

Cost to Staff at Overtime Rate vs. Hiring Employees at the Maximum Step

	FIREFIGHTER/ PARAMEDIC	FIRE ENGINEER/ PARAMEDIC	FIRE CAPTAIN/ PARAMEDIC
STAFF AT OT RATE	STEP E	STEP C	STEP C
OT Rate:	73.67	86.19	104.23
Average regular hours/year:	2,912	2,912	2,912
Cost to Staff at OT Rate:	214,536	250,994	303,514
STAFF AT MAX STEP	STEP E	STEP C	STEP C
Salary^P	119,976	140,929	164,042
OT Rate 1.5x	73.67	86.19	104.23
FLSA^P	3,831	4,482	5,420
FLSA OT Rate	24.56	28.73	34.74
Premiums			
Acting Pay (Fixed) ^{PC}	2,100	2,100	2,100
Cert @ 6% ^P	7,199	8,456	9,843
2 Technical Premiums (Fixed) ^P	1,752	1,752	1,752
Longevity at 10% ^P	11,998	14,093	
Longevity at 15% ^P			24,606
Holiday Pay @ 4.2308% ^{P,NO}			
Car (Fixed) ^{NO}			
Insurance (Fixed) ^{NO}			
Uniform (Fixed) ^{PC,NO}	600	600	600
Total Premiums	23,648	27,001	38,901
Benefits			
Medicare	2,120	2,482	3,003
Life & ADD (Fixed)	162	162	162
Medical- Family (Fixed)	23,940	23,940	23,940
Vision - Family (Fixed)	231	231	231
Dental - Family (Fixed)	1,780	1,780	1,780
PERS @ 20.68%	30,494	35,655	43,089
Total Benefits	58,726	64,249	72,205
Total Salary and Benefits:	206,181	236,661	280,568
Difference from OT Staffing:	(8,355)	(14,334)	(22,946)
Add Savings to Staff @ PEPRA - 13.66%:	(10,720)	(12,472)	(14,996)

^P PERSABLE

^{PC} PERSABLE FOR CLASSIC EMPLOYEES ONLY

^{NO} NOT SUBJECT TO OVERTIME

Using FY 2022-23 Rates