



# County of Fairfax, Virginia

## MEMORANDUM

**DATE:** April 24, 2017  
**TO:** Board of Supervisors  
**FROM:** Joseph M. Mondoro, Chief Financial Officer  
**SUBJECT:** Responses to BOS Budget Questions – Package 10

Attached for your review is Package 10 of responses to Board questions on the FY 2018 budget. If you have any questions or need additional information, please do not hesitate to contact me. The following responses are included in this package:

Question Number	Question	Supervisor	Pages
	<i>Budget Questions 1-5 answered in package 1 dated November 18, 2016</i>		<i>1-7</i>
	<i>Budget Questions 6-7 answered in package 2 dated January 18, 2017</i>		<i>8-9</i>
	<i>Budget Questions 8-10 answered in package 3 dated February 28, 2017</i>		<i>10-14</i>
	<i>Budget Questions 11-19 answered in package 4 dated March 20, 2017</i>		<i>15-27</i>
	<i>Budget Questions 20-22 answered in package 5 dated March 27, 2017</i>		<i>28-63</i>
	<i>Budget Questions 23-27 answered in package 6 dated April 5, 2017</i>		<i>64-73</i>
	<i>Budget Questions 28-36 answered in package 7 dated April 13, 2017</i>		<i>74-94</i>
	<i>Budget Questions 37-41 answered in package 8 dated April 18, 2017</i>		<i>95-106</i>
	<i>Budget Questions 42-43 answered in package 9 dated April 21, 2017</i>		<i>107-109</i>
44	Please provide additional information on the following projects, including looking at using existing space and what are the projected associated maintenance/operating expenses: <ul style="list-style-type: none"><li>• Original Mt. Vernon High School</li><li>• North County Site Infrastructure</li><li>• North County Human Services Center</li><li>• East County Human Services Center</li></ul>	Herrity	110-114
45	Please provide a list of all county employees by job title (names are not necessary) whose total compensation exceeds \$100,000 per year and who received additional pay, stipends or bonuses. Please note that total compensation includes regular salary, any bonuses, and any overtime pay. If possible, list each amount of compensation separately as opposed to aggregated.	Herrity	115-132

Attachment

cc: Edward L. Long Jr., County Executive  
Patricia Harrison, Deputy County Executive  
David J. Molchany, Deputy County Executive  
David M. Rohrer, Deputy County Executive  
Robert A. Stalzer, Deputy County Executive

## Response to Questions on the FY 2018 Budget

**Request By:** Supervisor Herrity

**Question:** Please provide additional information on the following projects, including looking at using existing space and what are the projected associated maintenance/operating expenses:

- Original Mt. Vernon High School
- North County Site Infrastructure
- North County Human Services Center
- East County Human Services Center

**Response:** The projects listed below are all projects that are proposed to be financed using other financing mechanisms such as Economic Development Authority (EDA) Bonds. These projects are not included in the General Obligation Bond Schedule; however, they do represent a debt obligation (debt service payments) to the County and are included in all of the County debt ratios. These Public Private Partnership projects develop over time and the Capital Improvement Program (CIP) includes staff's best estimate of both cost and timing. Operational costs are provided for those programs that are currently on-going in these facilities; however, detailed operational costs have not yet been fully developed for all of these long term projects. It should be noted that FMD estimates a current average maintenance/operational cost per square foot of approximately \$1.75 to provide custodial services, minor repairs/maintenance, and utilities which include water, gas and electrical costs. These costs are dependent on the age and condition of each facility. In addition, staff is exploring options when developing Public Private Partnership projects to have the private development partners assume more of the operational and maintenance obligations.

### **Original Mount Vernon High School:**

This historic building is a 150,000 square foot facility on approximately 22 acres of property. The building was constructed in 1939 and is currently owned and maintained by Fairfax County. The property includes a two-tiered theater/auditorium, administrative offices, classrooms, a library, a full service cafeteria, gymnasiums with locker rooms, multiple playgrounds, music and shop buildings, and an annex building. The Reuse and Redevelopment of the facility is planned in two phases with Phase 1 focusing on immediate occupancy in the existing non-historic parts of the facility, including the South County Teen Center and assembly uses in the upper gymnasium and Early Headstart/Headstart classrooms in the annex of the existing facility. Phase 2 will include the long term adaptive reuse and redevelopment of the overall combined 40 acre property (22 acres owned by the Board of Supervisors and 18 acres owned by Fairfax County Park Authority). The goal of the redevelopment on the overall property, currently under review and coordination with the Park Authority, is to provide Educational, Workforce/Human Development, Residential, Recreation, Non-profits, Incubation, and Innovation components, all of which will operate in an integrated plan, and in conjunction with the Embark Program, Richmond Highway widening, and South County Government Center (government functions housed there). One benefit may be co-location (removal of some lease space elsewhere on Route 1), and ultimately, a reduction

of operating costs once a development partner is in place, a repurposed building, and a redeveloped property.

A Request for Proposals (RFP) is currently being developed to establish a partnership between Fairfax County Board of Supervisors, Fairfax County Park Authority, and a Master Developer. The scope of work includes the adaptive reuse of the historic school facility, the George Washington RECenter, and the associated properties owned by Fairfax County and the Park Authority. The facility and property on the Richmond Highway frontage, constructed in 1939, is eligible for inclusion in the National Register of Historic Places. The redevelopment initiative seeks to establish a landmark destination including education, workforce development, recreation, residential, non-profit shared space, and community shared space. The vision for the overall campus is expected to bring innovation and opportunity for the surrounding multi-generational and diverse community. The RFP is scheduled to be released in mid-May 2017, followed by an evaluation process, public hearing, and ultimate partnership work and master planning beginning in early 2018.

The South County Teen Center and other assembly uses are currently active in the upper gymnasium and will remain in this location. Permanent space of approximately 8,000 square feet in the annex of the existing facility is proposed for the Office for Children to support Early Headstart and Pre-K classrooms. It is anticipated that the early childhood program will provide for 4 Early Head Start classrooms serving 32 children and 3 Pre-K classrooms serving 54 children, for a total of 7 classrooms serving an additional 86 children in keeping with the Board's priority of supporting children's school readiness. Licensing standards and potential Early Headstart/Headstart funding dictates that classrooms should have sinks (diaper changing/hand washing) and bathrooms in each room; however, most of the estimated renovation costs are associated with required HVAC and electrical work.

In addition, for interim use in the annex behind the school, the Fire and Rescue Department (and Fire Marshal) will be provided temporary space as a satellite office for south county inspection services, and the Fairfax County Public Schools will be provided temporary space for student registration and testing services. These programs will move out with the full redevelopment plan implementation.

The FY 2018 – FY 2022 Capital Improvement Program includes proposed financing of \$5,000,000 in FY 2018 as the estimated preliminary costs associated with the renovation work required for the Early Childhood Education classrooms, the Teen Center, and other costs associated with the OMOVHS redevelopment planning efforts. The South County Teen Center operates out of the South County Government Center and has been supplementing that space with the gym space at Original Mt. Vernon High School. Some additional one-time equipment costs and operational costs are expected and will be developed in the future as both the teen and senior programs become fully operational. Operational costs for the Early Childhood Education component are estimated at \$1.8 million in County funding to serve the additional 86 children ranging in age from birth to five years and their families, in a full-day, year-round program. The intent is to pursue federal and state funding in order to offset the cost to the County and to provide additional comprehensive family services. Maintenance costs for this facility are currently \$245,686. This includes utilities, custodial contracts, and current levels of security. In addition, the FY 2018 Advertised Budget Plan includes proposed increased funding of \$80,058 for additional security. This increase will support one additional full

time contracted security officer, for a total of two full time security officers at the site. Additional security is required due to attempted break-ins and vandalism experienced in the area.

### **North County Site Infrastructure**

The Reston Town Center North project includes a proposal to reconfigure and provide integrated redevelopment of approximately 50 acres currently owned by Fairfax County and Inova at Reston Town Center North (south of Baron Cameron Avenue between Town Center Parkway and Fountain Drive). The overall plan includes the replacement of the Reston Regional Library and the Embry Rucker Shelter, currently located on this site, and development of additional facilities to accommodate Human Services' needs. The plan maximizes the development potential consistent with the needs of the community and in conformance with the Comprehensive Plan Amendment for Reston Transit Station Areas, adopted by the board approved on February 11, 2014. The Comprehensive Plan envisions the Town Center North District is as an extension of the Town Center Urban Core with a significant civic presence and mixed-use development with a grid of streets and blocks consistent with Reston Town Center. A NIP item to inform the Board of the overall project development goals and timelines as well as approach to procurement under PPEA guidelines was submitted to the Board in April 2015. The County solicited Development Team qualifications in 2016 and plans to solicit development proposals for a Phase 1 Development on the two County-owned parcels, known as Blocks 7 and 8, which currently house the existing library and shelter facilities. The County will solicit a future Phase 2 PPEA for the remaining balance of the property, including the parcel containing the North County Human Services Center. The Board has taken the following actions to date to advance this project:

- February 2014: Board of Supervisors adopted the Comprehensive Plan Amendment
- April 2015: A NIP item was provided to the Board of Supervisors including development information and the RFP for Blocks 7 & 8
- September 2015: Board of Supervisors approved the Interim Real Estate Exchange Agreement (IREEA) between Fairfax County and Inova, following a Public Hearing on the same date
- September 2015: Board of Supervisors approved the acquisition of the five-acre Reston Towne Green property from Fairfax County Park Authority (FCPA) per the Board of Supervisors and Fairfax County Park Authority Board agreement term
- November 2016: Board of Supervisors briefing to file quiet title action to clear the open space title issue

The FY 2018 – FY 2022 Capital Improvement Program includes proposed financing of \$10,000,000 in FY 2018 to fund the County share of the Comprehensive Real Estate and Infrastructure Development Agreement with Inova that will provide for the real estate exchange, and design and construction of the site infrastructure. There are no additional operational costs associated with this aspect of the project.

### **North County Human Services Center**

This project will provide for a replacement facility for the existing County-owned North County Human Services Center located in Reston. The existing facility is within the redevelopment master plan area known as Reston Town Center North which will be reconfigured as an integrated redevelopment consistent with the needs of the community and in conformance with the Comprehensive Plan Amendment approved in February 2014. The proposed North County Human Services Center will support a consolidation of existing leased facility spaces in the service area and a replacement of the existing Human Service Center into one facility to provide enhanced and integrated multi-disciplinary services to residents in the western part of the County. This facility will be a part of the future Phase 2 PPEA solicitation for the redevelopment of the overall Reston Town Center North Master Plan. The proposed facility will be similar to other consolidated human services sites, however, a programming study will be performed to determine the overall facility scope and the service components.

The FY 2018 – FY 2022 Capital Improvement Program includes total proposed financing of \$125 million over two years beginning in FY 2021. The North County Human Services Center is projected to be an approximately 180,000 to 200,000 square foot facility. Based on the current maintenance cost per square foot, it is estimated that maintenance costs would range between \$315,000 and \$350,000 per year. The current North County Human Services facility is a 36,600 square foot facility with maintenance costs of \$64,230 annually. Although the projected maintenance costs are expected to increase with additional square footage, this funding requirement may be offset by a reduction in lease costs. Staff is still conducting the cost benefit analysis associated with the consolidation of leased space.

### **East County Human Services Center**

The East County Human Services Center is a proposed 180,000 square foot facility which will provide for enhanced, integrated human services to County residents. Since FY 2008 the CIP has identified a need for a number of community services, currently housed in leased spaces in the Annandale/Bailey's Crossroads area, to be consolidated into County-owned space in an East County Human Services Center. The proposed facility will consolidate programs from several existing leased facility spaces in the service area with the goal of co-locating and centralizing agencies in one facility to address residents' needs in an effective and efficient manner. Services in this facility will include CSB Services (Mental Health and ADS services), Family Services (self-sufficiency, adults, children's and youth services, aging, domestic abuse), FCPS (alternative school), Health Department services, Juvenile and Domestic Relations District Court (probation services, alternative school), Department of Neighborhood and Community Services (community recreation services, coordinated service planning, and regional support services), Department of Information Technology regional support services, and others as appropriate.

This consolidated facility will assist residents to achieve: gainful employment and financial independence; stronger and healthier families, adults, and communities; and sustained well-being of children and youth. It is envisioned that this facility will help spur development of additional commercial and employment uses in and around Bailey's Crossroads, which is a key Commercial Revitalization District in the County.

Over the past several years, a number of development options have been evaluated at the current site of the Bailey's Crossroads Shelter, in partnership with adjacent property

owners, for a joint redevelopment known as South East Quadrant (SE Quad). The Comprehensive Plan recommends that, with consolidation of at least five acres, this site may be appropriate for a retail/office/residential mixed-use development. The proposed SE Quad consolidation and subsequent rezoning will provide the opportunity for a County office site on which the East County Human Services Center, could be constructed to meet the CIP goal for the provision of services in this area. In addition, the Comprehensive Plan calls for a road realignment to connect Seminary Road with Columbia Pike and Moncure Avenue. This alignment could be provided through the eastern portion of the consolidated property, which is the current site of the Landmark Office building.

In December 2015, the Board of Supervisors authorized the Real Estate Exchange Agreement (REEA) with Avalon Bay, the contract purchaser of the adjacent property, and the County acquisition of Landmark property to accommodate the proposed consolidation and subsequent rezoning. However, in April 2016, Avalon Bay terminated the agreement due to financial constraints and in February 2017, the Board authorized a new REEA with Columbia Crossroads, the original property owner. Columbia Crossroads will seek rezoning of the overall property to permit the construction of a residential mid-rise apartment development of approximately 355 dwelling units, a future office site, which may house the County's East County Human Services center, and the connection to Seminary Road. The office site would be located on the eastern portion of the site, fronting on the new road (the first phase of the connection to Seminary Road envisioned by the Comprehensive Plan).

The Board has taken the following actions to date on this project:

- January 2007: First unsolicited proposal for SE Quad development received, and advertised for completing proposals
- January 2013: Board of Supervisors approved Architectural/Engineering Design Services for the East County Center Master Plan Study
- December 2015: Board of Supervisors authorized a Public Hearing to approve REEA with Avalon Bay and to approve the purchase of the Landmark property from 5827 Columbia Pike Associates
- January 2016: Board of Supervisors approved the REEA between the County and AvalonBay providing for an exchange of real property and joint infrastructure development
- January 2016: Board of Supervisors approved the purchase of the Landmark property.
- February 2017: Board of Supervisors approved the REEA, between the County and Columbia Crossroads providing an exchange of real property and joint infrastructure development in conjunction with the development of the County land, the Weisberg land, and the Landmark parcel at the South East Quadrant development site

It is anticipated that EDA bonds will finance the County's share of this project. The FY 2018 – FY 2022 Capital Improvement Program includes total proposed financing of \$120 million over two years beginning in FY 2020. Currently many of the services provided in the area are located at the Heritage Building which is leased by the County for \$3.2 million annually. Staff continues to conduct the cost benefit analysis associated with financing a proposed new facility or remaining in leased space.

## Response to Questions on the FY 2018 Budget

**Request By:** Supervisor Herrity

**Question:** Please provide a list of all county employees by job title (names are not necessary) whose total compensation exceeds \$100,000 per year and who received additional pay, stipends, or bonuses. Please note that total compensation includes regular salary, any bonuses, and any overtime pay. If possible, list each amount of compensation separately as opposed to aggregated.

**Response:** The attached spreadsheet provides total calendar year (CY) 2016 gross pay for the 1,718 non-department head employees who were paid at least \$100,000 during the year and who received additional pay, stipends, or bonuses. An additional 819 employees were paid \$100,000 or more during CY 2016 but are not shown in the attached spreadsheet because they did not have earnings in the noted categories or are department heads. It is recommended that the spreadsheet be viewed online due to its size. It should be noted that some employees hold multiple positions with the County, were hired during the year, terminated employment during the year, or changed positions during the year due to promotions, demotions, or transfers. The amounts shown in the spreadsheet, therefore, may represent partial-year pay, pay for the performance of more than one job, or pay at more than one pay grade. Pay is shown in the spreadsheet divided into the following categories. In addition, there are several stipends, such as stipends for crossing guards, state magistrates, and members of boards and commissions, that are not shown in the categories below as no employees who were paid more than \$100,000 received those stipends in CY 2016.

### Scheduled Hours

Regular	Hours worked or leave taken as part of the employee's normal schedule.
Consecutive Shift Pay	Hours worked when an employee has completed a full shift lasting eight or more hours and is required to remain on duty to work a full second consecutive shift.
Shift Differential – Fire	Shift differential premium pay for Fire employees assigned to the designated shift.
Shift Differential – Sheriff	Shift differential premium pay for Sheriff employees assigned to the designated shift.
Shift Differential – Evening	Shift differential premium pay for employees assigned to the designated evening shift.
Shift Differential – Night	Shift differential premium pay for employees assigned to the designated night shift.

### Additional Pay

Overtime Pay	Hours worked over the defined work period.
--------------	--

Callback Pay	Hours worked when the employee is off duty and is called to return to work after departing from the workplace.
Court Time	Pay for hours worked over the defined work period for public safety employees to appear in court.
Emergency Worked	Pay granted for working during a designated emergency.
FLSA Settlement	Payments made as a result of a Fourth Circuit Court of Appeals ruling which stated that Fire uniformed employees at the rank of Captain I and Captain II do not fall within the executive or administrative exemptions for the FLSA overtime requirement because management is not their primary duty.
Holiday Worked	Pay granted for working on a County holiday.
On Call Pay	Pay granted when an employee is required to remain available outside of the employee's scheduled work hours to report to work within a reasonable time if called upon to do so.
Roll Call	Paid work time for attending roll call.

### **Stipends**

Advanced Life Support (ALS)	A stipend available to Fire employees who are certified as Advanced Life Support (ALS) providers. The incentive pay is equivalent to 10 percent of the pay of step 1 of the Firefighter (F-18) position.
Correctional Health Nurse	A stipend of \$120 per pay period (or \$60 per pay period for part-time employees) provided to Correctional Health Nurses.
Election Worker	A stipend available to employees who staff an election. The amount varies depending on the guidelines established by the Office of Elections.
Emergency Services/Mobile Crisis Unit	A stipend granted to employees working in Emergency Services/Mobile Crisis Unit.
Environmental Incentive Pay	A stipend available to sworn uniformed employees assigned to the Adult Detention Center.
Fire Additional Pay - \$2	An additional incentive granted to Fire personnel who are ALS certified and serve as medic on Engine.
Fire Additional Pay - \$3	An additional incentive granted to Fire personnel who are ALS certified and serve as medic on Medic unit.



Flight Medic Pay	A stipend available to Flight Medics, Senior Medics, and Chief Medics. Employees receive a set hazard incentive pay amount equal to \$2,000 for Flight Medics, \$3,500 for Senior Medics, and \$4,500 for Chief Medics. In addition, they receive an amount of pay equivalent to 10 percent of step 2 of the Police Officer I (O-17) position for all levels.
Language Stipend	A stipend of \$1,300 per year (or \$650 for employees scheduled to work 20 hours or less per week) provided to employees who demonstrate proficiency in a foreign language and must use that second language as part of their job.
Maintenance Flight Officer Pay	A \$1,200 annual stipend available to employees who are required to repair and maintain aircraft assigned to the Helicopter Division of the Police Department.
Tool Allowance	An allowance granted to vehicle mechanics required to use their personal tools in job performance. The amount granted varies to reimburse the cost to obtain and maintain personal tools in accordance with the list of required tools.
Trainer Incentive Pay	Additional pay (\$3 per hour) received by public safety field training instructors.
Uniform Allowance	An annual allowance for the purchase and maintenance of clothing that is required in job performance.

### **Bonuses**

Bonus Pay	Bonus pay awarded.
-----------	--------------------

### **Other**

Adjustments	Miscellaneous pay adjustments, including items such as pay corrections and recovery of overpayments.
Awards	Cash payments associated with countywide awards, such as Outstanding Performance Awards and the A. Heath Onthank Award, and departmental awards.
Leave Payoff	Payoff of leave balances upon separation from the County.

CY 2016 Employee Compensation  
Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

		Scheduled Hours										Additional Pay										Stipends										Bonuses			Other					
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Day Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other	
Fire and Rescue Dept.	FIRE CAPTAIN I	\$364,118.67	\$134,465.67		\$1,907.51				\$136,373.18	\$14,878.66	\$66,286.20		\$3,809.75	\$130,429.17	\$3,098.19	\$734.41			\$219,236.38	\$5,403.41					\$2,951.20	\$154.50							\$8,509.11		\$0.00				\$0.00	
Community Services Board	PSYCHIATRIST	\$358,354.72	\$357,054.72						\$357,054.72										\$0.00										\$1,300.00					\$1,300.00						\$0.00
Fire and Rescue Dept.	FIRE CAPTAIN I	\$352,229.57	\$131,417.69		\$2,028.27				\$133,445.96	\$14,847.37	\$82,860.76		\$2,622.88	\$98,277.56	\$3,521.16	\$2,842.47			\$204,972.20	\$5,403.41					\$8,156.00	\$252.00							\$13,811.41		\$0.00				\$0.00	
Community Services Board	PSYCHIATRIST	\$306,520.27	\$260,797.89				\$490.50	\$210.60	\$131,498.99										\$0.00										\$1,200.00					\$1,200.00						\$0.00
Fire and Rescue Dept.	FIRE CAPTAIN II	\$276,022.67	\$133,292.65		\$2,019.54				\$135,312.19	\$9,442.36	\$47,187.77		\$4,957.27	\$60,523.68	\$4,133.21	\$2,222.77			\$128,467.06	\$5,403.41					\$6,353.00								\$11,756.41		\$487.01	\$43,821.28	\$43,821.28	\$0.00		
Fire and Rescue Dept.	FIRE TECHNICIAN	\$270,918.46	\$88,860.91		\$1,854.40				\$90,715.31	\$52,481.09	\$104,323.89		\$2,159.22	\$146,928.39	\$1,469.28	\$3,210.26			\$163,643.74	\$5,403.41					\$3,608.00	\$7,548.00							\$16,559.41		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE BATTALION CHIEF	\$269,287.47	\$149,944.81		\$2,118.48				\$152,063.29	\$10,642.88	\$44,759.05		\$4,249.93	\$42,811.66	\$1,146.96	\$8,042.29			\$111,652.77	\$5,403.41					\$168.00								\$5,571.41		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN I	\$265,336.62	\$121,466.61		\$2,025.36				\$123,491.97	\$38,372.86	\$30,462.91		\$2,739.76	\$63,607.00	\$2,831.82	\$3,830.30			\$141,844.65	\$5,403.41					\$4,422.00	\$324.00							\$10,149.41		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN II	\$264,019.55	\$134,478.76		\$1,904.60				\$136,383.36	\$18,834.88	\$37,562.37		\$1,055.71	\$60,033.82				\$117,486.78	\$5,403.41					\$6,232.20									\$11,635.61		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE BATTALION CHIEF 40 42	\$257,887.63	\$134,426.37		\$2,037.00				\$136,463.37	\$6,228.25	\$35,380.99		\$1,055.71	\$60,892.06	\$3,098.19	\$3,133.45			\$109,788.65	\$5,403.41					\$6,232.20								\$11,635.61		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE BATTALION CHIEF	\$253,723.89	\$149,944.81		\$2,118.48				\$152,063.29	\$13,737.20	\$32,412.63		\$3,635.48	\$38,067.47	\$3,456.15	\$4,948.26			\$96,257.19	\$5,403.41					\$6,232.20								\$5,403.41		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE BATTALION CHIEF	\$252,624.20	\$149,944.81		\$2,118.48				\$152,063.29	\$583.73	\$90,081.93		\$3,072.24						\$100,560.91	\$5,403.41					\$6,232.20									\$11,716.91		\$0.00				\$0.00
Fire and Rescue Dept.	FIRE TECHNICIAN	\$249,346.16	\$97,360.15		\$1,692.89				\$99,053.04	\$42,636.01	\$86,673.86		\$2,215.24	\$159,845.15	\$1,598.45	\$3,452.65			\$136,576.21	\$5,403.41					\$5,111.00	\$3,202.50							\$13,716.91		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN I	\$246,746.95	\$121,449.15		\$2,031.91				\$123,481.06	\$8,930.00	\$43,097.45		\$3,304.44	\$53,784.47	\$3,298.05	\$2,025.57			\$114,439.98	\$5,403.41					\$2,185.00	\$1,237.50							\$8,825.91		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN I	\$243,201.21	\$121,484.07		\$2,010.81				\$123,494.88	\$5,272.55	\$39,259.51		\$2,509.70	\$52,396.27	\$3,291.82	\$2,025.57			\$104,755.42	\$5,403.41					\$696.00	\$8,851.50							\$14,950.91		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE BATTALION CHIEF	\$241,430.37	\$149,944.81		\$2,118.48				\$152,063.29	\$24,320.12	\$47,872.88		\$3,942.70	\$3,463.77	\$4,118.10			\$83,717.57	\$5,403.41					\$227.20	\$18.90								\$5,649.51		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN II	\$240,145.86	\$128,025.04		\$2,011.54				\$130,036.58	\$9,772.74	\$44,121.34		\$3,978.03	\$36,431.06	\$2,454.52	\$2,632.18			\$99,389.87	\$5,403.41					\$5,316.00								\$10,719.41		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN II	\$239,981.91	\$126,904.86		\$2,036.64				\$128,941.50	\$12,178.20	\$44,538.41		\$1,049.15	\$35,163.54	\$3,446.76	\$3,305.94			\$99,682.00	\$5,403.41					\$5,955.00								\$11,358.41		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN II	\$236,693.01	\$134,426.36		\$2,078.47				\$136,504.83	\$19,416.03	\$19,695.57		\$2,914.58	\$2,914.58	\$4,619.37			\$100,188.18	\$5,403.41					\$6,232.20									\$11,358.41		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE LIEUTENANT	\$236,383.23	\$101,579.02		\$1,769.29				\$103,348.31	\$37,759.08	\$80,464.14		\$2,310.89	\$193,150.31	\$1,103.70			\$123,569.31	\$5,403.41					\$2,069.00	\$1,993.20								\$9,465.61		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$235,265.31	\$91,152.56		\$1,846.76				\$92,999.32	\$42,026.61	\$95,608.43		\$1,133.65	\$2,482.90	\$1,014.40			\$142,265.99	\$5,403.41					\$48.00	\$1,099.70								\$16,551.11		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE LIEUTENANT	\$233,647.24	\$106,622.57		\$1,827.19				\$108,449.76	\$34,212.31	\$68,153.99		\$688.09	\$3,266.48	\$2,325.50			\$108,646.37	\$5,403.41					\$48.00	\$1,099.70								\$16,551.11		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN I	\$229,242.76	\$121,449.14		\$2,106.84				\$123,555.9																															

CY 2016 Employee Compensation  
Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

19

		Scheduled Hours										Additional Pay										Stipends										Bonuses		Other					
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Day Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other
Fire and Rescue Dept.	FIRE CAPTAIN II	\$173,466.30	\$124,354.06		\$2,009.72				\$126,363.78	\$5,240.16	\$10,808.62			\$26,066.53	\$2,870.30	\$2,116.91			\$47,102.52														\$0.00		\$0.00				\$0.00
Fire and Rescue Dept.	FIRE CAPTAIN I	\$172,951.62	\$123,525.43		\$2,074.98				\$125,600.41	\$3,180.59	\$13,005.96		\$2,802.50	\$23,913.92	\$3,778.99	\$669.25			\$47,351.21														\$0.00		\$0.00				\$0.00
Fire and Rescue Dept.	FIRE TECHNICIAN	\$172,691.19	\$82,690.54		\$1,861.31				\$84,551.85	\$27,313.30	\$44,559.37		\$1,713.76						\$73,586.43	\$5,403.41						\$2,212.00	\$6,937.50							\$14,552.91		\$0.00			\$0.00
Fire and Rescue Dept.	FIRE CAPTAIN I	\$171,926.67	\$110,108.36		\$1,813.51				\$111,921.87	\$16,411.29	\$38,511.02		\$3,005.89		\$2,097.15	\$579.45			\$60,604.80							\$2,212.00	\$6,937.50							\$0.00		\$0.00			\$0.00
Fire and Rescue Dept.	DEPT FIRE CHIEF 40 42	\$172,499.43	\$165,221.98		\$1,874.04				\$167,096.02						\$18,047.00				\$0.00	\$5,403.41														\$5,403.41		\$0.00			\$0.00
Fire and Rescue Dept.	FIRE CAPTAIN I	\$172,211.25	\$123,535.98		\$1,967.16				\$125,503.14	\$14,980.66	\$5,728.29			\$18,047.00		\$669.25			\$39,425.20	\$5,403.41						\$1,299.00	\$580.50							\$0.00		\$0.00			\$0.00
Fire and Rescue Dept.	FIRE LIEUTENANT	\$172,070.24	\$92,182.14		\$1,571.40				\$93,753.54	\$22,649.68	\$43,462.65					\$532.56			\$66,644.89	\$5,403.41					\$1,535.00	\$4,733.40							\$11,671.81		\$0.00			\$0.00	
Police Dept.	POLICE OFFICER II	\$171,938.06	\$90,772.68						\$90,772.68	\$67,186.68	\$6,297.02	\$972.07	\$517.52		\$1,044.22	\$3,447.82			\$79,465.38									\$400.00					\$400.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN II	\$171,123.50	\$133,275.19		\$2,045.73				\$135,320.92	\$942.90	\$550.81		\$1,101.61	\$18,376.05	\$4,133.21	\$1,478.59			\$26,583.17	\$5,403.41						\$3,816.00							\$0.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$170,895.84	\$92,711.92		\$1,732.91				\$94,444.83	\$19,169.55	\$37,651.11		\$1,731.89		\$1,415.41	\$3,553.54			\$63,521.50	\$5,403.41					\$4,195.20	\$3,330.90							\$0.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$170,885.51	\$92,716.48		\$1,753.94				\$94,470.42	\$19,129.96	\$37,133.16		\$2,724.28		\$2,125.53	\$2,539.35			\$61,652.28	\$5,403.41					\$264.00	\$9,095.40							\$0.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN I	\$170,768.89	\$121,449.14		\$2,106.84				\$123,555.98	\$10,318.73	\$6,612.02		\$2,509.70	\$23,127.00	\$3,298.05	\$1,347.41			\$47,212.91														\$0.00		\$0.00			\$0.00	
Fire and Rescue Dept.	DEP FIRE CHIEF	\$170,706.74	\$165,058.89		\$244.44				\$165,303.33										\$0.00	\$5,403.41													\$5,403.41		\$0.00			\$0.00	
Fire and Rescue Dept.	DEPT FIRE CHIEF 40 42	\$170,543.77	\$165,140.36						\$165,140.36										\$0.00	\$5,403.41														\$5,403.41		\$0.00			\$0.00
Fire and Rescue Dept.	FIRE CAPTAIN II	\$170,194.72	\$106,680.83		\$1,811.11				\$108,491.94	\$17,593.90	\$36,462.48	\$1,702.13		\$2,444.47	\$3,499.80			\$61,702.78															\$0.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIREFIGHTER	\$170,084.37	\$69,369.01		\$1,697.62				\$71,066.63	\$29,539.03	\$66,148.95	\$565.18		\$2,387.79	\$3,767.79			\$99,017.74															\$0.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN I	\$170,069.57	\$115,717.34		\$2,002.08				\$117,719.42	\$14,491.39	\$3,864.19		\$2,390.20	\$21,739.00	\$1,796.54	\$1,729.42			\$46,010.74	\$5,403.41					\$936.00								\$0.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN II 40 42	\$170,036.56	\$134,414.78						\$134,414.78	\$3,960.17	\$8,915.67			\$16,821.61		\$520.92			\$30,218.37	\$5,403.41													\$0.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN II 40 42	\$170,007.61	\$106,622.39		\$733.32				\$107,355.71	\$18,276.76	\$16,216.93			\$19,332.36	\$2,065.51	\$133.93			\$56,025.49	\$5,403.41					\$1,214.00	\$9.00							\$0.00		\$0.00			\$0.00	
Police Dept.	POLICE OFFICER II	\$169,958.55	\$90,772.75						\$90,772.75	\$69,026.53	\$2,134.78	\$972.93	\$1,229.12		\$1,035.06	\$4,387.38			\$78,785.80									\$400.00					\$400.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN II	\$169,893.92	\$115,600.94		\$1,728.54				\$117,329.48	\$15,805.13	\$11,201.73			\$21,826.00	\$1,802.47	\$1,929.11			\$52,564.44														\$0.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN II	\$169,715.56	\$128,177.75		\$2,037.00				\$130,214.75	\$7,495.87	\$9,148.82		\$1,879.73	\$14,805.00	\$4,837.55	\$1,333.84			\$39,500.81														\$0.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN I	\$169,667.29	\$110,704.35		\$2,047.19				\$112,751.54	\$13,638.37	\$7,702.96		\$2,601.55	\$17,512.00	\$3,421.23	\$2,507.23			\$47,383.34	\$5,403.41					\$3,700.00	\$429.00							\$9,532.41		\$0.00			\$0.00	
Police Dept.	POLICE CAPTAIN	\$169,660.34	\$144,081.73						\$145,016.13	\$15,280.56			\$1,573.82	\$2,636.99	\$4,752.84			\$24,244.21															\$400.00	\$400.00		\$0.00			\$0.00
Fire and Rescue Dept.	FIRE CAPTAIN II	\$168,975.09	\$133,380.00		\$875.91																																		

CY 2016 Employee Compensation  
Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

		Scheduled Hours										Additional Pay										Stipends															Bonuses		Other				
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Day Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$156,711.64	\$84,140.49						\$85,846.84	\$20,865.71	\$45,904.74		\$928.28		\$2,252.07	\$914.00			\$70,864.80															\$0.00		\$0.00				\$0.00			
Police Dept.	POLICE SECOND LIEUTENANT	\$156,666.09	\$94,896.38						\$94,896.38	\$56,298.18		\$203.77	\$2,422.55		\$362.25	\$2,082.96			\$61,369.71														\$400.00		\$400.00				\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$156,642.31	\$74,200.38						\$75,867.81	\$22,998.04	\$41,537.67		\$1,628.46		\$842.84	\$394.78			\$67,401.79	\$5,403.41					\$3,050.20	\$4,919.10								\$13,372.71		\$0.00			\$0.00				
Fire and Rescue Dept.	FIREFIGHTER	\$156,185.89	\$86,096.73						\$88,004.96	\$29,914.08	\$32,517.76		\$1,288.13		\$2,640.96	\$1,880.00			\$68,180.93															\$0.00		\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE LIEUTENANT	\$155,956.51	\$104,872.65						\$106,807.07	\$20,447.95	\$20,934.28		\$2,172.93		\$3,261.08	\$2,333.20			\$49,149.44															\$0.00		\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE CAPTAIN I	\$155,945.43	\$121,449.14						\$123,554.74	\$1,935.31	\$8,756.75		\$1,003.88	\$20,694.75					\$32,390.69															\$0.00		\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE CAPTAIN II 40 42	\$155,679.04	\$131,678.32						\$132,004.24	\$15,099.98				\$4,748.00	\$2,538.50		\$1,288.32		\$23,674.80														\$400.00		\$400.00				\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$155,592.98	\$97,393.25						\$99,098.95	\$16,543.42	\$35,374.37				\$2,606.94	\$1,969.30			\$56,494.03															\$0.00		\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE CAPTAIN II	\$155,424.43	\$120,260.98						\$122,297.98	\$8,079.10	\$524.58		\$2,622.88	\$7,479.00	\$4,667.22	\$1,143.46			\$24,516.24	\$5,403.41					\$3,206.80									\$8,610.21		\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$155,027.56	\$97,375.85						\$99,299.72	\$21,204.18	\$27,444.53		\$2,132.59		\$2,977.24	\$1,969.30			\$55,727.84															\$0.00		\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE CAPTAIN II 40 42	\$154,877.93	\$136,409.51					\$92.70	\$137,173.83	\$9,211.21				\$4,071.86	\$5,140.9	\$3,906.94			\$17,704.10															\$0.00		\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$154,861.24	\$84,105.63						\$86,004.26	\$18,712.84	\$34,609.34		\$542.69			\$457.00			\$54,321.87	\$5,403.41					\$2,688.60	\$6,443.10									\$14,535.11		\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE LIEUTENANT	\$154,511.86	\$106,657.45						\$108,240.49	\$23,616.94	\$16,434.62		\$1,557.26		\$4,083.10	\$579.45			\$46,271.37															\$0.00		\$0.00			\$0.00				
Police Dept.	POLICE CAPTAIN	\$154,385.08	\$119,652.62						\$119,652.62	\$17,935.58	\$211.19		\$2,032.66			\$533.24	\$13,619.79		\$34,332.46															\$400.00		\$400.00				\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$153,995.78	\$86,792.06	\$547.02				\$1,908.23	\$89,247.31	\$15,905.48	\$31,740.05		\$1,079.67		\$2,364.68	\$1,932.18			\$53,022.06	\$5,403.41					\$3,731.00	\$2,592.00									\$11,726.41		\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE CAPTAIN I	\$153,968.05	\$121,466.60						\$123,538.52	\$525.64	\$4,115.88		\$3,158.04	\$17,507.12	\$3,766.53	\$1,356.32			\$30,429.53																\$0.00		\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE CAPTAIN I	\$153,783.64	\$125,237.83						\$127,192.62	\$1,545.27			\$2,157.33	\$10,082.03	\$1,977.59	\$3,494.39			\$19,256.61	\$5,403.41					\$1,304.00	\$627.00									\$7,334.41		\$0.00			\$0.00			
Police Dept.	POLICE OFFICER II	\$153,709.61	\$90,175.89					\$1,021.95	\$91,503.99	\$39,434.23	\$4,185.84	\$11,071.79			\$1,756.11	\$327.75		\$4,279.90	\$61,055.62														\$1,150.00		\$1,150.00				\$0.00				
Fire and Rescue Dept.	FIRE LIEUTENANT	\$153,300.59	\$106,631.55						\$108,335.36	\$37,522.55	\$1,955.44		\$1,702.13		\$2,038.86	\$1,746.05			\$44,965.23															\$0.00		\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE CAPTAIN II	\$153,300.35	\$129,124.02						\$131,230.86	\$2,156.18			\$2,098.30	\$10,917.03	\$4,010.76	\$2,087.22			\$22,069.49																\$0.00		\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE BATTALION CHIEF	\$153,168.71	\$149,863.43						\$150,678.23		\$2,490.48			\$840.86	\$12,266.49	\$3,477.51	\$1,424.84		\$2,490.48															\$0.00		\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE CAPTAIN II	\$153,077.93	\$130,196.23						\$132,180.85	\$2,887.38			\$840.86	\$12,266.49	\$3,477.51	\$1,424.84			\$20,897.08																\$0.00		\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE LIEUTENANT	\$152,746.80	\$101,002.22						\$101,002.22	\$30,495.84	\$12,482.98		\$1,158.89		\$12,266.49	\$1,555.46			\$45,693.17	\$5,403.41														\$648.00		\$0.00			\$0.00				
Police Dept.	POLICE CAPTAIN	\$152,582.24	\$137,165.04					\$59.40	\$137,255.64	\$11,564.79	\$1,059.67		\$1,114.79			\$1,056.19	\$131.16		\$14,926.60															\$400.00		\$400.00				\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$152,540.55	\$77,492.22						\$78,992.48	\$20,895.83	\$39,197.15				\$290.16	\$414.52			\$60,797.66																								

CY 2016 Employee Compensation

Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

		Scheduled Hours										Additional Pay										Stipends															Bonuses		Other				
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Day Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$142,005.69	\$88,349.79		\$1,725.62				\$90,075.41	\$16,160.67	\$34,480.08		\$1,289.53						\$51,930.28														\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00			
Police Dept.	POLICE SECOND LIEUTENANT	\$141,961.31	\$95,307.23				\$50.40	\$20.80	\$95,378.43	\$32,870.81			\$1,086.75		\$1,458.64	\$3,232.74	\$6,927.94		\$45,576.88												\$606.00	\$400.00	\$1,006.00	\$0.00	\$0.00			\$0.00					
Fire and Rescue Dept.	FIRE LIEUTENANT	\$141,917.69	\$101,585.49		\$1,840.58				\$103,426.07	\$11,440.65	\$21,258.73		\$1,621.07		\$1,941.75	\$2,229.42			\$38,491.62														\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE CAPTAIN I	\$141,747.72	\$105,209.68		\$2,054.47				\$111,264.15	\$3,516.28	\$5,286.29			\$1,553.70	\$11,898.21	\$809.38	\$578.12		\$23,641.98	\$4,984.59					\$1,785.00	\$72.00							\$0.00	\$0.00	\$6,841.59	\$0.00	\$0.00			\$0.00			
Police Dept.	POLICE SECOND LIEUTENANT	\$141,691.61	\$100,103.11				\$89.55	\$1,806.35	\$101,999.01	\$32,020.10			\$1,093.55		\$1,911.92	\$2,194.36			\$39,085.60												\$207.00	\$400.00	\$607.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00		
Police Dept.	POLICE OFFICER II	\$141,686.78	\$78,584.82		\$4.55		\$6.30	\$4.55	\$78,595.67	\$55,867.60			\$846.77		\$302.66	\$2,917.96			\$61,391.11										\$1,300.00			\$207.00	\$400.00	\$1,700.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE LIEUTENANT	\$141,681.65	\$96,742.62		\$1,780.92				\$98,523.54	\$11,445.11	\$16,239.52				\$372.79				\$29,469.90	\$5,403.41					\$240.00	\$8,044.80							\$0.00	\$0.00	\$13,688.21	\$0.00	\$0.00			\$0.00			
Police Dept.	POLICE CAPTAIN	\$141,635.47	\$137,165.07						\$137,165.07	\$4,070.40									\$4,070.40													\$400.00		\$0.00	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
Fire and Rescue Dept.	FIRE CAPTAIN I 40 42	\$141,588.42	\$123,870.43		\$1,036.26		\$18.90	\$300.30	\$125,225.89	\$6,876.33	\$1,630.72	\$296.69	\$1,728.91		\$4,491.36	\$1,338.52			\$16,362.53														\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE CAPTAIN I	\$141,583.64	\$122,571.14		\$1,967.16				\$124,538.30	\$1,144.23				\$15,901.11					\$17,045.34														\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00			
Police Dept.	POLICE LIEUTENANT	\$141,499.97	\$100,263.59				\$83.25	\$267.80	\$100,614.64	\$15,361.33	\$6,730.67				\$1,283.97	\$641.98	\$16,467.38		\$40,485.33												\$400.00		\$0.00	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$141,469.68	\$89,860.11		\$1,677.25				\$91,537.36	\$11,559.99	\$19,917.01		\$1,289.61		\$2,458.71	\$1,679.49			\$36,904.81	\$5,403.41					\$539.60	\$7,084.50							\$0.00	\$0.00	\$13,027.51	\$0.00	\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$141,384.86	\$80,072.28		\$1,842.03				\$87,914.31	\$17,134.97	\$31,805.18		\$1,719.78		\$2,364.68	\$1,445.94			\$53,470.55														\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$141,356.32	\$75,750.92		\$1,660.52				\$77,411.44	\$16,096.76	\$29,159.61		\$1,159.66		\$1,707.23	\$2,483.91			\$50,607.17	\$5,403.41					\$2,201.60	\$5,732.70							\$0.00	\$0.00	\$13,337.71	\$0.00	\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE CAPTAIN I 40 42	\$141,327.09	\$109,471.49		\$1,285.12		\$105.30	\$222.30	\$111,084.21	\$18,300.99	\$7,399.43		\$2,483.34		\$772.60	\$1,286.52			\$30,242.88														\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE CAPTAIN I	\$141,198.34	\$122,518.76		\$2,021.51				\$124,540.27	\$4,886.08	\$928.23				\$2,354.86	\$678.16			\$16,658.07														\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00			
Police Dept.	POLICE LIEUTENANT	\$141,156.44	\$117,529.15				\$5.40	\$18.20	\$117,552.75	\$3,201.90					\$898.78	\$2,022.24	\$16,330.77		\$22,453.69													\$1,150.00		\$1,150.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Police Dept.	POLICE OFFICER II	\$141,008.23	\$90,208.94				\$6.30	\$2.60	\$90,217.84	\$18,410.73	\$12,055.92		\$431.27		\$1,738.84	\$17,753.63			\$50,390.39													\$400.00		\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN I	\$140,941.08	\$122,501.29		\$1,967.16				\$124,468.45	\$1,595.98					\$2,448.63	\$1,338.50			\$16,472.63														\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$140,827.75	\$88,345.97		\$1,836.21				\$90,182.18	\$14,261.54	\$29,889.68		\$2,009.39		\$3,045.41	\$1,439.55			\$50,645.57														\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$140,787.45	\$86,069.06	\$514.10	\$1,859.49				\$88,442.65	\$16,493.47	\$25,983.04		\$1,342.38						\$43,818.89	\$5,403.41					\$2,119.00	\$1,003.50							\$0.00	\$0.00	\$8,525.91	\$0.00	\$0.00			\$0.00			
Police Dept.	POLICE OFFICER II	\$140,723.42	\$90,034.14						\$90,034.14	\$28,385.71	\$3,824.39			\$1,039.64	\$349.60			\$50,289.28														\$400.00		\$0.00	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
Police Dept.	POLICE CAPTAIN	\$140,647.36	\$137,165.06						\$137,165.06	\$791.27	\$1,541.03								\$2,332.30</																								

*Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More*

22



CY 2016 Employee Compensation  
Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

		Scheduled Hours										Additional Pay										Stipends															Bonuses		Other				
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Pay Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other				
Police Dept.	POLICE LIEUTENANT	\$127,709.50	\$115,956.31						\$115,956.31	\$3,582.57	\$2,946.16		\$1,053.29						\$11,353.19														\$400.00	\$400.00	\$0.00				\$0.00				
Police Dept.	POLICE OFFICER II	\$127,616.56	\$90,208.95						\$90,208.95	\$20,157.11	\$3,054.65		\$1,053.29		\$1,389.24				\$37,007.61														\$400.00	\$400.00	\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE LIEUTENANT	\$127,564.89	\$101,560.03		\$1,491.37				\$103,051.40	\$14,283.26	\$6,836.78				\$1,164.03	\$2,229.42			\$24,513.49														\$0.00	\$0.00	\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE CAPTAIN I 40 42	\$127,469.54	\$107,863.46						\$107,863.46	\$18,088.51			\$1,416.40						\$19,606.08														\$0.00	\$0.00	\$0.00				\$0.00				
Police Dept.	POLICE OFFICER II	\$127,391.72	\$90,208.95						\$90,208.95	\$15,469.88	\$5,098.83	\$1,204.94	\$560.65		\$1,389.24				\$13,047.23														\$400.00	\$400.00	\$0.00				\$0.00				
Office of the Sheriff	DEPUTY SHERIFF 1ST LIEUTENANT	\$127,372.46	\$104,886.67					\$2.25	\$104,886.67	\$7,418.31	\$1,748.27		\$571.46		\$1,462.92		\$1,671.70	\$6,343.77		\$19,216.43					\$2,019.36								\$1,250.00	\$3,269.36	\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$127,307.33	\$88,313.99						\$90,108.37	\$19,680.51	\$5,995.32		\$1,409.49						\$27,571.53	\$5,403.41						\$3,999.00	\$225.00							\$0.00	\$0.00	\$0.00				\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$127,285.81	\$76,616.49						\$76,616.49	\$28,652.90	\$9,804.97		\$1,060.97		\$2,309.08				\$43,037.51	\$5,403.41														\$0.00	\$0.00	\$0.00				\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$127,268.44	\$74,599.01	\$472.53	\$1,797.22				\$76,868.76	\$14,373.77	\$20,648.20		\$1,060.97		\$860.52	\$814.81			\$37,758.27	\$5,403.41														\$0.00	\$0.00	\$0.00				\$0.00			
Police Dept.	POLICE OFFICER II	\$127,188.68	\$90,298.02					\$81.90	\$1,270.10	\$91,650.02	\$24,443.20	\$1,035.04	\$587.38		\$2,079.28	\$1,844.44	\$5,149.32		\$35,138.66														\$400.00	\$400.00	\$0.00				\$0.00				
Police Dept.	POLICE SECOND LIEUTENANT	\$127,187.72	\$90,385.29					\$20.70	\$236.21	\$90,622.20	\$25,338.76	\$2,347.66	\$778.82	\$991.86		\$1,035.00	\$991.86	\$2,611.56		\$34,095.52									\$1,300.00				\$1,150.00	\$2,450.00	\$0.00				\$0.00				
Economic Development Authority	BUSINESS DEVELOPMENT MANAGER V	\$127,107.93	\$115,133.03						\$115,133.03										\$0.00															\$0.00	\$0.00	\$0.00				\$0.00			
Police Dept.	POLICE OFFICER II	\$127,098.09	\$85,914.98					\$642.60	\$86,950.83	\$24,818.73	\$1,263.00	\$6,397.53		\$1,980.28				\$4,537.72		\$38,997.26													\$1,150.00	\$1,150.00	\$0.00				\$0.00				
Police Dept.	POLICE OFFICER II	\$127,049.58	\$87,201.61					\$61.20	\$88,994.41	\$27,296.54		\$7,377.90	\$903.61		\$1,126.16	\$950.96			\$37,655.17														\$400.00	\$400.00	\$0.00				\$0.00				
Police Dept.	POLICE OFFICER II	\$127,026.53	\$76,518.76					\$636.30	\$76,518.76	\$35,812.15	\$440.35	\$4,466.37	\$1,013.40		\$899.78	\$2,940.92			\$45,562.97												\$3,174.00	\$400.00	\$3,574.00	\$0.00			\$0.00						
Police Dept.	POLICE SECOND LIEUTENANT	\$126,955.51	\$100,049.51						\$101,648.46	\$16,389.40		\$900.01	\$1,687.86		\$1,526.50	\$4,403.28			\$24,907.05														\$400.00	\$400.00	\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE LIEUTENANT	\$126,944.59	\$76,504.52						\$76,504.52	\$37,868.29	\$10,926.28		\$725.41					\$920.09	\$50,440.07															\$0.00	\$0.00	\$0.00				\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$126,940.91	\$84,937.38						\$86,843.93	\$11,871.66	\$2,408.79		\$2,027.85		\$1,171.49	\$943.19			\$40,096.98															\$0.00	\$0.00	\$0.00				\$0.00			
Fire and Rescue Dept.	FIRE CAPTAIN I 40 42	\$126,940.24	\$108,268.17						\$108,268.17	\$10,069.68	\$2,418.42		\$632.32					\$107.64	\$33,228.06	\$5,403.41														\$0.00	\$0.00	\$0.00				\$0.00			
Fire and Rescue Dept.	FIRE CAPTAIN I 40 42	\$126,907.76	\$92,949.52						\$93,596.64	\$8,957.30	\$21,303.82		\$685.28		\$1,411.28	\$953.44			\$33,311.12															\$0.00	\$0.00	\$0.00				\$0.00			
Facilities Management Dept.	CHIEF BUILDING ENGINEER	\$126,878.03	\$86,941.19						\$86,941.19	\$28,901.69			\$413.45						\$10,621.70	\$39,936.84														\$0.00	\$0.00	\$0.00				\$0.00			
Police Dept.	POLICE SERGEANT	\$126,758.01	\$94,716.72					\$1,028.70	\$96,256.32	\$22,512.04	\$921.50	\$412.96						\$724.54	\$4,780.65															\$1,150.00	\$1,150.00	\$0.00				\$0.00			
Police Dept.	POLICE OFFICER II	\$126,688.73	\$90,208.92						\$90,208.92	\$24,039.33	\$4,756.39	\$1,072.56							\$5,461.53	\$35,329.81														\$1,150.00	\$1,150.00	\$0.00				\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$126,688.18	\$97,375.78		\$1,744.91				\$99,120.69	\$9,031.77	\$11,534.75		\$2,215.24		\$3,727.71	\$1,058.02			\$27,567.49															\$0.00	\$0.00	\$0.00				\$0.00			
Police Dept.	POLICE SERGEANT	\$126,672.53	\$85,204.34						\$87,278.54	\$31,798.21	\$1,024.24	\$3,155.20	\$1,642.91						\$38,993.99																								

*Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More*

124



CY 2016 Employee Compensation  
Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

25

		Scheduled Hours										Additional Pay										Stipends															Bonuses		Other				
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other				
Fire and Rescue Dept.	FIRE LIEUTENANT	\$117,907.17	\$103,272.23		\$1,696.32				\$104,973.55	\$4,555.70	\$1,086.46		\$1,507.25		\$2,367.21	\$3,417.00			\$12,933.62														\$0.00		\$0.00				\$0.00				
Police Dept.	POLICE SECOND LIEUTENANT	\$117,904.83	\$100,097.62				\$837.90	\$911.95	\$101,847.47	\$11,440.16	\$289.07					\$1,719.21	\$2,208.92		\$15,657.36														\$400.00	\$400.00	\$0.00				\$0.00				
Office of the Sheriff	DEPUTY SHERIFF 2ND LIEUTENANT	\$117,888.76	\$104,590.92				\$202.50	\$2,093.65	\$106,887.07	\$1,502.02			\$1,097.20			\$2,245.56	\$3,156.75		\$8,001.53					\$2,500.16									\$500.00	\$3,000.16	\$0.00				\$0.00				
Police Dept.	POLICE OFFICER II	\$117,837.27	\$78,227.20				\$143.10	\$495.30	\$78,865.60	\$28,396.71	\$2,184.18	\$4,405.32				\$1,501.39	\$784.07		\$37,271.67									\$1,300.00					\$400.00	\$1,700.00	\$0.00				\$0.00				
Office of the Sheriff	DEP SHERIFF II	\$117,829.85	\$82,659.69				\$698.40	\$1,527.50	\$84,885.59	\$25,205.99			\$902.70			\$1,824.65	\$2,010.76		\$29,944.10					\$2,500.16									\$500.00	\$3,000.16	\$0.00				\$0.00				
Police Dept.	POLICE SECOND LIEUTENANT	\$117,793.42	\$95,307.21						\$95,307.21	\$12,338.72	\$611.30		\$1,086.75			\$2,366.67	\$2,273.41	\$3,409.36	\$22,086.21														\$400.00	\$400.00	\$0.00				\$0.00				
Office of the Sheriff	DEP SHERIFF II	\$117,767.41	\$90,331.80						\$90,612.60	\$22,708.93			\$493.67			\$952.05			\$24,154.65					\$2,500.16									\$500.00	\$3,000.16	\$0.00				\$0.00				
Community Services Board	MENTAL HEALTH MANAGER	\$117,760.05	\$114,126.34						\$114,126.34										\$0.00				\$3,120.00										\$500.00	\$3,000.16	\$0.00			\$513.71	\$513.71				
Fire and Rescue Dept.	FIREFIGHTER	\$117,624.24	\$86,691.29		\$1,755.82				\$88,447.11	\$7,806.61	\$14,969.11					\$2,134.03			\$29,177.13														\$0.00		\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE LIEUTENANT	\$117,601.34	\$92,679.82		\$1,643.57				\$94,323.39	\$5,134.75	\$5,002.13					\$2,096.02			\$13,511.04	\$5,403.41					\$810.00	\$3,553.50							\$9,766.91	\$0.00				\$0.00					
Office of the Sheriff	DEP SHERIFF II	\$117,583.94	\$93,222.05				\$232.20	\$171.60	\$93,625.85	\$19,792.87			\$533.16			\$631.90			\$20,957.93					\$2,500.16									\$500.00	\$3,000.16	\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$117,575.32	\$69,353.75		\$1,752.55				\$71,106.30	\$11,436.64	\$19,977.35					\$1,051.83	\$816.37		\$33,293.61	\$5,403.41					\$2,828.00	\$4,944.00							\$1,150.00	\$1,150.00	\$0.00				\$0.00				
Police Dept.	POLICE OFFICER II	\$117,568.30	\$90,208.89				\$358.65	\$114.40	\$90,681.94	\$14,559.58	\$1,634.46	\$4,974.42				\$1,044.22			\$25,736.36														\$1,150.00	\$1,150.00	\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$117,567.39	\$79,278.84						\$80,916.44	\$8,857.54	\$13,290.20					\$1,197.76	\$829.04		\$24,174.54	\$5,403.41						\$2,333.00	\$4,740.00						\$400.00	\$400.00	\$0.00				\$0.00				
Police Dept.	POLICE SECOND LIEUTENANT	\$117,534.11	\$100,043.42				\$82.80	\$2,290.60	\$102,416.82	\$7,630.69		\$430.76	\$1,830.51			\$1,911.92	\$2,748.41		\$14,552.29												\$165.00	\$400.00	\$565.00	\$0.00				\$0.00					
Office of the Sheriff	DEP SHERIFF II	\$117,463.38	\$82,030.91						\$82,030.91	\$28,545.05			\$682.11			\$924.05	\$906.10		\$31,057.31					\$2,500.16				\$1,300.00			\$75.00	\$500.00	\$4,375.16	\$0.00				\$0.00					
Fire and Rescue Dept.	FIRE TECHNICIAN	\$117,390.89	\$79,057.13		\$1,704.90				\$80,762.03	\$14,731.20	\$19,939.09					\$1,958.57			\$36,628.86														\$0.00	\$0.00	\$0.00				\$0.00				
Office of the Sheriff	DEP SHERIFF II	\$117,376.57	\$94,880.17				\$251.10	\$1,053.00	\$96,184.27	\$13,927.59			\$991.09			\$667.91	\$2,605.55		\$18,192.14					\$2,500.16									\$500.00	\$3,000.16	\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE LIEUTENANT	\$117,344.44	\$104,482.63		\$1,774.37				\$106,257.00	\$3,353.86	\$304.21					\$3,222.46	\$2,305.60		\$13,087.44														\$500.00	\$400.00	\$0.00				\$0.00				
Police Dept.	POLICE OFFICER II	\$117,327.78	\$86,587.85				\$48.60	\$19.50	\$86,655.95	\$30,271.83			\$833.06			\$3,092.21	\$2,408.13		\$2,427.05														\$400.00	\$400.00	\$0.00				\$0.00				
Police Dept.	POLICE SECOND LIEUTENANT	\$117,310.25	\$91,550.40						\$93,063.95	\$18,534.90		\$388.12	\$1,919.05			\$1,717.74	\$1,286.49		\$23,846.30														\$400.00	\$400.00	\$0.00				\$0.00				
Office of the Sheriff	DEPUTY SHERIFF 2ND LIEUTENANT	\$117,205.35	\$104,657.81				\$283.05	\$1,068.60	\$106,009.46	\$1,211.83						\$2,389.42	\$3,451.56		\$8,195.73					\$2,500.16									\$500.00	\$3,000.16	\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE LIEUTENANT	\$117,200.04	\$79,137.03						\$79,137.03	\$30,692.98	\$7,370.03								\$38,063.01														\$0.00	\$0.00	\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE LIEUTENANT	\$117,166.71	\$91,546.73		\$1,691.07				\$93,237.80	\$11,620.61	\$4,386.54					\$372.79	\$532.56		\$16,912.50	\$5,403.41					\$1,088.00	\$525.00							\$7,016.41	\$0.00				\$0.00					
Police Dept.	POLICE SECOND LIEUTENANT	\$117,141.69	\$100,072.95				\$72.45	\$2,061.80	\$102,207.20	\$7,208.77	\$430.76																																

CY 2016 Employee Compensation  
Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

		Scheduled Hours										Additional Pay										Stipends										Bonuses		Other											
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Day Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other						
Police Dept.	POLICE OFFICER II	\$114,404.82	\$90,191.16						\$18.20	\$90,247.16	\$19,387.21	\$1,362.79	\$862.54		\$1,384.66	\$437.01			\$23,757.66													\$400.00	\$400.00	\$0.00				\$0.00				\$0.00			
Fire and Rescue Dept.	FIREFIGHTER/MEDIC	\$114,384.47	\$62,627.41		\$1,777.28					\$64,404.69	\$13,816.12	\$25,359.45							\$39,175.57	\$5,403.41					\$4,716.80	\$684.00								\$400.00	\$10,804.21	\$0.00				\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$114,360.23	\$88,318.90	\$547.02	\$1,623.05					\$90,488.97	\$7,867.76	\$13,371.83	\$1,619.51		\$1,012.16				\$23,871.26															\$0.00	\$0.00	\$0.00				\$0.00				\$0.00	
Police Dept.	POLICE OFFICER II	\$114,319.25	\$85,015.21							\$85,015.21	\$23,665.83	\$1,569.67	\$529.24				\$2,179.10		\$28,904.04														\$400.00	\$400.00	\$0.00				\$0.00				\$0.00		
Police Dept.	POLICE OFFICER II	\$114,265.03	\$87,287.62							\$87,287.62	\$19,760.12		\$31.21		\$2,013.56	\$1,870.34			\$24,619.91													\$1,957.50	\$400.00	\$2,357.50	\$0.00				\$0.00				\$0.00		
Fire and Rescue Dept.	FIREFIGHTER	\$114,255.10	\$71,754.22		\$1,532.11					\$73,286.33	\$12,078.16	\$26,319.04	\$1,554.24		\$2,637.55	\$753.58			\$40,968.77															\$0.00	\$0.00	\$0.00				\$0.00				\$0.00	
Police Dept.	POLICE SECOND LIEUTENANT	\$114,237.98	\$99,457.12				\$31.50	\$16.25		\$99,504.87	\$13,691.24	\$499.23							\$14,333.11														\$400.00	\$400.00	\$0.00				\$0.00				\$0.00		
Office of the Sheriff	DEPUTY SHERIFF SERGEANT	\$114,158.41	\$99,608.96				\$220.05	\$1,129.70		\$100,958.71	\$1,703.66				\$2,275.73	\$3,831.61			\$8,899.54					\$2,500.16					\$1,300.00				\$500.00	\$4,300.16	\$0.00				\$0.00				\$0.00		
Fire and Rescue Dept.	FIREFIGHTER	\$114,138.98	\$84,272.02		\$1,741.78					\$86,013.80	\$8,210.65	\$15,254.48	\$1,917.88		\$1,940.67	\$801.50			\$28,125.18															\$0.00	\$0.00	\$0.00				\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$114,092.97	\$69,118.78		\$1,937.33					\$71,056.11	\$10,051.76	\$17,073.09	\$1,292.42		\$1,887.38	\$381.80			\$30,686.45	\$5,403.41					\$3,614.00	\$3,333.00								\$0.00	\$12,350.41	\$0.00				\$0.00				\$0.00	
Police Dept.	POLICE SECOND LIEUTENANT	\$114,079.95	\$99,546.44					\$25.20	\$298.35	\$99,869.99	\$10,292.85	\$570.54				\$380.36	\$1,816.21		\$13,059.96														\$1,150.00	\$1,150.00	\$0.00				\$0.00				\$0.00		
Police Dept.	HELICOPTER PILOT	\$114,079.66	\$90,023.74					\$162.90	\$872.30	\$91,058.94	\$10,046.23		\$1,002.01		\$1,320.36	\$1,980.54			\$20,000.00									\$8,471.58					\$200.00	\$8,671.58	\$0.00				\$0.00				\$0.00		
Fire and Rescue Dept.	FIRE TECHNICIAN	\$114,063.79	\$84,157.99		\$1,693.62					\$85,851.61	\$8,654.19	\$16,283.37			\$1,932.18				\$28,212.18															\$0.00	\$0.00	\$0.00				\$0.00				\$0.00	
Police Dept.	POLICE SERGEANT	\$114,029.46	\$90,778.66				\$328.05	\$1,912.30		\$93,019.01	\$13,274.63		\$4,295.37		\$1,552.57				\$20,610.45														\$400.00	\$400.00	\$0.00				\$0.00				\$0.00		
Fire and Rescue Dept.	FIRE LIEUTENANT	\$114,019.95	\$95,085.60		\$1,904.60					\$96,990.20	\$4,956.32	\$6,105.82			\$1,486.27	\$2,116.26			\$17,029.75															\$0.00	\$0.00	\$0.00				\$0.00				\$0.00	
Dept. of Public Safety Comm.	P'S COMMUNICATOR III	\$114,019.40	\$70,001.61				\$139.50	\$2,206.75		\$72,347.86	\$37,241.66		\$779.24		\$1,291.14	\$1,660.68	\$165.82		\$41,138.54														\$200.00	\$533.00	\$0.00				\$0.00				\$0.00		
Police Dept.	POLICE OFFICER II	\$113,998.91	\$90,194.34					\$79.20	\$383.50	\$90,657.04	\$21,203.03				\$1,738.84				\$22,941.87														\$400.00	\$400.00	\$0.00				\$0.00				\$0.00		
Fire and Rescue Dept.	FIRE LIEUTENANT	\$113,980.14	\$101,579.03		\$1,614.69					\$103,193.72	\$4,748.17	\$3,758.04			\$1,169.17	\$1,111.04			\$10,786.42															\$0.00	\$0.00	\$0.00				\$0.00				\$0.00	
Police Dept.	POLICE OFFICER II	\$113,972.38	\$84,062.14							\$84,062.14	\$28,760.24								\$28,760.24															\$1,150.00	\$1,150.00	\$0.00				\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE LIEUTENANT	\$113,953.33	\$96,709.60							\$98,363.94	\$10,078.34	\$3,955.54							\$15,589.39															\$0.00	\$0.00	\$0.00				\$0.00				\$0.00	
Police Dept.	POLICE SERGEANT	\$113,953.31	\$85,873.77					\$832.95	\$913.25	\$87,619.97	\$12,308.18	\$6,105.85	\$1,855.66	\$755.51		\$1,975.85		\$2,187.80	\$24,433.34														\$1,900.00	\$1,900.00	\$0.00				\$0.00				\$0.00		
Police Dept.	POLICE OFFICER II	\$113,907.92	\$85,517.05					\$65.70	\$2,098.20	\$87,680.95	\$16,916.44				\$1,308.13	\$2,760.56			\$25,826.97															\$400.00	\$400.00	\$0.00				\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$113,884.40	\$88,279.10		\$1,700.17					\$89,979.27	\$19,482.35	\$3,253.20				\$479.83			\$23,905.13																\$0.00	\$0.00	\$0.00				\$0.00				\$0.00

CY 2016 Employee Compensation  
Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

			Scheduled Hours										Additional Pay										Stipends										Bonuses		Other						
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Day Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other		
Office of the Sheriff	DEP SHERIFF II	\$111,371.25	\$86,739.26						\$86,739.26	\$23,634.37			\$497.62						\$24,131.99														\$500.00	\$500.00	\$0.00				\$0.00		
Fire and Rescue Dept.	FIRE LIEUTENANT 40 42	\$111,365.65	\$90,277.09						\$90,277.09	\$15,198.13									\$15,198.13	\$5,403.41														\$5,403.41	\$0.00			\$487.02		\$487.02	
Police Dept.	POLICE SERGEANT	\$111,325.46	\$94,719.12						\$94,719.12	\$10,474.17							\$5,732.17		\$16,206.34															\$400.00	\$0.00	\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE CAPTAIN I	\$111,309.09	\$101,634.56		\$1,548.12				\$103,182.68	\$172.06			\$1,617.37	\$3,689.00	\$1,546.80	\$1,101.18			\$8,126.41															\$0.00	\$0.00	\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$111,289.90	\$88,266.56		\$1,746.00				\$90,012.56	\$7,119.95	\$12,076.02		\$1,409.57		\$671.80				\$21,277.34															\$0.00	\$0.00	\$0.00				\$0.00	
Office of the Sheriff	DEPUTY SHERIFF SERGEANT	\$111,249.26	\$93,191.58						\$93,191.58	\$10,073.27					\$1,877.66	\$3,106.09			\$15,057.52						\$2,500.16									\$500.00	\$3,000.16	\$0.00				\$0.00	
Dept. of Public Safety Comm.	P S COMM OP SUPVR	\$111,191.80	\$84,415.58					\$165.60	\$84,820.38	\$239.20			\$265.21		\$1,124.45	\$1,206.13	\$3,342.13		\$24,449.42												\$1,722.00	\$200.00	\$1,922.00	\$0.00	\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE LIEUTENANT 40 42	\$111,069.19	\$106,029.76					\$35.10	\$106,622.56	\$446.63									\$4,446.63															\$0.00	\$0.00	\$0.00				\$0.00	
Office of the Sheriff	DEPUTY SHERIFF SERGEANT	\$111,065.35	\$99,576.51				\$280.80		\$99,857.31	\$2,197.62					\$2,452.20	\$3,558.06			\$8,207.88						\$2,500.16									\$500.00	\$3,000.16	\$0.00				\$0.00	
Office of the Sheriff	CORRECTIONAL HEALTH NURSE I	\$111,061.48	\$74,946.81						\$74,946.81	\$29,422.07			\$406.46		\$780.39	\$1,885.75			\$32,494.67		\$3,120.00													\$500.00	\$3,620.00	\$0.00				\$0.00	
Police Dept.	POLICE OFFICER II	\$111,042.98	\$76,097.19					\$81.90	\$76,199.89	\$20,834.33	\$10,280.73	\$213.35						\$2,364.68	\$33,693.09															\$1,150.00	\$1,150.00	\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE LIEUTENANT	\$111,025.58	\$100,342.06		\$1,466.64				\$101,808.70	\$4,346.71	\$1,258.18				\$1,941.76	\$1,670.23			\$9,216.88															\$0.00	\$0.00	\$0.00				\$0.00	
Dept. of Public Safety Comm.	P S COMMUNICATOR II	\$111,013.95	\$65,197.27						\$65,197.27	\$40,359.57			\$1,662.37		\$718.76	\$2,863.98			\$45,664.68												\$12.00	\$200.00	\$212.00	\$0.00	\$0.00			\$0.00			
Office of the Sheriff	DEP SHERIFF II	\$111,013.08	\$91,076.21						\$91,076.21	\$13,212.05					\$2,335.48				\$16,936.71						\$2,500.16									\$500.00	\$3,000.16	\$0.00				\$0.00	
Police Dept.	POLICE SECOND LIEUTENANT	\$111,011.80	\$99,451.33						\$99,451.33	\$7,274.93					\$385.42				\$7,660.35									\$3,500.12							\$400.00	\$3,900.12	\$0.00				\$0.00
Fire and Rescue Dept.	FIRE TECHNICIAN	\$110,999.03	\$68,897.47		\$1,525.94				\$70,423.41	\$10,859.72	\$15,086.69		\$1,127.93		\$588.04	\$420.03			\$28,082.41	\$5,403.41					\$1,400.00	\$5,689.80								\$0.00	\$0.00				\$0.00		
Police Dept.	POLICE OFFICER II	\$110,979.48	\$85,913.01				\$63.00	\$82.55	\$86,058.56	\$14,906.03	\$3,467.50						\$4,097.39		\$22,470.92									\$1,300.00							\$1,150.00	\$2,450.00	\$0.00				\$0.00
Police Dept.	ANIMAL CONTROL OFFICER III	\$110,952.62	\$83,630.32					\$559.80	\$84,707.52	\$25,663.70		\$181.40							\$25,845.10															\$400.00	\$400.00	\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$110,951.10	\$77,481.15		\$1,919.87				\$79,401.02	\$12,034.60	\$15,142.96		\$468.80		\$2,673.15	\$1,230.57			\$31,550.08															\$0.00	\$0.00	\$0.00				\$0.00	
Fire and Rescue Dept.	FIREFIGHTER/MEDIC	\$110,945.49	\$65,863.07		\$1,758.37				\$67,621.44	\$12,324.61	\$15,492.42		\$1,502.67		\$478.46	\$705.38			\$30,503.54	\$5,403.41						\$2,681.60	\$4,735.50							\$0.00	\$0.00	\$0.00				\$0.00	
Police Dept.	POLICE OFFICER II	\$110,932.76	\$85,920.61				\$879.30	\$608.40	\$87,408.31	\$21,667.20			\$1,457.25		\$1,838.88				\$23,124.45															\$400.00	\$400.00	\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$110,927.37	\$80,140.12		\$1,798.38				\$81,938.50	\$24,485.46	\$10,016.61				\$1,218.68	\$435.24			\$38,988.87															\$0.00	\$0.00	\$0.00				\$0.00	
Police Dept.	POLICE OFFICER II	\$110,921.65	\$78,064.76				\$860.85	\$959.40	\$79,885.01	\$13,251.56	\$5,017.57	\$8,842.99			\$1,796.11	\$1,108.10	\$1,728.41		\$30,636.64															\$400.00	\$400.00	\$0.00				\$0.00	
Police Dept.	POLICE SECOND LIEUTENANT	\$110,904.44	\$99,995.50				\$757.80	\$806.65	\$101,559.95	\$5,358.97					\$765.78	\$1,108.10			\$8,944.49															\$400.00	\$400.00	\$0.00				\$0.00	
Office of the Sheriff	DEPUTY SHERIFF 2ND LIEUTENANT	\$110,846.71	\$99,529.23				\$254.25	\$1,002.95	\$100,786.43	\$2,307.36					\$877.75	\$1,132.04																									

CY 2016 Employee Compensation

Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

		Scheduled Hours										Additional Pay										Stipends															Bonuses		Other				
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Day Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$108,786.17	\$85,387.42		\$1,733.64				\$87,121.06	\$3,118.05		\$539.84	\$1,745.29		\$2,700.58	\$1,445.94			\$9,549.70	\$5,403.41					\$304.00	\$6,408.00							\$12,115.41	\$0.00	\$0.00				\$0.00				
Police Dept.	POLICE OFFICER II	\$108,785.07	\$90,772.70						\$90,772.70	\$9,034.51		\$539.84	\$991.92		\$2,428.88	\$1,494.48			\$16,286.37														\$1,326.00	\$400.00	\$1,726.00	\$0.00	\$0.00		\$0.00				
Office of the Sheriff	DEP SHERIFF II	\$108,780.56	\$94,838.60				\$297.00		\$95,135.60	\$5,382.92					\$1,999.32	\$3,262.56			\$10,644.80					\$2,500.16									\$500.00	\$3,000.16	\$0.00	\$0.00		\$0.00					
Dept. of Public Safety Comm.	P S COMM OP SUPVR	\$108,760.76	\$87,294.64				\$72.00	\$1,144.00	\$88,510.64	\$15,932.04					\$1,281.46	\$477.37	\$2,359.25		\$20,050.12														\$200.00	\$200.00	\$0.00	\$0.00		\$0.00					
Fire and Rescue Dept.	FIRE LIEUTENANT	\$108,730.72	\$92,831.21		\$1,726.36				\$94,557.57	\$7,545.43	\$2,396.54				\$3,271.52	\$959.66			\$14,173.15														\$500.00	\$3,000.16	\$0.00	\$0.00		\$0.00					
Office of the Sheriff	DEP SHERIFF II	\$108,725.34	\$94,871.04				\$299.70	\$2,259.40	\$97,430.14	\$2,001.60			\$995.24		\$2,167.40	\$3,130.80			\$8,295.04					\$2,500.16									\$500.00	\$3,000.16	\$0.00	\$0.00		\$0.00					
Police Dept.	POLICE OFFICER II	\$108,687.86	\$82,516.49				\$947.70	\$1,062.10	\$84,526.29	\$10,981.45	\$5,100.62	\$901.66			\$2,048.96	\$1,523.38			\$20,556.07												\$3,205.50	\$400.00	\$3,605.50	\$0.00	\$0.00		\$0.00						
Police Dept.	POLICE SECOND LIEUTENANT	\$108,650.80	\$99,998.81				\$398.70	\$970.45	\$101,367.96	\$3,429.84					\$1,536.62	\$1,108.10			\$6,882.84														\$400.00	\$400.00	\$0.00	\$0.00		\$0.00					
Fire and Rescue Dept.	FIRE LIEUTENANT	\$108,614.51	\$61,291.49		\$867.41				\$62,158.90	\$4,445.77	\$6,421.01	\$2,390.22			\$579.44				\$13,836.44															\$0.00	\$0.00		(\$2,969.67)	\$35,588.84	\$32,619.17				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$108,599.94	\$82,742.94		\$1,789.65				\$84,532.59	\$8,199.93	\$10,408.43	\$1,371.01			\$2,247.82	\$1,840.16			\$24,067.35															\$0.00	\$0.00				\$0.00				
Office of the Sheriff	DEP SHERIFF II	\$108,598.70	\$90,315.60				\$257.85	\$1,186.90	\$91,760.35	\$3,399.60			\$1,481.01		\$2,064.18	\$3,475.40			\$10,420.19					\$2,500.16				\$1,300.00			\$2,118.00	\$500.00	\$6,418.16	\$0.00	\$0.00		\$0.00						
Fire and Rescue Dept.	NURSE PRACTITIONER	\$108,578.06	\$103,871.09						\$103,871.09	\$4,301.55					\$405.42				\$4,706.97															\$0.00	\$0.00	\$0.00	\$0.00		\$0.00				
Fire and Rescue Dept.	FIRE LIEUTENANT	\$108,574.32	\$105,473.43						\$105,473.43	\$3,100.89									\$3,100.89															\$0.00	\$0.00	\$0.00	\$0.00		\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$108,573.79	\$78,472.37		\$1,431.72				\$79,904.09	\$3,616.48			\$760.46						\$4,905.95															\$0.00	\$0.00		(\$2,747.25)	\$26,511.00	\$23,763.75				
Dept. of Family Services	SOCIAL SERVICES SUPERVISOR	\$108,567.71	\$102,614.67						\$102,614.67		\$1,290.28						\$225.29	\$4,437.47	\$5,953.04															\$0.00	\$0.00	\$0.00	\$0.00		\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$108,543.99	\$82,335.52		\$1,832.57				\$84,168.09	\$5,350.49	\$5,732.17				\$1,292.31	\$414.52			\$12,789.49	\$5,403.41					\$3,480.00	\$2,703.00								\$11,586.41	\$0.00	\$0.00			\$0.00				
Police Dept.	POLICE OFFICER II	\$108,504.20	\$73,644.92				\$795.15	\$962.00	\$75,402.07	\$16,848.58	\$3,998.62	\$9,375.82	\$778.87		\$857.17	\$338.64	\$504.43		\$32,702.13														\$400.00	\$400.00	\$0.00	\$0.00		\$0.00					
Police Dept.	POLICE SERGEANT	\$108,473.27	\$91,591.59						\$93,514.74	\$7,754.02					\$1,405.64	\$2,020.60			\$14,558.53														\$400.00	\$400.00	\$0.00	\$0.00		\$0.00					
Police Dept.	POLICE SECOND LIEUTENANT	\$108,463.78	\$100,080.56						\$112.50	\$1,615.90	\$101,808.96	\$946.22			\$760.72	\$2,194.36			\$6,254.82														\$400.00	\$400.00	\$0.00	\$0.00		\$0.00					
Police Dept.	POLICE SERGEANT	\$108,458.24	\$90,006.67						\$807.30	\$681.20	\$91,489.17	\$4,314.81	\$776.28		\$1,136.70	\$1,013.48			\$15,819.07														\$1,150.00	\$1,150.00	\$0.00	\$0.00		\$0.00					
Police Dept.	POLICE OFFICER II	\$108,450.18	\$85,913.01						\$85,930.81	\$14,349.67	\$246.44	\$1,019.84			\$1,980.28				\$20,069.37									\$1,300.00						\$1,150.00	\$2,450.00	\$0.00	\$0.00		\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$108,446.97	\$71,825.27		\$1,897.32				\$73,722.59	\$6,994.72	\$10,515.54		\$822.45		\$1,625.93	\$2,346.83			\$2,305.47	\$5,403.41					\$3,240.00	\$3,775.50								\$0.00	\$0.00				\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$108,412.52	\$74,606.69		\$1,818.09				\$76,424.78	\$8,564.79	\$7,694.19	\$1,060.97			\$2,589.28	\$809.30			\$20,718.53	\$5,403.41														\$4,119.80	\$1,746.00	\$11,269.21	\$0.00	\$0.00		\$0.00			
Police Dept.	POLICE OFFICER II	\$108,400.29	\$90,208.94						\$90,208.94	\$9,457.58	\$458.86	\$485.18	\$431.27					\$6,208.46	\$17,041.35															\$1,150.00	\$1,150.00	\$0.00	\$0.00		\$0.00				
Office of the Sheriff	DEP SHERIFF II	\$108,400.10	\$90,353.40						\$92,457.70	\$7,1																																	

*Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More*

129



CY 2016 Employee Compensation

Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

			Scheduled Hours										Additional Pay										Stipends										Bonuses		Other					
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Day Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other	
Office of the Sheriff	DEP SHERIFF II	\$104,258.97	\$66,675.18				\$226.80	\$2,410.20	\$69,312.18	\$27,181.35			\$675.06		\$1,629.56	\$2,366.66			\$31,846.63					\$2,500.16								\$600.00	\$3,100.16		\$0.00			\$0.00		
Community Services Board	MENTAL HEALTH SUP/SPEC	\$104,257.31	\$102,866.71						\$102,866.71	\$195.44			\$930.87			\$80.29			\$1,390.60															\$0.00		\$0.00				\$0.00
Police Dept.	POLICE OFFICER II	\$104,245.16	\$78,044.59				\$662.40	\$715.00	\$79,421.99	\$12,078.81		\$7,404.87	\$1,605.46		\$904.01	\$1,130.02			\$23,123.17									\$1,300.00					\$400.00	\$1,700.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIREFIGHTER/MEDIC	\$104,204.28	\$63,346.34		\$1,624.51				\$64,970.85	\$8,750.21	\$15,524.94		\$1,281.58		\$2,202.15	\$1,047.14			\$28,806.02	\$5,403.41					\$3,653.00	\$1,371.00							\$400.00	\$10,427.41		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$104,164.54	\$92,733.95		\$1,821.08				\$94,555.03	\$2,960.73			\$1,480.05		\$2,125.53	\$3,043.20			\$9,609.51															\$400.00	\$2,500.00		\$0.00			\$0.00
Police Dept.	POLICE OFFICER II	\$104,098.19	\$90,772.68						\$90,772.68	\$6,445.74		\$892.21	\$1,429.12		\$345.02	\$991.92			\$9,594.01												\$3,331.50	\$400.00	\$3,731.50		\$0.00			\$0.00		
Police Dept.	POLICE OFFICER II	\$104,096.71	\$70,237.69					\$832.05	\$939.90	\$72,009.64	\$19,175.39		\$7,377.07	\$1,112.67		\$1,335.97	\$2,685.97		\$198.34	\$31,687.07													\$400.00	\$400.00		\$0.00			\$0.00	
Health Dept.	ENVIRONMENTAL HEALTH SPEC III	\$104,086.20	\$103,887.86						\$103,887.86										\$198.34															\$500.00	\$3,000.16		\$0.00			\$0.00
Office of the Sheriff	DEP SHERIFF II	\$104,032.47	\$82,105.72				\$281.25		\$82,386.97	\$15,644.45			\$897.51		\$912.71	\$1,190.67		\$198.34	\$18,645.34						\$2,500.16								\$500.00	\$3,000.16		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$104,017.41	\$95,172.24		\$1,681.26				\$96,853.50	\$2,133.37			\$1,587.04		\$1,856.47	\$1,587.03			\$7,163.91														\$400.00	\$400.00		\$0.00			\$0.00	
Police Dept.	POLICE OFFICER II	\$104,015.88	\$71,674.39					\$96.30	\$71,883.79	\$28,444.01		\$1,069.98	\$1,168.31		\$270.91	\$778.88			\$31,732.09														\$400.00	\$400.00		\$0.00			\$0.00	
Police Dept.	POLICE OFFICER II	\$103,986.59	\$78,587.19					\$427.41	\$1,357.33	\$80,371.93	\$16,031.23		\$5,409.87	\$821.40		\$302.66		\$830.32	\$22,565.16												\$649.50	\$400.00	\$1,049.50		\$0.00			\$0.00		
Police Dept.	POLICE OFFICER II	\$103,985.90	\$90,208.97					\$18.90	\$11.70	\$90,239.57	\$11,420.99					\$345.02		\$830.32	\$12,596.33														\$1,150.00	\$500.00	\$3,000.16		\$0.00			\$0.00
Office of the Sheriff	DEPUTY SHERIFF SERGEANT	\$103,940.80	\$99,576.55				\$235.80		\$99,812.35	\$876.80					\$251.49				\$1,128.29						\$2,500.16								\$500.00	\$3,000.16		\$0.00			\$0.00	
Police Dept.	POLICE OFFICER II	\$103,926.89	\$75,674.14				\$6.30	\$3.25	\$75,683.69	\$22,349.59	\$1,592.06	\$1,150.79	\$426.69		\$284.46		\$739.61		\$26,543.20						\$2,500.16				\$1,300.00				\$400.00	\$1,700.00		\$0.00			\$0.00	
Community Services Board	CRISIS INTERVENTION SPECIALIST	\$103,913.70	\$85,089.87					\$462.60	\$84.45	\$86,366.92	\$12,468.98					\$1,957.80			\$14,426.78				\$3,120.00										\$500.00	\$3,120.00		\$0.00			\$0.00	
Office of the Sheriff	DEPUTY SHERIFF 2ND LIEUTENANT	\$103,901.34	\$95,625.97						\$95,625.97	\$7,729.65			\$45.72						\$7,775.37														\$500.00	\$500.00		\$0.00			\$0.00	
Office of the Sheriff	DEPUTY SHERIFF 1ST LIEUTENANT	\$103,900.05	\$100,900.89						\$100,900.89										\$0.00						\$2,500.16								\$500.00	\$3,000.16		\$0.00			\$0.00	
Fire and Rescue Dept.	FIREFIGHTER	\$103,895.63	\$59,171.51		\$1,911.87				\$61,083.38	\$38,621.44	\$2,508.05		\$891.20		\$461.74	\$329.82			\$42,812.25														\$500.00	\$3,000.16		\$0.00			\$0.00	
Fire and Rescue Dept.	FIREFIGHTER/MEDIC	\$103,888.40	\$64,202.20		\$1,812.93				\$66,015.13	\$8,599.52	\$13,837.31				\$1,223.41	\$1,405.99			\$25,472.06	\$5,403.41						\$3,273.00	\$3,724.80						\$400.00	\$12,491.21		\$0.00			\$0.00	
Community Services Board	CRISIS INTERVENTION SPECIALIST	\$103,864.21	\$96,649.95				\$295.65	\$234.00	\$97,179.60	\$2,714.34			\$482.59			\$367.68			\$3,564.61														\$500.00	\$3,000.16		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$103,859.00	\$91,219.76		\$1,586.68				\$92,806.44	\$3,796.84	\$1,700.49		\$1,558.77		\$2,478.21	\$1,518.25			\$11,052.56														\$400.00	\$400.00		\$0.00			\$0.00	
Dept. of Public Safety Comm.	P'S COMM OP MGR	\$103,850.10	\$91,738.35						\$91,738.35	\$6,897.82			\$1,086.01		\$677.20	\$501.24		\$2,749.48	\$11,911.75														\$200.00	\$200.00		\$0.00			\$0.00	
Dept. of Code Compliance	CODE COMP INVESTIGATOR III	\$103,835.34	\$96,753.94						\$96,753.94	\$7,081.40									\$7,081.40															\$400.00	\$400.00		\$0.00			\$0.00
Police Dept.	POLICE OFFICER II	\$103,804.15	\$81,980.09						\$82,342.19	\$8,295.50	\$75.45	\$176.41			\$949.20	\$317.79	\$2,568.51		\$21																					

CY 2016 Employee Compensation  
Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

			Scheduled Hours										Additional Pay										Stipends															Bonuses		Other			
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Day Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other				
Police Dept.	POLICE OFFICER II	\$102,331.18	\$76,186.87				\$864.00	\$926.25	\$77,977.12	\$13,650.51			\$462.25		\$899.78	\$1,661.84			\$23,351.06													\$603.00	\$400.00	\$1,003.00	\$0.00	\$0.00			\$0.00		\$0.00		
Fire and Rescue Dept.	FIREFIGHTER	\$102,295.18	\$84,297.78		\$1,520.84				\$85,818.62	\$5,543.15	\$6,452.91		\$1,345.38		\$1,290.94	\$1,844.18			\$16,476.56															\$0.00	\$0.00			\$0.00		\$0.00			
Office of the Sheriff	DEP SHERIFF II	\$102,279.63	\$91,076.15						\$91,076.15	\$2,532.72					\$2,167.40	\$3,503.20			\$8,203.32					\$2,500.16									\$500.00	\$3,000.16	\$0.00	\$0.00			\$0.00				
Office of the Sheriff	DEP SHERIFF II	\$102,275.20	\$82,608.74						\$82,608.74	\$18,354.22			\$19.75		\$792.49				\$19,166.46														\$500.00	\$500.00	\$0.00	\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$102,253.74	\$82,644.66		\$1,456.46				\$84,101.12	\$8,201.80			\$1,278.51		\$609.34	\$1,333.56			\$11,423.21	\$5,403.41					\$1,290.00	\$36.00							\$400.00	\$6,729.41	\$0.00	\$0.00			\$0.00				
Police Dept.	POLICE OFFICER II	\$102,248.19	\$90,208.92				\$66.60	\$24.70	\$90,300.22	\$11,116.70					\$431.27				\$11,547.97														\$400.00	\$400.00	\$0.00	\$0.00			\$0.00				
Office of the Sheriff	DEP SHERIFF II	\$102,226.70	\$94,870.97						\$96,283.72	\$1,798.03			\$476.88		\$667.91				\$2,942.82						\$2,500.16								\$500.00	\$3,000.16	\$0.00	\$0.00			\$0.00				
Office of the Sheriff	DEPUTY SHERIFF SERGEANT	\$102,212.27	\$94,852.75				\$271.80	\$1,080.95	\$96,205.50	\$856.51					\$331.75	\$518.35			\$1,706.61					\$2,500.16				\$1,300.00				\$400.00	\$4,300.16	\$0.00	\$0.00			\$0.00					
Police Dept.	POLICE OFFICER II	\$102,200.66	\$83,678.62				\$835.65	\$499.85	\$85,014.12	\$6,185.34	\$1,340.83	\$2,649.01			\$1,273.82		\$4,587.54		\$16,036.54														\$1,150.00	\$1,150.00	\$0.00	\$0.00			\$0.00				
Office of the Sheriff	DEP SHERIFF II	\$102,194.05	\$90,523.64				\$251.10		\$90,774.74	\$2,095.68					\$2,068.68	\$2,988.24			\$8,419.15					\$2,500.16									\$500.00	\$3,000.16	\$0.00	\$0.00			\$0.00				
Police Dept.	POLICE OFFICER II	\$102,166.91	\$83,668.46				\$29.70	\$18.85	\$83,717.01	\$14,574.88	\$1,117.29	\$187.29					\$1,420.44		\$17,299.90														\$1,150.00	\$1,150.00	\$0.00	\$0.00			\$0.00				
Fire and Rescue Dept.	FIREFIGHTER	\$102,145.85	\$78,924.54		\$1,876.95				\$80,801.49	\$10,001.06	\$5,505.77		\$1,935.63		\$2,145.50	\$1,756.40			\$21,344.36														\$0.00	\$0.00	\$0.00	\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN 40 42	\$102,126.90	\$92,211.40						\$92,211.40	\$8,054.56					\$1,420.10	\$440.84			\$9,915.50														\$0.00	\$0.00	\$0.00	\$0.00			\$0.00				
Fairfax County Public Library	LIBRARIAN IV	\$102,107.91	\$101,746.27						\$101,746.27						\$361.64				\$361.64														\$0.00	\$0.00	\$0.00	\$0.00			\$0.00				
Police Dept.	POLICE OFFICER II	\$102,107.16	\$78,105.62				\$368.55	\$226.20	\$78,700.37	\$9,207.67	\$12,185.71	\$672.06			\$601.35	\$302.66	\$37.34		\$23,006.79													\$400.00	\$400.00	\$0.00	\$0.00			\$0.00					
Police Dept.	CRISIS INTERVENTION SPECIALIST	\$102,101.64	\$83,476.24				\$215.10	\$274.30	\$83,965.64	\$10,658.30	\$158.45		\$633.82						\$15,016.00				\$3,120.00									\$400.00	\$3,120.00	\$0.00	\$0.00			\$0.00					
Police Dept.	POLICE SERGEANT	\$102,093.92	\$85,759.50				\$61.20	\$1,964.30	\$87,785.00	\$6,918.46		\$1,433.11	\$985.75		\$2,283.28	\$2,988.32			\$13,908.92													\$400.00	\$400.00	\$0.00	\$0.00			\$0.00					
Office of the Sheriff	DEPUTY SHERIFF 1ST LIEUTENANT	\$102,092.11	\$95,625.93						\$95,625.93	\$3,466.02									\$3,466.02					\$2,500.16									\$500.00	\$3,000.16	\$0.00	\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$102,064.34	\$74,287.68		\$1,335.69				\$75,623.37	\$7,298.42			\$6,333.99		\$1,159.66				\$16,159.56	\$5,403.41						\$2,562.00	\$2,316.00						\$400.00	\$10,281.41	\$0.00	\$0.00			\$0.00				
Fire and Rescue Dept.	FIRE TECHNICIAN	\$102,003.98	\$96,623.89		\$463.27				\$97,087.16	\$3,050.51					\$1,866.31				\$4,916.82														\$400.00	\$400.00	\$0.00	\$0.00			\$0.00				
Police Dept.	POLICE OFFICER II	\$101,983.71	\$78,584.83						\$78,584.83	\$18,436.43	\$283.75	\$340.50	\$933.41		\$1,198.73	\$1,806.06			\$22,998.88														\$400.00	\$400.00	\$0.00	\$0.00			\$0.00				
Fire and Rescue Dept.	FIREFIGHTER	\$101,941.41	\$56,836.09		\$1,885.70				\$58,721.79	\$16,610.98	\$24,339.74				\$1,298.06	\$656.73	\$314.11		\$43,219.62														\$500.00	\$3,000.16	\$0.00	\$0.00			\$0.00				
Office of the Sheriff	DEP SHERIFF II	\$101,903.77	\$68,446.57				\$313.20		\$68,759.77	\$25,718.55			\$369.18		\$1,226.68	\$2,829.43			\$30,143.84					\$2,500.16									\$500.00	\$3,000.16	\$0.00	\$0.00			\$0.00				
Fire and Rescue Dept.	FIREFIGHTER	\$101,900.44	\$68,939.63		\$1,590.32				\$70,529.95	\$8,960.73	\$17,572.02			\$1,502.67	\$2,617.37	\$717.70			\$31,370.49														\$500.00	\$0.00	\$0.00	\$0.00			\$0.00				
Fire and Rescue Dept.	FIREFIGHTER/MEDIC	\$101,886.51	\$63,564.19		\$1,313.87				\$64,878.06	\$10,664.3																																	

CY 2016 Employee Compensation

Non-Department Head Employees Earning Additional Pay, Stipends or Bonuses with Total Compensation of \$100,000 or More

			Scheduled Hours							Additional Pay										Stipends															Bonuses		Other					
Agency	Position	Total Gross Pay	Regular	Consecutive Shift Pay	Shift Differential - Fire	Shift Differential - Sheriff	Shift Differential - Evening	Shift Differential - Night	Total Scheduled Hours	Overtime Pay	Callback Pay	Court Time	Emergency Worked	FLSA Settlement	Holiday - Scheduled Day Off	Holiday Worked	On Call Pay	Roll Call	Total Additional Pay	Advanced Life Support (ALS)	Correctional Health Nurse	Election Worker	Emergency Services/ Mobile Crisis Unit	Environmental Incentive Pay	Fire Additional Pay - \$2	Fire Additional Pay - \$3	Flight Medic Pay	Language Stipend	Maintenance Flight Officer Pay	Tool Allowance	Trainer Incentive Pay	Uniform Allowance	Total Stipends	Bonus Pay	Total Bonuses	Adjustments	Awards	Leave Payoff	Total Other			
Wastewater	PLANT OPERATIONS SUPERVISOR	\$100,544.86	\$91,235.39				\$115.20	\$839.15	\$92,189.74	\$4,576.77			\$985.66		\$1,314.20	\$1,478.49			\$8,355.12														\$0.00		\$0.00				\$0.00			
Police Dept.	POLICE OFFICER II	\$100,541.83	\$78,572.51				\$673.65	\$734.50	\$79,980.66	\$7,763.30	\$1,658.85	\$2,906.95			\$1,501.39	\$2,163.98	\$4,166.70		\$20,161.17														\$400.00	\$400.00		\$0.00			\$0.00			
Police Dept.	POLICE OFFICER II	\$100,505.70	\$82,546.39				\$322.20	\$648.05	\$83,516.64	\$9,140.36			\$450.83		\$627.24	\$1,602.83			\$14,361.56													\$2,227.50	\$400.00	\$2,627.50		\$0.00			\$0.00			
Fire and Rescue Dept.	FIRE TECHNICIAN	\$100,471.76	\$91,204.93		\$1,763.46				\$92,968.39	\$2,141.84			\$1,511.54		\$2,835.59	\$1,014.40			\$7,503.37															\$400.00	\$400.00		\$0.00			\$0.00		
Police Dept.	POLICE OFFICER II	\$100,471.67	\$82,507.97				\$796.32	\$766.61	\$84,070.90	\$14,471.87			\$1,352.49						\$16,000.77															\$400.00	\$400.00		\$0.00			\$0.00		
Police Dept.	POLICE OFFICER II	\$100,468.96	\$78,106.90				\$302.40	\$187.20	\$78,596.50	\$9,072.02	\$9,641.08	\$1,291.83					\$264.83		\$21,472.46															\$400.00	\$400.00		\$0.00			\$0.00		
Fire and Rescue Dept.	FIREFIGHTER/MEDIC	\$100,466.53	\$62,693.61		\$1,944.68				\$64,638.29	\$11,121.67	\$13,092.38		\$918.46		\$727.23	\$325.49			\$26,185.23	\$5,403.41					\$4,167.60	\$72.00								\$3,542.60	\$24.00	\$9,643.01		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$100,451.15	\$86,665.28		\$1,300.99				\$87,966.27	\$2,522.03			\$656.94						\$3,514.87	\$5,403.41															\$8,970.01		\$0.00			\$0.00		
Fire and Rescue Dept.	FIREFIGHTER/MEDIC	\$100,436.65	\$70,464.66		\$1,366.97				\$71,831.63	\$6,133.50	\$8,440.79		\$164.49		\$2,389.59	\$1,146.74			\$18,275.11	\$5,403.41					\$2,768.00	\$2,158.50									\$10,329.91		\$0.00			\$0.00		
Police Dept.	POLICE OFFICER II	\$100,389.81	\$70,107.80				\$66.60	\$2,098.20	\$72,272.60	\$20,135.20	\$205.89	\$5,005.65	\$1,112.67		\$516.02	\$741.78			\$27,717.21														\$400.00	\$400.00		\$0.00			\$0.00			
Police Dept.	POLICE OFFICER II	\$100,355.27	\$81,968.57					\$119.70	\$75.40	\$82,163.67	\$11,371.53	\$5,173.72		\$58.80		\$313.62		\$873.93	\$17,791.60															\$400.00	\$400.00		\$0.00			\$0.00		
Fire and Rescue Dept.	FIRE TECHNICIAN	\$100,353.39	\$94,122.48		\$1,503.02				\$95,625.50	\$4,727.89									\$4,727.89																\$0.00		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$100,335.46	\$84,648.19		\$1,732.90				\$86,381.09	\$5,440.70	\$7,856.76		\$656.91						\$13,954.37																\$0.00		\$0.00				\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$100,321.40	\$84,105.62		\$1,681.25				\$85,786.87	\$5,576.29	\$7,730.05		\$1,228.19						\$14,534.53																\$0.00		\$0.00				\$0.00	
Police Dept.	POLICE OFFICER II	\$100,302.95	\$90,772.78					\$840.60	\$918.45	\$92,531.83	\$422.28		\$388.14	\$1,487.88		\$2,083.86	\$2,988.96		\$7,371.12															\$400.00	\$400.00		\$0.00			\$0.00		
Fire and Rescue Dept.	FIRE TECHNICIAN	\$100,271.82	\$73,934.09		\$1,868.58				\$75,802.67	\$4,927.89	\$6,639.88		\$1,060.97		\$2,879.44	\$789.56			\$16,297.74	\$5,403.41					\$2,516.00	\$252.00									\$8,171.41		\$0.00				\$0.00	
Police Dept.	POLICE OFFICER II	\$100,270.76	\$90,197.40				\$50.40	\$27.43	\$90,275.23	\$9,142.70									\$9,595.53																\$400.00	\$400.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIRE TECHNICIAN	\$100,256.37	\$92,729.38		\$1,920.60				\$94,649.98	\$2,999.92			\$724.24		\$357.37	\$1,524.86			\$5,606.39																\$400.00	\$400.00		\$0.00			\$0.00	
Police Dept.	PARALEGAL	\$100,241.95	\$76,379.24						\$76,379.24	\$2,355.27			\$129.38					\$1,336.94	\$3,821.59																	\$0.00		\$0.00				\$0.00
Fire and Rescue Dept.	FIRE LIEUTENANT	\$100,236.61	\$92,943.12		\$209.52				\$93,152.64	\$1,584.56									\$1,584.56	\$5,403.41					\$96.00											\$5,499.41		\$0.00			\$20,041.12	\$20,041.12
Fire and Rescue Dept.	FIRE TECHNICIAN	\$100,227.23	\$75,175.95		\$1,863.64				\$77,039.59	\$7,365.37	\$472.53		\$592.17		\$1,186.59	\$2,464.17			\$12,080.83	\$5,403.41					\$2,535.40	\$3,168.00									\$11,106.81		\$0.00				\$0.00	
Community Services Board	BHN CLINICIAN/CASE MANAGER	\$100,198.69	\$92,322.16				\$510.30	\$1,268.80	\$94,101.26	\$1,031.11			\$1,492.93		\$398.11	\$995.28			\$3,917.43															\$500.00	\$2,180.00		\$0.00				\$0.00	
Police Dept.	POLICE SERGEANT	\$100,154.79	\$86,426.38				\$901.80	\$991.25	\$88,319.43	\$8,124.06		\$1,483.56	\$985.75		\$328.58	\$513.41			\$11,435.36																\$400.00	\$400.00		\$0.00			\$0.00	
Fire and Rescue Dept.	FIREFIGHTER/MEDIC	\$100,089.53	\$64,614.96		\$1,876.95				\$66,491.91	\$7,300.01	\$11,953.49				\$509.06	\$705.38			\$21,493.21	\$5,403.41					\$3,746.00	\$2,955.00									\$12,104.41		\$0.00				\$0.00	
Police Dept.	POLICE OFFICER II	\$100,059.11	\$90,772.78					\$875.70	\$928.20	\$92,576.68	\$1,200.82		\$1,104.89	\$1,746.64		\$1,039.64	\$1,990.44		\$7,082.43															\$400.00	\$400.00		\$0.00			\$0.00		