



ADMINISTRATIVE SERVICES COMMITTEE MEETING

Meeting Date: September 24, 2024

Salary Adjustment for Selected AGS ARFF Personnel

Department:	Augusta Regional Airport
Presenter:	Herbert L. Judon, Jr., Airport Executive Director
Caption:	Motion to approve \$35,142.43 for salary adjustments for selected AGS Aircraft Rescue and Firefighting (ARFF) personnel. Approved by Augusta Aviation Commission on August 29, 2024.
Background:	<p>Two years ago, Augusta Richmond County approved a \$15 dollar minimum for pay grade 10 creating a salary compression up to pay grade 19. Fire Department Company level officers pay (Grade 20- 27) were not included. These changes created several instances of salary compression within the Fire Department ranks.</p> <p>To rectify this situation, on February 20, 2024, the Augusta Commission approved salary and retention adjustments for affected Augusta Fire Department personnel in pay grades 20-27. However, Airport ARFF personnel in these same grades/equivalent positions were excluded.</p>
Analysis:	<p>This adjustment will follow what was codified for the Augusta Fire Department thus maintaining equivalency across the County. This action is also imperative for equity, recruiting, retention, and morale.</p> <p>This action has been reviewed by Augusta Richmond County's Human Resources.</p>
Financial Impact:	If approved, this differential will be prorated for the remainder of FY24. The Airport has included the full annualized costs of these salary adjustments in its FY25 budget.
Alternatives:	N/A
Recommendation:	Approval of \$35,142.43 for salary adjustments for selected Augusta Regional Airport (AGS) ARFF personnel.

Funds are available in 551101110-6021110
the following accounts:

REVIEWED AND N/A
APPROVED BY: