

Salary Adjustment Proposal



Lake City Fire Department



STAFFING

- As of right now the Fire Department budgets for 21-line Firefighters with 1 Fire Chief, 1 Assistant Chief and 1 Administrative Assistant. This makes up 3 shifts of 7 personnel.
- Currently the City Employs 17-line Firefighters along with the current administration. This leaves 4 unfilled firefighter positions.
- This keeps the department at a disadvantage with 2 shifts having 6 personnel per shift and one shift having 5 personnel per shift.

Impact

- Firefighting is a dangerous profession, having only 5 firefighters on shift increases the risk for injuries.
- Current policy only allows two personnel off per shift before minimum staffing is reached and overtime is required. Being short personnel on each shift requires an increase in overtime usage.
- The current staffing situation reduces the opportunity for offsite training. This slows the departments progress in knowledge, skills and abilities.



Current Compensation

- Our current newly hired employees start at a rate of \$12.38 an hour.
- Firefighters work a 52-hour work week, with over time only achievable after reaching 52 hours instead of the normal 40 hours. That is a deficit of \$3, 862.56 annually for the same hours worked.
- For example, a 52 hour work week for a firefighter at the current rate is \$643.76 versus a citizen where the rate would be \$718.04



Complication with Current Rate

- Under current starting pay we've had 0 qualified applications within a 400-mile radius in the last 4 months.
- The estimated cost to send a prospect to school would be over 20k in education and equipment. This can take up to 9 months to achieve; plus one year on the job training.
- Other area Departments starting pay is substantially more than our current starting rate.



COMPARISON WITH NEARBY DEPARTMENTS

Fire Fighter Starting Rate



The Solution

- As of May 1st, 2022, we would like to bring entry level firefighter pay rate to \$16.00 (according to MOU).
- To avoid compression, we would need to raise each current (Union) employees' rate by \$3.62.
- This will cost the City 150k (including benefits) till the end of the fiscal year. This can be made up through the Cares Act funds which was earmarked for first responder payroll by the State of Florida.
- The estimated annual cost of this increase (with benefits) is \$325k. This can be funded by the proposed changes in the Fire Department Budget FY2023. (PSAP, Fire Truck, Moving to County Dispatch, etc.)



Questions?

