

DECEMBER 2017 TOTAL COMPENSATION SURVEY

**DETAILED SURVEY NOTES
FIRE SAFETY UNIT**

Agency	Annual Salary (Max)	RETIREMENT & INCENTIVES								CERTIFICATION PAY						Total Amount
		Retirement (Employer Share)		Health Coverage* (Employer Share)	Holiday Pay	Uniform Allowance	Education Incentive	Bilingual Pay	Longevity Pay	Paramedic or EMT Pay	Paramedic Cert	Technical Rescue	Wildland Rescue	If Capped, Max Amount %	If Capped, Max Amount \$	
		%	Amount													
FIRE CAPTAIN																
San Marcos	109,976	0%	0	22,524	5,438	1,500	6,000	900	3,849	27,494	0	0	0	0.0%	0	\$177,681
Escondido**	104,870	0%	-	16,020	4,969	700	4,195	3,300	1,000	0	2,622	1,049	1,049	5.5%	5,768	\$143,443
Chula Vista	102,623	0%	0	20,232	4,581	200	3,600	2,400	0	7,697	0	0	0	0.0%	0	\$141,333
Coronado	110,931	0%	0	17,052	5,547	825	1,200	0	0	2,080	413	0	0	0.0%	0	\$138,047
Santee Fire Captain/Paramedic	107,160	0%	0	22,167	0	650	6,430	0	0	0	0	0	0	0.0%	0	\$136,407
National City	103,473	0%	0	14,196	0	750	0	2,069	360	15,521	0	0	0	0.0%	0	\$136,369
Encinitas	106,128	0%	0	20,664	4,811	500	1,200	0	0	1,800	0	0	0	0.0%	0	\$135,103
Vista	102,288	0%	0	25,125	4,637	620	0	900	0	0	400	0	0	0.0%	0	\$133,970
North County Fire	105,613	0%	0	10,089	5,019	400	0	0	0	0	0	0	0	10.0%	10,561	\$131,682
Santee Fire Captain	102,545	0%	0	22,167	0	650	6,153	0	0	0	0	0	0	0.0%	0	\$131,515
Lemon Grove	109,620	0%	0	10,800	4,800	1,000	1,453	0	0	0	2,397	0	0	0.0%	0	\$130,070
Imperial Beach	99,000	0%	0	19,200	0	900	5,200	600	0	4,950	0	0	0	0.0%	0	\$129,850
La Mesa **	95,135	0%	0	16,260	0	600	4,756	600	0	12,370	0	0	0	0.0%	0	\$129,721
San Diego, City	86,196	0%	0	16,447	0	1,000	0	3,017	0	7,327	11,086	4,310	0	0.0%	0	\$129,383
Carlsbad	103,944	0%	0	17,664	0	450	3,120	1,040	0	1,740	0	0	0	0.0%	0	\$127,958
Oceanside	102,877	0%	0	15,636	0	780	0	3,600	0	0	0	0	0	0.0%	3,494	\$126,387
Poway Fire Captain/Paramedic	103,524	0%	0	20,856	0	0	0	0	0	0	0	0	0	0.0%	0	\$124,380
Poway Fire Captain	98,580	0%	0	20,856	0	0	0	0	0	0	0	0	0	0.0%	0	\$119,436
Solana Beach	102,764	3%	3,083	14,784	4,305	0	0	0	0	0	500	0	0	0.0%	0	\$119,270
El Cajon	97,261	0%	0	12,600	3,562	500	4,863	0	0	0	0	0	0	0.0%	0	\$118,786
Del Mar	93,036	0%	0	14,664	0	624	0	0	0	0	0	0	0	0.0%	0	\$108,324
MEDIAN	102,877	0%	0	17,052	0	624	1,200	0	0	0	0	0	0	0	0	\$130,070

*Health Coverage: Includes medical, dental and vision benefits. The amounts shown reflect family coverage (employee, plus 2 or more dependents).

**Escondido: Certification Pay is capped at 5.5%; however, employee may also receive additional pay for Paramedic Pay and Paramedic Certification.

**La Mesa: Employer share of health coverage increases to \$16,736 as of 1/1/2018

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		%	Amount													
FIRE ENGINEER																
San Marcos	95,183	0%	0	22,524	4,707	1,500	6,000	900	3,331	23,796	0	0	0	0.0%	0	\$ 157,941
Escondido**	90,097	0%	-	16,020	4,270	700	3,604	3,300	1,000	0	2,252	901	901	5.5%	4,955	\$ 126,198
Chula Vista	87,498	0%	0	20,232	3,907	200	3,600	2,400	0	6,562	0	0	0	0.0%	0	\$ 124,399
Santee Fire Engineer/PM	91,628	0%	0	22,167	0	650	5,498	0	0	0	0	0	0	0.0%	0	\$ 119,943
National City	88,835	0%	0	14,196	0	750	0	1,777	360	13,325	0	0	0	0.0%	0	\$ 119,243
Vista	88,452	0%	0	25,125	4,010	620	0	900	0	0	0	0	0	0.0%	0	\$ 119,107
Coronado	94,551	0%	0	17,052	0	825	1,200	0	0	3,782	413	0	0	0.0%	0	\$ 117,823
Encinitas	89,580	0%	0	20,664	4,061	500	1,200	0	0	1,800	0	0	0	0.0%	0	\$ 117,805
La Mesa **	83,633	0%	0	16,260	0	600	4,182	600	0	12,370	0	0	0	0.0%	0	\$ 117,644
San Diego, City	74,724	0%	0	16,447	0	1,000	0	2,615	0	6,352	11,086	3,736	0	0.0%	0	\$ 115,960
Imperial Beach	83,652	0%	0	19,200	0	900	5,200	600	0	6,274	0	0	0	0.0%	0	\$ 115,826
North County Fire	91,792	0%	0	10,089	4,361	400	0	0	0	0	0	0	0	10.0%	9,179	\$ 115,821
Santee Fire Engineer	87,246	0%	0	22,167	0	650	5,235	0	0	0	0	0	0	0.0%	0	\$ 115,298
Oceanside	91,458	0%	0	15,636	0	780	0	3,600	0	0	0	0	0	0.0%	3,494	\$ 114,968
Carlsbad	88,752	0%	0	17,664	0	450	3,120	1,040	0	1,740	0	0	0	0.0%	0	\$ 112,766
Poway Fire Engineer/Paramedic	88,731	0%	0	20,856	0	0	0	0	0	0	0	0	0	0.0%	0	\$ 109,587
Lemon Grove	89,280	0%	0	10,800	3,900	1,000	893	0	0	0	2,946	0	0	0.0%	0	\$ 108,819
El Cajon	87,826	0%	0	12,600	3,217	500	4,391	0	0	0	0	0	0	0.0%	0	\$ 108,534
Solana Beach	89,016	3%	2,670	14,874	3,729	0	0	0	0	2,670	500	0	0	0.0%	0	\$ 108,119
Poway Fire Engineer	84,504	0%	0	20,856	0	0	0	0	0	0	0	0	0	0.0%	0	\$ 105,360
Del Mar	78,576	0%	0	14,664	0	624	0	0	0	0	0	0	0	0.0%	0	\$ 93,864
MEDIAN	88,752	0%	0	17,052	0	624	1,200	0	0	0	0	0	0	0	0	\$ 115,826

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		%	Amount													
FIREFIGHTER / PARAMEDIC																
San Marcos	88,189	0%	0	22,524	4,361	1,500	6,000	900	3,087	0	0	0	0	0.0%	0	\$126,561
Encinitas	88,680	0%	0	20,664	4,020	500	1,200	0	0	1,800	0	0	0	0.0%	0	\$116,864
Escondido**	82,310	0%	-	16,020	3,901	700	3,292	3,300	1,000	450	0	823	823	5.5%	4,977	\$115,950
Chula Vista	85,519	0%	0	20,232	3,818	200	3,600	2,400	0	0	0	0	0	0.0%	0	\$115,769
Vista	85,044	0%	0	25,125	3,855	620	0	900	0	0	0	0	0	0.0%	0	\$115,544
Santee	87,246	0%	0	22,167	0	650	5,235	0	0	0	0	0	0	0.0%	0	\$115,298
Coronado	93,615	0%	0	17,052	0	825	1,200	0	0	0	413	0	0	0.0%	0	\$113,105
Imperial Beach	83,664	0%	0	19,200	0	900	5,200	600	0	0	0	0	0	0.0%	0	\$109,564
Carlsbad	86,856	0%	0	17,664	0	450	3,120	1,040	0	0	0	0	0	0.0%	0	\$109,130
North County Fire	84,655	0%	0	10,089	4,236	400	0	0	0	0	0	0	0	10.0%	8,466	\$107,845
Oceanside	83,412	0%	0	15,636	0	780	0	3,600	0	0	0	0	0	0.0%	3,494	\$106,922
Lemon Grove	85,884	0%	0	10,800	3,800	1,000	893	0	0	0	2,616	0	0	0.0%	0	\$104,993
Poway	83,436	0%	0	20,856	0	0	0	0	0	0	0	0	0	0.0%	0	\$104,292
La Mesa **	82,468	0%	0	16,260	0	600	4,123	600	0	0	0	0	0	0.0%	0	\$104,051
El Cajon	83,574	0%	0	12,600	3,061	500	4,179	0	0	0	0	0	0	0	0	\$103,914
San Diego, City	63,600	0%	0	16,447	0	1,000	0	2,226	0	5,406	11,086	3,180	0	0.0%	0	\$102,945
Solana Beach	84,768	3%	2,543	14,784	3,551	0	0	0	0	0	500	0	0	0.0%	0	\$101,060
Del Mar	78,576	0%	0	14,664	0	624	0	0	0	0	0	0	0	0.0%	0	\$93,864
MEDIAN	84,655	0%	0	16,447	0	620	1,200	0	0	0	0	0	0	0	0	\$108,488

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