

Fire Department Compensation Plan FY22



Purpose

- Attractive Firefighter/EMT Starting Salary
- Attractive Firefighter/Paramedic Starting Salary
- Reward Longevity/Minimize Compression
- Incentivize Ocean Rescue Swimmers



Firefighter/EMT Starting Salary

- Current salary hindered recruitment/retention
- Lowest starting in the area & #27 out of 30 comparisons
- All local fire departments have recently addressed or are currently in the process of addressing salaries
- Average starting salary in January 2020: \$41,000
- Move Firefighter position to paygrade 15
 - \$43,005 starting effective July 1, 2021
 - Remove the 10% after 1st year
 - Start at the higher “certified” rate
 - \$600 bonus after first year per merit plan



Firefighter/Paramedic Starting Salary

- Current salary hindered recruitment/retention
- Paramedics are scarce and highly marketable
- Lowest in the area & lowest of all comparisons
- Average starting salary in January 2020: \$49,500
- \$7,000 Paramedic certification pay on top of FF salary
 - Starting → $\$43,005 + \$7,000 = \mathbf{\$50,005}$
- Nonsupervisory paramedics can go \$7,000 above the maximum
 - Maximum → $\$66,757 + \$7,000 = \mathbf{\$73,757}$



New Firefighter Payscale

	Min	Max
Firefighter/EMT	\$43,005	\$66,757
Firefighter/Paramedic	\$50,005	\$73,757



Master Firefighter

- Provide horizontal advancement → replace Engineer
 - Minimum 3 years
 - Must meet specific dept. criteria
 - Must pass the written & skills assessment
 - Paramedic certification pay remains at \$7,000
 - Up to 7 per year

	Min	Max
Master FF/EMT	\$44,800	\$69,685
Master FF/Paramedic	\$51,800	\$76,685



Lieutenant Grade

- Is less than \$185 more than brand new FF/PM
- Current grade does not allow for maxed out Eng/PM to get full promotional raise
- Move up one grade to 20
- Starting range increases from \$50,189 to \$51,985



Current Sworn Employee Increase

- Effective July 2021
- Additional funds required to get new minimum salary for FFs and FF/Paramedics
 - \$135,871
- \$300 per year increase, up to 10 years (\$3,000 max)
 - \$321,600



Ocean Rescue Incentive

- Annual Bonus for certified swimmers
 - \$2,500 tier 1; \$1,500 tier 2
 - not a salary increase
- Distributed after beach season → must work a minimum number of beach shifts to qualify for bonus
- Current cost → \$77,000



Total Cost

Including Salary, PORS, FICA → **\$711,004**

Thank you for your continued support!!!



Questions??

