

COMPENSATION COMPARISON BETWEEN THE HUDSON FIRE DEPARTMENT AND OTHER SELECTED NEW HAMPSHIRE FIRE DEPARTMENTS

Prepared by the Professional Firefighters of Hudson, IAFF Local #3154 Executive Board

Departments were selected for their proximity to Hudson and/or for being of a similarly size. To ensure equitable comparisons, departments paying certification stipends had stipends for those certifications required by the Hudson Fire Department for each specific rank added into their base hourly rate.

DEPARTMENT	FF/EMT	FF/AEMT	FF/PARAMEDIC	LT/AEMT	LT/PARAMEDIC
BEDFORD ¹²³⁵ <i>Local</i>	n/a	\$21.05 - \$27.95	\$21.76 - \$29.82	\$27.32 - \$34.52	\$28.69 - \$36.30
DERRY ²³⁵ <i>Local</i>	\$23.74 - \$31.81 <i>Includes EMT stipend</i>	\$24.20 - \$32.43 <i>Includes AEMT stipend</i>	\$24.61 - \$33.05 <i>Includes Paramedic stipend</i>	\$31.99 - \$39.47 <i>Includes FO1 stipend</i> <i>Includes AEMT stipend</i>	\$32.59 - \$41.20 <i>Includes FO1 stipend</i> <i>Includes Paramedic stipend</i>
DOVER ¹²³⁴ <i>Similarly Sized</i>	\$21.14 - \$30.66	\$22.73 - \$32.97	\$26.26 - \$38.09	\$28.70 - \$41.39 <i>Includes FO1 stipend</i> <i>Includes AEMT stipend</i>	\$28.74 - \$41.43 <i>Includes FO1 stipend</i> <i>Includes Medic stipend</i>
HUDSON	\$17.78 - \$24.10	\$22.42 - \$27.02	\$24.36 - \$29.62	\$29.83 - \$36.27	\$31.30 - \$38.04
KEENE ¹ <i>Similarly Sized</i>	\$24.79 - \$30.16	\$25.14 - \$30.51 <i>Includes AEMT stipend</i>	\$26.07 - \$31.44	\$27.85 - \$35.60 <i>Includes AEMT stipend</i>	\$28.78 - \$36.54
LACONIA ¹² <i>Similarly Sized</i>	\$22.57 - \$27.61 <i>Includes FF1/FF2 stipend</i>	\$22.91 - \$27.95 <i>Includes FF1/FF2 stipend</i> <i>Includes AEMT stipend</i>	\$24.13 - \$29.49 <i>Includes FF1/FF2 stipend</i>	\$29.70 - \$32.46 <i>Includes FF1/FF2 stipend</i> <i>Includes AEMT stipend</i>	\$31.40 - \$34.34 <i>Includes FF1/FF2 stipend</i>
LONDONDERRY ¹²³⁴ <i>Local & Similarly Sized</i>	\$22.93 - \$30.78	\$23.04 - \$30.89 <i>Includes AEMT stipend</i>	\$26.85 - \$32.97	\$31.39 - \$36.31 <i>Includes AEMT stipend</i>	\$33.05 - \$39.01
MANCHESTER ⁴ <i>Local</i>		\$23.68 - \$33.75		\$29.02 - \$41.40	
MERRIMACK ¹²³⁵⁶ <i>Local & Similarly Sized</i>	\$23.14 - \$26.78 <i>Includes FF2 stipend</i> <i>Includes EMT stipend</i>	\$23.37 - \$27.01 <i>Includes FF2 stipend</i> <i>Includes AEMT stipend</i>	\$24.66 - \$28.31 <i>Includes FF2 stipend</i>	\$33.55 <i>Includes AEMT stipend</i>	\$35.69 <i>Includes Paramedic stipend</i>
NASHUA ³⁴⁵ <i>Local</i>		\$25.11 - \$31.91		\$37.18 - \$40.65	
PELHAM ¹²³⁴⁵⁶ <i>Local</i>	\$19.66 - \$23.96	\$21.70 - \$26.44	\$25.16 - \$30.66	\$27.45 - \$33.44	\$28.84 - \$35.13
SALEM ¹ <i>Local</i>	\$24.13 - \$30.51 <i>Includes FF2 stipend</i> <i>Includes EMT stipend</i>	\$24.68 - \$31.20 <i>Includes FF2 stipend</i> <i>Includes EMT & AEMT stipend</i>	\$25.52 - \$33.22 <i>Includes FF2 stipend</i> <i>Includes EMT stipend</i>	\$33.00 - \$37.25 <i>Includes FF2 stipend</i> <i>Includes EMT & AEMT stipend</i>	\$33.64 - \$38.24 <i>Includes FF2 stipend</i> <i>Includes EMT stipend</i>
WINDHAM ¹²⁵ <i>Local</i>	\$24.10 - \$29.67 <i>Includes FF2 stipend</i>	\$24.57 - \$30.26 <i>Includes FF2 stipend</i> <i>Includes AEMT stipend</i>	\$25.29 - \$31.14 <i>Includes FF2 stipend</i> <i>Includes Paramedic stipend</i>	\$32.53 - \$34.30 <i>Includes FF2 stipend</i> <i>Includes AEMT stipend</i>	\$33.48 - \$36.31 <i>Includes FF2 stipend</i> <i>Includes Paramedic stipend</i>

¹Contract includes certification stipends or incentives ²Contract includes education stipends or incentives ³Contract includes longevity pay

⁴Contract includes compensation for collateral or special duties ⁵Contract includes academic tuition assistance and/or reimbursement

⁶Fire Department rank structure includes a Master Firefighter position above Firefighter and below Lieutenant with a separate pay scale

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Departments represented are all municipal New Hampshire fire departments that have dispatcher, fire alarm operator or communication specialist positions. For equitable comparisons, departments paying certification stipends had those stipends added into their base hourly rate for those certifications required in that rank by the Hudson Fire Department.

DEPARTMENT	DISPATCHER
CONCORD ¹⁴⁵	\$20.12 - \$29.15
DERRY ²³⁵	\$21.38 - \$28.63 <i>Does <u>not</u> include potential shift differentials</i>
HAMPTON ¹	\$18.19 - \$23.35
HUDSON	\$18.98 - \$23.08
LONDONDERRY ¹²³⁴	\$22.41 - \$27.02 <i>Does <u>not</u> include potential shift differentials</i>
MANCHESTER ⁴	\$19.71 - \$28.09 <i>Does <u>not</u> include potential shift differentials</i>
NASHUA ³⁴⁵	\$25.64 - \$31.91
SALEM ¹	\$19.13 - \$23.74 <i>Includes APCO certification stipend</i>

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