



Fairfax County

Fire and Rescue Compensation and Organization Review

PFM Group Consulting LLC

April 2, 2019



Report Summary

- ◆ Introduction and Goals of Study
- ◆ Key Areas of Focus
 - Pay Schedule Leveling
 - Pay Schedule Placement of the Civilian Fire Apparatus Mechanic Position
 - Compensation for “Staff” Assignments
 - Job share positions
 - Compensation Benchmarking Methodologies
 - Overtime Analysis
- ◆ Questions / Discussion



Retention

Table 38: Comparative Turnover Rates

	FY2013	FY2014	FY2015	FY2016	FY2017
Fairfax County	4.6%	4.4%	4.6%	4.9%	4.4%
Alexandria	8.1%	9.0%	5.9%	12.4%	4.7%
Arlington	3.0%	5.4%	6.4%	9.3%	9.3%
District of Columbia	5.4%	4.8%	3.6%	4.1%	3.4%
Loudoun County	-	-	-	5.3%	3.3%
Montgomery County	6.1%	7.7%	3.2%	2.9%	-
Prince William County	4.3%	2.7%	5.4%	4.8%	4.3%
Median (Excl. Fairfax Co.)	5.4%	5.4%	5.4%	5.0%	4.3%
Rank	4 of 6	5 of 6	4 of 6	4 of 7	3 of 6

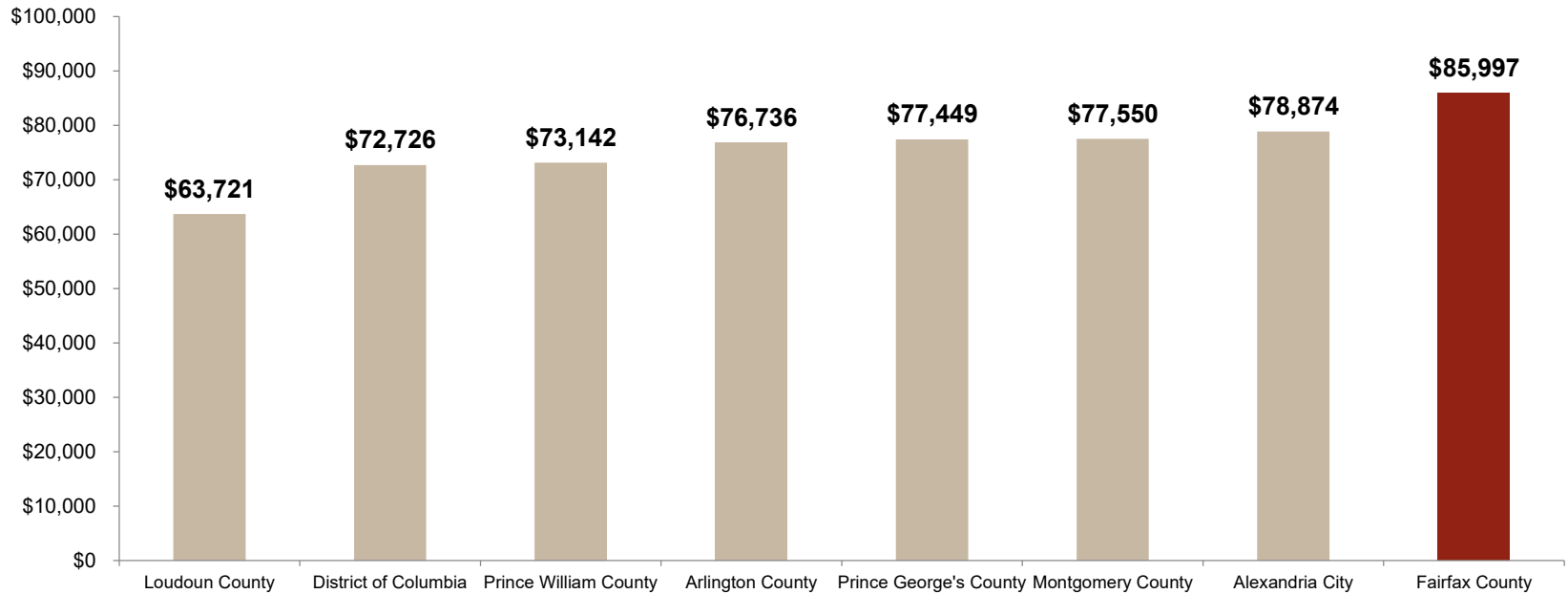
Table 39: Comparative Quit Rates

	FY2013	FY2014	FY2015	FY2016	FY2017
Fairfax County	1.2%	1.2%	1.7%	1.5%	1.6%
Alexandria	3.1%	4.9%	2.7%	8.1%	3.4%
Arlington	1.0%	3.4%	3.0%	2.7%	3.9%
District of Columbia	1.8%	1.3%	1.1%	0.9%	0.8%
Loudoun County	-	-	-	4.4%	1.6%
Montgomery County	1.7%	2.3%	0.8%	0.6%	-
Prince William County	2.8%	1.4%	3.9%	3.5%	2.5%
Median (Excl. Fairfax Co.)	1.8%	2.3%	2.7%	3.1%	2.5%
Rank	5 of 6	6 of 6	4 of 6	5 of 7	5 of 6



Annual Pay (FY2018)

Figure 1: Firefighter Total Direct Cash Compensation 25-Year Average (Annual)



Shift Differential	
Fairfax County	\$0.7275/hr.
Alexandria	None
Arlington County	None
District of Columbia	None
Loudoun County	None
Montgomery County	None
Prince George's County	None



Annual Hours (FY2018)

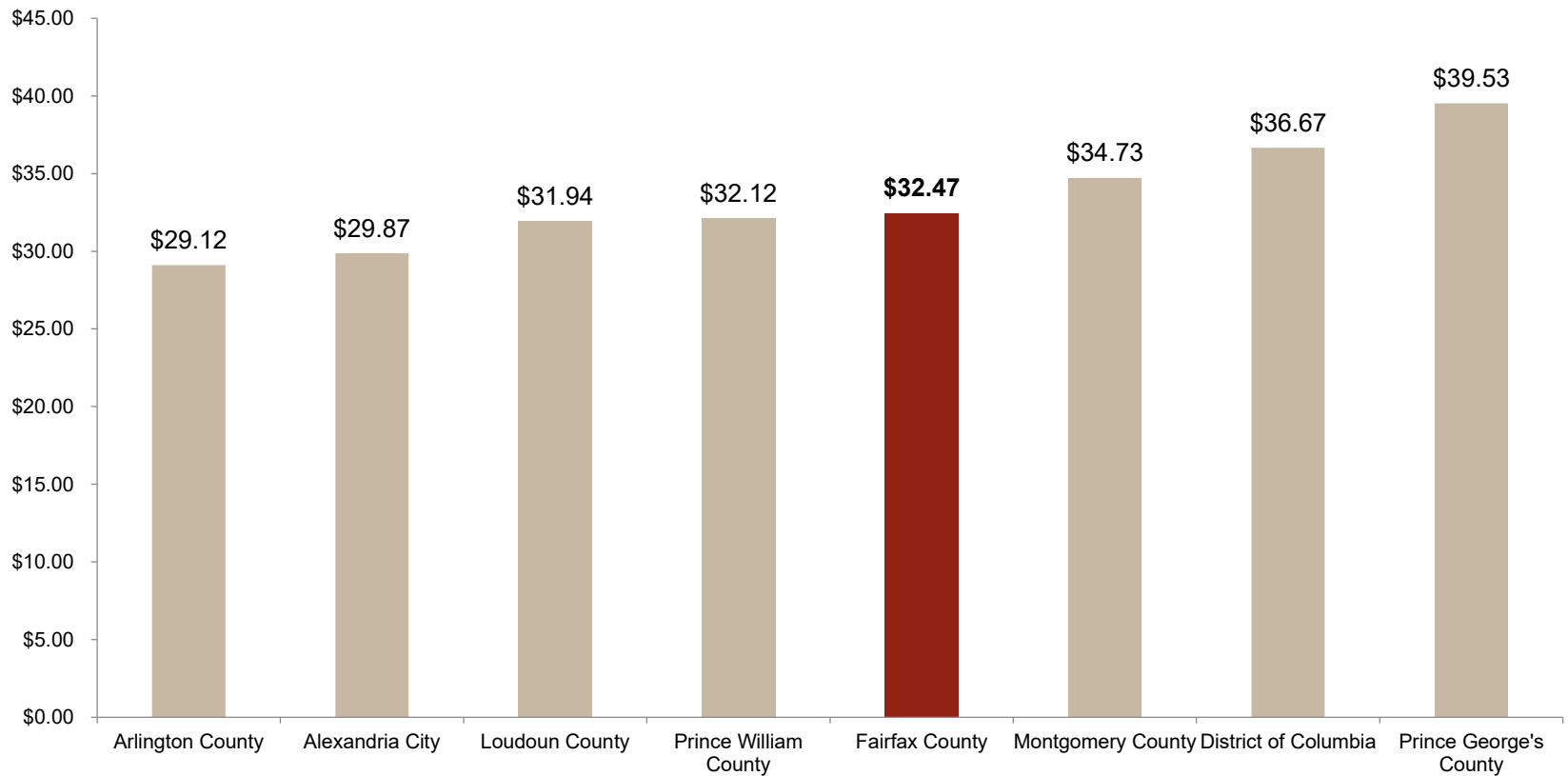
	Schedule	Annual Hours	Average Weekly Hours	Annual Appearances
Fairfax County	24 on/24 off, 24 on/24 off, 24 on/96 off	2,912	56	122
Alexandria	24 on/24 off, 24 on/24 off, 24 on/96 off	2,912	56	122
Arlington County	24 on/24 off, 24 on/24 off, 24 on/96 off	2,912	56	122
District of Columbia	24 on/72 off	2,184	42	91
Howard County	24 on/48 off less Kelly Days every three weeks	2,496	48	104
Loudoun County	24 on/72 off	2,184	42	91
Montgomery County	24 on/48 off less Kelly Days (17.4/year)	2,496	48	104
Prince George's County	24 on/72 off	2,184	42	91
Prince William County	24 on/48 off less Kelly Day every 8th shift	2,496	48	104

Hours of Annual Leave (Suppression)	
Fairfax County	156 hours in Year 1, maximum of 312 hours
Alexandria	156 hours in Year 1, maximum of 300 hours
Arlington County	156 hours in Year 1, maximum of 312 hours
Loudoun County	104 hours in Year 1, maximum of 206 hours
Prince William County	125 hours in Year 1, maximum of 250 hours
Prince George's County	104 hours in Year 1, maximum of 208 hours
Montgomery County	144 hours in Year 1, maximum of 249 hours



Pay Per Net Hour (FY2018)

Figure 3: Firefighter Total Direct Cash Compensation, 25-Year Average (Per Net Hour Worked)





Staff Positions (FY2018)

	Staff Position Premium	Average Annual Hours in Staff Positions	Average Annual Hours in Operations	Scheduled Overtime
Fairfax County	None	2,080	2,912	Yes
Charlotte	5% of base	2,080	2,730	No
Fort Worth	None	2,080	2,912	Yes
Indianapolis	None	2,080	2,496	No
Nashville	None	2,080	2,756	No
Phoenix	10% of base	2,080	2,912	Yes
San Francisco	None	2,080	2,532	No
Seattle	7.5% of base	2,080	2,352	No
Montgomery County	None	2,080	2,496	No
Prince George's County	-	-	2,184	No



Overtime

Figure 8: FRD Sworn Overtime Expenditures by Category, FY2017

