



## Legislation Text

---

**File #:** 22-0863, **Version:** 1

---

**Agenda Item Name:**

FY 2022 - 2023 Draft Pay Plan for IAFF General and Employee Increases

**Presenter:**

Heather Akpan, 337-6165

**Description:**

Request approval of the Fiscal Year 2022-2023 updates to the Pay Plan.

The Union and County agreed to continue an educational step plan that provided a Cost of Living Adjustment (COLA) along with a step increase for educational achievement.

The new minimum hourly pay rate for (Certified) Firefighters will be \$15.0000 effective October 1, 2022.

**Recommended Action:**

Approve the Fiscal Year 2022-2023 IAFF General Pay Plan.

**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, and are contingent upon the ratification of the IAFF General Collective Bargaining Agreement that is set for ratification by the Board also on September 27, 2022.

**Fiscal Consideration:**

The fiscal impact of the contract has been addressed in Funds 001 and 011. Pay rates are portrayed at an hourly rate and therefore occasionally have rounding issues at the .0001 level.

**Strategic Guide:**

All Other Mandatory and Discretionary Services

**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 2022-2023 in addition to the range changes as shown in the Description above:

**FY 2022 - 2023 IAFF General Pay Plan:**

**Title Change Only:**

EMS Lieutenant to EMS Attendant

**Add (1) new classification:**

Fire Prevention Officer

**Remove (2) classifications:**

Fire Inspector

Plans Reviewer/Inspector

**Employee Increases for FY 23:**

Request the increases shown on the attachment "Addendum 1-pay plan" for IAFF General employees hired before October 1, 2022, effective the first full pay period on or after October 1, 2022 as approved by the Board on September 27, 2022, File ID# 22-0855.