



TO: City Council members

FROM: Sharr Pechac, Human Resources Director

CC: Mayor Kerry Thomson, Deputy Mayor Gretchen Knapp, Controller Jessica McClellan, and Council Attorney/Administrator Lisa Lehner

DATE: October 11, 2024

SUBJECT: 2024 Salary Ordinance 2024-19 for Officers of the Police and Fire Departments.

Ordinance 2024-19 fixes the salaries of officers within both the Police and Fire Departments.

The requested changes and new positions are explained below.

We are requesting to move all positions within the Fire and Police Departments into this salary ordinance for convenience, as well as to correct a prior omission. In the past, some Fire and Police positions were listed in a separate ordinance for appointed officers, non-union, and A.F.S.C.M.E. employees. Similarly, we are also requesting to move other provisions related to these positions from the other salary ordinance into one document. Condensing them all to one ordinance makes it easier to easily understand the makeup of these critical departments.

We request to update the base salaries for Fire personnel to reflect the significant pay increases promised via their collective bargaining agreement, and also request a 1.2% increase in the Public Employees Retirement Fund (PERF) for sworn public safety personnel. Additionally, we request to update the Professional & Command Classifications section to match the Fire Collective Bargaining Agreement.

All other changes made to Fire position grades were the result of the Classification and Compensation Study implementation. Consistent with past practice, the grade classification was determined through the job evaluation committee¹ (now rebranded the Workforce Evaluation and Realignment Committee (WERC.)) Additionally, all graded positions have been level-set across the City as a whole for consistency and fairness, and have been confirmed by external consultants assisting on the project. The estimated fiscal impact of these changes was presented as part of the Budget presentations earlier this year.

Similarly, we request to update the base salaries for Police personnel to reflect the significant pay increase promised to these positions. The salaries you now see listed for their positions represent salaries mutually determined by the Office of the Mayor, Office of the Controller, Fire Department, and Fire union and are deemed necessary to attract and retain these critical positions.

Additionally, we request to increase the Dispatch Trainer Incentive Pay to One Dollar (\$1.00) per hour for training other less experienced dispatchers. This will better attract and retain individuals to accept these more strenuous assignments.

All other changes made to Police position grades were the result of the Classification and Compensation Study implementation, though some sworn officer grades were inflated to ensure the City is able to compensate individuals in those positions at the salaries discussed between Police and Administration. Consistent with past practice, the grade classification was determined through the job evaluation committee (now rebranded the Workforce Evaluation and Realignment Committee (WERC.)) Additionally, all graded positions have been level-set across the City as a whole for consistency and fairness, and have been confirmed by external consultants assisting on the project. The estimated fiscal impact of these changes was presented as part of the Budget presentations earlier this year.

We further request that the existing 12-grade Pay Grades and Salary Ranges be replaced with an expanded 14-grade Pay Grade structure starting on January 1, 2025. This expanded structure was recommended as part of the Classification and Compensation Study conducted in 2023 in order to relieve pay compression between mid-level employees and their supervisors, as well as to better differentiate between grades. Please note that this updated chart already reflects the 3% cost of living increase being given to City personnel in 2025.

Finally, we are requesting to remove the \$500 payment given to the Fire Captains, Chauffeurs, First Class Firefighters, and Probationary Firefighters, as well as to the Police Chief, Deputy Chief, Captains, Lieutenants, and Probationary Officers in 2024. Further, we request to remove the Recruitment Incentive for newly hired firefighters, Retention Pay given to active First Class Firefighters in 2024 and the Longevity Retention Pay given to employees. All of these additional payments are being retired by the new administration to permanently increase the base salary of Fire and Police personnel.

Your approval of Ordinance 2024-19 is requested. Please feel free to contact me if you have any questions.