


**SALARY AND BENEFITS SURVEY AS OF JANUARY 1, 2008** 

AGENCY	SALARY FIREFIGHTER ENGINEER CAPTAIN BATT CHIEF	SALARY EFFECTIVE DATE	RETIREMENT PLAN	EMPLOYER-PAID MEMBER CONTRIBUTION (LPMC)	HEALTH BENEFIT	DEFERRED COMP.	EDUCATION INCENTIVE	UNIFORM	LONGEVITY	PREMIUM PAY	HOLIDAY PAY	NEXT SCHEDULED INCREASE	CONTRACT EXPIRES	TOTAL COMPENSATION	% DIFF COMPARED TO BAKERSFIELD
BAKERSFIELD	\$ 5,125	12/24/2007	PERS 3% @ 50	9%	\$ 539	\$ 1,159	\$ -	\$ 512	\$ 75	\$ -	\$ 275	-	3/31/2008	\$ 7,684	-
	\$ 5,660			\$ 594	\$ 1,159	\$ -	\$ 566	\$ -	\$ 303						
	\$ 6,762	12/24/2007	3% @ 50	9%	\$ 709	\$ 1,159	\$ -	\$ 676	\$ 75	\$ -	\$ 362	-	3/31/2008	\$ 9,744	-
	\$ 7,566			\$ 792	\$ 1,159	\$ -	\$ 757	\$ -	\$ 405						
COUNTY OF KERN	\$ 5,078	7/7/2007	KCERA 3% @ 50	See Add'l Info.		\$ 1,172	\$ -	\$ 609	\$ 71	\$ -	\$ -	7/5/2008: 4%	6/30/2009	\$ 7,181	-6.54%
	\$ 5,696			\$ 684	\$ 1,172			\$ -						\$ 282	
	\$ 6,420			\$ 770	\$ 1,172			\$ -						\$ 317	
	\$ 7,645			\$ 917	\$ 1,172			\$ -						\$ 378	
FREMONT	\$ 7,296	7/1/2007	PERS 3% @ 50	0%	\$ -	\$ 1,216	\$ -	\$ 218	\$ 38	\$ -	\$ 182	7/1/2008: 6% (4% COLA; 2% Market)	6/30/2009	\$ 9,313	21.20%
	\$ 7,796			\$ -	\$ 1,216	\$ -	\$ 196	\$ 386							
	\$ 8,792	7/1/2007	3% @ 50	0%	\$ -	\$ 1,216	\$ -	\$ 218	37.5	\$ -	\$ 220	6/30/2009	\$ 10,918	30.63%	
	\$ 11,109			\$ -	\$ 1,216	\$ -	\$ 218	\$ 60	\$ 549						
FRESNO*	\$ 5,811	7/1/2007	IPS See Add'l Info.	1%	\$ 63	\$ 658	\$ -	\$ -	\$ 66	\$ -	\$ 100	6/30/2008	\$ 7,009	-8.79%	
	\$ 6,524			\$ 70	\$ 658	\$ -	\$ -	\$ 66	\$ -	\$ 350					
	\$ 7,299	7/1/2007	See Add'l Info.	1%	\$ 79	\$ 658	\$ -	\$ -	\$ 66	\$ -	\$ -	6/30/2008	\$ 7,767	-7.06%	
	\$ 9,009			\$ 96	\$ 658	\$ -	\$ -	\$ 66	\$ -	\$ 483					
GLENDALE*	\$ 7,394	7/1/2007	PERS 3% @ 50	9%	\$ 722	\$ 1,073	\$ -	\$ 200	\$ 67	\$ -	\$ -	See Add'l Info.	6/30/2010	\$ 9,822	27.81%
	\$ 8,430			\$ 820	\$ 1,073	\$ -	\$ 417								
	\$ 9,923	7/1/2007	3% @ 50	0%	\$ 961	\$ 1,073	\$ -	\$ -	\$ -	\$ -	\$ 497	6/30/2010	\$ 12,715	52.13%	
	\$ 12,363			\$ -	\$ 1,345	\$ -	\$ 650	\$ 63	\$ -	\$ 612					
MODESTO	\$ 4,951	12/25/2007	PERS 3% @ 50	7.5%	\$ 417	\$ 1,035	\$ -	\$ 99	\$ -	\$ 198	\$ 224	See Add'l Info.	12/20/2010	\$ 7,009	-8.79%
	\$ 6,032			\$ 505	\$ 1,035	\$ -	\$ 121	\$ 85	\$ -	\$ 241	\$ 273				
	\$ 6,996	12/25/2007	3% @ 50	7.5%	\$ 583	\$ 1,035	\$ -	\$ 210	\$ -	\$ 290	\$ 317	6/30/2010	\$ 9,506	-2.44%	
	\$ 8,837			\$ 741	\$ 1,035	\$ -	\$ 398	\$ -	\$ 85	\$ -	\$ 353		\$ 601		
ONTARIO	\$ 5,562	7/1/2007	PERS 3% @ 50	9%	\$ 597	\$ 1,151	\$ -	\$ 150	\$ -	\$ 278	\$ 344	7/1/2008: 3% 7/1/2009: 2% 1/1/2010: 2%	6/30/2010	\$ 8,532	11.03%
	\$ 6,627			\$ 699	\$ 1,151	\$ -	\$ 150	\$ 350	\$ 100	\$ -	\$ 410				
	\$ 7,836	7/1/2007	3% @ 50	9%	\$ 814	\$ 1,151	\$ -	\$ 150	\$ -	\$ -	\$ 484	6/30/2010	\$ 9,486	13.50%	
	\$ 10,157			\$ 1,011	\$ 1,151	\$ -	\$ 185	\$ 350	\$ 100	\$ -	\$ 628				
OXNARD	\$ 5,663	12/29/2007	PERS 3% @ 50	9%	\$ 585	\$ 310	\$ -	\$ 283	\$ -	\$ 113	\$ 142	6/27/2008	\$ 7,398	-3.72%	
	\$ 6,453			\$ 667	\$ 310	\$ -	\$ 323	\$ 33	\$ 129	\$ 161	\$ 306				
	\$ 7,513	12/29/2007	3% @ 50	9%	\$ 775	\$ 310	\$ -	\$ 376	\$ -	\$ 150	\$ 188	6/27/2008	\$ 8,362	0.29%	
	\$ 10,822			\$ 1,014	\$ 347	\$ 108	\$ -	Provided	\$ -	\$ -	\$ 446				
PASADENA*	\$ 6,024	8/1/2005	PERS 3% @ 55	9%	\$ 617	\$ 1,054	\$ -	\$ 275	\$ 21	\$ -	\$ 241	8/25/2008	\$ 8,530	11.01%	
	\$ 6,784			\$ 690	\$ 1,054	\$ -	\$ 275	\$ 21	\$ -	\$ 334					
	\$ 7,916	4/2/2007	3% @ 55	9%	\$ 803	\$ 1,054	\$ -	\$ 275	\$ 25	\$ -	\$ 317	3/31/2010	\$ 9,409	12.56%	
	\$ 11,062			\$ 1,114	\$ 1,054	\$ -	\$ 275	\$ 25	\$ -	\$ 443	\$ 548				
RIVERSIDE*	\$ 6,089	1/1/2008	PERS 3% @ 50	9%	\$ 666	\$ 840	\$ -	\$ 913	Provided	\$ -	\$ 122	7/1/2008: 2.5% 7/1/2009: 2%	6/30/2010	\$ 8,906	15.90%
	\$ 6,906			\$ 755	\$ 840	\$ -	\$ 1,036	Provided	\$ -	\$ 138	\$ 313				
	\$ 7,992	1/1/2008	3% @ 50	9%	\$ 874	\$ 840	\$ -	\$ 1,199	\$ -	\$ -	\$ 180	6/30/2010	\$ 9,986	19.51%	
	\$ 10,828			\$ 1,143	\$ 845	\$ 200	\$ 1,083	80	\$ -	\$ 217	\$ 491				
SAN BERNARDINO	\$ 6,814	8/1/2007	PERS 3% @ 55	9%	\$ 647	\$ 911	\$ -	\$ 250	Provided	\$ -	\$ 327	6/30/2009	\$ 8,749	13.86%	
	\$ 7,390			\$ 720	\$ 911	\$ -	\$ 250	Provided	\$ -	\$ 385					
	\$ 8,107	8/1/2007	3% @ 55	9%	\$ 788	\$ 911	\$ -	\$ 250	Provided	\$ -	\$ 401	6/30/2009	\$ 9,625	15.17%	
	\$ 11,178			\$ 1,078	\$ 911	\$ -	\$ 250	Provided	\$ -	\$ 553					
STOCKTON*	\$ 6,173	1/1/2008	PERS 3% @ 50	9%	\$ 609	\$ 1,054	\$ -	\$ 62	\$ 185	\$ 309	See Add'l Info	See MOU	6/30/2010	\$ 8,482	10.51%
	\$ 6,727			\$ 663	\$ 1,054	\$ -	\$ 67	\$ 202	\$ 100	\$ -				\$ 336	
	\$ 7,638	1/1/2008	3% @ 50	9%	\$ 751	\$ 1,054	\$ -	\$ 78	\$ 229	\$ 382	See MOU	6/30/2010	\$ 9,749	9.47%	
	\$ 9,217			\$ 912	\$ 1,054	\$ -	\$ 82	\$ 277	\$ 104	\$ -			\$ 532		

\* - Indicates City with 6th step or higher on salary scale. See Additional Information.

5/19/2008 11:25

BAKERSFIELD - TOTAL COMPENSATION		AVERAGE - EXCL BAKERSFIELD	
POSITION	TOT. COMP.	MEAN	% DIFF
FIREFIGHTER - TOP STEP	\$ 7,684	\$ 8,267	-7.59%
FIRE ENGINEER - TOP STEP	\$ 8,368	\$ 9,169	-9.71%
FIRE CAPTAIN - TOP STEP	\$ 9,744	\$ 10,360	-6.33%
FIRE BATTALION CHIEF - TOP STEP	\$ 10,754	\$ 12,956	-20.50%

**Findings:**

- A top step Bakersfield Firefighter is 7.59% below the average of its survey cities.
- A top step Bakersfield Fire Engineer is 9.71% below the average of its survey cities.
- A top step Bakersfield Fire Captain is 6.33% below the average of its survey cities.
- A top step Bakersfield Fire Battalion Chief is 20.50% below the average of its survey cities.