

CITY OF ROCHESTER HILLS

Fiscal
Team

DATE: September 20, 2004

TO: City Council

RE: FTFF – Salary & Benefits

Below is the methodology used in preparing the costs of Full-Time Firefighters for the City of Rochester Hills (as presented in the 2005 Proposed Budget):

FTFF's with 37-48 mo. of experience, a base salary of	\$57,988
Longevity Increase (Ave. = 1.5% Longevity)	\$ 870
Annual Leave Payoffs & Medical Buyouts	\$ 1,070
All FTFF's were budgeted for 300 hours of OT	\$12,985
<u>Average Salary FTFF</u>	<u>\$72,913</u>
Pension (12%)	\$ 8,750
Retiree Health (4%)	\$ 2,917
Medicare (1.45%)	\$ 1,058
Social Security (6.20%)	\$ 4,520
Healthcare & Dental (Ave.)	\$13,176
** Healthcare & Dental depends on the Plan selected (Single coverage can cost \$6,952/yr. and Family coverage can cost \$18,327/yr.)	
Life Insurance	\$ 293
Disability Insurance	\$ 1,590
Unemployment Insurance	\$ 216
Worker's Compensation Insurance	\$ 1,481
<u>Average Benefits FTFF</u>	<u>\$34,000</u>
<u>Average Salary & Benefits – FTFF</u>	<u>\$106,913</u>