



Legislation Details (With Text)

File #: 19-0483 **Version:** 1 **Name:**

Type: Consent Item **Status:** Agenda Ready

File created: 9/30/2019 **In control:** Board of County Commissioners

On agenda: 11/12/2019 **Final action:**

Title: FY 2019 - 2020 Draft new level Pay Plan structure for International Association of Fire Fighters (IAFF) Local #3852 General per agreement between the County and the Union, revised IAFF General Classification Pay Plan and the revised IAFF General Collective Bargaining Agreement.

Sponsors:

Indexes:

Code sections:

Attachments: 1. FY20 DRIVER OPERATOR LEVELS.pdf, 2. FY20 EMS LIEUTENANT LEVELS.pdf, 3. FY20 EMT DRIVER LEVELS.pdf, 4. FY20 FIREFIGHTER LEVELS.pdf, 5. FY20 LIEUTENANT LEVELS.pdf, 6. FY20 RESCUE LIEUTENANT LEVELS.pdf, 7. Proposed Current employees General Unit IAFF as of 9-30-19.pdf, 8. Summary Specialty Incentive Compression and Pay Adjustments 9-30-19.pdf, 9. FY20 IAFF GEN PAY PLAN DRAFT for 111219 Board Meeting.pdf, 10. IAFF CBA General Unit (Redline) (003).pdf, 11. IAFF CBA General Unit (Clean).pdf, 12. Community Engagement Survey.pdf

Date	Ver.	Action By	Action	Result
------	------	-----------	--------	--------

Agenda Item Name:

FY 2019 - 2020 Draft new level Pay Plan structure for International Association of Fire Fighters (IAFF) Local #3852 General per agreement between the County and the Union, revised IAFF General Classification Pay Plan and the revised IAFF General Collective Bargaining Agreement.

Presenter:

Heather Akpan, 337-6165

Description:

Request approval of the Fiscal Year 2019-2020 new level Pay Plan structure, revised Classification Pay Plan and the revised IAFF Collective Bargaining Agreement.

Recommended Action:

Approve the Fiscal Year 2019-2020 new level Pay Plan structure, the Classification Pay Plan and the revised Collective Bargaining Agreement for IAFF General.

Prior Board Motions:

The addition of classifications or changes to salary ranges on any of the Pay Plans must be approved

by the Board of County Commissioners.

Fiscal Consideration:

Funds exist in the FY2019-2020 Departmental Budgets.

Background:

The Human Resources Department prepares recommendations for adjustments and additions to pay plans and to employees' rates of pay each year.

The following are recommendations for Fiscal Year 2019-2020:

Implement new level pay structure for (6) six classifications (Driver/Operator, EMS Lieutenant, EMT Driver, Firefighter, Lieutenant, and Rescue Lieutenant) as shown in attachments.

Fiscal Year 2019- 2020 Draft IAFF General Pay Plan includes removal of (14) classifications:

Position Title: Critical Care Paramedic 40; Exempt/Non-Exempt: Non-Exempt; Pay Grade 17: Hourly Rate: \$21.8344 to \$34.9492; Annual Rate: \$45,434.06 to \$72,694.34

Position Title: Driver Operator Paramedic 40; Exempt/Non-Exempt: Non-Exempt; Pay Grade 17: Hourly Rate: \$21.8344 to \$34.9492; Annual Rate: \$45,434.06 to \$72,694.34

Position Title: Driver Operator 40; Exempt/Non-Exempt: Non-Exempt; Pay Grade 16: Hourly Rate: \$20.7439 to \$33.1901; Annual Rate: \$43,147.31 to \$69,035.41

Position Title: EMS Lieutenant 56; Exempt/Non-Exempt: Non-Exempt; Pay Grade 9: Hourly Rate: \$9.0317 to \$13.9991; Annual Rate: \$30,057.50 to \$46,589.00

Position Title: EMT Driver 56; Exempt/Non-Exempt: Non-Exempt; Pay Grade 17: Hourly Rate: \$13.6521 to \$21.8433; Annual Rate: \$45,434.19 to \$72,694.50

Position Title: Firefighter/EMT 40; Exempt/Non-Exempt: Non-Exempt; Pay Grade 11: Hourly Rate: \$16.0231 to \$24.8359; Annual Rate: \$33,328.05 to \$51,658.67

Position Title: Firefighter/Paramedic 40; Exempt/Non-Exempt: Non-Exempt; Pay Grade 13: Hourly Rate: \$17.7667 to \$28.4267; Annual Rate: \$36,954.74 to \$59,127.54

Position Title: Health/Safety Officer; Exempt/Non-Exempt: Non-Exempt; Pay Grade 15: Hourly Rate: \$19.6997 to \$31.5195; Annual Rate: \$40,975.38 to \$65,560.56

Position Title: Lieutenant 40; Exempt/Non-Exempt: Non-Exempt; Pay Grade 20: Hourly Rate: \$25.5036 to \$42.0811; Annual Rate: \$53,047.49 to \$87,528.69

Position Title: Lieutenant/Paramedic 40; Exempt/Non-Exempt: Non-Exempt; Pay Grade 21: Hourly Rate: \$26.8553 to \$44.3113; Annual Rate: \$55,859.02 to \$92,167.50

Position Title: Paramedic 40; Exempt/Non-Exempt: Non-Exempt; Pay Grade 17: Hourly Rate: \$21.8344 to \$34.9492; Annual Rate: \$45,434.06 to \$72,694.34

Position Title: Paramedic/Driver 56; Exempt/Non-Exempt: Non-Exempt; Pay Grade 11: Hourly Rate: \$10.0144 to \$15.5224; Annual Rate: \$33,327.92 to \$51,658.55

Position Title: Rescue Lieutenant I 40; Exempt/Non-Exempt: Non-Exempt; Pay Grade 18: Hourly Rate: \$23.5185 to \$37.6296; Annual Rate: \$48,918.48 to \$78,269.57

Position Title: Rescue Lieutenant II 40; Exempt/Non-Exempt: Non-Exempt; Pay Grade 21: Hourly Rate: \$26.8553 to \$44.3113; Annual Rate: \$55,859.02 to \$92,167.50

Fiscal Year 2019- 2020 Draft IAFF General Level Pay Plan Structure includes minimum salary realignment changes as shown on attachments.

Fiscal Year 2019- 2020 Draft IAFF General Pay Plan minimum salary will remain the same for the following classifications:

Fire Inspector
Fire Rescue Diversity Coordinator
Plans Reviewer/Inspector

Employee Increases for FY 20:

Request pay adjustment increases for employees in the IAFF General Pay Plan effective the first full pay period of October 2019 as agreed upon between the County and Union. The proposed increases are attached per the IAFF Collective Bargaining Agreement.