

AFCA 2007 Compensation Survey

INTRODUCTION

This compensation survey conducted by the AFCA, collected data from a number of fire agencies and departments in the State of Alaska. This survey was designed to report the current salary and benefits packages of the Fire Chief of each agency at the time the data was collected.

As indicated in the cover letter to participants, responding agencies will not be identified in the report with their reported data. The following pages of the report identify responding agencies with a letter that corresponds to each agency's annual budget, sorted from highest to lowest. The same letter is used for the same agency throughout the report to provide consistency in reporting and comparison. Blank spaces within the report indicate that the responding agency left that information out of their response.

GENERAL INFORMATION

Below is reported general information pertaining to the departments surveyed. Information such as the number of employees (FTE - Full Time Equivalents), volunteers, stations, area served (in square miles), annual runs, and annual budget are included.

Code	# Employees (FTEs)	# of Volunteers	Total Personnel	# of Stations	Square Miles Served	# Fire Calls	# Ambulance Calls	Total Calls	Total Annual Budget	Ambulance Service?	Multi-jurisdictional?	City or District
A	423	22	445	14	127	9,955	18,297	28,252	\$66,628,853	Y	N	City
B	41	95	136	5	3,248	850	2,350	3200	\$6,200,000	Y	N	City
C	33	50	83	6	2,200	440	1,475	1915	\$5,716,670	Y	N	District
D	40	0	40	2	13	838	3,251	4089	\$5,257,530	Y	N	City
E	37	120	157	9	88,000	173	2,716	2889	\$4,679,418	Y		District
F	23	25	48	4	6,000	500	200	700	\$3,700,000	Y	Y	District
G	52	0	52	2	1,363			1363	\$3,001,591	Y	Y	District
H	9.5	60	69.5	1	4,710	200	900	1100	\$2,200,000	Y	N	City
I	8	82	90	5	102			907	\$1,408,090	N		District
J	10	52	62	3	264	65	370	435	\$1,279,200	Y	N	City
K	5	36	41	3	31.5	124	381	505	\$1,200,000	Y		District
L	6	30	36	1	127	100	566	666	\$1,173,257	Y	Y	City
M	4	55	55	4	80	135	212	347	\$783,200	Y	Y	District
N	3	25	28	2				120-130	\$560,000	Y	Y	District
O	2	65	67	2	45	60	200	260	\$450,000	Y	N	City
P	2	30	32	1		110	130	240	\$441,000	Y		District
Q	1	36	37	1	200	40	70	110	\$426,500	N		District
R	2	40	42	2	18	12	130	142	\$342,000	Y	N	District
S	2	26	28	1	28	65	63	128	\$242,575	N		District
T	0	24	24	2	450	3	50	53	\$100,000	Y	N	District
U	20	29	49	2	98,000	107	1,169	1276		Y	N	City

Employees: This figure reports the full-time equivalents employed by the department.

Volunteers: This figure reports the total number of volunteers associated with the agency.

Stations: Includes all stations, volunteer and paid

Square miles served: For just fire or combined fire/EMS (not for EMS only)

Fire Calls: This figure reports the number of fire calls in a year.

Ambulance Calls: This figure reports the number of Ambulance calls in a year.

Ambulance Service: Does this department provide ambulance service?

Multi-jurisdictional: If this department provides ambulance service, is it multi-jurisdictional?

City or District: Is the Fire Chief a City or a District Chief?

AFCA 2007 Compensation Survey

COMPENSATION

The following information pertains to direct compensation, including salaries and bonuses. Information includes the actual salary of the incumbent Fire Chief, applicable salary ranges, eligibility for bonuses, and employment contract information.

Code	Paid or Volunteer	Monthly Base Wage	Annual Salary	Employment Agreement?	Agreement Length	Age of Agreement	Pay Based on Range?	Range	Bonus?
A	Paid	\$8,788	\$105,456	N			N		N
B	Paid	\$8,496	\$101,950	N			Y	\$85,274 - \$110,120	N
C	Paid	\$7,000	\$84,000	N			Y		N
D	Paid	\$7,505	\$93,662	N			N		N
E	Paid		\$115,313	N			N		N
F	Paid	\$7,000	\$84,000	N			Y	\$74,000 - \$98,000	N
G	Paid	\$7,722	\$100,380	Y	Length of Employment	Since Date of Hire	Y	\$68,286 - \$102,398	N
H	Paid	\$6,391	\$76,690	Y	At will	3 years	N		N
I	Paid	\$6,569	\$78,820	Y	Annual	Since 1975	N		N
J	Paid	\$6,106	\$80,180	N			Y	\$70,000 - \$95,237	N
K	Paid	\$7,033	\$84,394	N			N		N
L	Paid	\$6,939	\$83,264	N			Y		N
M	Paid	\$6,188	\$74,256	Y	Length of Employment	Since Date of Hire	Y	\$56,000 - \$84,000	N
N	Paid	\$5,600	\$67,200	N			N		N
O	Volunteer	\$500	\$6,000	N			N		N
P	Paid	\$6,677	\$80,127	N			N		N
Q	Paid	\$6,155	\$73,863	N			Y	\$58,857 - \$79,156	N
R	Paid	\$5,000	\$60,000	N			N		N
S	Volunteer	\$0	\$0	N			N		N
T	Paid	\$2,059	\$24,719	Y	3 years	1 year	N		N
U	Paid	\$6,084	\$73,008	N			Y		N

Monthly Base Wage: This figure reports the actual monthly wage of the position.

Annual: This figure represents the annual salary received by the incumbent.

Employment Agreement: Reports if the incumbent has a contract.

Agreement Length: Reports the length of the contract.

Age of Agreement: Reports how long the contract has been in place.

Pay Based on Range: This indicates if the actual pay is based on a range.

Range: This figure reports the range utilized for the position.

Bonus?: This reports if bonuses play a part in compensation.

AFCA 2007 Compensation Survey

HEALTH BENEFITS

The following data pertains to health benefits. Information includes the monthly premiums for provision of medical, dental and vision insurance.

Code	Employer Paid Medical Insurance?	Premium Amount Paid by Employer	Premium Amount Paid by Employee	Employer Paid Dental Insurance?	Orthodontia Included?	Vision Provided?	Vision covered under medical?	If not included in Medical, premium amount
A	Y	\$586.00	Flex	Y	Y	Y	Y	Full
B	N			N	N	N		
C	Y		\$150.00	Y	Y	Y	Y	
D	Y	\$850.00	\$278.00	Y	Y	Y	Y	
E	Y	Deductible		Y	N	Y	Y	
F	Y	\$0.00	\$100.00	Y	N	Y	Y	
G	Y	\$0.00	\$777.40	Y	Y	Y	Y	
H	Y	\$850.00	\$100.00	Y	N	Y	Y	
I	Y	unknown	\$10.00	Y		Y	Y	
J	Y		\$20.00	Y	N	Y	Y	
K	N			N	N	N		
L	Y	\$1,321.00	\$0.00	Y	Y	Y	Y	
M	Y	\$1,300.00	\$0.00	Y	N	N		
N	Y	\$1,000.00	\$0.00	Y	Y	Y	Y	
O	N			N	N	N		
P	Y			Y	Y	Y	Y	
Q	Y	80%	20%	Y	Y	Y	Y	
R	Y	unknown	\$0.00	Y	N	Y	Y	
S	N			N	N	N		
T	N			N	N	N		
U	Y			Y	Y	Y	Y	

Non-responses indicated with no entry

Medical Insurance: The actual insurance premiums for the incumbent & family.

Dental Insurance: The actual insurance premiums for the incumbent & family.

Includes Orthodontia?: To survey if orthodontia is provided.

Vision Included: Indicates whether vision insurance is provided, and whether it is covered within a medical plan.

AFCA 2007 Compensation Survey

TIME OFF BENEFITS

Below is reported information pertaining to paid time off benefits. Included is vacation, sick leave, personal leave, holidays, comp-time and all other forms of paid time off.

Code	Annual Vacation Accrual	Sick Leave hours	Paid Holidays	Comp Time?	Maximum Vacation Accrual	Other	Explain	Cash Out?
A	110 combined		11	N	488	N		Y
B	187 combined		8		800	N		Y
C	160	96	12	Y	480	N		Y
D	240	0	10	Y	unlimited	N		Y
E	Varies based on years of service		13	N	675	N		N
F	120	120	12	Y	480	Y	80 Hours Admin Leave	Y
G	191.88	120.12	12	N	240	N		Y
H	152	144	10	N	480	Y	3 days/year floating holidays	Y
I	215.8 combined		11	Y	480	N		Y
J	4 weeks combined		11	N	600	N		Y
K	192	0	12	N		N		Y
L	239.98 Varies based on years of service	40	11	N	720	N		Y
M	192	0	9	N	320	N		N
N	225 combined		11	N		N		Y
O	0	0	0	N	0	N		N
P	120 - 240 Based on years of service	120	11	N	360	N		Y
Q	240	120	12	N	600	N		Y
R	416 combined (including holidays)			N	unlimited	N		N
S	N/A			N		N		N
T	0	0	0	N		N		N
U	384	0	13	N		N		Y

Vacation Accrual: Annual number of hours given or accrued.

Sick Leave Hours: Annual number of hours given or accrued.

Paid Holidays: Number of paid holidays a year.

Comp Time?: This indicates if the incumbent is provided compensatory time.

Maximum Vacation Accrual: Number of hours allowed to accrue without being used or cashed out.

Other: Indicates whether the incumbent has another type of paid time off not included in the other categories.

Cash Out: Is the incumbent able to sell back accrued time?

AFCA 2007 Compensation Survey

RETIREMENT

Information is provided below pertaining to retirement benefits. Included is information such as whether PERS is picked up by the employer, as well as the availability of other retirement plans and 457 deferred compensation

OTHER BENEFITS

Other Miscellaneous information is reported in this section, including the provision of a car or car allowance, life insurance and the provision of an employer-paid liability umbrella policy.

Code	RETIREMENT			OTHER					
	PERS	Other Retirement	Deffered Compensation	Staff Vehicle/ Allowance	Amount of Allowance	Life Insurance?	Amount of Life Insurance	Personal Liability Insurance	Amount of Liability Insurance
A	Y	N	Y	Y		Y	\$15,000	N	
B	N	N	Y	Y		N		N	
C	Y	N	Y	Y		Y	\$50,000	N	
D	N	Y	Y	Y		Y	\$25,000	N	
E	Y	N	Y	Y only for business/ emergency response		Y	Annual Salary	N	
F	Y	Y	Y	Y		Y	2 x Annual Salary	N	
G	Y	Y	Y	Y	N/A	Y	\$50,000		
H	Y	Y	Y	N		Y		N	
I	Y	N	Y	Y		Y			unknown
J	Y	Y	Y	Y		N		N	
K	N	Y	Y	Y		N		Y	\$1,000,000
L	Y	N	Y	Y		Y		N	
M	N	Y	N	N		Y	\$15,000	Y	
N	Y	N	Y	N		N		N	
O	N	N	N	Y	\$100/month	N		N	
P	Y	Y	N	Y		N		N	
Q	Y	N	Y	Y	N/A	Y	\$82,000	Y	\$1,000,000
R	Y	N	Y	Y	\$300/month	N		N	
S	N	N	N	N		N		N	
T	N	N	N						
U	Y	N	Y	Y	N/A	Y		Y	

PERS: Is this a PERS employer?

Other Retirement: Is another retirement plan offered?

Deffered Compensation: This surveys if there is a 457 deferred compensation program available.

Staff Vehicle/Allowance: Is either a staff vehicle or vehicle allowance provided by the employer?

Life Insurance: Is employer-paid life insurance provided?

Personal Liability Insurance: This indicated whether the incumbent is covered under an employer-paid Personal Liability Umbrella policy provided by the agency

AFCA 2007 Compensation Survey

PARTICIPANTS

Listed in alphabetic order

AGENCY NAME	ADDRESS	CITY	STATE	ZIP	PHONE	FAX	EMAIL
Anchorage FD	100 E 4th Ave	Anchorage	AK	99501	(907) 267-4936	(907) 267-4977	wwafd@muni.org
Barrow VFD (NSB)	PO Box 849	Barrow	AK	99723	(907) 852-0234	(907) 852-0235	clancy.itta@north-slope.org
Capital City Fire & Rescue	820 Glacier Ave	Juneau	AK	99801	(907) 586-0261	(907) 586-8323	eric_mohrmann@ci.juneau.ak.us
Central Emergency Services	231 S Binkley St	Soldotna	AK	99669	(907) 262-4792	(907) 262-5770	cmokracek@borough.kenai.ak.us
Chena Goldstream Fire & Rescue	PO Box 80487	Fairbanks	AK	99708	(907) 479-5672	(907) 479-5858	chief@cgfr.com
City of Fairbanks FD	1101 Cushman St	Fairbanks	AK	99701	(907) 450-6600	(907) 450-6666	wcumings@ci.fairbanks.ak.us
City of Valdez FD	PO Box 307	Valdez	AK	99686	(907) 834-3463	(907) 834-3411	gkeeney@ci.valdez.ak.us
Ester VFD	PO Box 8	Ester	AK	99725	(907) 479-6858	(907) 479-9883	chief@esterfire.org
Homer VFD	604 E Pioneer Ave	Homer	AK	99603	(907) 235-3155	(907) 235-3157	rpainter@ci.homer.ak.us
Kodiak Island Borough FD	4606 E Rezanof Dr	Kodiak	AK	99615	(907) 486-4536	(907) 486-3025	bhimes@kodiakak.us
Nikiski FD	PO Box 8508	Nikiski	AK	99635	(907) 283-4202	(907) 283-8404	jbaisden@ci.kenai.ak.us
North Slope Borough FD	PO Box 951	Barrow	AK	99723	(907) 852-0234	(907) 852-0235	jack.smith@north-slope.org
North Star Volunteer FD	2358 Bradway Rd	North Pole	AK	99705	(907) 488-3400	(907) 488-6118	jtucker@northstarfire.com
North Tongass VFD	344 Front St	Ketchikan	AK	99901	(907) 228-6710	(907) 247-5523	daveh@borough.ketchikan.ak.us
Petersburg VFD	PO Box 329	Petersburg	AK	99833	(907) 772-3355	(907) 772-3599	
Salcha Fire & Rescue	PO Box 140069	Salcha	AK	99714	(907) 488-5274	(907) 488-5274	salcharescue@acsalaska.net
Sitka FD	209 Lake St	Sitka	AK	99835	(907) 747-3233	(907) 747-7450	scotte@cityofsitka.com
Skagway VFD	PO Box 421	Skagway	AK	99840	(907) 983-2450	(907) 983-3450	m.kirko@skagway.org
South Tongass VFD	5591 South Tongass	Ketchikan	AK	99901	(907) 228-6673	(907) 247-1322	
Steese VFD	585 Steele Creek Rd	Fairbanks	AK	99712	(907) 457-1508	(907) 457-1512	mitch.flynn@steesefire.org
University FD	PO Box 755540	Fairbanks	AK	99775	(907) 474-7681	(907) 474-5999	fneic@uaf.edu

Other agencies were asked to send current information. However, only the responses from the listed agencies were available at the time of publication.