



## **Metropolitan Government of Nashville and Davidson County**

**Compensation and Benefits Survey - FY2014**  
*for Metro Nashville comparison purposes only*

Deloitte Consulting LLP

April 2, 2014



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## Introduction

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- This survey was sponsored by the Metropolitan Government of Nashville and Davidson County and conducted by Deloitte Consulting LLP.
- The survey was conducted to enable participant metropolitan areas to benchmark compensation and benefits against various criteria including job title and responsibility.
- Data were gathered for base salary, annual incentives, and benefits practices. In addition, a variety of related questions were asked about:
  - Pay increases
  - Overtime compensation
  - Pay structures
  - Employee uniforms
  - Pay differentials
- Seventeen (17) organizations participated in the survey *including the Metropolitan Government of Nashville and Davidson County (“Metro”)*. A list of participants is on the following page.
- Data were gathered for 19 benchmark jobs.
- All data reflects compensation reported as of January 2014.



## Survey Participants

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- City of Atlanta
- City of Charlotte
- City of Cincinnati
- City of Columbus
- City of Kansas City
- City of Memphis
- City of Oklahoma City
- City of San Antonio
- City of St. Louis
- Fulton County
- Indianapolis City
- Jacksonville City
- Louisville Metro Government
- Mecklenburg County
- Metropolitan Nashville and Davidson County
- Shelby County
- Tampa City



## Custom Survey Methodology

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- Deloitte Consulting contacted 17 city and county governments including Metro to solicit participation in the custom compensation and benefits survey, distributed the survey hyperlink to these 17 cities and counties, followed up to encourage timely submission, clarified responses by phone and email, and compiled survey statistics.
- To ensure the accuracy and validity of the results, all data were reviewed by a member of the consulting team to identify any unreasonable or missing responses. Participants were then contacted to verify data.
- In order to protect participant anonymity, no compensation data are reported for any statistic which includes fewer than three organizations. When only three organizations with three incumbents reported compensation data, only the average is reported for that job. When five or more organizations reported data, the full statistical array is shown including 25<sup>th</sup>, 50<sup>th</sup> and 75<sup>th</sup> percentiles.
- Typically, base salaries are considered to be competitive if they are positioned at 10% above or below the competitive market median.
- To determine the competitiveness of an individual's actual salary compared to the market, several factors should be considered, including:
  - The knowledge, skills and abilities the individual brings to the job
  - The performance of the individual in the job
  - The experience or tenure of the individual in the job
  - The market demand for the skills the individual possesses
  - The criticality of the position to the organization and the organization's current financial performance



## Jobs Included in the Survey

<b>Police</b>	<b>Fire</b>	<b>Sheriff</b>
<ul style="list-style-type: none"><li>- Police Captain</li><li>- Police Identification Analyst 1</li><li>- Police Lieutenant</li><li>- Police Officer 2</li><li>- Police Officer Trainee</li><li>- Police Sergeant</li></ul>	<ul style="list-style-type: none"><li>- Emergency Medical Technician 2</li><li>- Fire Arson Investigator 1</li><li>- Fire Captain</li><li>- Fire District Chief</li><li>- Fire Engineer</li><li>- Fire Fighter 2</li><li>- Fire Lieutenant</li><li>- Fire Recruit</li><li>- Paramedic 2</li></ul>	<ul style="list-style-type: none"><li>- Correctional Officer 1</li><li>- Correctional Officer Lieutenant</li><li>- Correctional Officer Sergeant</li></ul>

<b>Other Safety</b>
<ul style="list-style-type: none"><li>- Helicopter Pilot</li></ul>



## Definitions of Data Reported in the Custom Survey

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- 25th Percentile – The data point which is higher than 25 percent of the peers in the comparative job
- 50th Percentile – The data point which is higher than 50 percent of the peers in the comparative job
- 75th Percentile – The data point which is higher than 75 percent of the peers in the comparative job
- Annual Base Salary – The annual base salary as of January 2014
- Annual Bonus/Incentive Eligible – Indicates if the incumbent is eligible to receive an annual bonus/incentive
- Annual Bonus/Incentive Opportunity (%) – The target annual bonus/incentive award (expressed as a percentage of base salary) to be paid to the incumbent if incentive goals are achieved
- Average – The sum of the data points (e.g., base salary data) divided by the number of employees in a specific data cut
- Number of Incumbents – The total number of individual employees which are represented in the data being reported
- Number of Organizations (N) – The number of organizations reporting data for the given job. No salary data were reported in any case where the number of organizations is less than three to protect participant anonymity



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# Organization Demographic Information

**Data Effective: January 2014**

*The report is provided solely for the benefit of Metro and may not be relied upon by any other party.*

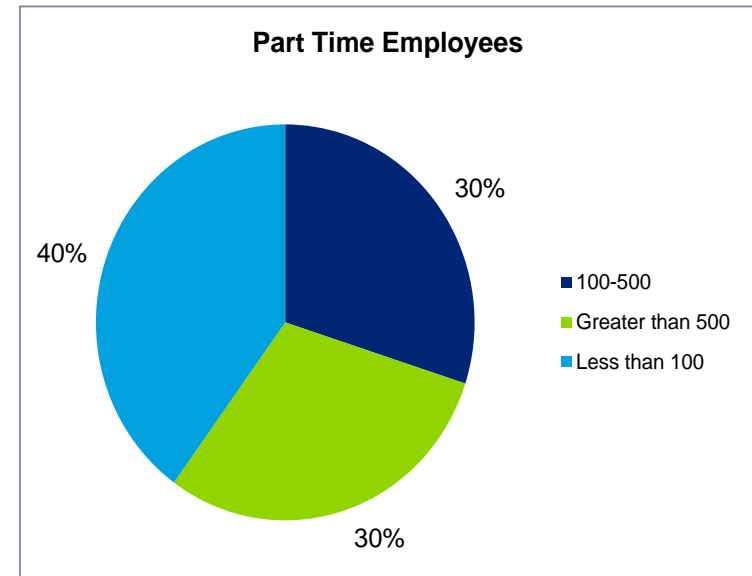
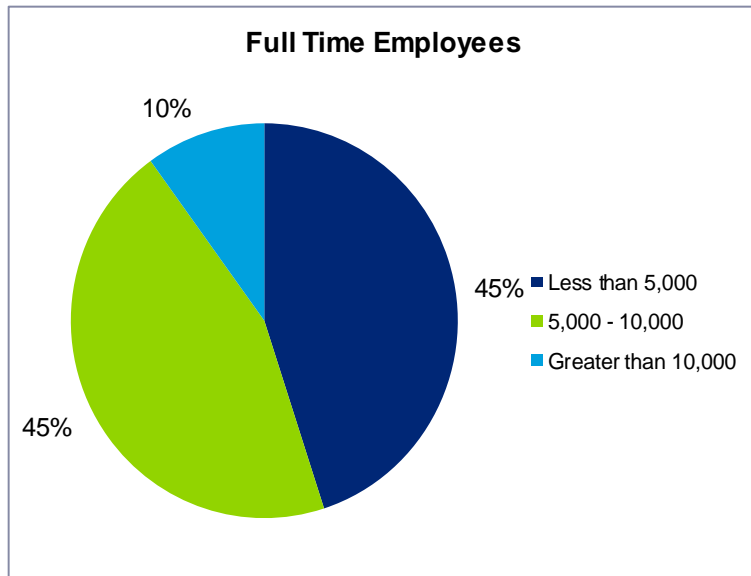




# Custom Survey: Organization Demographic Information

## Number of Employees

- 5 of 11 participants that provided full-time employee count information indicated that their organization employs less than 5,000 full-time employees.
- 5 of 11 participants employ between 5,000 and 10,000 full-time employees with one participant employing more than 10,000 full-time employees.
- 4 of 10 participants that provided part-time employee count information indicated that their organization employs less than 100 part-time employees.
- 3 participants employ 100-500 part-time employees and 3 participants employ more than 500 part-time employees.





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# Cost / Pay Measures

**Data Effective: January 2014**

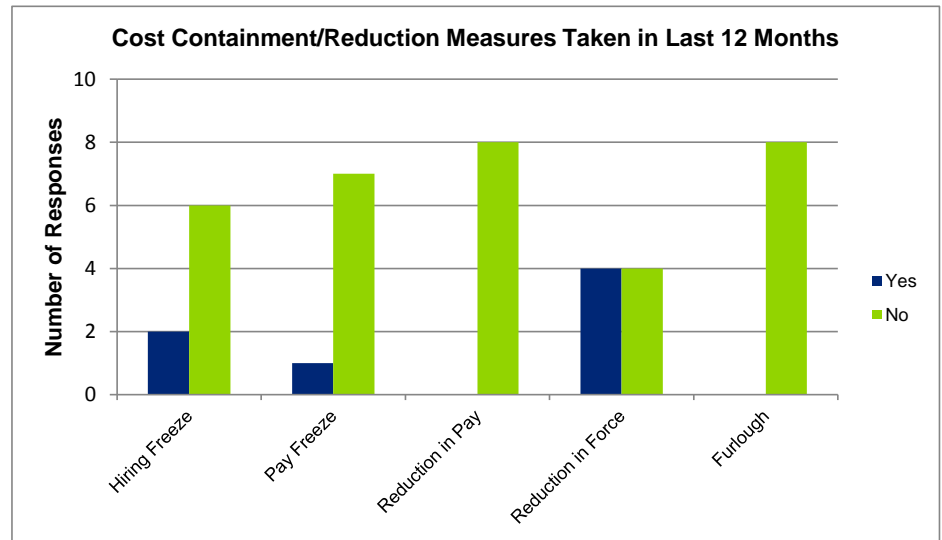
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# Custom Survey: Cost/Pay Measures

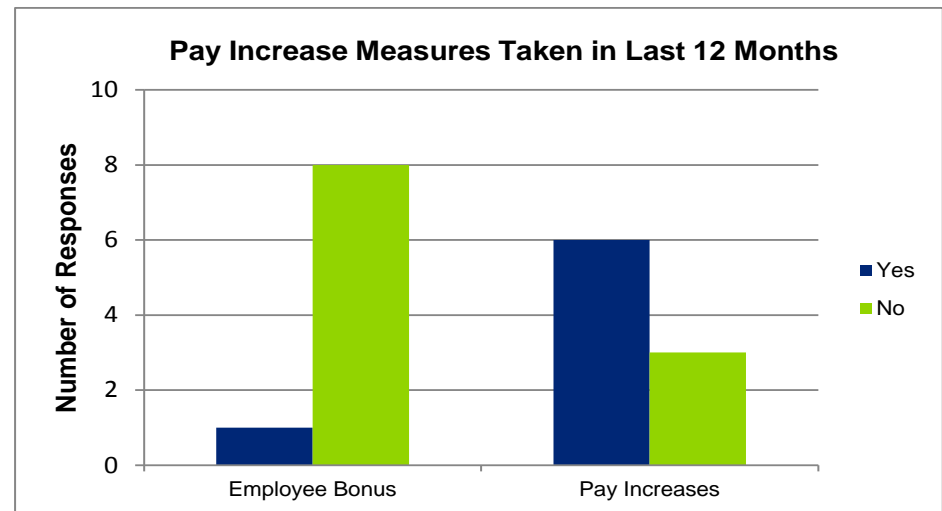
## Cost Containment or Reduction Measures

- Of the 8 participants that indicated the cost containment and reduction measures they have taken over the last 12 months, the most common measure was a Reduction in Force (50%).
- 2 participants (25%) have issued a Hiring Freeze and 1 participant (13%) issued a Pay Freeze in the last 12 months.
- None of the respondents indicated that they had issued a Reduction in Pay or Furlough.
- ***Metro has not taken any cost containment or reduction measures in the last 12 months.***



## Pay Increase Measures

- Of the 9 participants that indicated the pay increase measures they have taken over the last 12 months, 1 (11%) indicated it had begun offering employee bonuses and 6 (67%) indicated they had offered pay increases.
- Pay increases reported by the participants ranged from 2.0% to 3.0%, with 4 organizations indicating 2.0%. 3 organizations (33%) have not provided pay increases in the past 12 months.
- ***Metro offered a 1.5% structure increase last year, and approximately 3% pay increases for employees on steps as well as open ranges.***

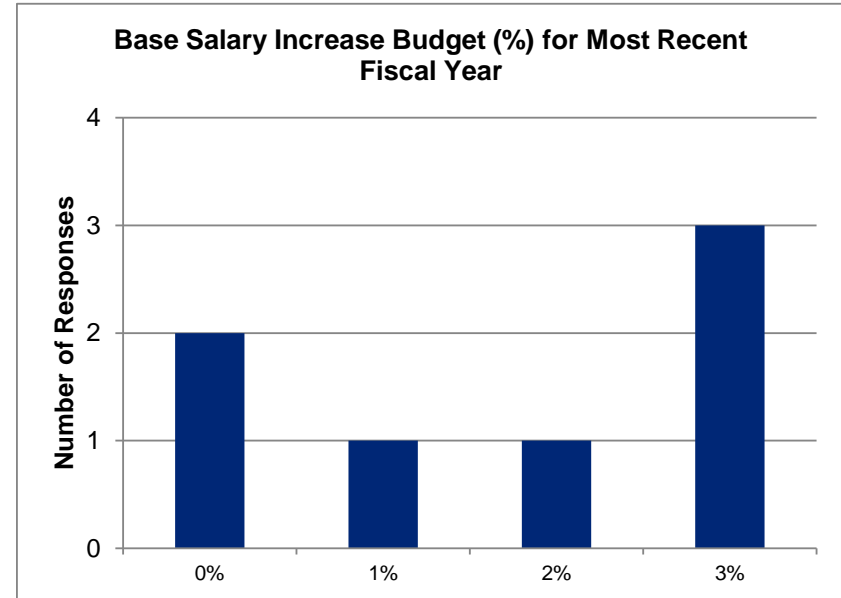




# Custom Survey: Cost/Pay Measures

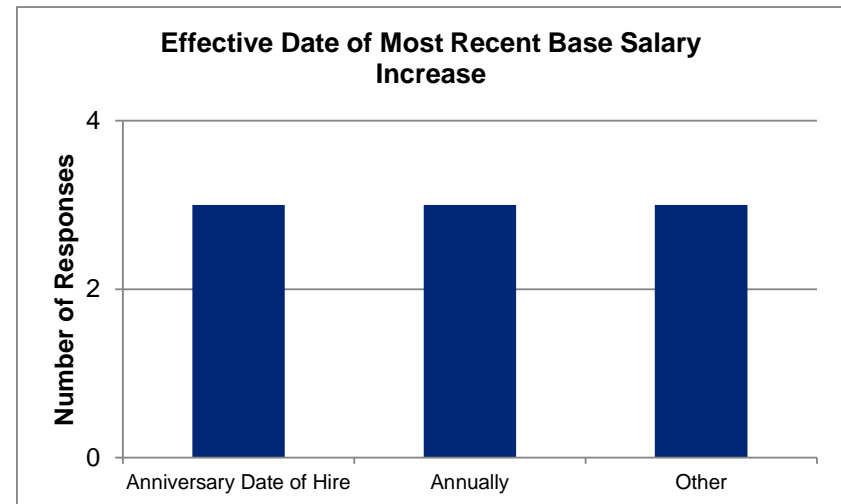
## Base Salary Increase Budget

- 7 participants reported their base salary increase budget percentage for the most recently completed fiscal year.
- 3 of the participants indicated that their base salary increase budget was 3% and 2 indicated that the increase budget was 0%.
- 7 respondents indicated that their budgets do not vary by employee level; 1 respondent indicated that budgets do, in fact, vary by employee level.
- ***Metro budgeted a 1.5% structure adjustment with associated pay increases effective January 1. In addition employees on steps received 3% pay increases (incremental step increases) and some employees received 1.5% open range adjustments.***



## Effective Date of Most Recent Base Salary Increase

- 3 out of 9 participants (33%) indicated that their most recent base salary increases were effective annually at a common point in time. ***Metro also issues increases annually.***
- The remaining respondents indicated that the most recent base salary increases were effective on the anniversary date of hire (33%) or at some “other” time (33%).

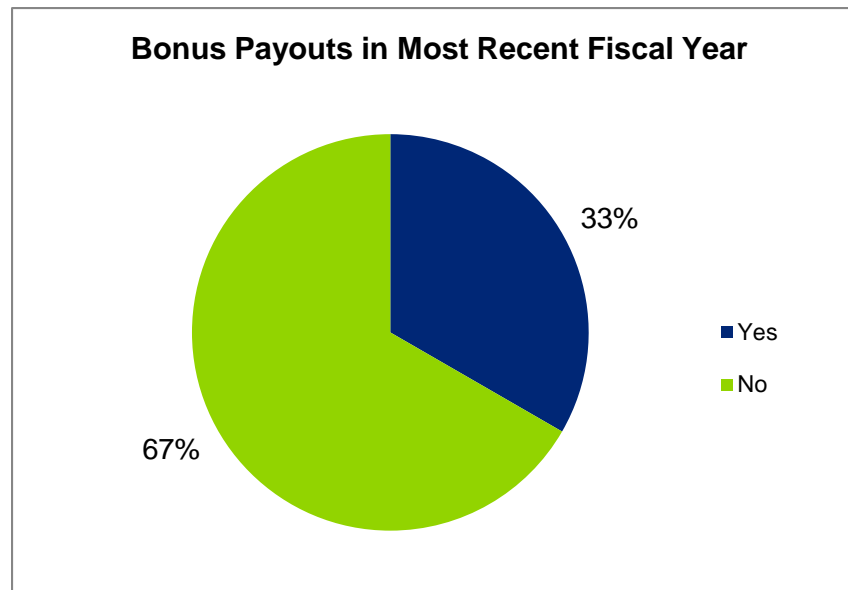




## Custom Survey: Cost/Pay Measures

### Bonus Payouts in Most Recent Fiscal Year

- 3 out of 9 respondents (33%) indicated that they provided bonus payouts for the most recent fiscal year.
  - All 3 organizations confirmed that bonus payouts were provided to all levels.
- 6 respondents (66%) did not provide bonus payouts.
- ***Metro did not provide a bonus payout in the most recent fiscal year.***

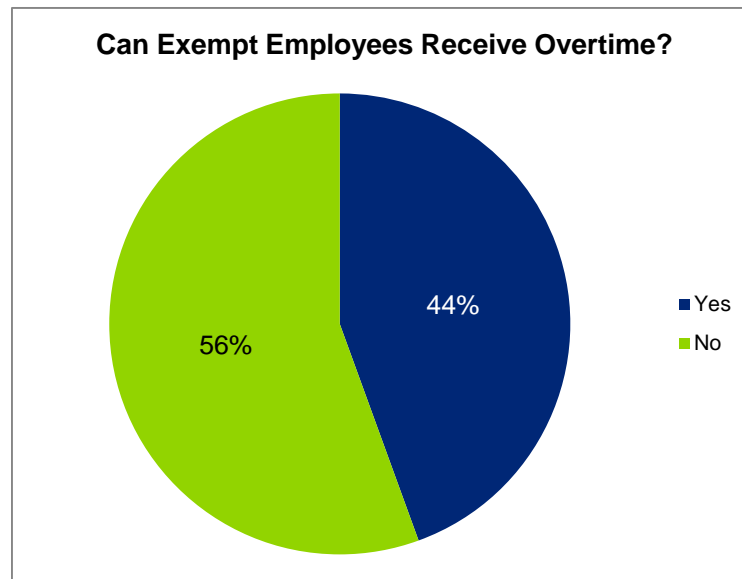




## Custom Survey: Cost/Pay Measures

### Overtime Compensation for Exempt Employees

- Of the 9 participants that indicated whether **exempt employees** are eligible to receive overtime compensation, the results were as follows:
  - **44%:** Yes, employees in positions that qualify as **exempt** can earn compensatory time for hours worked over 40 in a work week, on a day off, a holiday, after being called back into the office after having already left, etc.
  - **56%:** No, employees in **exempt** positions do not receive additional compensation or compensatory time for hours worked on a day off, a holiday, after being called back into the office after having already left, etc.
- ***Metro allows exempt employees to receive overtime compensation; compensation time is on an hour for hour basis, up to top management, which does not receive overtime.***





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# Benefits and Policy Information

**Data Effective: January 2014**

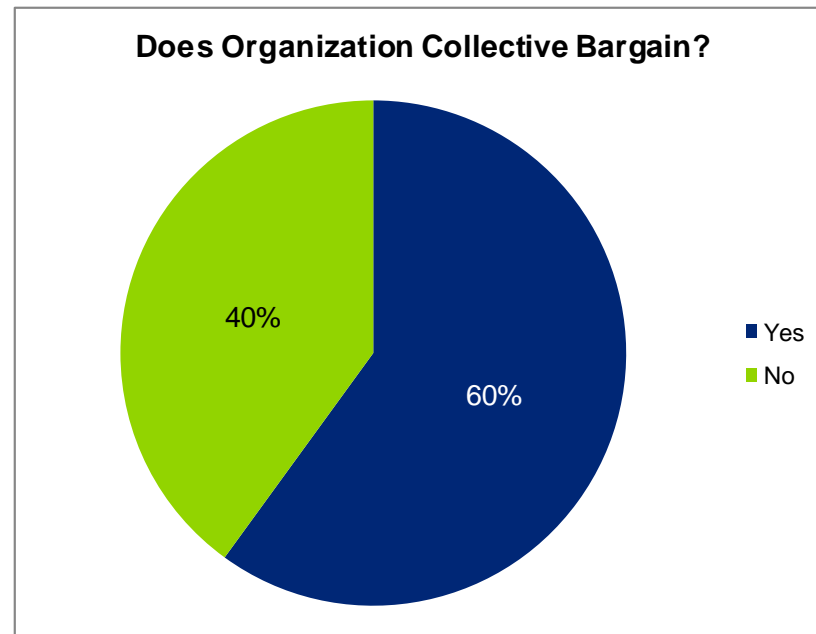
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## Custom Survey: Benefits and Policy Information

### Collective Bargaining

- 5 organizations indicated if they engage in collective bargaining.
- Of the 5 respondents, 3 indicated that they do collectively bargain with employee groups (primarily police & fire groups).
- ***The Metropolitan Government does not collectively bargain with employee groups, but does meet and confer with employee groups.***



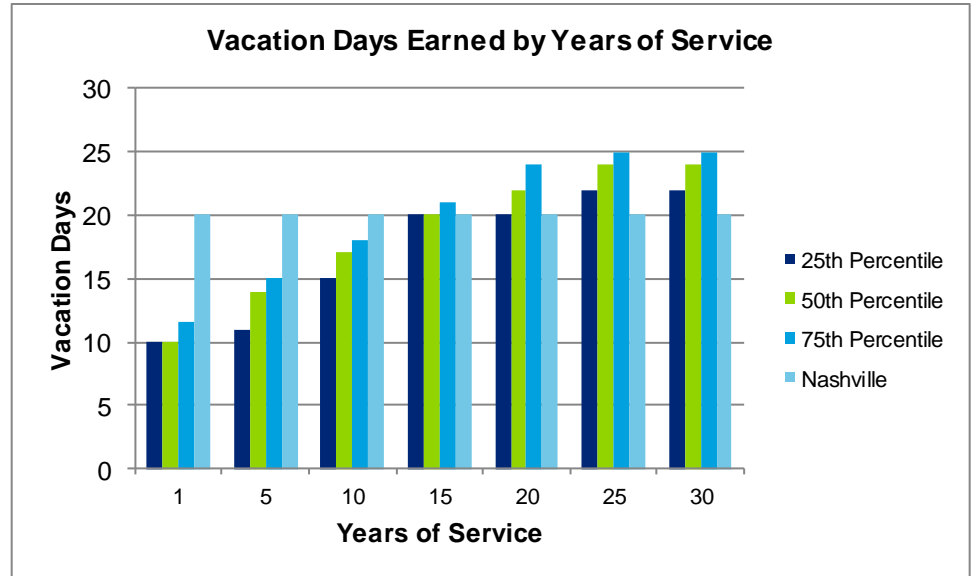




# Custom Survey: Benefits and Policy Information

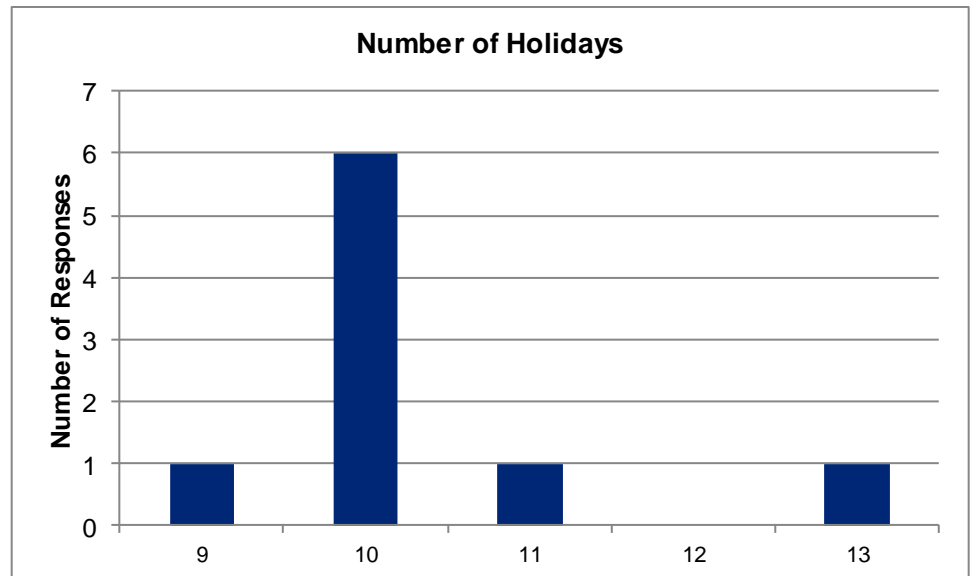
## Vacation Days Earned by Years of Service

- 10 participants provided detail on how employees accrue vacation days.
- 5 organizations (50%) award 10 vacation days to employees with 1 year of service.
- For many organizations, employees do not accrue an increasing number of vacation days after they have served 20 years (8 out of 10 organizations).
- The maximum accrual of vacation days ranged from 25 to 75 days, with a median reported maximum of 45 days.
- **All Metro police and fire employees earn 20 vacation days.**



## Holiday Leave

- 9 participants reported the number of holidays they offer employees each year.
- The most common number of holidays awarded is 10, representing 67% of all responses. **Metro also offers 10 holidays.**
- While use of “floating” holidays is not a typical practice **Metro awards one floating holiday in lieu of each actual holiday.**





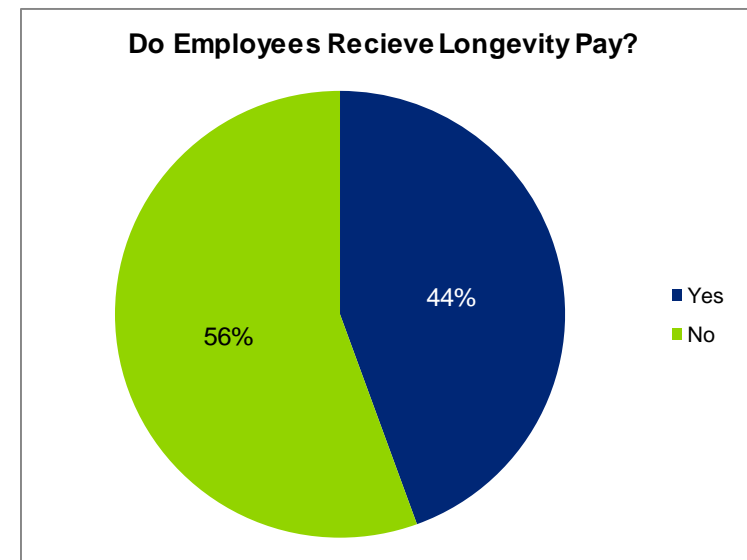
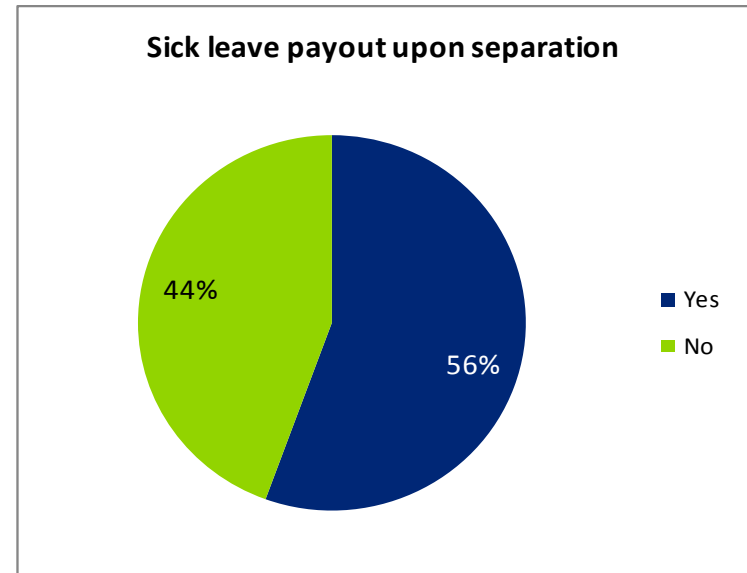
# Custom Survey: Benefits and Policy Information

## Sick Days

- Of the 6 participants that provided information regarding Sick Leave, 50% reported crediting 12 Sick Leave days per year. **Metro offers 12 sick days.**
- Most of the participants reported unlimited accruals to the Sick Leave hours.
- 56% (5 out of 9) of the participants said “Yes” on whether they pay out sick leave upon separation (including termination or retirement)
- **Metro provides payout for sick leave as credited service for retiring or vested employees.**

## Longevity Pay

- Of the 9 participants that provided information regarding longevity pay practices, **44% offer longevity pay and 56% do not offer it.**
- Of the 4 participants that offer longevity pay, all indicated that there is a maximum amount that may be awarded.
- **Metro offers longevity pay, with a maximum amount of \$935.**

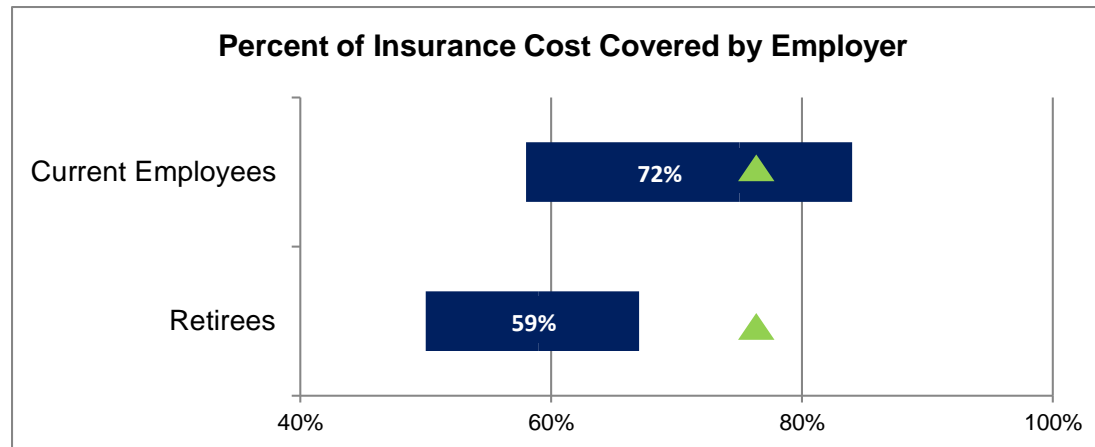




# Custom Survey: Benefits and Policy Information

## Health Insurance

- 100% of the 10 respondents said that the organization pays a portion of employee insurance cost.
- 90% of respondents confirmed that the organization pays a portion of retiree insurance cost.
  - 4 out of 6 organizations indicated that there is *no maximum age* at which a retiree can remain in the medical plan.
- **Metro covers 75% of the cost of health insurance for current employees and retirees.**
- The table below shows the range of insurance cost covered by the organizations (4) for both current employees and retirees:
  - **Current Employees:** Employer covered cost ranges from 58% to 84%, averaging 72%
  - **Retirees:** Employer covered cost ranges from 50% to 67%, averaging 59%



\*  Metro covers 75% of the cost



# Custom Survey: Benefits and Policy Information

## Insurance

- The table to the right shows the typical monthly insurance costs for both employees and employers at the participant organizations. **Six participants responded to this set of questions and for some questions there were only 3 or 4 respondents (median data could not be reported for these questions).**
- Minimum employee contributions align with maximum employer contributions and vice versa. For example, the least an employee typically shares in Employee Only Health Coverage cost is 13% of the total cost and the most an employer typically pays is 87%.

		Employee		Employer	
		%	\$	%	\$
<b>Health Coverage Employee Only</b>	Minimum	13%	\$83	70%	\$345
	Median	22%	\$125	78%	\$468
	Maximum	30%	\$168	87%	\$836
	<b>Metro*</b>	<b>25%</b>	<b>\$156</b>	<b>75%</b>	<b>\$468</b>
	<b>vs. Median</b>	<b>3%</b>	<b>\$31</b>	<b>-3%</b>	<b>\$0</b>
<b>Health Coverage Family</b>	Minimum	20%	\$279	70%	\$804
	Median	26%	\$348	74%	\$1,064
	Maximum	30%	\$488	80%	\$1,403
	<b>Metro*</b>	<b>25%</b>	<b>\$373</b>	<b>75%</b>	<b>\$1,119</b>
	<b>vs. Median</b>	<b>-1%</b>	<b>\$25</b>	<b>1%</b>	<b>\$55</b>
<b>Dental Employee Only</b>	Minimum	25%	\$8	N/A	N/A
	Median	N/A	\$14	N/A	N/A
	Maximum	100%	\$34	N/A	N/A
	<b>Metro*</b>	<b>0%</b>	<b>\$0</b>	<b>100%</b>	<b>\$28</b>
	<b>vs. Median</b>	<b>N/A</b>	<b>-\$14</b>	<b>N/A</b>	<b>N/A</b>
<b>Dental Family</b>	Minimum	25%	\$83	N/A	N/A
	Median	N/A	\$125	N/A	N/A
	Maximum	100%	\$168	N/A	N/A
	<b>Metro*</b>	<b>57%</b>	<b>\$38</b>	<b>43%</b>	<b>\$28</b>
	<b>vs. Median</b>	<b>N/A</b>	<b>-\$87</b>	<b>N/A</b>	<b>N/A</b>
<b>Vision Employee Only</b>	Minimum	42%	\$4	N/A	N/A
	Median	100%	\$7	N/A	N/A
	Maximum	100%	\$12	N/A	N/A
	<b>Metro*</b>	<b>100%</b>	<b>\$3</b>	<b>0%</b>	<b>\$0</b>
	<b>vs. Median</b>	<b>0%</b>	<b>-\$4</b>	<b>N/A</b>	<b>N/A</b>
<b>Vision Family</b>	Minimum	42%	\$7	N/A	N/A
	Median	100%	\$21	N/A	N/A
	Maximum	100%	\$35	58%	\$9
	<b>Metro*</b>	<b>100%</b>	<b>\$9</b>	<b>0%</b>	<b>\$0</b>
	<b>vs. Median</b>	<b>0%</b>	<b>-\$11</b>	<b>N/A</b>	<b>N/A</b>

\* Most prevalent plan.



# Custom Survey: Benefits and Policy Information

## Defined Contribution Plans

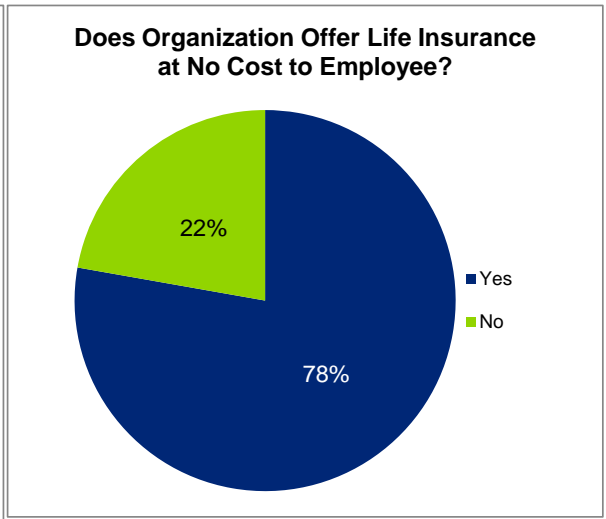
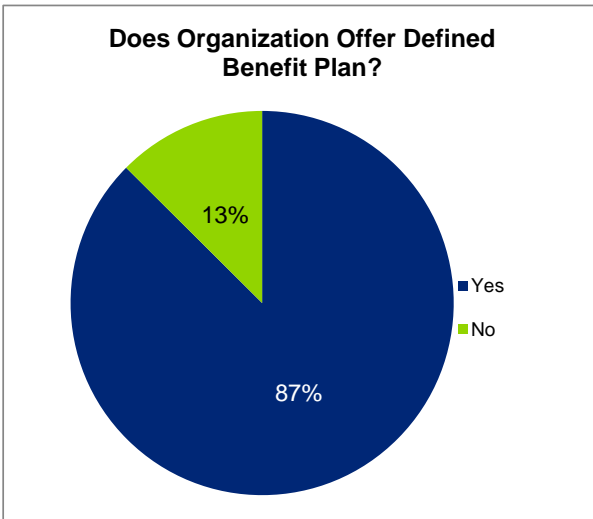
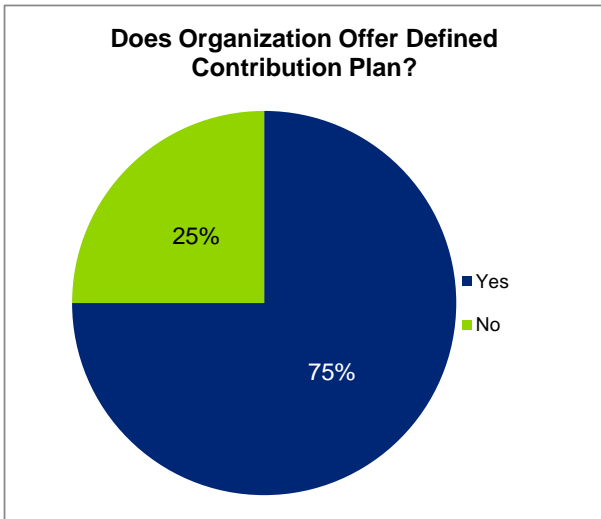
- 8 organizations indicated whether they provide defined contribution.
- 6 entities (75%) provide defined contribution plans.
- 2 organizations shared that employer contributions are 8% of annual salary; one organization indicated the employer contribution is 5%.
- **Metro does not offer a defined contribution plan.**

## Defined Benefit Plans

- 7 entities (87%) provide defined benefit plans.
- 4 organizations indicated that the required employee contribution is 6% of annual salary.
- 4 respondents require 5 years of service prior to vesting.
- **Metro offers a defined benefit plan, with no employee contribution required.**

## Life Insurance Plans

- 9 organizations provided detail on their life insurance policies.
- 7 of 9 participants indicated that they offer life insurance at no cost to employees.
- **Metro offers life insurance at no cost to employees, with a maximum amount of \$50,000.**





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# Compensation Information

**Data Effective: January 2014**

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# Custom Survey: Compensation Information

## Overtime Eligibility and Union Representation

- The table below provides the following market data for the benchmark positions:
  - Percent of comparable positions that are eligible for overtime compensation
  - Percent of comparable positions that are represented by a union

Position	Eligible for Overtime Compensation			Represented by a Union		
	Average Percent	Number of Responses	Metro	Average Percent	Number of Responses	Metro
Helicopter Pilot	N/A	2	Yes	33%	3	N/A
Police Captain	50%	6	No	60%	5	N/A
Police Lieutenant	50%	6	Yes	60%	5	N/A
Police Officer 2	100%	6	Yes	83%	6	N/A
Police Officer Trainee	67%	6	Yes	67%	6	N/A
Police Sergeant	80%	5	Yes	67%	6	N/A
Fire Lieutenant	83%	6	Yes	71%	7	N/A
Fire Captain	86%	7	Yes	75%	8	N/A
Fire District Chief	33%	6	No	71%	7	N/A
Fire Engineer	100%	5	Yes	86%	7	N/A
Fire Fighter 2	100%	6	Yes	100%	6	N/A
Fire Recruit	67%	6	Yes	86%	7	N/A
Emergency Medical Technician 2	100%	4	Yes	60%	5	N/A
Paramedic 2	100%	5	Yes	80%	5	N/A
Fire Arson Investigator 1	100%	4	Yes	80%	5	N/A
Correctional Officer 1	67%	3	Yes	33%	3	N/A
Correctional Officer Sergeant	100%	3	Yes	0%	3	N/A
Correctional Officer Lieutenant	N/A	2	Yes	N/A	2	N/A
Police Identification Analyst 1	100%	6	Yes	17%	6	N/A



# Custom Survey: Compensation Information

## Pay Structures

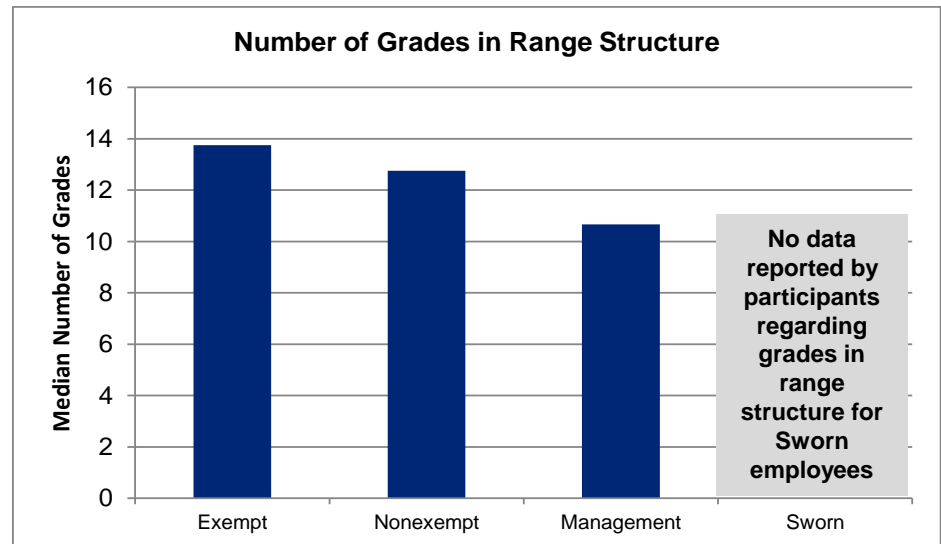
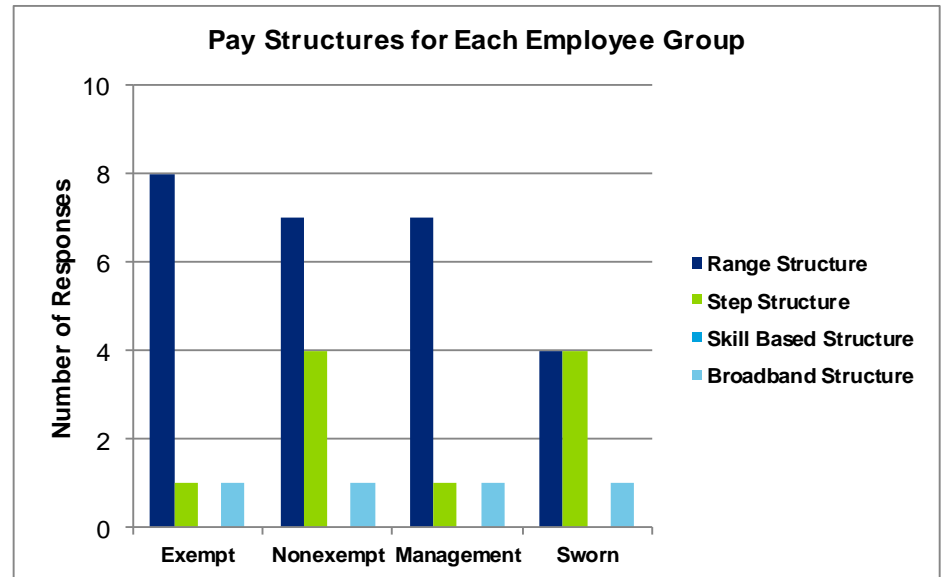
- 9 out of 9 respondents indicated that they use formal pay structures.
- ***Metro also uses formal pay structures.***

## Pay Structures Used for Each Employee Group

- The table to the right shows the most common types of pay structures used for each employee group. Skill based structures are not used by any of the respondents.
- The most common pay structures used for each employee group are:
  - **Exempt:** Range Structure
  - **Nonexempt:** Range Structure
  - **Management:** Range Structure
  - **Sworn:** Range or Step Structure
- ***Metro uses range and step structures for all employee groups.***

## Number of Grades in Range Structure

- The table to the right shows the average number of grades in range structures for each employee type (only 4 or less organizations provided this data).







# Custom Survey: Compensation Information

## Merit Increases

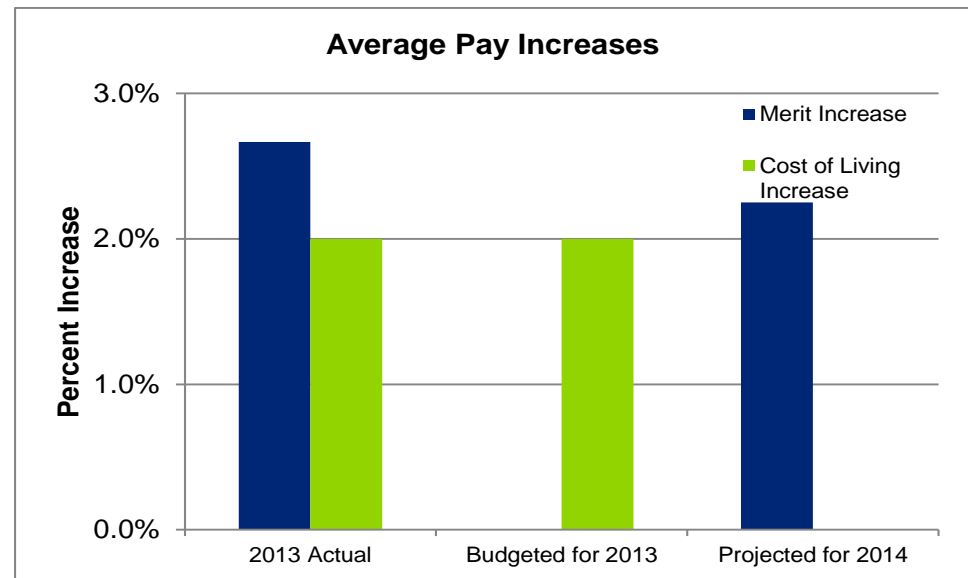
- The average *actual merit increase percentage for 2013* was 2.7% (represents responses from 3 participants).
  - **Metro budgeted a 1.5% structure adjustment with associated pay increases effective January 1. In addition employees on steps received 3% pay increases (incremental step increases) and some employees received 1.5% open range adjustments.**
- The average *merit increase percentage budgeted data for 2013* is not available (only 2 participants responded).
- The average *projected merit increase percentage for 2014* is 2.3% (represents responses from 4 participants).

## Cost of Living Increases

- The average *actual cost of living increase percentage for 2013* was 2.0% (represents responses from 3 participants).
  - **Metro's actual cost of living increase percentage for 2013 was 1.5%.**
- The average *cost of living increase percentage budgeted data for 2013* is not available (only 2 participants responded).
- No participants provided projected cost of living increase percentages for 2014.

## Market Adjustments

- The average projected market adjustment data for 2014 is not available (only 2 participants responded).



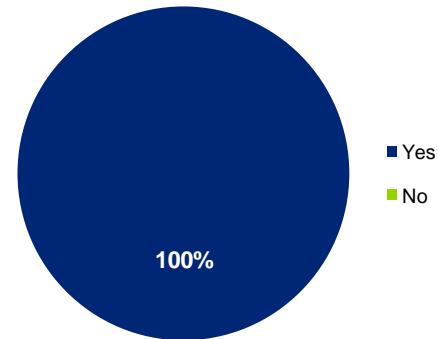


## Custom Survey: Compensation Information

### Probationary Periods

- 8 of 8 respondents indicated that employees are subject to probationary periods prior to becoming full-time regular employees.
- 6 of these respondents indicated that the probationary period is 6 months.
- ***Metro also subjects employees to a 6 month probationary period prior to being declared full-time regular employees.***

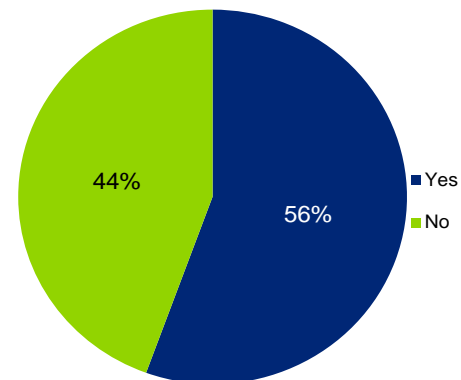
Employees subject to probationary periods prior to becoming FTE's



### Shift Differential Pay

- 5 of 9 respondents (56%) award shift differential pay.
- ***Metro also offers shift differential pay.***

Do Employees Receive Shift Differential Pay?

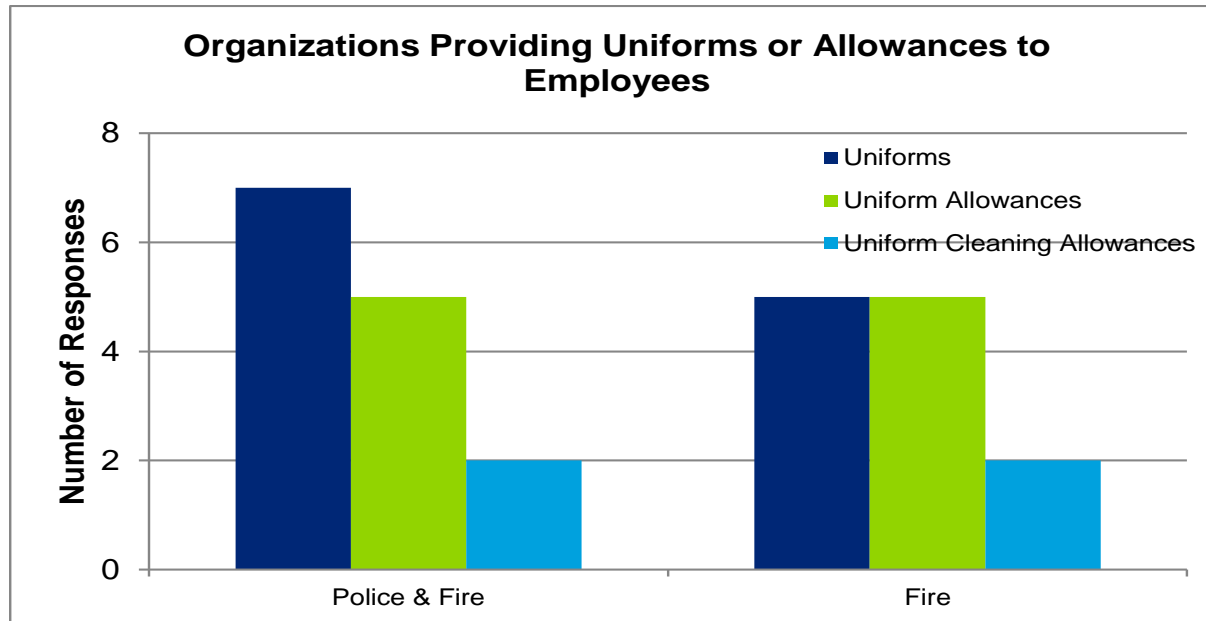




## Custom Survey: Compensation Information

### Employee Uniforms

- 7 organizations provide uniforms to *Police & Fire*; 5 provide uniform allowances. ***Metro also provides uniforms and allowances to Police & Fire group employees.***
- 5 organizations provide uniforms to *Fire*; 5 provide uniform allowances. ***Metro also provides uniforms and allowances to Fire group employees.***
- 2 organizations provide uniform cleaning allowances to both *Police & Fire* and *Fire group employees*. ***Metro does not provide uniform cleaning.***

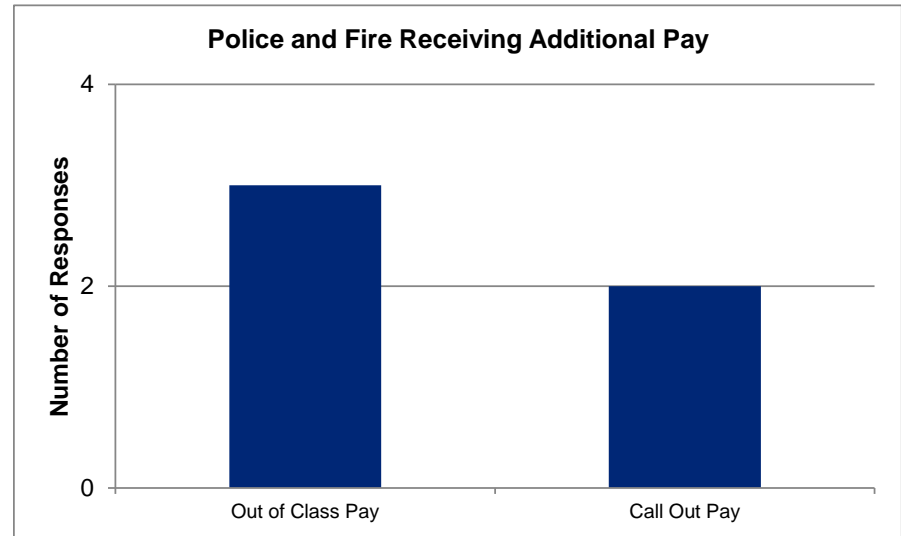




# Custom Survey: Compensation Information

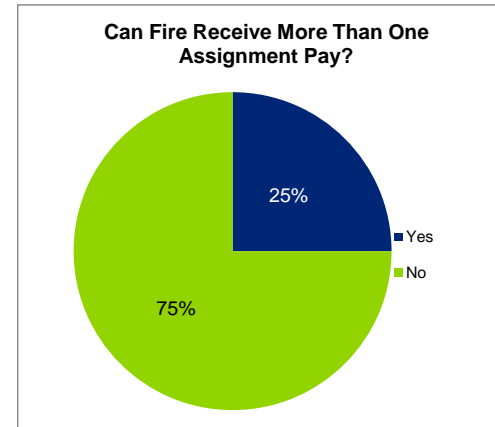
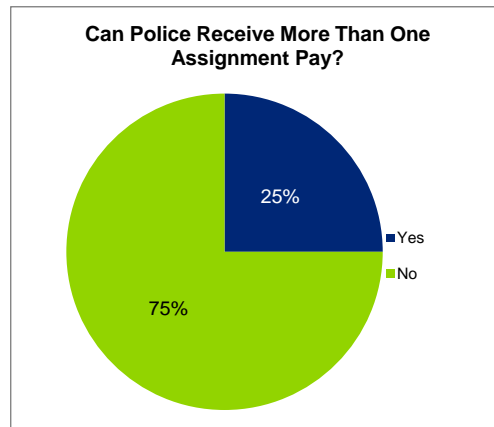
## Additional Pay for Police and Fire

- 3 out of 7 participants indicated that they award out of class pay to Police and Fire. **Metro does as well.**
  - *Out of Class Pay*: Working in a higher capacity
- 2 out of 6 participants indicated that they award call out pay to Police and Fire. **Metro does as well.**
  - *Call Out Pay*: Being called out after normal working hours



## Pay for Additional Assignments (Police and Fire)

- 75% of respondents (3 of 4) indicated that Police and Fire employees do not receive additional pay for having more than one assignment at a time. **Metro also does not offer additional pay for having more than one assignment at a time.**





# Custom Survey: Compensation Information

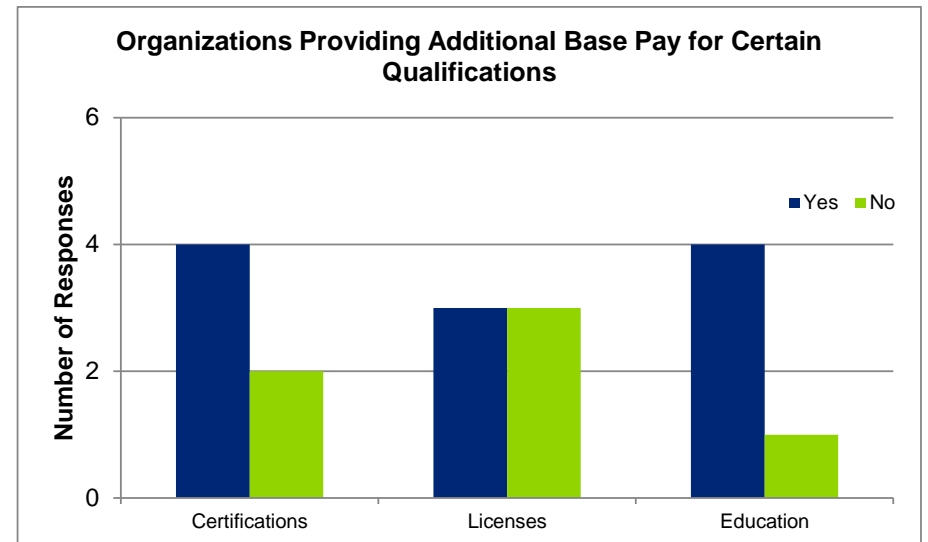
## Additional Pay Programs

- Bonus Plans
  - 0 of 8 organizations (0%) offer bonus plans for employees. **Metro also does not offer a bonus plan.**
- Pay for Performance Programs
  - 3 of 9 organizations (33%) offer pay for performance programs for employees. **Metro does offer pay for performance programs.**
- Competency Based Pay Programs
  - 0 of 7 organizations (0%) offer competency based pay programs for employees. **Metro also does not offer this type of program.**



## Additional Base Pay for Certain Qualifications

- 4 of 6 organizations (67%) offer additional base pay for additional certifications. **Metro does not.**
- 3 of 6 organizations (50%) offer additional base pay for licenses. **Metro does not.**
- 4 of 5 organizations (80%) offer additional base pay for certain education levels. **Metro does offer additional base pay for certain education levels.**





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# Compensation Information by Job

**Data Effective: January 2014**

*The report is provided solely for the benefit of Metro and may not be relied upon by any other party.*



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## 1 Helicopter Pilot

Flies single engine helicopters in support of the Special Operations division of the Police Department. Requires a High School Diploma and 1st or 2nd Class FAA Medical Certificate and Commercial Rotorcraft Helicopter Pilot License or higher rating.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	2	N/A	N/A	N/A	N/A	N/A
<b>Metro**</b>	N/A	3	\$47,958	\$47,958	\$47,958	\$47,958
<b>Variance (Metro vs All)</b>	N/A	N/A	N/A	N/A	N/A	N/A

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	N/A	N/A	N/A	N/A	N/A
<b>Metro**</b>	No	N/A	\$47,958	\$54,351	\$62,342
<b>Variance (Metro vs All)</b>	N/A	N/A	N/A	N/A	N/A

\* Data excludes Metro Nashville

\*\* Data represents average salary level





## 2 Police Captain

Performs management, administrative, and supervisory duties involved in overseeing the day-to-day operation of a division in the Metropolitan Nashville Police Department. This position Directly supervises Police Lieutenants and requires a Bachelor's Degree from an accredited college or university and 1 year at the rank of Lieutenant.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	8	19	\$85,560	\$75,398	\$85,311	\$93,405
<b>Metro**</b>	N/A	15	\$86,778	\$86,778	\$86,778	\$86,778
<b>Variance (Metro vs All)</b>	N/A	N/A	1.4%	15.1%	1.7%	-7.1%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	25%	N/A	\$81,054	\$86,869	\$93,366
<b>Metro**</b>	No	N/A	\$71,188	\$81,866	\$92,544
<b>Variance (Metro vs All)</b>	N/A	N/A	-12.2%	-5.8%	-0.9%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



### 3 Police Lieutenant

Assists with supervising, coordinating, and participating in activities of a division or section of the Police Department. This position Directly supervises Police Sergeants and requires a High School diploma and 1 year at the rank of Police Sergeant.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	9	61	\$76,865	\$71,245	\$76,502	\$83,160
<b>Metro**</b>	N/A	57	\$73,820	\$73,820	\$73,820	\$73,820
<b>Variance (Metro vs All)</b>	N/A	N/A	-4.0%	3.6%	-3.5%	-11.2%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	22%	N/A	\$71,245	\$76,893	\$82,546
<b>Metro**</b>	No	N/A	\$59,393	\$68,305	\$77,216
<b>Variance (Metro vs All)</b>	N/A	N/A	-16.6%	-11.2%	-6.5%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 4 Police Officer 2

Performs law enforcement work, such as enforcing state and local laws and traffic regulations, controlling traffic flow, and transporting prisoners. (Full Functioning level after completion of a probationary period).

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	13	844	\$52,405	\$49,564	\$51,563	\$53,853
<b>Metro**</b>	N/A	958	\$52,828	\$52,828	\$52,828	\$52,828
<b>Variance (Metro vs All)</b>	N/A	N/A	0.8%	6.6%	2.5%	-1.9%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	15%	N/A	\$45,563	\$51,487	\$58,604
<b>Metro**</b>	No	N/A	\$44,443	\$51,108	\$57,772
<b>Variance (Metro vs All)</b>	N/A	N/A	-2.5%	-0.7%	-1.4%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 5 Police Officer Trainee

Attends and completes an in-service and field training program in police science. You must be at least 21 years old and have (60) semester hours of course work from an accredited college or university or a high school diploma and 5 years responsible work experience.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	12	84	\$39,188	\$35,821	\$37,972	\$44,237
<b>Metro**</b>	N/A	45	\$37,915	\$37,915	\$37,915	\$37,915
<b>Variance (Metro vs All)</b>	N/A	N/A	-3.2%	5.8%	-0.2%	-14.3%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	8%	N/A	\$37,374	\$39,085	\$41,027
<b>Metro**</b>	No	N/A	\$36,110	\$41,525	\$46,940
<b>Variance (Metro vs All)</b>	N/A	N/A	-3.4%	6.2%	14.4%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 6 Police Sergeant

Supervises and oversees Police Officers, enforces state and local laws and traffic regulations. This position requires a high school diploma and 4 years as a Police Officer with the MNPD.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	10	263	\$72,799	\$65,247	\$73,256	\$79,200
<b>Metro**</b>	N/A	217	\$65,835	\$65,835	\$65,835	\$65,835
<b>Variance (Metro vs All)</b>	N/A	N/A	-9.6%	0.9%	-10.1%	-16.9%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	20%	N/A	\$68,418	\$72,070	\$76,384
<b>Metro**</b>	No	N/A	\$54,058	\$62,167	\$70,276
<b>Variance (Metro vs All)</b>	N/A	N/A	-21.0%	-13.7%	-8.0%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 7 Fire Lieutenant

Responsible for overall operation, supervision and training activities of fire suppression personnel on an assigned shift, on an assigned piece of equipment; ensures maintenance and care of assigned apparatus and equipment. This position requires a high school diploma and 6 years as a FireFighter.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	7	140	\$68,495	\$62,412	\$70,643	\$72,824
<b>Metro**</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>Variance (Metro vs All)</b>	N/A	N/A	N/A	N/A	N/A	N/A

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	14%	N/A	\$65,720	\$69,870	\$74,020
<b>Metro**</b>	N/A	N/A	\$49,089	\$56,452	\$63,815
<b>Variance (Metro vs All)</b>	N/A	N/A	-25.3%	-19.2%	-13.8%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 8 Fire Captain

Responsible for overall operation, supervision and training activities of fire suppression personnel on an assigned shift, at a fire station; ensures maintenance and care of assigned apparatus, equipment and facility. Supervises employees assigned to multiple pieces of equipment. This position requires a high school diploma and 10 years as a Firefighter.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	10	105	\$74,745	\$70,312	\$76,308	\$80,119
<b>Metro**</b>	N/A	175	\$70,176	\$70,176	\$70,176	\$70,176
<b>Variance (Metro vs All)</b>	N/A	N/A	-6.1%	-0.2%	-8.0%	-12.4%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	20%	N/A	\$70,093	\$75,044	\$79,993
<b>Metro**</b>	No	N/A	\$54,058	\$62,167	\$70,276
<b>Variance (Metro vs All)</b>	N/A	N/A	-22.9%	-17.2%	-12.1%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 9 Fire District Chief

Performs supervisory and administrative duties involved in commanding fire fighting and emergency ambulance personnel within a fire district on an assigned shift. May perform administrative duties involved in a variety of services essential to effective operation of the department. High School Diploma and 10 years experience in the Fire Fighting Division of the NFD including two (2) years experience as a Fire Captain.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	10	16	\$86,672	\$83,301	\$88,914	\$92,988
<b>Metro**</b>	N/A	31	\$76,747	\$76,747	\$76,747	\$76,747
<b>Variance (Metro vs All)</b>	N/A	N/A	-11.5%	-7.9%	-13.7%	-17.5%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	20%	N/A	\$84,055	\$89,668	\$95,927
<b>Metro**</b>	No	N/A	\$59,393	\$68,305	\$77,216
<b>Variance (Metro vs All)</b>	N/A	N/A	-29.3%	-23.8%	-19.5%

\* Data excludes Metro Nashville

\*\* Data represents average salary level





## 10 Fire Engineer

Transports fire fighters and operates fire fighting equipment at emergency scenes. High School Diploma and four (4) years experience in the Fire Fighting Division of the Nashville Fire Department and permanent status as a Fire Fighter.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	7	279	\$59,993	\$56,488	\$62,906	\$65,246
<b>Metro**</b>	N/A	186	\$62,371	\$62,371	\$62,371	\$62,371
<b>Variance (Metro vs All)</b>	N/A	N/A	4.0%	10.4%	-0.9%	-4.4%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	29%	N/A	\$54,626	\$58,016	\$61,432
<b>Metro**</b>	No	N/A	\$49,090	\$54,351	\$62,342
<b>Variance (Metro vs All)</b>	N/A	N/A	-10.1%	-3.1%	3.1%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 11 Fire Fighter 2

Responds to fire alarms and other emergency calls to protect life and property of the citizens of Davidson County, and to provide emergency medical care to injured and critically ill. Emergency Medical Technician License. (Full-functioning level after completion of probationary period)

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	12	384	\$49,062	\$45,338	\$48,027	\$53,506
<b>Metro**</b>	N/A	326	\$50,867	\$50,867	\$50,867	\$50,867
<b>Variance (Metro vs All)</b>	N/A	N/A	3.7%	12.2%	5.9%	-4.9%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	25%	N/A	\$42,965	\$49,533	\$56,072
<b>Metro**</b>	No	N/A	\$44,443	\$51,108	\$57,772
<b>Variance (Metro vs All)</b>	N/A	N/A	3.4%	3.2%	3.0%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 12 Fire Recruit

Attends and successfully completes the required in-service and field training programs in fire suppression, prevention, rescue, emergency medical care, and other related emergency and non-emergency activities. You must be 21 years of age and have a high school diploma to apply for this position.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	11	48	\$36,131	\$32,902	\$36,040	\$38,628
<b>Metro**</b>	N/A	25	\$37,400	\$37,400	\$37,400	\$37,400
<b>Variance (Metro vs All)</b>	N/A	N/A	3.5%	13.7%	3.8%	-3.2%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	9%	N/A	\$35,815	\$36,647	\$37,807
<b>Metro**</b>	No	N/A	\$36,110	\$41,525	\$46,940
<b>Variance (Metro vs All)</b>	N/A	N/A	0.8%	13.3%	24.2%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 13 Emergency Medical Technician 2

Supervises and provides efficient and specialized emergency medical care to sick, injured, and /or critically ill when required and during transportation to medical facilities. High School Diploma, completion of probationary period as Emergency Medical Technician 1, and State of Tennessee License as an Emergency Medical Technician IV.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	3	89.7	\$39,057	N/A	N/A	N/A
<b>Metro**</b>	N/A	93	\$50,816	\$50,816	\$50,816	\$50,816
<b>Variance (Metro vs All)</b>	N/A	N/A	30.1%	N/A	N/A	N/A

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	33%	N/A	\$31,998	\$41,014	\$50,033
<b>Metro**</b>	No	N/A	\$44,443	\$51,108	\$57,772
<b>Variance (Metro vs All)</b>	N/A	N/A	38.9%	24.6%	15.5%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 14 Paramedic 2

Provides efficient and specialized emergency medical care to the sick, injured, and/or critically ill when required and during transportation to medical facilities. High School Diploma and completion of six (6) months probationary period at the rank of Paramedic 1. Licensed by the State of Tennessee as a Paramedic.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	4	141	\$52,148	N/A	N/A	N/A
<b>Metro**</b>	N/A	133	\$58,153	\$58,153	\$58,153	\$58,153
<b>Variance (Metro vs All)</b>	N/A	N/A	11.5%	N/A	N/A	N/A

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	25%	N/A	\$46,941	\$54,163	\$60,951
<b>Metro**</b>	No	N/A	\$49,090	\$56,453	\$63,815
<b>Variance (Metro vs All)</b>	N/A	N/A	4.6%	4.2%	4.7%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 15 Fire Arson Investigator 1

Performs responsible and difficult work conducting arson investigations to determine the origin and circumstances of fires, explosions, and deaths (functioning level after completion of probationary period). High School Diploma and two (2) years experience in fire fighting, fire prevention, arson investigation, building codes enforcement, or related emergency experience.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	5	7	\$69,717	\$68,423	\$70,075	\$70,284
<b>Metro**</b>	N/A	3	\$55,051	\$55,051	\$55,051	\$55,051
<b>Variance (Metro vs All)</b>	N/A	N/A	-21.0%	-19.5%	-21.4%	-21.7%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	40%	N/A	\$67,642	\$68,785	\$69,952
<b>Metro**</b>	No	N/A	\$49,090	\$59,683	\$70,276
<b>Variance (Metro vs All)</b>	N/A	N/A	-27.4%	-13.2%	0.5%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 16 Correctional Officer 1

Assists with securing and overseeing care and well-being of inmates in a correctional facility. High School Diploma required.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	5	248	\$37,867	\$34,619	\$38,474	\$39,611
<b>Metro**</b>	N/A	190	\$34,042	\$34,042	\$34,042	\$34,042
<b>Variance (Metro vs All)</b>	N/A	N/A	-10.1%	-1.7%	-11.5%	-14.1%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	20%	N/A	\$31,441	\$39,485	\$47,532
<b>Metro**</b>	No	N/A	\$32,036	\$36,844	\$41,651
<b>Variance (Metro vs All)</b>	N/A	N/A	1.9%	-6.7%	-12.4%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 17 Correctional Officer Sergeant

Supervises, assigns, trains correctional officers and oversees care and well-being of inmates on assigned floor at a large facility, or on a shift at a moderate-sized facility. High School Diploma and two (2) years of experience as a Correctional Officer.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	5	25	\$45,394	\$42,131	\$43,116	\$50,645
<b>Metro**</b>	N/A	25	\$45,053	\$45,053	\$45,053	\$45,053
<b>Variance (Metro vs All)</b>	N/A	N/A	-0.8%	6.9%	4.5%	-11.0%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	20%	N/A	\$38,202	\$47,378	\$56,554
<b>Metro**</b>	No	N/A	\$39,428	\$45,342	\$51,256
<b>Variance (Metro vs All)</b>	N/A	N/A	3.2%	-4.3%	-9.4%

\* Data excludes Metro Nashville

\*\* Data represents average salary level





## 18 Correctional Officer Lieutenant

Supervises activities of a correctional staff on assigned shift, oversees work of Correctional Officers and support personnel for security and care of an inmate population. High School Diploma and three (3) years of experience as a Correctional Officer, and currently classified as a Correctional Officer Sergeant. Assists with securing and overseeing care and well-being of inmates in a correctional facility. High School Diploma required.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	3	10	\$52,537	N/A	N/A	N/A
<b>Metro**</b>	N/A	25	\$52,202	\$52,202	\$52,202	\$52,202
<b>Variance (Metro vs All)</b>	N/A	N/A	-0.6%	N/A	N/A	N/A

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	0%	N/A	\$49,218	\$57,805	\$66,393
<b>Metro**</b>	No	N/A	\$43,551	\$50,083	\$56,614
<b>Variance (Metro vs All)</b>	N/A	N/A	-11.5%	-13.4%	-14.7%

\* Data excludes Metro Nashville

\*\* Data represents average salary level



## 19 Police Identification Analyst 1

Performs skilled and technical duties involved in the examination, comparison, and identification of latent fingerprints. High School Diploma, two (2) department approved fingerprint/forensic identification schools, and two (2) years experience training/working in Latents.

	Number of Organizations that Matched this Position	Avg. Number of Incumbents	Annual Salary for incumbents:			
			Average	25th Percentile	Median	75th Percentile
<b>All Participants*</b>	9	5	\$46,737	\$38,432	\$47,406	\$52,988
<b>Metro**</b>	N/A	1	\$45,999	\$45,999	\$45,999	\$45,999
<b>Variance (Metro vs All)</b>	N/A	N/A	-1.6%	19.7%	-3.0%	-13.2%

	Annual Incentive Eligible (Yes)	Annual Incentive Opportunity (%)	Formal Salary Range:		
			Minimum	Midpoint	Maximum
<b>All Participants*</b>	11%	N/A	\$36,649	\$44,169	\$51,784
<b>Metro**</b>	No	N/A	\$39,428	\$45,342	\$51,256
<b>Variance (Metro vs All)</b>	N/A	N/A	7.6%	2.7%	-1.0%

\* Data excludes Metro Nashville

\*\* Data represents average salary level

# Deloitte.

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