

# Comparison of Pay and Benefits Across Local Fire & Rescue Districts

	<u>Upper Captiva Fire &amp; Rescue</u>				<u>Little Gasparilla F&amp;R</u>		<u>Matlacha/Pine Island Fire &amp; Rescue</u>					<u>Captiva Fire &amp; Rescue</u>	<u>Sanibel Fire &amp; Rescue</u>			
Annual Budget	\$1,047,028				\$257,403		\$4,383,631					\$2,388,124	\$4,366,000			
Number of Fire Stations	1				1		3					1	2			
	Chief	Officer	Paramedic	EMT	Chief	Paramedic (2 on Staff)	Acting Chief	Officer	Engineer	Paramedic	EMT	New Hire Paramedic/EMT	New Hire Paramedic/EMT			
Calculated Annual Salary or Wages (2.33 shifts/week for P/T)	\$55,000	\$56,703	\$52,341	\$46,525	\$47,000	\$35,000	\$89,665	\$89,837	\$69,789	\$55,448	\$52,526	\$42,183	\$46,734			
Benefits Cost to District	\$73,525	\$6,736	\$6,218	\$5,527	\$7,584	\$4,158	Unknown Cost					Unknown Cost	Unknown Cost			
Total	\$128,525	\$63,439	\$58,559	\$52,053	\$54,584	\$39,158	\$89,665	\$89,837	\$69,789	\$55,448	\$52,526	\$42,183	\$46,734			
Shifts/Week	4		1		2.33		2.33					2.33	2.33			
Daily Staffing Level	4 Total/24-Hour Shift (1 Full-Time & 45+ Part-Time)				1 Total/24-Hour Shift (3 Full-Time)		8 Total/24-Hour Shift 29 Full Time Staff (Down from 32)					3 Total/48-Hour Shift (plus Chief & Who? ... 11 Full-Time)	28 Full Time Staff			
24 Hour Shift Schedule/Person	4-ON/ 3-OFF	No More Than 1 Shift/Week?			1-ON/2-OFF		1-ON/2-OFF					2-ON/4-OFF	1-ON/2-OFF			
Daily Cost (Incl FICA & W/C)	\$618	\$524	\$483	\$430	\$451	\$323	\$740	\$741	\$576	\$458	\$434	\$348	\$386			
Hourly Cost (Calculated)	\$25.75	\$21.82	\$20.14	\$17.90	\$18.77	\$13.47	\$30.05	\$30.05	\$23.34	\$18.54	\$17.57	Starting @ \$14.51/hr	Starting @ \$16.07/hr			
Remaining Shifts/Week	3				4.67		4.67					4.67	4.67			
Cost for Remaining Weekly Shifts (@ UCFRD Paramedic Rate)	\$67,392							\$180,060	\$139,877	\$111,134	\$105,278	\$84,547	\$93,669			
Total Cost for 1-FTE/Year	\$195,917	\$190,318	\$175,678	\$156,158	\$54,584	\$78,316	\$89,665	\$269,897	\$209,666	\$166,582	\$157,804	\$126,730	\$140,403			
	\$718,070				\$132,900		Total Cost Understated w/o Benefits									
<b>Benefits</b>																
Vacation Days	16 in FY15 & FY16, 21 in FY17 (and later)		0		5		0		8		9		10		10	
Sick Days									4		6		6		6	
Holidays									11		10 Holidays (but 50% pay differential for worked shifts equates up to 5 paid holidays)		YES, # UNKNOWN		YES, # UNKNOWN	
Retirement	Individual		NO		NO		NO		NO		NO		State Plan		State Plan	
Overtime Differential	NO		July 4th, Thanksgiving, Christmas Day, and New Year's Eve (33%)		YES		YES		NO		50%		50%		50%	
Health/Dental/Vision for Self	100%		0%		NO		NO		NO		80%		100%		YES	
Health/Dental/Vision for Spouse	100%		0%		NO		NO		NO		0%, if hired after 1 Oct 2014		100%		YES	
Funded Health Reimbursement Arrangement (Annual Allowance)	NO		NO		NO		NO		NO		YES		UNKNOWN		UNKNOWN	
Employee Only											\$2,250					
Employee & Family											\$3,500					
Disability Insurance	YES		NO		NO		NO		NO		UNKNOWN		YES			
Housing	YES		NO		NO		NO		NO		NO		NO		NO	
Live on Island	YES		NO		NO		NO		NO		NO		NO		NO	
Education	Pre-Approval Required		NO		NO		NO		NO		24 hrs		YES		UNKNOWN	