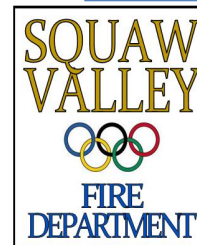




SQUAW VALLEY PUBLIC SERVICE DISTRICT



Fire Department Pay Scale Revision

DATE: November 19th, 2019

TO: District Board of Directors

FROM: Michael Geary, General Manager

SUBJECT: Fire Department Pay Scale Revision – Fire Chief Merit Increase - CalPERS Publication Requirement

BACKGROUND: Pay schedules for public employees are public records and are required by State law to be available for public review. In addition, CalPERS requires pay changes to be reviewed and approved by the governing board if the wage is to be included when calculating the pension for an eligible retiree.

DISCUSSION: During the fiscal year 2019-20 budget, a merit increase was budgeted for the Fire Chief to occur in October of 2019. The last merit increase received by the Fire Chief was in October of 2017. Based on the performance of the employee, a meritorious increase is warranted at this time and pursuant to the District's Personnel Policy and Procedures Manual, may be given at the discretion of the General Manager. To comply with CalPERS's rules, the position's salary must be updated on the salary scales, approved by the Board, and be made available and accessible to the public.

ALTERNATIVES:

1. Approve a 5% wage increase for the Fire Chief Riley.
2. Do not authorize the proposed wage increase.

FISCAL/RESOURCE IMPACTS: The 5% merit increase was included in the District's FY 2019-20 annual budget and equates to a \$5,900 annual increase in the Fire Department Operating Budget for the current fiscal year.

RECOMMENDATION: Staff recommends approval of the proposed wage increase to \$14,888/month.

ATTACHMENTS: Resolution 2019-26; Squaw Valley Fire Department Summary of Salary Schedules with effective date of October 26, 2019.

DATE PREPARED: November 4th, 2019.

RESOLUTION 2019-26

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
SQUAW VALLEY PUBLIC SERVICE DISTRICT
APPROVING FIRE DEPARTMENT SALARY SCHEDULES**

WHEREAS, the Board of Directors of the Squaw Valley Public Service District has reviewed and considered the costs and expenses anticipated to be incurred in the maintenance and operation of the Fire Department; and

WHEREAS, the District wants to keep salaries in the range of the neighboring Districts; and

WHEREAS, pay schedules for public employees are public records that are required by State law to be available for public review; and

WHEREAS, the District's Board of Directors support and expect open-government and transparency concerning the compensation of public employees.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Squaw Valley Public Service District as follows:

The attached Fire Department salary schedules have been reviewed and approved by the District's Board of Directors.

PASSED AND ADOPTED this 19th day of November 2019 at a regular meeting of the Board of Directors duly called and held by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dale Cox, Board President

ATTEST:

Jessica Asher, Board Secretary

SQUAW VALLEY PUBLIC SERVICE DISTRICT
Summary of Salary Schedules

Includes adjustments resulting from a salary survey of comparable positions per MOU effective July 6, 2019.
Includes 2.31% COLA and salary survey results effective July 6, 2019 for Fire Chief.
Includes 5% Merit increase for Fire Chief effective Oct 26, 2019.

Position	Range	Time Base	Salary Step				
			1	2	3	4	5
FIRE DEPARTMENT							
Fire Chief (effective Oct 26, 2019)	A	Monthly					14,888
Captain	B	Monthly					
	New Base		6878.85	7222.79	7583.93	7963.13	8361.29
	FLSA		184.26	193.47	203.14	213.30	223.96
			<u>7063.11</u>	<u>7416.27</u>	<u>7787.08</u>	<u>8176.43</u>	<u>8585.25</u>
Engineer	D	Monthly					
	New Base		6084.65	6388.88	6708.32	7043.74	7395.93
	FLSA		163.00	171.15	179.71	188.68	198.11
			<u>6247.64</u>	<u>6560.02</u>	<u>6888.02</u>	<u>7232.42</u>	<u>7594.04</u>
Firefighter	E	Monthly					
	New Base		5488.40	5762.82	6050.96	6353.51	6671.19
	FLSA		147.01	154.36	162.08	170.18	178.69
			<u>5635.42</u>	<u>5917.19</u>	<u>6213.05</u>	<u>6523.70</u>	<u>6849.88</u>
PT Firefighter (Trainee rate)	N/A	Hourly					18.45
PT Firefighter (Regular rate)	N/A	Hourly					19.37
PT Firefighter - EMT/ Paramedic (Regular rate)	N/A	Hourly					20.74
Paramedic		Monthly	10% increase to current salary range				

Rev 07-01-17
 Rev 07-01-18
 Rev 07-06-19 - Includes 2.31% COLA and salary survey results for Fire Chief.
 Rev 10-26-19 - Includes 5% Merit increase for Fire Chief.