



STAFF REPORT

DATE: December 4, 2018

CONSENT #7

AGENDA ITEM: 2019 Paid on Call Firefighter Compensation

TO: Mayor and Council

SUBMITTED BY: Jake Foster, Assistant City Administrator

BACKGROUND:

In previous years the City has given Paid on Call (POC) firefighters the same cost of living adjustment (COLA) as non-union employees. After discussion with the Fire Department, in lieu of the COLA for POC firefighters, staff has proposed that the Training and Meeting Pay is eliminated and the Call Pay is used for trainings and meetings and categorized as an “Hourly Pay.”

ISSUE BEFORE COUNCIL:

Should council approve the proposed 2019 Paid on Call Firefighter compensation plan?

PROPOSAL DETAILS/ANALYSIS:

In order to better recruit new POC Firefighters the Fire Department and Staff recommend the elimination of the “Training and Meeting Pay” category in Paid on Call Firefighter Compensation Plan for 2019. POC Firefighters will then be hired under their full wage. This will make for one hourly pay category to replace the “Call Pay” category in the Paid on Call Firefighters Compensation Plan, and provide equity across the department. The changes are proposed in lieu of the 2.75% annual COLA that was proposed for non-union office staff.

FISCAL IMPACT:

The 2019 Paid on Call Firefighter compensation plan as proposed would be roughly the same cost as providing the same 2.75% COLA to POC firefighters.

OPTIONS:

- 1) Approve the 2019 Paid on Call Firefighter Compensation Plan as proposed
- 2) Make changes to the 2019 Paid on Call Firefighter Compensation Plan with changes
- 3) Do not approve 2019 Paid on Call Firefighter Compensation Plan

RECOMMENDATION:

If removed from the consent agenda:

“Move to approve the 2019 Paid on Call Firefighter Compensation.”

ATTACHMENT:

- Proposed FF Compensation 2019

2019 FIRE DEPT RATES OF PAY

- ~~HOURLY PAY CALL PAY~~ = \$13.33/hr
 - Certified EMT's shall receive an additional \$1.15 per hour.
 - ⊖ Certified ENGINEERS shall receive an additional \$1.15 per hour.
 - ⊖ Officers shall receive an additional \$1.15 per hour.

- ~~TRAINING and MEETING PAY = \$12.17/hr.~~
 - Probationary Incentive Pay = \$573.78

- OFFICERS PAY =
 - ASSISTANT CHIEF (1) - \$2444.77/year
 - CAPTAINS (4) - \$1631.34/year
 - LIEUTENANTS (2) - \$815.67/year

- DUTY CREW/STANDBY PAY - \$2.28 per hour.

	<u>BASED ON YEAREND PERCENTAGE TOTALS</u>	
YEAR END INCENTIVE PAY	26% - Less than 31% = \$460.04	51% - Less than 61% = \$660.42
	31% - Less than 41% = \$516.42	61% - Less than 71% = \$745.93
	41% - Less than 51% = \$603.03	71% & ABOVE = \$860.69

- Part Time Shifts = \$17/hr
- Substitute Firefighter = \$17/hr

PAY RATES EFFECTIVE JULY 1, 2018