



City of Fairburn Work Session

Agenda

November 13, 2023

6:00 PM

The Honorable Mayor Mario Avery

The Honorable Mayor Pro-Tem Linda J. Davis
The Honorable Alex Heath
The Honorable Hattie Portis-Jones

Mr. Tony Phillips
Mr. Rory Starkey
Ms. Brenda B. James

The Honorable Pat Pallend
The Honorable Ulysses J. Smallwood
The Honorable James Whitmore

City Administrator
City Attorney
City Clerk

I. Meeting Called to Order:

The Honorable Mayor Avery

II. Roll Call:

City Clerk

III. Agenda Items:

1. Fire Pay Plan (**Human Resources**)

IV. Adjournment:

When an Executive Session is required, one will be called for for the following Issues:
(1) Personnel (2) Real Estate or (3) Litigation



CITY OF FAIRBURN WORK SESSION AGENDA ITEM

SUBJECT: Fire Pay Plan

ITEM TYPE: Presentation

SUBMITTED: 11/08/2023 **WORK SESSION:** 11/13/2023 **COUNCIL MEETING:** N/A

DEPARTMENT: Human Resources

BUDGET IMPACT: Budgetary impact will be discussed during mid-year budget presentation.

PUBLIC HEARING: No

PURPOSE:

To update the existing FY24 Fire Pay Plan Salary schedule to ensure marketable salaries in comparison to surrounding cities and to improve retention.

HISTORY:

The FY24 Fire Pay Plan Schedule was implemented effective September 27, 2023. Due to the reports of increased salaries for fire personnel in surrounding cities and the review of the Fire Department's retention and staff efforts, there is a need to ensure the Fire personnel salaries are comparable and will help meet the City's recruitment and retention goals.

FACTS AND ISSUES:

Due to a recent salary survey of various surrounding cities, the salaries reflected in the current FY24 Fire Pay Plan are not comparable. The proposed FY24 Fire Pay Plan Schedule with an effective implementation date of January 3, 2024.

FUNDING SOURCE:

The funding source for the proposed FY24 Fire Plan Schedule in Personnel Services 100-3500-51-1100 [Salaries & Wages] budget line.

RECOMMENDED ACTION:

N/A

ATTACHMENTS:

1. Council Agenda_Fire Pay Plan (Proposed)_Nov 2023-Final

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FY 2024 PROPOSED FIRE PAY PLAN



November 13, 2023

AGENDA OBJECTIVES

- ❑ Purpose of proposed new Fire Pay Plan Schedule
- ❑ Review of current FY24 Fire Pay Plan Schedule
- ❑ Review of proposed revision to FY24 Fire Pay Plan Schedule
- ❑ Implementation of proposed FY24 Fire Pay Plan Schedule

PERSONNEL

Positions	FY24 Current Positions	FY 24 Requested Positions	Total Budgeted Positions
Fire Chief	1	0	1
Administrative Assistant	1	0	1
Fire Deputy Chief	1	0	1
Fire Division Chief	1	0	1
Fire Marshall	1	0	1
Fire Battalion Chief	3	0	3
Fire Captain	2	0	2
Fire Lieutenant	5	0	5
Fire Sergeant	6	3	9
Firefighter Advanced	1	0	1
Firefighter Certified/EMT	26	6	32
Total Positions	48	9	57

Current FY24 Fire Pay Plan

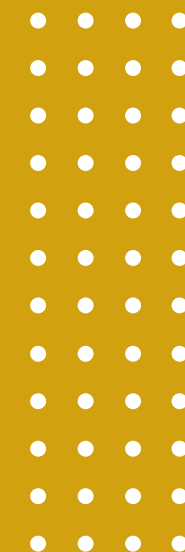
		ANNUAL SALARY		
CLASSIFICATION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
FIREFIGHTER RECRUIT	F01	\$43,260.00		
FIREFIGHTER CERTIFIED/EMT	F02	\$46,504.50	\$58,130.63	\$69,756.75
FIREFIGHTER ADVANCED	F03	\$49,992.34	\$62,490.42	\$74,988.51
FIRE SERGEANT	F04	\$53,741.76	\$67,177.21	\$80,612.64
FIRE LIEUTENANT	F05	\$57,772.39	\$72,215.49	\$86,658.60
FIRE CAPTAIN	F06	\$66,438.25	\$83,047.82	\$99,657.38
FIRE BATALLION CHIEF	F07	\$73,082.08	\$91,352.60	\$109,623.12
DIVISION CHIEF	F08	\$80,390.28	\$100,487.86	\$120,585.43
FIRE MARSHALL	F08	\$80,390.28	\$100,487.86	\$120,585.43
FIRE DEPUTY CHIEF	F09	\$92,448.83	\$115,561.04	\$138,673.25

Proposed FY24 Fire Pay Plan

		ANNUAL SALARY		
CLASSIFICATION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
FIREFIGHTER RECRUIT	F01	\$49,749.00		
FIREFIGHTER CERTIFIED/EMT BASIC	F02	\$52,485.20	\$65,606.49	\$78,727.79
FIREFIGHTER ADVANCED EMT	F03	\$56,421.58	\$70,526.98	\$84,632.38
FIRE SERGEANT	F04	\$62,063.74	\$77,579.68	\$93,095.61
FIRE LIEUTENANT	F05	\$69,821.74	\$87,277.14	\$104,732.57
FIRE CAPTAIN	F06	\$75,058.34	\$93,822.92	\$112,587.51
FIRE BATALLION CHIEF	F07	\$80,687.71	\$100,859.64	\$121,031.57
DIVISION CHIEF	F08	\$86,739.29	\$108,424.12	\$130,108.94
FIRE MARSHALL	F08	\$86,739.29	\$108,424.12	\$130,108.94
FIRE DEPUTY CHIEF	F09	\$97,581.71	\$121,977.13	\$146,372.56

Summary:

- ❑ The proposed revised Fire Pay Plan will ensure salaries are marketable
- ❑ Implement revised Fire Pay Plan effective January 3, 2024
- ❑ Salary meeting will be held with all Fire personnel regarding changes to salary
- ❑ Future Public Safety Salary Schedules will be reviewed holistically



THANK YOU

