

## 2018/2019 Pay Study for Firefighters

## 2021 Pay for Firefighters

City	Min. w/ HS Degree	Geo Adj Min. w/ HS Degree	Max. w/ HS Degree	Geo Adj Max. w/ HS Degree
Arlington	\$59,300	\$71,693	\$79,546	\$96,171
Atlanta	\$40,000	\$38,477	\$50,562	\$48,636
Austin	\$52,854	\$50,377	\$91,160	\$86,819
Columbus	\$50,440	\$55,845	\$77,313	\$85,611
Dallas	\$54,263	\$58,132	\$77,169	\$82,671
Denver	<b>\$79,895</b>	\$70,862	<b>\$79,895</b>	\$70,862
Fort Worth	\$53,477	\$60,126	\$74,339	\$83,581
Houston	\$43,528	\$44,207	\$61,226	\$62,181
Indianapolis	\$47,651	\$49,962	\$76,375	\$80,078
Kansas City	\$41,820	\$43,848	\$77,556	\$81,317
Long Beach	\$71,304	\$74,761	\$88,763	\$93,067
Louisville	\$40,560	\$50,154	\$46,488	\$57,485
Memphis	\$51,921	\$59,611	\$57,963	\$66,548
Minneapolis	\$60,762	\$55,471	\$74,984	\$68,454
Nashville	\$48,384	\$47,075	\$62,896	\$61,194
Omaha	\$57,541	\$67,736	\$76,964	\$90,600
Portland	\$47,840	\$42,761	\$87,360	\$78,086
San Diego	\$41,600	\$34,960	\$68,640	\$57,684
Seattle	\$67,800	\$51,841	\$97,893	\$74,850
Tulsa	\$40,248	\$48,790	\$64,334	\$77,989

Min. w/ HS Degree	Geo Adj Min. w/ HS Degree	Max. w/ HS Degree	Geo Adj Max. w/ HS Degree
\$62,443	\$75,493	\$83,762	\$101,268
\$40,000	\$38,477	\$53,500	\$51,463
\$55,259	\$52,682	\$95,307	\$90,769
\$59,040	\$65,377	\$90,497	\$100,210
\$61,367	\$65,742	\$79,484	\$85,151
\$60,960	\$54,068	\$93,786	\$83,182
\$58,430	\$65,695	\$81,225	\$91,324
\$43,528	\$44,207	\$61,226	\$62,181
\$51,000	\$53,473	\$76,086	\$79,775
\$41,820	\$43,848	\$77,556	\$81,317
\$75,643	\$79,311	\$92,987	\$97,469
\$43,039	\$53,220	\$49,348	\$61,021
\$51,921	\$59,611	\$62,222	\$71,438
\$61,320	\$55,980	\$83,651	\$76,366
\$48,384	\$47,075	\$72,274	\$70,318
\$62,746	\$73,863	\$83,951	\$98,825
\$50,826	\$45,430	\$97,331	\$86,998
\$41,928	\$35,236	\$71,256	\$59,882
\$82,188	\$86,842	\$115,633	\$88,415
\$41,454	\$50,252	\$87,640	\$106,241

Wrong Number

Plus Longevity

Plus Longevity

Plus Longevity

Long. Included

Median	\$51,181	\$51,109	\$76,670	\$78,038
Charlotte		\$42,250		\$65,699
		<b>2019</b>		<b>2019</b>
Below Median-		<b>-\$8,859</b>		<b>-\$12,339</b>
		<b>-20.90%</b>		<b>-18.78%</b>

\$53,590	\$53,771	\$83,438	\$84,167
	<b>\$43,527</b>		<b>\$69,377</b>
	<b>2021</b>		<b>2021</b>
	<b>-\$10,244</b>		<b>-\$14,790</b>
	<b>-23.53%</b>		<b>-21.32%</b>

Salary as of 4/1/21

## 2018/2019 Pay Study for Captain

City	Min.	Geo Adj Min.	Max.	Geo Adj Max.
Arlington	\$88,696	\$107,233	\$104,516	\$126,359
Atlanta	\$45,091	\$43,374	\$79,802	\$76,763
Austin	\$89,979	\$85,694	\$114,835	\$109,367
Columbus	\$97,260	\$107,699	\$114,754	\$127,071
Dallas	\$68,529	\$73,415	\$96,896	\$103,804
Denver	\$104,634	\$92,804	\$104,634	\$92,804
Fort Worth	\$80,392	\$90,387	\$99,789	\$112,196
Houston	\$67,236	\$68,285	\$70,181	\$71,276
Indianapolis	\$77,518	\$81,277	\$83,501	\$87,550
Kansas City	\$81,840	\$96,128	\$86,816	\$101,973
Long Beach	\$96,516	\$84,403	\$119,964	\$104,908
Louisville	\$56,368	\$64,723	\$69,702	\$86,190
Memphis	\$66,247	\$76,059	\$66,247	\$76,059
Minneapolis	\$85,384	\$77,948	\$97,500	\$89,009
Nashville	\$63,649	\$61,927	\$82,744	\$80,505
Omaha	\$76,993	\$90,635	\$93,999	\$110,654
Portland	\$87,360	\$78,086	\$114,400	\$102,255
San Diego	\$72,800	\$61,180	\$89,440	\$75,164
Seattle	\$107,208	\$81,973	\$116,563	\$89,126
Tulsa	\$65,683	\$79,624	\$82,285	\$99,749

## 2021 Pay for Captain

Min.	Geo Adj Min.	Max.	Geo Adj Max.
\$103,818	\$125,515	\$109,101	\$131,903
\$66,193	\$63,672	\$75,911	\$73,020
\$94,073	\$89,593	\$120,060	\$114,343
\$121,748	\$134,815	\$123,248	\$136,476
\$70,414	\$75,434	\$105,118	\$112,613
\$126,160	\$111,896	\$129,760	\$115,089
\$97,906	\$110,079	\$108,770	\$122,293
\$64,273	\$65,276	\$64,273	\$65,276
\$90,972	\$95,383	\$98,072	\$102,827
\$81,840	\$96,128	\$86,061	\$101,086
\$102,390	\$89,540	\$127,270	\$111,297
\$59,812	\$73,960	\$71,169	\$88,004
\$68,889	\$79,093	\$69,969	\$80,333
\$86,184	\$78,679	\$104,123	\$95,055
\$64,285	\$82,545	\$91,816	\$89,331
\$83,982	\$98,862	\$102,517	\$120,681
\$107,435	\$96,029	\$121,324	\$108,444
\$75,996	\$63,866	\$91,980	\$77,299
\$123,318	\$94,291	\$131,506	\$100,551
\$88,836	\$107,691	\$115,096	\$139,525

Median \$80,451 \$96,277

Charlotte \$75,579 \$87,753

**2019**

**2019**

Below Median-

**-\$4,872**

**-8524**

**-6.45%**

**-9.71%**

\$91,942

\$105,636

\$85,076

\$96,141

**2021**

**2021**

**-\$6,866**

**-\$9,495**

**-8.07%**

**-9.88%**

If pay plan keeps proposed changes for fy22, as of 11/15/21 top pay will be

<b>Firefighter</b>	<b>\$71,111</b>	<b>Over 18% below median</b>
<b>Captain</b>	<b>\$99,746</b>	<b>Almost 6% below median</b>