

Proposed Fire Chief Compensation Program

Seattle Department of Human Resources
City Council Presentation
December 9, 2021



Agenda

- Summary of Request
- Current State of Compensation Plan
- Salary Survey Overview
- Proposed Compensation Plan

Summary of Request

Mayor's Office and Fire Department HR Director requested review of Fire Chief's salary.

Concerns included:

- Current compensation lagging salaries of comparable cities
- Compression with Deputy Fire Chief salaries

Method:

- Custom salary survey of comparable West Coast cities

Current State

Executive 4/Fire Chief (\$73.63 - \$121.49)

- Deputy Fire Chiefs are in the same Executive 4 pay band
- Less than 4% difference between Fire Chief and Deputy Fire Chief
- Lagging midpoint of market
- Fire Chief salary is at the max of the current pay band

Salary Survey Overview

TABLE I - Geographically Adjusted Hourly Rates		FIRE CHIEF SALARY SURVEY ("West Coast 7")	
		October, 2021	
AGENCY	Economic Research Institute (ERI) % salary geographic location difference	Range Maximum (geographically adjusted)	
San Francisco, City/County of*	8.9%	\$151.34	PROPOSED: City of Seattle - Fire Chief range max- \$141.91
San Diego, City of	-3.7%	\$130.16	
Oakland, City of*	3.6%	\$130.09	(Market midpoint - geographically adjusted)
Long Beach, City of*	1.8%	\$129.56	
Sacramento, City of	-5.6%	\$122.23	CURRENT: City of Seattle -Fire Chief/Executive 4 - \$121.49
San Jose, City of	11.7%	\$118.72	
Portland, City of	-11.9%	\$118.51	
n = 7			
* Reported annual salaries only; hourly rate calculated based on 2088 hours per year			
City of Seattle	\$73.63	\$97.56	\$121.49
Proposed: Fire Chief Compensation Program	\$88.69	\$115.30	\$141.91

Proposed Fire Chief Compensation Program

Fire Chief Compensation Program (\$88.69 - \$141.91)

- Eliminate compression issues as Fire Chief and Deputy Fire Chiefs will be in different pay bands
- No longer lagging market in comparable cities
- Range spread of 60% provides growth and flexibility for the future

End of Presentation

