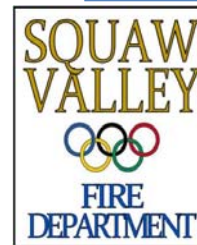




SQUAW VALLEY PUBLIC SERVICE DISTRICT



Part Time Firefighter - Wages

DATE: December 18, 2018

TO: District Board Members

FROM: Allen Riley, Fire Chief

SUBJECT: Proposed change to hourly wage for part-time Firefighters

BACKGROUND: The part-time program is a valuable and very cost-effective way of providing staff during predictably busy times, to cover absences for full-time staff due to strike teams, vacation, sick time, training, etc., and to create a pool of motivated and capable employees for filling vacancies in the full-time staff. We feel it is important to keep our salaries in range of our neighboring Districts.

DISCUSSION: At present, part-time Firefighters are paid \$16.82/hour for the training period and \$17.66/hour after their initial training is complete. Those eligible to practice as Paramedics receive an additional 10% (the same Paramedic incentive paid to the full-time staff). The proposed new rate would be \$17.95/hour for the training period and \$18.85/hour once training is complete and following a successful evaluation.

ALTERNATIVES:

1. Approve the proposed wage increase for part time firefighters.
2. Do not authorize the proposed wage increase.

FISCAL/RESOURCE IMPACTS: Part-time staff have been utilized to cover full-time staff doing reimbursable work outside of the Valley and thus, to date we are currently under budget in labor. As such, we anticipate zero to minimal impact on our labor budget by implementing this hourly wage increase.

RECOMMENDATION: Staff recommends approval of the proposed wage increase to \$17.95/hour during the training period and \$18.85/hour following its completion with a 10% Paramedic incentive.

ATTACHMENTS: Summary of Salary Schedules; Resolution 2018-23

DATE PREPARED: December 7, 2018

SQUAW VALLEY PUBLIC SERVICE DISTRICT
Summary of Salary Schedules

Includes adjustments resulting from a salary survey of comparable positions per MOU effective July 7, 2018.

<u>Position</u>	<u>Range</u>	<u>Time Base</u>	<u>Salary Step</u>				
			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
FIRE DEPARTMENT							
Fire Chief (effective July 7, 2018)	A	Monthly					13,742.84
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				

Revised to add Time Base column and Part-time Firefighter payrates, clarify positions receiving 1.5% increase - 11/27/12
 Rev. 6-19-13
 Rev. 7-30-13 - One cent rounding corrections to some FLSA amount to add up to correct combined monthly total.
 Rev 7-01-14
 Rev 7-01-15
 Rev 10-27-15 PT Firefighter increase
 Rev 07-01-16
 Rev 11-12-16 PT Firefighter increase
 Rev 07-08-17
 Rev 07-07-18
 Rev 12-22-18 PT Firefighter increase

RESOLUTION 2018-22

**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 18th day of December 2018 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