



# FY 2023 Budget

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Salaries, Safety,  
and Commitment



# Firefighter Rank Salary Comparison

Mercer Study, IAFF Study, Mediation Act, and  
Atlanta Current

- Mercer \$50,000-\$68,024
- 2022 IAFF Study \$52,667-\$76,848
- Mediation Act \$57,987-\$81,599
- Atlanta Firefighter Rank, Current

**\$46,491-\$55,135**



# Mercer Pay Study- Option 1

Rank	Tier	Number of Incumbents*	Current Base Salary	Actual Avg. Base Salary	Proposed Base Salary	Total Increase for Rank / Tier	Avg. Total Increase (Per Incumbent)
Fire Chief	Minimum	1	\$150,654	\$185,580	\$150,654	\$0	\$0
First Deputy Chief	Minimum	1	\$107,576	\$162,692	\$126,000	\$0	\$0
Deputy Chief	Minimum	5	\$97,797	\$105,152	\$120,000	\$74,240	\$14,848
Assistant Chief	Minimum	8	\$88,981	\$88,301	\$104,000	\$125,590	\$15,699
Battalion Chief	Minimum	32	\$80,959	\$84,829	\$94,000	\$300,906	\$9,403
Captain	Tier 3	33	\$70,908	\$68,810	\$90,519	\$716,365	\$21,708
Captain	Tier 2	17	\$68,510	\$68,718	\$87,458	\$320,288	\$18,840
Captain	Tier 1	74	\$66,194	\$64,153	\$84,500	\$1,505,668	\$20,347
Lieutenant	Tier 3	6	\$61,863	\$62,292	\$82,484	\$121,152	\$20,192
Lieutenant	Tier 2	11	\$59,771	\$54,845	\$79,695	\$273,350	\$24,850
Lieutenant	Tier 1	99	\$57,750	\$58,229	\$77,000	\$1,858,342	\$18,771
Sergeant	Tier 3	45	\$53,972	\$55,361	\$74,986	\$883,091	\$19,624
Sergeant	Tier 2	49	\$52,147	\$51,784	\$72,450	\$1,012,639	\$20,666
Sergeant	Tier 1	166	\$50,383	\$49,134	\$70,000	\$3,463,822	\$20,866
Firefighter	Tier 5	31	\$46,856	\$46,064	\$68,024	\$680,785	\$21,961
Firefighter	Tier 4	25	-	\$41,757	\$62,986	\$530,723	\$21,229
Firefighter	Tier 3	57	\$43,428	\$41,075	\$58,320	\$982,966	\$17,245
Firefighter	Tier 2	86	-	\$40,762	\$54,000	\$1,138,472	\$13,238
Firefighter	Tier 1	161	\$40,000	\$41,002	\$50,000	\$1,448,702	\$8,998

# 2022 IAFF Salary Study

<b>Base Salary</b>							
	<i>Year 1</i>	<i>Year 6</i>	<i>Year 11</i>	<i>Year 16</i>	<i>Year 21</i>	<i>Twenty year average</i>	<i>Maximum Base Salary</i>
<i>Jurisdictions' average Base Salary</i>	\$52,667	\$66,567	\$74,825	\$76,368	\$76,848	\$70,412	\$77,352
<i>Atlanta's Base Salary</i>	\$46,491	\$51,316	\$55,135	\$55,135	\$55,135	\$52,105	\$55,135
<i>Atlanta's Variance</i>	<b>13.3%</b>	<b>29.7%</b>	<b>35.7%</b>	<b>38.5%</b>	<b>39.4%</b>	<b>35.1%</b>	<b>40.3%</b>

<b>Total Compensation</b>							
	<i>Year 1</i>	<i>Year 6</i>	<i>Year 11</i>	<i>Year 16</i>	<i>Year 21</i>	<i>Twenty year average</i>	<i>Maximum Base Salary</i>
<i>Jurisdictions' average Total Compensation</i>	\$56,010	\$71,086	\$80,496	\$82,947	\$84,342	\$75,802	\$82,911
<i>Atlanta's Total Compensation</i>	\$52,184	\$57,546	\$61,794	\$61,805	\$61,819	\$58,418	\$61,794
<i>Atlanta's Variance</i>	<b>7.3%</b>	<b>23.5%</b>	<b>30.3%</b>	<b>34.2%</b>	<b>36.4%</b>	<b>29.8%</b>	<b>34.2%</b>

# Mediation Act Comparison

**Atlanta's Population is 498,000. Comparable municipalities with population ranges from 450,000 to 550,000. (Salaries are based on the available HR data or IAFF affiliate)**

	FF Base	FF Top Pay
Tucson	48,527	68,620
Fresno	69,780	93,564
Sacramento	69,258	84,195
Kansas City	67,876	85,920
Mesa	53,311	74,131
Omaha	62,753	83,952
Colorado Springs	64,152	87,288
Raleigh	39,200	72,050
Long Beach	73,193	89,885
Virginia Beach	47,964	81,494
Miami	45,865	71,152
Average	58,353	81,114
<b>Atlanta</b>	<b>46,491</b>	<b>55,135</b>

# Mediation Act Comparison

O.C.G.A. 25-5-10 (2010)

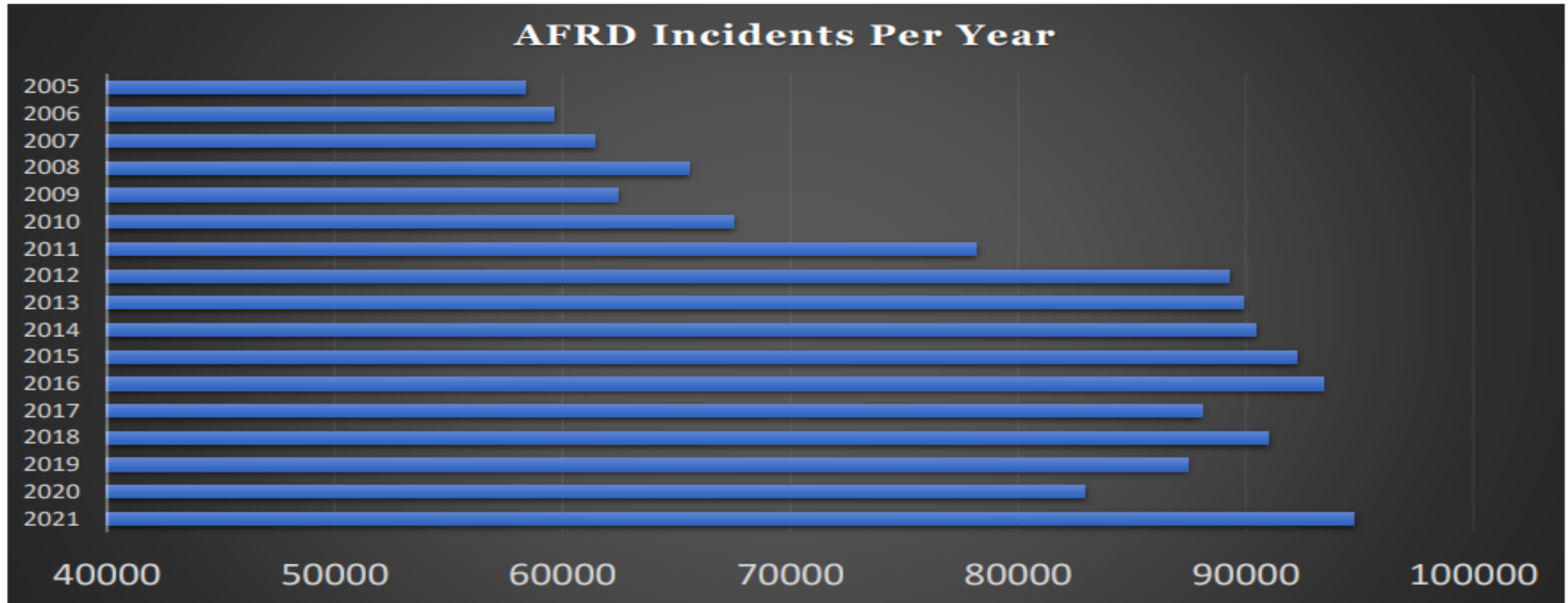
25-5-10. Mediation board -- Factors to be considered in reaching decision

The mediators shall conduct the hearing and render their decision upon the basis of a prompt, peaceful, and just settlement of wage or hour disputes between the firefighters and the corporate authority. The factors, among others, to be given weight by the mediators in arriving at a decision shall include:

- (1) A comparison of wages or hourly conditions of employment of the fire department in question with wage rates or hourly conditions of employment of fire departments in municipalities of comparable size;
- (2) The interest and welfare of the public; and
- (3) A comparison of the peculiarities of fire-fighting employment in regard to other trades or professions, specifically:
  - (A) The hazards of employment;
  - (B) The physical qualifications;
  - (C) The educational qualifications;
  - (D) The mental qualifications; and
  - (E) The job training and skills.



# Staffing



**2005** 58,351 calls with 1100 sworn positions.

**2021** 94,733 calls with only 835 sworn on August 2021 payroll and no new stations. (but Station 36 is almost here!)

# LODD

## FF Steven Solomon

When Steven was critically injured, we had 4 firefighters on every fire engine in the city. The safety report recommendations stated that the officer in charge should not engage in fire fighting duties while in the command mode.

**We now operate each engine with 3 firefighters, which forces the officer to engage in firefighting operations.**





# New Incentives

- Technical Rescue- Rope Rescue, Trench Rescue, Confined Space, and Collapse Rescue
- Swift Water Rescue and Dive Rescue
- Hazardous Materials Technician
- Fire Officer 1,2 and Instructor 1,2
- ATEMS (Tactical Medics)
- POST certified
- Assigned Training Academy or 40 hour assigned incentive



We must thank our Mayor and his administration, for being easily approachable, understanding, and making Atlanta's firefighters a top priority in his very first budget. Thank You!!



Questions?

