RESOLUTION NO. 11-32

A RESOLUTION APPROVING WAGE AND BENEFIT ADJUSTMENTS FOR FIRE SUPERVISORY EMPLOYEES FOR THE PERIOD OF JULY 1, 2011 THROUGH JUNE 30, 2014

WHEREAS, the Fire Supervisory employees do not bargain collectively with the City regarding wage and benefits; and,

WHEREAS, it is necessary to maintain a wage and benefit differential between the Fire Supervisors and their subordinate union employees to fairly compensate these employees for the work performed and to attract the highest quality of employees into management positions within the Fire Department; and

WHEREAS, approval of the attached wage and benefit adjustments is considered to be consistent with the best interests of the City,

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That the wage and benefit changes for Fire Supervisory employees described in the attached staff recommendation be approved and that the Director of Human Resources be authorized to make adjustments to applicable pay scales and Personnel Policies to implement these changes.

ADOPTED
AND
APPROVED February 14, 2011

Thomas P. Hanafan, Mayor

ATTEST:

Marcia L. Worden, City Clerk

Council Communication

Department: Case/Project No. Applicant.	Resolution No. 11-32	Council Action: 2/14/2011

Subject/Title

Approval of Wage and Benefit Adjustments for Fire Supervisory Employees for the period of July 1, 2011 through June 30, 2014

With the approval of a three year labor contract with the Council Bluffs Association of Professional Firefighters, it is important that similar adjustments to the Fire Supervisory pay and benefits be made. This maintains the current rank differential which is both fair and necessary to attract the best employees to these positions. The recommended changes will apply to the five Assistant Fire Chiefs and the EMS Operations Officer. The Chief is not included in this group.

Fire Supervisory staff would receive a 2.5% increase 7-1-11; a 2.5% increase 7-1-12; and a 2.5% increase on 7-1-13. The first year wage cost is projected to be $8,286. In fiscal years 2013 and 2014 the increased wage costs are projected to be $8,493 and $8,705 respectively.

Other economic changes in the Fire contract would also be applied to supervisory staff. This includes requiring employees to pay 10% of both single and family health cost and provides an increase in longevity benefits. Both of these changes would be effective 7-1-2013.

Recommendation

Approval of these wage and benefit changes is recommended. I have prepared a resolution that will effectuate these changes

Department Head Signature

Mayor Signature