

## Fire Department

To: Finance Committee

From: Chief Reynen

Date: 11/13/2024

Subject: Battalion Chief Wage

## Background

A promotional process was held for a recent opening in the Battalion Chief position at the Fire Department and Matt Pieper was selected by the Police and Fire Commission to fill this role. Page 18 of the employee handbook under *compensation upon promotion* states:

“If the City promotes an employee from a position covered by a Public Safety Bargaining Agreement salary schedule, the average prior year gross pay for the rank of employees from which the city is promoting will be calculated excluding outliers such as an employee with a much greater amount of overtime than others or a new Sergeant not yet at the maximum of the pay grade. The calculated average will be multiplied by 108% and the resulting calculated wage will be placed at the next closest step on the new pay range or be brought to the minimum of the new range, whichever is greater.”

According to the policy his starting wage should be \$100,378 as Lieutenant wages are \$92,897.86 as of January 1, 2025. This is not obtainable in Grade N modified. Current Battalion Chiefs will be N8 Modified (\$89,165.44) and receive compression adjustments as appropriate.

## Budget Goal

3. Supports employee retention and growth, while also evaluating operations and the associated staffing.

## Financial Impact

Funding is available in Salaries budget line for 2025.

## Recommendation

Set wage for Battalion Chief to N8 Modified with the additional Paramedic wage supplement.

## 2024 Operational Goal

Recruit and retain the correct staff to eliminate vacancies and turnover within the department.