



# City of San Antonio, Texas

## Public Safety Compensation Analysis

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# Summary



- San Antonio police and fire personnel receive compensation that is highly competitive with the six other large Texas cities identified for comparison by the Task Force (Austin, Corpus Christi, Dallas, El Paso, Fort Worth, and Houston)
- Much of San Antonio's strong relative position is due to the City's longevity structure and premium pays, for which San Antonio generally pays more than these other large Texas cities
- Cash compensation across jurisdictions should further be evaluated within the context of regional labor markets. Across a broad range of occupations, the San Antonio metropolitan area tends to have lower wages than the labor markets for most other large Texas cities (Austin, Dallas, Fort Worth, Houston)
  - Adjusted for these regional differences, San Antonio's already competitive total cash compensation compares even more favorably
- This analysis does not compare overtime compensation across jurisdictions. In San Antonio for FY 2013:
  - Rank-and-file police officers earned an average of \$4,044 of overtime; \$4,548 across all ranks
  - Rank-and-file firefighters earned an average of \$10,561 of overtime; \$14,843 across all ranks
- Beyond cash compensation, San Antonio's health and retirement benefits package is also generous in comparison to the other large Texas cities evaluated
  - Among these cities, only San Antonio requires no uniform employee contributions toward healthcare premiums, such that the City's contribution is the highest within this comparison grouping
  - San Antonio also has one of the highest employer contributions towards police and firefighter pensions
  - San Antonio is the only jurisdiction that contributes to the pre-funding of retiree healthcare
- When these costs for major benefits are added to regionally adjusted cash compensation:
  - City of San Antonio has the highest total costs for fire, and the second highest total costs for police among the seven Texas cities evaluated



# Police Compensation Overview

- In addition to base pay, longevity and other pay premiums represent a significant component of San Antonio police officer total cash compensation
  - On average, longevity and premium pays add over \$20,000 per year to police officer base salary, accounting for more than one quarter of the resulting total pay
- San Antonio police officers are eligible to receive longevity pay and 17 additional premiums depending on assignment, certification, and education. Relative to other Texas cities evaluated for comparison by the Task Force, San Antonio:
  - Provides the richest longevity pay structure, which tops out at 18% of base pay at 30 years of service (YOS)
  - Is the only city to offer a pay premium for “basic” certification; 32% of rank-and-file San Antonio police officers receive this premium of \$600 per year (and over 98% receive some level of certification pay – up to \$2,880 annually for Masters certification)
  - Is one of just three cities to offer both certification **and** education pay premiums. Two of the other six cities offer a pay premium for either certification **or** education, and two offer **no** pay premiums at all for certification or education
- Additionally, San Antonio offers among the most generous premiums for clothing allowance, shift differential, and education pay
- Overall, San Antonio rank-and-file police officers rank near the top of the comparison cities for cash compensation, and are even more competitive when adjusting for regional labor market differences
- Over and above this cash compensation, San Antonio also contributes more than the other large Texas cities toward healthcare and pension benefits

# Police – All Ranks

## Average Cash Compensation (FY 2013)



- The table below details the components average police officer pay, as well as average pay for all ranks within the bargaining unit above probationary police officer, for FY 2013

	Police Officer	All Ranks
Base Pay	\$59,404	\$64,368
Longevity	\$3,394	\$4,964
Overtime	\$3,184	\$3,716
Shift Differential	\$2,945	\$2,560
Leave Buy-back	\$2,138	\$2,931
Police Certification Pay	\$1,853	\$2,179
Education Incentive Pay	\$1,583	\$1,897
Clothing Allowance	\$1,190	\$1,191
Premium Pay	\$1,117	\$1,185
Court Time/Overtime	\$860	\$832
Other Compensation	\$1,841	\$1,838
<b>Average Cash Compensation per Employee</b>	<b>\$79,509</b>	<b>\$87,662</b>

*Analysis includes all bargaining unit members above rank of "Police Officer – Probationary." Table summarizes actual pay received between October 1, 2012 and September 30, 2013. Data provided by City of San Antonio; analyzed by PFM.*

# Police Compensation Comparisons

## *Twenty Years of Service*



	El Paso	Corpus Christi	Houston	Fort Worth	Dallas	San Antonio	Austin
<b>Police Officer (Post-Probationary)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$62,543	\$70,983	\$68,758	\$78,691	\$71,040	<b>\$93,386</b>	\$94,861
Overall Rank	7	5	6	3	4	<b>2</b>	1
<b>Police Officer (20 Years of Service)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$96,772	\$95,992	\$90,647	\$106,813	\$105,584	<b>\$124,668</b>	\$130,523
Overall Rank	7	5	6	3	4	<b>2</b>	1
<b>Detective (20 Years of Service)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$96,772	\$95,992	\$113,675	\$118,100	\$116,253	<b>\$134,803</b>	\$141,982
Overall Rank	6	7	5	3	4	<b>2</b>	1
<b>Sergeant (20 Years of Service)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$105,154	no match	\$111,612	\$128,540	\$122,386	<b>\$144,167</b>	\$152,548
Overall Rank	6	no match	5	3	4	<b>2</b>	1
<b>Lieutenant (20 Years of Service)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$122,131	\$107,118	\$122,572	\$140,103	\$132,645	<b>\$157,418</b>	\$171,752
Overall Rank	6	7	5	3	4	<b>2</b>	1
<b>Captain (20 Years of Service)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$139,260	\$116,256	\$173,134	\$152,841	\$144,133	<b>\$175,627</b>	\$194,766
Overall Rank	6	7	3	4	5	<b>2</b>	1

*Figures for San Antonio assume maximum base pay  
Police Sergeant job match for Corpus Christi not identified*

# Rank & File Police Officer Compensation



- San Antonio police officers rank **2 of 7** among the Texas cities for total cash compensation at the beginning of a career, and at 20 years of service (when an officer is eligible for normal retirement) when adjusted for regional labor market differences
- In addition, San Antonio contributes more toward both pension and healthcare benefits than any of the comparison cities

Post-Probationary Officer	El Paso	Houston	Corpus Christi	Dallas	Fort Worth	San Antonio	Austin
Total Cash Compensation	\$45,843	\$49,212	\$54,492	\$57,596	\$59,292	<b>\$59,820</b>	\$69,092
Regional Labor Market Adjustment	1.000	1.076	0.978	1.065	1.065	<b>1.000</b>	1.022
Total Cash Compensation, Regionally Adjusted	\$45,843	\$45,736	\$55,718	\$54,081	\$55,673	<b>\$59,820</b>	\$67,605
Rank, Cash Comp (Regionally Adjusted)	6	7	3	5	4	<b>2</b>	1
City Pension Contribution	\$8,481	\$10,679	\$5,727	\$13,383	\$12,065	<b>\$14,444</b>	\$13,468
City Healthcare Contribution	\$8,219	\$12,343	\$9,538	\$3,575	\$10,954	<b>\$19,122</b>	\$13,788
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$62,543	\$68,758	\$70,983	\$71,040	\$78,691	<b>\$93,386</b>	\$94,861
Overall Rank	7	6	5	4	3	<b>2</b>	1

Police Officer – 20 YOS	Houston	Corpus Christi	El Paso	Dallas	Fort Worth	San Antonio	Austin
Total Cash Compensation	\$68,306	\$76,671	\$74,728	\$86,826	\$83,882	<b>\$84,918</b>	\$98,948
Regional Labor Market Adjustment	1.076	0.978	1.000	1.065	1.065	<b>1.000</b>	1.022
Total Cash Compensation, Regionally Adjusted	\$63,481	\$78,396	\$74,728	\$81,527	\$78,763	<b>\$84,918</b>	\$96,818
Rank, Cash Comp (Regionally Adjusted)	7	5	6	3	4	<b>2</b>	1
City Pension Contribution	\$14,822	\$8,058	\$13,825	\$20,482	\$17,096	<b>\$20,628</b>	\$19,917
City Healthcare Contribution	\$12,343	\$9,538	\$8,219	\$3,575	\$10,954	<b>\$19,122</b>	\$13,788
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$90,647	\$95,992	\$96,772	\$105,584	\$106,813	<b>\$124,668</b>	\$130,523
Overall Rank	7	6	5	4	3	<b>2</b>	1

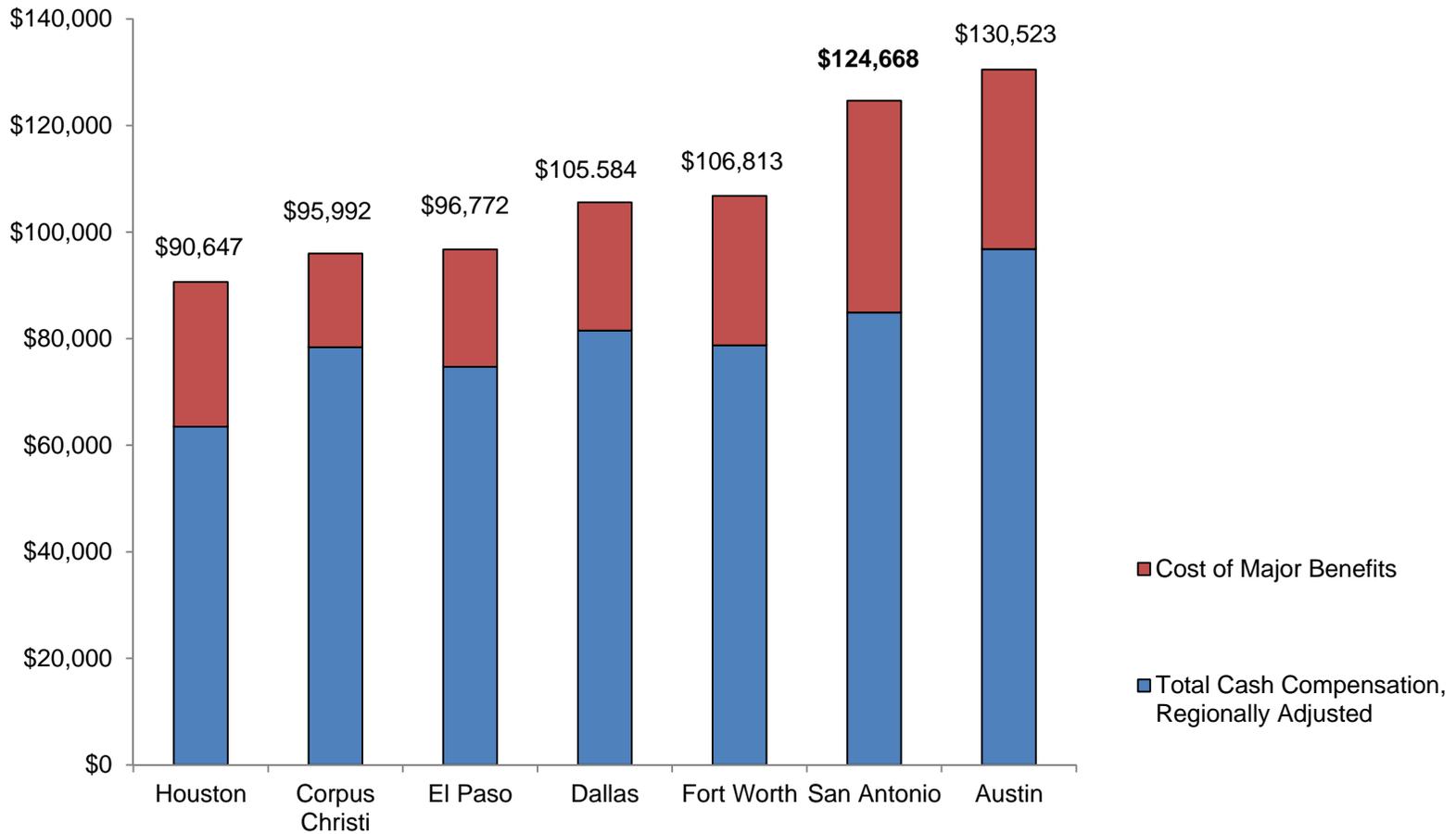
See appendix for technical notes

# Rank & File Police Officer Compensation

*Twenty Years of Service*



**Total Cash Compensation (Regionally Adjusted) + Major Benefit Costs**





# Firefighter Compensation Overview

- Much as with police officers, longevity and pay premiums represent a significant component of San Antonio firefighter cash compensation
  - On average, longevity and premium pays add over \$23,000 per year to firefighter base salary, accounting for nearly 29% of the resulting total cash compensation
- San Antonio firefighters are eligible to receive longevity pay and 15 additional premiums depending on assignment, certification, and education. Relative to other Texas cities evaluated for comparison by the Task Force, San Antonio:
  - Provides the richest longevity pay structure, which tops out at 18% of base pay at 30 YOS
  - Is again the only city to offer a pay premium for “basic” certification; 80.1% of rank-and-file firefighter receive this premium of \$780 per year (and 99.8% receive some certification pay up to a maximum of \$2,100 for the Masters level)
  - Is one of just two cities to offer EMT certification pay to firefighters who are not assigned to work in EMS (\$900 - \$2,100 annually, depending on YOS)
- Additionally, San Antonio offers among the most generous premiums for paramedic pay, and is one of only two cities to offer a uniform allowance to firefighters (\$720 in FY 2014 + \$500 in commissary)
- Overall, San Antonio rank-and-file firefighters rank near the top among the comparison cities for cash compensation, and are even more competitive when adjusting for regional labor market differences
- Over and above this cash compensation, San Antonio again further contributes more than the other large Texas cities toward healthcare benefits and among the highest levels for pensions

# Fire – All Ranks

## Average Cash Compensation (FY 2013)



- The table below summarizes average firefighter pay, as well as average pay for all ranks within the bargaining unit above probationary firefighter, for FY 2013
- Overtime figures include “scheduled overtime” to conform with the Federal Labor Standards Act

	Firefighter	All Ranks
Base Pay	\$57,284	\$64,286
Overtime	\$10,561	\$14,843
Longevity	\$2,411	\$4,908
EMT/Paramedic Certification	\$1,503	\$2,383
Bonus Leave Buy-back*	\$1,354	\$1,391
Vacation Buy-back	\$1,467	\$1,640
Education Incentive Pay	\$1,167	\$1,387
High Class Pay	\$1,145	\$943
Fire Certification Pay	\$926	\$1,190
Premium Pay	\$627	\$581
Other Compensation	\$1,846	\$2,487
<b>Average Cash Compensation per Employee</b>	<b>\$80,292</b>	<b>\$96,040</b>

*Analysis includes all bargaining unit members above rank of “Firefighter–Probationary.” Table summarizes actual pay received between October 1, 2012 and September 30, 2013. Data provided by City of San Antonio; analyzed by PFM.*

*\* - SAFD reports that FY 2013 represented abnormally high use of bonus leave buy-back because of changes in the collective bargaining agreement that encouraged a spike in payouts. About 90% of rank-and-file firefighters received bonus leave payouts in FY 2013.*

# Firefighter Compensation Comparisons



	El Paso	Corpus Christi	Houston	Fort Worth	Dallas	San Antonio	Austin
<b>Post-Probationary Officer</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$52,594	\$75,682	\$63,483	\$71,870	\$62,655	<b>\$88,792</b>	\$76,943
Overall Rank	7	3	5	4	6	<b>1</b>	2
<b>Firefighter (20 Years of Service)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$77,858	\$84,222	\$85,522	\$91,118	\$93,992	<b>\$110,296</b>	\$110,499
Overall Rank	7	6	5	4	3	<b>2</b>	1
<b>Fire Engineer (20 Years of Service)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	no match	\$93,244	\$87,801	\$98,538	\$98,238	<b>\$118,270</b>	\$117,994
Overall Rank	no match	5	6	3	4	<b>1</b>	2
<b>Lieutenant (20 Years of Service)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$92,314	\$93,244	\$96,043	\$106,912	\$111,599	<b>\$127,332</b>	\$126,088
Overall Rank	7	6	5	4	3	<b>1</b>	2
<b>Captain (20 Years of Service)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$100,671	\$104,886	\$105,646	\$117,758	\$121,367	<b>\$141,622</b>	\$134,830
Overall Rank	7	6	5	4	3	<b>1</b>	2
<b>District Chief (20 Years of Service)</b>							
Cash Compensation (Regionally Adjusted) + Major Benefits Costs	\$114,844	\$117,733	\$118,846	\$132,752	\$132,305	<b>\$158,139</b>	\$145,450
Overall Rank	7	6	5	3	4	<b>1</b>	2



# Rank & File Firefighter Compensation

- San Antonio firefighters rank **1 of 7** among the Texas cities for total cash compensation at the beginning of a career, and **2 of 7** at 20 YOS (when an officer is eligible for normal retirement), when adjusted for regional labor market differences
- In addition, San Antonio contributes among the highest amounts toward both pension and healthcare benefits. At 20 YOS, San Antonio trails Austin for the top ranking by \$203 (0.2%)

Post-Probationary Firefighter	El Paso	Dallas	Houston	Fort Worth	Corpus Christi	Austin	San Antonio
Total Cash Compensation	\$37,447	\$48,667	\$42,675	\$53,606	\$53,754	\$54,656	<b>\$55,968</b>
Regional Labor Market Adjustment	1.000	1.065	1.076	1.065	0.978	1.022	<b>1.000</b>
Total Cash Compensation, Regionally Adjusted	\$37,447	\$45,697	\$39,660	\$50,334	\$54,963	\$53,479	<b>\$55,968</b>
Rank, Cash Comp (Regionally Adjusted)	7	5	6	4	2	3	<b>1</b>
City Pension Contribution	\$6,928	\$13,383	\$11,479	\$10,582	\$11,181	\$9,676	<b>\$13,702</b>
City Healthcare Contribution	\$8,219	\$3,575	\$12,343	\$10,954	\$9,538	\$13,788	<b>\$19,122</b>
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$52,594	\$62,655	\$63,483	\$71,870	\$75,682	\$76,943	<b>\$88,792</b>
Overall Rank	7	6	5	4	3	2	<b>1</b>

20 YOS – Firefighter	El Paso	Corpus Christi	Houston	Fort Worth	Dallas	San Antonio	Austin
Total Cash Compensation	\$58,767	\$60,694	\$61,066	\$70,544	\$74,481	<b>\$73,221</b>	\$83,597
Regional Labor Market Adjustment	1.000	0.978	1.076	1.065	1.065	<b>1.000</b>	1.022
Total Cash Compensation, Regionally Adjusted	\$58,767	\$62,060	\$56,752	\$66,238	\$69,935	<b>\$73,221</b>	\$81,797
Rank, Cash Comp (Regionally Adjusted)	6	5	7	4	3	<b>2</b>	1
City Pension Contribution	\$10,872	\$12,624	\$16,427	\$13,925	\$20,482	<b>\$17,953</b>	\$14,914
City Healthcare Contribution	\$8,219	\$9,538	\$12,343	\$10,954	\$3,575	<b>\$19,122</b>	\$13,788
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$77,858	\$84,222	\$85,522	\$91,118	\$93,992	<b>\$110,296</b>	\$110,499
Overall Rank	7	6	5	4	3	<b>2</b>	1

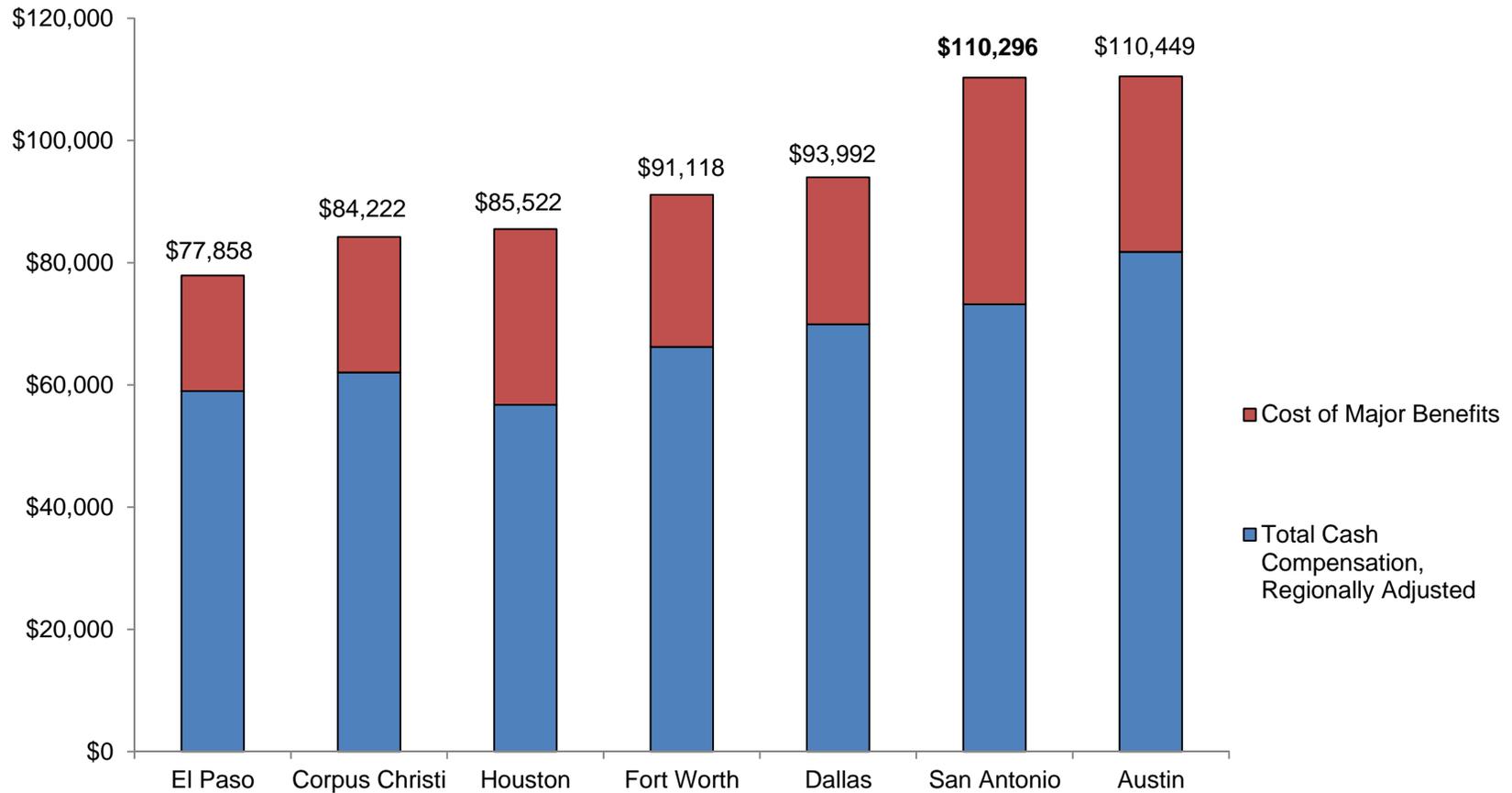
See appendix for technical notes

# Rank & File Firefighter Compensation

## *Twenty Years of Service*



**Total Cash Compensation (Regionally Adjusted) + Major Benefit Costs**



# Technical Notes: Compensation Comparisons



- Total cash compensation as shown includes: base pay, longevity, clothing allowance, patrol duty pay (where applicable), certification pay (assumes Master level and Basic level, the most prevalent level attained among San Antonio police and fire personnel, respectively), education pay (assumes Bachelors degree, the most prevalent level attained among San Antonio public safety workers), and police shift differential (approximately 75% of San Antonio police receive shift differential; for comparison cities, the highest available shift payment is shown where payments vary by shift).
  - For individual police and firefighters, total cash compensation will vary based on factors such as years of service, shift assignment, duty assignment, educational level attained, certification level attained, and overtime hours worked
- The effective date for the cash compensation analysis is 9/30/2013 for all cities, based on the survey timing. Subsequent pay increases in all jurisdictions, where applicable, are not included so that a consistent point of reference is established across the entire survey group . As a result, the figures shown for San Antonio do not reflect the most recent (October 1, 2013) across-the-board wage increase of 3.0% for police and 3.4% for fire.
- Retirement and health benefit data included in this analysis was developed and provided by pension and healthcare consultants working with the Task Force, and has not been independently evaluated or verified by PFM. City healthcare contributions represent the average healthcare costs for active and retiree uniform employees. Detail regarding which cash compensation items were “pensionable” for the City of El Paso could not be confirmed; analysis assumes that all premiums shown are “pensionable.”
- Regional cash compensation adjustments are based on the most recent (July 2010) *occupational pay relatives* produced by the U.S. Bureau of Labor Statistics (BLS). These pay relatives control for the different types of jobs prevalent in each region to isolate the typical geographic effect on wage determination by metropolitan area across all occupations. The BLS does not produce pay relatives for the El Paso region, so no adjustment is reflected for this city

# About PFM

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Founded in 1975, Public Financial Management, Inc. (PFM) is ranked as the top municipal financial advisory firm in the United States. The firm has over thirty locations nationwide, including its southwest headquarters in Austin.

The PFM Management and Budget Consulting practice has provided workforce consulting services to state and local governments across the United States, and regularly conducts wage and benefit analyses for some of the nation's largest public employers. National workforce clients include the City of New York (NY) Office of Labor Relations, New York Metropolitan Transportation Authority, Commonwealth of Pennsylvania, State of Tennessee, and State of Delaware.

In Texas, PFM has previously evaluated public safety compensation on behalf of the Cities of Austin and Fort Worth.