¹⁾	Dental Plan Cost	Vision Plan Cost			
San Diego	\$2,987	\$437	\$87	\$3,511	\$5,575	\$0
Carlsbad ⁽²⁾	\$3,847	\$522	\$106	\$4,475	\$4,812	\$0
Chula Vista	\$3,468	\$240	\$96	\$3,804	\$3,708	\$96
El Cajon	\$4,327	\$625	\$114	\$5,066	\$6,600	\$0
Encinitas	\$5,129	\$216	*	\$5,345	\$5,345	\$0
Escondido	\$3,360	\$236	\$94	\$3,690	\$3,462	\$229
National City	\$3,698	*	*	\$3,698	\$3,890	\$0
Oceanside	\$3,699	\$246	*	\$3,945	\$6,540	\$0
San Marcos	\$4,292	\$214	n/a	\$4,506	\$4,292	\$214
Vista ⁽³⁾	\$4,808	*	*	\$4,808	\$3,963	\$845
Anaheim ⁽⁴⁾	\$3,646	\$295	*	\$3,941	\$3,819	\$121
Fresno ⁽⁵⁾	\$9,828	*	*	\$9,828	\$7,862	\$1,966
Long Beach ⁽⁵⁾⁽⁶⁾	\$9,930	*	*	\$9,930	\$9,552	\$378
Los Angeles	\$6,543	\$816	n/a	\$7,359	\$7,475	\$0
Murrieta	\$3,912	\$1,163	\$391	\$5,466	\$10,001	\$0
Riverside ⁽⁷⁾	\$3,542	\$211	*	\$3,753	\$3,753	\$0
Sacramento	\$4,042	*	\$115	\$4,156	\$3,600	\$556
Santa Ana ⁽⁸⁾	\$4,327	\$303	\$186	\$4,816	\$9,480	\$186
County of Los Angeles	\$4,435	\$365	n/a	\$4,800	\$10,080	\$0
Orange County Fire Authority	\$3,768	\$239	\$114	\$4,121	\$6,816	\$0
San Bernardino County ⁽⁹⁾	\$3,690	\$225	n/p	\$3,915	\$2,736	\$1,180
Houston ⁽¹⁰⁾	\$3,388	\$104	n/a	\$3,492	\$3,065	\$427
Phoenix	\$3,827	\$480	*	\$4,307	\$3,542	\$765

Discrepancies on the order of +/- 1 are due to rounding issues.

* Included in Medical

n/a: not available or unknown

n/p: no program

⁽¹⁾ Kaiser HMO is used for comparative cost analysis

⁽²⁾ Carlsbad: Vision Cost Data last updated in 12/03 (Calpacs).

⁽³⁾ Vista: Calpacs HMO 08/06

⁽⁴⁾ Anaheim: Dental HMO data retrieved from Calpacs (last updated 01/05).

⁽⁵⁾ Cities with Composite Rates (same rates regardless of number of dependents)

⁽⁶⁾ Long Beach: City pays \$796.00 monthly for Cafeteria plan. Employee picks up difference between the plan rate (\$800.11 for all ees), plus a percentage (30%) of the plan increase year over year.

⁽⁷⁾ Riverside: High HMO retrieved from Calpacs (last updated on 02/06)

⁽⁸⁾ Santa Ana: Vision plan is employee's responsibility, not covered by Cafeteria Plan.

⁽⁹⁾ San Bernardino County: Beginning 07/07, City's portion of Medical plan will be 90%, 95% in 07/08, plus 100% of Dental costs.

⁽¹⁰⁾ Houston: Plan rates are for non-smokers only. Rates are for FY 2007.

BENEFITS EMPLOYEE CONTRIBUTION

EMPLOYEE + 1 DEPENDENT

	COST PER BENEFIT			TOTAL HEALTH & WELFARE COST	TOTAL EMPLOYER CONTRIBUTION	TOTAL EMPLOYEE CONTRIBUTION
	Medical Plan Cost ⁽¹⁾	Dental Plan Cost	Vision Plan Cost			
San Diego	\$5,975	\$955	\$174	\$7,104	\$5,575	\$1,529
Carlsbad ⁽²⁾	\$7,693	\$1,045	\$153	\$8,891	\$7,524	\$1,367
Chula Vista	\$6,948	\$396	\$168	\$7,512	\$7,344	\$168
El Cajon	\$8,654	\$1,311	\$114	\$10,079	\$6,600	\$3,479
Encinitas	\$10,257	\$360	*	\$10,617	\$10,617	\$0
Escondido	\$6,720	\$423	\$94	\$7,237	\$6,687	\$550
National City	\$7,397	*	*	\$7,397	\$6,279	\$1,117
Oceanside	\$7,758	\$406	*	\$8,164	\$6,540	\$1,624
San Marcos	\$8,584	\$353	n/a	\$8,937	\$7,650	\$1,287
Vista ⁽³⁾	n/a	*	*	\$0	n/a	n/a
Anaheim ⁽⁴⁾	\$7,357	\$561	*	\$7,919	\$7,577	\$342
Fresno ⁽⁵⁾	\$9,828	*	*	\$9,828	\$7,862	\$1,966
Long Beach ⁽⁵⁾⁽⁶⁾	\$10,230	*	*	\$10,230	\$9,552	\$678
Los Angeles	\$9,292	\$816	n/a	\$10,108	\$7,475	\$2,633
Murrieta	\$7,680	\$1,163	\$391	\$9,234	\$10,001	\$0
Riverside ⁽⁷⁾	\$7,620	\$320	*	\$7,940	\$7,940	\$0
Sacramento	\$8,083	*	\$115	\$8,198	\$7,680	\$518
Santa Ana ⁽⁸⁾	\$8,654	\$519	\$186	\$9,359	\$9,480	\$186
County of Los Angeles	\$8,804	\$660	n/a	\$9,464	\$10,080	\$0
Orange County Fire Authority	\$7,536	\$365	\$114	\$8,015	\$6,816	\$1,199
San Bernardino County ⁽⁹⁾	\$7,890	\$366	n/p	\$8,256	\$5,847	\$2,409
Houston ⁽¹⁰⁾	\$8,156	\$224	n/a	\$8,380	\$6,588	\$1,792
Phoenix	\$11,029	\$997	*	\$12,026	\$9,571	\$2,455

Discrepancies on the order of +/- 1 are due to rounding issues.

* Included in Medical

n/a: not available or unknown

n/p: no program

⁽¹⁾ Kaiser HMO is used for comparative cost analysis

⁽²⁾ Carlsbad: Vision Cost Data last updated in 12/03 (Calpacs).

⁽³⁾ Vista: Calpacs HMO 08/06

⁽⁴⁾ Anaheim: Dental HMO data retrieved from Calpacs (last updated 01/05).

⁽⁵⁾ Cities with Composite Rates (same rates regardless of number of dependents)

⁽⁶⁾ Long Beach: City pays \$796.00 monthly for Cafeteria plan. Employee picks up difference between the plan rate (\$800.11 for all ees), plus a percentage (30%) of the plan increase year over year.

⁽⁷⁾ Riverside: High HMO retrieved from Calpacs (last updated on 02/06)

⁽⁸⁾ Santa Ana: Vision plan is employee's responsibility, not covered by Cafeteria Plan.

⁽⁹⁾ San Bernardino County: Beginning 07/07, City's portion of Medical plan will be 90%, 95% in 07/08, plus 100% of Dental costs.

⁽¹⁰⁾ Houston: Plan rates are for non-smokers only. Rates are for FY 2007.

BENEFITS EMPLOYEE CONTRIBUTION

EMPLOYEE + FAMILY

	COST PER BENEFIT			TOTAL HEALTH & WELFARE COST	TOTAL EMPLOYER CONTRIBUTION	TOTAL EMPLOYEE CONTRIBUTION
	Medical Plan Cost ⁽¹⁾	Dental Plan Cost	Vision Plan Cost			
San Diego	\$8,962	\$1,187	\$260	\$10,409	\$5,575	\$4,834
Carlsbad ⁽²⁾	\$10,001	\$1,478	\$275	\$11,754	\$9,348	\$2,406
Chula Vista	\$8,688	\$576	\$276	\$9,540	\$9,264	\$276
El Cajon	\$11,251	\$2,037	\$114	\$13,402	\$6,600	\$6,802
Encinitas	\$13,334	\$504	*	\$13,838	\$13,838	\$0
Escondido	\$9,508	\$626	\$94	\$10,229	\$9,364	\$865
National City	\$10,466	*	*	\$10,466	\$8,375	\$2,091
Oceanside	\$9,617	\$601	*	\$10,218	\$6,540	\$3,678
San Marcos	\$11,159	\$523	n/a	\$11,682	\$9,799	\$1,883
Vista ⁽³⁾	\$12,912	*	*	\$12,912	\$10,548	\$2,364
Anaheim ⁽⁴⁾	\$10,261	\$856	*	\$11,117	\$10,587	\$530
Fresno ⁽⁵⁾	\$9,828	*	*	\$9,828	\$7,862	\$1,966
Long Beach ⁽⁵⁾⁽⁶⁾	\$11,072	*	*	\$11,072	\$9,552	\$1,520
Los Angeles	\$9,292	\$816	n/a	\$10,108	\$7,475	\$2,633
Murrieta	\$10,668	\$1,163	\$391	\$12,222	\$11,555	\$667
Riverside ⁽⁷⁾	\$9,275	\$477	*	\$9,752	\$9,480	\$272
Sacramento	\$10,751	*	\$115	\$10,865	\$9,960	\$905
Santa Ana ⁽⁸⁾	\$11,251	\$519	\$186	\$11,955	\$9,480	\$2,475
County of Los Angeles	\$10,224	\$976	n/a	\$11,199	\$10,080	\$1,119
Orange County Fire Authority	\$10,664	\$574	\$114	\$11,352	\$6,816	\$4,536
San Bernardino County ⁽⁹⁾	\$10,814	\$478	n/p	\$11,292	\$8,013	\$3,279
Houston ⁽¹⁰⁾	\$10,726	\$317	n/a	\$11,043	\$8,754	\$2,289
Phoenix	\$11,029	\$997	*	\$12,026	\$9,571	\$2,455

Discrepancies on the order of +/- 1 are due to rounding issues.

* Included in Medical

n/a: not available or unknown

n/p: no program

⁽¹⁾ Kaiser HMO is used for comparative cost analysis

⁽²⁾ Carlsbad: Vision Cost Data last updated in 12/03 (Calpacs).

⁽³⁾ Vista: Calpacs HMO 08/06

⁽⁴⁾ Anaheim: Dental HMO data retrieved from Calpacs (last updated 01/05).

⁽⁵⁾ Cities with Composite Rates (same rates regardless of number of dependents)

⁽⁶⁾ Long Beach: City pays \$796.00 monthly for Cafeteria plan. Employee picks up difference between the plan rate (\$800.11 for all ees), plus a percentage (30%) of the plan increase year over year.

⁽⁷⁾ Riverside: High HMO retrieved from Calpacs (last updated on 02/06)

⁽⁸⁾ Santa Ana: Vision plan is employee's responsibility, not covered by Cafeteria Plan.

⁽⁹⁾ San Bernardino County: Beginning 07/07, City's portion of Medical plan will be 90%, 95% in 07/08, plus 100% of Dental costs.

⁽¹⁰⁾ Houston: Plan rates are for non-smokers only. Rates are for FY 2007.

BENEFITS

EMPLOYEE CONTRIBUTION

	PENSION			
	Employee Percentage	Offset	Net EE Percentage	Benefit Formula
San Diego ⁽¹⁾	12.81%	4.30%	8.51%	3% @ 50
Carlsbad	9.00%	8.00%	1.00%	3% @ 50
Chula Vista	9.00%	9.00%	0.00%	3% @ 50
El Cajon	9.00%	9.00%	0.00%	3% @ 50
Encinitas	9.00%	9.00%	0.00%	3% @ 55
Escondido ⁽²⁾	9.00%	9.00%	0.00%	3% @ 50
National City	9.00%	9.00%	0.00%	3% @ 50
Oceanside	9.00%	9.00%	0.00%	3% @ 50
San Marcos	9.00%	9.00%	0.00%	3% @ 50
Vista ⁽³⁾	9.00%	3.00%	6.00%	3% @ 50
Anaheim	13.77%	9.00%	4.77%	3% @ 50
Fresno	9.00%	0.00%	9.00%	2% @ 50
Long Beach ⁽⁴⁾	9.00%	8.00%	1.00%	3% @ 50
Los Angeles	9.00%	0.00%	9.00%	3% @ 50
Murrieta	9.00%	9.00%	0.00%	3% @ 50
Riverside	9.00%	9.00%	0.00%	3% @ 55
Sacramento	9.00%	9.00%	0.00%	3% @ 50
Santa Ana	9.00%	9.00%	0.00%	3% @ 50
County of Los Angeles ⁽⁵⁾	7.89%	0.00%	7.89%	2% @ 50
Orange County Fire Authority ⁽⁶⁾	12.38%	12.38%	0.00%	3% @ 50
San Bernardino County ⁽⁷⁾	11.46%	8.00%	3.46%	3% @ 50
Houston	9.00%	9.00%	0.00%	2% @ 50
Phoenix ⁽⁸⁾	7.65%	0.00%	7.65%	2.5 @ 50%

Notes

- (1) *San Diego: Based on 28 years old at age of entry.*
- (2) *Escondido: Beginning in 2007.*
- (3) *Vista: Beginning 01/07. Beginning 01/08, Safety employees's share will be 8%.*
- (4) *Long Beach: Starting April 2007, the Employee's share of contribution will be 2%.*
- (5) *County of Los Angeles: Based on 28 years old at age of entry
Police & Fire-upon reaching 33 yrs, get max retirement percentage of 90%.
Fire- Final Average Salary x years of service percentage*
- (6) *Orange County Fire Authority: Based on plan F (3 year high salary)
and 28 yrs old at age of entry.*
- (7) *San Bernadino County: Based on 28 yrs old at age of entry (Refundable Option).*
- (8) *Phoenix: 2.5% up to 20 years, 2% for years 20-25 if less than 25 years of service,
2.5% for all years if 25 or more years of service.*

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE RECRUIT – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$32,003	\$38,604	\$0	\$0	\$0	\$2,723	\$3,285	\$29,280	\$35,319
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido									
National City									
Oceanside	\$38,292	\$38,292	\$0	\$0	\$0	\$0	\$0	\$38,292	\$38,292
San Marcos									
Vista									
Anaheim									
Fresno	\$48,756	\$48,756	\$1,966	n/p	n/p	\$4,388	\$4,388	\$42,402	\$42,402
Long Beach	\$47,652	\$47,652	\$378	\$0	\$0	\$477	\$477	\$46,798	\$46,798
Los Angeles	\$50,067	\$50,067	\$0	\$0	\$0	\$4,506	\$4,506	\$45,561	\$45,561
Murrieta									
Riverside	\$49,327	\$49,327	\$0	\$0	\$0	\$0	\$0	\$49,327	\$49,327
Sacramento	\$31,788	\$31,788	\$556	\$0	\$0	\$0	\$0	\$31,232	\$31,232
Santa Ana	\$42,816	\$52,068	\$186	\$0	\$0	\$0	\$0	\$42,630	\$51,882
County of Los Angeles	\$46,523	\$46,523	\$0	\$0	\$0	\$3,671	\$3,671	\$42,852	\$42,852
Orange County Fire Authority	\$49,241	\$49,249	\$0	\$0	\$0	\$0	\$0	\$49,241	\$49,249
San Bernardino County	\$42,748	\$54,687	\$1,180	\$0	\$0	\$1,479	\$1,892	\$40,089	\$51,615
Houston	\$29,416	\$35,352	\$427	\$0	\$0	\$0	\$0	\$28,989	\$34,925
Phoenix	\$25,106	\$36,379	\$765	\$0	\$0	\$1,921	\$2,783	\$22,420	\$32,831
Average	\$41,057	\$44,519						\$39,163	\$42,483
Median	\$42,816	\$47,652						\$42,402	\$42,852
San Diego	\$32,003	\$38,604						\$29,280	\$35,319
Percentile Rank	25%	33%						17%	25%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE RECRUIT – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$32,003	\$38,604	\$1,529	\$0	\$0	\$2,723	\$3,285	\$27,751	\$33,790
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido									
National City									
Oceanside	\$38,292	\$38,292	\$1,624	\$0	\$0	\$0	\$0	\$36,668	\$36,668
San Marcos									
Vista									
Anaheim									
Fresno	\$48,756	\$48,756	\$1,966	n/p	n/p	\$4,388	\$4,388	\$42,402	\$42,402
Long Beach	\$47,652	\$47,652	\$678	\$0	\$0	\$477	\$477	\$46,498	\$46,498
Los Angeles	\$50,067	\$50,067	\$2,633	\$0	\$0	\$4,506	\$4,506	\$42,928	\$42,928
Murrieta									
Riverside	\$49,327	\$49,327	\$0	\$0	\$0	\$0	\$0	\$49,327	\$49,327
Sacramento	\$31,788	\$31,788	\$518	\$0	\$0	\$0	\$0	\$31,270	\$31,270
Santa Ana	\$42,816	\$52,068	\$186	\$0	\$0	\$0	\$0	\$42,630	\$51,882
County of Los Angeles	\$46,523	\$46,523	\$0	\$0	\$0	\$3,671	\$3,671	\$42,852	\$42,852
Orange County Fire Authority	\$49,241	\$49,249	\$1,199	\$0	\$0	\$0	\$0	\$48,042	\$48,050
San Bernardino County	\$42,748	\$54,687	\$2,409	\$0	\$0	\$1,479	\$1,892	\$38,860	\$50,386
Houston	\$29,416	\$35,352	\$1,792	\$0	\$0	\$0	\$0	\$27,624	\$33,560
Phoenix	\$25,106	\$36,379	\$2,455	\$0	\$0	\$1,921	\$2,783	\$20,730	\$31,141
Average	\$41,057	\$44,519						\$38,276	\$41,597
Median	\$42,816	\$47,652						\$42,402	\$42,852
San Diego	\$32,003	\$38,604						\$27,751	\$33,790
Percentile Rank	25%	33%						17%	25%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE RECRUIT – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$32,003	\$38,604	\$4,834	\$0	\$0	\$2,723	\$3,285	\$24,446	\$30,485
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido									
National City									
Oceanside	\$38,292	\$38,292	\$3,678	\$0	\$0	\$0	\$0	\$34,614	\$34,614
San Marcos									
Vista									
Anaheim									
Fresno	\$48,756	\$48,756	\$1,966	n/p	n/p	\$4,388	\$4,388	\$42,402	\$42,402
Long Beach	\$47,652	\$47,652	\$1,520	\$0	\$0	\$477	\$477	\$45,655	\$45,655
Los Angeles	\$50,067	\$50,067	\$2,633	\$0	\$0	\$4,506	\$4,506	\$42,928	\$42,928
Murrieta									
Riverside	\$49,327	\$49,327	\$272	\$0	\$0	\$0	\$0	\$49,055	\$49,055
Sacramento	\$31,788	\$31,788	\$905	\$0	\$0	\$0	\$0	\$30,883	\$30,883
Santa Ana	\$42,816	\$52,068	\$2,475	\$0	\$0	\$0	\$0	\$40,341	\$49,593
County of Los Angeles	\$46,523	\$46,523	\$1,119	\$0	\$0	\$3,671	\$3,671	\$41,733	\$41,733
Orange County Fire Authority	\$49,241	\$49,249	\$4,536	\$0	\$0	\$0	\$0	\$44,705	\$44,713
San Bernardino County	\$42,748	\$54,687	\$3,279	\$0	\$0	\$1,479	\$1,892	\$37,990	\$49,515
Houston	\$29,416	\$35,352	\$2,289	\$0	\$0	\$0	\$0	\$27,128	\$33,063
Phoenix	\$25,106	\$36,379	\$2,455	\$0	\$0	\$1,921	\$2,783	\$20,730	\$31,141
Average	\$41,057	\$44,519						\$37,124	\$40,445
Median	\$42,816	\$47,652						\$40,341	\$42,402
San Diego	\$32,003	\$38,604						\$24,446	\$30,485
Percentile Rank	25%	33%						8%	0%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE FIGHTER I – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$40,583	\$48,825	\$0	\$0	\$0	\$3,454	\$4,155	\$37,130	\$44,670
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido									
National City									
Oceanside									
San Marcos									
Vista									
Anaheim	\$56,755	\$72,451	\$121	\$0	\$0	\$2,706	\$3,454	\$53,928	\$68,875
Fresno									
Long Beach									
Los Angeles	\$52,734	\$69,294	\$0	\$0	\$0	\$4,746	\$6,236	\$47,988	\$63,057
Murrieta									
Riverside	\$53,770	\$68,556	\$0	\$0	\$0	\$0	\$0	\$53,770	\$68,556
Sacramento									
Santa Ana									
County of Los Angeles									
Orange County Fire Authority									
San Bernardino County									
Houston	\$34,078	\$38,575	\$427	\$0	\$0	\$0	\$0	\$33,651	\$38,148
Phoenix									
Average	\$47,584	\$59,540						\$45,293	\$56,661
Median	\$52,734	\$68,556						\$47,988	\$63,057
San Diego	\$40,583	\$48,825						\$37,130	\$44,670
Percentile Rank	25%	25%						25%	25%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE FIGHTER I – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$40,583	\$48,825	\$1,529	\$0	\$0	\$3,454	\$4,155	\$35,601	\$43,141
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido									
National City									
Oceanside									
San Marcos									
Vista									
Anaheim	\$56,755	\$72,451	\$342	\$0	\$0	\$2,706	\$3,454	\$53,707	\$68,655
Fresno									
Long Beach									
Los Angeles	\$52,734	\$69,294	\$2,633	\$0	\$0	\$4,746	\$6,236	\$45,355	\$60,424
Murrieta									
Riverside	\$53,770	\$68,556	\$0	\$0	\$0	\$0	\$0	\$53,770	\$68,556
Sacramento									
Santa Ana									
County of Los Angeles									
Orange County Fire Authority									
San Bernardino County									
Houston	\$34,078	\$38,575	\$1,792	\$0	\$0	\$0	\$0	\$32,286	\$36,783
Phoenix									
Average	\$47,584	\$59,540						\$44,144	\$55,512
Median	\$52,734	\$68,556						\$45,355	\$60,424
San Diego	\$40,583	\$48,825						\$35,601	\$43,141
Percentile Rank	25%	25%						25%	25%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE FIGHTER I – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$40,583	\$48,825	\$4,834	\$0	\$0	\$3,454	\$4,155	\$32,296	\$39,836
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido									
National City									
Oceanside									
San Marcos									
Vista									
Anaheim	\$56,755	\$72,451	\$530	\$0	\$0	\$2,706	\$3,454	\$53,520	\$68,467
Fresno									
Long Beach									
Los Angeles	\$52,734	\$69,294	\$2,633	\$0	\$0	\$4,746	\$6,236	\$45,355	\$60,424
Murrieta									
Riverside	\$53,770	\$68,556	\$272	\$0	\$0	\$0	\$0	\$53,498	\$68,284
Sacramento									
Santa Ana									
County of Los Angeles									
Orange County Fire Authority									
San Bernardino County									
Houston	\$34,078	\$38,575	\$2,289	\$0	\$0	\$0	\$0	\$31,789	\$36,286
Phoenix									
Average	\$47,584	\$59,540						\$43,292	\$54,660
Median	\$52,734	\$68,556						\$45,355	\$60,424
San Diego	\$40,583	\$48,825						\$32,296	\$39,836
Percentile Rank	25%	25%						25%	25%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE FIGHTER II – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$54,411	\$65,673	\$0	\$0	\$0	\$4,630	\$5,589	\$49,780	\$60,084
Carlsbad	\$49,556	\$60,236	\$0	\$0	\$0	\$496	\$602	\$49,060	\$59,633
Chula Vista	\$50,220	\$61,044	\$96	\$0	\$0	\$0	\$0	\$50,124	\$60,948
El Cajon	\$51,660	\$62,928	\$0	\$0	\$0	\$0	\$0	\$51,660	\$62,928
Encinitas	\$56,184	\$69,240	\$0	\$0	\$0	\$0	\$0	\$56,184	\$69,240
Escondido									
National City	\$39,096	\$52,380	\$0	\$0	\$0	\$0	\$0	\$39,096	\$52,380
Oceanside									
San Marcos									
Vista	\$43,248	\$57,960	\$845	\$0	\$0	\$2,595	\$3,478	\$39,808	\$53,637
Anaheim	\$58,182	\$74,256	\$121	\$0	\$0	\$2,774	\$3,540	\$55,287	\$70,595
Fresno	\$54,024	\$68,568	\$1,966	n/p	n/p	\$4,862	\$6,171	\$47,196	\$60,431
Long Beach	\$52,692	\$64,692	\$378	\$0	\$0	\$527	\$647	\$51,787	\$63,667
Los Angeles	\$58,755	\$73,122	\$0	\$0	\$0	\$5,288	\$6,581	\$53,467	\$66,541
Murrieta	\$49,212	\$65,904	\$0	\$0	\$0	\$0	\$0	\$49,212	\$65,904
Riverside	\$56,732	\$76,023	\$0	\$0	\$0	\$0	\$0	\$56,732	\$76,023
Sacramento	\$48,552	\$59,028	\$556	\$0	\$0	\$0	\$0	\$47,996	\$58,472
Santa Ana	\$55,488	\$67,476	\$186	\$0	\$0	\$0	\$0	\$55,302	\$67,290
County of Los Angeles	\$46,353	\$64,152	\$0	\$0	\$0	\$3,657	\$5,062	\$42,696	\$59,090
Orange County Fire Authority	\$56,172	\$74,460	\$0	\$0	\$0	\$0	\$0	\$56,172	\$74,460
San Bernardino County	\$45,340	\$58,036	\$1,180	\$0	\$0	\$1,569	\$2,008	\$42,591	\$54,848
Houston	\$40,493	\$40,493	\$427	\$0	\$0	\$0	\$0	\$40,066	\$40,066
Phoenix	\$36,921	\$57,704	\$765	\$0	\$0	\$2,824	\$4,414	\$33,331	\$52,524
Average	\$50,165	\$63,669						\$48,377	\$61,438
Median	\$50,940	\$64,422						\$49,496	\$60,690
San Diego	\$54,411	\$65,673						\$49,780	\$60,084
Percentile Rank	68%	58%						53%	42%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE FIGHTER II – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$54,411	\$65,673	\$1,529	\$0	\$0	\$4,630	\$5,589	\$48,251	\$58,555
Carlsbad	\$49,556	\$60,236	\$1,367	\$0	\$0	\$496	\$602	\$47,693	\$58,266
Chula Vista	\$50,220	\$61,044	\$168	\$0	\$0	\$0	\$0	\$50,052	\$60,876
El Cajon	\$51,660	\$62,928	\$3,479	\$0	\$0	\$0	\$0	\$48,181	\$59,449
Encinitas	\$56,184	\$69,240	\$0	\$0	\$0	\$0	\$0	\$56,184	\$69,240
Escondido									
National City	\$39,096	\$52,380	\$1,117	\$0	\$0	\$0	\$0	\$37,979	\$51,263
Oceanside									
San Marcos									
Vista	\$43,248	\$57,960	n/a	\$0	\$0	\$2,595	\$3,478	\$40,653	\$54,482
Anaheim	\$58,182	\$74,256	\$342	\$0	\$0	\$2,774	\$3,540	\$55,066	\$70,374
Fresno	\$54,024	\$68,568	\$1,966	n/p	n/p	\$4,862	\$6,171	\$47,196	\$60,431
Long Beach	\$52,692	\$64,692	\$678	\$0	\$0	\$527	\$647	\$51,487	\$63,367
Los Angeles	\$58,755	\$73,122	\$2,633	\$0	\$0	\$5,288	\$6,581	\$50,834	\$63,908
Murrieta	\$49,212	\$65,904	\$0	\$0	\$0	\$0	\$0	\$49,212	\$65,904
Riverside	\$56,732	\$76,023	\$0	\$0	\$0	\$0	\$0	\$56,732	\$76,023
Sacramento	\$48,552	\$59,028	\$518	\$0	\$0	\$0	\$0	\$48,034	\$58,510
Santa Ana	\$55,488	\$67,476	\$186	\$0	\$0	\$0	\$0	\$55,302	\$67,290
County of Los Angeles	\$46,353	\$64,152	\$0	\$0	\$0	\$3,657	\$5,062	\$42,696	\$59,090
Orange County Fire Authority	\$56,172	\$74,460	\$1,199	\$0	\$0	\$0	\$0	\$54,973	\$73,261
San Bernardino County	\$45,340	\$58,036	\$2,409	\$0	\$0	\$1,569	\$2,008	\$41,362	\$53,619
Houston	\$40,493	\$40,493	\$1,792	\$0	\$0	\$0	\$0	\$38,701	\$38,701
Phoenix	\$36,921	\$57,704	\$2,455	\$0	\$0	\$2,824	\$4,414	\$31,641	\$50,835
Average	\$50,165	\$63,669						\$47,612	\$60,672
Median	\$50,940	\$64,422						\$48,216	\$59,940
San Diego	\$54,411	\$65,673						\$48,251	\$58,555
Percentile Rank	68%	58%						53%	37%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE FIGHTER II – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$54,411	\$65,673	\$4,834	\$0	\$0	\$4,630	\$5,589	\$44,946	\$55,250
Carlsbad	\$49,556	\$60,236	\$2,406	\$0	\$0	\$496	\$602	\$46,654	\$57,227
Chula Vista	\$50,220	\$61,044	\$276	\$0	\$0	\$0	\$0	\$49,944	\$60,768
El Cajon	\$51,660	\$62,928	\$6,802	\$0	\$0	\$0	\$0	\$44,858	\$56,126
Encinitas	\$56,184	\$69,240	\$0	\$0	\$0	\$0	\$0	\$56,184	\$69,240
Escondido									
National City	\$39,096	\$52,380	\$2,091	\$0	\$0	\$0	\$0	\$37,005	\$50,289
Oceanside									
San Marcos									
Vista	\$43,248	\$57,960	\$2,364	\$0	\$0	\$2,595	\$3,478	\$38,289	\$52,118
Anaheim	\$58,182	\$74,256	\$530	\$0	\$0	\$2,774	\$3,540	\$54,878	\$70,186
Fresno	\$54,024	\$68,568	\$1,966	n/p	n/p	\$4,862	\$6,171	\$47,196	\$60,431
Long Beach	\$52,692	\$64,692	\$1,520	\$0	\$0	\$527	\$647	\$50,645	\$62,525
Los Angeles	\$58,755	\$73,122	\$2,633	\$0	\$0	\$5,288	\$6,581	\$50,834	\$63,908
Murrieta	\$49,212	\$65,904	\$667	\$0	\$0	\$0	\$0	\$48,545	\$65,237
Riverside	\$56,732	\$76,023	\$272	\$0	\$0	\$0	\$0	\$56,460	\$75,751
Sacramento	\$48,552	\$59,028	\$905	\$0	\$0	\$0	\$0	\$47,647	\$58,123
Santa Ana	\$55,488	\$67,476	\$2,475	\$0	\$0	\$0	\$0	\$53,013	\$65,001
County of Los Angeles	\$46,353	\$64,152	\$1,119	\$0	\$0	\$3,657	\$5,062	\$41,576	\$57,971
Orange County Fire Authority	\$56,172	\$74,460	\$4,536	\$0	\$0	\$0	\$0	\$51,636	\$69,924
San Bernardino County	\$45,340	\$58,036	\$3,279	\$0	\$0	\$1,569	\$2,008	\$40,492	\$52,749
Houston	\$40,493	\$40,493	\$2,289	\$0	\$0	\$0	\$0	\$38,205	\$38,205
Phoenix	\$36,921	\$57,704	\$2,455	\$0	\$0	\$2,824	\$4,414	\$31,641	\$50,835
Average	\$50,165	\$63,669						\$46,532	\$59,593
Median	\$50,940	\$64,422						\$47,421	\$59,277
San Diego	\$54,411	\$65,673						\$44,946	\$55,250
Percentile Rank	68%	58%						37%	26%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE ENGINEER – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$63,811	\$77,170	\$0	\$0	\$0	\$5,430	\$6,567	\$58,381	\$70,602
Carlsbad	\$56,350	\$68,494	\$0	\$0	\$0	\$564	\$685	\$55,787	\$67,809
Chula Vista	\$59,088	\$71,820	\$96	\$0	\$0	\$0	\$0	\$58,992	\$71,724
El Cajon	\$58,272	\$71,028	\$0	\$0	\$0	\$0	\$0	\$58,272	\$71,028
Encinitas	\$68,726	\$68,726	\$0	\$0	\$0	\$0	\$0	\$68,726	\$68,726
Escondido	\$54,516	\$73,068	\$229	\$0	n/a	\$0	\$0	\$54,287	\$72,839
National City	\$47,916	\$58,248	\$0	\$0	\$0	\$0	\$0	\$47,916	\$58,248
Oceanside	\$75,444	\$75,444	\$0	\$0	\$0	\$0	\$0	\$75,444	\$75,444
San Marcos	\$55,020	\$66,876	\$214	\$0	\$0	\$0	\$0	\$54,806	\$66,662
Vista	\$55,188	\$67,104	\$845	\$0	\$0	\$3,311	\$4,026	\$51,032	\$62,233
Anaheim	\$77,634	\$81,507	\$121	\$0	\$0	\$3,701	\$3,885	\$73,812	\$77,500
Fresno	\$60,924	\$77,388	\$1,966	n/p	n/p	\$5,483	\$6,965	\$53,475	\$68,457
Long Beach	\$63,432	\$78,324	\$378	\$0	\$0	\$634	\$783	\$62,420	\$77,163
Los Angeles	\$73,122	\$86,112	\$0	\$0	\$0	\$6,581	\$7,750	\$66,541	\$78,362
Murrieta	\$59,496	\$72,324	\$0	\$0	\$0	\$0	\$0	\$59,496	\$72,324
Riverside	\$74,089	\$81,665	\$0	\$0	\$0	\$0	\$0	\$74,089	\$81,665
Sacramento	\$55,459	\$67,410	\$556	\$0	\$0	\$0	\$0	\$54,902	\$66,854
Santa Ana	\$61,212	\$74,400	\$186	\$0	\$0	\$0	\$0	\$61,026	\$74,214
County of Los Angeles	\$68,556	\$76,427	\$0	\$0	\$0	\$5,409	\$6,030	\$63,147	\$70,397
Orange County Fire Authority	\$63,015	\$83,166	\$0	\$0	\$0	\$0	\$0	\$63,015	\$83,166
San Bernardino County	\$50,989	\$65,258	\$1,180	\$0	\$0	\$1,764	\$2,258	\$48,045	\$61,820
Houston	\$51,342	\$51,769	\$427	\$0	\$0	\$0	\$0	\$50,915	\$51,342
Phoenix	\$57,451	\$63,313	\$765	\$0	\$0	\$4,395	\$4,843	\$52,291	\$57,704
Average	\$61,350	\$72,045						\$59,427	\$69,838
Median	\$59,496	\$72,324						\$58,381	\$70,602
San Diego	\$63,811	\$77,170						\$58,381	\$70,602
Percentile Rank	73%	73%						50%	50%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE ENGINEER – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$63,811	\$77,170	\$1,529	\$0	\$0	\$5,430	\$6,567	\$56,852	\$69,073
Carlsbad	\$56,350	\$68,494	\$1,367	\$0	\$0	\$564	\$685	\$54,420	\$66,442
Chula Vista	\$59,088	\$71,820	\$168	\$0	\$0	\$0	\$0	\$58,920	\$71,652
El Cajon	\$58,272	\$71,028	\$3,479	\$0	\$0	\$0	\$0	\$54,793	\$67,549
Encinitas	\$68,726	\$68,726	\$0	\$0	\$0	\$0	\$0	\$68,726	\$68,726
Escondido	\$54,516	\$73,068	\$550	\$0	n/a	\$0	\$0	\$53,966	\$72,518
National City	\$47,916	\$58,248	\$1,117	\$0	\$0	\$0	\$0	\$46,799	\$57,131
Oceanside	\$75,444	\$75,444	\$1,624	\$0	\$0	\$0	\$0	\$73,820	\$73,820
San Marcos	\$55,020	\$66,876	\$1,287	\$0	\$0	\$0	\$0	\$53,733	\$65,589
Vista	\$55,188	\$67,104	n/a	\$0	\$0	\$3,311	\$4,026	\$51,877	\$63,078
Anaheim	\$77,634	\$81,507	\$342	\$0	\$0	\$3,701	\$3,885	\$73,591	\$77,279
Fresno	\$60,924	\$77,388	\$1,966	n/p	n/p	\$5,483	\$6,965	\$53,475	\$68,457
Long Beach	\$63,432	\$78,324	\$678	\$0	\$0	\$634	\$783	\$62,120	\$76,863
Los Angeles	\$73,122	\$86,112	\$2,633	\$0	\$0	\$6,581	\$7,750	\$63,908	\$75,728
Murrieta	\$59,496	\$72,324	\$0	\$0	\$0	\$0	\$0	\$59,496	\$72,324
Riverside	\$74,089	\$81,665	\$0	\$0	\$0	\$0	\$0	\$74,089	\$81,665
Sacramento	\$55,459	\$67,410	\$518	\$0	\$0	\$0	\$0	\$54,941	\$66,893
Santa Ana	\$61,212	\$74,400	\$186	\$0	\$0	\$0	\$0	\$61,026	\$74,214
County of Los Angeles	\$68,556	\$76,427	\$0	\$0	\$0	\$5,409	\$6,030	\$63,147	\$70,397
Orange County Fire Authority	\$63,015	\$83,166	\$1,199	\$0	\$0	\$0	\$0	\$61,816	\$81,967
San Bernardino County	\$50,989	\$65,258	\$2,409	\$0	\$0	\$1,764	\$2,258	\$46,816	\$60,591
Houston	\$51,342	\$51,769	\$1,792	\$0	\$0	\$0	\$0	\$49,550	\$49,978
Phoenix	\$57,451	\$63,313	\$2,455	\$0	\$0	\$4,395	\$4,843	\$50,601	\$56,015
Average	\$61,350	\$72,045						\$58,630	\$69,041
Median	\$59,496	\$72,324						\$56,852	\$69,073
San Diego	\$63,811	\$77,170						\$56,852	\$69,073
Percentile Rank	73%	73%						50%	50%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE ENGINEER – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$63,811	\$77,170	\$4,834	\$0	\$0	\$5,430	\$6,567	\$53,547	\$65,768
Carlsbad	\$56,350	\$68,494	\$2,406	\$0	\$0	\$564	\$685	\$53,380	\$65,403
Chula Vista	\$59,088	\$71,820	\$276	\$0	\$0	\$0	\$0	\$58,812	\$71,544
El Cajon	\$58,272	\$71,028	\$6,802	\$0	\$0	\$0	\$0	\$51,470	\$64,226
Encinitas	\$68,726	\$68,726	\$0	\$0	\$0	\$0	\$0	\$68,726	\$68,726
Escondido	\$54,516	\$73,068	\$865	\$0	n/a	\$0	\$0	\$53,651	\$72,203
National City	\$47,916	\$58,248	\$2,091	\$0	\$0	\$0	\$0	\$45,825	\$56,157
Oceanside	\$75,444	\$75,444	\$3,678	\$0	\$0	\$0	\$0	\$71,766	\$71,766
San Marcos	\$55,020	\$66,876	\$1,883	\$0	\$0	\$0	\$0	\$53,137	\$64,993
Vista	\$55,188	\$67,104	\$2,364	\$0	\$0	\$3,311	\$4,026	\$49,513	\$60,714
Anaheim	\$77,634	\$81,507	\$530	\$0	\$0	\$3,701	\$3,885	\$73,403	\$77,092
Fresno	\$60,924	\$77,388	\$1,966	n/p	n/p	\$5,483	\$6,965	\$53,475	\$68,457
Long Beach	\$63,432	\$78,324	\$1,520	\$0	\$0	\$634	\$783	\$61,278	\$76,021
Los Angeles	\$73,122	\$86,112	\$2,633	\$0	\$0	\$6,581	\$7,750	\$63,908	\$75,728
Murrieta	\$59,496	\$72,324	\$667	\$0	\$0	\$0	\$0	\$58,829	\$71,657
Riverside	\$74,089	\$81,665	\$272	\$0	\$0	\$0	\$0	\$73,817	\$81,393
Sacramento	\$55,459	\$67,410	\$905	\$0	\$0	\$0	\$0	\$54,553	\$66,505
Santa Ana	\$61,212	\$74,400	\$2,475	\$0	\$0	\$0	\$0	\$58,737	\$71,925
County of Los Angeles	\$68,556	\$76,427	\$1,119	\$0	\$0	\$5,409	\$6,030	\$62,027	\$69,277
Orange County Fire Authority	\$63,015	\$83,166	\$4,536	\$0	\$0	\$0	\$0	\$58,479	\$78,630
San Bernardino County	\$50,989	\$65,258	\$3,279	\$0	\$0	\$1,764	\$2,258	\$45,946	\$59,721
Houston	\$51,342	\$51,769	\$2,289	\$0	\$0	\$0	\$0	\$49,053	\$49,481
Phoenix	\$57,451	\$63,313	\$2,455	\$0	\$0	\$4,395	\$4,843	\$50,601	\$56,015
Average	\$61,350	\$72,045						\$57,562	\$67,974
Median	\$59,496	\$72,324						\$54,553	\$68,726
San Diego	\$63,811	\$77,170						\$53,547	\$65,768
Percentile Rank	73%	73%						41%	36%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE CAPTAIN – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$73,550	\$89,018	\$0	\$0	\$0	\$6,259	\$7,575	\$67,291	\$81,442
Carlsbad	\$65,988	\$80,209	\$0	\$0	\$0	\$660	\$802	\$65,328	\$79,407
Chula Vista	\$69,300	\$84,240	\$96	\$0	\$0	\$0	\$0	\$69,204	\$84,144
El Cajon	\$65,292	\$79,560	\$0	\$0	\$0	\$0	\$0	\$65,292	\$79,560
Encinitas	\$81,422	\$81,422	\$0	\$0	\$0	\$0	\$0	\$81,422	\$81,422
Escondido	\$64,008	\$85,776	\$229	\$0	n/a	\$0	\$0	\$63,779	\$85,547
National City	\$56,316	\$68,448	\$0	\$0	\$0	\$0	\$0	\$56,316	\$68,448
Oceanside	\$79,344	\$79,344	\$0	\$0	\$0	\$0	\$0	\$79,344	\$79,344
San Marcos	\$64,956	\$78,948	\$214	\$0	\$0	\$0	\$0	\$64,742	\$78,734
Vista	\$64,728	\$78,696	\$845	\$0	\$0	\$3,884	\$4,722	\$59,999	\$73,129
Anaheim	\$91,903	\$96,504	\$121	\$0	\$0	\$4,381	\$4,600	\$87,400	\$91,782
Fresno	\$68,016	\$86,448	\$1,966	n/p	n/p	\$6,121	\$7,780	\$59,929	\$76,702
Long Beach	\$76,704	\$94,776	\$378	\$0	\$0	\$767	\$948	\$75,559	\$93,450
Los Angeles	\$90,972	\$101,403	\$0	\$0	\$0	\$8,187	\$9,126	\$82,785	\$92,276
Murrieta	\$71,244	\$86,604	\$0	\$0	\$0	\$0	\$0	\$71,244	\$86,604
Riverside	\$85,729	\$94,517	\$0	\$0	\$0	\$0	\$0	\$85,729	\$94,517
Sacramento	\$62,700	\$76,212	\$556	\$0	\$0	\$0	\$0	\$62,144	\$75,656
Santa Ana	\$71,208	\$86,532	\$186	\$0	\$0	\$0	\$0	\$71,022	\$86,346
County of Los Angeles	\$81,082	\$90,375	\$0	\$0	\$0	\$6,397	\$7,131	\$74,684	\$83,245
Orange County Fire Authority	\$72,596	\$96,824	\$0	\$0	\$0	\$0	\$0	\$72,596	\$96,824
San Bernardino County	\$59,230	\$75,770	\$1,180	\$0	\$0	\$2,049	\$2,622	\$56,001	\$71,969
Houston	\$52,616	\$57,192	\$427	\$0	\$0	\$0	\$0	\$52,189	\$56,765
Phoenix	\$45,014	\$69,862	\$765	\$0	\$0	\$3,444	\$5,344	\$40,805	\$63,752
Average	\$70,170	\$83,421						\$68,035	\$80,916
Median	\$69,300	\$84,240						\$67,291	\$81,422
San Diego	\$73,550	\$89,018						\$67,291	\$81,442
Percentile Rank	68%	73%						50%	55%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE CAPTAIN – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$73,550	\$89,018	\$1,529	\$0	\$0	\$6,259	\$7,575	\$65,762	\$79,913
Carlsbad	\$65,988	\$80,209	\$1,367	\$0	\$0	\$660	\$802	\$63,961	\$78,040
Chula Vista	\$69,300	\$84,240	\$168	\$0	\$0	\$0	\$0	\$69,132	\$84,072
El Cajon	\$65,292	\$79,560	\$3,479	\$0	\$0	\$0	\$0	\$61,813	\$76,081
Encinitas	\$81,422	\$81,422	\$0	\$0	\$0	\$0	\$0	\$81,422	\$81,422
Escondido	\$64,008	\$85,776	\$550	\$0	n/a	\$0	\$0	\$63,458	\$85,226
National City	\$56,316	\$68,448	\$1,117	\$0	\$0	\$0	\$0	\$55,199	\$67,331
Oceanside	\$79,344	\$79,344	\$1,624	\$0	\$0	\$0	\$0	\$77,720	\$77,720
San Marcos	\$64,956	\$78,948	\$1,287	\$0	\$0	\$0	\$0	\$63,669	\$77,661
Vista	\$64,728	\$78,696	n/a	\$0	\$0	\$3,884	\$4,722	\$60,844	\$73,974
Anaheim	\$91,903	\$96,504	\$342	\$0	\$0	\$4,381	\$4,600	\$87,180	\$91,561
Fresno	\$68,016	\$86,448	\$1,966	n/p	n/p	\$6,121	\$7,780	\$59,929	\$76,702
Long Beach	\$76,704	\$94,776	\$678	\$0	\$0	\$767	\$948	\$75,259	\$93,150
Los Angeles	\$90,972	\$101,403	\$2,633	\$0	\$0	\$8,187	\$9,126	\$80,152	\$89,643
Murrieta	\$71,244	\$86,604	\$0	\$0	\$0	\$0	\$0	\$71,244	\$86,604
Riverside	\$85,729	\$94,517	\$0	\$0	\$0	\$0	\$0	\$85,729	\$94,517
Sacramento	\$62,700	\$76,212	\$518	\$0	\$0	\$0	\$0	\$62,182	\$75,694
Santa Ana	\$71,208	\$86,532	\$186	\$0	\$0	\$0	\$0	\$71,022	\$86,346
County of Los Angeles	\$81,082	\$90,375	\$0	\$0	\$0	\$6,397	\$7,131	\$74,684	\$83,245
Orange County Fire Authority	\$72,596	\$96,824	\$1,199	\$0	\$0	\$0	\$0	\$71,397	\$95,625
San Bernardino County	\$59,230	\$75,770	\$2,409	\$0	\$0	\$2,049	\$2,622	\$54,772	\$70,740
Houston	\$52,616	\$57,192	\$1,792	\$0	\$0	\$0	\$0	\$50,824	\$55,400
Phoenix	\$45,014	\$69,862	\$2,455	\$0	\$0	\$3,444	\$5,344	\$39,115	\$62,063
Average	\$70,170	\$83,421						\$67,238	\$80,119
Median	\$69,300	\$84,240						\$65,762	\$79,913
San Diego	\$73,550	\$89,018						\$65,762	\$79,913
Percentile Rank	68%	73%						50%	50%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE CAPTAIN – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$73,550	\$89,018	\$4,834	\$0	\$0	\$6,259	\$7,575	\$62,457	\$76,608
Carlsbad	\$65,988	\$80,209	\$2,406	\$0	\$0	\$660	\$802	\$62,922	\$77,000
Chula Vista	\$69,300	\$84,240	\$276	\$0	\$0	\$0	\$0	\$69,024	\$83,964
El Cajon	\$65,292	\$79,560	\$6,802	\$0	\$0	\$0	\$0	\$58,490	\$72,758
Encinitas	\$81,422	\$81,422	\$0	\$0	\$0	\$0	\$0	\$81,422	\$81,422
Escondido	\$64,008	\$85,776	\$865	\$0	n/a	\$0	\$0	\$63,143	\$84,911
National City	\$56,316	\$68,448	\$2,091	\$0	\$0	\$0	\$0	\$54,225	\$66,357
Oceanside	\$79,344	\$79,344	\$3,678	\$0	\$0	\$0	\$0	\$75,666	\$75,666
San Marcos	\$64,956	\$78,948	\$1,883	\$0	\$0	\$0	\$0	\$63,073	\$77,065
Vista	\$64,728	\$78,696	\$2,364	\$0	\$0	\$3,884	\$4,722	\$58,480	\$71,610
Anaheim	\$91,903	\$96,504	\$530	\$0	\$0	\$4,381	\$4,600	\$86,992	\$91,374
Fresno	\$68,016	\$86,448	\$1,966	n/p	n/p	\$6,121	\$7,780	\$59,929	\$76,702
Long Beach	\$76,704	\$94,776	\$1,520	\$0	\$0	\$767	\$948	\$74,417	\$92,308
Los Angeles	\$90,972	\$101,403	\$2,633	\$0	\$0	\$8,187	\$9,126	\$80,152	\$89,643
Murrieta	\$71,244	\$86,604	\$667	\$0	\$0	\$0	\$0	\$70,577	\$85,937
Riverside	\$85,729	\$94,517	\$272	\$0	\$0	\$0	\$0	\$85,457	\$94,245
Sacramento	\$62,700	\$76,212	\$905	\$0	\$0	\$0	\$0	\$61,795	\$75,307
Santa Ana	\$71,208	\$86,532	\$2,475	\$0	\$0	\$0	\$0	\$68,733	\$84,057
County of Los Angeles	\$81,082	\$90,375	\$1,119	\$0	\$0	\$6,397	\$7,131	\$73,565	\$82,125
Orange County Fire Authority	\$72,596	\$96,824	\$4,536	\$0	\$0	\$0	\$0	\$68,060	\$92,288
San Bernardino County	\$59,230	\$75,770	\$3,279	\$0	\$0	\$2,049	\$2,622	\$53,901	\$69,869
Houston	\$52,616	\$57,192	\$2,289	\$0	\$0	\$0	\$0	\$50,327	\$54,903
Phoenix	\$45,014	\$69,862	\$2,455	\$0	\$0	\$3,444	\$5,344	\$39,115	\$62,063
Average	\$70,170	\$83,421						\$66,171	\$79,051
Median	\$69,300	\$84,240						\$63,143	\$77,065
San Diego	\$73,550	\$89,018						\$62,457	\$76,608
Percentile Rank	68%	73%						36%	36%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE BATTALION CHIEF – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$85,711	\$103,756	\$0	\$0	\$0	\$7,294	\$8,830	\$78,417	\$94,927
Carlsbad	\$84,443	\$122,498	\$0	\$0	\$0	\$844	\$1,225	\$83,598	\$121,273
Chula Vista	\$90,696	\$110,244	\$96	\$0	\$0	\$0	\$0	\$90,600	\$110,148
El Cajon	\$75,708	\$92,244	\$0	\$0	\$0	\$0	\$0	\$75,708	\$92,244
Encinitas									
Escondido	\$88,824	\$119,916	\$229	\$0	n/a	\$0	\$0	\$88,595	\$119,687
National City	\$80,880	\$102,600	\$0	\$0	\$0	\$0	\$0	\$80,880	\$102,600
Oceanside	\$97,920	\$97,920	\$0	\$0	\$0	\$0	\$0	\$97,920	\$97,920
San Marcos	\$51,600	\$120,000	\$214	\$0	\$0	\$0	\$0	\$51,386	\$119,786
Vista	\$90,648	\$110,172	\$845	\$0	\$0	\$5,439	\$6,610	\$84,364	\$102,717
Anaheim	\$103,224	\$129,036	\$121	\$0	\$0	\$4,921	\$6,151	\$98,182	\$122,763
Fresno	\$84,732	\$108,108	\$1,966	n/p	n/p	\$7,626	\$9,730	\$75,141	\$96,413
Long Beach	\$89,264	\$109,655	\$378	\$0	\$0	\$893	\$1,097	\$87,994	\$108,180
Los Angeles	\$111,532	\$131,297	\$0	\$0	\$0	\$10,038	\$11,817	\$101,494	\$119,480
Murrieta	\$90,936	\$110,532	\$0	\$0	\$0	\$0	\$0	\$90,936	\$110,532
Riverside	\$101,310	\$123,134	\$0	\$0	\$0	\$0	\$0	\$101,310	\$123,134
Sacramento	\$81,516	\$122,280	\$556	\$0	\$0	\$0	\$0	\$80,960	\$121,724
Santa Ana	\$99,228	\$120,660	\$186	\$0	\$0	\$0	\$0	\$99,042	\$120,474
County of Los Angeles	\$108,732	\$121,188	\$0	\$0	\$0	\$8,579	\$9,562	\$100,153	\$111,626
Orange County Fire Authority	\$104,600	\$122,624	\$0	\$0	\$0	\$0	\$0	\$104,600	\$122,624
San Bernardino County	\$76,211	\$97,635	\$1,180	\$0	\$0	\$2,637	\$3,378	\$72,395	\$93,077
Houston	\$94,164	\$98,792	\$427	\$0	\$0	\$0	\$0	\$93,737	\$98,365
Phoenix	\$61,560	\$97,002	\$765	\$0	\$0	\$4,709	\$7,421	\$56,085	\$88,816
Average	\$88,793	\$112,332						\$86,068	\$109,023
Median	\$89,956	\$110,388						\$88,295	\$110,340
San Diego	\$85,711	\$103,756						\$78,417	\$94,927
Percentile Rank	38%	29%						24%	14%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE BATTALION CHIEF – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$85,711	\$103,756	\$1,529	\$0	\$0	\$7,294	\$8,830	\$76,888	\$93,398
Carlsbad	\$84,443	\$122,498	\$1,367	\$0	\$0	\$844	\$1,225	\$82,231	\$119,906
Chula Vista	\$90,696	\$110,244	\$168	\$0	\$0	\$0	\$0	\$90,528	\$110,076
El Cajon	\$75,708	\$92,244	\$3,479	\$0	\$0	\$0	\$0	\$72,229	\$88,765
Encinitas									
Escondido	\$88,824	\$119,916	\$550	\$0	n/a	\$0	\$0	\$88,274	\$119,366
National City	\$80,880	\$102,600	\$1,117	\$0	\$0	\$0	\$0	\$79,763	\$101,483
Oceanside	\$97,920	\$97,920	\$1,624	\$0	\$0	\$0	\$0	\$96,296	\$96,296
San Marcos	\$51,600	\$120,000	\$1,287	\$0	\$0	\$0	\$0	\$50,313	\$118,713
Vista	\$90,648	\$110,172	n/a	\$0	\$0	\$5,439	\$6,610	\$85,209	\$103,562
Anaheim	\$103,224	\$129,036	\$342	\$0	\$0	\$4,921	\$6,151	\$97,961	\$122,543
Fresno	\$84,732	\$108,108	\$1,966	n/p	n/p	\$7,626	\$9,730	\$75,141	\$96,413
Long Beach	\$89,264	\$109,655	\$678	\$0	\$0	\$893	\$1,097	\$87,694	\$107,880
Los Angeles	\$111,532	\$131,297	\$2,633	\$0	\$0	\$10,038	\$11,817	\$98,861	\$116,847
Murrieta	\$90,936	\$110,532	\$0	\$0	\$0	\$0	\$0	\$90,936	\$110,532
Riverside	\$101,310	\$123,134	\$0	\$0	\$0	\$0	\$0	\$101,310	\$123,134
Sacramento	\$81,516	\$122,280	\$518	\$0	\$0	\$0	\$0	\$80,998	\$121,762
Santa Ana	\$99,228	\$120,660	\$186	\$0	\$0	\$0	\$0	\$99,042	\$120,474
County of Los Angeles	\$108,732	\$121,188	\$0	\$0	\$0	\$8,579	\$9,562	\$100,153	\$111,626
Orange County Fire Authority	\$104,600	\$122,624	\$1,199	\$0	\$0	\$0	\$0	\$103,400	\$121,425
San Bernardino County	\$76,211	\$97,635	\$2,409	\$0	\$0	\$2,637	\$3,378	\$71,165	\$91,848
Houston	\$94,164	\$98,792	\$1,792	\$0	\$0	\$0	\$0	\$92,372	\$97,000
Phoenix	\$61,560	\$97,002	\$2,455	\$0	\$0	\$4,709	\$7,421	\$54,396	\$87,126
Average	\$88,793	\$112,332						\$85,235	\$108,190
Median	\$89,956	\$110,388						\$87,984	\$110,304
San Diego	\$85,711	\$103,756						\$76,888	\$93,398
Percentile Rank	38%	29%						24%	14%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE BATTALION CHIEF – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$85,711	\$103,756	\$4,834	\$0	\$0	\$7,294	\$8,830	\$73,583	\$90,093
Carlsbad	\$84,443	\$122,498	\$2,406	\$0	\$0	\$844	\$1,225	\$81,192	\$118,867
Chula Vista	\$90,696	\$110,244	\$276	\$0	\$0	\$0	\$0	\$90,420	\$109,968
El Cajon	\$75,708	\$92,244	\$6,802	\$0	\$0	\$0	\$0	\$68,906	\$85,442
Encinitas									
Escondido	\$88,824	\$119,916	\$865	\$0	n/a	\$0	\$0	\$87,959	\$119,051
National City	\$80,880	\$102,600	\$2,091	\$0	\$0	\$0	\$0	\$78,789	\$100,509
Oceanside	\$97,920	\$97,920	\$3,678	\$0	\$0	\$0	\$0	\$94,242	\$94,242
San Marcos	\$51,600	\$120,000	\$1,883	\$0	\$0	\$0	\$0	\$49,717	\$118,117
Vista	\$90,648	\$110,172	\$2,364	\$0	\$0	\$5,439	\$6,610	\$82,845	\$101,198
Anaheim	\$103,224	\$129,036	\$530	\$0	\$0	\$4,921	\$6,151	\$97,773	\$122,355
Fresno	\$84,732	\$108,108	\$1,966	n/p	n/p	\$7,626	\$9,730	\$75,141	\$96,413
Long Beach	\$89,264	\$109,655	\$1,520	\$0	\$0	\$893	\$1,097	\$86,851	\$107,038
Los Angeles	\$111,532	\$131,297	\$2,633	\$0	\$0	\$10,038	\$11,817	\$98,861	\$116,847
Murrieta	\$90,936	\$110,532	\$667	\$0	\$0	\$0	\$0	\$90,269	\$109,865
Riverside	\$101,310	\$123,134	\$272	\$0	\$0	\$0	\$0	\$101,039	\$122,862
Sacramento	\$81,516	\$122,280	\$905	\$0	\$0	\$0	\$0	\$80,611	\$121,375
Santa Ana	\$99,228	\$120,660	\$2,475	\$0	\$0	\$0	\$0	\$96,753	\$118,185
County of Los Angeles	\$108,732	\$121,188	\$1,119	\$0	\$0	\$8,579	\$9,562	\$99,034	\$110,507
Orange County Fire Authority	\$104,600	\$122,624	\$4,536	\$0	\$0	\$0	\$0	\$100,064	\$118,088
San Bernardino County	\$76,211	\$97,635	\$3,279	\$0	\$0	\$2,637	\$3,378	\$70,295	\$90,978
Houston	\$94,164	\$98,792	\$2,289	\$0	\$0	\$0	\$0	\$91,875	\$96,503
Phoenix	\$61,560	\$97,002	\$2,455	\$0	\$0	\$4,709	\$7,421	\$54,396	\$87,126
Average	\$88,793	\$112,332						\$84,119	\$107,074
Median	\$89,956	\$110,388						\$87,405	\$109,917
San Diego	\$85,711	\$103,756						\$73,583	\$90,093
Percentile Rank	38%	29%						19%	10%

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE PREVENTION INSPECTOR II – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min) ⁽¹⁾	Pension (Max) ⁽¹⁾	Minimum	Maximum
San Diego	\$63,811	\$77,170	\$0	\$0	\$0	\$4,901	\$5,927	\$58,910	\$71,243
Carlsbad	\$55,124	\$67,004	\$0	\$0	\$0	\$551	\$670	\$54,573	\$66,334
Chula Vista	\$55,528	\$67,494	\$96	\$0	\$0	\$0	\$0	\$55,432	\$67,398
El Cajon									
Encinitas	\$52,296	\$69,627	\$0	\$0	\$0	\$1,046	\$1,393	\$51,250	\$68,234
Escondido	\$51,348	\$62,424	\$229	\$0	n/a	\$0	\$0	\$51,119	\$62,195
National City									
Oceanside	\$47,770	\$59,736	\$0	\$0	\$0	\$0	\$0	\$47,770	\$59,736
San Marcos									
Vista	\$47,688	\$67,092	\$845	\$0	\$0	\$2,861	\$4,026	\$43,982	\$62,221
Anaheim	\$51,064	\$65,165	\$121	\$0	\$0	\$511	\$652	\$50,432	\$64,392
Fresno	\$48,228	\$52,764	\$1,966	n/p	n/p	\$3,820	\$4,179	\$42,443	\$46,619
Long Beach	\$52,692	\$64,692	\$378	\$0	\$0	\$527	\$647	\$51,787	\$63,667
Los Angeles	\$81,488	\$90,972	\$0	\$0	\$0	\$7,334	\$8,187	\$74,154	\$82,785
Murrieta	\$52,020	\$63,228	\$0	\$0	\$0	\$0	\$0	\$52,020	\$63,228
Riverside	\$54,627	\$66,365	\$0	\$0	\$0	\$0	\$0	\$54,627	\$66,365
Sacramento	\$62,664	\$76,176	\$556	\$0	\$0	\$1,880	\$2,285	\$60,228	\$73,334
Santa Ana	\$49,092	\$62,712	\$186	\$0	\$0	\$0	\$0	\$48,906	\$62,526
County of Los Angeles									
Orange County Fire Authority	\$58,506	\$77,767	\$0	\$0	\$0	\$0	\$0	\$58,506	\$77,767
San Bernardino County	\$43,056	\$55,099	\$1,180	\$0	\$0	\$1,076	\$1,377	\$40,800	\$52,542
Houston	\$59,324	\$64,524	\$427	\$0	\$0	\$0	\$0	\$58,897	\$64,097
Phoenix	\$42,058	\$61,734	\$765	\$0	\$0	\$2,103	\$3,087	\$39,190	\$57,882
Average	\$54,125	\$66,934						\$52,370	\$64,872
Median	\$52,296	\$65,165						\$51,787	\$64,097
San Diego	\$63,811	\$77,170						\$58,910	\$71,243
Percentile Rank	94%	89%						89%	83%

Notes

⁽¹⁾ Cities with Fire Prevention Inspectors enrolled in the General Defined Benefit Retirement Plan: San Diego, Encinitas, Escondido, Anaheim, Fresno, Long Beach, Murrieta, Riverside, Sacramento, Santa Ana, OCFA, SB County and Phoenix.

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE PREVENTION INSPECTOR II – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min) ⁽¹⁾	Pension (Max) ⁽¹⁾	Minimum	Maximum
San Diego	\$63,811	\$77,170	\$1,529	\$0	\$0	\$4,901	\$5,927	\$57,381	\$69,714
Carlsbad	\$55,124	\$67,004	\$1,367	\$0	\$0	\$551	\$670	\$53,206	\$64,967
Chula Vista	\$55,528	\$67,494	\$168	\$0	\$0	\$0	\$0	\$55,360	\$67,326
El Cajon									
Encinitas	\$52,296	\$69,627	\$0	\$0	\$0	\$1,046	\$1,393	\$51,250	\$68,234
Escondido	\$51,348	\$62,424	\$550	\$0	n/a	\$0	\$0	\$50,798	\$61,874
National City									
Oceanside	\$47,770	\$59,736	\$1,624	\$0	\$0	\$0	\$0	\$46,146	\$58,112
San Marcos									
Vista	\$47,688	\$67,092	n/a	\$0	\$0	\$2,861	\$4,026	\$44,827	\$63,066
Anaheim	\$51,064	\$65,165	\$342	\$0	\$0	\$511	\$652	\$50,212	\$64,171
Fresno	\$48,228	\$52,764	\$1,966	n/p	n/p	\$3,820	\$4,179	\$42,443	\$46,619
Long Beach	\$52,692	\$64,692	\$678	\$0	\$0	\$527	\$647	\$51,487	\$63,367
Los Angeles	\$81,488	\$90,972	\$2,633	\$0	\$0	\$7,334	\$8,187	\$71,521	\$80,152
Murrieta	\$52,020	\$63,228	\$0	\$0	\$0	\$0	\$0	\$52,020	\$63,228
Riverside	\$54,627	\$66,365	\$0	\$0	\$0	\$0	\$0	\$54,627	\$66,365
Sacramento	\$62,664	\$76,176	\$518	\$0	\$0	\$1,880	\$2,285	\$60,266	\$73,373
Santa Ana	\$49,092	\$62,712	\$186	\$0	\$0	\$0	\$0	\$48,906	\$62,526
County of Los Angeles									
Orange County Fire Authority	\$58,506	\$77,767	\$1,199	\$0	\$0	\$0	\$0	\$57,307	\$76,568
San Bernardino County	\$43,056	\$55,099	\$2,409	\$0	\$0	\$1,076	\$1,377	\$39,571	\$51,313
Houston	\$59,324	\$64,524	\$1,792	\$0	\$0	\$0	\$0	\$57,532	\$62,732
Phoenix	\$42,058	\$61,734	\$2,455	\$0	\$0	\$2,103	\$3,087	\$37,500	\$56,192
Average	\$54,125	\$66,934						\$51,703	\$64,205
Median	\$52,296	\$65,165						\$51,487	\$63,367
San Diego	\$63,811	\$77,170						\$57,381	\$69,714
Percentile Rank	94%	89%						83%	83%

Notes

⁽¹⁾ Cities with Fire Prevention Inspectors enrolled in the General Defined Benefit Retirement Plan: San Diego, Encinitas, Escondido, Anaheim, Fresno, Long Beach, Murrieta, Riverside, Sacramento, Santa Ana, OCFA, SB County and Phoenix.

NET TAKE HOME PAY City of San Diego vs. All Agencies

FIRE PREVENTION INSPECTOR II – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min) ⁽¹⁾	Pension (Max) ⁽¹⁾	Minimum	Maximum
San Diego	\$63,811	\$77,170	\$4,834	\$0	\$0	\$4,901	\$5,927	\$54,076	\$66,409
Carlsbad	\$55,124	\$67,004	\$2,406	\$0	\$0	\$551	\$670	\$52,166	\$63,927
Chula Vista	\$55,528	\$67,494	\$276	\$0	\$0	\$0	\$0	\$55,252	\$67,218
El Cajon									
Encinitas	\$52,296	\$69,627	\$0	\$0	\$0	\$1,046	\$1,393	\$51,250	\$68,234
Escondido	\$51,348	\$62,424	\$865	\$0	n/a	\$0	\$0	\$50,483	\$61,559
National City									
Oceanside	\$47,770	\$59,736	\$3,678	\$0	\$0	\$0	\$0	\$44,092	\$56,058
San Marcos									
Vista	\$47,688	\$67,092	\$2,364	\$0	\$0	\$2,861	\$4,026	\$42,463	\$60,702
Anaheim	\$51,064	\$65,165	\$530	\$0	\$0	\$511	\$652	\$50,024	\$63,984
Fresno	\$48,228	\$52,764	\$1,966	n/p	n/p	\$3,820	\$4,179	\$42,443	\$46,619
Long Beach	\$52,692	\$64,692	\$1,520	\$0	\$0	\$527	\$647	\$50,645	\$62,525
Los Angeles	\$81,488	\$90,972	\$2,633	\$0	\$0	\$7,334	\$8,187	\$71,521	\$80,152
Murrieta	\$52,020	\$63,228	\$667	\$0	\$0	\$0	\$0	\$51,353	\$62,561
Riverside	\$54,627	\$66,365	\$272	\$0	\$0	\$0	\$0	\$54,355	\$66,093
Sacramento	\$62,664	\$76,176	\$905	\$0	\$0	\$1,880	\$2,285	\$59,879	\$72,985
Santa Ana	\$49,092	\$62,712	\$2,475	\$0	\$0	\$0	\$0	\$46,617	\$60,237
County of Los Angeles									
Orange County Fire Authority	\$58,506	\$77,767	\$4,536	\$0	\$0	\$0	\$0	\$53,970	\$73,231
San Bernardino County	\$43,056	\$55,099	\$3,279	\$0	\$0	\$1,076	\$1,377	\$38,700	\$50,442
Houston	\$59,324	\$64,524	\$2,289	\$0	\$0	\$0	\$0	\$57,035	\$62,235
Phoenix	\$42,058	\$61,734	\$2,455	\$0	\$0	\$2,103	\$3,087	\$37,500	\$56,192
Average	\$54,125	\$66,934						\$50,728	\$63,230
Median	\$52,296	\$65,165						\$51,250	\$62,561
San Diego	\$63,811	\$77,170						\$54,076	\$66,409
Percentile Rank	94%	89%						72%	72%

Notes

⁽¹⁾ Cities with Fire Prevention Inspectors enrolled in the General Defined Benefit Retirement Plan: San Diego, Encinitas, Escondido, Anaheim, Fresno, Long Beach, Murrieta, Riverside, Sacramento, Santa Ana, OCFA, SB County and Phoenix.

NET TAKE HOME PAY City of San Diego vs. All Agencies

EMERGENCY MEDICAL TECHNICIAN – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min) ⁽¹⁾	Pension (Max) ⁽¹⁾	Minimum	Maximum
San Diego	\$25,260	\$30,468	\$0	\$0	\$0	\$1,940	\$2,340	\$23,320	\$28,128
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido	\$24,576	\$29,868	\$229	\$0	n/a	\$0	\$0	\$24,347	\$29,639
National City									
Oceanside	\$18,012	\$23,004	\$0	\$0	\$0	\$0	\$0	\$18,012	\$23,004
San Marcos	\$20,676	\$25,128	\$214	\$0	\$0	\$0	\$0	\$20,462	\$24,914
Vista									
Anaheim									
Fresno									
Long Beach									
Los Angeles									
Murrieta									
Riverside									
Sacramento									
Santa Ana									
County of Los Angeles									
Orange County Fire Authority									
San Bernardino County									
Houston									
Phoenix									
Average	\$22,131	\$27,117						\$21,535	\$26,421
Median	\$22,626	\$27,498						\$21,891	\$26,521
San Diego	\$25,260	\$30,468						\$23,320	\$28,128
Percentile Rank	100%	100%						67%	67%

Notes

⁽¹⁾ Cities with EMTs enrolled in the General Defined Benefit Retirement Plan: San Diego, Escondido, San Marcos and Anaheim.

NET TAKE HOME PAY City of San Diego vs. All Agencies

EMERGENCY MEDICAL TECHNICIAN – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min) ⁽¹⁾	Pension (Max) ⁽¹⁾	Minimum	Maximum
San Diego	\$25,260	\$30,468	\$1,529	\$0	\$0	\$1,940	\$2,340	\$21,791	\$26,599
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido	\$24,576	\$29,868	\$550	\$0	n/a	\$0	\$0	\$24,026	\$29,318
National City									
Oceanside	\$18,012	\$23,004	\$1,624	\$0	\$0	\$0	\$0	\$16,388	\$21,380
San Marcos	\$20,676	\$25,128	\$1,287	\$0	\$0	\$0	\$0	\$19,389	\$23,841
Vista									
Anaheim									
Fresno									
Long Beach									
Los Angeles									
Murrieta									
Riverside									
Sacramento									
Santa Ana									
County of Los Angeles									
Orange County Fire Authority									
San Bernardino County									
Houston									
Phoenix									
Average	\$22,131	\$27,117						\$20,398	\$25,284
Median	\$22,626	\$27,498						\$20,590	\$25,220
San Diego	\$25,260	\$30,468						\$21,791	\$26,599
Percentile Rank	100%	100%						67%	67%

Notes

⁽¹⁾ Cities with EMTs enrolled in the General Defined Benefit Retirement Plan: San Diego, Escondido, San Marcos and Anaheim.

NET TAKE HOME PAY City of San Diego vs. All Agencies

EMERGENCY MEDICAL TECHNICIAN – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min) ⁽¹⁾	Pension (Max) ⁽¹⁾	Minimum	Maximum
San Diego	\$25,260	\$30,468	\$4,834	\$0	\$0	\$1,940	\$2,340	\$18,486	\$23,294
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido	\$24,576	\$29,868	\$865	\$0	n/a	\$0	\$0	\$23,711	\$29,003
National City									
Oceanside	\$18,012	\$23,004	\$3,678	\$0	\$0	\$0	\$0	\$14,334	\$19,326
San Marcos	\$20,676	\$25,128	\$1,883	\$0	\$0	\$0	\$0	\$18,793	\$23,245
Vista									
Anaheim									
Fresno									
Long Beach									
Los Angeles									
Murrieta									
Riverside									
Sacramento									
Santa Ana									
County of Los Angeles									
Orange County Fire Authority									
San Bernardino County									
Houston									
Phoenix									
Average	\$22,131	\$27,117						\$18,831	\$23,717
Median	\$22,626	\$27,498						\$18,640	\$23,270
San Diego	\$25,260	\$30,468						\$18,486	\$23,294
Percentile Rank	100%	100%						33%	67%

Notes

⁽¹⁾ Cities with EMTs enrolled in the General Defined Benefit Retirement Plan: San Diego, Escondido, San Marcos and Anaheim.

NET TAKE HOME PAY

City of San Diego vs. All Agencies

PARAMEDIC II – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$42,948	\$51,840	\$0	\$0	\$0	\$3,655	\$4,412	\$39,293	\$47,428
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido									
National City									
Oceanside									
San Marcos									
Vista									
Anaheim									
Fresno									
Long Beach									
Los Angeles									
Murrieta									
Riverside									
Sacramento									
Santa Ana	\$50,328	\$64,272	\$186	\$0	\$0	\$0	\$0	\$50,142	\$64,086
County of Los Angeles									
Orange County Fire Authority									
San Bernardino County									
Houston									
Phoenix									
Average	\$46,638	\$58,056						\$44,718	\$55,757
Median	\$46,638	\$58,056						\$44,718	\$55,757
San Diego	\$42,948	\$51,840						\$39,293	\$47,428
Percentile Rank	0%	0%						0%	0%

NET TAKE HOME PAY City of San Diego vs. All Agencies

PARAMEDIC II – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$42,948	\$51,840	\$1,529	\$0	\$0	\$3,655	\$4,412	\$37,764	\$45,899
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido									
National City									
Oceanside									
San Marcos									
Vista									
Anaheim									
Fresno									
Long Beach									
Los Angeles									
Murrieta									
Riverside									
Sacramento									
Santa Ana	\$50,328	\$64,272	\$186	\$0	\$0	\$0	\$0	\$50,142	\$64,086
County of Los Angeles									
Orange County Fire Authority									
San Bernardino County									
Houston									
Phoenix									
Average	\$46,638	\$58,056						\$43,953	\$54,993
Median	\$46,638	\$58,056						\$43,953	\$54,993
San Diego	\$42,948	\$51,840						\$37,764	\$45,899
Percentile Rank	0%	0%						0%	0%

NET TAKE HOME PAY City of San Diego vs. All Agencies

PARAMEDIC II – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$42,948	\$51,840	\$4,834	\$0	\$0	\$3,655	\$4,412	\$34,459	\$42,594
Carlsbad									
Chula Vista									
El Cajon									
Encinitas									
Escondido									
National City									
Oceanside									
San Marcos									
Vista									
Anaheim									
Fresno									
Long Beach									
Los Angeles									
Murrieta									
Riverside									
Sacramento									
Santa Ana	\$50,328	\$64,272	\$2,475	\$0	\$0	\$0	\$0	\$47,853	\$61,797
County of Los Angeles									
Orange County Fire Authority									
San Bernardino County									
Houston									
Phoenix									
Average	\$46,638	\$58,056						\$41,156	\$52,196
Median	\$46,638	\$58,056						\$41,156	\$52,196
San Diego	\$42,948	\$51,840						\$34,459	\$42,594
Percentile Rank	0%	0%						0%	0%

NET TAKE HOME PAY City of San Diego vs. All Agencies

DUAL ROLE - FIREFIGHTER/PARAMEDIC – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$67,334	\$78,596	\$0	\$0	\$0	\$5,730	\$6,689	\$61,604	\$71,908
Carlsbad	\$57,458	\$69,840	\$0	\$0	\$0	\$575	\$698	\$56,883	\$69,142
Chula Vista									
El Cajon	\$58,272	\$71,028	\$0	\$0	\$0	\$0	\$0	\$58,272	\$71,028
Encinitas	\$70,439	\$70,439	\$0	\$0	\$0	\$0	\$0	\$70,439	\$70,439
Escondido	\$51,936	\$69,600	\$229	\$0	n/a	\$0	\$0	\$51,707	\$69,371
National City	\$44,960	\$60,237	\$0	\$0	\$0	\$0	\$0	\$44,960	\$60,237
Oceanside	\$48,540	\$68,186	\$0	\$0	\$0	\$0	\$0	\$48,540	\$68,186
San Marcos	\$55,020	\$66,876	\$214	\$0	\$0	\$0	\$0	\$54,806	\$66,662
Vista	\$47,688	\$63,900	\$845	\$0	\$0	\$2,861	\$3,834	\$43,982	\$59,221
Anaheim	\$67,671	\$83,745	\$121	\$0	\$0	\$3,226	\$3,992	\$64,324	\$79,632
Fresno									
Long Beach	\$55,092	\$67,092	\$378	\$0	\$0	\$551	\$671	\$54,163	\$66,043
Los Angeles									
Murrieta	\$57,816	\$70,284	\$0	\$0	\$0	\$0	\$0	\$57,816	\$70,284
Riverside	\$61,678	\$78,638	\$0	\$0	\$0	\$0	\$0	\$61,678	\$78,638
Sacramento	\$54,552	\$65,016	\$556	\$0	\$0	\$0	\$0	\$53,996	\$64,460
Santa Ana	\$62,424	\$75,911	\$186	\$0	\$0	\$0	\$0	\$62,238	\$75,725
County of Los Angeles	\$54,000	\$74,736	\$0	\$0	\$0	\$4,261	\$5,897	\$49,739	\$68,839
Orange County Fire Authority	\$63,191	\$74,460	\$0	\$0	\$0	\$0	\$0	\$63,191	\$74,460
San Bernardino County	\$51,940	\$64,636	\$1,180	\$0	\$0	\$1,797	\$2,236	\$48,963	\$61,220
Houston	\$45,293	\$45,293	\$427	\$0	\$0	\$0	\$0	\$44,866	\$44,866
Phoenix	\$54,719	\$66,091	\$765	\$0	\$0	\$4,186	\$5,056	\$49,768	\$60,270
Average	\$56,501	\$69,230						\$55,097	\$67,532
Median	\$55,056	\$69,720						\$54,485	\$68,991
San Diego	\$67,334	\$78,596						\$61,604	\$71,908
Percentile Rank	89%	89%						74%	79%

Notes

Cities hiring Dual Role Firefighter/Paramedic: Carlsbad, El Cajon, Escondido, Oceanside, San Marcos, Vista, Murrieta, Sacramento, Los Angeles County, Orange County and Phoenix.

Cities where Firefighters receive Paramedic skill pay: San Diego, Encinitas, National City, Anaheim, Long Beach, Riverside, Santa Ana, San Bernardino County and Houston.

NET TAKE HOME PAY City of San Diego vs. All Agencies

DUAL ROLE - FIREFIGHTER/PARAMEDIC – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$67,334	\$78,596	\$1,529	\$0	\$0	\$5,730	\$6,689	\$60,075	\$70,379
Carlsbad	\$57,458	\$69,840	\$1,367	\$0	\$0	\$575	\$698	\$55,516	\$67,775
Chula Vista									
El Cajon	\$58,272	\$71,028	\$3,479	\$0	\$0	\$0	\$0	\$54,793	\$67,549
Encinitas	\$70,439	\$70,439	\$0	\$0	\$0	\$0	\$0	\$70,439	\$70,439
Escondido	\$51,936	\$69,600	\$550	\$0	n/a	\$0	\$0	\$51,386	\$69,050
National City	\$44,960	\$60,237	\$1,117	\$0	\$0	\$0	\$0	\$43,843	\$59,120
Oceanside	\$48,540	\$68,186	\$1,624	\$0	\$0	\$0	\$0	\$46,916	\$66,562
San Marcos	\$55,020	\$66,876	\$1,287	\$0	\$0	\$0	\$0	\$53,733	\$65,589
Vista	\$47,688	\$63,900	n/a	\$0	\$0	\$2,861	\$3,834	\$44,827	\$60,066
Anaheim	\$67,671	\$83,745	\$342	\$0	\$0	\$3,226	\$3,992	\$64,103	\$79,411
Fresno									
Long Beach	\$55,092	\$67,092	\$678	\$0	\$0	\$551	\$671	\$53,863	\$65,743
Los Angeles									
Murrieta	\$57,816	\$70,284	\$0	\$0	\$0	\$0	\$0	\$57,816	\$70,284
Riverside	\$61,678	\$78,638	\$0	\$0	\$0	\$0	\$0	\$61,678	\$78,638
Sacramento	\$54,552	\$65,016	\$518	\$0	\$0	\$0	\$0	\$54,034	\$64,498
Santa Ana	\$62,424	\$75,911	\$186	\$0	\$0	\$0	\$0	\$62,238	\$75,725
County of Los Angeles	\$54,000	\$74,736	\$0	\$0	\$0	\$4,261	\$5,897	\$49,739	\$68,839
Orange County Fire Authority	\$63,191	\$74,460	\$1,199	\$0	\$0	\$0	\$0	\$61,992	\$73,261
San Bernardino County	\$51,940	\$64,636	\$2,409	\$0	\$0	\$1,797	\$2,236	\$47,734	\$59,991
Houston	\$45,293	\$45,293	\$1,792	\$0	\$0	\$0	\$0	\$43,502	\$43,502
Phoenix	\$54,719	\$66,091	\$2,455	\$0	\$0	\$4,186	\$5,056	\$48,078	\$58,580
Average	\$56,501	\$69,230						\$54,315	\$66,750
Median	\$55,056	\$69,720						\$53,949	\$67,662
San Diego	\$67,334	\$78,596						\$60,075	\$70,379
Percentile Rank	89%	89%						74%	74%

Notes

Cities hiring Dual Role Firefighter/Paramedic: Carlsbad, El Cajon, Escondido, Oceanside, San Marcos, Vista, Murrieta, Sacramento, Los Angeles County, Orange County and Phoenix.

Cities where Firefighters receive Paramedic skill pay: San Diego, Encinitas, National City, Anaheim, Long Beach, Riverside, Santa Ana, San Bernardino County and Houston.

NET TAKE HOME PAY City of San Diego vs. All Agencies

DUAL ROLE - FIREFIGHTER/PARAMEDIC – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$67,334	\$78,596	\$4,834	\$0	\$0	\$5,730	\$6,689	\$56,770	\$67,074
Carlsbad	\$57,458	\$69,840	\$2,406	\$0	\$0	\$575	\$698	\$54,477	\$66,736
Chula Vista									
El Cajon	\$58,272	\$71,028	\$6,802	\$0	\$0	\$0	\$0	\$51,470	\$64,226
Encinitas	\$70,439	\$70,439	\$0	\$0	\$0	\$0	\$0	\$70,439	\$70,439
Escondido	\$51,936	\$69,600	\$865	\$0	n/a	\$0	\$0	\$51,071	\$68,735
National City	\$44,960	\$60,237	\$2,091	\$0	\$0	\$0	\$0	\$42,869	\$58,146
Oceanside	\$48,540	\$68,186	\$3,678	\$0	\$0	\$0	\$0	\$44,862	\$64,508
San Marcos	\$55,020	\$66,876	\$1,883	\$0	\$0	\$0	\$0	\$53,137	\$64,993
Vista	\$47,688	\$63,900	\$2,364	\$0	\$0	\$2,861	\$3,834	\$42,463	\$57,702
Anaheim	\$67,671	\$83,745	\$530	\$0	\$0	\$3,226	\$3,992	\$63,915	\$79,223
Fresno									
Long Beach	\$55,092	\$67,092	\$1,520	\$0	\$0	\$551	\$671	\$53,021	\$64,901
Los Angeles									
Murrieta	\$57,816	\$70,284	\$667	\$0	\$0	\$0	\$0	\$57,149	\$69,617
Riverside	\$61,678	\$78,638	\$272	\$0	\$0	\$0	\$0	\$61,406	\$78,366
Sacramento	\$54,552	\$65,016	\$905	\$0	\$0	\$0	\$0	\$53,647	\$64,111
Santa Ana	\$62,424	\$75,911	\$2,475	\$0	\$0	\$0	\$0	\$59,949	\$73,435
County of Los Angeles	\$54,000	\$74,736	\$1,119	\$0	\$0	\$4,261	\$5,897	\$48,620	\$67,720
Orange County Fire Authority	\$63,191	\$74,460	\$4,536	\$0	\$0	\$0	\$0	\$58,655	\$69,924
San Bernardino County	\$51,940	\$64,636	\$3,279	\$0	\$0	\$1,797	\$2,236	\$46,863	\$59,120
Houston	\$45,293	\$45,293	\$2,289	\$0	\$0	\$0	\$0	\$43,005	\$43,005
Phoenix	\$54,719	\$66,091	\$2,455	\$0	\$0	\$4,186	\$5,056	\$48,078	\$58,580
Average	\$56,501	\$69,230						\$53,093	\$65,528
Median	\$55,056	\$69,720						\$53,079	\$65,864
San Diego	\$67,334	\$78,596						\$56,770	\$67,074
Percentile Rank	89%	89%						68%	58%

Notes

Cities hiring Dual Role Firefighter/Paramedic: Carlsbad, El Cajon, Escondido, Oceanside, San Marcos, Vista, Murrieta, Sacramento, Los Angeles County, Orange County and Phoenix.

Cities where Firefighters receive Paramedic skill pay: San Diego, Encinitas, National City, Anaheim, Long Beach, Riverside, Santa Ana, San Bernardino County and Houston.

NET TAKE HOME PAY City of San Diego vs. All Agencies

SAN DIEGO PERCENTILE RANKING - NET TAKE HOME PAY

Position		Percentile Rankings	
		Minimum Pay	Maximum Pay
Fire Recruit	Single	17%	25%
	Employee + 1 Dependent	17%	25%
	Employee + Family	8%	0%
Fire Fighter I	Single	25%	25%
	Employee + 1 Dependent	25%	25%
	Employee + Family	25%	25%
Fire Fighter II	Single	53%	42%
	Employee + 1 Dependent	53%	37%
	Employee + Family	37%	26%
Fire Engineer	Single	50%	50%
	Employee + 1 Dependent	50%	50%
	Employee + Family	41%	36%
Fire Captain	Single	50%	55%
	Employee + 1 Dependent	50%	50%
	Employee + Family	36%	36%
Fire Battalion Chief	Single	24%	14%
	Employee + 1 Dependent	24%	14%
	Employee + Family	19%	10%
Fire Prevention Inspector II	Single	89%	83%
	Employee + 1 Dependent	83%	83%
	Employee + Family	72%	72%
Emergency Medical Technician	Single	67%	67%
	Employee + 1 Dependent	67%	67%
	Employee + Family	33%	67%
Paramedic II	Single	0%	0%
	Employee + 1 Dependent	0%	0%
	Employee + Family	0%	0%
Dual Role - Fire Fighter / Paramedic	Single	74%	79%
	Employee + 1 Dependent	74%	74%
	Employee + Family	68%	58%

COMPENSATION

	Tuition Reimbursement	Uniform Allowance	Bilingual Pay	Special Assignment Pay	Acting Pay/Out-of-Class Assignment	Shift Differential Pay	Call Back Pay	Stand-By Pay
San Diego	•	•	•	•	•		•	•
Carlsbad			•					
Chula Vista	•	•	•	•	•		•	•
El Cajon	•	•		•	•		•	
Encinitas		•			•		•	•
Escondido	•	•	•		•		•	•
National City	•	•	•		•			
Oceanside	•	•	•		•			
San Marcos	•	•		•				
Vista	•	•	•	•			•	•
Anaheim		•	•	•	•	•	•	•
Fresno	•	•	•	•	•			
Long Beach		•	•	•	•		•	•
Los Angeles		•	•	•				•
Murrieta	•	•	•	•	•			
Riverside	•		•	•	•		•	•
Sacramento	•	•	•	•	•	•	•	
Santa Ana	•		•	•	•		•	
County of Los Angeles		•	•	•		•		
Orange County Fire Authority	•	•	•	•	•		•	•
San Bernadino County	•	•	•	•	•		•	•
Houston		•	•	•				
Phoenix	•	•	•	•	•	•	•	•
Percent Offering Add-On Benefit	70%	87%	87%	78%	74%	17%	61%	52%

COMPENSATION

	Fire Work Schedule			Notes
	56 hr Schedule	9/80 Schedule	Other	
San Diego	•			
Carlsbad			40 hr / 7 day	9/80 (only for Fire Marshals, on a 9 month trial)
Chula Vista	•			
El Cajon	•		40 hr schedule	(for Prevention and Admin)
Encinitas	•		4's & 6's/ 8 shifts in 24 days	
Escondido	•			
National City	•			
Oceanside	•			
San Marcos	•			
Vista	•			
Anaheim	•			
Fresno	•		5/8, 4/10.	Management discretion
Long Beach	•			
Los Angeles	•		42 24hr periods	
Murrieta	•		40 hr schedule	varies by function
Riverside	•			
Sacramento	•	•	4/10, 5/8 work schedule	varies by function
Santa Ana			5/40, 4/10	Management discretion
County of Los Angeles	•	•	4/40 Schedule	Management discretion
Orange County Fire Authority	•		40 hr schedule	Management discretion
San Bernadino County	•			
Houston				
Phoenix	•			
Percent Offering	95%	10%		

COMPENSATION – PAY INCREASES

	FIRE PAY INCREASE		
	2007	2008	2009
San Diego	0.00%	-	-
Carlsbad	4.25%	-	-
Chula Vista ⁽¹⁾	4.00%	4.00%	4.00%
El Cajon ⁽²⁾	n/a	n/a	n/a
Encinitas	5.10%	5.10%	5.10%
Escondido	3.00%	-	-
National City ⁽³⁾	3.70%	-	-
Oceanside ⁽⁴⁾	varies	-	-
San Marcos ⁽⁵⁾	n/a	n/a	n/a
Vista	5.00%	5.00%	-
Anaheim	5.00%	6.00%	1.00%
Fresno	3.10%	-	-
Long Beach	6.00%	-	-
Los Angeles ⁽⁶⁾	n/a	n/a	n/a
Murrieta ⁽⁷⁾	6.00%	-	-
Riverside	3.50%	3.50%	2.50%
Sacramento	5.00%	5.00%	-
Santa Ana	4.50%	-	-
County of Los Angeles	7.00%	3.00%	-
Orange County Fire Authority ⁽⁸⁾	n/a	n/a	n/a
San Bernadino County ⁽⁹⁾	2.00%	3.00%	3.00%
Houston	n/a	n/a	n/a
Phoenix	4.00%	-	-
Average	3.97%	4.33%	3.12%
Median	4.25%	4.50%	3.00%

Notes

- (1) Chula Vista: 4% Salary increase planned for 2010.
 (2) El Cajon: MOU expires in 06/30/07
 (3) National City: SD County CPI effective 1/07: SD County Market Average 1/08 and by-annually thereafter through term of contract until 12/31/10
 (4) Oceanside: Increases to take effect in May 2007
 Amounts: Firefighter/Paramedics/Fire Engineers: 5% / Fire Safety Specialist: 6% / Fire Captain: 6%
 (5) San Marcos: MOU expires 12/31/06
 (6) Los Angeles: MOU expired 06/06. No more info available.
 (7) Murrieta: Pay increases for 2007 are estimated to be between 5% and 7%
 (8) Orange County Fire Authority: MOU expires in June 2007.
 (9) SB County: Equity adjustments:

	2007	2008	2009
Firefighter	2%	1.50%	2%
Engineer	2%	2.50%	3%
Captain	3%	3.50%	4%

NOTES

Notes

Carlsbad

Some data collected from MOUs, and complemented by Calpacs.
 Fire Battalion Chief: Salary from Calpacs as of 07/01/05 + 4.25% increase in 2006.
 No input from city staff.

Chula Vista

Most data collected from MOUs, online documents, or supplied by city staff.
 Additional salary information retrieved from Calpacs as of 06/06.

El Cajon

Most data collected from MOUs and online documents.
 Additional salary information extracted from Calpacs as of 07/2006.
 Limited input from city staff, mostly in response to Request of Information.

Encinitas

City staff provided most of the information.
 Additional data collected from MOUs and online documents.
 Calpacs H&W data also used as reference. (04/2006)

Escondido

Most data collected from MOUs and online documents.
 City provided limited input.
 Calpacs was also used to fill in gaps. (2006)

National City

Most data retrieved from Calpacs. (12/2005)
 City staff confirmed H&W and Pension data.
 MOUs are not available yet.

Oceanside

Most data retrieved from Calpacs. (09/2006)
 City staff provided limited salary information, and confirmed H&W and pension data.
 Very limited online information available.

San Marcos

Most data retrieved from Calpacs. (2006)
 Limited online data, and no MOUs were available.
 No input from city staff.

Vista

Most data collected from MOUs and online documents.
 Additional data retrieved from Calpacs. (06/2006)
 No input from city staff.

Anaheim

Most data collected from MOUs and online documents.
 Fire Battalion Chief: Salary from Calpacs as of 06/30/2006.
 Firefighter I & II: Salary is for 56-work schedule.
 Additional data retrieved from Calpacs. (06/2006)
 City staff provided limited input.

NOTES

Fresno

Most data collected from MOUs.
 Medical Plans: Premium is \$819.00 month. City pays 80% of that.
 City staff provided limited input.

Long Beach

Most data collected from MOUs.
 Fire Battalion Chief salary taken from Calpacs (2004), and updated with planned salary increases.
 Paramedic skills are paid as Special Skill.
 Limited input from city staff.

Los Angeles

Most data collected from MOUs and online documents.
 EMT is paid an additional 3%.
 H&W and Pension data confirmed by internal consulting staff.
 No input from city staff.

Murrieta

Most data collected from MOUs and online documents.
 Additional data retrieved from Calpacs. (2006)
 No input from city staff.

Riverside

Most data collected from MOUs and online documents.
 Medical: city covers all costs.
 Dental: city pays costs for EE only and EE + 1; for EE + family, employee pays \$6.95/month. (data confirmed by city staff)
 Additional data retrieved from Calpacs. (2006)
 Limited input from city staff.

Sacramento

Most data collected from MOUs and online documents.
 Limited input from city staff.

Santa Ana

Most data collected from MOUs and online documents.
 City staff confirmed H&W and Pension data.
 Additional information retrieved from Calpacs. (07/2006)

County of Los Angeles

Most data collected from MOUs and online documents.
 Additional data collected from Calpacs. (2006)
 City staff confirmed pension data.
 Salary data for Fire Battalion Chief and Paramedics retrieved from Calpacs. (01/06)
 No input from city staff.

Orange Fire Authority County

Most data collected from MOUs and online documents.
 Pension Plan: OCFA picks up entire employee portion.
 EMT: 5% over top step pay for FF.
 Limited input from city staff.

NOTES

San Bernardino County

Most data collected from MOUs and online documents.

Additional data retrieved from Calpacs. (08/2006)

Equity adjustments

	2007	2008	2009
Firefighter	2%	1.5%	2%
Engineer	2%	2.5%	3%
Captain	3%	3.5%	4%

Limited input from city staff.

Houston

Salary data provided by city staff and retrieved online.

Additional information found online.

Limited input from city staff.

Phoenix

Most data collected from MOUs and online documents.

City staff supplied H&W and Pension data.

Limited input from city staff.

Cities Excluded from the Report

Oakland

Did not respond to inquiries, and no sufficient data is available online.

San Jose

Did not respond to inquiries, and no sufficient data is available online.

Riverside County

Contract Firefighter with State of California.

San Diego County

Contract Firefighter with State of California

Las Vegas

Insufficient data available

NOTES

Notes regarding EMT/Paramedic skills and the Dual Role Paramedic/Fire Fighter position

San Diego

EMT pay: added 8.5% to base salary for all positions except EMT.

Paramedic skill pay: added \$5.08 per hour for Fire Fighters only, thus creating the Dual Role Paramedic/Fire Fighter position.

Encinitas

EMT pay: added \$100.00 per month for Fire Fighters and Fire Prevention Inspectors.

Paramedic skill pay: \$ added \$100.00 per month for Fire Fighters only, thus creating the Dual Role Paramedic/Fire Fighter position.

National City

Paramedic skill pay: added 15% to base salary for Fire Fighters only, thus creating the Dual Role Paramedic/Fire Fighter position.

Anaheim

Paramedic skill pay: added \$3.73 per hour for Fire Fighters only, thus creating the Dual Role Paramedic/Fire Fighter position.

Fresno

EMT pay: added \$100.00 per month for all positions except Fire Battalion Chief.

Long Beach

EMT pay: added \$195.00 per month for all positions.

Paramedic skill pay: added \$200.00 per month for Fire Fighters only, thus creating the Dual Role Paramedic/Fire Fighter position.

Los Angeles

EMT pay: added 3% to base salary for all positions.

Riverside

EMT pay: added 2% to base salary for all positions.

Paramedic skill pay: added 15% to base salary for Fire Fighters only, thus creating the Dual Role Paramedic/Fire Fighter position.

Santa Ana

Paramedic skill pay: added 12.5% to base salary for Fire Fighters, thus creating the Dual Role Paramedic/Fire Fighter position.

Orange County Fire Authority

EMT pay: added 5% to base salary for all positions.

San Bernardino County

Paramedic skill pay: added \$550.00 per month to Fire Fighters, thus creating the Dual Role Paramedic/Fire Fighter position.

Houston

EMT pay: added \$74.69 bi-weekly to base salary for all positions, except EMT.

Paramedic skill pay: added \$184.62 bi-weekly to Fire Fighters, thus creating the Dual Role Paramedic/Fire Fighter position.

About Buck Consultants

Buck Consultants explores the full range of possibilities to provide clients with real-world answers to their human resource challenges. Our consultants customize solutions that are aligned with corporate strategies, ensuring a best-in-class approach.

Whether the issue is in the area of retirement services, health and welfare programs, human resource management, compensation strategy, or the effectiveness of employee communication – Buck provides *excellence*.

Buck Worldwide

- Atlanta
- Barcelona
- Boston
- Brussels
- Chicago
- Cincinnati
- Cleveland
- Dallas
- Denver
- Detroit
- Dublin
- Edinburgh
- Fort Wayne
- Hong Kong
- Honolulu
- Houston
- Ipswich
- London
- Los Angeles
- Madrid
- Manchester
- Minneapolis
- Montreal
- New York
- Orange
- Ottawa
- Philadelphia
- Phoenix
- Pittsburgh
- Reading
- San Diego
- San Francisco
- San Juan
- Secaucus
- Singapore
- St. Louis
- Stamford
- Toronto
- Vienna
- Washington, DC
- Wiesbaden
- Woerden

About Buck Surveys

Buck's Survey Team conducts a series of surveys for HR professionals, ranging from detailed compensation surveys to specific benefits-related data resources for organizations spanning the globe. These surveys provide the quality data that companies can rely upon to make decisions critical to organizational success.

Office Locations

<i>San Francisco</i>	<i>Secaucus</i>	<i>Stamford</i>
Buck Consultants	Buck Consultants	Buck Consultants
525 Market Street	500 Plaza Drive	281Tresser Boulevard
34 th Floor	9 th Floor	6 th Floor
San Francisco, CA 94105	Secaucus, NJ 07096	Stamford, CT 06901

Contact Information

1.800.887.0509
 hrsurveys@buckconsultants.com
 www.bucksurveys.com

Copyright © 2006 Buck Consultants, LLC. All rights reserved. This publication may not be reproduced, stored in a retrieval system or transmitted in whole or in part, in any form or by any means (electronic, mechanical, photocopying, recording or otherwise) without the prior written permission of: Buck Consultants, an ACS company, 525 Market Street, 34th Floor, San Francisco, CA 94105.

[looking for a partner]

buck

