

Pay Structure Re-Organization Analysis

The only specialty pay and incentive pay included on this sheet is ACFR Cleared Paramedic of \$7,500

Employees As of: 9/30/2019

Emp Number	Name	Position	Hire Date	Time in ACFR (Years)	Grade	Salary	Recalculated salary for Paramedic Cert	Minimum 3%	Class Level	Class Level Salary	Paramedic Cert	Pay Plan including Paramedic Certification	Highest of Recalculated Salary, Pay Plan Salary or 3% Raise	Amount of Increase	Added for Pay Adjustments and to relieve identified compression	FY20 Salary		
						[A]	[B]	[C]				[D]	[E]	[E] - [A]				
						\$ 11,676,930	\$ 11,898,425	\$ 12,027,238				\$ 10,659,100	\$ 945,000	\$ 11,604,100	\$ 12,531,603	\$ 854,673	\$ 32,116	\$ 12,563,719
10005243	MCELROY, MARY L	FIRE INSPECTOR	2001-01-22	18.69	FRB 13	44,928.83	44,928.83	46,276.69					46,276.69	1,347.86		46,276.69		
10005353	GREEN, BRIAN K	PLANS REVIEWER/INSPE	2002-03-18	17.53	FRB 14	49,794.58	49,794.58	51,288.42					51,288.42	1,493.84		51,288.42		
10008612	SCOTT-KOTB, KAREM M	FIRE RESCUE DIVERSITY COORD	2013-04-22	6.44	FRB 15	53,045.20	53,045.20	54,636.56					54,636.56	1,591.36		54,636.56		
100001131	STITT, STEVEN A	EMT/DRIVER 40	2018-06-25	1.26	FRB 09	30,959.14	30,959.14	31,887.91	1	33,000.00		33,000.00	33,000.00	2,040.86		33,000.00		
100001125	FORESTER, RAVEN N	EMT/DRIVER 40	2018-06-11	1.30	FRB 09	30,959.14	30,959.14	31,887.91	1	33,000.00		33,000.00	33,000.00	2,040.86		33,000.00		
100001128	LOPEZ, HILARIO	EMT/DRIVER 40	2018-02-26	1.59	FRB 09	30,959.14	30,959.14	31,887.91	1	33,000.00		33,000.00	33,000.00	2,040.86		33,000.00		
100001156	HARDIN, ALYSSA L	EMT/DRIVER 40	2018-02-26	1.59	FRB 09	30,959.14	30,959.14	31,887.91	1	33,000.00		33,000.00	33,000.00	2,040.86		33,000.00		
100001037	POWELL, MATTHEW L	EMT/DRIVER 40	2017-11-13	1.88	FRB 09	30,959.14	30,959.14	31,887.91	1	33,000.00		33,000.00	33,000.00	2,040.86		33,000.00		
100000501	RIDDLING, JAMES D	EMT/DRIVER 40	2017-10-16	1.96	FRB 09	30,959.14	30,959.14	31,887.91	1	33,000.00		33,000.00	33,000.00	2,040.86		33,000.00		
100000882	RAMOS-CRUZ, RICHARD	EMT/DRIVER 40	2017-02-06	2.65	FRB 09	31,887.65	31,887.65	32,844.28	1	33,000.00		33,000.00	33,000.00	1,112.35		33,000.00		
100000420	KELLEY, RYAN P	EMT/DRIVER 40	2016-04-04	3.49	FRB 09	32,605.46	32,605.46	33,583.62	1	33,000.00		33,000.00	33,583.62	978.16		33,583.62		
10005404	MCKITTRICK, CHRISTOPHER C	EMT/DRIVER 40	2002-09-23	17.02	FRB 09	40,655.26	40,655.26	41,874.92	1	33,000.00		33,000.00	41,874.92	1,219.66		41,874.92		
10005221	DUGGER, KELLY L	PARAMEDIC/DRIVER 40	1990-02-05	29.65	FRB 11	57,099.74	58,889.77	58,812.73	1	33,000.00	7,500.00	40,500.00	58,889.77	1,790.03		58,889.77		
	VACANT	FIREFIGHTER/EMT 56	8/22/2019	0.11	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
	VACANT	FIREFIGHTER/EMT 56	8/22/2019	0.11	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
	VACANT	FIREFIGHTER/EMT 56	8/22/2019	0.11	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
	VACANT	FIREFIGHTER/EMT 56	8/22/2019	0.11	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
	VACANT	FIREFIGHTER/EMT 56	8/22/2019	0.11	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
	VACANT	FIREFIGHTER/EMT 56	8/22/2019	0.11	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
	VACANT	FIREFIGHTER/EMT 56	8/22/2019	0.11	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
	VACANT	FIREFIGHTER/EMT 56	8/22/2019	0.11	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002110	ALFIERI, NICHOLAS A	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002111	ALVARADO, JORGE L	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002112	BARLOW, CLAY J	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002113	COOK, BRANDON M	FIREFIGHTER/TRAINEE	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	T	35,000.00		35,000.00	35,000.00	1,672.08		35,000.00		
100002114	CRUSE, DAVEY A	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002116	LEVINE, JAKE W	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002119	DAVIS, ROBERT R	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002120	HERNANDEZ, CONSTANTINO	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002121	LUGO, ANGEL S	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002122	MCCALL, BRENTON L JR	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002123	RATCLIFF, DANIEL D	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002124	SIAL, MUHAMMAD S	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002125	TORRES, SETH G	FIREFIGHTER/EMT 56	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002126	WHITE, CHRISTOPHER M	FIREFIGHTER/TRAINEE	2019-06-24	0.27	FBR 11	33,327.92	33,327.92	34,327.76	T	35,000.00		35,000.00	35,000.00	1,672.08		35,000.00		
100002034	INTHALANGSY, OULAY	FIREFIGHTER/EMT 56	2019-03-11	0.55	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002024	WALLS, SABRINA D	FIREFIGHTER/EMT 56	2019-02-18	0.62	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002025	STAAT, ALDEN H	FIREFIGHTER/EMT 56	2019-02-18	0.62	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002027	MCDANIEL, LOGAN C	FIREFIGHTER/EMT 56	2019-02-18	0.62	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100002029	COOKSEY, CLAYTON T	FIREFIGHTER/EMT 56	2019-02-18	0.62	FBR 11	33,327.92	33,327.92	34,327.76	1	40,000.00		40,000.00	40,000.00	6,672.08		40,000.00		
100001419	RODRIGUEZ, ARIEL E	FIREFIGHTER/EMT 56	2018-09-24	1.02	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00		
100001417	GAINES, PETER A	FIREFIGHTER/EMT 56	2018-09-24	1.02	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00		
100001420	BULLOCK, BRANDON A	FIREFIGHTER/EMT 56	2018-09-24	1.02	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00		
100001423	BENNETT, ANTHONY J	FIREFIGHTER/EMT 56	2018-09-24	1.02	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00		
100001424	STOJINSKI, EDWARD C	FIREFIGHTER/EMT 56	2018-09-24	1.02	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00		

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[A]							[B]	[C]	[D]				[E]	[E] - [A]		
\$ 11,676,930							\$ 11,898,425	\$ 12,027,238	\$ 10,659,100				\$ 12,531,603	\$ 854,673	\$ 32,116	\$ 12,563,719
100001425	MCFADDEN, MATTHEW R	FIREFIGHTER/EMT 56	2018-09-24	1.02	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001426	BRUCE, JIMMY I JR	FIREFIGHTER/EMT 56	2018-09-24	1.02	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001433	TAYLOR, SAMUEL D	FIREFIGHTER/EMT 56	2018-09-24	1.02	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100000461	DISANTO, ALEX M	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001130	BURRELL, AUSTIN L	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001132	VOIGT, DAVID E	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001133	ROJAS, KEVIN	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001140	TENNEY, BRANDON W	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001141	OVALLE, ADRIAN A	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001143	MULLIKIN, MATTHEW J	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001145	DANG, VINNIE D	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001146	SULLIVAN, RYAN M	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001148	NUNEZ, VALOIS	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001149	BRILEY, KYLE M	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001151	NEWMAN, JAMES E	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001154	MORTIMER, ISAIAH D	FIREFIGHTER/EMT 56	2018-02-26	1.59	FBR 11	34,327.65	34,327.65	35,357.48	1	40,000.00		40,000.00	40,000.00	5,672.35		40,000.00
100001051	WILSON, ALEXANDER R	FIREFIGHTER/EMT 56	2017-11-27	1.84	FBR 11	34,055.09	34,055.09	35,076.74	1	40,000.00		40,000.00	40,000.00	5,944.91		40,000.00
100000990	FERNANDEZ, JOEL	FIREFIGHTER/EMT 56	2017-08-07	2.15	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000969	SOOKHAN, RICHIE N	FIREFIGHTER/EMT 56	2017-07-10	2.22	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000962	ANDERSON, SEAN W	FIREFIGHTER/EMT 56	2017-07-10	2.22	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000964	ROBERTSON, WESLEY A	FIREFIGHTER/EMT 56	2017-07-10	2.22	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000972	SWETING, DEMETRIUS J	FIREFIGHTER/EMT 56	2017-07-10	2.22	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000973	GRANT, LATOYA R	FIREFIGHTER/EMT 56	2017-07-10	2.22	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000881	CANDELARIA-CRUZ, ELMI J	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000857	CAMPBELL, CITRON M	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000860	KEAR, BRADLEY J	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000865	DESANTOLI, ANTHONY D	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000867	MACKAY, LIAM K	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000868	WEBER, MATTHEW B	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000871	BARROW, TRENTON T	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000875	JENSEN, COLE A	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000876	APARICIO, BRYAN	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000878	JONES, XAVIER D	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000880	JANVIER, STEPHAN D	FIREFIGHTER/EMT 56	2017-02-06	2.65	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000734	PENTZ, THATCHER K	FIREFIGHTER/EMT 56	2016-10-31	2.92	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000736	STANDRIDGE, ETHAN J	FIREFIGHTER/EMT 56	2016-10-31	2.92	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000738	MONISMITH, HAILEY E	FIREFIGHTER/EMT 56	2016-10-31	2.92	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000739	O'MADIGAN, DENNIS III	FIREFIGHTER/EMT 56	2016-10-31	2.92	FBR 11	35,357.34	35,357.34	36,418.06	1	40,000.00		40,000.00	40,000.00	4,642.66		40,000.00
100000456	BOOTHBY, BRANDON A	FIREFIGHTER/EMT 56	2016-05-16	3.37	FBR 11	36,153.06	36,153.06	37,237.65	1	40,000.00		40,000.00	40,000.00	3,846.94		40,000.00
100000466	HOLTON, LUKE E	FIREFIGHTER/EMT 56	2016-05-16	3.37	FBR 11	36,153.06	36,153.06	37,237.65	1	40,000.00		40,000.00	40,000.00	3,846.94		40,000.00
100000231	JOCHUMSEN, TAYLOR R	FIREFIGHTER/EMT 56	2015-10-12	3.97	FBR 11	36,153.06	36,153.06	37,237.65	1	40,000.00		40,000.00	40,000.00	3,846.94		40,000.00
100000114	TRAHAN, CHRISTOPHER S	FIREFIGHTER/EMT 56	2015-02-09	4.64	FBR 11	37,094.22	37,094.22	38,207.05	1	40,000.00		40,000.00	40,000.00	2,905.78	432.70	40,432.70
10008814	PLUMLEY, RYAN K	FIREFIGHTER/EMT 56	2014-04-21	5.44	FBR 11	37,131.49	37,131.49	38,245.43	1	40,000.00		40,000.00	40,000.00	2,868.51	473.32	40,473.32
10007914	STICHTER, DEVON M	FIREFIGHTER/EMT 56	2011-04-11	8.47	FBR 11	39,117.98	39,117.98	40,291.52	1	40,000.00		40,000.00	40,291.52	1,173.54	2,347.08	42,638.60
10005375	HUNT, ALEX O JR	FIREFIGHTER/EMT 56	2008-11-10	10.89	FBR 11	39,192.19	39,192.19	40,367.96	1	40,000.00		40,000.00	40,367.96	1,175.77	2,351.53	42,719.49

Pay Structure Re-Organization Analysis
The only specialty pay and incentive pay included on this sheet is ACFR Cleared Paramedic of \$7,500
Employees As of: 9/30/2019

Emp Number	Name	Position	Hire Date	Time in ACFR (Years)	Grade	Salary	Recalculated salary for Paramedic Cert	Minimum 3%	Class Level	Class Level Salary	Paramedic Cert	Pay Plan including Paramedic Certification	Highest of Recalculated Salary, Pay Plan Salary or 3% Raise	Amount of Increase	Added for Pay Adjustments and to relieve identified compression	FY20 Salary
[A]							[B]	[C]	[D]				[E]	[E] - [A]		
\$ 11,676,930							\$ 11,898,425	\$ 12,027,238	\$ 10,659,100				\$ 12,531,603	\$ 854,673	\$ 32,116	\$ 12,563,719
10005434	ROBERTS, LARRY E	FIREFIGHTER/EMT 56	2006-09-05	13.07	FBR 11	55,813.89	55,813.89	57,488.31	1	40,000.00		40,000.00	57,488.31	1,674.42		57,488.31
10005473	WILLIAMS, ALLEN J	FIREFIGHTER/EMT 56	2006-06-12	13.30	FBR 11	39,743.64	39,743.64	40,935.95	1	40,000.00		40,000.00	40,935.95	1,192.31	2,384.62	43,320.57
10005307	BROWN, KENNETH C	FIREFIGHTER/EMT 56	2005-11-14	13.88	FBR 11	39,743.64	39,743.64	40,935.95	1	40,000.00		40,000.00	40,935.95	1,192.31	2,384.62	43,320.57
10005342	FINLAY, MARK A	FIREFIGHTER/EMT 56	2003-03-10	16.56	FBR 11	40,618.24	40,618.24	41,836.79	1	40,000.00		40,000.00	41,836.79	1,218.55	2,437.09	44,273.88
10005386	KNAPP, JOSEPH G JR	FIREFIGHTER/EMT 56	1993-08-23	26.10	FBR 11	50,665.14	50,665.14	52,185.09	1	40,000.00		40,000.00	52,185.09	1,519.95		52,185.09
10005234	HOSKINSON, NATHAN S	FIREFIGHTER/EMT 56	1989-12-29	29.75	FBR 11	55,202.53	55,202.53	56,858.61	1	40,000.00		40,000.00	56,858.61	1,656.08		56,858.61
100000866	SCHRIER, PAUL R	FIREFIGHTER/PAR 56	2017-02-06	2.65	FBR 13	38,893.00	42,503.70	40,059.79	1	40,000.00	7,500.00	47,500.00	47,500.00	8,607.00		47,500.00
100000471	STARR, BRANDON M	FIREFIGHTER/PAR 56	2016-05-16	3.37	FBR 13	40,086.76	43,578.08	41,289.36	1	40,000.00	7,500.00	47,500.00	47,500.00	7,413.24		47,500.00
100000230	DEROUSIE, LOUIS P	FIREFIGHTER/PAR 56	2015-10-12	3.97	FBR 13	39,768.27	43,291.44	40,961.32	1	40,000.00	7,500.00	47,500.00	47,500.00	7,731.73		47,500.00
100000235	MIAL, TYLER J	FIREFIGHTER/PAR 56	2015-10-12	3.97	FBR 13	39,768.27	43,291.44	40,961.32	1	40,000.00	7,500.00	47,500.00	47,500.00	7,731.73		47,500.00
100000236	LAMMERSDORF, MICHAEL A	FIREFIGHTER/PAR 56	2015-10-12	3.97	FBR 13	40,086.76	43,578.08	41,289.36	1	40,000.00	7,500.00	47,500.00	47,500.00	7,413.24		47,500.00
100000107	WILLIAMS, JOSEPH C	FIREFIGHTER/PAR 56	2015-02-09	4.64	FBR 13	41,126.09	44,513.48	42,359.87	1	40,000.00	7,500.00	47,500.00	47,500.00	6,373.91		47,500.00
10008817	MOOS, JOSEPH A	FIREFIGHTER/PAR 56	2014-04-21	5.44	FBR 13	40,837.22	44,253.50	42,062.34	1	40,000.00	7,500.00	47,500.00	47,500.00	6,662.78		47,500.00
10008792	AMLONG, STEVAN Z	FIREFIGHTER/PAR 56	2014-04-21	5.44	FBR 13	41,163.70	44,547.33	42,398.61	1	40,000.00	7,500.00	47,500.00	47,500.00	6,336.30		47,500.00
10008614	MARR, KENNETH C	FIREFIGHTER/PAR 56	2013-04-22	6.44	FBR 13	41,689.19	45,020.27	42,939.87	1	40,000.00	7,500.00	47,500.00	47,500.00	5,810.81		47,500.00
10007935	FRIIS, MICHAEL J JR	FIREFIGHTER/PAR 56	2011-06-20	8.28	FBR 13	43,010.74	46,209.67	44,301.06	1	40,000.00	7,500.00	47,500.00	47,500.00	4,489.26		47,500.00
10007915	MOORE, ALLEN M	FIREFIGHTER/PAR 56	2011-04-11	8.47	FBR 13	43,354.19	46,518.77	44,654.82	1	40,000.00	7,500.00	47,500.00	47,500.00	4,145.81		47,500.00
10005299	BONHOMME, KARLEENS	FIREFIGHTER/PAR 56	2007-12-24	11.77	FBR 13	43,122.23	46,310.01	44,415.90	1	40,000.00	7,500.00	47,500.00	47,500.00	4,377.77		47,500.00
10005463	TUCKER, PAUL D	FIREFIGHTER/PAR 56	2005-11-14	13.88	FBR 13	43,680.67	46,812.60	44,991.09	1	40,000.00	7,500.00	47,500.00	47,500.00	3,819.33	3,209.00	50,709.00
10005274	TOTH, STEPHEN C	FIREFIGHTER/PAR 56	1999-12-27	19.76	FBR 13	48,386.46	51,047.81	49,838.05	1	40,000.00	7,500.00	47,500.00	51,047.81	2,661.35	1,693.43	52,741.24
10005496	DAVIS, DOUGLAS S	FIREFIGHTER/PAR 56	1997-03-24	22.52	FBR 13	47,884.93	50,596.44	49,321.48	1	40,000.00	7,500.00	47,500.00	50,596.44	2,711.51	1,598.14	52,194.57
100000959	AMARAL, COLTON B	EMS LIEUTENANT	2018-06-11	1.30	FRB 17	46,797.09	49,617.38	48,201.00	1	42,000.00	7,500.00	49,500.00	49,617.38	2,820.29		49,617.38
100001036	TYMON, JACOB M	EMS LIEUTENANT	2017-12-27	1.76	FRB 17	46,797.09	49,617.38	48,201.00	1	42,000.00	7,500.00	49,500.00	49,617.38	2,820.29		49,617.38
100000960	FAIRBANKS, GARRETT E	EMS LIEUTENANT	2017-11-13	1.88	FRB 17	46,797.09	49,617.38	48,201.00	1	42,000.00	7,500.00	49,500.00	49,617.38	2,820.29		49,617.38
100001038	BOEHNLEIN, CHRISTOPHER J	EMS LIEUTENANT	2017-11-13	1.88	FRB 17	46,797.09	49,617.38	48,201.00	1	42,000.00	7,500.00	49,500.00	49,617.38	2,820.29		49,617.38
100000913	RIVERS, MICHAEL J	EMS LIEUTENANT	2017-04-03	2.49	FRB 17	48,201.09	50,880.98	49,647.12	1	42,000.00	7,500.00	49,500.00	50,880.98	2,679.89		50,880.98
100000914	EDWARDS, JORDAN J	EMS LIEUTENANT	2017-04-03	2.49	FRB 17	48,201.09	50,880.98	49,647.12	1	42,000.00	7,500.00	49,500.00	50,880.98	2,679.89		50,880.98
100000437	LYKENS, DAVID W	EMS LIEUTENANT	2016-04-04	3.49	FRB 17	49,285.18	51,856.66	50,763.74	1	42,000.00	7,500.00	49,500.00	51,856.66	2,571.48		51,856.66
10008903	MITCHELL, FAITH J	EMS LIEUTENANT	2014-08-25	5.10	FRB 17	49,475.09	52,027.58	50,959.34	1	42,000.00	7,500.00	49,500.00	52,027.58	2,552.49		52,027.58
10008811	LINDSEY, JODIE A	EMS LIEUTENANT	2014-04-21	5.44	FRB 17	49,475.09	52,027.58	50,959.34	1	42,000.00	7,500.00	49,500.00	52,027.58	2,552.49		52,027.58
10005222	ELMORE, JAMES V	EMS LIEUTENANT	1990-03-19	29.53	FRB 17	77,582.54	77,324.29	79,910.02	1	42,000.00	7,500.00	49,500.00	79,910.02	2,327.48		79,910.02
10005514	GREGORY, BRYAN R	DRIVER/OPERATOR 56	2014-04-21	5.44	FBR 16	45,774.64	45,774.64	47,147.88	1	44,000.00		44,000.00	47,147.88	1,373.24		47,147.88
10005191	SANSONE, ANTHONY J	DRIVER/OPERATOR 56	2014-04-21	5.44	FBR 16	45,774.64	45,774.64	47,147.88	1	44,000.00		44,000.00	47,147.88	1,373.24		47,147.88
10005523	HOOKER, ELIJAH D	DRIVER/OPERATOR 56	2007-05-14	12.38	FBR 16	44,441.45	44,441.45	45,774.69	1	44,000.00		44,000.00	45,774.69	1,333.24		45,774.69
10005280	BACON, JORDAN A	DRIVER/OPERATOR 56	2006-09-05	13.07	FBR 16	45,774.64	45,774.64	47,147.88	1	44,000.00		44,000.00	47,147.88	1,373.24		47,147.88
10005311	HOGAN, RICHARD F	DRIVER/OPERATOR 56	2004-01-26	15.68	FBR 16	47,250.28	47,250.28	48,667.79	1	44,000.00		44,000.00	48,667.79	1,417.51		48,667.79
10005384	JONAS, JOSHUA T	DRIVER/OPERATOR 56	2001-10-29	17.92	FBR 16	50,866.48	50,866.48	52,392.47	1	44,000.00		44,000.00	52,392.47	1,525.99		52,392.47
10005382	KING, ERIC V	DRIVER/OPERATOR 56	2001-09-04	18.07	FBR 16	45,972.66	45,972.66	47,351.84	1	44,000.00		44,000.00	47,351.84	1,379.18		47,351.84
10005509	CARROLL, DAVID W	DRIVER/OPERATOR 56	1999-12-27	19.76	FBR 16	52,693.22	52,693.22	54,274.02	1	44,000.00		44,000.00	54,274.02	1,580.80		54,274.02
10005288	WIGGINS, RONALD E II	DRIVER/OPERATOR 56	1994-09-19	25.03	FBR 16	54,346.24	54,346.24	55,976.63	1	44,000.00		44,000.00	55,976.63	1,630.39		55,976.63
10005370	MALPHURS, ANTHONY Y	DRIVER/OPERATOR 56	1993-08-09	26.14	FBR 16	65,084.70	65,084.70	67,037.24	1	44,000.00		44,000.00	67,037.24	1,952.54		67,037.24
10008809	ACREE, JON D	DRIVER/OPERATOR 56	1990-06-25	29.26	FBR 16	61,739.72	61,739.72	63,591.91	1	44,000.00		44,000.00	63,591.91	1,852.19		63,591.91
10008826	JOHNSON, MATTHEW D	DRIVER/OPERATOR 56	1986-05-12	33.38	FBR 16	70,450.43	70,450.43	72,563.94	1	44,000.00		44,000.00	72,563.94	2,113.51		72,563.94
10008808	HART, ZACHARY T	DRIVER/OPER/PAR 56	2014-04-21	5.44	FBR 17	50,492.75	52,943.48	52,007.53	1	44,000.00	7,500.00	51,500.00	52,943.48	2,450.73		52,943.48
10008620	PADGETT, MATTHEW S	DRIVER/OPER/PAR 56	2013-04-22	6.44	FBR 17	45,858.18	48,772.36	47,233.93	1	44,000.00	7,500.00	51,500.00	51,500.00	5,641.82		51,500.00

Pay Structure Re-Organization Analysis

The only specialty pay and incentive pay included on this sheet is ACFR Cleared Paramedic of \$7,500

Employees As of: 9/30/2019

Emp Number	Name	Position	Hire Date	Time in ACFR (Years)	Grade	Salary	Recalculated salary for Paramedic Cert	Minimum 3%	Class Level	Class Level Salary	Paramedic Cert	Pay Plan including Paramedic Certification	Highest of Recalculated Salary, Pay Plan Salary or 3% Raise	Amount of Increase	Added for Pay Adjustments and to relieve identified compression	FY20 Salary
[A]							[B]	[C]	[D]				[E]	[E] - [A]		
\$ 11,676,930							\$ 11,898,425	\$ 12,027,238	\$ 10,659,100				\$ 12,531,603	\$ 854,673	\$ 32,116	\$ 12,563,719
10008609	COLEMAN, AARON W	DRIVER/OPER/PAR 56	2013-04-22	6.44	FBR 17	50,600.91	53,040.82	52,118.94	1	44,000.00	7,500.00	51,500.00	53,040.82	2,439.91		53,040.82
10008240	SMITH, TRAVIS E	DRIVER/OPER/PAR 56	2012-07-16	7.21	FBR 21	46,432.92	49,289.63	47,825.91	1	44,000.00	7,500.00	51,500.00	51,500.00	5,067.08		51,500.00
10007934	AYLOR, WAYNE A	DRIVER/OPER/PAR 56	2011-06-20	8.28	FBR 17	51,689.50	54,020.55	53,240.19	1	44,000.00	7,500.00	51,500.00	54,020.55	2,331.05		54,020.55
10007912	GIESE, NICHOLAS M	DRIVER/OPER/PAR 56	2011-04-11	8.47	FBR 17	51,823.62	54,141.26	53,378.33	1	44,000.00	7,500.00	51,500.00	54,141.26	2,317.64		54,141.26
10005462	THOMPSON, DERRON M	DRIVER/OPER/PAR 56	2009-10-26	9.93	FBR 17	50,352.31	52,817.08	51,862.88	1	44,000.00	7,500.00	51,500.00	52,817.08	2,464.77		52,817.08
10007429	BROOKER, ROBERT C	DRIVER/OPER/PAR 56	2009-03-01	10.58	FBR 17	50,492.75	52,943.48	52,007.53	1	44,000.00	7,500.00	51,500.00	52,943.48	2,450.73		52,943.48
10005340	FERGUSON, BRIAN P	DRIVER/OPER/PAR 56	2008-03-31	11.50	FBR 17	53,231.03	55,407.93	54,827.96	1	44,000.00	7,500.00	51,500.00	55,407.93	2,176.90		55,407.93
10005414	OVERSTREET, BRANDON T	DRIVER/OPER/PAR 56	2008-03-31	11.50	FBR 17	55,739.67	57,665.70	57,411.86	1	44,000.00	7,500.00	51,500.00	57,665.70	1,926.03		57,665.70
10005393	LARGAY, JUSTIN M	DRIVER/OPER/PAR 56	2008-01-07	11.73	FBR 17	55,908.40	57,817.56	57,585.65	1	44,000.00	7,500.00	51,500.00	57,817.56	1,909.16		57,817.56
10005449	SMITH, ROBERT D	DRIVER/OPER/PAR 56	2005-08-22	14.11	FBR 17	49,475.05	52,027.55	50,959.30	1	44,000.00	7,500.00	51,500.00	52,027.55	2,552.50	2,092.79	54,120.34
10005247	MOORE, MARTIN D	DRIVER/OPER/PAR 56	2004-11-15	14.88	FBR 17	57,221.63	58,999.47	58,938.28	1	44,000.00	7,500.00	51,500.00	58,999.47	1,777.84		58,999.47
10005438	SANDLIN, BRETT W	DRIVER/OPER/PAR 56	2004-06-01	15.33	FBR 17	57,868.26	59,581.43	59,604.31	1	44,000.00	7,500.00	51,500.00	59,604.31	1,736.05		59,604.31
10005308	BRYANT, FRANKLIN K	DRIVER/OPER/PAR 56	2004-01-26	15.68	FBR 17	49,564.57	52,108.11	51,051.51	1	44,000.00	7,500.00	51,500.00	52,108.11	2,543.54	2,096.58	54,204.69
10005407	MISINEC, SEAN A	DRIVER/OPER/PAR 56	2003-10-20	15.94	FBR 17	51,731.10	54,057.99	53,283.03	1	44,000.00	7,500.00	51,500.00	54,057.99	2,326.89		54,057.99
10005368	HOFACKER, JEFFREY W	DRIVER/OPER/PAR 56	2003-10-20	15.94	FBR 17	56,063.82	57,957.44	57,745.73	1	44,000.00	7,500.00	51,500.00	57,957.44	1,893.62		57,957.44
10005540	RICHARDSON, JONATHAN R	DRIVER/OPER/PAR 56	2000-01-31	19.67	FBR 17	53,287.60	55,458.84	54,886.23	1	44,000.00	7,500.00	51,500.00	55,458.84	2,171.24		55,458.84
10005300	BOSIER, GRANT M	DRIVER/OPER/PAR 56	1999-10-25	19.93	FBR 17	61,731.74	63,058.57	63,583.69	1	44,000.00	7,500.00	51,500.00	63,583.69	1,851.95		63,583.69
10005418	PATTON, JACKIE W JR	DRIVER/OPER/PAR 56	1997-10-20	21.94	FBR 17	56,504.12	58,353.71	58,199.24	1	44,000.00	7,500.00	51,500.00	58,353.71	1,849.59		58,353.71
10005544	SMITH, CHAD J	DRIVER/OPER/PAR 56	1997-05-12	22.38	FBR 17	58,014.36	59,712.92	59,754.79	1	44,000.00	7,500.00	51,500.00	59,754.79	1,740.43		59,754.79
10005545	STIRRAT, DAVID B	DRIVER/OPER/PAR 56	1997-03-31	22.50	FBR 17	58,077.93	59,770.14	59,820.27	1	44,000.00	7,500.00	51,500.00	59,820.27	1,742.34		59,820.27
10005227	GASSETT, MATTHEW T	DRIVER/OPER/PAR 56	1994-12-19	24.78	FBR 17	67,769.40	68,492.46	69,802.48	1	44,000.00	7,500.00	51,500.00	69,802.48	2,033.08		69,802.48
10005267	STEEN, TERRANCE M	DRIVER/OPER/PAR 56	1994-08-15	25.13	FBR 17	58,622.72	60,260.45	60,381.40	1	44,000.00	7,500.00	51,500.00	60,381.40	1,758.68		60,381.40
10005530	MCDANIEL, CLIFTON R JR	DRIVER/OPER/PAR 56	1990-04-23	29.44	FBR 17	78,864.95	78,478.46	81,230.90	1	44,000.00	7,500.00	51,500.00	81,230.90	2,365.95		81,230.90
	VACANT	RESCUE LIEUTENANT I 56	8/22/2019	0.11	FBR 18	48,918.27	48,918.27	50,385.82	1	44,000.00	7,500.00	51,500.00	51,500.00	2,581.73		51,500.00
	VACANT	RESCUE LIEUTENANT I 56	8/22/2019	0.11	FBR 18	48,918.27	48,918.27	50,385.82	1	44,000.00	7,500.00	51,500.00	51,500.00	2,581.73		51,500.00
	VACANT	RESCUE LIEUTENANT I 56	8/22/2019	0.11	FBR 18	48,918.27	48,918.27	50,385.82	1	44,000.00	7,500.00	51,500.00	51,500.00	2,581.73		51,500.00
	VACANT	RESCUE LIEUTENANT I 56	8/22/2019	0.11	FBR 18	48,918.27	48,918.27	50,385.82	1	44,000.00	7,500.00	51,500.00	51,500.00	2,581.73		51,500.00
	VACANT	RESCUE LIEUTENANT I 56	8/22/2019	0.11	FBR 18	48,918.27	48,918.27	50,385.82	1	44,000.00	7,500.00	51,500.00	51,500.00	2,581.73		51,500.00
	VACANT	RESCUE LIEUTENANT I 56	8/22/2019	0.11	FBR 18	48,918.27	48,918.27	50,385.82	1	44,000.00	7,500.00	51,500.00	51,500.00	2,581.73		51,500.00
	VACANT	RESCUE LIEUTENANT I 56	8/22/2019	0.11	FBR 18	48,918.27	48,918.27	50,385.82	1	44,000.00	7,500.00	51,500.00	51,500.00	2,581.73		51,500.00
	ORTAGUS, NICHOLAS	RESCUE LIEUTENANT I 56	9/16/2019	0.04	FBR 18	48,918.27	48,918.27	50,385.82	1	44,000.00	7,500.00	51,500.00	51,500.00	2,581.73		51,500.00
	ALLENBURG, CHRISTOPHER	RESCUE LIEUTENANT I 56	9/16/2019	0.04	FBR 18	48,918.27	48,918.27	50,385.82	1	44,000.00	7,500.00	51,500.00	51,500.00	2,581.73		51,500.00
100002107	SIEMIENSKI, ZOE B	RESCUE LIEUTENANT I 56	2019-06-24	0.27	FBR 18	48,918.27	51,526.44	50,385.82	1	44,000.00	7,500.00	51,500.00	51,526.44	2,608.17		51,526.44
100002108	GOOD, MICHELLE J	RESCUE LIEUTENANT I 56	2019-06-24	0.27	FBR 18	48,918.27	51,526.44	50,385.82	1	44,000.00	7,500.00	51,500.00	51,526.44	2,608.17		51,526.44
100002109	HEARN, JESSE A	RESCUE LIEUTENANT I 56	2019-06-24	0.27	FBR 18	48,918.27	51,526.44	50,385.82	1	44,000.00	7,500.00	51,500.00	51,526.44	2,608.17		51,526.44
100001039	CRAWFORD, SHANE A	RESCUE LIEUTENANT I 56	2019-04-29	0.42	FBR 18	50,385.92	52,847.33	51,897.50	2	44,900.00	7,500.00	52,400.00	52,847.33	2,461.41		52,847.33
100002068	ROMAN, JASMIN C	RESCUE LIEUTENANT I 56	2019-04-15	0.46	FBR 18	48,918.27	51,526.44	50,385.82	2	44,900.00	7,500.00	52,400.00	52,400.00	3,481.73		52,400.00
100002069	BROOKS, DAVID	RESCUE LIEUTENANT I 56	2019-04-15	0.46	FBR 18	48,918.27	51,526.44	50,385.82	2	44,900.00	7,500.00	52,400.00	52,400.00	3,481.73		52,400.00
100001422	WEAVER, MONICA A	RESCUE LIEUTENANT I 56	2018-09-24	1.02	FBR 18	50,386.25	52,847.63	51,897.84	2	44,900.00	7,500.00	52,400.00	52,847.63	2,461.38		52,847.63
100001430	JUSTICE, BRETT T	RESCUE LIEUTENANT I 56	2018-09-24	1.02	FBR 18	50,386.25	52,847.63	51,897.84	2	44,900.00	7,500.00	52,400.00	52,847.63	2,461.38		52,847.63
100001135	WILSON, KAYLA R	RESCUE LIEUTENANT I 56	2018-02-26	1.59	FBR 18	48,918.27	51,526.44	50,385.82	1	44,000.00	7,500.00	51,500.00	51,526.44	2,608.17		51,526.44
10008904	STEPHENS, CHRISTOPHER G	RESCUE LIEUTENANT I 56	2014-08-25	5.10	FBR 18	53,269.22	55,442.30	54,867.30	3	45,800.00	7,500.00	53,300.00	55,442.30	2,173.08		55,442.30
10008907	HEATH, JARROD J	RESCUE LIEUTENANT I 56	2014-08-25	5.10	FBR 18	53,269.30	55,442.37	54,867.38	3	45,800.00	7,500.00	53,300.00	55,442.37	2,173.07		55,442.37
10008802	FRIEND, JON A	RESCUE LIEUTENANT I 56	2014-04-21	5.44	FBR 18	51,897.50	54,207.75	53,454.43	3	45,800.00	7,500.00	53,300.00	54,207.75	2,310.25		54,207.75
10008818	LANDAUER, JACOB M	RESCUE LIEUTENANT I 56	2014-04-21	5.44	FBR 18	51,897.50	54,207.75	53,454.43	3	45,800.00	7,500.00	53,300.00	54,207.75	2,310.25		54,207.75

Pay Structure Re-Organization Analysis

The only specialty pay and incentive pay included on this sheet is ACFR Cleared Paramedic of \$7,500

Employees As of: 9/30/2019

Emp Number	Name	Position	Hire Date	Time in ACFR (Years)	Grade	Salary	Recalculated salary for Paramedic Cert	Minimum 3%	Class Level	Class Level Salary	Paramedic Cert	Pay Plan including Paramedic Certification	Highest of Recalculated Salary, Pay Plan Salary or 3% Raise	Amount of Increase	Added for Pay Adjustments and to relieve identified compression	FY20 Salary		
						[A]	[B]	[C]				[D]	[E]	[E] - [A]				
						\$ 11,676,930	\$ 11,898,425	\$ 12,027,238				\$ 10,659,100	\$ 945,000	\$ 11,604,100	\$ 12,531,603	\$ 854,673	\$ 32,116	\$ 12,563,719
10008608	ALEXANDER, BRIAN K	RESCUE LIEUTENANT I 56	2013-04-22	6.44	FBR 18	52,008.99	54,308.09	53,569.26	3	45,800.00	7,500.00	53,300.00	54,308.09	2,299.10		54,308.09		
10008615	FUGATE, DUANE A III	RESCUE LIEUTENANT I 56	2013-04-22	6.44	FBR 18	52,008.99	54,308.09	53,569.26	3	45,800.00	7,500.00	53,300.00	54,308.09	2,299.10		54,308.09		
10008607	BEASLEY, JOHN P	RESCUE LIEUTENANT I 56	2013-04-22	6.44	FBR 18	53,306.24	55,475.62	54,905.43	3	45,800.00	7,500.00	53,300.00	55,475.62	2,169.38		55,475.62		
10007427	HARPER, SAMUEL S	RESCUE LIEUTENANT I 56	2008-10-01	11.00	FBR 18	51,897.50	54,207.75	53,454.43	3	45,800.00	7,500.00	53,300.00	54,207.75	2,310.25		54,207.75		
10005346	GLASGOW, GLENN B	RESCUE LIEUTENANT I 56	2008-03-31	11.50	FBR 18	54,556.24	56,600.62	56,192.93	3	45,800.00	7,500.00	53,300.00	56,600.62	2,044.38		56,600.62		
10005364	HINNANT, MATTHEW J	RESCUE LIEUTENANT I 56	2005-08-22	14.11	FBR 18	56,295.12	58,165.61	57,983.97	3	45,800.00	7,500.00	53,300.00	58,165.61	1,870.49		58,165.61		
10005522	MALLARD, JONATHAN L	RESCUE LIEUTENANT I 56	2004-05-18	15.37	FBR 18	56,332.39	58,199.15	58,022.36	3	45,800.00	7,500.00	53,300.00	58,199.15	1,866.76		58,199.15		
10005426	REDDIG, MICHAEL G	RESCUE LIEUTENANT I 56	2004-02-23	15.60	FBR 18	58,082.59	59,774.33	59,825.07	3	45,800.00	7,500.00	53,300.00	59,825.07	1,742.48		59,825.07		
10005198	BATTON, EDWARD G	LIEUTENANT 56	2006-07-31	13.17	FBR 20	62,339.43	62,339.43	64,209.61	1	55,000.00		55,000.00	64,209.61	1,870.18		64,209.61		
10005310	BYLES, WILSON W IV	LIEUTENANT 56	2005-08-22	14.11	FBR 20	56,278.14	56,278.14	57,966.48	1	55,000.00		55,000.00	57,966.48	1,688.34		57,966.48		
10005474	WILLIAMS, DONALD L	LIEUTENANT 56	2001-05-07	18.40	FBR 20	57,921.84	57,921.84	59,659.50	1	55,000.00		55,000.00	59,659.50	1,737.66		59,659.50		
10005457	SWAN, STEVE M	LIEUTENANT 56	1995-11-06	23.90	FBR 20	64,569.52	64,569.52	66,506.61	1	55,000.00		55,000.00	66,506.61	1,937.09		66,506.61		
10005290	BATES, DAVID M	LIEUTENANT 56	1994-08-15	25.13	FBR 20	64,644.40	64,644.40	66,583.73	1	55,000.00		55,000.00	66,583.73	1,939.33		66,583.73		
10005202	BROOKER, KIRK A	LIEUTENANT 56	1993-11-08	25.89	FBR 20	64,644.40	64,644.40	66,583.73	1	55,000.00		55,000.00	66,583.73	1,939.33		66,583.73		
10005512	HORTON, SCOTT K	LIEUTENANT 56	1991-09-23	28.02	FBR 20	72,305.46	72,305.46	74,474.62	1	55,000.00		55,000.00	74,474.62	2,169.16		74,474.62		
10005359	HAVELOCK, MARK G	LIEUTENANT 56	1991-09-23	28.02	FBR 20	72,991.69	72,991.69	75,181.44	1	55,000.00		55,000.00	75,181.44	2,189.75		75,181.44		
10005511	HORTON, KEVIN P	LIEUTENANT 56	1991-09-23	28.02	FBR 20	75,644.11	75,644.11	77,913.43	1	55,000.00		55,000.00	77,913.43	2,269.32		77,913.43		
10005282	WILLIS, CHARLES B	LIEUTENANT 56	1991-09-23	28.02	FBR 20	76,358.30	76,358.30	78,649.05	1	55,000.00		55,000.00	78,649.05	2,290.75		78,649.05		
100000448	DESEAR, MATTHEW G	LIEUTENANT/PARAMEDIC	2016-04-25	3.43	FBR 21	57,087.51	58,878.76	58,800.14	1	55,000.00	7,500.00	62,500.00	62,500.00	5,412.49		62,500.00		
100000228	FAUL, JACOB E	LIEUTENANT/PARAMEDIC	2015-10-12	3.97	FBR 21	57,087.51	58,878.76	58,800.14	1	55,000.00	7,500.00	62,500.00	62,500.00	5,412.49		62,500.00		
10008815	LOOMIS, CODY M	LIEUTENANT/PARAMEDIC	2014-04-21	5.44	FBR 21	58,596.10	60,236.49	60,353.98	1	55,000.00	7,500.00	62,500.00	62,500.00	3,903.90		62,500.00		
10007933	YOUNG, STANLEY M	LIEUTENANT/PARAMEDIC	2011-06-20	8.28	FBR 21	61,679.82	63,011.84	63,530.21	1	55,000.00	7,500.00	62,500.00	63,530.21	1,850.39	246.00	63,776.21		
10005476	WINNINGHAM, CHAD D	LIEUTENANT/PARAMEDIC	2008-03-31	11.50	FBR 21	65,548.95	66,494.06	67,515.42	1	55,000.00	7,500.00	62,500.00	67,515.42	1,966.47	3,135.00	70,650.42		
10005331	EDISON, CRAIG A	LIEUTENANT/PARAMEDIC	2008-03-31	11.50	FBR 21	67,648.92	68,384.03	69,678.39	1	55,000.00	7,500.00	62,500.00	69,678.39	2,029.47		69,678.39		
10005313	CASON, EDWARD L JR	LIEUTENANT/PARAMEDIC	2007-09-17	12.04	FBR 21	62,078.18	63,370.36	63,940.53	1	55,000.00	7,500.00	62,500.00	63,940.53	1,862.35		63,940.53		
10005455	SULLIVAN, ROBERT A	LIEUTENANT/PARAMEDIC	2006-09-05	13.07	FBR 21	62,001.97	63,301.77	63,862.03	1	55,000.00	7,500.00	62,500.00	63,862.03	1,860.06		63,862.03		
10005398	LOWERY, RYAN C	LIEUTENANT/PARAMEDIC	2006-09-05	13.07	FBR 21	67,743.10	68,468.79	69,775.39	1	55,000.00	7,500.00	62,500.00	69,775.39	2,032.29		69,775.39		
10005417	PATTERSON, JUSTIN G	LIEUTENANT/PARAMEDIC	2005-08-22	14.11	FBR 21	62,078.18	63,370.36	63,940.53	1	55,000.00	7,500.00	62,500.00	63,940.53	1,862.35		63,940.53		
10005541	RULAPAUGH, KEVIN D	LIEUTENANT/PARAMEDIC	2004-11-15	14.88	FBR 21	68,781.77	69,403.59	70,845.22	1	55,000.00	7,500.00	62,500.00	70,845.22	2,063.45		70,845.22		
10005419	PHILMAN, MITCHELL O	LIEUTENANT/PARAMEDIC	2004-05-18	15.37	FBR 21	61,965.36	63,268.82	63,824.32	1	55,000.00	7,500.00	62,500.00	63,824.32	1,858.96		63,824.32		
10005401	MCALHANY, MICHAEL J	LIEUTENANT/PARAMEDIC	2004-05-18	15.37	FBR 21	65,528.65	66,475.79	67,494.51	1	55,000.00	7,500.00	62,500.00	67,494.51	1,965.86		67,494.51		
10005200	BLANKENSHIP, CHRISTOPHER D	LIEUTENANT/PARAMEDIC	2004-04-05	15.49	FBR 21	63,941.86	65,047.67	65,860.12	1	55,000.00	7,500.00	62,500.00	65,860.12	1,918.26		65,860.12		
10005435	ROLLING, CHRIS J	LIEUTENANT/PARAMEDIC	2004-02-23	15.60	FBR 21	68,820.71	69,438.64	70,885.33	1	55,000.00	7,500.00	62,500.00	70,885.33	2,064.62		70,885.33		
10005248	MORRIS, PATRICK L	LIEUTENANT/PARAMEDIC	2003-11-03	15.91	FBR 21	68,820.71	69,438.64	70,885.33	1	55,000.00	7,500.00	62,500.00	70,885.33	2,064.62		70,885.33		
10005371	HOPE, DAVID F	LIEUTENANT/PARAMEDIC	2003-03-10	16.56	FBR 21	61,712.77	63,041.49	63,564.15	1	55,000.00	7,500.00	62,500.00	63,564.15	1,851.38		63,564.15		
10005422	PORGESZ, ALEXANDER	LIEUTENANT/PARAMEDIC	2001-10-29	17.92	FBR 21	63,920.90	65,028.81	65,838.53	1	55,000.00	7,500.00	62,500.00	65,838.53	1,917.63		65,838.53		
10005436	RUCKER, RODNEY C	LIEUTENANT/PARAMEDIC	1998-07-27	21.18	FBR 21	71,104.72	71,494.25	73,237.86	1	55,000.00	7,500.00	62,500.00	73,237.86	2,133.14		73,237.86		
10005521	LEWIS, RONALD R JR	LIEUTENANT/PARAMEDIC	1998-06-01	21.33	FBR 21	66,954.70	67,759.23	68,963.34	1	55,000.00	7,500.00	62,500.00	68,963.34	2,008.64	2,100.00	71,063.34		
10005549	VALENTINE, RUSSELL J	LIEUTENANT/PARAMEDIC	1998-05-04	21.41	FBR 21	65,920.03	66,828.03	67,897.63	1	55,000.00	7,500.00	62,500.00	67,897.63	1,977.60	3,134.00	71,031.63		
10005433	RIVERA, ROBIN M	LIEUTENANT/PARAMEDIC	1997-11-17	21.87	FBR 21	69,054.00	69,648.60	71,125.62	1	55,000.00	7,500.00	62,500.00	71,125.62	2,071.62		71,125.62		
10005471	WESLEY, KEVIN D	LIEUTENANT/PARAMEDIC	1997-10-20	21.94	FBR 21	66,358.89	67,223.00	68,349.66	1	55,000.00	7,500.00	62,500.00	68,349.66	1,990.77		68,349.66		
10005412	OLIVER, MICHAEL D JR	LIEUTENANT/PARAMEDIC	1997-03-31	22.50	FBR 21	71,143.32	71,528.99	73,277.62	1	55,000.00	7,500.00	62,500.00	73,277.62	2,134.30		73,277.62		
10005483	BENDEL, JAMES O JR	LIEUTENANT/PARAMEDIC	1995-06-05	24.32	FBR 21	77,122.07	76,909.86	79,435.73	1	55,000.00	7,500.00	62,500.00	79,435.73	2,313.66		79,435.73		
10005254	PERRYMAN, ANDREW J	LIEUTENANT/PARAMEDIC	1993-08-09	26.14	FBR 21	76,735.03	76,561.53	79,037.08	1	55,000.00	7,500.00	62,500.00	79,037.08	2,302.05		79,037.08		
10005270	STEWART, LARRY C	LIEUTENANT/PARAMEDIC	1989-11-20	29.86	FBR 21	89,674.62	88,207.16	92,364.86	1	55,000.00	7,500.00	62,500.00	92,364.86	2,690.24		92,364.86		

Pay Structure Re-Organization Analysis
The only specialty pay and incentive pay included on this sheet is ACFR Cleared Paramedic of \$7,500
Employees As of: 9/30/2019

Emp Number	Name	Position	Hire Date	Time in ACFR (Years)	Grade	Salary	Recalculated salary for Paramedic Cert	Minimum 3%	Class Level	Class Level Salary	Paramedic Cert	Pay Plan including Paramedic Certification	Highest of Recalculated Salary, Pay Plan Salary or 3% Raise	Amount of Increase	Added for Pay Adjustments and to relieve identified compression	FY20 Salary
[A]							[B]	[C]	[D]				[E]	[E] - [A]		
\$ 11,676,930							\$ 11,898,425	\$ 12,027,238	\$ 10,659,100				\$ 12,531,603	\$ 854,673	\$ 32,116	\$ 12,563,719
100000989	WEAVER, DANIEL A	RESCUE LIEUTENANT II 56	2017-08-07	2.15	FBR 18	57,087.51	58,878.76	58,800.14	6	55,000.00	7,500.00	62,500.00	62,500.00	5,412.49		62,500.00
10008238	NEUNZIG, WILLIAM J	RESCUE LIEUTENANT II 56	2017-02-20	2.61	FBR 21	57,087.51	58,878.76	58,800.14	6	55,000.00	7,500.00	62,500.00	62,500.00	5,412.49		62,500.00
10008905	NEUNZIG, SHANNON K	RESCUE LIEUTENANT II 56	2017-02-20	2.61	FBR 21	57,087.51	58,878.76	58,800.14	6	55,000.00	7,500.00	62,500.00	62,500.00	5,412.49		62,500.00
100000708	HEALY, GREGORY II	RESCUE LIEUTENANT II 56	2016-10-17	2.95	FBR 21	57,087.51	58,878.76	58,800.14	6	55,000.00	7,500.00	62,500.00	62,500.00	5,412.49		62,500.00
100000449	WATERS, JONATHAN D	RESCUE LIEUTENANT II 56	2016-04-25	3.43	FBR 21	57,087.51	58,878.76	58,800.14	6	55,000.00	7,500.00	62,500.00	62,500.00	5,412.49		62,500.00
100000229	JARVIS, STEVEN L	RESCUE LIEUTENANT II 56	2015-10-12	3.97	FBR 21	57,087.51	58,878.76	58,800.14	6	55,000.00	7,500.00	62,500.00	62,500.00	5,412.49		62,500.00
10005551	WALTERS, DAVID O	RESCUE LIEUTENANT II 56	2014-08-25	5.10	FBR 21	58,596.10	60,236.49	60,353.98	6	55,000.00	7,500.00	62,500.00	62,500.00	3,903.90		62,500.00
10008822	CAPPELLANO, JOAO M	RESCUE LIEUTENANT II 56	2014-04-21	5.44	FBR 21	57,087.51	58,878.76	58,800.14	6	55,000.00	7,500.00	62,500.00	62,500.00	5,412.49		62,500.00
10005460	TANNACHION, JAMES A	RESCUE LIEUTENANT II 56	2013-08-12	6.13	FBR 21	59,807.16	61,326.44	61,601.37	6	55,000.00	7,500.00	62,500.00	62,500.00	2,692.84		62,500.00
10008696	MARSH, KIMBERLY E	RESCUE LIEUTENANT II 56	2013-08-12	6.13	FBR 21	59,807.16	61,326.44	61,601.37	6	55,000.00	7,500.00	62,500.00	62,500.00	2,692.84		62,500.00
10008605	DAVIES, DOUGLAS W	RESCUE LIEUTENANT II 56	2013-04-22	6.44	FBR 21	59,807.16	61,326.44	61,601.37	6	55,000.00	7,500.00	62,500.00	62,500.00	2,692.84		62,500.00
10007801	DISANTO, JENNIFER A	RESCUE LIEUTENANT II 56	2010-11-29	8.84	FBR 21	61,679.49	63,011.54	63,529.87	6	55,000.00	7,500.00	62,500.00	63,529.87	1,850.38		63,529.87
10007430	ROBBINS, ZACHARY J	RESCUE LIEUTENANT II 56	2007-11-01	11.91	FBR 21	61,801.96	63,121.76	63,656.02	6	55,000.00	7,500.00	62,500.00	63,656.02	1,854.06		63,656.02
10005333	EHRLER, ARVIN F	RESCUE LIEUTENANT II 56	2005-08-22	14.11	FBR 21	63,247.97	64,423.17	65,145.41	6	55,000.00	7,500.00	62,500.00	65,145.41	1,897.44		65,145.41
10005207	CHANEY, TRAVIS R	RESCUE LIEUTENANT II 56	2003-03-10	16.56	FBR 21	63,329.51	64,496.56	65,229.40	6	55,000.00	7,500.00	62,500.00	65,229.40	1,899.89		65,229.40
10005314	CHAPMAN, ROBERT T	RESCUE LIEUTENANT II 56	1999-11-08	19.89	FBR 21	64,054.35	65,148.92	65,975.98	6	55,000.00	7,500.00	62,500.00	65,975.98	1,921.63		65,975.98
10005413	ORTIZ, CYNTHIA M	RESCUE LIEUTENANT II 56	1995-11-06	23.90	FBR 21	64,218.09	65,296.28	66,144.63	6	55,000.00	7,500.00	62,500.00	66,144.63	1,926.54		66,144.63
10005469	WARD, ROBERT B	RESCUE LIEUTENANT II 56	1993-01-25	26.68	FBR 21	78,704.20	78,333.78	81,065.33	6	55,000.00	7,500.00	62,500.00	81,065.33	2,361.13		81,065.33