

**BAR AND FIR SALARY & BENEFIT CALCULATIONS**

**EXEMPT, CLASSIFIED, TERMC, TERMG - FULL TIME, TEMP, PART TIME**

**TITLE:** Wildland Forestry Technician

**BEGINNING OF RANGE:**

| POSITION CALCULATIONS   |                 |                      |                         | FIR CALCULATIONS        |                       |
|-------------------------|-----------------|----------------------|-------------------------|-------------------------|-----------------------|
| Item                    | Rates           | Full FY<br>2016-2017 | Partial FY<br>2016-2017 | % Increase<br>2016-2017 | Proj FY<br>2017-20118 |
| Pay Periods To Be Used  |                 |                      | 6.0                     | 0.0%                    |                       |
| Partial Year Percentage |                 |                      | 23%                     |                         |                       |
| Hourly Rate             |                 | \$ 13.000            |                         |                         |                       |
| Hours                   | 2080            |                      |                         |                         |                       |
| Salary                  |                 | 27,040               | 6,240                   |                         | 27,040                |
| Fica                    | 0.062           | 1,676                | 89                      |                         | 1,676                 |
| FMHI                    | 0.0145          | 392                  | 21                      |                         | 392                   |
| PERA                    | AFSCME 0.205375 | 5,553                | 296                     |                         | 5,553                 |
| RHC                     | 0.0200          | 541                  | 29                      |                         | 541                   |
| Health                  | 16,033          | 16,033               | 3,700                   |                         | 16,033                |
| Life                    |                 | 81                   | 19                      |                         | 0                     |
| Dental                  | 790             | 790                  | 182                     |                         | 790                   |
| Benefits                |                 | 25,067               | 4,336                   |                         | 24,986                |
| % Ben. of Total         |                 | 48.11%               | 41.00%                  |                         | 48.03%                |
| <b>TOTAL COST</b>       |                 | <b>52,107</b>        | <b>10,576</b>           |                         | <b>52,026</b>         |

**FORM INSTRUCTIONS: (Tab between cells)**

1. **HIGHLIGHTED AREAS ARE THE ONLY AREAS WHERE INFORMATION IS ENTERED.**  
If the numbers do not automatically calculate, press the F9 key to recalculate.
2. Determine the number of pay periods to be calculated, for a full year, enter 26.  
If calculating for only part of the year, enter the number of pay periods remaining in the year.
- 3a. Determine what the hourly rate for the position is going to be and insert it.
- 3b. To calculate just the increase in an hourly rate:
  - a. Insert the hourly rate increase (for example: .5425).
  - b. Insert 0 for Health (not affected by hourly rate).
  - c. Insert 0 for Dental (not affected by hourly rate).
4. The correct hours assigned to these positions is 2080. It is already inserted above.
5. **FICA: Use .062 for all positions other than Fire or Police union positions. For these, enter 0.**
6. Determine what pension plan rate to apply from the list below and insert it above.
 

|           |          |  |
|-----------|----------|--|
| AFSCME    | 0.205375 | <b>If a nonunion position, choose AFSCME</b> |
| NON-UNION | 0.205375 |  |
| POLICE    | 0.278000 |  |
| FIRE      | 0.349250 |  |
7. **LIFE: is calculated on annual salary**
8. Health Rates base on Union.
 

|           |           |
|-----------|-----------|
| AFSCME    | \$ 16,033 |
| NON-UNION | \$ 16,033 |
| POLICE    | \$ 17,757 |
| FIRE      | \$ 17,815 |
9. Dental Rates for all employees.
 

|     |        |
|-----|--------|
| ALL | \$ 718 |
|-----|--------|
10. For an FIR, determine what assumptions are to be used for the following fiscal year.  
Enter as a %. **Verify these assumptions with the Budget Office.**