

# Clatskanie Fire District Adjusted Compensation Comparison Study

Submitted by:

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Fire District/ Municipal	Main Information Contacts
Astoria Fire Department	Fire Chief Dan Crutchfield & Claudia DeLoff
Columbia River Fire and Rescue	Kate Lehner
Hood River Fire and EMS	Fire Chief Leonard Damian & Jamie Leiblein
La Pine Rural Fire Protection District	Chief Mike Supkis & Tracy Read
Scappoose Rural Fire Protection District	Fire Chief Jeff Pricher
Tualatin Valley Fire and Rescue	Samantha Brenneman

The CPS Team included:

- Sara Saltzberg – Project Sponsor, Director, Center for Public Service, PSU
- Eileen Casey White, Ed.D. – Senior Fellow
- Bob Winthrop, MPA – Senior Fellow
- Sara Spiers, MPA – Research Assistant
- Zoie Brauser – Graduate Research Assistant

## Background

In January 2022, the Clatskanie Rural Fire Protection District (RFPD) engaged Portland State University's Center for Public Service (CPS) to conduct a comprehensive compensation study to aid Clatskanie RFPD in its collective bargaining. CPS analyzed 2 job titles in seven Oregon fire districts or municipalities, including Clatskanie RFPD, and determined the compensation costs for FY 2020-2021 to include:

- Salary at the Minimum, Median, and Maximum levels
- Employer contribution for Employee portion of Public Employees Retirement System (PERS)
- Minimum and Maximum Employee Health Insurance contributions
- Paid time off (Vacation, holiday)
- Other non-discretionary compensation

Additional data were collected to ensure comparability among job titles, including:

- Minimum experience required
- Minimum education required
- Minimum certification required
- Major job duties

Initial selection of comparable fire departments and fire districts included the following criteria: population served, miles from Clatskanie RFPD to the other districts, and number of job titles that were a potential match. Table 1 lists the six comparable organizations chosen and how each compares to Clatskanie RFPD.

<b>Table 1: Population and Location</b>				
<b>Fire Department or District</b>	<b>Service Population*</b>	<b>Miles from Clatskanie***</b>	<b>County</b>	<b>Jobs Matched</b>
Clatskanie Rural Fire Protection District (CRFPD)	6,829**	n/a	Columbia	n/a
Astoria Fire Department (AFD)	10,181	35	Clatsop	2
Columbia River Fire and Rescue (CRFR)	36,000	32	Columbia	2
Hood River Fire and EMS (HRF)	8,000	116	Hood River	2
La Pine Rural Fire Protection District (LPRFPD)	22,000	245	Deschutes	2
Scappoose Rural Fire Protection District (SRFPD)	13,500	40	Columbia	2
Tualatin Valley Fire and Rescue (TVFR)****	535,723	70	Columbia	2

\*OR Office of State Fire Marshall: Annual Report Supplement (Certified Estimates 2020) and/or from fire district personnel

\*\*Population served as determined by PSU Population Research Center, 02-14-2022

\*\*\*Car traveling miles from downtown Clatskanie

\*\*\*\*District chosen as a comparator because of inclusion with NFRA

## Methodology

In order to collect comparable compensation data (e.g., salary schedules, job descriptions, collective bargaining agreements), the CPS team worked with the Clatskanie RFPD Administration team and the legal team to identify fire districts and departments that were comparable in size, geographic location, and/or held a common workforce pool as comparators. We contacted each district and department through email, offering to share the final report to help incentivize participation. All representatives provided an initial response to the request for 11 data points, including:

1. Salary schedules as of July 1, 2020
  - a. This wage comparison date was chosen based upon the expiration of the previous CBA (Dec of 2017 – June of 2020) and the successor MOU extension (July 1, 2020 – June 30, 2021)
2. Current job descriptions for each position (used to help match jobs and identify the minimum number of years of experience and education, and job duties)
3. Personnel policies that impact employee benefits
4. Collective bargaining agreements related to the positions
5. PERS “pick-up” contribution amount, i.e., does the employer pay the 6% employee contribution amount
6. Any other non-discretionary (i.e., no match required) employer contributions towards retirement or deferred compensation costs
7. Health insurance employee premium contributions (highest and lowest premium contribution per employee group for a family plan). An employee group includes all employees who receive the same time off, retirement, and health insurance fringe benefits.
8. Paid Time Off (Vacation) accrual amounts at 5, 10, 15, and 20 years
9. Holiday hours per employee group
10. Total number of hours counted in a year for a position. In most cases, that is 2080 (40 hours per week x 52 weeks).
11. Any other premium pay, certification pay, or longevity pay not counted above that is provided to the targeted employee groups. This does not include pay for additional work such as shift differential and overtime.

After summarizing the responses in validation spreadsheets, we sent the data back out to the jurisdiction contacts for verification. Contacts provided additional details to ensure the most accurate data for each job title. In total, the CPS team engaged in 3 to 5 interactions per jurisdiction to gather and validate data. The job matching analysis is in the section below titled “Limited Job Matching Discussion.”

The research team captured the information for analysis. Results of the job matching are listed in Table 2. Following the table are discussion of summary results of adjusted compensation, Paid Time Off, health insurance, and PERS.

Table 2: Jobs Matched							
Standard Job Title	Astoria Fire Department (AFD)	Columbia River Fire and Rescue (FR)	Hood River Fire and EMS	La Pine Rural Fire Protection District (RFPD)	Scappoose Rural Fire Protection District (RFPD)	Tualatin Valley Fire and Rescue (TVF&R)	Total
Firefighter Paramedic	1	1	1	1	1	1	6
Division Officer	1	1	1	1	0	1	5
<b>Total</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>11</b>

**Summary Results:** *Adjusted Compensation*

Adjusted compensation includes two parts. The first part is base salary. The second part is the addition of the value of paid time off (PTO) and if available, the employer contribution for the employee’s share of pension, and the subtraction of the value of the employee’s contribution for health insurance. For this study, the CPS team used the minimum employee contribution value for a family plan.

Within the 2 job titles evaluated, Division Officer (5.6%) was higher than the average of the comparables for overall adjusted compensation at the maximum tenure level. The other position, Firefighter Paramedic was slightly lower (-0.5%) than the average for overall adjusted compensation at the maximum tenure level.

The CPS team included a discussion of matching factors for both job titles in the section *Limited Job Description Discussion*. Table 3 summarizes the job titles listing the difference between the Clatskanie RFPD Job Title value of the maximum adjusted compensation and the average of the comparables.

Table 3: Summary Results			
	% Difference from Average of Minimum of Comparable Jurisdictions	% Difference from Average of Median of Comparable Jurisdictions	% Difference from Average of Maximum of Comparable Jurisdictions
Firefighter Paramedic	1.7%	3.1%	-0.5%
Division Officer	21.4%	11.8%	5.6%

**Summary Results:** *Paid Time Off*

With regard to paid time off (PTO), Clatskanie RFPD Firefighter Paramedics and Division Officers receive 88 holiday hours. Scappoose Rural Fire Protection District (SRFPD) is the only other district with 88 holiday hours. Two districts or departments do not have holiday pay (La Pine Rural Fire Protection District, aka LPRFPD and Tualatin Valley Fire & Rescue, aka TVFR) and instead add the hours to vacation. The remaining comparables have a similar number of holiday hours: Columbia River Fire & Rescue (CRFR, 120 hours) and Astoria Fire Department (AFD), which has 12-hour holidays (126 hours). Hood River Fire and EMS (HRF) offers the most holiday time at 264 hours. HRF's holiday hours can be used as vacation or sick pay, cashed out in 24-hour increments, or cashed out at the end of the year; the hours, however, cannot be rolled over to the next year.

Clatskanie RFPD Firefighters and Division Officers receive 144 hours of vacation at 5 years; 240 hours at 10 years; 288 hours at 15 years; and 360 at 20 years. The paid vacation varies greatly across fire departments and districts. While CRFR and SRFPD match or are slightly lower with vacation hours at the 10-year mark compared to Clatskanie RFPD, at years 15 and 20 they all match Clatskanie RFPD with 288 at 15 years and 360 at 20 years. LPRFPD and TVFR do not have PTO for holiday hours, and have the highest vacation hours at 20 years with 408 hours. HRF has the fewest vacation hours with 104 at 5 years, 130 at 10 years, 156 at 15 years, and 208 at 20 years. This is offset by their increased holiday hours which can be cashed out for vacation.

Table 4 on the next page provides a detailed list of all the PTO hours for each jurisdiction.

Table 4: PTO

Fire Department or District	Employee Group	# of hours counted/yr	Holiday hours	Vacation			
				5 yrs	10 yrs	15 yrs	20 yrs
Clatskanie Rural Fire Protection District (RFPD)	IAFF* Local 1660	2496 (48 hr. on/ 96 hr. off)	88	144	240	288	360
Astoria Fire Department (AFD)	IAFF Local 696	2912 (See footnote <sup>1</sup> )	126	168	192	240	264
Columbia River Fire and Rescue (CRFR)	IAFF Local 3215	2496 (48 hr. on/ 96 hr. off)	120	144	216	288	360
Hood River Fire and EMS (HRF)	IAFF Local 3256	2880 (48 hr. on/ 96 hr. off)	264	104	130	156	208
La Pine Rural Fire Protection District (LPRFPD)	IAFF Local 3387	2496 (48 hr. on/ 96 hr. off)	0	240	288	336	408
Scappoose Rural Fire Protection District (SRFPD)	IAFF Local 1660	2912 (56 hr. shifts)	88	144	216	288	360
Tualatin Valley Fire and Rescue (TVFR)	IAFF Local 1660	2596 (49 hr. shifts)	0	264	360	384	408

\*International Association of Firefighters

The Fair Labor Standards Act allows governmental fire agencies to adopt periods up to 212 hours for a 28-day work period without requiring overtime. This is opposed to the standard 40-hour week work period. This 212 hour/28-day work period facilitates a 24-hour work shift that some agencies prefer without requiring overtime. The Public Employees Collective Bargaining Agreement (PECBA) methodology compares monthly salaries for a position. Monthly salaries are based on the required number of non-overtime hours for the work period of that position.

When the PSU team calculates the value of the paid time off, the team sums the hours at the 5 year (for minimum), 10 year (for median) and 20 year (for maximum) tenure. So for instance, in Clatskanie, at the 20 year level they provide 360 hours of PTO but also provide 88 holiday hours. Therefore, the cost

<sup>1</sup> 24 consecutive hours on duty, 24 consecutive hours off duty, 24 consecutive hours on duty, 24 consecutive hours off duty, 24 consecutive hours on duty, 24 consecutive hours off duty, 24 consecutive hours on duty, 24 consecutive hours off duty



associated with the paid time off is 360+88 or 448 total hours of paid time off and holidays. The 448 would be divided by 2,496 hours and lead to 17.9%. The 17.9% is then multiplied by the base salary to determine the value of the paid time off at each level (minimum, median, and maximum).

**Summary Results:** *Health Insurance*

All employee health insurance premium data used the family plan (where available) as the point of comparison. Most jurisdictions had the same premium for both minimum and maximum plans, with the exception of SRFPD and TVFR). The health insurance premium cost includes dental insurance and vision coverage, if provided. Clatskanie RFPD employees’ monthly premium health insurance contribution for both Firefighters Paramedics and Division Officers is \$0 for minimum and \$116 for maximum employee premium health insurance contribution.

Employees in comparable jurisdictions, with the exception of TVFR, contribute to their health care premiums. The minimum and maximum premiums range from \$100 (CRFR) to \$220 (HRF). Within departments or districts there is often little to no variation in the minimum and maximum contribution.

Table 5: Health Insurance			
Fire Department or District	Employee Group*	Family Insurance Cost (\$/mth)	
		Min	Max
Clatskanie RFPD (CRFPD)	IAFF* Local 1660	\$0	\$116
Astoria Fire Department (AFD)	IAFF Local 696	\$114	\$114
Columbia River Fire & Rescue (CRFR)	IAFF Local 3215	\$100	\$100
Hood River Fire and EMS	IAFF Local 3256	\$220	\$220
La Pine RFPD	IAFF Local 3387	\$127	\$127
Scappoose RFPD	IAFF Local 1660	\$133	\$156
TVFR	IAFF Local 1660	\$0	\$110

\*International Association of Firefighters

**Summary Results:** *Additional Compensation*

The CPS research team asked jurisdictions to respond (yes/no) regarding whether the employer pays the 6% PERS pickup amount. Clatskanie pays the 6% PERS pickup after 5 years of employment. Two other departments or districts (LPRFPD and TVFR) also contribute 6% to PERS. The remaining 4 departments or districts (AFD, CRFR, HRF, and SRFPD) do not pay the 6% PERS pickup.

## **Certifications**

### *Firefighter Paramedic*

The Clatskanie RFPD Firefighter Paramedic position requires two additional certifications: Oregon EMT-P and Firefighter I. In addition, required coursework must be completed: DPSST Apparatus Driver, Pumper Operator, Mobile Water Supplies Operator, and Wildland Apparatus Operator. See the Limited Job Matching section to see how other jurisdictions compare.

### *Division Officer*

The Clatskanie RFPD Division Officer position requires additional certifications including Oregon EMT-P. The position also requires completion of coursework for DPSST Apparatus Driver, Pumper/Operator, Mobile Water Supplies Operator, Wildland Apparatus Operator, Firefighter 2, Instructor I, and Fireground Leader I. See the Limited Job Matching section to see how other jurisdictions compare.

## Limited Job Matching Discussion

### 1. Firefighter Paramedic

The Firefighter Paramedic position for Clatskanie RFPD is a non-exempt, supervisory position. Supervisory duties include indirect supervision of emergency personnel in emergency situations. The position requires a high school diploma or GED, and experience is not listed in the job description. Employees must be certified as an Oregon EMT-P and Firefighter 1 at the time of hire and complete required coursework: DPSST Apparatus Driver, Pumper Operator, Mobile Water Supplies Operator, and Wildland Apparatus Operator. There is a preference for an associate's degree or higher in fire science, business administration, public administration, or a related field. Below is a short summary of duties from the job description:

*“Performs firefighting and rescue operations for the combating, extinguishing, and prevention of fires as well as for saving life and property. Operates and drives all district apparatus, fire suppression equipment, and rescue equipment. Also performs the duties of Paramedic consistent with Oregon EMT Paramedic credentials and District policy.”*

All fire departments or districts (AFD, CRFR, HRF, LPRFPD, SRFPD, and TVFR) have a comparable position. Similar to Clatskanie, CRFR, LPRFPD, SRFPD, and TVFR call the position “Firefighter/Paramedic.” Other departments assign duties similar under job titles, such as HRF’s position “Firefighter/Engineer/Paramedic,” and AFD’s position “Firefighter.” We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

- **Experience:** Clatskanie RFPD does not specify experience requirements, but looks for any combination of education, training, or experience that provides the required knowledge, skills, and abilities. Similar to Clatskanie RFPD, HRF, LPRFPD, SRFPD, and TVFR do not list specific requirements but outline skills and experiences. AFD requires two years progressively responsible experience in firefighting.
- **Education:** Clatskanie RFPD requires a high school diploma or GED. Similar to Clatskanie RFPD, CRFR, HRF, SRFPD, and TVFR require a high school diploma or GED. AFD requires a two-year degree in a fire-related field or education requirements may be substituted with specific certifications (NFPA Firefighter 2, Pump/Operator, Hazardous Materials Operational Responder, Instructor 1, Wildland Firefighter Type 2). LPRFPD requires an associate’s or bachelor’s degree. Clatskanie RFPD, along with CRFR, SRFPD, and TVFR, prefers and will consider an associate’s degree or higher in fire science, business administration, public administration or a related field.

Regardless of jurisdiction, this position requires additional certification. The Clatskanie RFPD Firefighter Paramedic position requires two additional certifications: Oregon EMT-P and Firefighter I. In addition, required coursework must be completed: DPSST Apparatus Driver, Pumper Operator, Mobile Water Supplies Operator, and Wildland Apparatus Operator. The comparable fire departments or districts require the following certifications:

Table 6: Firefighter Paramedic Required Certifications							
	Clatskanie	AFD	CRFR	HRF	LPRFPD	SRFPD	TVFR
State of Oregon EMT-Paramedic	X			X	X	X	X
Oregon EMT or National Registry EMT		X					
DPSST or IFSAC Apparatus Driver	X						
DPSST or IFSAC Wildland Apparatus Operator	X						
NFPA or NWCG Wildland Firefighter Type 2		X			X		
DPSST or IFSAC Pumper Operator	X						
NFPA Pumper/Operator (NFPA Apparatus Equipped w/ Fire Pump)		X					
DPSST or IFSAC Mobile Water Supplies Operator	X						
NFPA Firefighter I	X	X			X		
NFPA Firefighter II		X					
NFPA Instructor 1		X					
NFPA Driver/Operator		X					
NFPA Hazardous Materials Operational Responder		X					
Advanced Cardiac Life Support (ACLS)				X			
Pediatric Advanced Life Support (PALS)				X			
FEMA ICS 100, 200, 700					X		
CPR/AED					X		
Hazardous Materials First Responder Awareness					X		
Department of Homeland Security: IS-100, IS-200, IS-700, IS-800, I-300 and I-400			X				

- **Union Representation:** Clatskanie RFPD is represented by a union as are all comparators.
- **FLSA Exemption:** Clatskanie and all comparable positions are non-exempt.
- **Supervision:** Clatskanie RFPD’s position indirectly supervises emergency personnel as needed. Similar to Clatskanie RFPD, HRF’s position indirectly supervises emergency personnel as needed in emergency situations. Supervisory responsibilities are not typically assigned to AFD and LPRFPD firefighters. The exceptions vary between departments and districts. AFD may require the position to supervise Intern Firefighters or new recruits. LPRFPD may require firefighters to direct the activities of other personnel assigned to their company during regular shift duties or

during emergency operations under the incident command system. CRFR, SRFPD, and TVFR job descriptions do not outline supervisory duties.

- **Additional Notes:** SRFPD has the highest maximum adjusted compensation at \$8,996; Clatskanie RFPD is near the middle at \$7,903; the lowest is HRF at \$5,979.

**Conclusion:** All matches require paramedic/ EMT training or background. The positions are comparable.

## 2. Division Officer

The Clatskanie RFPD Division Officer position is non-exempt position with supervisory responsibilities. These duties include being charge of shift personnel, apparatus, and station during assigned shift. The district requires a high school diploma or GED and five years of paid experience as a working Firefighter/Paramedic. An associate's or higher degree in fire science, business administration, public administration, or a related field is preferred. The employee must be certified as an Oregon EMT-P at time of hire and complete the following required coursework: DPSST Apparatus Driver, Pumper/Operator, Mobile Water Supplies Operator, Wildland Apparatus Operator, Firefighter 2, Instructor 1, and Fireground Leader 1. Below is a short summary of duties from the job description:

*"Plans, supervises and participates in firefighting readiness, suppression, EMS, rescue, training, logistics, operations and administrative activities of the District. Operates and drives all district apparatus, fire suppression equipment, and rescue equipment. Also performs duties of Paramedic. Serves as officer in charge of assigned shift."*

All but one of the fire departments or districts (AFD, CRFR, HRF, LPRFPD, and TVFR) have a comparable position. SRFPD reported to have a comparable position, Lieutenant, but did not provide a job description so it could not be verified and included in the study. Most of the positions with comparable duties to Clatskanie RFPD have a different job title. AFD assigns Division Officer-related duties to "Fire Lieutenant," while CRFR assigns those duties to a "Lieutenant." HRF and LPRFPD assign similar duties to the "Fire Captain" and TVFR has them assigned to a "Captain." We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

- **Experience:** Clatskanie RFPD position requires five years of paid Firefighter/Paramedic experience. Similar to Clatskanie RFPD, LPRFPD requires five years' experience although as a firefighter or EMT. AFD requires three years of progressively responsible work experience in the fire service and HRF requires two years of experience as a Lieutenant within Hood River. TVFR requires two years of experience as a fire company officer within the district.
- **Education:** Clatskanie RFPD requires a high school diploma or GED. Similar to Clatskanie RFPD, HRF, LPRFPD, and TVFR require a high school diploma or equivalent. AFD requires an Associate of Science Degree in Fire Science or experience may be substituted for education. HRF sees an associate's degree in fire science or related field as desirable, while AFD considers a bachelor's degree desirable.

Some additional certifications and Trainings are also required for the Clatskanie RFPD position (see chart below).

The comparable fire departments require the following certifications for this position (Table 7 continues on next page):

Table 7: Division Officer Required Certifications						
	Clatskanie	AFD	CRFR	HRF	LPRFPD	TVFR
State of Oregon EMT-P	X			X	X	X
State of Oregon EMT-B			X			X
Emergency Medical Technician (EMT)		X				
NWCG or DPSST Strike Team/Task Force Leader		X		X		
DPSST Apparatus Driver	X					
DPSST or NFPA Pumper Operator	X				X	
DPSST Wildland Apparatus Operator	X					
DPSST or IFSAC Mobile Water Supplies Operator	X					
DPSST, NFPA, or IFSAC Instructor I	X		X	X	X	X
DPSST Fireground Leader I	X					
DPSST or NFPA Firefighter I			X			
DPSST or NFPA Firefighter II	X	X			X	
DPSST, NFPA, or IFSAC Fire Officer I		X	X	X	X	X
OSFM Engine Boss, S-130, S-190, S-131, S-230, S-205 (Operations in the Urban Interface); S-290 (Intermediate Wildland Fire Behavior)			X			
NWCG Interface Single Resource Boss					X	
Pumper/Operator with Aerial, Mobile Water Supply and Wildland Operator Certificates			X			
Hazardous Materials Operations Level Responder		X				
Hazardous Materials on Scene Incident Commander		X				
Hazardous Materials First Responder Operations					X	
Hazmat IC training				X		
NIMS / ICS 700, 800, 100, 200		X				
FEMA ICS 100, 200, 300, 700					X	

Advanced Cardiac Life Support (ACLS)				X		
Pediatric Advanced Life Support (PALS)				X		
CPR/AED Certification					X	
Department of Homeland Security IS-100, IS-200, IS-700, IS-800, I-300, I-400			X			

- **Union Representation:** Clatskanie RFPD is represented by a union as are all comparators.
- **FLSA Exemption:** Clatskanie RFPD and all other positions are non-exempt.
- **Supervision:** The position in Clatskanie RFPD supervisory responsibilities are being charge of shift personnel, apparatus, and station during assigned shift. The position reports to the Fire Chief or their designee. Similar to Clatskanie RFPD, the positions in HRF and TVFR are the duty officer in charge of personnel, apparatus, and operations of the station personnel on their assigned shift. The position in HRF reports to the Fire Chief. The position in AFD provides daily supervision to Engineers and Firefighters including evaluating performance and reports to Deputy Fire Chief Ops/Training. LPRFPD’s position supervises fire operational staff and reports to the Assistant Chief.
- **Additional Notes:** The fire departments and districts require various certifications for the position and supervisory duties. TVFR has the highest maximum adjusted compensation at \$11,160; Clatskanie RFPD is the fourth highest at \$9,590; the lowest is HRF at \$6,781.

**Conclusion:** Most matches are comparable, with certification requirements, dual duties, and supervision responsibilities reflecting possible differences in compensation.

**Appendix**

**Detailed Adjusted Compensation Results** ..... A1

*Firefighter Paramedic* ..... A1

*Division Officer* ..... A2



Position Name: Firefighter (Paramedic)		Adjustments									Adjusted Comp. W/ PTO		
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Min	Median	Max	
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max				
Astoria FD	Firefighter (Paramedic)	5,336	6,001	6,778	N	(114)	10.1%	10.9%	13.4%	5,761	6,542	7,572	
Columbia River F&R	Firefighter (Paramedic)	6,035	6,654	7,336	N	(100)	10.6%	13.5%	19.2%	6,573	7,450	8,647	
Hood River Fire & EMS	Firefighter/Engineer/Paramedic	4,874	5,096	5,327	N	(220)	12.8%	13.7%	16.4%	5,277	5,574	5,979	
La Pine RFPD	Firefighter/Paramedic	4,945	5,920	6,474	Y	(127)	9.6%	11.5%	16.3%	5,589	6,831	7,793	
Scappoose RFPD	Firefighter/ Paramedic	7,912	7,912	7,912	N	(133)	8.0%	10.4%	15.4%	8,410	8,605	8,996	
Tualatin Valley F&R	Firefighter/Paramedic	5,219	5,935	6,744	Y	-	10.2%	13.9%	15.7%	6,062	7,113	8,209	
	Average	5,720	6,253	6,762		(116)	10.2%	12.3%	16.1%	6,279	7,019	7,866	
	Median	5,277	5,968	6,761		(121)	10.1%	12.5%	16.0%	5,911	6,972	8,001	
Clatskanie RFPD	Firefighter (Paramedic)	\$ 5,538	\$ 6,076	\$ 6,376	Y	\$ -	9.3%	13.1%	17.9%	\$ 6,385	\$ 7,239	\$ 7,903	
	% Difference from Average	-3.2%	-2.8%	-5.7%			-8.9%	6.7%	11.7%	1.7%	3.1%	0.5%	
	% Difference from Median	4.9%	1.8%	-5.7%			-8.3%	5.1%	12.0%	8.0%	3.8%	-1.2%	

Note: n/a = no match. PTO = Paid Time Off either Flexible Earned Time or Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Longevity Pay. Astoria longevity pay (2% at 10 years added to median base salary; 4.5% at 20 years added to max base salary); Clatskanie longevity pay (2% at 10 years added to median base salary; 6% at 20 years added to max base salary); Hood River longevity pay (1.5% at 20 years added to max base salary).

Position Name: <b>Division Officer</b>		Adjustments									Adjusted Comp. W/ PTO		
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Min	Median	Max	
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max				
Astoria FD	Fire Lieutenant	5,750	6,466	7,304	N	(114)	10.1%	10.9%	13.4%	6,216	7,057	8,167	
Columbia River F&R	Lieutenant	8,069	8,069	8,069	N	(100)	10.6%	13.5%	19.2%	8,822	9,055	9,521	
Hood River Fire & EMS	Fire Captain	5,755	5,840	6,015	N	(220)	12.8%	13.7%	16.4%	6,270	6,419	6,781	
La Pine RFPD	Fire Captain	6,505	7,480	8,104	Y	(127)	9.6%	11.5%	16.3%	7,393	8,665	9,788	
Scappoose RFPD	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Tualatin Valley F&R	Captain	6,446	8,119	9,169	Y	-	10.2%	13.9%	15.7%	7,488	9,732	11,160	
	Average	6,505	7,195	7,732		(112)	10.6%	12.7%	16.2%	7,238	8,186	9,083	
	Median	6,446	7,480	8,069		(114)	10.2%	13.5%	16.3%	7,393	8,665	9,521	
Clatskanie RFPD	Division Officer	\$ 7,620	\$ 7,679	\$ 7,737	Y	\$ -	9.3%	13.1%	17.9%	\$ 8,785	\$ 9,148	\$ 9,590	
	% Difference from Average	17.1%	6.7%	0.1%			-12.7%	3.5%	10.7%	21.4%	11.8%	5.6%	
	% Difference from Median	18.2%	2.7%	-4.1%			-8.6%	-2.4%	9.8%	18.8%	5.6%	0.7%	

Note: n/a = no match. PTO = Paid Time Off either Flexible Earned Time or Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Longevity Pay. Astoria longevity pay (2% at 10 years added to median base salary; 4.5% at 20 years added to max base salary); Clatskanie longevity pay (2% at 10 years added to median base salary; 6% at 20 years added to max base salary); Hood River longevity pay (1.5% at 20 years added to max base salary).