



Total Compensation Survey: Fire Fighter as of October 1, 2014

Drexel Heights Fire District
Golder Ranch Fire District
Northwest Fire District

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BASE COMPENSATION (56 HOURS) – FIRE FIGHTER

District	Position Type	Description
Drexel Heights	Fire Fighter	<ul style="list-style-type: none"> • FTE = 31 • Minimum = \$42,205.60 • Midpoint = \$56,814 (Calculated) • Maximum = \$66,422.72 • Actual Average = \$54,579
Golder Ranch	Fire Fighter	<ul style="list-style-type: none"> • FTE = 50 • Minimum = \$45,218.63 • Midpoint = \$49,853.54 • Maximum = \$60,597.30 • Actual Average = \$52,346.22
Northwest	Fire Fighter	<ul style="list-style-type: none"> • FTE = 38 • Minimum = \$41,167 • Midpoint = \$47,656 • Maximum = \$55,167 • Actual Average = \$45,870.73
Tucson	Fire Fighter	<ul style="list-style-type: none"> • FTE = 137 • Minimum = \$42,253 • Midpoint = \$49,400.00 • Maximum = \$56,534.40 • Actual Average = \$46,220.03
Tucson	Fire Fighter On Assignment	<ul style="list-style-type: none"> • FTE = 35 • Minimum = \$44,349.76 • Midpoint = \$51,833.60 • Maximum = \$59,321.60 • Actual Average = \$51,478.34

District	ASSIGNMENTS & ASSIGNMENT PAY
Drexel Heights	<ul style="list-style-type: none"> No additional pay for special assignments except for overtime as it applies.
Golder Ranch	<ul style="list-style-type: none"> Paramedic - Not considered assignment pay. It has its own 7 step progression in pay plan. Special Ops- Training and standbys EE's receive OT Pay (21 Receive)
Northwest	<ul style="list-style-type: none"> Paramedic - Not considered assignment pay. It has its own 7 step progression in pay plan. HazMat - .67 additional per hour (16 receive) Technical Rescue - .67 additional per hour (14 receive) EMS Captain – 5% additional assignment pay (3 receive)
Tucson	<ul style="list-style-type: none"> 172 Firefighters and Firefighters on Assignment Paramedic Assignment Pay - \$150/month. (20 receive) HazMat / Technical Rescue Team / Rapid Response Team - 5% above base salary (35 receive) Honor Guard/Drum and Bugle - \$25.30 per pay (11 receive)

District	BILINGUAL PAY - SECOND LANGUAGE PAY
Drexel Heights	<ul style="list-style-type: none"> • None
Golder Ranch	<ul style="list-style-type: none"> • None
Northwest	<ul style="list-style-type: none"> • None
Tucson	<ul style="list-style-type: none"> • \$30 per pay period. 19 receive this pay.

District	BONUS/INCENTIVE PAY
Drexel Heights	<ul style="list-style-type: none"> • Longevity pay (\$50/year of service) • Educational stipend (Assoc = \$260/year; Bach and higher is \$520/year)
Golder Ranch	<ul style="list-style-type: none"> • None
Northwest	<ul style="list-style-type: none"> • None
Tucson	<ul style="list-style-type: none"> • None. Longevity was eliminated for all employees hired after 5/1/1977.

District	CALL OUT PAY
Drexel Heights	<ul style="list-style-type: none"> Any hours worked outside of scheduled hours is paid at overtime rate.
Golder Ranch	<ul style="list-style-type: none"> None
Northwest	<ul style="list-style-type: none"> None
Tucson	<ul style="list-style-type: none"> Minimum of two hours overtime at the overtime rate.

District	COMPENSATORY TIME OFF
Drexel Heights	<ul style="list-style-type: none"> • Policy allows for Comp Time, but is discouraged. Time worked outside of scheduled shift is typically paid out at 1.5 times.
Golder Ranch	<ul style="list-style-type: none"> • Maximum accrual of compensatory hours shall be 120
Northwest	<ul style="list-style-type: none"> • Maximum accumulation – 12.0 hours
Tucson	<ul style="list-style-type: none"> • Maximum accumulation is 60 hours.

District	DEATH BENEFIT
Drexel Heights	<ul style="list-style-type: none"> • Life Insurance policy provides \$20,000
Golder Ranch	<ul style="list-style-type: none"> • Not Provided
Northwest	<ul style="list-style-type: none"> • \$50,000 – On-the-job Accidental Death & Dismemberment • \$50,000 – Basic Life Insurance
Tucson	<ul style="list-style-type: none"> • A firefighter killed in the line of duty receives \$25,000.

District	DEFERRED COMPENSATION
Drexel Heights	<ul style="list-style-type: none"> No Employer Matching Contribution
Golder Ranch	<ul style="list-style-type: none"> No Matching of Employee Contribution, (401a plan) For employees who have entered PSPRS's DROP program, the District will match employee's contribution up to 7.65% of gross wages in place of PSPRS contributions that had been being made on the employee's behalf.
Northwest	<ul style="list-style-type: none"> No Employer Matching Contribution, however, NWFD contributes 1% of District gross payroll at a flat rate amount that is distributed evenly to regular participating PSPRS employees Post Employment Health Plan accounts on an annual basis. For employees who have entered PSPRS's DROP program, the District will match employee's contribution up to 7.65% of gross wages in place of PSPRS contributions that had been being made on the employee's behalf.
Tucson	<ul style="list-style-type: none"> No Employer Matching Contribution

District	EQUIPMENT
Drexel Heights	<ul style="list-style-type: none">• District issues all standard equipment
Golder Ranch	<ul style="list-style-type: none">• Department issues all standard equipment.
Northwest	<ul style="list-style-type: none">• District issues all standard equipment
Tucson	<ul style="list-style-type: none">• Department issues all standard equipment.

District	HOURS OF WORK AND OVERTIME
Drexel Heights	<ul style="list-style-type: none"> • Suppression works a 5/6 schedule
Golder Ranch	<ul style="list-style-type: none"> • The fire district has adopted a 14-day work period, pursuant section 7(k) of FLSA. This means that employees are paid OT for hours in excess of 106 hours in a 14-day period. This means that a suppression employee working our 3-platoon schedule will work a minimum of 2756 hours of straight time and 156 hour of overtime each year. To estimate the annual salary, use the following formula: $[(53 \text{ hours} \times \text{Reg Rate}) + (3 \text{ Hours} \times \text{OT Rate})] \times 52 \text{ weeks} = \text{Estimated Annual Salary}$.
Northwest	<ul style="list-style-type: none"> • 28 day cycle • Overtime calculation is based on any hours worked over 212 in 28 day cycle • PTO is considered hours worked, and is included in Overtime Calculation • Holiday Pay is not considered hours worked
Tucson	<ul style="list-style-type: none"> • Suppression works a 5/6 schedule.

District	PENSION PLAN CONTRIBUTION – FISCAL YEAR July 1, 2014 – June 30, 2015
Drexel Heights	<ul style="list-style-type: none"> • Employer Rate FY15: 17.38% • Employee Rate FY15: 11.05% • Total Contribution FY15: 28.43%
Golder Ranch	<ul style="list-style-type: none"> • Employer Rate FY15: 16.74% • Employee Rate FY15: 11.05% • Total Contribution FY15: 27.79%
Northwest	<ul style="list-style-type: none"> • Employer Rate FY15: 18.44% • Employee Rate FY15: 11.05% • Total Contribution FY15: 29.49%
Tucson	<ul style="list-style-type: none"> • Employer Rate FY15: 51.15% • Employee Rate FY15: 11.05% • Total Contribution FY15: 62.20%

District	RETENTION PAY
Drexel Heights	<ul style="list-style-type: none">• Longevity pay \$50/year for each year of service
Golder Ranch	<ul style="list-style-type: none">• None
Northwest	<ul style="list-style-type: none">• None
Tucson	<ul style="list-style-type: none">• Longevity Program was eliminated as of 5/1/1977

District	SHIFT DIFFERENTIAL
Drexel Heights	<ul style="list-style-type: none"> • None
Golder Ranch	<ul style="list-style-type: none"> • None
Northwest	<ul style="list-style-type: none"> • None
Tucson	<ul style="list-style-type: none"> • \$.85/hour for the hours worked between 8:00 p.m. to midnight. • \$.90/hour for the hours worked between midnight to 8:00 a.m.

District	SICK/MEDICAL LEAVE PAYOUT AT RETIREMENT
Drexel Heights	<ul style="list-style-type: none"> • 1-360 hours paid at 100% • 361+ hours paid at 50%
Golder Ranch	<ul style="list-style-type: none"> • Upon retirement, all accrued sick leave hours shall be partially compensated at 50% of the current hourly rate if the employee is in good standing with District policy during the prior twelve (12)-month period.
Northwest	<ul style="list-style-type: none"> • 100% of PTO balance at current hourly rate
Tucson	<ul style="list-style-type: none"> • Receive payment for the first 288 hours of sick leave at 100% of their base rate of pay. Then additional sick leave shall be paid at 50%. Employees who have a balance of less than 288 hours of sick leave shall receive payment at 50%.

District	SICK/MEDICAL LEAVE SELL BACK
Drexel Heights	<ul style="list-style-type: none"> • Must prove extreme hardship • Max payout is 120 hours • Balance cannot drop below 120 hours after payout • Can request payout one time in 24 months
Golder Ranch	<ul style="list-style-type: none"> • Annual cash out of sick leave shall be done on the first pay date in December. All hours in excess of 500 shall be automatically cashed out at 50%.
Northwest	<ul style="list-style-type: none"> • None, however, employees who have exceeded the STD (240 hours) and PTO (400 hours) benchmarks, are eligible to sell back the unused balance of the current fiscal year's PTO accrual in the District's annual pay-out and rollover options program. Rollover options include: PTO bank, Post Employment Health Plan, Qualified High Deductible Health Plan-Health Savings Account, or deferred compensation. Payout and rollover are at 100% of the employee's current rate of pay.
Tucson	<ul style="list-style-type: none"> • May sell back the following number of days of sick leave if they meet the following years of service and have the associated balance of sick leave on the first day of the pay period in which April 1 falls (at current rate of pay). • 7 days (56 hours) - 5 years of service, 45 days (360 hours) minimum balance • 13 days (104 hours) - 10 years of service, 55 days (440 hours) minimum balance • 20 days (160 hours) - 17 years of service, 65 days (520 hours) minimum balance • 26 days (208 hours) - 22 years of service, 75 days (600 hours) minimum balance

District	TEMPORARY DETAIL PAY
Drexel Heights	<ul style="list-style-type: none"> • Proposed: 5% increase after one shift consecutively • Current: Bottom step of detail or 5% whichever is more after 5 shifts
Golder Ranch	<ul style="list-style-type: none"> • None
Northwest	<ul style="list-style-type: none"> • 5% beginning on the 7th shift if not on promotional list • If on the eligibility list to be promoted in to the position, 5% or minimum of range, whichever is greatest, beginning on the 7th shift
Tucson	<ul style="list-style-type: none"> • 5% pay increase for out-of-class and temporary assignments when assuming a temporary position for 11 days, or more than 50% of the time worked in a 3 month period.

District	TUITION REIMBURSEMENT
Drexel Heights	<ul style="list-style-type: none"> • Up to \$1200 per fiscal year • Tuition only
Golder Ranch	<ul style="list-style-type: none"> • “A” = 100% reimbursement • “B” = 90% reimbursement • “C” = 75% reimbursement • “D” or “F” does not qualify for reimbursement • “Pass” in a Pass/Fail course = 100% reimbursement
Northwest	<ul style="list-style-type: none"> • \$2,500 for tuition only per calendar year for regular full-time employees not on new hire probation and have been pre-approved and budgeted
Tucson	<ul style="list-style-type: none"> • Reimbursement is limited to thirty credits/units or \$1,500 per fiscal year for non-probationary employees. Reimbursement is for tuition costs only. • University Level Courses • \$125.00 per credit hour for full-time employees • Community College Level Courses • \$ 65.50 per credit hour for fulltime employees

District	UNIFORMS
Drexel Heights	<ul style="list-style-type: none"> • \$500/year
Golder Ranch	<ul style="list-style-type: none"> • Suppression personnel will receive a lump sum payout of \$700.00 the first pay period in November each year.
Northwest	<ul style="list-style-type: none"> • First year of employment, NWFD purchases all uniforms approximately \$1,000. • Subsequent year is up to \$500.00 • District provides personnel with an annual uniform allowance on the first of July each year.
Tucson	<ul style="list-style-type: none"> • All Standard Issue Supplied. • Annual Uniform Maintenance Allowance = \$1530

District	BEREAVEMENT LEAVE
Drexel Heights	<ul style="list-style-type: none"> • Immediate family: up to 5 shifts • Extended family: 2 shifts in state/3 shifts out of state • Must use Personal Time Off (PTO)
Golder Ranch	<ul style="list-style-type: none"> • Employees may be entitled to two days of bereavement leave per year; a day for Suppression employees shall be twelve hours. Bereavement leave must be taken within a week of the actual date of death. • All Bereavement Leave must be approved by the Fire Chief.
Northwest	<ul style="list-style-type: none"> • 2 consecutive 24-hour shifts
Tucson	<ul style="list-style-type: none"> • Up to 56 hours (suppression staff) per fiscal year in paid leave for the death of an immediate family member.

District	HOLIDAY LEAVE
Drexel Heights	<ul style="list-style-type: none"> • 9 holidays total: • New Year's, Civil Rights Day, President's Day, Memorial Day, Independence Day, labor Day, Veteran's Day, Thanksgiving, Christmas • Hours worked are paid at 1.5 time for employees working on that day, unless working a trade. Those working the trade do not receive extra compensation. Those who have someone working for them do not receive additional pay.
Golder Ranch	<ul style="list-style-type: none"> • 10 holidays total: • New Year's Day (January 1), Civil Right's Day (Third Monday in January), President's Day (Third Monday in February), Memorial Day (Last Monday in May), Independence Day (July 4), Labor Day (First Monday in September), Columbus Day (October 12), Veteran's Day (November 11), Thanksgiving Day (Fourth Thursday in November), Christmas Day (December 25) • In addition, each employee shall receive a personal holiday benefit for their birthday. This holiday shall be taken on the employee's birthday or another day within the same pay period at the discretion of the Fire Chief.
Northwest	<ul style="list-style-type: none"> • 10 holidays total: • New Year's, Martin Luther King, President's, Memorial, Independence, Labor, Columbus, Veterans, Thanksgiving, and Christmas
Tucson	<ul style="list-style-type: none"> • 11 holidays total: • New Year's, Martin Luther King, President's, Cesar Chavez, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas, & Employee's Birthday.

District	MILITARY LEAVE
Drexel Heights	<ul style="list-style-type: none"> • No loss of pay or status • District will pay difference in salary if military pay is less than firefighter pay • 15 shifts in 24 months for training • Benefits and pay for active duty up to 6 months (during tenure)
Golder Ranch	<ul style="list-style-type: none"> • Military reserve training leave shall be granted for military duty required in order to meet training obligations. • Military training leave shall not exceed 30 calendar days in two consecutive calendar years. • The employee shall return to the regular position upon return from military training leave. • In order that the employee fulfilling the military training obligation does not suffer a loss of income, GRFD shall compensate the employee for the difference between the employee's normal rate of pay and that pay received for the military service. It is the responsibility of the employee to coordinate with Human Resources for arrangement of pay during the military training period.
Northwest	<ul style="list-style-type: none"> • Normal pay for training, if federal two year fiscal year time period is not exhausted, and training hours do not exceed the federally allowed cap of 720 hours, and NWFD pay is more than military pay, If two year time period is exhausted or training hours exceed the cap, NWFD will supplement the difference until new two year timeline begins again. • If deployed and NW salary is more than military salary, will supplement the difference.
Tucson	<ul style="list-style-type: none"> • Paid regular city salary for 30 days Active Duty for Training over 2 fiscal year period. If City salary is more than military salary and allowances, city will supplement the difference for extended deployments.

District	PERSONAL LEAVE
Drexel Heights	<ul style="list-style-type: none"> • Extended leave for extenuating circumstances for a period up to 6 months • Leave is unpaid beyond PTO usage
Golder Ranch	<ul style="list-style-type: none"> • None
Northwest	<ul style="list-style-type: none"> • None
Tucson	<ul style="list-style-type: none"> • Personal Leave Day: Employees may earn up to 3 personal leave days per year and bank up to 3 personal leave days. One day is accrued every 4 months period in which an employee does not use in excess of one 24 hour shift or two consecutive work days for non-24 hour personnel due to lost time or unscheduled vacation. Unused days are forfeited at separation.

District	SICK/MEDICAL LEAVE
Drexel Heights	<ul style="list-style-type: none"> • None – See Vacation/PTO
Golder Ranch	<ul style="list-style-type: none"> • 156 hours per year. Full-time employees earn 6.00 hours of sick leave accrual per bi-weekly pay period.
Northwest	<ul style="list-style-type: none"> • None – see PTO
Tucson	<ul style="list-style-type: none"> • 104 hours per year if service is between 0 – 10 • 120 hours per year if service is between 10 – 15 years • 160 hours per year if service is over 15 years • Maximum accrual of sick leave is unlimited.

District	VACATION LEAVE																				
Drexel Heights	<ul style="list-style-type: none"> • PTO leave is provided which is a combination of sick/medical and vacation leave • 1-5 years = 24 hours per month (288 per year) • 5+ years = 28 hours per month (336 per year) 																				
Golder Ranch	<table border="1"> <thead> <tr> <th><u>Years Of Service</u></th> <th><u>Bi-Weekly Accrual</u></th> <th><u>Annual Accrual</u></th> </tr> </thead> <tbody> <tr> <td>0 - 5</td> <td>4.00 hours</td> <td>104 hours</td> </tr> <tr> <td>5 - 10</td> <td>6.00 hours</td> <td>156 hours</td> </tr> <tr> <td>10 - 15</td> <td>8.00 hours</td> <td>208 hours</td> </tr> <tr> <td>15 - 20</td> <td>10.00 hours</td> <td>260 hours</td> </tr> <tr> <td>20 +</td> <td>11.00 hours</td> <td>286 hours</td> </tr> </tbody> </table>	<u>Years Of Service</u>	<u>Bi-Weekly Accrual</u>	<u>Annual Accrual</u>	0 - 5	4.00 hours	104 hours	5 - 10	6.00 hours	156 hours	10 - 15	8.00 hours	208 hours	15 - 20	10.00 hours	260 hours	20 +	11.00 hours	286 hours		
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Northwest	<ul style="list-style-type: none"> • PTO is combination of sick/medical and vacation leaves. • 264 hours annually during years 0-2 • 288 hours during years 3-4 • 312 hours during years 5-8 • 336 hours during years 9-13 • 360 hours during years 14-19 • 384 hours for 20 years and over 																				
Tucson	<ul style="list-style-type: none"> • 104 hours per year for 0 – 5 years of employment • 117 hours per year for 5 – 10 years of employment • 156 hours per year for 10 – 15 years of employment • 182 hours per year for 15 – 20 years of employment • 208 hours per year for over 20 years of employment 																				

District	VACATION LEAVE MAXIMUM ACCRUAL		
Drexel Heights	<ul style="list-style-type: none"> • 480 hours 		
Golder Ranch	<u>Years Of Service</u> 0- 5 0- 10 10- 15 15 - 20 20 +	<u>Bi-Weekly Accrual</u> 4.00 hours 6.00 hours 8.00 hours 10.00 hours 11.00 hours	<u>Annual Accrual</u> 104 hours 156 hours 208 hours 260 hours 286 hours
Northwest	<ul style="list-style-type: none"> • 1500 hours (PTO) 		
Tucson	<ul style="list-style-type: none"> • 288 hours 		

District	RETIREES HEALTH PREMIUMS & BENEFITS Subsidies <u>above</u> the Public Safety Personnel Retirement System (PSPRS)
Drexel Heights	<ul style="list-style-type: none"> • None • COBRA offered for 18 months
Golder Ranch	<ul style="list-style-type: none"> • Upon retirement, GRFD allows retirees and their eligible dependents to elect to continue to participate in the District's health/dental insurance plan up to the age of 65. If the retiree makes this election, the insurance subsidy provided by the retirement system shall be paid directly to the District, and the retiree shall be responsible for the remainder of the premiums.
Northwest	<ul style="list-style-type: none"> • None. Can remain on District's plan and pay 100% of premium minus retirement plan subsidy, and cover balance of out of pocket premium costs with Post Employment Health Plan, or Qualified High Deductible Plan – Health Savings Account funds, or deferred compensation funds.
Tucson	<ul style="list-style-type: none"> • Utilize blended method. • The City pays 100% of the premium over the PSPRS subsidy, until the retiree qualifies for Medicare. • Retirees receive a \$7,500 City paid life insurance policy.