RESOLUTION NO. 07-239

A resolution authorizing modifications to the benefit package provided to the non-union positions of Asst. Fire Chiefs and the EMS Operations Officer in the Fire Department.

WHEREAS, the City of Council Bluffs provides benefits for Asst. Fire Chiefs in the document known as the Personnel Policies which sets forth benefits, leaves, and supplemental pay for non-union City employees; and

WHEREAS, the non-union administrative staff of the Fire Department consisting of Asst. Fire Chiefs and the EMS Operations Officer supervise fire union employees who have received substantial increases in benefits which have not been afforded to these management employees; and

WHEREAS, these differences reduce the pay differential between union and non-union employees to an extent that is detrimental to the Fire Department operations; and

WHEREAS, staff has prioritized needed changes that can be made within the FY 07 budget; and

WHEREAS, it has been deemed to be in the best interest of the City of Council Bluffs to make the benefit changes identified in the corresponding staff report;

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That the Personnel Director is hereby directed to modify the Personnel Policies to provide Asst. Fire Chiefs working the 56-hour work schedule with 132 hours of annual holiday pay beginning with the last pay day in June 2007 and to provide the Asst. Fire Chiefs and the EMS Operation Officer assigned to the 40-hour work schedule with 5% incentive pay beginning June 2, 2007.

AND, BE IT FURTHER RESOLVED

That the $350 food allowance previously authorized by Council Action and the LTD benefits previously authorized for these employees be discontinued effective July 1, 2007.

Adopted
and
Approved May 21, 2007

THOMAS P. HANAFAN MAYOR

Attest:

JUDITH RIDGELEY CITY CLERK

Council Communication

Department:		First Reading
	Ordinance No.	Second Reading
Case/Project No.	Resolution No. _____	Third Reading _____

Subject/Title

Benefit Changes for Assistant Fire Chiefs and EMS Operations Officer

Background/Discussion

In 2005 the Fire Department administration approached the Personnel Department to request that the wage and benefit package for staff at the Asst. Fire Chief level be reviewed. It was felt that these positions were underpaid and that over the years the union had negotiated benefits that were never provided to supervisory staff which had led to an erosion of the actual wage and benefit differential that is needed to attract and compensate employees at the Asst. Fire Chief level.

At that time I made an internal and external comparison on wages and did not find sufficient grounds to recommend a pay adjustment. However, their arguments for receiving certain benefits that their subordinates already receive were persuasive.

Several benefit modifications were recommended to the Mayor at the time and the funds to accomplish these changes were put into the current (FY 07) budget. While this funding remains in the current budget, no action has ever been taken to modify these benefits.

In discussions with the Mayor it was determined that his preference in this matter was to make one or two of these changes in the current budget and consider the others at a later time. Looking at the strongest need for correction, the Fire Chief and I identified the two most critical needs. These are:

1. To provide the Asst. Fire Chiefs who work the 56 hour work week with 132 hours pay each June to compensate them for working holidays during the year. It is noteworthy that the three employees affected by this change are the only City employees who do not receive any compensation for holidays (either time off or cash). This is the same benefit that is paid to Fire Union employees who work the 56-hour work week. All of the 40 hour employees, union and non-union, currently receive paid time off on the City-observed holidays.

2. Provide the 40 hour Fire Asst. Chiefs and EMS Operations Officer (who is on the same level as the Asst. Fire Chiefs) with 5% incentive pay for working what is generally considered within Fire Departments to be the less desirable work shift. This is a benefit that the union actually won for their employees who work the 40-hour work assignment in an impasse hearing several years ago.

It is also recommended that two benefits provided the Assistant Fire Chiefs and EMS Operation Officer be eliminated in order to reduce the budgetary impact of the above changes and because in any type of equity comparison these benefits are not provided to the Fire Union. The two benefits to be eliminated are:

1. A $350 annual food allowance currently provided to Asst. Fire Chiefs and the EMS Operation Officer.

2. Long Term Disability benefit for which they currently are eligible as a "non-union" employee.

The net cost of all of these changes is estimated to be $17,500.

Recommendation

It is the recommendation of staff that the City Council approved these benefit changes and authorize the Director of Personnel to modify the Personnel Policies of the City to reflect these changes.

Cindy Lynch

Cindy Lynch, Director of Personnel

Thomas P. Hanafan, Mayor

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