

**Office of the Houston City Controller**  
Houston Fire Department - Pay Parity Analysis

October 1, 2018

|                                |                            |               |               | (4)           |   |                         |
|--------------------------------|----------------------------|---------------|---------------|---------------|---|-------------------------|
| Base Pay (5)                   |                            | FY2019 (1)    | FY2020        | FY2021        | FY 2020 - Additional 4%                           | FY 2021 - Additional 3% |
| (a)                            | Base Pay Increase          | \$ 24,276,600 | \$ 48,553,199 | \$ 48,553,199 | \$ 59,976,160                                     | \$ 68,886,070           |
|                                | Pension                    | \$ 8,008,850  | \$ 16,017,700 | \$ 16,017,700 | \$ 19,786,135                                     | \$ 22,725,514           |
|                                | FICA                       | \$ 352,011    | \$ 704,021    | \$ 704,021    | \$ 869,654  | \$ 998,848              |
|                                | Total                      | \$ 32,637,461 | \$ 65,274,921 | \$ 65,274,921 | \$ 80,631,950                                     | \$ 92,610,432           |
|                                |                            |               |               |               | Increase due to 4%:                               | Increase due to 3%:     |
|                                |                            |               |               |               | \$ 15,357,029                                     | \$ 27,335,511           |
| Other Pay (2)                  |                            |               |               |               |   |                         |
| (b)                            | Suppression Pay            | \$ 1,252,309  | \$ 2,504,617  | \$ 2,504,617  |   |                         |
| (c)                            | Training Pay               | \$ 5,362,557  | \$ 10,725,114 | \$ 10,725,114 |   |                         |
| (d)                            | Arson Investigation Pay    | \$ 67,220     | \$ 134,440    | \$ 134,440    |   |                         |
| (e)                            | Field Training Pay         | \$ 47,448     | \$ 94,897     | \$ 94,897     |   |                         |
| (f)                            | Mentoring Pay              | \$ 222,375    | \$ 444,750    | \$ 444,750    |   |                         |
| (g)                            | Weekend Premium Pay        | \$ 92,292     | \$ 184,583    | \$ 184,583    |   |                         |
| (g1)                           | Shift Differential Pay     | \$ 84,718     | \$ 169,437    | \$ 169,437    |   |                         |
| (h)                            | Education Pay              | \$ 1,779,706  | \$ 3,559,412  | \$ 3,559,412  |   |                         |
| (i)                            | Tuition Reimbursement      | \$ 409,615    | \$ 819,230    | \$ 819,230    | Additional cost to base due to 7% increase in pay |                         |
| (j)                            | Clothing Allowance (3)     | \$ -          | \$ -          | \$ -          | \$ 42,692,540                                     |                         |
| (k)                            | Equipment Allowance (3)    | \$ -          | \$ -          | \$ -          | Percent of Base Pay Increase                      |                         |
| (l)                            | Medical Trust Contribution | \$ 227,347    | \$ 454,694    | \$ 454,694    | 20.35%  |                         |
| (m)                            | Physical Agility Pay       | \$ -          | \$ 787,721    | \$ 787,721    | Annualized Cost                                   |                         |
|                                | Total                      | \$ 9,545,587  | \$ 19,878,896 | \$ 19,878,896 | \$85,153,817                                      |                         |
|                                |                            |               |               |               | FY 2019 - FY 2021                                 |                         |
| Potential Impact Due to Parity |                            |               |               | \$ 42,183,048 | \$ 85,153,817                                     | \$ 85,153,817           |
|                                |                            |               |               |               |   | \$212,490,681           |

**Footnotes:**

- (1) Assumes the effective date of parity is January 1, 2019. The implementation plan of pay parity will have an impact on when expenditures are incurred.
- (2) Many assumptions were made in order to calculate "Other Pay". The City will have a more accurate cost estimate once the criteria for each incentive pay is determined.
- (3) HFD personnel currently receive a clothing and equipment allowance.
- (4) The proposed Meet and Confer Agreement with Houston Police Officers' Union include a 4% increase in base pay for FY 2020 and 3% increase in base pay for FY 2021.
- (5) This analysis is intended for the purposes of discussion and is subject to change.