

Date: 6-20-11

Firefighter EMT

2011-12 WAGE SURVEY ANALYSIS FORM

CITIES	MINIMUM	MAXIMUM
Columbus	\$12.130	\$16.990
Fremont	\$11.920	\$16.780
Grand Island	\$12.386	\$17.974
Norfolk	\$12.210	\$16.970
North Platte	\$11.740	\$16.360
Scottsbluff	\$11.250	\$15.730
Subtotal	\$71.636	\$100.804
MEAN	\$11.939	\$16.801
MIDPOINT	\$12.025	\$16.875
Subtotal	\$23.964	\$33.676
TARGET-HOURLY	\$11.982	\$16.838
TARGET-ANNUAL	\$33,645.46	\$47,281.10

Mean: arithmetic average of the survey responses; add the responses and divide by the number of responses.

Midpoint: response that is in the middle determined by counting the number of responses. If there is an odd number, the midpoint is the response in the middle with an equal number of responses above and below it. If there is an even number of responses, the midpoint is calculated by averaging the two middle responses that have an equal number of responses above and below them.

Target: average of the mean and midpoint

CALCULATED 2010-11 WAGE RATES							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
6 mos	1 yr	1 yr	1 yr	1 yr	1 yr	1 yr	Top
\$11.982	\$12.579	\$13.205	\$13.863	\$14.553	\$15.278	\$16.039	\$16.838

 City Administrator

 IAFF President

Date: 6-20-11

Firefighter EMT-P

2011-12 WAGE SURVEY ANALYSIS FORM

CITIES	MINIMUM	MAXIMUM
Columbus	\$13.711	\$18.571
Fremont	\$13.531	\$18.391
Grand Island	\$13.828	\$19.530
Norfolk	\$13.516	\$18.276
North Platte	\$13.500	\$18.820
Scottsbluff		
Subtotal	\$68.086	\$93.588
MEAN	\$13.617	\$18.718
MIDPOINT	\$13.531	\$18.571
Subtotal	\$27.148	\$37.289
TARGET-HOURLY	\$13.574	\$18.645
TARGET-ANNUAL	\$38,115.79	\$52,355.16

Mean: arithmetic average of the survey responses; add the responses and divide by the number of responses.

Midpoint: response that is in the middle determined by counting the number of responses. If there is an odd number, the midpoint is the response in the middle with an equal number of responses above and below it. If there is an even number of responses, the midpoint is calculated by averaging the two middle responses that have an equal number of responses above and below them.

Target: average of the mean and midpoint

CALCULATED 2010-11 WAGE RATES							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
6 mos	1 yr	1 yr	1 yr	1 yr	1 yr	1 yr	Top
\$13.574	\$14.204	\$14.862	\$15.552	\$16.273	\$17.028	\$17.818	\$18.645

 City Administrator

 IAFF President

Date: June 20, 2011

Fire Lieutenant

2011-12 WAGE SURVEY ANALYSIS FORM

CITIES	MINIMUM	MAXIMUM
Columbus	\$14.360	\$20.010
Fremont	\$13.800	\$19.420
Grand Island		
Norfolk		
North Platte	\$14.000	\$19.260
Scottsbluff		
Subtotal	\$42.160	\$58.690
MEAN	\$14.053	\$19.563
MIDPOINT	\$14.000	\$19.420
Subtotal	\$28.053	\$38.983
TARGET-HOURLY	\$14.027	\$19.492
TARGET-ANNUAL	\$39,387.82	\$54,733.54

Mean: arithmetic average of the survey responses; add the responses and divide by the number of responses.

Midpoint: response that is in the middle determined by counting the number of responses. If there is an odd number, the midpoint is the response in the middle with an equal number of responses above and below it. If there is an even number of responses, the midpoint is calculated by averaging the two middle responses that have an equal number of responses above and below them.

Target: average of the mean and midpoint

CALCULATED 2010-11 WAGE RATES							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
6 mos	1 yr	1 yr	1 yr	1 yr	1 yr	1 yr	Top
\$14.027	\$14.702	\$15.409	\$16.151	\$16.928	\$17.743	\$18.597	\$19.492

 City Administrator

 IAFF President

Date: June 20, 2011

Fire Captain**2011-12 WAGE SURVEY ANALYSIS FORM**

CITIES	MINIMUM	MAXIMUM
Columbus		
Fremont	\$16.380	\$23.050
Grand Island	\$16.671	\$23.115
Norfolk	\$15.300	\$21.290
North Platte	\$16.590	\$22.840
Scottsbluff	\$14.690	\$20.640
Subtotal	\$79.631	\$110.935
MEAN	\$15.926	\$22.187
MIDPOINT	\$16.380	\$22.840
Subtotal	\$32.306	\$45.027
TARGET-HOURLY	\$16.153	\$22.514
TARGET-ANNUAL	\$45,357.62	\$63,219.31

Mean: arithmetic average of the survey responses; add the responses and divide by the number of responses.

Midpoint: response that is in the middle determined by counting the number of responses. If there is an odd number, the midpoint is the response in the middle with an equal number of responses above and below it. If there is an even number of responses, the midpoint is calculated by averaging the two middle responses that have an equal number of responses above and below them.

Target: average of the mean and midpoint

CALCULATED 2010-11 WAGE RATES							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
6 mos	1 yr	1 yr	1 yr	1 yr	1 yr	1 yr	Top
\$16.153	\$16.938	\$17.760	\$18.623	\$19.528	\$20.476	\$21.471	\$22.514

 City Administrator

 IAFF President

Attachment A

Date: June 20, 2011

**2011-12 HEALTH INSURANCE SURVEY ANALYSIS FORM
(% paid by employee)**

CITIES	SINGLE	FAMILY
Columbus	7.00%	14.00%
Fremont	9.00%	15.00%
Grand Island	7.00%	20.00%
Norfolk	0.00%	20.00%
North Platte	20.00%	20.00%
Scottsbluff	11.00%	19.00%
Subtotal	54.00%	108.00%
MEAN	9.00%	18.00%
MIDPOINT	8.00%	19.50%
Subtotal	17.00%	37.50%
TARGET	8.50%	18.75%
TARGET--Premiums	\$48.22	\$225.00

Mean: arithmetic average of the survey responses; add the responses and divide by the number of responses.

Midpoint: response that is in the middle determined by counting the number of responses. If there is an odd number, the midpoint is the response in the middle with an equal number of responses above and below it. If there is an even number of responses, the midpoint is calculated by averaging the two middle responses that have an equal number of responses above and below them.

Target: average of the mean and midpoint

 City Administrator

 IAFF President