

<b>Race</b>	<b>Number of Employees</b>	<b>Avg. Annual Sal</b>
Asian	13	\$67,293.00
Black	52	\$63,968.00
Hispanic/Latinx	51	\$61,833.00
Other	4	\$59,344.00
White	658	\$69,749.00

<b>Gender</b>	<b>Number of Employees</b>	<b>Avg. Annual Sal</b>
Female	239	\$62,256.00
Male	539	\$71,629.00

<b>Age groups</b>	<b>Number of Records</b>	<b>Avg. Annual Sal</b>
Under 20	3	\$46,102.51
20-40	276	\$65,879.41
40-60	386	\$71,495.19
60+	113	\$66,981.28

\* Please note that the average annual salary is not inclusive of items such as overtime and differentials.

\*Also data does not reflect years in position which has an impact on base pay.

<b>Race</b>	<b>Number of Employees</b>	<b>Avg. Hourly Rate</b>
A	8	\$14.88
B	18	\$16.10
H	26	\$14.40
O	2	\$13.75
W	193	\$17.56

<b>Gender</b>	<b>Number of Employees</b>	<b>Avg. Hourly Rate</b>
Female	127	\$18.42
Male	120	\$15.50

<b>Age groups</b>	<b>Number of Records</b>	<b>Avg. Hourly Rate</b>
Under 20	61	\$12.18
20-40	81	\$16.29
40-60	47	\$19.62
60+	58	\$20.94

<b>Job Class Description (group)</b>	<b>Race</b>	<b>Number of Employees</b>	<b>Avg. Annual Sal</b>
COMMAND STAFF	Asian	1	\$92,290.44
COMMAND STAFF	Hispanic/Latinx	2	\$100,365.86
COMMAND STAFF	White	30	\$108,653.80
POLICE OFFICER	Asian	2	\$76,504.48
POLICE OFFICER	Black	13	\$70,051.09
POLICE OFFICER	Hispanic/Latinx	9	\$65,260.09
POLICE OFFICER	White	67	\$68,386.77

<b>Job Class Description (group)</b>	<b>Gender</b>	<b>Number of Employees</b>	<b>Avg. Annual Sal</b>
COMMAND STAFF	Female	1	\$88,598.82
COMMAND STAFF	Male	32	\$108,251.17
POLICE OFFICER	Female	14	\$69,285.22
POLICE OFFICER	Male	77	\$68,349.80

<b>Job Class Description (group)</b>	<b>Age groups</b>	<b>Number of Employees</b>	<b>Avg. Annual Sal</b>
COMMAND STAFF	20-40	4	\$89,867.82
COMMAND STAFF	40-60	27	\$108,355.46
COMMAND STAFF	60+	2	\$133,783.70
POLICE OFFICER	20-40	48	\$65,683.84
POLICE OFFICER	40-60	38	\$71,240.67
POLICE OFFICER	60+	5	\$74,591.58

**Command Staff positions:**

POLICE SERGEANT  
POLICE LIEUTENANT  
POLICE DEPUTY CHIEF  
POLICE CHIEF  
POLICE CAPTAIN

<b>Job Class Description (group)</b>	<b>Race</b>	<b>Number of Employees</b>	<b>Avg. Annual Sal</b>
COMMAND STAFF	Black	4	\$90,171.83
COMMAND STAFF	Hispanic/Latinx	2	\$93,503.75
COMMAND STAFF	White	48	\$99,172.88
FIRE FIGHTER	Asian	1	\$70,149.22
FIRE FIGHTER	Black	6	\$72,883.29
FIRE FIGHTER	Hispanic/Latinx	4	\$73,289.08
FIRE FIGHTER	White	87	\$71,594.57

<b>Job Class Description (group)</b>	<b>Gender</b>	<b>Number of Employees</b>	<b>Avg. Annual Sal</b>
COMMAND STAFF	Female	2	\$86,801.07
COMMAND STAFF	Male	52	\$98,738.29
FIRE FIGHTER	Female	4	\$73,484.64
FIRE FIGHTER	Male	94	\$71,653.13

<b>Job Class Description (group)</b>	<b>Age groups</b>	<b>Number of Employees</b>	<b>Avg. Annual Sal</b>
COMMAND STAFF	20-40	11	\$89,041.40
COMMAND STAFF	40-60	39	\$100,789.61
COMMAND STAFF	60+	4	\$99,435.73
FIRE FIGHTER	20-40	49	\$70,143.96
FIRE FIGHTER	40-60	44	\$73,137.59
FIRE FIGHTER	60+	5	\$74,844.91

**Command Staff positions:**

FIRE LIEUTENANT  
 FIRE DISTRICT CHIEF  
 FIRE DEPUTY CHIEF  
 FIRE CHIEF ENGINEER  
 FIRE CAPTAIN