



City of San Antonio, Texas

Compensation Analysis

San Antonio Professional Firefighters Association IAFF Local 624

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PFM Group Consulting
LLC

1735 Market Street
42nd Floor
Philadelphia, PA 19103

221 West 6th Street
Suite 1900
Austin, TX 78701



Overview

- Benchmarking relative to firefighters in other large Texas cities (Austin, Corpus Christi, Dallas, El Paso, Fort Worth, Houston), San Antonio provides above-average premium pays and contributes at a higher rate toward employee healthcare costs and pensions
- As a result, in combination with base pay, San Antonio consistently ranks above the median when compared from a total compensation perspective:
 - At entry, San Antonio ranks 1st out of the other large Texas cities in total regionally-adjusted cash compensation and major benefits
 - San Antonio ranks 3rd out of the 7 large Texas cities benchmarked in total regionally-adjusted cash compensation and major benefits at 5 YOS and 2nd at 10 YOS, 15 YOS, 20 YOS, and 25 YOS
 - San Antonio also ranks 2nd out of 7 after 20 years for Fire Engineer, Lieutenant, Captain, and District Chief
 - San Antonio remains in the top two over 20-year and 31-year career averages when differences in work schedules and paid leave are taken into account



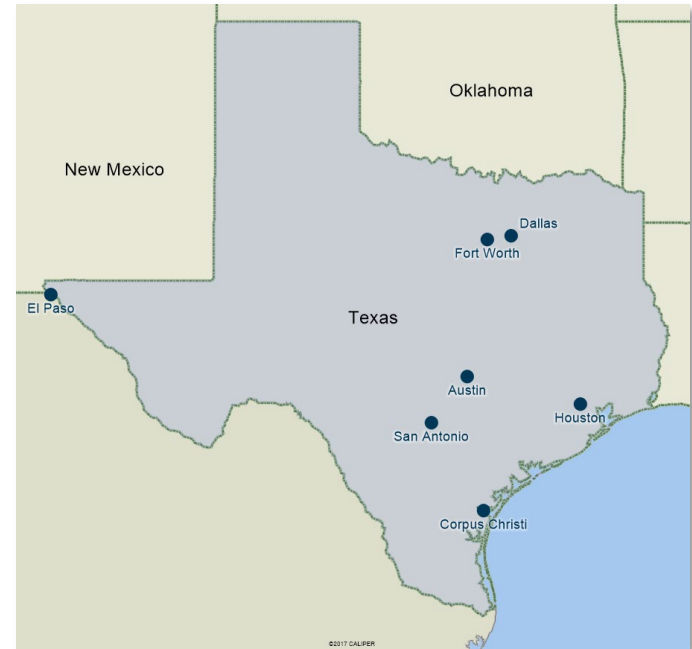
Texas City Firefighter Compensation



Survey Context

Regional Economic and Labor Market Differences

- To develop perspective on the competitiveness of San Antonio firefighter compensation, PFM surveyed the following six major Texas cities with the largest fire departments in the state:
 - Austin
 - Corpus Christi
 - Dallas
 - El Paso
 - Fort Worth
 - Houston
- Even within the same state – especially a state as large as Texas – differences can be found across local and regional economies and labor markets
- Such differences provide important context for evaluating comparative compensation, and are outlined on the following slides





Survey Context

Demographic and Economic Context

- While San Antonio's population and bond ratings rank above the survey group median, median home values, household income, and monthly owner housing cost (a proxy for cost of living) fall near the bottom of the comparison group
- The San Antonio metropolitan area also ranks below the Dallas-Fort Worth, Austin, and Houston areas for cost-of-living as indicated by Regional Price Parities, a metric developed by the U.S. Bureau of Economic Analysis

	Population (2022)	Median Household Income (2022)	Median Earnings FT Year-Round Workers (2022)	Median Home Value (2022)	Median Monthly Owner Cost (Housing, 2022)	Regional Price Parity (Cost-of-Living, 2021)	Bond Rating (S&P)
San Antonio	1,472,904	\$58,829	\$45,209	230,700	\$1,665	96.4	AAA
Austin	975,335	\$89,415	\$68,801	593,000	\$2,444	100.0	AAA
Corpus Christi	316,228	\$60,958	\$48,676	206,500	\$1,753	94.8	AA/AA-
Dallas	1,299,553	\$65,400	\$51,020	320,400	\$2,228	103.9	AA-
El Paso	677,469	\$52,645	\$42,797	176,700	\$1,454	93.1	AA-
Forth Worth	961,160	\$71,527	\$53,500	293,600	\$1,986	103.9	AA
Houston	2,304,414	\$60,426	\$51,174	267,000	\$2,024	99.7	A
Median (excluding San Antonio)	968,248	\$63,179	\$51,097	280,300	\$2,005	99.9	AA/AA-
San Antonio Variance from Median	52.1%	-6.9%	-11.5%	-17.7%	-17.0%	-3.5%	San Antonio favorable
San Antonio Rank	2 of 7	6 of 7	6 of 7	5 of 7	6 of 7	5 of 7	1 of 7 (tied)



Survey Context

Regional Labor Market Differences

- Although cost-of-living is one factor influencing the local demand and supply of labor – and, therefore, area wage differences – other factors are also important, including: local workforce characteristics, industry mix, and quality of life/amenities
- As a result, multi-location employers who pay geographic differentials, from private corporations with branch offices to the federal government, typically base any such adjustments on area wage differential data, not cost of living
- The federal Office of Personnel Management (OPM) develops an index for the purposes of calculating federal locality pay differentials – federal pay supplements provided in higher cost metropolitan areas – based on data from Bureau of Labor Statistics (BLS) data for wage differences across overall labor markets nationally
 - In the table below, we have re-indexed the OPM findings, with San Antonio labor market pay set = 100
- Across the benchmark cities, in comparison to San Antonio, general labor market pay is 3.8% higher in Austin, 5.9% higher in Houston, and 7.6% higher in Dallas-Ft. Worth, with overall pay levels lower in El Paso and Corpus Christi

	Region	Area Pay Gap	Index (San Antonio as Base)
Dallas	Dallas-Ft. Worth, TX-OK	53.32%	107.6
Fort Worth	Dallas-Ft. Worth, TX-OK	53.32%	107.6
Houston	Houston-The Woodlands, TX	50.89%	105.9
Austin	Austin-Round Rock, TX	47.99%	103.8
San Antonio	San Antonio, TX	42.55%	100.0
Corpus Christi	Corpus Christi, TX	33.66%	93.8
El Paso	El Paso, TX	25.17%	87.8
San Antonio Rank			5 of 7
Texas Multi-City Median (excluding San Antonio)			104.8



Methodology

- To evaluate relative compensation, PFM collected and reviewed key documents (e.g., pay plans, collective bargaining agreements, benefit summaries) from each City. After data collection, PFM has also asked detailed follow-up questions to clarify compensation practices
- All analysis was conducted to compare typical fire fighter compensation, starting after academy, as of **September 30, 2023**
- For health benefit costs on a Per Employee Per Year (PEPY) basis, PFM relied on information developed by Gallagher Benefit Services on behalf of the City for 2023
- It is important to note that for Houston, pay comparisons reflect wages since the last negotiated agreement, which expired in 2017, plus three 6.0% across-the-board wage increases effective July 2021, July 2022, and July 2023 authorized by City Council as interim adjustments pending resolution of the ongoing impasse

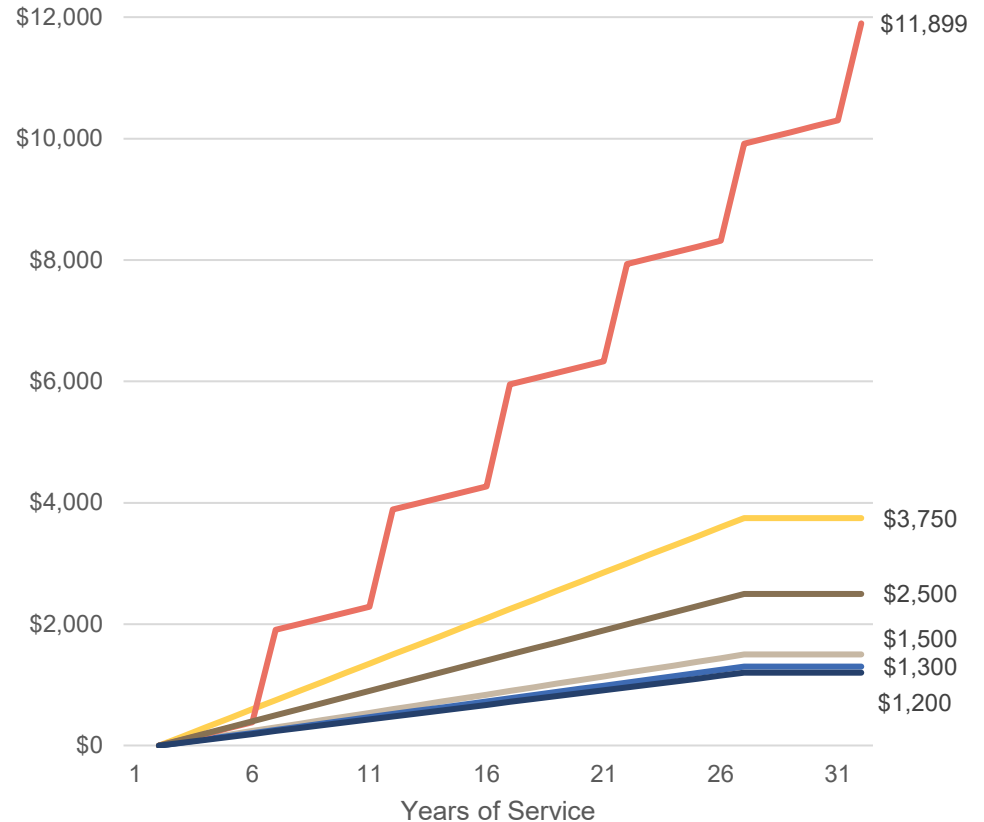


Longevity Pay

- San Antonio's longevity pay formula is the strongest across the Texas cities benchmarked

Longevity Formula	
Austin	\$100 per Year of service (YOS) (Max of 25 years; \$2,500)
Corpus Christi	\$150 x YOS (Max of 25 years; \$3,750)
Dallas	\$48 x YOS (Max of 25 years; \$1,200)
El Paso	\$60 x YOS (Max of 25 years; \$1,500)
Fort Worth	\$48 x YOS (Max of 25 years; \$1,200)
Houston	\$52 x YOS (Max of 25 years; \$1,300)
San Antonio	3% of base pay for each 5 YOS (max 18% at 30 years; \$11,899). In years when not a multiple of five, officers receive additional \$96 longevity pay per YOS

Fire Fighter Longevity Pay



- El Paso
- Corpus Christi
- Austin
- Houston
- San Antonio
- Dallas and Fort Worth



Fire Certification and Education Premium Pays

- San Antonio is the only benchmarked City to offer a pay premium for basic fire certification, and one of four to provide pay premiums for both educational attainment and certification by the Texas Commission on Fire Protection

	Fire Certification Pay		Education Pay		Pay for Both?
San Antonio	Basic:	\$780	Associates Degree:	\$2,220	Yes
	Intermediate:	\$1,140	Bachelors Degree:	\$3,480	
	Advanced:	\$1,620	Masters Degree:	\$3,720	
	Master:	\$2,100			
Austin	Basic:	\$0	Associates Degree:	\$600	No
	Intermediate:	\$600	Bachelors Degree:	\$1,200	
	Advanced:	\$1,200	Masters Degree:	\$1,200	
	Master:	\$1,800			
Corpus Christi	Basic:	\$0	Max w/out Associates Degree:	\$852	Yes
	Intermediate:	\$600	Associates Degree:	\$1,488	
	Advanced:	\$900	Bachelors Degree:	\$1,620	
	Master:	\$1,500	Masters Degree:	\$2,052	
Dallas	Basic:	\$0	Max w/out Bachelors:	\$2,880	Yes
	Intermediate:	\$600	Bachelors:	\$3,600	
	Advanced:	\$4,800			
	Masters:	\$7,200			
El Paso	Basic:	\$0	Associates Degree:	\$1,200	Yes
	Intermediate:	\$768	Bachelors Degree:	\$1,800	
	Advanced:	\$1,128	Masters Degree:	\$2,400	
	Master:	\$1,488			
Fort Worth	Basic:	\$0	Associates Degree:	\$1,330	No
	Intermediate:	\$887	Bachelors Degree:	\$2,217	
	Advanced:	\$1,330	Masters Degree:	\$2,661	
	Masters:	\$1,774	PhD:	\$3,104	
Houston*		Level One: \$1,080 Level Two: \$1,920 Level Three: \$2,394			N/A



EMT Certification Pay

- San Antonio is one of three cities to provide an annual pay premium for EMT-Certification, regardless of assignment, and provides comparatively high rates
- Houston provides \$100 bi-weekly to EMT-certified firefighters assigned to EMS; fire fighters assigned to fire suppression do not receive the pay premium

Annual EMT Certification Pay	
San Antonio	\$900 through 4 years \$1,500, 5th through 8th years \$2,100 after 8 years
Austin	\$0
Corpus Christi	\$420
Dallas	\$0
El Paso	\$0
Fort Worth	\$1,109 per year
Houston	Only if assigned to EMS



Clothing Allowance

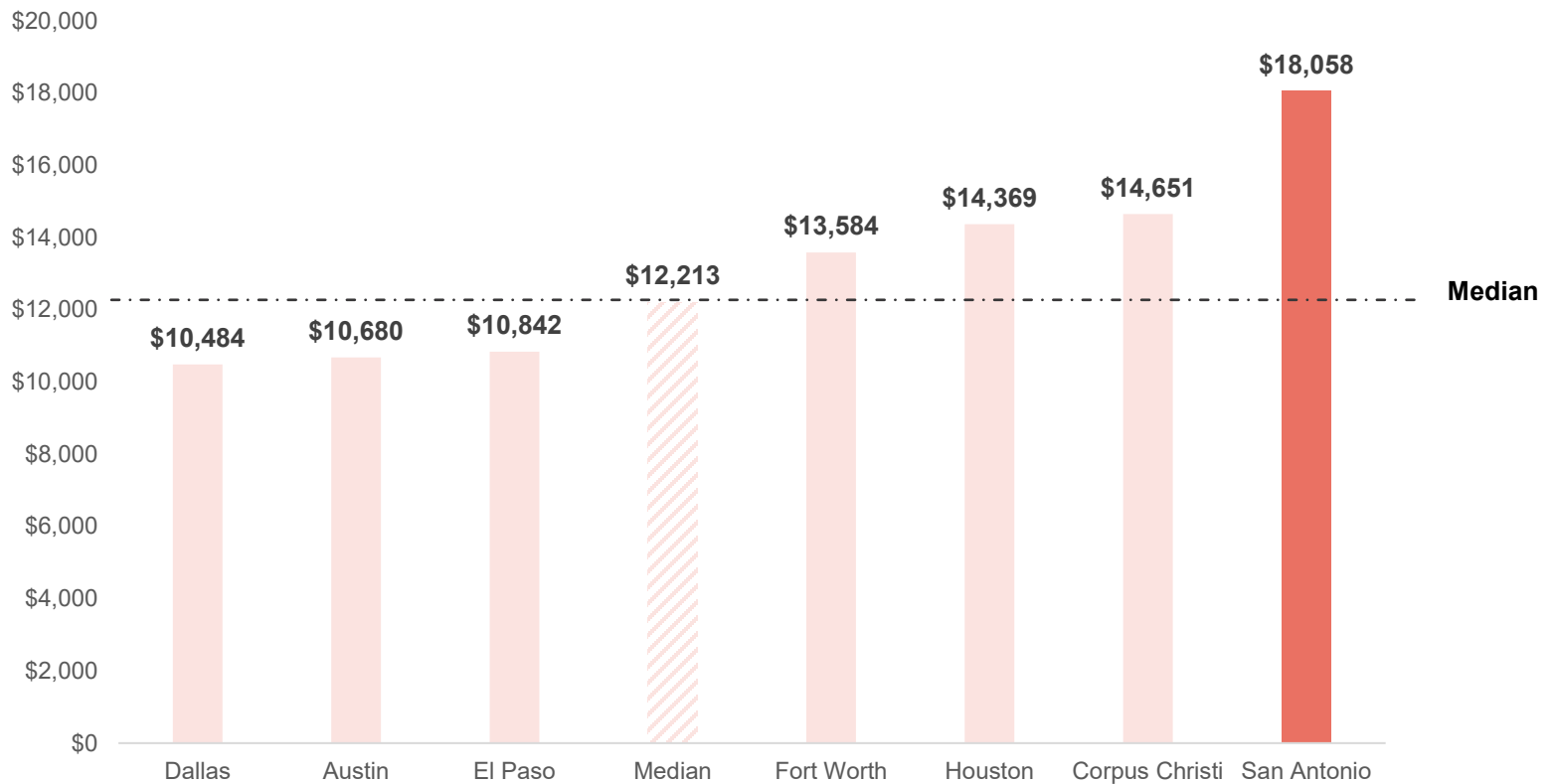
- San Antonio is one of three surveyed cities to provide a clothing allowance to uniformed fire personnel, with the second-highest amount paid

Annual Clothing Allowance	
San Antonio	\$720*
Austin	\$0
Corpus Christi	\$810
Dallas	\$0
El Paso	\$0
Fort Worth	\$0
Houston	\$300



Employer Healthcare Costs (FY2023)

- Based on analysis by Gallagher Benefit Services, employer healthcare costs for San Antonio active employees on a Per Employee Per Year (PEPY) totaled \$18,058 per employee in 2023 – approximately 48% above the survey group median of \$12,213 for that year





Employer Supplemental Benefits Contributions (Plan Year, 2023)

- San Antonio's combined employer contribution for vision, dental, and pre-paid legal coverage averages a total of \$906 (single) or \$1,458 (family) per uniformed fire employee per year
- As detailed in the table below, San Antonio's annual contribution toward supplemental benefits ranks first among the other large Texas cities surveyed

	Vision / Dental	Prepaid Legal	Total Annual Contribution
Austin	\$604 single (dental) \$1,008 family (dental)	\$0	\$604 single \$1,008 family
Corpus Christi**	\$360 (dental)	\$0	\$360
Dallas	***	\$0	\$0
El Paso	\$163 single (dental) \$377 family (dental)	\$0	\$163 single \$377 family
Fort Worth	\$0	\$0	\$0
Houston**	\$360 (dental)	\$0	\$360
San Antonio	\$522 single (dental and vision) \$1,074 family (dental and vision)	\$384	\$906 single \$1,458 family

** City makes per member contributions into a separate supplemental benefits fund

*** Dental included in medical coverage



Employer Pension Contributions

Normal Cost (FY2023)

	Total Normal Cost (% of payroll)	Employer Portion of Normal Cost (%)	Employer Normal Cost Contribution Fire Fighter with 25 YOS (\$)	Assumed Investment Return Rate	Valuation Date
Austin	30.7%	12.0%	\$12,702	7.3%	12/31/2022
Corpus Christi	17.2%	3.1%	\$2,275	7.15%	12/31/2022
Dallas	18.6%	5.1%	\$4,562	6.5%	1/1/2022
El Paso	18.9%	0.9%	\$657	7.75%	1/1/2022
Fort Worth	17.0%	5.0%	\$4,613	7.0%	12/31/2022
Houston	25.8%	15.3%	\$11,363	7.0%	6/30/2022
San Antonio	23.7%	11.4%	\$8,987	7.25%	1/1/2023
Median (excluding San Antonio)	18.8%	5.1%	\$4,588	7.1%	
Variance	26.4%	125.5%	95.9%		
San Antonio Rank	3 of 7	3 of 7	3 of 7		



Retirement Benefits

Most Recent Pension Tier, Where Applicable (FY2023)

San Antonio has the third lowest employee contribution and the most flexible retirement eligibility, along with a highly competitive multiplier, benefit value, and COLA

	Normal Retirement Eligibility	Pension Formula	AFC Period*	COLA	% of AFC @ 25 Years Completed	Annual \$ Value @ 25 Years Completed	Employee Contribution
Austin	25 YOS or Age 50 + 10 YOS	3.30% x AFC x YOS	36 months	Ad hoc	82.5%	\$84,572	18.7%
Corpus Christi	20 YOS + Age 54	52.0% x AFC + \$150 X 12 months for years above 20 YOS or \$137 x 12 months x YOS	60 months	Ad hoc	64.4%	\$46,758	14.1%
Dallas	Age 58 + 5 YOS	2.50% x AFC x YOS	60 months	Ad hoc	62.5%	\$57,668	13.5%
El Paso	20 YOS + Age 45	2.50% x AFC x YOS	36 months	None	62.5%	\$47,147	18.0%
Fort Worth	Rule of 80 or Age 65 + 5 YOS	2.50% x AFC x YOS	60 months	None	62.5%	\$58,031	12.1%
Houston	Rule of 70	2.25% x AFC x YOS (1-20) + 2.0% x AFC x YOS (21+) + \$150/month	36 months	100% of 5-yr return - 4.75%; min 0%, max 4%	57.5%	\$41,907	10.5%
San Antonio	20 YOS	2.25% x AFC x YOS (1-20) + 5.0% x AFC x YOS (21-27) + 2.0% x AFC x YOS (28-29) + 0.5% x AFC x YOS (30+)	36 months	75% of CPI	70.0%	\$54,464	12.3%

* AFC = Average Final Compensation

Notes

Houston: Members receive \$5,000 lump sum payment on retirement and an additional \$150 per month (\$150/mo payment included in the value above)

Annual dollars calculated assuming retirement at the Firefighter rank and constant 3% past general wage increases across plans



Retiree Healthcare / Other Post-Employment Benefits (OPEB)

- For comparison of Other Post Employment Benefits (OPEB) – principally retiree health benefits – PFM compared OPEB normal costs expressed as a percentage of payroll as reported in each city’s Annual Comprehensive Financial Report
- This approach captures the actuarial value of OPEB benefits accrued during a given year, excluding unfunded actuarial liabilities, thereby facilitating comparisons between jurisdictions that pre-fund OPEB benefits (San Antonio and Fort Worth) and those that do not (Austin, Dallas, El Paso, Corpus Christi, and Houston)
- Normal costs in each jurisdiction will vary according to multiple factors, including:
 - Retiree health plan offerings, cost-sharing, and plan design
 - Employee groups covered
 - Normal retirement eligibility, and
 - Actuarial assumptions and demographic composition of workforce
- Of note, pre-funding of OPEB costs – as San Antonio does – is considered a financial best practice, and those jurisdictions that do not pre-fund would be expected to pay more in the future – or may not have sufficient resources to pay the full value of the actuarially accrued benefit in the future, resulting in possible future benefit reductions
- The table on the following slide summarizes retiree healthcare benefit structures and OPEB normal cost comparisons among the Texas cities surveyed



Other Post-Employment Benefit (OPEB) Costs

Actuarial Normal Cost

	Benefit	OPEB Normal Cost (% of Payroll)*	Employer Normal Cost Applied to Fire Fighter with 25 YOS
Austin	For retirees with 20 years of service at retirement (reduced with fewer years of service), City provides a subsidy of 80% of premium for single coverage, 50% for dependent coverage, and 70% (75% if pre-Medicare) for surviving spouses	17.1%	\$18,099
Corpus Christi	Retirees contribute 100% of the cost of healthcare coverage	0.5%	\$368
Dallas	Post-1/1/2010 hires contribute 100% of the blended cost of healthcare coverage (implicit subsidy); for earlier hires, the City subsidy for retirees is approximately 50% pre-Medicare (dependents are not subsidized)	0.8%	\$672
El Paso	Retirees contribute 45% of the cost of retiree healthcare coverage	1.6%	\$1,169
Fort Worth	Post-1/1/2009 hires contribute 100% of the blended cost of healthcare coverage (implicit subsidy); for earlier hires, retirees with 25 or more years of service or those hired before 10/1988 receive one plan option with no retiree premium contribution (may buy up for other plans); for hires between 1988 and 2009 with <25 years, City determines the subsidy (which is lower). Generally, the City pays only 30-50% of the cost for dependents	7.1%	\$6,640
Houston	Retiree contributions vary by coverage level, plan selection, and smoker status, but are significantly higher than for actives. For non-smokers, pre-Medicare retirees contribute \$25,470 in 2023 for family coverage in the Open Access Plan, relative to \$11,052 for active employees	9.3%	\$6,877
San Antonio	Police and firefighters receive full retiree and spousal coverage through the Fire and Police Retiree Health Care Fund. City contributes 2/3 of a funding amount based on actuarial analysis; actives and retirees contribute 1/3 for 30 years (e.g., if an employee retires after 25 years, they contribute as an active and then for five more years after retirement)	5.2%**	\$4,082
Median (excluding San Antonio)		4.3%	\$3,904
Variance		19.1%	4.5%
San Antonio Rank		4 of 7	4 of 7

* Costs may vary due to multiple factors, including retiree health plan design and cost-sharing, normal retirement eligibility, actuarial assumptions, employee groups covered, and workforce demographics

** City contributes 2/3 of a funding amount based on actuarial analysis; actives and retirees contribute 1/3 for 30 years. Value shown is 2/3 of the 2023 normal cost (7.76%)

Sources: City of Austin, ACFR, FY2022; City of Corpus Christi, ACFR, FY2022; City of Dallas, ACFR, FY2022; City of El Paso, ACFR, FY2021; City of Fort Worth, ACFR, FY2022; City of Houston ACFR, FY2023; City of San Antonio, ACFR, FY2022



Total Employer Benefit Costs: 25 Years of Service (FY2023)

	Employer Medical Costs 2023 PEPY	Employer Supplemental Benefits Contribution (Family)	Employer Pension Normal Cost Contribution (25 YOS)	Employer OPEB Normal Cost Contribution (25 YOS)	Total Employer Contributions
Austin	\$10,680	\$1,008	\$12,702	\$18,099	\$41,481
Corpus Christi	\$14,651	\$360	\$2,275	\$368	\$17,654
Dallas	\$10,484	\$0	\$4,562	\$672	\$15,718
El Paso	\$10,842	\$377	\$657	\$1,169	\$13,045
Fort Worth	\$13,584	\$0	\$4,613	\$6,640	\$24,837
Houston	\$14,369	\$360	\$11,363	\$6,877	\$32,969
San Antonio	\$18,058	\$1,458	\$8,987	\$4,082	\$32,585
Median (excluding San Antonio)	\$12,213	\$360	\$4,588	\$3,904	\$21,245
Variance	47.9%	304.9%	95.9%	4.5%	53.4%
San Antonio Rank	1 of 7	1 of 7	3 of 7	4 of 7	3 of 7



Fire Fighter Compensation Comparisons

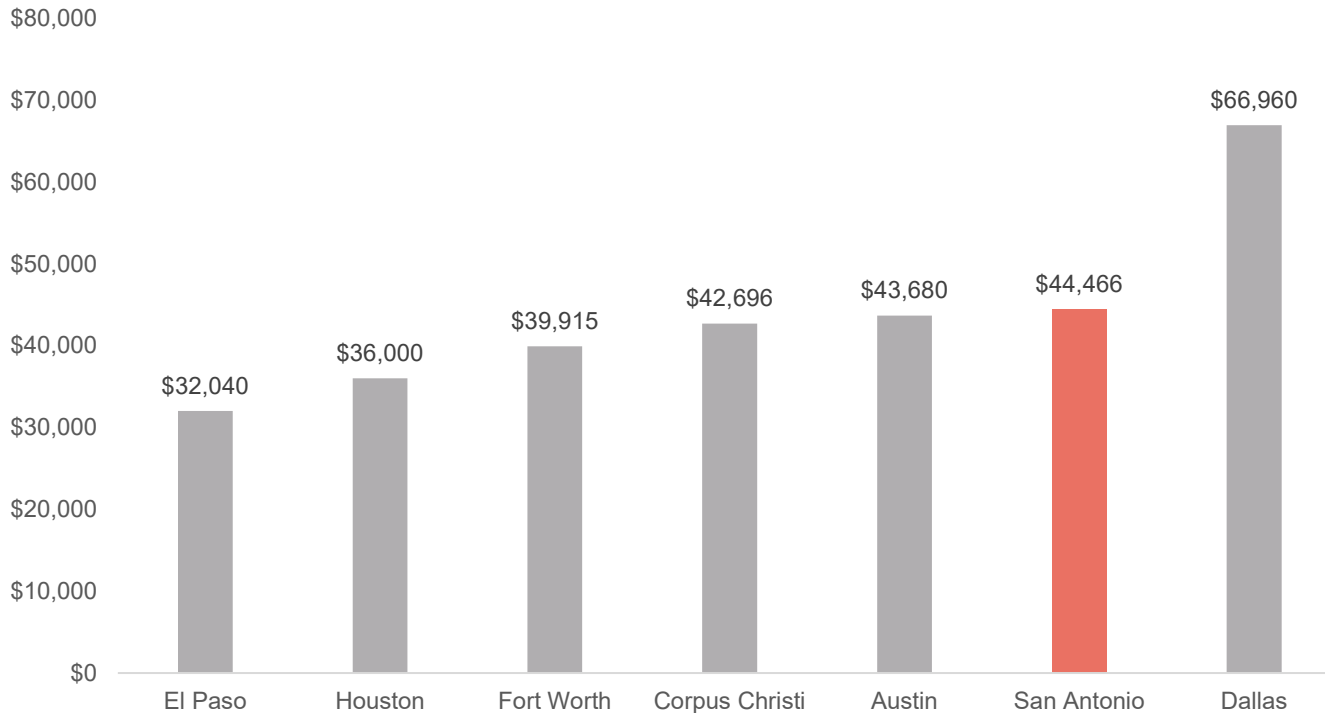
- The slides that follow provide total compensation comparisons for fire fighters at select career junctures and on a “career average” basis across the pay scales as of September 30, 2023
- In addition to base pay, these comparisons include pay premiums commonly received by all uniformed fire employees:
 - Longevity
 - Clothing/Uniform Allowance
 - Certification Pay (assumes Basic)
 - EMT Certification Pay
 - Holiday Pay: where uniformed fire employees receive cash compensation if scheduled to work on a holiday
 - Scheduled Overtime: where “built in” to regular shift schedules above Fair Labor Standards Act (FLSA) thresholds
- In addition, the following employer benefit costs are included:
 - Healthcare: employer PEPY
 - Dental, Vision, Prepaid Legal
 - Pension Normal Cost
 - OPEB Normal Cost
- The wage gap index (San Antonio base = 100) from the federal Office of Personnel Management (OPM) is used to adjust for wage differences across the regional labor markets
- Variable and/or non-universal compensation beyond the pay categories listed above is not included in these comparisons (i.e. unscheduled overtime, high class pay, leave buybacks, paramedic premium, education incentive)
- Individual experience will vary based on tenure, assignment, and other factors; the slides that follow provide representative, illustrative comparisons



Fire Cadet Compensation Comparisons

Effective 9/30/2023

- San Antonio fire cadets rank **2 of 7** among the Texas cities surveyed for total cash compensation (not regionally adjusted) while in paid Academy training
- As in San Antonio, cadets prior to Academy completion are not union-represented in any of the cities surveyed



*Note: Data shown above reflects salaries for cadets while in academy. Time in academy varies by jurisdiction. During this time, cadets are not represented by the bargaining unit in any jurisdiction.



Fire Fighter Compensation Comparisons

Entry – effective 9/30/2023

- Upon appointment, San Antonio fire fighters rank **1 of 7** among the Texas cities surveyed for total cash compensation (regionally adjusted) + major benefit costs at the beginning of a career

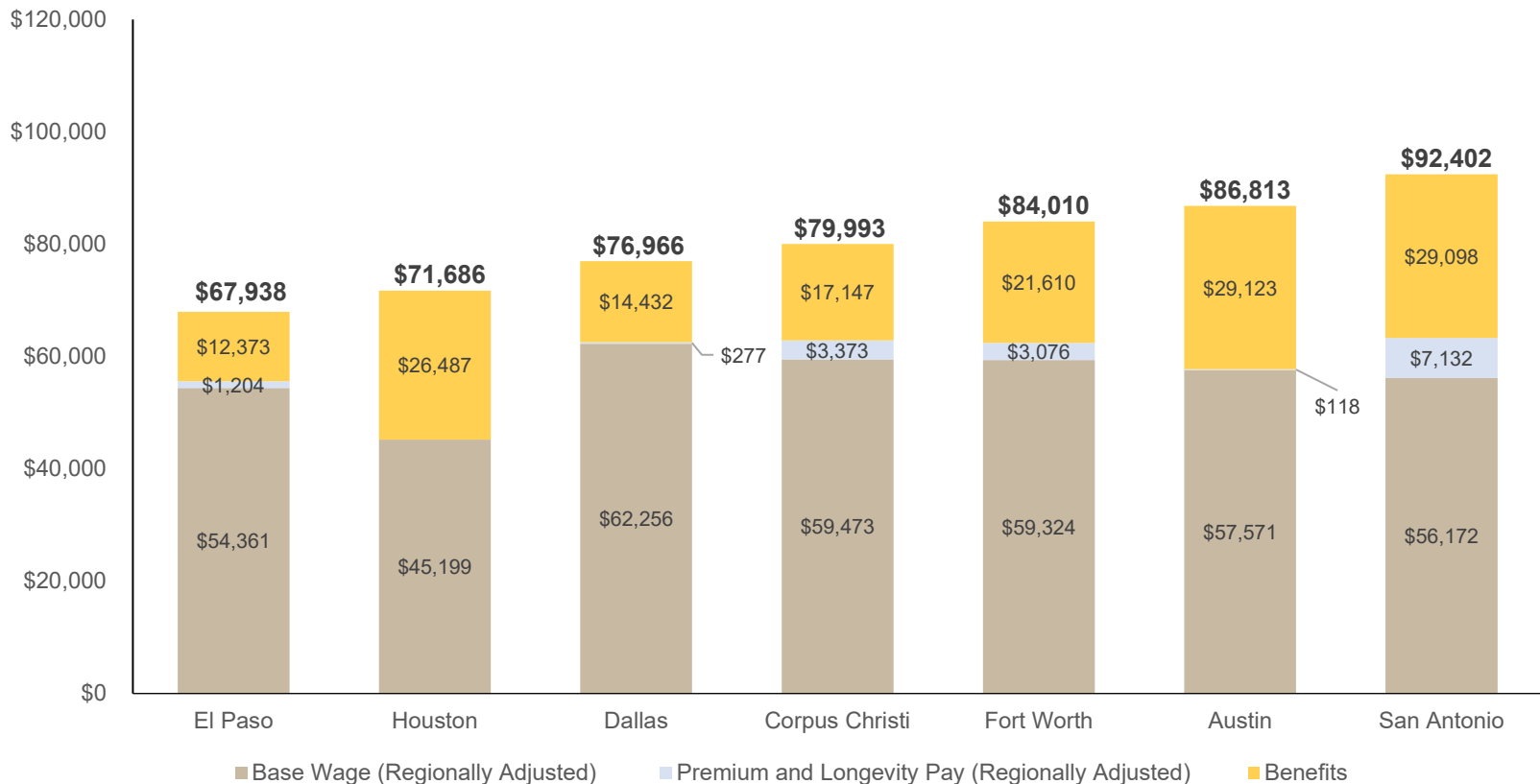
Fire Fighter Total Cash Compensation – Entry As of September 30, 2023	El Paso	Houston	Dallas	Corpus Christi	Fort Worth	Austin	San Antonio
Base	\$47,734	\$47,844	\$66,960	\$55,764	\$63,806	\$59,768	\$56,172
Longevity	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Uniform Allowance	\$0	\$0	\$0	\$810	\$0	\$0	\$720
Basic Certification	\$0	\$0	\$0	\$0	\$0	\$0	\$780
EMT Incentive Pay	\$0	\$0	\$0	\$420	\$1,109	\$0	\$900
Holiday Pay	\$0	\$0	\$0	\$1,420	\$787	\$123	\$670
Scheduled Overtime	\$1,057	\$0	\$298	\$513	\$1,413	\$0	\$4,062
Total Cash Compensation	\$48,791	\$47,844	\$67,258	\$58,927	\$67,115	\$59,891	\$63,304
Fire Fighter Total Cash Compensation – Entry	El Paso	Houston	Dallas	Corpus Christi	Fort Worth	Austin	San Antonio
Total Cash Compensation	\$48,791	\$47,844	\$67,258	\$58,927	\$67,115	\$59,891	\$63,304
Regional Labor Market Adjustment	87.8	105.9	107.6	93.8	107.6	103.8	100.0
Total Cash Compensation, Regionally Adjusted	\$55,566	\$45,199	\$62,534	\$62,846	\$62,400	\$57,689	\$63,304
Rank, Cash Comp (Regionally Adjusted)	6	7	3	2	4	5	1
Medical Cost	\$10,842	\$14,369	\$10,484	\$14,651	\$13,584	\$10,680	\$18,058
Dental and Vision Cost	\$377	\$360	\$0	\$360	\$0	\$1,008	\$1,074
Prepaid Legal Cost	\$0	\$0	\$0	\$0	\$0	\$0	\$384
Pension Normal Cost	\$415	\$7,325	\$3,442	\$1,839	\$3,290	\$7,190	\$6,589
OPEB Normal Cost	\$738	\$4,433	\$507	\$297	\$4,736	\$10,245	\$2,993
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$67,938	\$71,686	\$76,966	\$79,993	\$84,010	\$86,813	\$92,402
Overall Rank	7	6	5	4	3	2	1



Fire Fighter Compensation Comparisons

Entry– effective 9/30/2023

- As detailed on the preceding slide, total cash compensation (regionally adjusted) + major benefits costs in the first year of service equals \$92,402 – approximately 17.7% above the large Texas city median of \$78,479





Fire Fighter Compensation Comparisons

Five Years of Service – effective 9/30/2023

- San Antonio fire fighters rank **3 of 7** among the Texas cities surveyed for total cash compensation (regionally adjusted) + major benefits costs after five years of service

Fire Fighter Total Cash Compensation – Five Years of Service	El Paso	Dallas	Houston	Corpus Christi	San Antonio	Fort Worth	Austin
As of September 30, 2023							
Base	\$60,926	\$77,722	\$60,973	\$63,444	\$63,540	\$83,809	\$76,923
Longevity	\$300	\$240	\$260	\$750	\$1,906	\$240	\$500
Uniform Allowance	\$0	\$0	\$300	\$810	\$720	\$0	\$0
Basic Certification	\$0	\$0	\$0	\$0	\$780	\$0	\$0
EMT Incentive Pay	\$0	\$0	\$0	\$420	\$1,500	\$1,109	\$0
Holiday Pay	\$0	\$0	\$0	\$1,633	\$784	\$1,036	\$159
Scheduled Overtime	\$1,356	\$347	\$0	\$590	\$4,755	\$1,862	\$0
Total Cash Compensation	\$62,582	\$78,309	\$61,533	\$67,647	\$73,986	\$88,056	\$77,582
Fire Fighter Total Cash Compensation – Five Years of Service	El Paso	Dallas	Houston	Corpus Christi	San Antonio	Fort Worth	Austin
Total Cash Compensation	\$62,582	\$78,309	\$61,533	\$67,647	\$73,986	\$88,056	\$77,582
Regional Labor Market Adjustment	87.8	107.6	105.9	93.8	100.0	107.6	103.8
Total Cash Compensation, Regionally Adjusted	\$71,272	\$72,808	\$58,132	\$72,146	\$73,986	\$81,870	\$74,730
Rank, Cash Comp (Regionally Adjusted)	6	4	7	5	3	1	2
Medical Cost	\$10,842	\$10,484	\$14,369	\$14,651	\$18,058	\$13,584	\$10,680
Dental and Vision Cost	\$377	\$0	\$360	\$360	\$1,074	\$0	\$1,008
Prepaid Legal Cost	\$0	\$0	\$0	\$0	\$384	\$0	\$0
Pension Normal Cost	\$533	\$4,007	\$9,375	\$2,111	\$7,714	\$4,316	\$9,314
OPEB Normal Cost	\$947	\$590	\$5,673	\$341	\$3,504	\$6,213	\$13,271
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$83,971	\$87,889	\$87,909	\$89,609	\$104,719	\$105,984	\$109,004
Overall Rank	7	6	5	4	3	2	1



Fire Fighter Compensation Comparisons

Ten Years of Service – effective 9/30/2023

- After ten years of service, San Antonio fire fighters rank **2 of 7** among the Texas cities surveyed for total cash compensation (regionally adjusted) + major benefits costs

Fire Fighter Total Cash Compensation – Ten Years of Service	Houston	Corpus Christi	Dallas	El Paso	Fort Worth	San Antonio	Austin
As of September 30, 2023							
Base	\$62,700	\$65,544	\$87,564	\$74,055	\$86,266	\$64,800	\$84,808
Longevity	\$520	\$1,500	\$480	\$600	\$480	\$3,888	\$1,000
Uniform Allowance	\$300	\$810	\$0	\$0	\$0	\$720	\$0
Basic Certification	\$0	\$0	\$0	\$0	\$0	\$780	\$0
EMT Incentive Pay	\$0	\$420	\$0	\$0	\$1,109	\$2,100	\$0
Holiday Pay	\$0	\$1,705	\$0	\$0	\$1,069	\$829	\$176
Scheduled Overtime	\$0	\$616	\$392	\$1,654	\$1,921	\$5,025	\$0
Total Cash Compensation	\$63,520	\$70,595	\$88,436	\$76,309	\$90,846	\$78,142	\$85,984
Fire Fighter Total Cash Compensation – Ten Years of Service	Houston	Corpus Christi	Dallas	El Paso	Fort Worth	San Antonio	Austin
Total Cash Compensation	\$63,520	\$70,595	\$88,436	\$76,309	\$90,846	\$78,142	\$85,984
Regional Labor Market Adjustment	105.9	93.8	107.6	87.8	107.6	100.0	103.8
Total Cash Compensation, Regionally Adjusted	\$60,009	\$75,290	\$82,224	\$86,904	\$84,464	\$78,142	\$82,824
Rank, Cash Comp (Regionally Adjusted)	7	6	4	1	2	5	3
Medical Cost	\$14,369	\$14,651	\$10,484	\$10,842	\$13,584	\$18,058	\$10,680
Dental and Vision Cost	\$360	\$360	\$0	\$377	\$0	\$1,074	\$1,008
Prepaid Legal Cost	\$0	\$0	\$0	\$0	\$0	\$384	\$0
Pension Normal Cost	\$9,679	\$2,203	\$4,525	\$649	\$4,453	\$8,152	\$10,323
OPEB Normal Cost	\$5,858	\$356	\$666	\$1,155	\$6,410	\$3,702	\$14,709
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$90,275	\$92,860	\$97,899	\$99,928	\$108,911	\$109,512	\$119,543
Overall Rank	7	6	5	4	3	2	1



Fire Fighter Compensation Comparisons

Fifteen Years of Service – effective 9/30/2023

- San Antonio fire fighters again rank **2 of 7** among the Texas cities surveyed total cash compensation (regionally adjusted) + major benefits costs after fifteen years of service

Fire Fighter Total Cash Compensation – Fifteen Years of Service							
As of September 30, 2023	Corpus Christi	Houston	Dallas	El Paso	Fort Worth	San Antonio	Austin
Base	\$65,544	\$68,858	\$87,564	\$74,055	\$88,697	\$66,108	\$93,501
Longevity	\$2,250	\$780	\$720	\$900	\$720	\$5,950	\$1,500
Uniform Allowance	\$810	\$300	\$0	\$0	\$0	\$720	\$0
Basic Certification	\$0	\$0	\$0	\$0	\$0	\$780	\$0
EMT Incentive Pay	\$420	\$0	\$0	\$0	\$1,109	\$2,100	\$0
Holiday Pay	\$1,724	\$0	\$0	\$0	\$1,102	\$868	\$195
Scheduled Overtime	\$623	\$0	\$393	\$1,660	\$1,981	\$5,261	\$0
Total Cash Compensation	\$71,371	\$69,938	\$88,677	\$76,615	\$93,609	\$81,787	\$95,196
Fire Fighter Total Cash Compensation – Fifteen Years of Service							
	Corpus Christi	Houston	Dallas	El Paso	Fort Worth	San Antonio	Austin
Total Cash Compensation	\$71,371	\$69,938	\$88,677	\$76,615	\$93,609	\$81,787	\$95,196
Regional Labor Market Adjustment	93.8	105.9	107.6	87.8	107.6	100.0	103.8
Total Cash Compensation, Regionally Adjusted	\$76,118	\$66,073	\$82,448	\$87,253	\$87,033	\$81,787	\$91,697
Rank, Cash Comp (Regionally Adjusted)	6	7	4	2	3	5	1
Medical Cost	\$14,651	\$14,369	\$10,484	\$10,842	\$13,584	\$18,058	\$10,680
Dental and Vision Cost	\$360	\$360	\$0	\$377	\$0	\$1,074	\$1,008
Prepaid Legal Cost	\$0	\$0	\$0	\$0	\$0	\$384	\$0
Pension Normal Cost	\$2,227	\$10,662	\$4,538	\$652	\$4,588	\$8,535	\$11,429
OPEB Normal Cost	\$360	\$6,452	\$668	\$1,159	\$6,605	\$3,877	\$16,285
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$93,715	\$97,916	\$98,138	\$100,284	\$111,811	\$113,715	\$131,098
Overall Rank	7	6	5	4	3	2	1



Fire Fighter Compensation Comparisons

Twenty Years of Service – effective 9/30/2023

- San Antonio fire fighters also rank **2 of 7** among the Texas cities surveyed for total cash compensation (regionally adjusted) + major benefits costs after twenty years of service

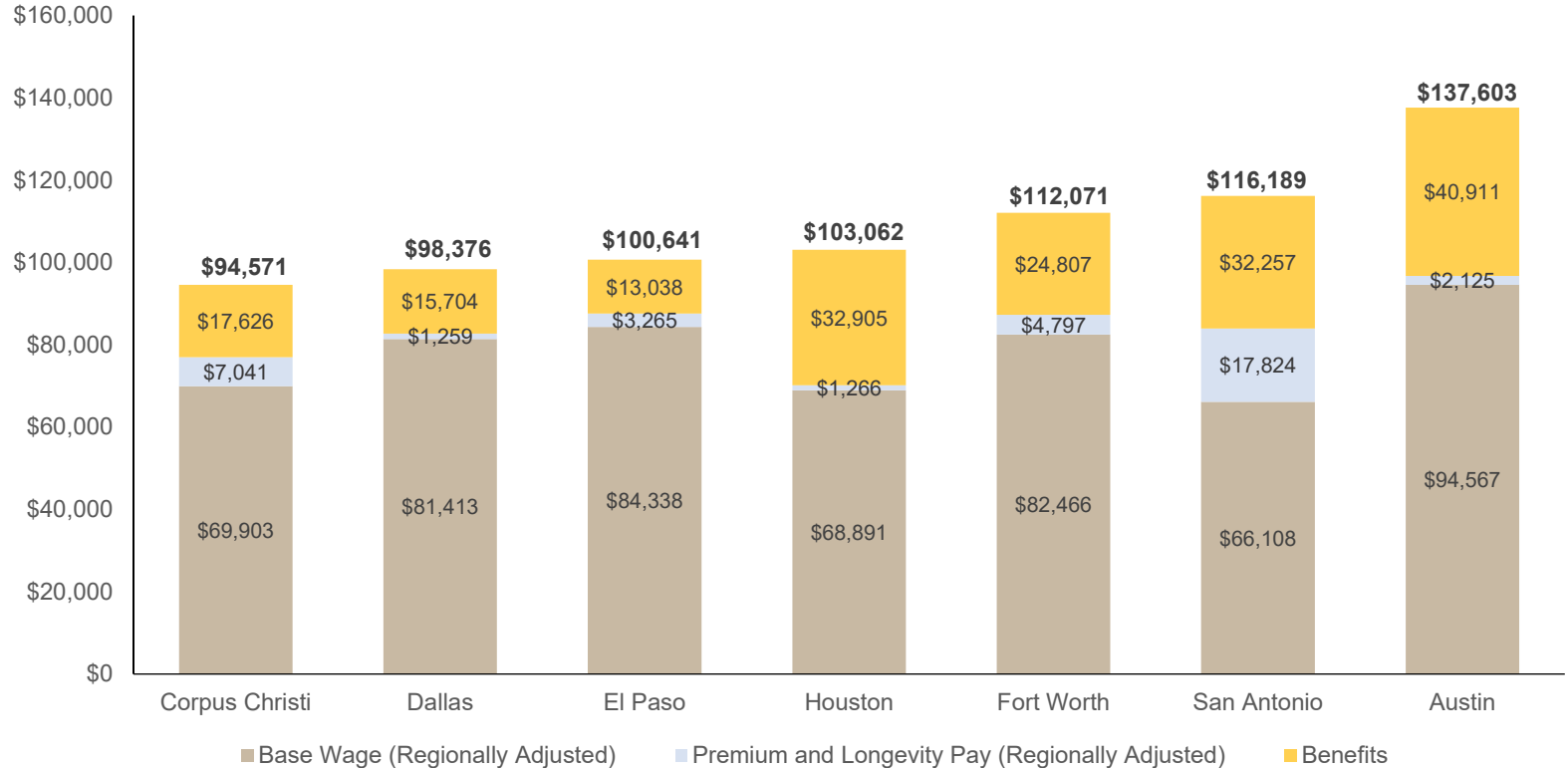
Fire Fighter Total Cash Compensation – Twenty Years of Service	Corpus Christi	Dallas	El Paso	Houston	Fort Worth	San Antonio	Austin
As of September 30, 2023							
Base	\$65,544	\$87,564	\$74,055	\$72,921	\$88,697	\$66,108	\$98,176
Longevity	\$3,000	\$960	\$1,200	\$1,040	\$960	\$7,933	\$2,000
Uniform Allowance	\$810	\$0	\$0	\$300	\$0	\$720	\$0
Basic Certification	\$0	\$0	\$0	\$0	\$0	\$780	\$0
EMT Incentive Pay	\$420	\$0	\$0	\$0	\$1,109	\$2,100	\$0
Holiday Pay	\$1,743	\$0	\$0	\$0	\$1,105	\$891	\$206
Scheduled Overtime	\$629	\$394	\$1,667	\$0	\$1,986	\$5,401	\$0
Total Cash Compensation	\$72,146	\$88,918	\$76,922	\$74,261	\$93,857	\$83,932	\$100,382
Fire Fighter Total Cash Compensation – Twenty Years of Service	Corpus Christi	Dallas	El Paso	Houston	Fort Worth	San Antonio	Austin
Total Cash Compensation	\$72,146	\$88,918	\$76,922	\$74,261	\$93,857	\$83,932	\$100,382
Regional Labor Market Adjustment	93.8	107.6	87.8	105.9	107.6	100.0	103.8
Total Cash Compensation, Regionally Adjusted	\$76,945	\$82,672	\$87,603	\$70,157	\$87,264	\$83,932	\$96,692
Rank, Cash Comp (Regionally Adjusted)	6	5	2	7	3	4	1
Medical Cost	\$14,651	\$10,484	\$10,842	\$14,369	\$13,584	\$18,058	\$10,680
Dental and Vision Cost	\$360	\$0	\$377	\$360	\$0	\$1,074	\$1,008
Prepaid Legal Cost	\$0	\$0	\$0	\$0	\$0	\$384	\$0
Pension Normal Cost	\$2,251	\$4,550	\$655	\$11,323	\$4,600	\$8,761	\$12,051
OPEB Normal Cost	\$364	\$670	\$1,164	\$6,853	\$6,623	\$3,979	\$17,172
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$94,571	\$98,376	\$100,641	\$103,062	\$112,071	\$116,189	\$137,603
Overall Rank	7	6	5	4	3	2	1



Fire Fighter Compensation Comparisons

Twenty Years of Service – effective 9/30/2023

- San Antonio fire fighters are eligible for an unreduced service retirement with 20 years of service. As detailed on the preceding slide, at this key juncture, total cash compensation (regionally adjusted) + major benefits costs equals \$116,189 – approximately 14.1% above the large Texas city median of \$101,851





Fire Fighter Compensation Comparisons

Twenty-Five Years of Service – effective 9/30/2023

- For those San Antonio fire fighters who serve beyond initial retirement eligibility, compensation remains competitive. After 25 years of service, San Antonio fire fighters continue to rank **2 of 7** among the Texas cities surveyed for total compensation (regionally adjusted) + major benefits costs

Fire Fighter Total Cash Compensation – Twenty-Five Years of Service As of September 30, 2023	Corpus Christi	Dallas	El Paso	Houston	Fort Worth	San Antonio	Austin
Base	\$65,544	\$87,564	\$74,055	\$72,921	\$88,697	\$66,108	\$103,085
Longevity	\$3,750	\$1,200	\$1,500	\$1,300	\$1,200	\$9,916	\$2,500
Uniform Allowance	\$810	\$0	\$0	\$300	\$0	\$720	\$0
Basic Certification	\$0	\$0	\$0	\$0	\$0	\$780	\$0
EMT Incentive Pay	\$420	\$0	\$0	\$0	\$1,109	\$2,100	\$0
Holiday Pay	\$1,762	\$0	\$0	\$0	\$1,108	\$914	\$217
Scheduled Overtime	\$636	\$395	\$1,674	\$0	\$1,991	\$5,540	\$0
Total Cash Compensation	\$72,922	\$89,159	\$77,229	\$74,521	\$94,105	\$86,078	\$105,802
Fire Fighter Total Cash Compensation – Twenty-Five Years of Service	Corpus Christi	Dallas	El Paso	Houston	Fort Worth	San Antonio	Austin
Total Cash Compensation	\$72,922	\$89,159	\$77,229	\$74,521	\$94,105	\$86,078	\$105,802
Regional Labor Market Adjustment	93.8	107.6	87.8	105.9	107.6	100.0	103.8
Total Cash Compensation, Regionally Adjusted	\$77,772	\$82,896	\$87,952	\$70,402	\$87,495	\$86,078	\$101,913
Rank, Cash Comp (Regionally Adjusted)	6	5	2	7	3	4	1
Medical Cost	\$14,651	\$10,484	\$10,842	\$14,369	\$13,584	\$18,058	\$10,680
Dental and Vision Cost	\$360	\$0	\$377	\$360	\$0	\$1,074	\$1,008
Prepaid Legal Cost	\$0	\$0	\$0	\$0	\$0	\$384	\$0
Pension Normal Cost	\$2,275	\$4,562	\$657	\$11,363	\$4,613	\$8,987	\$12,702
OPEB Normal Cost	\$368	\$672	\$1,169	\$6,877	\$6,640	\$4,082	\$18,099
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$95,426	\$98,614	\$100,997	\$103,372	\$112,332	\$118,663	\$144,402
Overall Rank	7	6	5	4	3	2	1



Compensation Comparisons – Ranks through District Chief Twenty Years of Service (Normal Retirement Eligibility) – effective 9/30/2023

- San Antonio compensation is similarly competitive for those fire employees who have promoted to a higher rank by the time of unreduced service retirement eligibility at 20 years of service

	Corpus Christi	Dallas	El Paso	Houston	Fort Worth	San Antonio	Austin
Fire Fighter (20 Years of Service) Cash Comp (Regionally Adjusted) + Major Benefit Costs Overall Rank	\$94,571 7	\$98,376 6	\$100,641 5	\$103,062 4	\$112,071 3	\$116,189 2	\$137,603 1
Fire Engineer (20 Years of Service) Cash Comp (Regionally Adjusted) + Major Benefit Costs Overall Rank	\$105,138 7	\$106,413 5	\$109,661 4	\$105,556 6	\$121,254 3	\$125,075 2	\$147,689 1
Lieutenant (20 Years of Service) Cash Comp (Regionally Adjusted) + Major Benefit Costs Overall Rank	No Match No Match	\$116,273 6	\$119,605 4	\$116,370 5	\$131,518 3	\$135,184 2	\$158,368 1
Captain (20 Years of Service) Cash Comp (Regionally Adjusted) + Major Benefit Costs Overall Rank	\$117,692 7	\$127,157 6	\$132,024 4	\$127,339 5	\$144,799 3	\$151,111 2	\$169,901 1
District Chief (20 Years of Service) Cash Comp (Regionally Adjusted) + Major Benefit Costs Overall Rank	\$135,721 7	\$139,170 6	\$151,345 4	\$143,269 5	\$163,198 3	\$169,503 2	\$183,913 1



Fire Fighter Compensation Comparisons

Career Average – effective 9/30/2023

- The table below compares “career averages” over the first 20 years of the pay progression (service retirement eligibility) and the first 31 years (reaches maximum rate for San Antonio), with regionally-adjusted cash compensation and inclusive of benefits
- Career average pay simply represents a mathematical averaging of current compensation levels (regionally adjusted) for each year of service, as a way of normalizing for different step differentials and time required to reach top step when comparing pay plans comprehensively. Actual individual averages would vary from this calculation due to across-the-board wage adjustments over the years of service, any promotions, variation in supplemental and premium pay, and other changes in individual circumstances

	20-Year Career Average	31-Year Career Average
Austin	\$117,629	\$126,869
San Antonio	\$106,788	\$110,760
Fort Worth	\$104,986	\$107,568
Dallas	\$92,558	\$94,684
Houston	\$90,792	\$95,226
Corpus Christi	\$91,567	\$94,879
El Paso	\$90,915	\$92,433
Median	\$92,063	\$95,052
Variance (%)	16.0%	16.5%
San Antonio Rank	2 of 7	2 of 7



Annual Hours

	Annual Hours (Scheduled)	Vacation Leave Accrual Formula	Leave Earned for Work on Holidays	Personal Leave	Net Annual Hours
San Antonio	2,756/ 2,912*	0 to 10 YOS: 183 hours 11 to 14 YOS: 243 hours 15+ YOS: 303 hours	156 hours	-	0 YOS: 2,573 hours 5 YOS: 2,573 hours 10 YOS: 2,513 hours 15 YOS: 2,453 hours 20 YOS: 2,453 hours 25 YOS: 2,453 hours
Austin	2,756	0 to 4 YOS: 180 hours 5 to 9 YOS: 192 hours 10 to 14 YOS: 216 hours 15 to 19 YOS: 240 hours 20+ YOS: 276 hours	132 hours	24 hours	0 YOS: 2,420 hours 5 YOS: 2,408 hours 10 YOS: 2,384 hours 15 YOS: 2,360 hours 20 YOS: 2,324 hours 25 YOS: 2,324 hours
Corpus Christi	2,808	0 to 14 YOS: 180 hours 15 to 29 YOS: 216 hours 30+ YOS: 252 hours	108 hours	60 hours	0 YOS: 2,460 hours 5 YOS: 2,460 hours 10 YOS: 2,460 hours 15 YOS: 2,424 hours 20 YOS: 2,424 hours 25 YOS: 2,424 hours
Dallas	2,808	0 to 4 YOS: 180 hours 5 to 8 YOS: 204 hours 9 to 14 YOS: 216 hours 15 to 18 YOS: 240 hours 19+ YOS: 276 hours	144 hours	-	0 YOS: 2,484 hours 5 YOS: 2,460 hours 10 YOS: 2,448 hours 15 YOS: 2,424 hours 20 YOS: 2,388 hours 25 YOS: 2,388 hours
El Paso	2,912	0 to 10 YOS: 180 hours 11 to 15 YOS: 216 hours 16 to 20 YOS: 252 hours 21+ YOS: 288 hours + 24 hours annually for birthday	156 hours	24 hours	0 YOS: 2,552 hours 5 YOS: 2,552 hours 10 YOS: 2,552 hours 15 YOS: 2,516 hours 20 YOS: 2,480 hours 25 YOS: 2,444 hours
Fort Worth	2,912	0 YOS: 0 hours 1 to 4 YOS: 180 hours 5 to 9 YOS: 204 hours 10 to 14 YOS: 216 hours 15 to 19 YOS: 240 hours 20+ YOS: 276 hours	108 hours	12 hours	0 YOS: 2,804 hours 5 YOS: 2,588 hours 10 YOS: 2,576 hours 15 YOS: 2,552 hours 20 YOS: 2,516 hours 25 YOS: 2,516 hours
Houston	2,428	0 to 15 YOS: 180 hours 12 hours for each additional YOS, Max of 264 hours at 22 YOS	144 hours	12 hours	0 YOS: 2,092 hours 5 YOS: 2,092 hours 10 YOS: 2,092 hours 15 YOS: 2,092 hours 20 YOS: 2,020 hours 25 YOS: 2,008 hours

*While San Antonio firefighters are scheduled for 2,912 hours annually, similar to El Paso, Fort Worth, and Houston, the hourly pay rate used to calculate holiday pay, scheduled, and non-scheduled overtime is based on 2,756 hours making San Antonio's hourly rate for this purpose relatively higher than other locations with 2,912 base hours



Compensation Per Net Hour Worked

- As an additional perspective, recognizing differences in schedules and paid leave, the analysis that follows present compensation per net hour worked
- As previously outlined, total compensation comparisons include base pay, longevity, holiday pay where available in cash, and standard allowances, as well as major benefits (healthcare, supplemental, pension, OPEB), while excluding variable compensation based on extra hours (i.e., non-scheduled overtime) and special qualifications and assignments (e.g., hazmat)
- Hourly net compensation calculations are based on the standard fire suppression schedules, and net out vacation leave by year of service, holiday compensation taken as leave instead of pay, and personal days. Variable forms of leave (e.g., sick, bereavement) are not included in the calculations



Compensation Per Net Hour Worked (Regionally Adjusted)

Inclusive of Major Benefits Costs

- The table below compares key junctures and “career averages” from a compensation per net hour worked perspective – with regionally-adjusted cash compensation and major benefits costs
- San Antonio compensation and benefits remain above the median throughout career progression

	Year 1	After 5 YOS	After 10 YOS	After 15 YOS	After 20 YOS	After 25 YOS	20-Year Career Average	31-Year Career Average
Austin	\$35.87	\$45.27	\$50.14	\$55.55	\$59.21	\$62.13	\$49.21	\$53.68
Houston	\$34.26	\$42.02	\$43.15	\$47.07	\$51.02	\$51.47	\$43.61	\$46.38
San Antonio	\$35.91	\$40.70	\$43.58	\$46.36	\$47.37	\$48.37	\$42.30	\$44.36
Fort Worth	\$29.96	\$40.95	\$42.28	\$43.81	\$44.54	\$44.65	\$40.58	\$42.01
Dallas	\$30.98	\$35.73	\$39.99	\$40.49	\$41.20	\$41.30	\$37.74	\$38.99
El Paso	\$26.62	\$32.90	\$39.16	\$39.86	\$40.58	\$41.32	\$36.25	\$38.02
Corpus Christi	\$32.52	\$36.43	\$37.75	\$38.66	\$39.01	\$39.37	\$37.10	\$37.89
Median	\$31.75	\$38.69	\$41.14	\$42.15	\$42.87	\$42.99	\$39.16	\$40.50
Variance (%)	13.1%	5.2%	5.9%	10.0%	10.5%	12.5%	8.0%	9.5%
San Antonio Rank	1 of 7	4 of 7	2 of 7	3 of 7	3 of 7	3 of 7	3 of 7	3 of 7



Other Compensation Opportunities

- As previously noted, our benchmarking focuses only on the most prevalent forms of compensation for fire suppression assignments
 - Among the pay categories **not** included: unscheduled overtime, high class pay, leave buybacks, paramedic premium, education incentive
- Many San Antonio firefighters do receive such further compensation – and potentially further advantages relative to other large Texas cities from these additional, somewhat less prevalent premiums
 - For example, as of 9/30/2023, 56.2% of all San Antonio fire ranks (988 individuals) including 47.1% of Firefighters (305 individuals) were receiving Education Pay
 - As outlined earlier and shown again on the adjacent chart, this is another pay premium for which San Antonio provides among the very highest pay

Education Pay		Pay for Both Education, Certification?
San Antonio	Associates Degree: \$2,220 Bachelors Degree: \$3,480 Masters Degree: \$3,720	Yes
Austin	Associates Degree: \$600 Bachelors Degree: \$1,200 Masters Degree: \$1,200	No
Corpus Christi	Max w/out Associates Degree: \$852 Associates Degree: \$1,488 Bachelors Degree: \$1,620 Masters Degree: \$2,052	Yes
Dallas	Max w/out Bachelors: \$2,880 Bachelors: \$3,600	Yes
El Paso	Associates Degree: \$1,200 Bachelors Degree: \$1,800 Masters Degree: \$2,400	Yes
Fort Worth	Associates Degree: \$1,330 Bachelors Degree: \$2,217 Masters Degree: \$2,661 PhD: \$3,104	No
Houston*	Level One: \$1,080 Level Two: \$1,920 Level Three: \$2,394	N/A



Compensation Summary

San Antonio Ranking Among Large Texas Cities Surveyed

	Rank
Bond Rating (S&P)	1 of 7 (tied)
Median Household Income (2022)	6 of 7
Median Earnings (FT, Year-Round, 2022)	6 of 7
Regional Price Parity (Cost-of Living Indicator, 2021)	5 of 7
Median Home Value (2022)	5 of 7
Median Monthly Owner [Housing] Costs (2022)	6 of 7
Federal Locality Pay (2023)	5 of 7
Fire Fighter Cash Compensation (Regionally Adjusted) + Major Benefits Costs	-
Entry	1 of 7
5 YOS	3 of 7
10 YOS, 15 YOS, 20 YOS, and 25 YOS	2 of 7
Fire Engineer, Lieutenant, Captain, and District Chief at 20 YOS	2 of 7
20-Year Career Average	2 of 7
31-Year Career Average	2 of 7
Fire Firefighter Cash Compensation (Regionally Adjusted) + Major Benefits Costs per Net Hour Worked	-
Entry	1 of 7
5 YOS	4 of 7
10 YOS	2 of 7
15 YOS, 20 YOS, 25 YOS	3 of 7
20-Year Career Average, 31-Year Career Average (inclusive of major benefits costs)	3 of 7



Texas Firefighter Wage Trends

	Current Agreement Dates	Included in Analysis as of 9/30/2023				Prospective	
		FY2021	FY2022	FY2023	FY2024	FY2025	FY2026
San Antonio	FY2021-FY2024	2.0% + 1.0% lump sum	3.0%	2.5% + 0.5% lump sum	2.5% + 0.5% lump sum	TBD	
Austin	FY2024-FY2025	2.0%	2.5%	8.16% 9/2023 (effectively 4.0% per year) + 6.08% lump sum + 4% lump sum based on overtime (effectively retroactivity + additional 2.0% lump sum)*		4.0%	TBD
Corpus Christi	FY 2021-FY2024	1.0%	1.0%	2.0%	2.0%	TBD	
Dallas	FY2022-FY2025		0.0%	3.74%-4.31% based on step	4.76% (top step) - 5.01%	TBD**	TBD
El Paso	FY2022-FY2026		3.0%	3.0%	3.0%	3.0%	3.0%
Fort Worth	FY2023-FY2026			5.0%	3.1%	3.0%	3.0%
Houston	Council Adopted Interim Increases***	6.0%	6.0%	6.0%	TBD	TBD	TBD

Fiscal year shown reflects 10/1-9/30, consistent with San Antonio. Other cities may use different fiscal year periods, but wage increases are shown as adopted within each 9/30-10/1 timeframe.

*Due to the delayed timing of an Austin interest arbitration proceeding, general wage increases for FY2023 and FY2024 were effective in the pay period that began September 24, 2023, the start of FY2024. Since these wage increases took effect prior to this report's benchmark date (September 30, 2023), these adjustments were included in the analysis. Effectively, the awarded adjustments equated to 4.0% for each of these two years. Because retroactivity could not be awarded, the initial increase reflected a compounded 4.0% + 4.0% (8.16%) for FY2024 and retroactive lump sums were structured to cover the earnings (wages and overtime) that would have been received in FY2023 if the first 4.0% had not been delayed. Additionally, a 2.0% lump sum payment above the amount required to equate to retroactivity was awarded. The one-time lump sum payments were not included in our comparative totals on preceding slides

**Dallas wage increases dependent upon "market-based pay" adoption

***Houston increases reflect interim adjustments adopted by City Council after the current collective bargaining agreement expired in 2017. A proposed new settlement, pending full ratification, would make these interim adjustments permanent and provide for prospective increases over the next five years (final details still being developed; reported to include revenue contingencies and varying adjustments by rank and step).



Summary

- Relative to firefighters in other large Texas cities, San Antonio provides competitive cash compensation inclusive of above-average premium pays (data as of 9/30/2023)
- San Antonio also contributes at a higher rate toward employee healthcare costs and pensions (normal cost) compared to the survey group median
- As a result, San Antonio firefighter compensation consistently ranks above the median among major Texas cities on a total compensation basis, a position that further improves when viewed in the context of the differences across regional labor markets
- As the City seeks to maintain its competitive position, settled general wage increases across the survey group subsequent to the 2023 reference date used for our analysis have ranged between 2.0% to 4.76% at top step, with the mid-range at 3.0% to date