RESOLUTION NO. 08-28

A RESOLUTION APPROVING CHANGES TO THE
WAGES AND BENEFITS OF FIRE SUPERVISORY STAFF
IN THE RANKS OF ASSISTANT FIRE CHIEF AND EMS OPERATION OFFICER
FOR THE PERIOD OF JULY 1, 2008 THROUGH JUNE 30, 2011

WHEREAS, There are Supervisory employees of the City of Council Bluffs, Iowa Fire Department who do not bargain collectively with the City regarding wages and benefits; and

WHEREAS, it is in the best interests of the City of Council Bluffs to provide equitable treatment of all employees; and

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

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That the wage and benefit changes described in the attached recommendation be adopted and approved in accordance with the indicated effective dates.

ADOPTED AND APPROVED February 11, 2008

Thomas P. Hanafan, Mayor

ATTEST:
Judith Ridgeley, City Clerk

Council Communication

Department: Human Resources Case/Project No. Applicant.	Ordinance No. Resolution No. 08-28	Date: 02-11-2008

Subject/Title

Approval of Wage & Benefit Changes for Fire Supervisors (Asst. Fire Chiefs, EMS Operations Officer)

Background/Discussion

As the Council may recall, the Fire Administrative staff have been tied to the general non-union wage and benefit plan and because of this their wages and benefits have not kept pace with the employees they supervise (Fire Union). A few benefit changes were approved by the City Council last year to address departmental concerns; however, having these employees continue to be treated as general non-union employees will result in a continual erosion of wages and benefits and undo the progress that has been made.

It is felt that the first step to maintaining fairness in pay is to put Fire Supervisors on their own pay scale with a 30% differential between the top Fire Captain and the newly hired Assistant Fire Chief. The pay plan would have 3 additional steps that the newly promoted Asst. Fire Chief would be eligible to move to in the next three year's service. All of the current Fire Administrative employees would be paid at the top step which would give them the same approximate wage increase that the Fire Captains will receive.

The proposed benefit changes for this group of employees would be the same as those provided in the new Fire Union contract with respect to the insurance plan and employee contributions that benefit the City, the longevity plan, the Post Employment Health Plan (PEHP), and sick leave buy back. The effective date of these changes would coincide with the dates provided in the union contract.

Approval of these wage and benefits changes will solve a long standing parity problem and should provide a way to continually attract the best employees to these critical positions.

Recommendation

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

Cindy Lynch, Director of Human Resources

Thomas P. Hanafan, Mayor

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