

SAPFFA Salary Response
to PFM 04.04.24
Presentation

April 12, 2024



City Presentation – PFM Study



- City's PFM presentation purported to state that San Antonio firefighter compensation is *competitive* among Texas cities.
- But PFM representative could not explain why conclusions were so different from similar presentation made in Austin in March 2023.
- PFM representative admitted that the Austin Study showed San Antonio firefighter salary and total pay per hour worked as **relatively low** compared to other large Texas cities.



Base and Longevity - Annual As of 9/30/2022

Again, even with fewer scheduled hours per year, Austin annual base + longevity ranks consistently above the median – and #1 in each year after 15 years of service



Year of Service	Austin	Median (excl. Austin)	Variance	Arlington	Corpus Christi	Dallas	El Paso	Fort Worth	Houston	San Antonio
Year 1	\$55,259	\$54,804	0.8%	\$65,603	\$54,672	\$65,188	\$46,343	\$60,767	\$45,135	\$54,804
Year 2	\$60,153	\$57,912	3.9%	\$68,933	\$57,282	\$67,255	\$48,724	\$63,817	\$48,956	\$57,912
Year 3	\$65,362	\$61,020	7.1%	\$72,430	\$60,606	\$69,383	\$51,214	\$67,055	\$51,547	\$61,020
Year 4	\$71,425	\$62,646	14.0%	\$76,096	\$62,646	\$71,576	\$53,836	\$70,460	\$54,290	\$61,116
Year 5	\$71,525	\$62,796	13.9%	\$79,948	\$62,796	\$73,836	\$56,574	\$76,228	\$54,338	\$61,212
Year 6	\$71,625	\$63,852	12.2%	\$84,006	\$62,946	\$76,164	\$59,452	\$80,058	\$57,762	\$63,852
Year 7	\$75,278	\$63,948	17.7%	\$84,054	\$63,096	\$78,563	\$62,469	\$80,106	\$57,810	\$63,948
Year 8	\$75,378	\$64,278	17.3%	\$84,102	\$64,278	\$81,034	\$65,635	\$80,154	\$57,858	\$64,044
Year 9	\$75,478	\$66,960	12.7%	\$84,150	\$64,428	\$83,581	\$68,955	\$80,202	\$59,535	\$64,140
Year 10	\$79,314	\$70,344	12.8%	\$84,198	\$64,578	\$84,897	\$72,438	\$82,590	\$59,583	\$64,236
Year 11	\$79,414	\$70,404	12.8%	\$84,246	\$65,760	\$84,945	\$72,498	\$82,638	\$59,631	\$67,022
Year 12	\$79,514	\$70,464	12.8%	\$84,294	\$65,910	\$84,993	\$72,558	\$82,686	\$62,817	\$67,118
Year 13	\$83,529	\$70,524	18.4%	\$84,342	\$66,060	\$85,041	\$72,618	\$82,734	\$62,865	\$67,214
Year 14	\$83,629	\$70,584	18.5%	\$84,390	\$66,210	\$85,089	\$72,678	\$82,782	\$62,913	\$67,310
Year 15	\$83,729	\$70,644	18.5%	\$84,438	\$66,360	\$85,137	\$72,738	\$85,146	\$65,633	\$67,406
Year 16	\$87,951	\$70,704	24.4%	\$86,574	\$66,510	\$85,185	\$72,798	\$85,194	\$65,681	\$70,305
Year 17	\$88,051	\$70,764	24.4%	\$86,622	\$66,660	\$85,233	\$72,858	\$85,242	\$65,729	\$70,401
Year 18	\$88,151	\$70,824	24.5%	\$86,670	\$66,810	\$85,281	\$72,918	\$85,290	\$69,610	\$70,497
Year 19	\$92,569	\$70,884	30.6%	\$86,718	\$66,960	\$85,329	\$72,978	\$85,338	\$69,658	\$70,593
Year 20	\$92,669	\$70,944	30.6%	\$86,766	\$67,110	\$85,377	\$73,038	\$85,386	\$69,706	\$70,689
Year 21	\$92,769	\$72,240	28.4%	\$88,961	\$67,260	\$85,425	\$73,098	\$85,434	\$69,754	\$72,240
Year 22	\$97,407	\$72,336	34.7%	\$89,009	\$67,410	\$85,473	\$73,158	\$85,482	\$69,802	\$72,336
Year 23	\$97,507	\$73,218	33.2%	\$89,057	\$67,560	\$85,521	\$73,218	\$85,530	\$69,850	\$72,432
Year 24	\$97,607	\$73,278	33.2%	\$89,105	\$67,710	\$85,569	\$73,278	\$85,578	\$69,898	\$72,528
Year 25	\$97,707	\$73,338	33.2%	\$89,153	\$67,860	\$85,617	\$73,338	\$85,626	\$69,946	\$72,624
Year 26	\$97,807	\$74,175	31.9%	\$89,201	\$68,010	\$85,665	\$73,398	\$85,674	\$69,994	\$74,175
Year 27	\$97,807	\$74,271	31.7%	\$89,201	\$68,010	\$85,665	\$73,398	\$85,674	\$69,994	\$74,271
Year 28	\$97,807	\$74,367	31.5%	\$89,201	\$68,010	\$85,665	\$73,398	\$85,674	\$69,994	\$74,367
Year 29	\$97,807	\$74,463	31.3%	\$89,201	\$68,010	\$85,665	\$73,398	\$85,674	\$69,994	\$74,463
Year 30	\$97,807	\$74,559	31.2%	\$89,201	\$68,010	\$85,665	\$73,398	\$85,674	\$69,994	\$74,559
25-Year Avg:	\$81,720	\$66,680	22.6%	\$83,355	\$64,779	\$81,228	\$67,177	\$80,461	\$62,012	\$66,680
30-Year Avg:	\$84,401	\$68,224	23.7%	\$84,329	\$65,318	\$81,967	\$68,214	\$81,330	\$63,342	\$68,224

Austin Study – Low Base and Longevity



Base and Longevity - Annual (as of 9/30/2022)

Year of Service	Austin	Arlington	Corpus Christit	Dallas	El Paso	Fort Worth	Houston	San Antonio	SAFD Rank
Year 1	\$55,259	\$65,603	\$54,672	\$65,188	\$46,343	\$60,767	\$45,135	\$54,804	5 of 8
Year 5	\$71,525	\$79,948	\$62,796	\$73,836	\$56,574	\$76,228	\$54,338	\$61,212	6 of 8
Year 10	\$79,314	\$84,198	\$64,578	\$84,897	\$72,438	\$82,590	\$59,583	\$64,236	7 of 8
Year 15	\$83,729	\$84,438	\$66,360	\$85,137	\$72,738	\$85,146	\$65,633	\$67,406	6 of 8
Year 20	\$92,669	\$86,766	\$67,110	\$85,377	\$73,038	\$85,386	\$69,706	\$70,689	6 of 8
Year 25	\$97,707	\$89,153	\$67,860	\$85,617	\$73,338	\$85,626	\$69,946	\$72,624	5 of 8
Year 30	\$97,807	\$89,201	\$68,010	\$85,665	\$73,398	\$85,674	\$69,994	\$74,559	5 of 8
25-year avg.	\$81,720	\$83,355	\$64,779	\$81,228	\$67,177	\$80,461	\$62,012	\$66,680	6 of 8
30-year avg.	\$84,401	\$84,329	\$65,318	\$81,967	\$68,214	\$81,330	\$63,342	\$68,224	5 of 8

Austin Study – **Low** Base & Longevity



As of September 30, 2022:

- San Antonio firefighter salary (base & longevity) was among the lowest of large Texas cities.
 - Only Corpus Christi and Houston paid less.
- San Antonio firefighter salary was a whopping **21.8% below** median salary among the other large Texas cities.
- 10-year SAFD salary was **7th of 8** and **28.6%** below median!



Total Direct – Per Net Hour Worked As of 9/30/2022



Year of Service	Austin	Median (excl. Austin)	Variance	Arlington	Corpus Christi	Dallas	El Paso	Fort Worth	Houston	San Antonio
Year 1	\$23.35	\$23.78	-1.8%	\$25.39	\$23.78	\$27.95	\$19.37	\$23.27	\$21.57	\$25.36
Year 2	\$25.37	\$26.17	-3.1%	\$27.28	\$24.86	\$28.79	\$20.33	\$26.17	\$23.54	\$26.66
Year 3	\$27.52	\$27.45	0.3%	\$28.67	\$26.23	\$29.65	\$21.33	\$27.45	\$24.78	\$27.96
Year 4	\$30.03	\$28.00	7.3%	\$30.12	\$27.07	\$30.54	\$22.38	\$28.79	\$26.09	\$28.00
Year 5	\$30.07	\$28.29	6.3%	\$31.64	\$27.14	\$31.46	\$23.49	\$31.05	\$26.12	\$28.29
Year 6	\$30.26	\$29.39	3.0%	\$33.25	\$27.20	\$32.72	\$24.64	\$32.86	\$27.75	\$29.39
Year 7	\$31.78	\$29.43	8.0%	\$33.27	\$27.26	\$33.71	\$25.86	\$32.88	\$27.77	\$29.43
Year 8	\$31.82	\$29.47	8.0%	\$33.29	\$27.75	\$34.72	\$27.13	\$32.90	\$27.80	\$29.47
Year 9	\$31.86	\$29.76	7.1%	\$33.31	\$27.81	\$35.77	\$28.47	\$32.92	\$28.60	\$29.76
Year 10	\$33.46	\$29.87	12.0%	\$33.48	\$27.87	\$36.31	\$29.87	\$33.87	\$28.62	\$29.80
Year 11	\$33.84	\$31.71	6.7%	\$33.65	\$28.36	\$36.51	\$29.89	\$34.04	\$28.64	\$31.71
Year 12	\$33.88	\$31.75	6.7%	\$33.82	\$28.42	\$36.53	\$30.35	\$34.06	\$30.17	\$31.75
Year 13	\$35.56	\$31.79	11.9%	\$34.00	\$28.49	\$36.54	\$30.37	\$34.08	\$30.19	\$31.79
Year 14	\$35.61	\$31.83	11.9%	\$34.18	\$28.55	\$36.56	\$30.39	\$34.10	\$30.21	\$31.83
Year 15	\$35.65	\$31.87	11.9%	\$34.20	\$28.61	\$36.58	\$30.42	\$35.04	\$31.51	\$31.87
Year 16	\$37.80	\$33.92	11.4%	\$35.06	\$29.09	\$36.97	\$30.44	\$35.39	\$31.72	\$33.92
Year 17	\$37.84	\$33.96	11.4%	\$35.08	\$29.16	\$36.99	\$30.91	\$35.41	\$31.93	\$33.96
Year 18	\$37.89	\$34.01	11.4%	\$35.10	\$29.22	\$37.01	\$30.94	\$35.43	\$34.00	\$34.01
Year 19	\$39.76	\$34.22	16.2%	\$35.12	\$29.28	\$37.03	\$30.96	\$35.45	\$34.22	\$34.05
Year 20	\$39.80	\$34.45	15.5%	\$35.14	\$29.34	\$37.05	\$30.99	\$35.47	\$34.45	\$34.09
Year 21	\$40.46	\$34.77	16.4%	\$36.03	\$29.41	\$37.63	\$31.01	\$35.99	\$34.68	\$34.77
Year 22	\$42.46	\$34.91	21.6%	\$36.05	\$29.47	\$37.65	\$31.49	\$36.01	\$34.91	\$34.81
Year 23	\$42.50	\$34.93	21.7%	\$36.07	\$29.53	\$37.67	\$31.52	\$36.03	\$34.93	\$34.86
Year 24	\$42.54	\$34.96	21.7%	\$36.09	\$29.60	\$37.69	\$31.54	\$36.05	\$34.96	\$34.90
Year 25	\$42.59	\$34.98	21.8%	\$36.11	\$29.66	\$37.71	\$31.57	\$36.07	\$34.98	\$34.94
Year 26	\$42.63	\$35.62	19.7%	\$36.13	\$29.72	\$37.73	\$31.59	\$36.09	\$35.00	\$35.62
Year 27	\$42.63	\$35.66	19.5%	\$36.13	\$29.72	\$37.73	\$31.59	\$36.09	\$35.00	\$35.66
Year 28	\$42.63	\$35.70	19.4%	\$36.13	\$29.72	\$37.73	\$31.59	\$36.09	\$35.00	\$35.70
Year 29	\$42.63	\$35.75	19.3%	\$36.13	\$29.72	\$37.73	\$31.59	\$36.09	\$35.00	\$35.75
Year 30	\$42.63	\$35.79	19.1%	\$36.13	\$29.72	\$37.73	\$31.59	\$36.09	\$35.00	\$35.79
25-Year Avg:	\$34.95	\$31.49	11.0%	\$33.41	\$28.13	\$35.11	\$28.23	\$33.23	\$30.17	\$31.49
30-Year Avg:	\$36.23	\$32.20	12.5%	\$33.87	\$28.39	\$35.54	\$28.79	\$33.71	\$30.97	\$32.20

Note: Total Direct Compensation includes base pay, longevity, uniform allowance, certification pay, EMT incentive pay, education pay, holiday pay, and scheduled overtime. Analysis assumes that firefighters have a Basic Fire Certification and a Bachelor's Degree

Austin Study – Low Pay Per Hour Worked



Total Direct - Per Net Hour Worked

Year of Service	Austin	Arlington	Corpus Chrisit	Dallas	El Paso	Fort Worth	Houston	San Antonio	SAFD Rank
Year 1	\$23.35	\$25.39	\$23.78	\$27.95	\$19.37	\$23.27	\$21.57	\$25.36	3 of 8
Year 5	\$30.07	\$31.64	\$27.14	\$31.46	\$23.49	\$31.05	\$26.12	\$28.29	5 of 8
Year 10	\$33.46	\$33.48	\$27.87	\$36.31	\$29.87	\$33.87	\$28.62	\$29.80	6 of 8
Year 15	\$35.65	\$34.20	\$28.61	\$36.58	\$30.42	\$35.04	\$31.54	\$31.87	5 of 8
Year 20	\$39.80	\$35.14	\$29.34	\$37.05	\$30.99	\$35.47	\$34.45	\$34.09	6 of 8
Year 25	\$42.59	\$36.11	\$29.66	\$37.71	\$31.57	\$36.07	\$34.98	\$34.94	6 of 8
25-year avg.	\$34.95	\$33.41	\$28.13	\$35.11	\$28.23	\$33.23	\$30.17	\$31.49	5 of 8
30-year avg.	\$36.23	\$33.87	\$28.39	\$35.54	\$28.79	\$33.71	\$30.97	\$32.20	5 of 8

Austin Study – **Low** Pay Per Hour Worked



As of September 30, 2022:

- When adding additional elements of pay beyond base/longevity, and considering work week and paid leave, San Antonio firefighter salary (base & longevity) **still** ranked among the lowest of large Texas cities.
- 10-year SAFD “net pay” ranked **6th of 8** and **12.3%** below median.

San Antonio Falls Further Behind



- PFM Austin Study was based on September 30, 2022.
- Since then, San Antonio firefighters have received two raises (Jan 1, 2023 and Jan 1, 2024).
- But other Texas firefighter raises during the same period far exceeded San Antonio's increases.
- Median raise in other Texas cities was 8%.
- San Antonio's disparity compared to other Texas cities in the Austin Study is **even worse today** than that study showed.

Thank You

