

Buncombe County Fire Department Pay Study

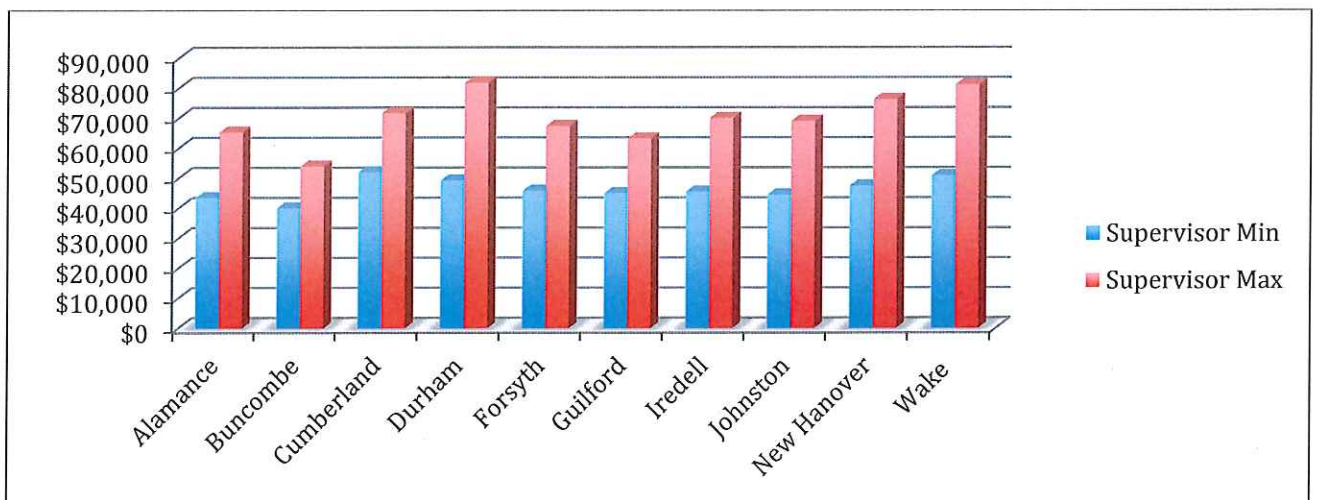
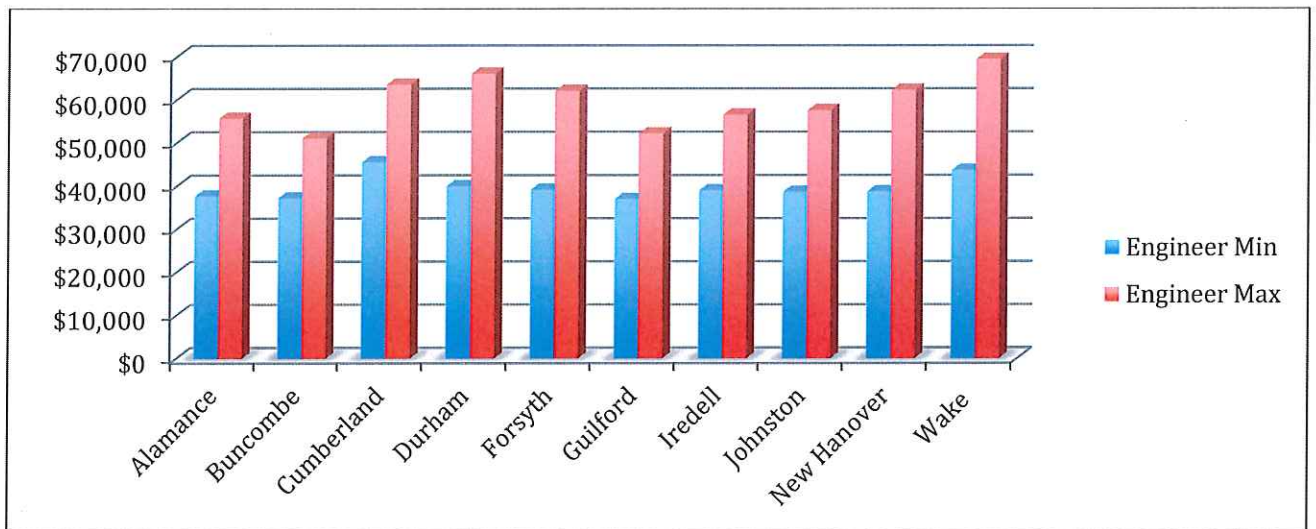
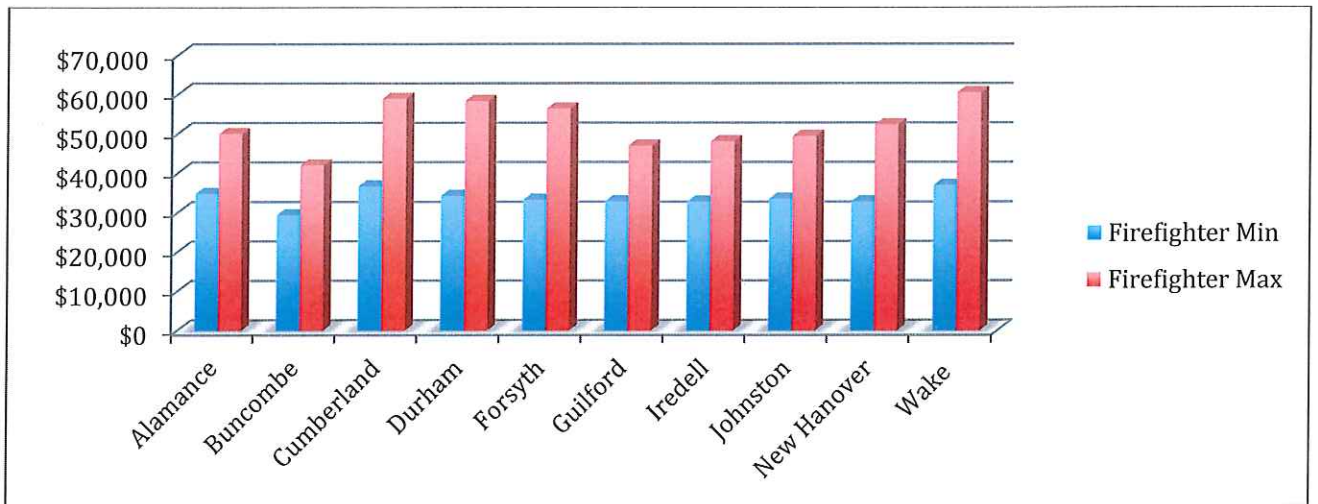
The Buncombe County Fire Department Pay Study has been derived by the assistance of the North Carolina Association of Fire Chiefs. With the complete statewide survey deriving at just over 10% of the fire departments in the state of North Carolina, the most predominate participants were those departments with paid staff as every department does not have paid firefighters.

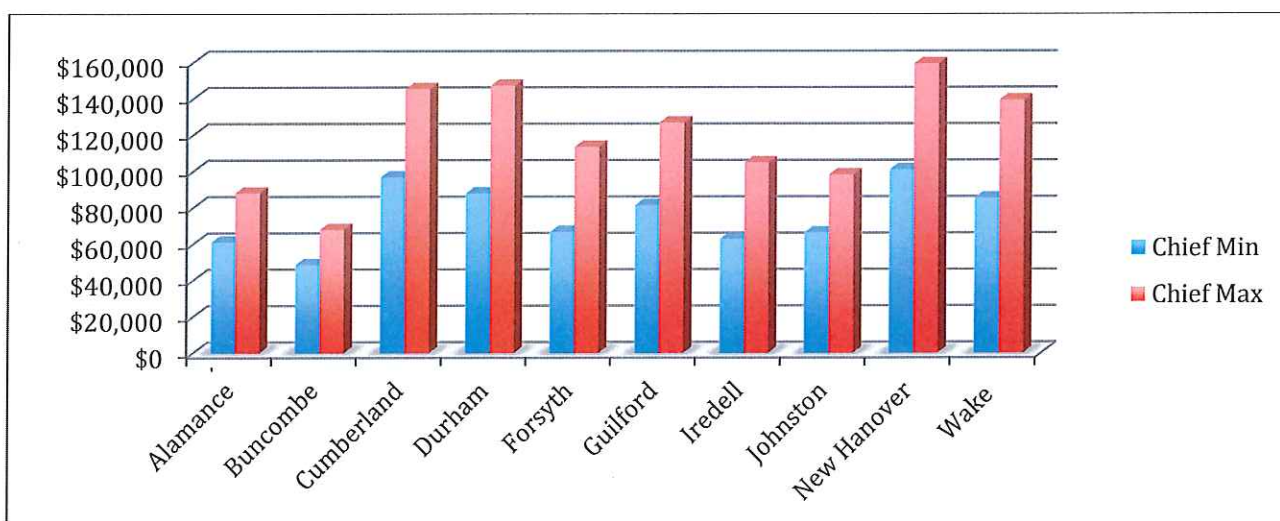
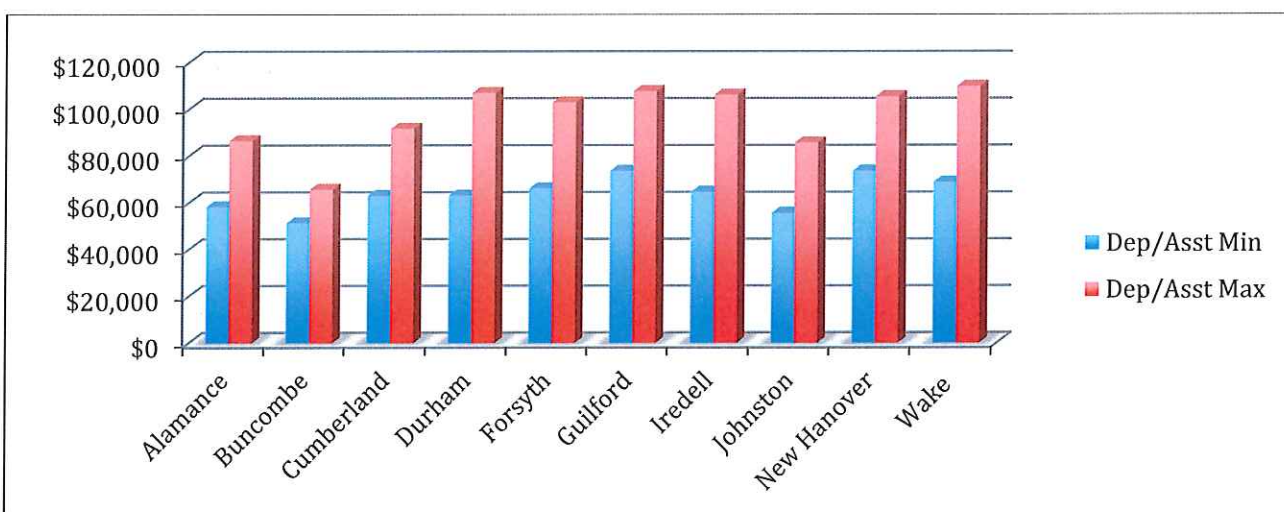
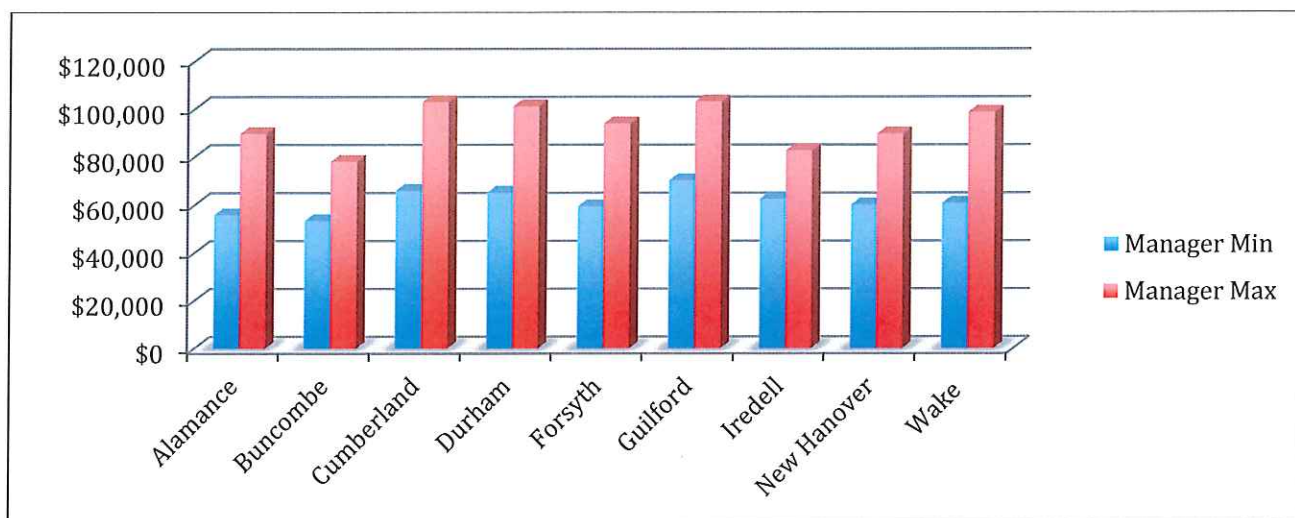
The Buncombe County study focused on a comparison with Buncombe County and nine other Counties for a total of a 10 County comparison. The Counties utilized included Alamance, Cumberland, Durham, Forsyth, Guilford, Iredell, Johnston, New Hanover, and Wake Counties.

All of the Counties utilized had one or more similarities with Buncombe County either with the demographics of the County itself or with the demographics of the fire departments within that County.

Within the study will be found comparisons of pay ranges as well as comparison of state averages derived from the focus Counties with Buncombe County departments and the difference with those averages.

The Buncombe County Fire Chief's Association would like to thank the North Carolina Association of Fire Chiefs for access to the NC Statewide Pay Study Data, Buncombe County management for their assistance and review, and the Buncombe County Commissioners for their request of information and review of the results.





Positional Comparison

Position	Buncombe County Average Pay	Average With Buncombe County	Average Without Buncombe County
Firefighter Min	\$29,358	\$33,713	\$34,197
Difference		(\$4,355)	(\$4,839)
Firefighter Max	\$41,906	\$52,208	\$53,353
Difference		(\$10,301)	(\$11,447)
Engineer Min	\$37,214	\$39,666	\$39,939
Difference		(\$2,452)	(\$2,725)
Engineer Max	\$51,071	\$59,596	\$60,544
Difference		(\$8,524)	(\$9,472)
Supervisor Min	\$40,038	\$46,402	\$47,109
Difference		(\$6,363)	(\$7,071)
Supervisor Max	\$53,962	\$61,355	\$71,748
Difference		(\$16,007)	(\$17,787)
Manager Min	\$77,875	\$61,355	\$62,362
Difference		(\$8,054)	(\$9,062)
Manager Max	\$77,875	\$93,153	\$95,063
Difference		(\$15,277)	(\$17,188)
Dep/Ast Chief Min	\$51,250	\$63,693	\$65,076
Difference		(\$12,443)	(\$13,826)
Dep/Ast Chief Max	\$65,583	\$96,674	\$100,128
Difference		(\$31,090)	(\$34,545)
Chief Min	\$48,516	\$75,665	\$78,682
Difference		(\$27,149)	(\$30,167)
Chief Max	\$67,798	\$118,870	\$124,545
Difference		(\$51,071)	(\$56,746)



County	Cost of Living Compared to Buncombe
Alamance	-12%
Buncombe	0%
Durham	-8%
Forsyth	-5%
Guilford	-3%
Iredell	-5%
Johnston	-6%
New Hanover	0%
Wake	-1%

Average Living Wage of All Types: Ranging from \$39,406.40 to \$41,987.20

Buncombe County average \$40,542.40 Ten County Average \$40,985.44

Difference of Buncombe County and Ten County Average \$81.44



Buncombe County Fire Department Position Pay Scale Comparison

Note: (-\$) is deficit between state average and departments current pay scale.

Department	Part Time	FF Min	FF Max	Eng Min	Eng Max	C/O Min	C/O Max	D/S Min	D/S Max
Skyland	-\$1.00	-\$6,697	-\$7,353	-\$8,339	-\$8,544	-\$11,109	\$1,252	-\$18,362	-\$9,063
French Broad	-\$1.00	-\$7,989	-\$17,353			-\$12,109	-\$31,748		
Weaverville	\$1.00	\$803	-\$853	\$1,661	-\$44	\$391	-\$1,248		
Swannanoa	-\$2.25	-\$6,970	-\$13,353			-\$10,609	-\$29,248		
Asheville		-\$2,197	-\$2,353	\$3,661	\$1,456	\$3,891	\$252	\$4,138	-\$12,563
Leicester	-\$1.25	-\$6,197	-\$21,353			-\$12,109	-\$33,248		
Riceville	\$0.00	-\$8,697	-\$21,353	-\$9,339	-\$25,544	-\$11,609	-\$31,748		
Barnardsville	-\$2.00	-\$8,697	-\$53,353						
Enka Candler	-\$1.50	-\$2,197	-\$7,353	\$3,161	-\$5,544	-\$2,109	-\$10,248	-\$1,362	
West Buncombe	-\$1.00	-\$8,697	-\$14,853			-\$12,109	-\$26,248	-\$20,362	-\$31,063
Reynolds	-\$1.00	-\$4,197	-\$13,353	-\$1,339	-\$15,544	-\$4,109	-\$16,748		
Reems Creek	\$0.50	-\$697	\$7,647						
Fairview	\$1.00	-\$5,197	-\$15,853	-\$4,339	-\$12,544	-\$5,609	-\$13,748	-\$9,362	-\$16,063
Jupiter	-\$2.00	-\$7,197	-\$53,353						
Woodfin	-\$1.50	-\$2,197	-\$7,853			-\$7,109	-\$21,248		
Garren Creek	\$0.00								
Upper Hominy	-\$1.50	-\$4,197	-\$17,853						
Black Mountain	-\$1.00	-\$197	-\$10,853			-\$7,609	-\$17,248		
Broad River	-\$1.50	-\$5,697	-\$18,853						

FF – Firefighter, Eng – Engineer, C/O Company Officer or Supervisor, D/S – District Supervisor or Manager

Buncombe County Fire Department Position Pay Scale Comparison

Note: (-\$) is deficit between state average and departments current pay scale.

Department	S/S Min	S/S Max	Trng Min	Trng Max	D/A Min	D/A Max	Chief Min	Chief Max
Skyland	-\$9,865	\$1,870			-\$14,076	-\$3,628	-\$19,878	-\$6,424
French Broad							-\$43,682	-\$80,545
Weaverville	-\$4,365	-\$8,130			-\$7,076	-\$14,628	-\$8,309	-\$21,660
Swannanoa	-\$13,865	-\$31,630			-\$15,076	-\$34,128		
Asheville	\$16,135	\$1,370	\$6,176	-\$6,361	\$10,424	-\$10,128		
Leicester							-\$37,909	-\$84,772
Riceville	-\$21,365		-\$18,324	-\$28,361	-\$11,076	-\$34,628	-\$20,682	
Barnardsville		-\$37,630					-\$53,182	-\$75,545
Enka Candler	\$4,135	-\$24,630	\$10,676	-\$18,361	\$2,924	-\$32,128	-\$5,682	-\$52,545
West Buncombe			-\$7,324	-\$9,861			-\$26,882	-\$42,745
Reynolds			-\$8,324	-\$22,361	-\$15,076	-\$35,128	-\$23,682	-\$50,545
Reems Creek					-\$21,076	-\$55,128	-\$34,682	-\$81,545
Fairview	-\$3,865	-\$6,630	-\$324	-\$3,361			-\$15,182	-\$23,945
Jupiter								
Woodfin	-\$21,865	-\$40,130			-\$27,076	-\$48,128	-\$23,682	
Garren Creek							-\$43,682	
Upper Hominy					-\$27,076	-\$55,128	-\$66,182	-\$113,045
Black Mountain	-\$10,865	-\$28,130			-\$14,576	-\$36,628	-\$19,682	-\$51,845
Broad River					-\$27,076	-\$55,128	-\$39,682	-\$65,545

S/S – Shift Supervisor or Manager, Trng – Training Officer, D/A – Deputy or Assistant Chief,

Department	Average	Firefighter	Status
Skyland	(\$12,618)	(\$6,697)	Significant
French Broad	(\$21,260)	(\$7,989)	Significant
Weaverville	(\$2,815.83)	\$803	Minor
Swannanoa	(\$11,630)	(\$6,970)	Significant
Asheville	\$6,032.57	(\$2,197)	Minor
Leicester	(\$18,738.33)	(\$6,197)	Significant
Riceville	(\$14,441.71)	(\$8,697)	Significant
Barnardsville	(\$30,939.50)	(\$8,697)	Significant
Enka Candler	\$1,193.25	(\$2,197)	Minor
West Buncombe	(\$15,074.80)	(\$8,697)	Significant
Reynolds	(\$9,454.50)	(\$4,197)	Significant
Reems Creek	(\$18,818.33)	(\$697)	Significant
Fairview	(\$6,268.29)	(\$5,197)	Significant
Jupiter	(\$7,197)	(\$7,197)	Significant
Woodfin	(\$16,385.80)	(\$2,197)	Significant
Garren Creek	(\$43,682)	\$0	Significant
Upper Hominy	(\$32,485)	(\$4,197)	Significant
Black Mountain	(\$10,585.80)	(\$197)	Significant
Broad River	(\$24,151.67)	(\$5,697)	Significant

Benefits

All departments offer some form of Health Insurance.

The percentage the department pays toward family varies between 0%-100%.

11 Departments offer some type of Supplemental or Accidental Insurance

12 Departments offer Life Insurance

5 Departments on State Retirement, 2 Departments offer Other Retirement

11 departments have 401-k

Fire Department Name	Population of Service	Annual Budget	Number of Full Time	ISO Classification	Starting Pay for a Part-Time	Minimum Firefighter	Maximum Firefighter	Minimum Paramedic	Maximum Paramedic	Minimum Firefighter / Paramedic	Maximum Top-out Pay - Firefighter / Paramedic	Minimum Starting Pay -	Maximum Top-out Pay -	Minimum Starting Pay - Company	Maximum Top-out Pay - Company		
Stylford	28603	6325,467	52	3	\$10.00	\$27,500	\$46,000	\$45,000	\$58,000	Not Applicable	Not Applicable	\$31,000	\$92,000	\$36,000	\$73,000		
French Broad	3063	475,000	7	9	\$10.00	26208	\$36,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	35000	\$40,000		
Weaverville	25,000	1,996,289.00	21	4	\$12.00	35000	\$52,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$41,600	\$60,500	\$47,500	\$70,500		
Swannanoa	11,000	1,500,000	17	4	\$8.75	27327	\$40,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$36,500	\$42,500		
Asheville	86121	\$23,136,000	280.5	3	Not Applicable	32000	\$51,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$43,000	\$62,000	\$51,000	\$72,000		
Leicester	12,514	1,770,445.00	16	6	\$9.75	\$28,000	32000	\$46,500	50000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	39000	\$38,500		
Riceville	4800	\$950,000.00	8	4	\$11.00	\$25,500	32000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	30000	Not Applicable	\$35,500	\$40,000		
Barnardsville	6500	820,000	7	5	\$9.00	\$25,500	Not Applicable	\$42,000	Not Applicable	\$42,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable		
Enka Candler	22300	2,400,000	30	5	\$9.50	\$32,000	\$46,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$42,500	\$55,000	\$45,000	\$61,500		
West Buncombe	17000	2,200,000	14	5	\$10.00	\$25,500	\$38,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	39000	\$45,500		
Reynolds	5500	1,000,000	11	4	\$10.00	\$30,000	\$40,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$38,000	\$45,000	\$43,000	\$55,000		
Reems Creek	3500	\$1,659,450.00	7	4	\$11.50	\$33,500	\$61,000	35000	60000	\$54,000	\$54,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable		
Fairview	11,000	2,270,368	28	3	\$12.00	\$29,000	\$27,500	\$49,000	\$68,000	Not Applicable	Not Applicable	\$35,000	\$48,000	\$41,500	\$59,000		
Jupiter	6000	950,000	9	5	\$9.00	\$27,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable		
Woodfin	6500	867,000.00	10	5	\$9.50	\$32,000	\$45,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$40,000	\$50,500		
Garren Creek	1200	252,490	1	6	\$11.00	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable		
Upper Hominy	6000	\$699,000	3	6	\$9.50	\$30,000	\$35,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable		
Black Mountain	16,000	1,300,000	20	4	\$10.00	\$34,000	\$42,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable		
Broad River Volunteer	3200	304,646	2	9	\$9.50	\$28,500	\$34,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$39,500	\$54,500		
Fire Department Name	Supervisor	Minimum Starting Pay - District	Maximum Top-out Pay - District	Minimum Starting Pay - Shift Supervisor	Maximum Top-out Pay - Shift Supervisor	Minimum Starting Pay - Training Officer	Maximum Top-out Pay - Training Officer	Minimum Starting Pay - Fire & Life Safety Officer	Maximum Top-out Pay - Fire & Life Safety Officer	Minimum Start Pay - Fire Inspector	Maximum Top-out Pay - Fire Inspector	Minimum Starting Pay - Fire Marshal	Maximum Top-out Pay - Fire Marshal	Minimum Starting Pay - Deputy / Asst. Chief	Maximum Top-out Pay - Deputy / Asst. Chief	Chief Minimum Starting Salary	Chief Maximum Top-out Salary
Stylford	Not Applicable	\$44,000	\$96,000	Not Applicable	\$87,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$51,000	\$96,500	58804	119121
French Broad	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$45,000 or L	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	35000	45000
Weaverville	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$52,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	70,373	103,885
Swannanoa	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$43,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$50,000	\$74,000	\$58,000	\$75,500	\$66,000	Set by the board of directors
Asheville	Not Applicable	\$86,500	\$82,500	Not Applicable	\$73,000	Not Applicable	\$67,000	Not Applicable	\$59,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$50,000	\$90,000
Leicester	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$45,000 or L	Not Applicable	\$45,000 or L	Not Applicable	\$45,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$30,000	Varies
Riceville	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$35,500	\$45,000 or L	\$50,000	Not Applicable	\$54,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	40,772.55	Varies
Barnardsville	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$48,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$58,000 or more	none
Enka Candler	\$61,000	Not Applicable	\$61,000	\$61,000	\$64,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	25000	50000
West Buncombe	\$42,000	\$64,000	Not Applicable	\$45,000 or L	\$48,000	Not Applicable	\$72,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	73000	73000
Reynolds	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$45,000 or L	\$45,000	\$60,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$1,800	82,800
Reems Creek	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$45,000 or L	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	55000	75000
Fairview	\$53,000	\$79,000	\$53,000	\$79,000	\$53,000	Not Applicable	\$79,000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	44000	44000
Jupiter	Not Applicable	Not Applicable	Not Applicable	\$45,000 or L	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	63,500	101,600
Woodfin	Not Applicable	Not Applicable	35000	\$45,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Part time position	part time pos
Garren Creek	Not Applicable	Not Applicable	Not Applicable	\$45,000 or L	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	36000	\$52,000	\$55,000 or more	unknown
Upper Hominy	Not Applicable	Not Applicable	Not Applicable	\$45,000 or L	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	35000	not applicable
Black Mountain	Not Applicable	Not Applicable	\$45,000	\$57,500	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	36000	\$12,500	\$12,500	\$12,500
Broad River Volunteer	Not Applicable	Not Applicable	Not Applicable	\$45,000 or L	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$41,500	\$52,000	Not Applicable	Not Applicable	Not Applicable	\$50,500	\$63,500	59,000	73,700
														36000	45000	39,000	60,000