

IAFF Salary Adjustment

Totals	Estimated Cost FY 17-18**	Estimated Cost FY 18-19**	Total Cost to the City **	SS Adjustment Savings **	Net Cost**
1-Step adjustment to current step in the new proposed plan for TO only as of May 13th*; May will be their new merit review date. All other members migrate to new pay schedule on Merit date for FY 18-19. **all numbers are approximate	\$15,645.68	\$148,642.80	\$164,288.48	Approx. \$69,718.67	Approx. \$94,569.81

- Union Proposal to adjust current pay schedule to reflect market at the Max salary for each class: Firefighter (99%), Fire Engineer (101%) and Fire Captain (99%).
- Maintain the current step progression of 3% between steps
- Add 2 steps to the top end of the current Pay Schedule
- Give topped out staff a one-step increase when approved by Council (May.)
- Add Top out Pay (\$1500) to match what is currently offered to all other City Staff.
- Reduce SS Wage Adjustment (City Match) contribution by 1% to 6.65% from 7.65%
 - Adjustment to be made in conjunction with merit increase.
- Extend the MOU Contract 1 additional year; from 2017-2019 to 2017-2020

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Step	Title	Percent	Hourly Rate (2019)	Annualized Salary	Annualized Paramedic Pay 10%
Entry	Firefighter - Recruit	3.00%	\$ 16.79	\$ 49,011.74	\$ 4,901.17
1	Firefighter	3.00%	\$ 17.29	\$ 50,482.09	\$ 5,048.21
2	Firefighter	3.00%	\$ 17.81	\$ 51,996.55	\$ 5,199.66
3	Firefighter	3.00%	\$ 18.35	\$ 53,556.45	\$ 5,355.65
4	Firefighter	3.00%	\$ 18.90	\$ 55,163.15	\$ 5,516.31
5	Firefighter	3.00%	\$ 19.46	\$ 56,818.04	\$ 5,681.80
6	Firefighter	3.00%	\$ 20.05	\$ 58,522.58	\$ 5,852.26
7	Firefighter	3.00%	\$ 20.65	\$ 60,278.26	\$ 6,027.83
8	Firefighter	3.00%	\$ 21.27	\$ 62,086.61	\$ 6,208.66
9	Firefighter	3.00%	\$ 21.91	\$ 63,949.20	\$ 6,394.92
10	Firefighter	3.00%	\$ 22.57	\$ 65,867.68	\$ 6,586.77

Step	Title	Percent	Hourly Rate (2019)	Annualized Salary	Annualized Paramedic Pay 10%
1	Fire Engineer	3.00%	\$ 21.92	\$ 63,971.74	\$ 6,397.17
2	Fire Engineer	3.00%	\$ 22.57	\$ 65,890.89	\$ 6,589.09
3	Fire Engineer	3.00%	\$ 23.25	\$ 67,867.62	\$ 6,786.76
4	Fire Engineer	3.00%	\$ 23.95	\$ 69,903.65	\$ 6,990.36
5	Fire Engineer	3.00%	\$ 24.67	\$ 72,000.76	\$ 7,200.08
6	Fire Engineer	3.00%	\$ 25.41	\$ 74,160.78	\$ 7,416.08
7	Fire Engineer	3.00%	\$ 26.17	\$ 76,385.60	\$ 7,638.56

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Step	Title	Percent	Hourly Rate (2019)	Annualized Salary	Annualized Paramedic Pay 10%
1	Fire Captain	3.00%	\$ 25.42	\$ 74,187.40	\$ 7,418.74
2	Fire Captain	3.00%	\$ 26.18	\$ 76,413.02	\$ 7,641.30
3	Fire Captain	3.00%	\$ 26.96	\$ 78,705.41	\$ 7,870.54
4	Fire Captain	3.00%	\$ 27.77	\$ 81,066.58	\$ 8,106.66
5	Fire Captain	3.00%	\$ 28.61	\$ 83,498.57	\$ 8,349.86
6	Fire Captain	3.00%	\$ 29.46	\$ 86,003.53	\$ 8,600.35
7	Fire Captain	3.00%	\$ 30.35	\$ 88,583.64	\$ 8,858.36

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Market Data

Organization	Job Title	Fire Fighter Pay Range Geographically Adjusted Data***		
		Min	Mid	Max
City of Maricopa, AZ				
City of Apache Junction, AZ	No Match			
City of Avondale, AZ	Firefighter	\$44,097	\$53,468	\$62,839
City of Buckeye, AZ	Firefighter	\$46,074	\$58,775	\$71,476
City of Casa Grande, AZ	Firefighter	\$48,556	\$57,771	\$66,985
City of Chandler, AZ	Firefighter	\$46,587	\$55,869	\$65,152
City of Goodyear, AZ	Firefighter	\$44,034	\$54,702	\$65,369
Pinal County, AZ	No Match			
Town of Oro Valley, AZ	No Match			
Town of Queen Creek, AZ	Firefighter	\$47,901	\$57,891	\$67,881
City of Maricopa		\$49,011	\$55,549	\$63,949
Public Market Average		\$46,208	\$56,413	\$66,617
City of Maricopa as a % of Public Market Average		106%	98%	96%

Proposed Steps		
\$49,011	\$57,439	\$65,868

City of Maricopa	\$49,011	\$57,439	\$65,868
Public Market Average	\$46,208	\$56,413	\$66,617
City of Maricopa as a % of Public Market Average	106%	102%	99%

Organization	Job Title	Fire Engineer Pay Range Geographically Adjusted Data***		
		Min	Mid	Max
City of Maricopa, AZ				
City of Apache Junction, AZ	No Match			
City of Avondale, AZ	Fire Engineer	\$54,233	\$65,698	\$77,163
City of Buckeye, AZ	Fire Engineer	\$61,779	\$70,316	\$78,853
City of Casa Grande, AZ	Fire Engineer	\$55,739	\$66,286	\$76,832
City of Chandler, AZ	Fire Engineer	\$68,414	\$68,941	\$69,467
City of Goodyear, AZ	Fire Engineer	\$58,979	\$63,689	\$68,398
Pinal County, AZ	No Match			
Town of Oro Valley, AZ	No Match			
Town of Queen Creek, AZ	Fire Engineer	\$66,750	\$74,086	\$81,423
City of Maricopa		\$63,971	\$67,986	\$74,160
Public Market Average		\$60,982	\$68,169	\$75,356
City of Maricopa as a % of Public Market Average		105%	100%	98%

Proposed Steps		
\$63,972	\$70,179	\$76,386

City of Maricopa	\$63,972	\$70,179	\$76,386
Public Market Average	\$60,982	\$68,169	\$75,356
City of Maricopa as a % of Public Market Average	105%	103%	101%

Organization	Job Title	Fire Captain Pay Range Geographically Adjusted Data***		
		Min	Mid	Max
City of Maricopa, AZ				
City of Apache Junction, AZ	No Match			
City of Avondale, AZ	Fire Captain	\$64,052	\$77,610	\$91,169
City of Buckeye, AZ	Fire Captain	\$71,684	\$83,880	\$96,075
City of Casa Grande, AZ	Fire Captain	\$65,445	\$77,844	\$90,244
City of Chandler, AZ	Fire Captain	\$72,957	\$77,748	\$82,539
City of Goodyear, AZ	Fire Captain	\$68,398	\$75,867	\$83,336
Pinal County, AZ	No Match			
Town of Oro Valley, AZ	No Match			
Town of Queen Creek, AZ	Fire Captain	\$75,093	\$83,358	\$91,622
City of Maricopa		\$74,187	\$78,843	\$86,003
Public Market Average		\$69,605	\$79,385	\$89,164
City of Maricopa as a % of Public Market Average		107%	99%	96%

Proposed Steps		
\$74,187	\$81,386	\$88,584

City of Maricopa	\$74,187	\$81,386	\$88,584
Public Market Average	\$69,605	\$79,385	\$89,164
City of Maricopa as a % of Public Market Average	107%	103%	99%