



# Fire Classification Market Study Update

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## Discussion Topics

- Overview
- Summary of market study analysis
- Next steps

# Overview

- Piedmont Triad Regional Council (PTRC) conducted the classification and compensation study for certified Fire Department positions
- Market comparisons included:

Apex	Durham	Huntersville
Asheville	Forsyth County	Kannapolis
Burlington	Gastonia	Kernersville
Cary	Greensboro	Mooreville
Charlotte	Greenville	Raleigh
Concord	High Point	Wake Forest
		Wilmington





# Components of the Analysis

## Salary Range Analysis

- Minimum to Maximum salaries available for each position and pay grade

## Actual Salary Analysis

- Comparing current average actual salaries for each position to the average actual salaries for the 19 comparable agencies

## Benefits Survey

- Still waiting on complete results

At implementation, adjusting ranges and adjusting salaries are handled independently of one another.

# Summary Findings & Observations

CLASSIFICATION TITLE	HOURS	GRADE	NO DEGREE			ASSOCIATES			BACHELORS+		
			MIN	+MILITARY	MAX	MIN	+MILITARY	MAX	MIN	+MILITARY	MAX
FIREFIGHER RECRUIT	40	101	44,741	46,978	67,112	46,978	49,327	70,468	49,327	51,794	73,991
FIREFIGHER I	56	102	46,978	49,327	70,468	49,327	51,794	73,991	51,794	54,383	77,690
FIREFIGHER II	56	103	49,327	51,794	73,991	51,794	54,383	77,690	54,383	57,103	81,575
MASTER FIREFIGHER	56	105	54,383	57,103	81,575	57,103	59,958	85,653	59,958	62,955	89,936
FIRE ENGINEER - ADMIN (40)	40	106	57,103	59,958	85,653	59,958	62,955	89,936	62,955	66,103	94,433
FIRE ENGINEER (56)	56	106	57,103	59,958	85,653	59,958	62,955	89,936	62,955	66,103	94,433
FIRE INSPECTOR (40)	40	106	57,103	59,958	85,653	59,958	62,955	89,936	62,955	66,103	94,433
RISK REDUCTION SPECIALIST	40	106	57,103	59,958	85,653	59,958	62,955	89,936	62,955	66,103	94,433
ASSISTANT FIRE MARSHAL (40)	40	109	66,103	69,408	99,155	69,408	72,879	104,112	72,879	76,522	109,319
ASSISTANT FIRE MARSHAL (56)	56	109	66,103	69,408	99,155	69,408	72,879	104,112	72,879	76,522	109,319
FIRE CAPTAIN - ADMIN (40)	40	110	69,408	72,879	104,112	72,879	76,522	109,319	76,522	80,348	114,784
FIRE CAPTAIN (56)	56	110	69,408	72,879	104,112	72,879	76,522	109,319	76,522	80,348	114,784
SHIFT SAFETY & TRAINING OFFICER	56	110	69,408	72,879	104,112	72,879	76,522	109,319	76,522	80,348	114,784
BATT FIRE CHIEF - ADMIN (40)	40	112	76,522	80,348	114,784	80,348	84,366	120,523	84,366	88,585	126,549
BATTALION FIRE CHIEF (56)	56	112	76,522	80,348	114,784	80,348	84,366	120,523	84,366	88,585	126,549
DEPUTY FIRE MARSHAL	40	114	84,366	88,585	126,549	88,585	93,014	132,876	93,014	97,664	139,521

Current pay plan reflects 3 separate tiers based on education and military experience

- Military experience and educational attainment is recognized independent of classification, and most often at initial recruitment.
- The range of minimum to maximum salaries within each pay grade is more constrained at other organizations (*meaning it takes longer to reach the top of the pay range at WSFD than it does at other fire departments*)
- There was a larger discrepancy in salary ranges than average actual salaries

# Firefighter I

	Range Minimum	Range Maximum	Range %
WSFD Firefighter Current Range	\$46,978	\$77,690	65%
Observed Market Range	\$50,643	\$74,444	47%

# Firefighter I

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WSFD Firefighter Current Range	\$46,978	\$77,690	65%
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Current Range Minimum = ~7% below market

# Firefighter I

	Range Minimum	Range Maximum	Range %
WSFD Firefighter Current Range	\$46,978	\$77,690	65%
Observed Market Range	\$50,643	\$74,444	47%
Recommendation	\$51,000	\$79,050	55%

Current Range Minimum = ~ 7% below market

Recommendations = New range minimum 1% above market, new range maximum 6% above market, and 55% range



# Firefighter I

	Range Minimum	Range Maximum	Range %	Current Actual Average Salaries
WSFD Firefighter Current Range	\$46,978	\$77,690	65%	\$51,741
Observed Market Range	\$50,643	\$74,444	47%	\$54,527
Recommendation	\$51,000	\$79,050	55%	

The average of WSFD's Firefighter I current actual salaries are ~5% below market average.

Current Range Minimum = ~7% below market

Recommendations = New range minimum 1% above market, new range maximum 6% above market, and 55% range

# Engineer

	Range Minimum	Range Maximum	Range %
WSFD Engineer Current Range	\$57,103	\$94,433	65%
Observed Market Range	\$59,723	\$91,875	54%

# Engineer

	Range Minimum	Range Maximum	Range %
WSFD Engineer Current Range	\$57,103	\$94,433	65%
Observed Market Range	\$59,723	\$91,875	54%

Current Range Minimum = ~4% below market

# Engineer

	Range Minimum	Range Maximum	Range %
WSFD Engineer Current Range	\$57,103	\$94,433	65%
Observed Market Range	\$59,723	\$91,875	54%
Recommendation	\$61,991	\$96,086	55%

Current Range Minimum = ~4% below market

Recommendations = New range minimums and maximums both 5% above market, and 55% range

# Engineer

	Range Minimum	Range Maximum	Range %	Current Actual Average Salaries
WSFD Engineer Current Range	\$57,103	\$94,433	65%	\$70,373
Observed Market Range	\$59,723	\$91,875	54%	\$72,734
Recommendation	\$61,991	\$96,086	55%	

The average of WSFD's Engineer current actual salaries are ~3% below market average.

Current Range Minimum = ~4% below market

Recommendations = New range minimums and maximums both 5% above market, and 55% range



# Captain

	Range Minimum	Range Maximum	Range %
WSFD Captain Current Range	\$69,408	\$114,784	65%
Observed Market Range	\$73,878	\$111,203	51%

# Captain

	Range Minimum	Range Maximum	Range %
WSFD Captain Current Range	\$69,408	\$114,784	65%
Observed Market Range	\$73,878	\$111,203	51%

Current Range Minimum = ~6% below market

# Captain

	Range Minimum	Range Maximum	Range %
WSFD Captain Current Range	\$69,408	\$114,784	65%
Observed Market Range	\$73,878	\$111,203	51%
Recommendation	\$75,350	\$116,793	55%

Current Range Minimum = ~6% below market

Recommendations = New range minimum 2% above market, new range maximum 5% above market, and 55% range

# Captain

	Range Minimum	Range Maximum	Range %	Current Actual Average Salaries
WSFD Captain Current Range	\$69,408	\$114,784	65%	\$88,842
Observed Market Range	\$73,878	\$111,203	51%	\$90,977
Recommendation	\$75,350	\$116,793	55%	

The average of WSFD's Captain current actual salaries Captains are ~2% below market average.

Current Range Minimum = ~6% below market

Recommendations = New range minimum 2% above market, new range maximum 5% above market, and 55% range

# Battalion Chief

	Range Minimum	Range Maximum	Range %
WSFD Bat. Chief Current Range	\$76,522	\$126,549	65%
Observed Market Range	\$86,293	\$133,915	55%



# Battalion Chief

	Range Minimum	Range Maximum	Range %
WSFD Bat. Chief Current Range	\$76,522	\$126,549	65%
Observed Market Range	\$86,293	\$133,915	55%

Current Range Minimum = ~11% below market

# Battalion Chief

	Range Minimum	Range Maximum	Range %
WSFD Bat. Chief Current Range	\$76,522	\$126,549	65%
Observed Market Range	\$86,293	\$133,915	55%
Recommendation	\$87,227	\$135,203	55%

Current Range Minimum = ~11% below market

Recommendations = New range minimums and maximums both 1% above market, and 55% range

# Battalion Chief

	Range Minimum	Range Maximum	Range %	Current Actual Average Salaries
WSFD Bat. Chief Current Range	\$76,522	\$126,549	65%	\$110,798
Observed Market Range	\$86,293	\$133,915	55%	\$105,748
Recommendation	\$87,227	\$135,203	55%	

The average of WSFD's Battalion Chief current actual salaries are 5% above the market average.

Current Range Minimum = ~11% below market

Recommendations = New range minimums and maximums both 1% above market, and 55% range

# Summary of Market Position – Minimum Pay Ranges

	Current Range Minimum as % of Market		Proposed Range Minimum as % of Market
Firefighter I	93%	↑ 8%	101%
Engineer	96%	↑ 9%	105%
Captain	94%	↑ 8%	102%
Battalion Chief	89%	↑ 12%	101%

The average increase to the minimum pay ranges is 9%, resulting in minimum pay ranges higher than the market averages.

# Summary of Market Position – Maximum Pay Ranges

	Current Range Minimum as % of Market		Proposed Range Minimum as % of Market	Proposed Range Maximum as % of Market
Firefighter I	93%	↑ 8%	101%	106%
Engineer	96%	↑ 9%	105%	105%
Captain	94%	↑ 8%	102%	105%
Battalion Chief	89%	↑ 12%	101%	101%

On average, maximum pay ranges will be 4% higher than the market averages.



# Summary of Market Position – Current Actual WSFD Salaries

	Current Range Minimum as % of Market		Proposed Range Minimum as % of Market	Proposed Range Maximum as % of Market	Current Act. Salaries as % of Mkt Avg
Firefighter I	93%	↑ 8%	101%	106%	95%
Engineer	96%	↑ 9%	105%	105%	97%
Captain	94%	↑ 8%	102%	105%	98%
Battalion Chief	89%	↑ 12%	101%	101%	105%

Current actual salaries compared to the market average vary based on rank, with the largest variance at the entry level Firefighter. Adjustments to individual salaries are dependent on implementation strategies and framework.

# Recommended Pay Grades

Class Title	Grade	Minimum \$	Mid-Point \$	Maximum \$
Firefighter Recruit	101	\$48,571	\$61,929	\$75,286
Firefighter I	102	\$51,000	\$65,025	\$79,050
Firefighter II	103	\$53,550	\$68,276	\$83,003
Master Firefighter	105	\$59,039	\$75,275	\$91,510
Fire Engineer	106	\$61,991	\$79,038	\$96,086
Fire Inspector	106	\$61,991	\$79,038	\$96,086
Risk Reduction Specialist	106	\$61,991	\$79,038	\$96,086
Assistant Fire Marshal	109	\$71,762	\$91,497	\$111,232
Fire Captain	110	\$75,350	\$96,072	\$116,793
Shift Safety & Training Officer	110	\$75,350	\$96,072	\$116,793
Battalion Chief	113	\$87,227	\$111,215	\$135,203
Deputy Fire Marshal	114	\$91,589	\$116,776	\$141,963
Future Placeholder	115	\$96,167	\$122,613	\$149,059

## Assumptions:

- 5% increase between pay grades
- Range maximums are 55% higher than the range minimums
- With exception of Battalion Chiefs, all other positions remain in their current pay grades. (Battalion Chief's increase from grade 112 to 113 based on the market average)

# Implementation Assumptions and Considerations

- As appropriate, salaries will be adjusted up to the new pay range minimums
- Salaries must stay within the minimums and maximums within each pay range
- Develop hiring matrix to determine starting salaries based on PTRC's recommendations related to education and military experience
- Implementation cost considerations:
  - Financial impacts
  - Sets precedent for future classification and compensation studies

# Next Steps



- Compiles and analyzes results from benefits survey
- Recommends implementation strategies



- Adjustments to salary ranges and certified Fire pay plan will require amendments to the Personnel Resolution
- City management will evaluate recommended implementation strategies

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