

**City of Lubbock, TX
Finance Department
Fire Top 10
COL New 2011
9/2/2010**

Step Separation in \$	784	291	372	572	689	370	1,666	
Steps	Probationary Fire Fighter	Fire Fighter	Equipment Operator	Lieutenant	Captain	Battalion Chief	Division Chief	Deputy Chief
1	44,016	46,686	63,151	68,412	76,502	87,963	95,463	99,021
2		47,470	63,443	68,784	77,074	88,653	95,833	100,687
3		48,254	63,734	69,156	77,645	89,342	96,203	102,352
4		49,038	64,025	69,528	78,217	90,032	96,573	104,018
5		49,822	64,317	69,900	78,788	90,721	96,943	105,684
6		50,607	64,608	70,272	79,360	91,411	97,312	107,349
7		51,391	64,900	70,644	79,931	92,100	97,682	109,015
8		52,175	65,191	71,015	80,503	92,789	98,052	
9		52,959	65,482	71,387	81,074	93,479	98,422	
10		53,743	65,774	71,759	81,646	94,168		
11		54,527	66,065	72,131	82,218	94,858		
12		55,311	66,356	72,503	82,789			
13		56,095	66,648	72,875	83,361			
14		56,879	66,939	73,247				
15		57,663	67,231	73,619				
16		58,448	67,522					
17		59,232	67,813					
18		60,016						
19		60,800						
20		61,584						
Top 10 Factor		0.96						

Assumptions

1. The top ten cities will get 4% COLA Increases over the life of the plan. (Inflation Factor)
2. That the implementation will be over five years.
3. Cost will be estimated annually based on current distributions of personnel.
4. Does not include annual estimated staff increases.
5. Promoted personnel start each rank at the first step.
6. Move-up pay is paid at the first step of the rank.
7. Based on annual salary not including overtime or move-up pay.
8. Step separation factor represents separation between steps in dollars.
9. Top 10 Factor represents the new salary as a percentage of the top ten, for each step.
10. Positions that are currently above new plan will maintain current salary until the plan surpasses their salary.