

<u>Specialty Pay per Hour</u>		<u>Cost estimate</u>	<u>Cost estimate</u>	<u>Incentive Pay per Hour</u>
\$0.75 - Fire Fighter assigned to drive a Rescue		105,000	800	\$0.06 – Tech Rescue Operations training certificate
\$0.30 – Employee Assigned to Q23/SQ23 w/Tech Certificate		6,000	4,000	\$0.12 – Tech Rescue Technician training certificate (not cumulative with Ops)
\$0.30 – Chaplain		1,000	4,000	\$0.08 – Bilingual with proof of fluency in second language
\$0.15 – Assistant Chaplain		500	12,300	\$0.09 – A.A. or A.S. until required at level or classification
\$1.00 – Training Lieutenant		10,000	7,800	\$0.18 – B.A. or B.S. in related field until required by level or classification (not cumulative with AA/AS)
Total Employee Position Count	243	\$	850,239	Higher of Pay Plan, 3% or Recalculated Paramedic
20 Years Plus in ACFR	34		4,434	3 employees not in plan
		\$	854,673	Cost to Proposal
			151,400	Cost of Specialty and Incentive Pay (Estimate)
			32,116	Additional Compensation addressing compression and pay alignment
			11,898,425	Salaries as of 9/30/19 including vacancies
		\$	12,936,614	FY20 Total Salaries
Additional Compensation:				
	TRAHAN, CHRISTOPHER S		432.70	Compression
	PLUMLEY, RYAN K		473.32	Compression
	STICHTER, DEVON M		2,347.08	Compression
	HUNT, ALEX O JR		2,351.53	Compression
	WILLIAMS, ALLEN J		2,384.62	Compression
	BROWN, KENNETH C		2,384.62	Compression
	FINLAY, MARK A		2,437.09	Compression
	TUCKER, PAUL D		3,209.00	Compression
	TOTH, STEPHEN C		1,693.43	Compression
	DAVIS, DOUGLAS S		1,598.14	Compression
	SMITH, ROBERT D		2,092.79	Additional Compensation
	BRYANT, FRANKLIN K		2,096.58	Additional Compensation
	LEWIS, RONALD		2,100.00	Additional Compensation
	WINNINGHAM, CHAD		3,135.00	Additional Compensation
	VALENTINE, RUSSELL		3,134.00	Additional Compensation
	YOUNG, STANLEY		246.00	Additional Compensation
		\$	32,115.90	