

# Wake County Fire Compensation Guidelines

## Addendum 1

### **Salary & Compensation Guide for New Hires**

**Purpose:** This addendum was developed to provide guidance and boundaries in regard to compensation for new hires within the Wake County Fire Tax District not for profit departments.

**Salary Administration:** Department Board of Directors and Fire Chiefs are accountable for making, justifying and documenting fair, consistent, non-discriminatory, and fiscally responsible salary recommendations for new hires. The Department Board of Directors and Fire Chiefs are also ultimately accountable for making compensation decisions for new hires that can be accommodated within the department's salary & benefit portion of their current budget.

When recommending a new hire salary, the following pay factors should be considered.

- **Internal Equity** – The consistent placement of salaries among employees in positions of the same job title with similar education, years of experience, complexity of role and required competencies
- **Funding Availability** – The amount of funding (budget in salary & benefits) that a department has available when making salary offer decisions.
- **Job Requirements/Experience/Education** – The posted job requirements and additional years of education/experience the candidate has provided in relation to the provided guidance in this document.
- **Market Range** – Any proposed salary above mid-point based on all guidance will require pre-approvals by Wake County Fire Services and the Budget Committee.

### **General Permissible Guidelines**

For each year of full-time firefighter experience above what is required for employment not to exceed 15 years or 15%	+ 1%
2 Year College Degree in Business or Public Safety related field from an appropriately accredited institution	+ 5%
4 Year College Degree in Business or Public Safety related field from an appropriately accredited institution	+ 10%

The education must be verified by way of an official transcript or National Student Clearinghouse.

Example – New Firefighter applies for open FS2 shift position. ( \$11.53 is starting hourly rate ) Firefighter has 5 years’ experience and a 2 year degree;

Starting Salary                                      \$11.53

Add 5% for 2 yr. degree                      \$ .58

Add 5% for 5 years exp.                      \$ .58

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Salary offer    \$12.69

Same principles would apply for all positions.

**Please consider compression within your organization when utilizing Permissible Guidelines. Wake County is not responsible for the correction of internal equity and compression within your organization.**

**November 19, 2020**