

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

October 1, 2018

	FY2019 (1)	FY2020	FY2021	(4)	
Base Pay (5)				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
Other Pay (2)				Increase due to 4%:	Increase due to 3%:
(b) Suppression Pay	\$ 1,252,309	\$ 2,504,617	\$ 2,504,617	\$ 15,357,029	\$ 27,335,511
(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		
(j) Clothing Allowance (3)	\$ -	\$ -	\$ -		
(k) Equipment Allowance (3)	\$ -	\$ -	\$ -		
(l) Medical Trust Contribution	\$ 227,347	\$ 454,694	\$ 454,694		
(m) Physical Agility Pay	\$ -	\$ 787,721	\$ 787,721		
Total	\$ 9,545,587	\$ 19,878,896	\$ 19,878,896		
Potential Impact Due to Parity	\$ 42,183,048	\$ 85,153,817	\$ 85,153,817	Additional cost to base due to 7% increase in pay	\$ 42,692,540
				Percent of Base Pay Increase	20.35%
				Annualized Cost	\$85,153,817
				FY 2019 - FY 2021	\$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.