

Jonesboro Fire Department

# Jonesboro Fire Department Proposed Pay Realignment

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A look at the pay structure within ranks

4/3/2008



Proposed pay realignment within the Condry and Associates guidelines to maintain continuity and structure within the ranking system of the Jonesboro Fire Department.

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## **Jonesboro Fire Department Pay Realignment Executive Summary**

Rank structure is critical to any paramilitary organization such as the Jonesboro Fire Department. Orders and commands are often given by officers while under extreme pressure and during hostile conditions at an emergency scene with many civilian's lives as well as firefighter's lives depending on the expertise of the officer in command. These life and death decisions are usually given at a moment's notice with very little time to contemplate the various possible alternative choices available. Every firefighter's life is dependent on the rank above and his decision making abilities.

### **Problem:**

Currently we have several personnel of lower ranks making more money than the officers in ranks above them making these decisions (sometimes two ranks above). This becomes counterproductive to the rank structure desperately needed for efficiency and life safety. We even have two Firefighters making the same amount of money as two Captains 2 ranks above them, leaving very little motivation or incentive for these two Firefighters to promote. Why should they strive to promote and take on the extra added responsibility for the other firefighter's lives when they are already making the money with no responsibility?

We have 24 employees affected by this problem out of 112 employees, or 21.43% of the department. Some personnel are making more money than two ranks above them and some only one rank above. The Driver rank is experiencing the largest pay deficiency at this time, as there are 21 Firefighters making the same or more than 4 Drivers in the rank above. This is 21 out of 51 Firefighters or 41.18% of the Firefighters.

### **Solution:**

A realignment of pay for personnel to insure they are making more than the members of a lower rank. This plan will work within the Condry and Associates current pay plan in regards to grades, steps and promotions, and will establish a base pay and cap pay for each rank. Total cost of the plan is \$112,872.17 (a 2.48% increase in current payroll) of which \$75,248.11 will be the actual cost for the year 2008 if adopted and approved May 1, 2008. This is a 1.65% budget increase in payroll for the remainder of 2008.

## Personnel overview and rank structure

The Jonesboro Fire Department is a very young department with the average member's age of 35.7 years, average length of time employed with the department of 10.52 yrs, and average length of time in rank of 3.45 yrs.

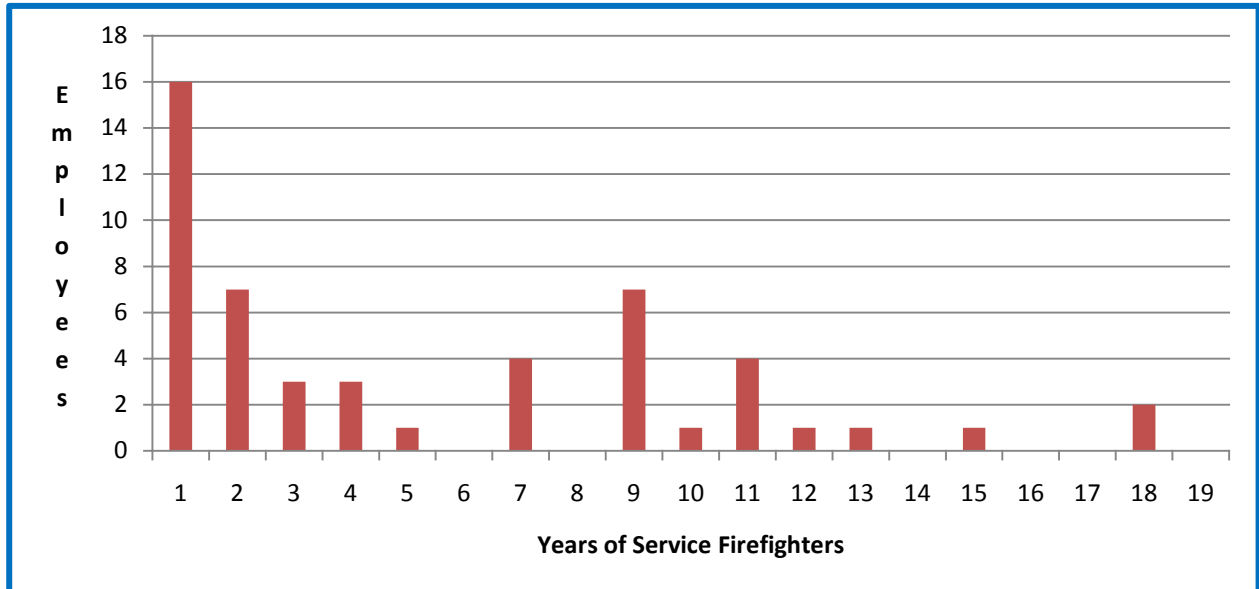
**Rank Structure:**

- 1 Chief
- 1 Assistant Chief
- 8 Battalion and Division Chiefs
- 27 Captains
- 24 Drivers
- 51 Firefighters

Total 112 Members

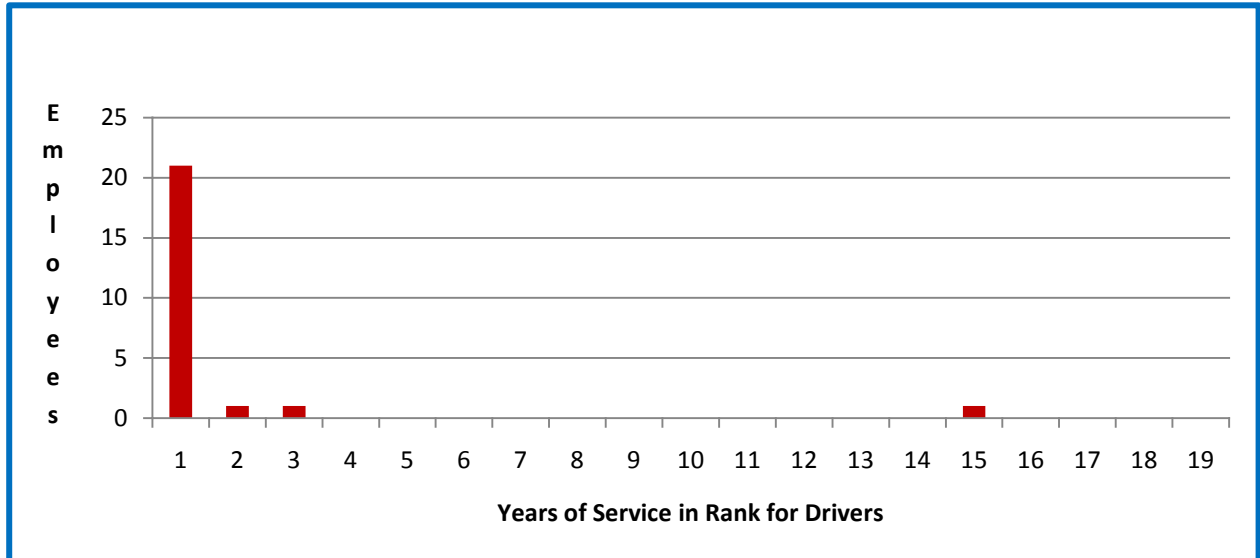
### Firefighters:

We hired a total of seventeen new Firefighters in 2007 and have a total of 29 Firefighters with less than five years of experience on the job. In other words; 33.33% of our Firefighters have 1 year or less experience on the job and 56.86% of our Firefighters have 5 years or less experience.



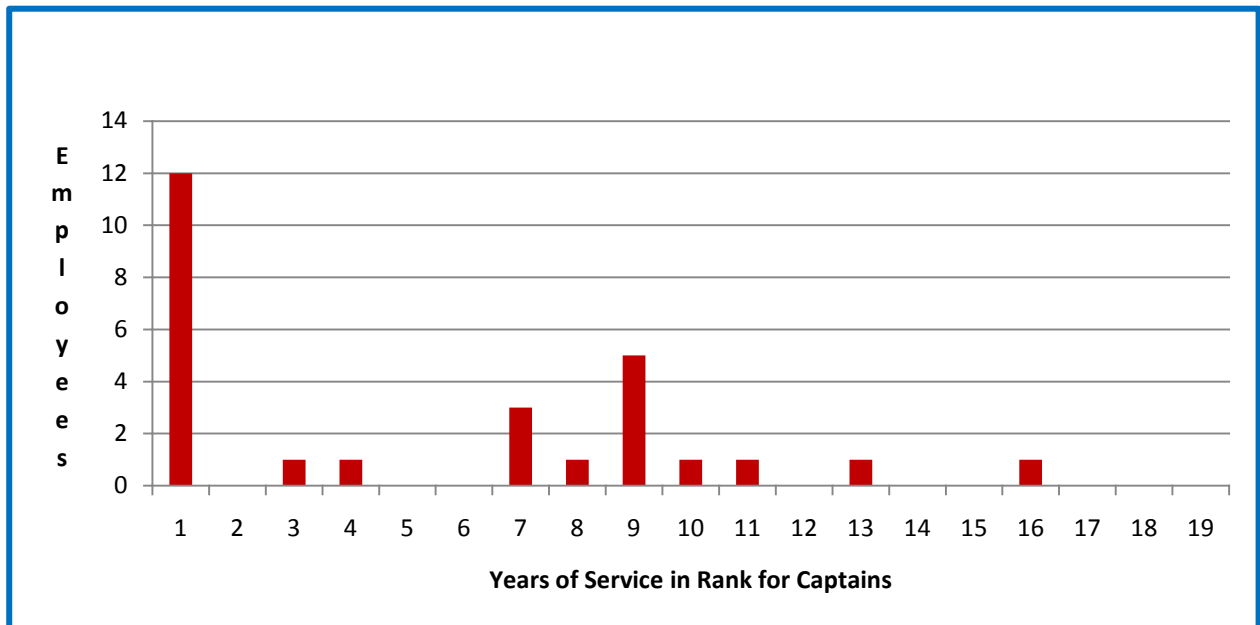
**Drivers:**

We have 21 Drivers with 1 year or less experience in rank and a total of 23 Drivers with 3 years or less experience in rank out of a total of 24 Drivers. In other words; 87.5 % of our Drivers have 1 year or less experience in rank and 95.83% have 3 years or less experience in rank.



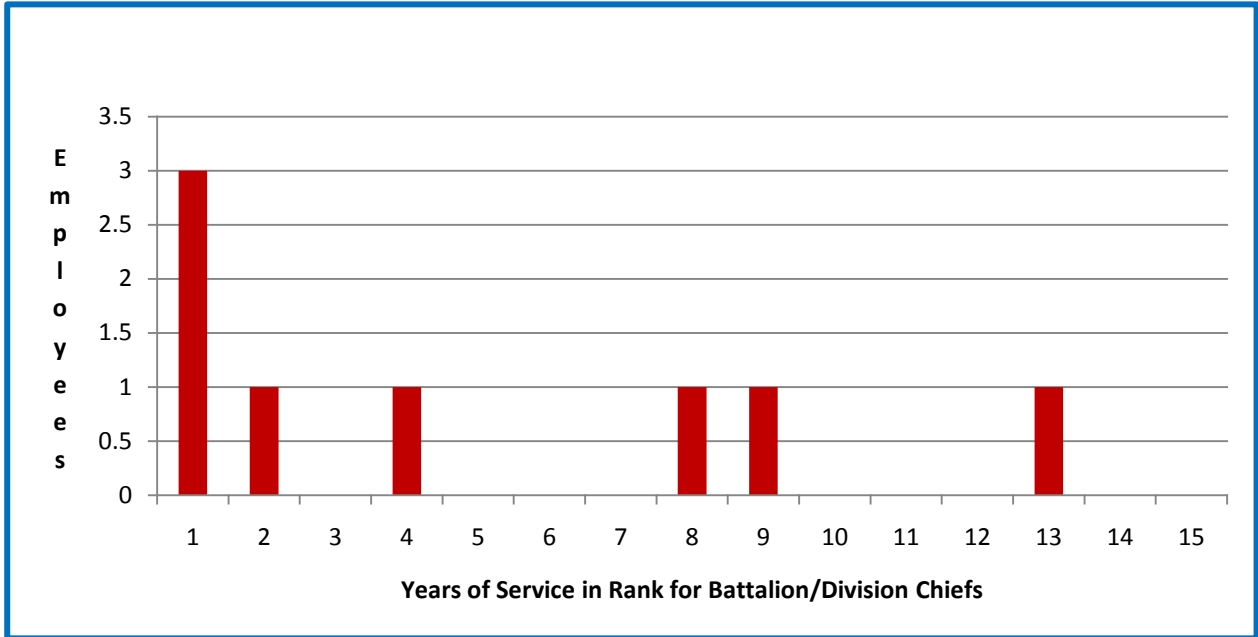
**Captains:**

We have 12 Captains with 1 year or less experience in rank and a total of 14 Captains with 4 years or less in rank. In other words; 44.44% of our Captains have 1 year or less experience in rank and 51.85% have 4 years or less experience in rank.



**Battalion/Division Chiefs:**

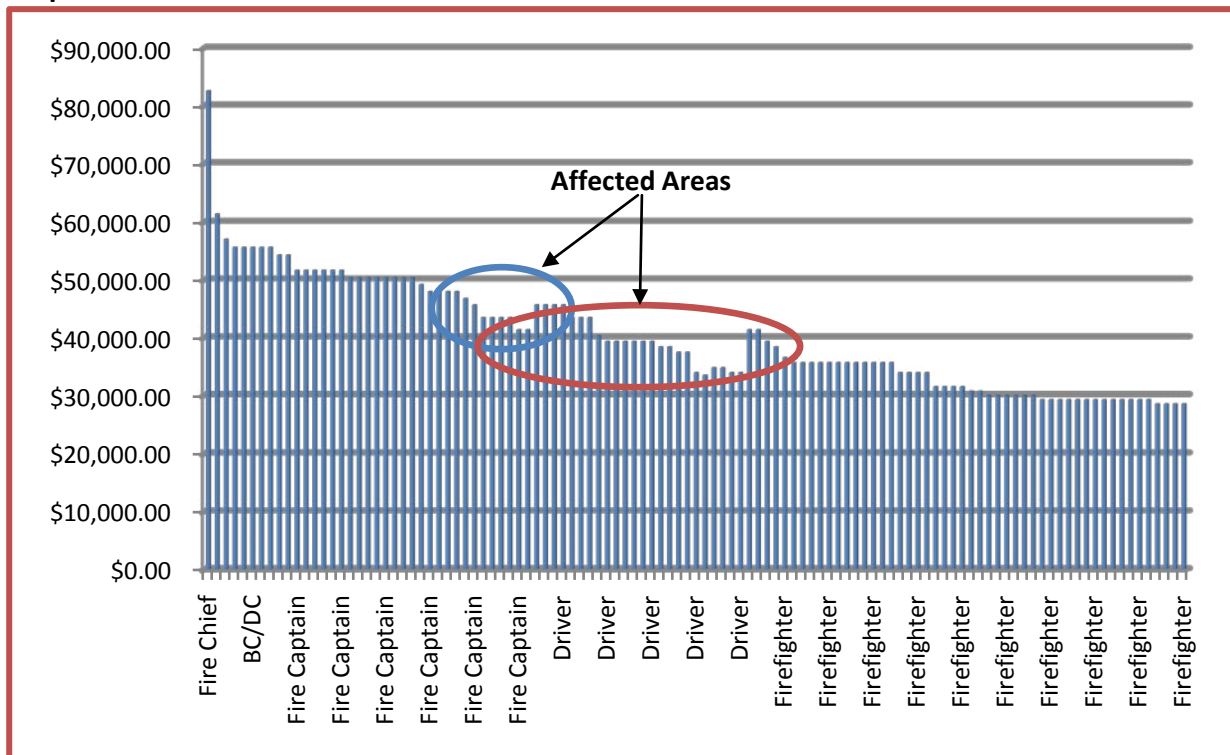
We have 3 Chief Officers with 1 year or less experience in rank and a total of 5 Chief Officers with 4 years or less in rank. In other words; 37.5% of our Chief Officers have 1 year or less experience in rank and 62.5% have 4 years experience or less in rank.



## Current pay scale as a graph with proposed realignment

The following chart shows personnel along the bottom axis and payroll dollars along the vertical axis. This first graph demonstrates the discrepancies with members of lower ranks making more than members of higher ranks. Note: there are two Firefighters making the same pay as two Captains, 2 ranks above. Blue circle: Comparing higher paid Drivers to lower paid Captains (close up found on graph 3 and 4). Red circle: Comparing higher paid Firefighters to lower paid Drivers and two Captains (close up found on graph 5 and 6).

**Graph 1**



Example #1	Captain Tom Johnson	Salary
	Promotion date 4-1-2007	
	Hire date 2-15-2001	\$41,380
	Driver Chris David Sills	
	Promotion date 1-1-2008	
	Hire date 11-16-1990	\$45,675
	Firefighter Barry Riggs	
	Promotion date NONE	
	Hire date 8-1-1990	\$41,380

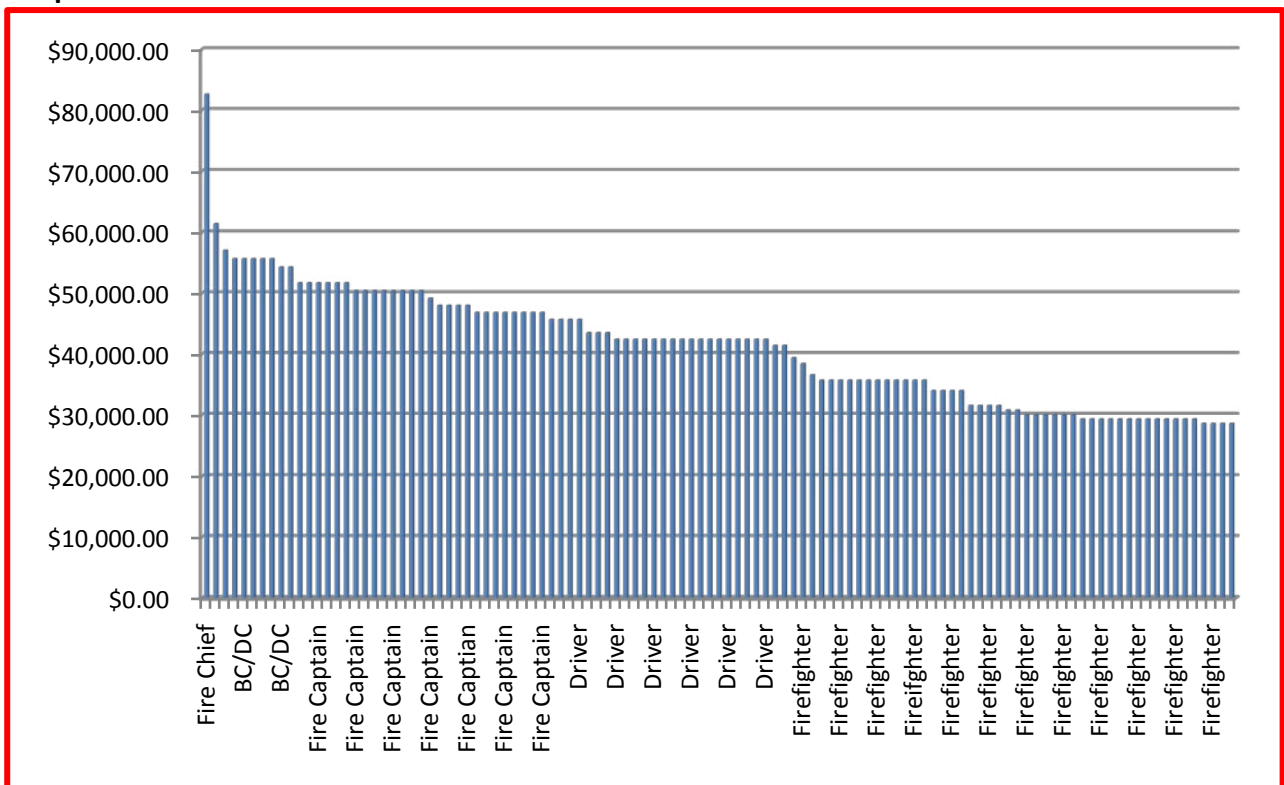
**Total of seven Drivers and two Firefighters making more money than Captain Tom Johnson**

Example #2	Driver Shawn Nance	Salary
	Promotion date 4-1-2008	
	Hire date 2-01-2005	\$33,962.56
	Firefighter Steve Beck	
	Promotion date NONE	
	Hire date 11-16-1990	\$41,380.08

**Total of 21 Firefighters making the same or more than Driver Shawn Nance (This is 41.18% of Firefighters the same or more money).**

This next graph demonstrates how the pay will look after the realignment takes effect. All the members in a higher rank making less than members in lower ranks will be raised to the step immediately above these higher paid lower rank members. Seven Captains salaries will be moved to a higher step along with 17 Drivers.

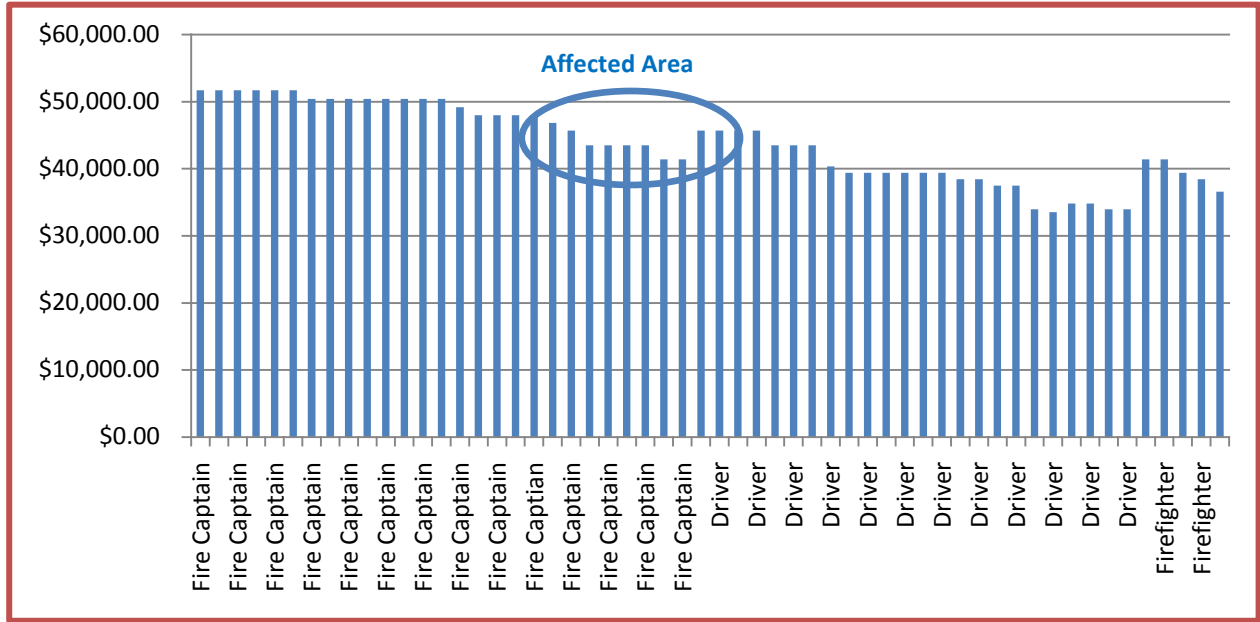
**Graph 2**





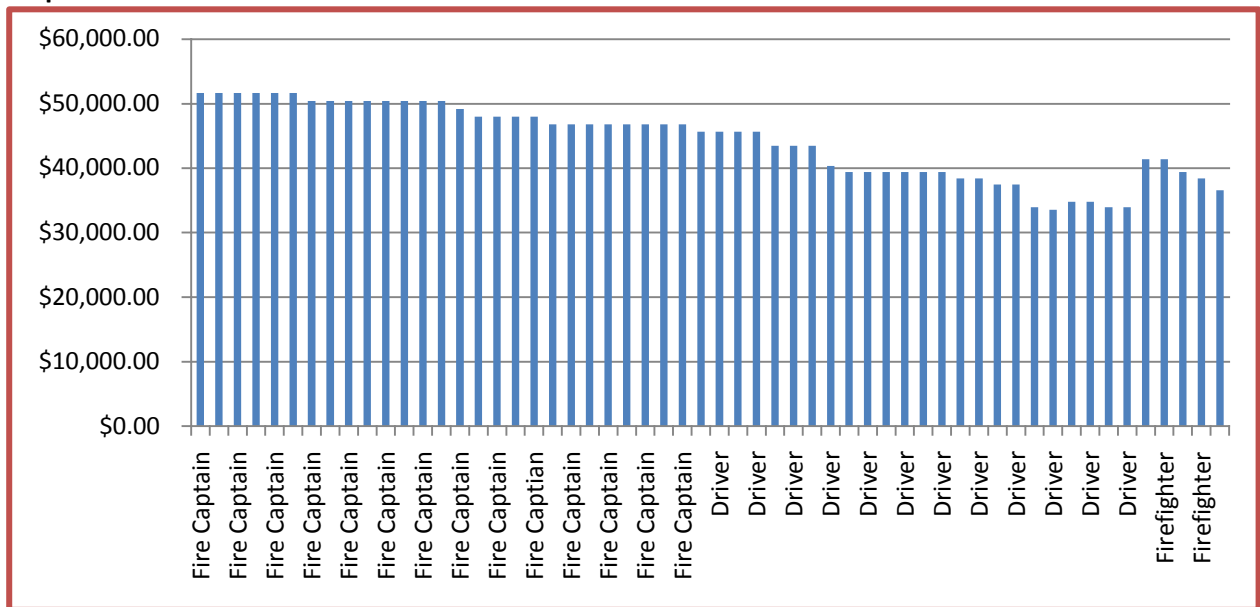
**Close Up: Captain's and Driver's Pay Current**

**Graph 3**



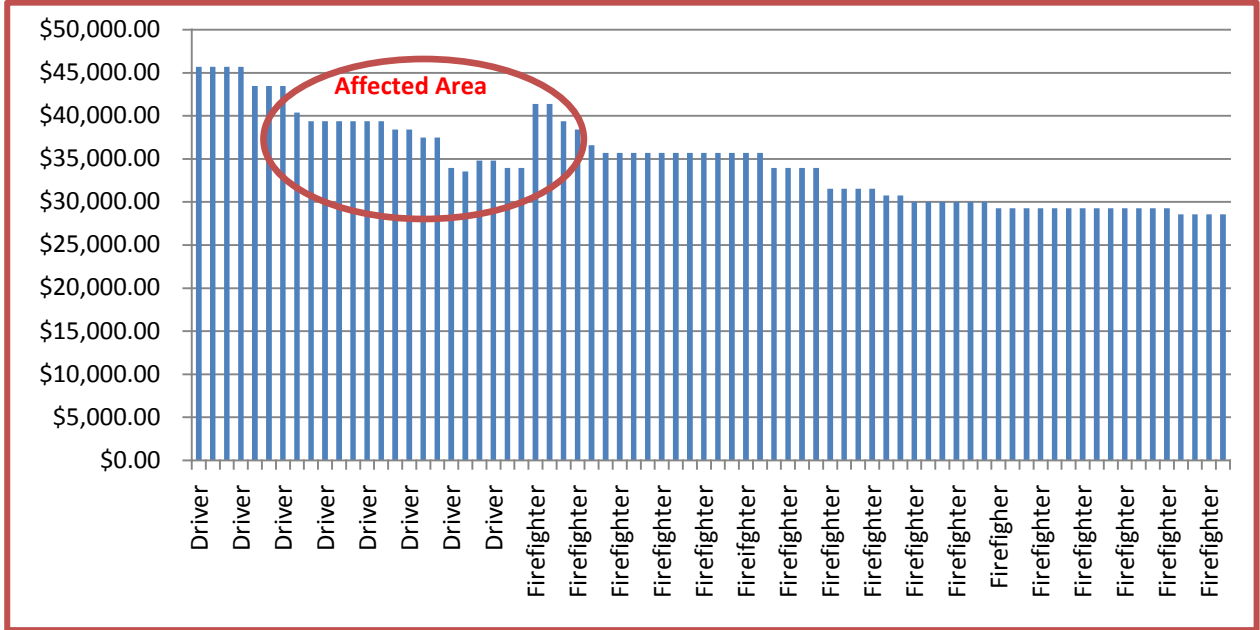
**Close Up: Captain's Pay after Realignment**

**Graph 4**



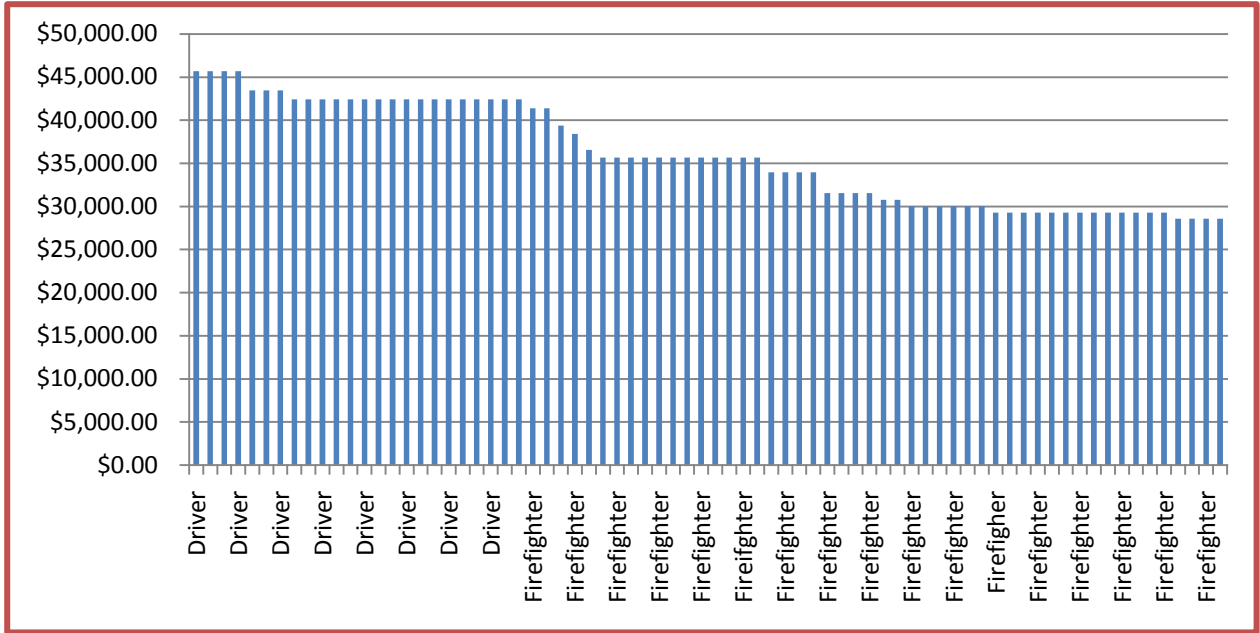
**Close Up: Driver's and Firefighter's Pay Current**

**Graph 5**

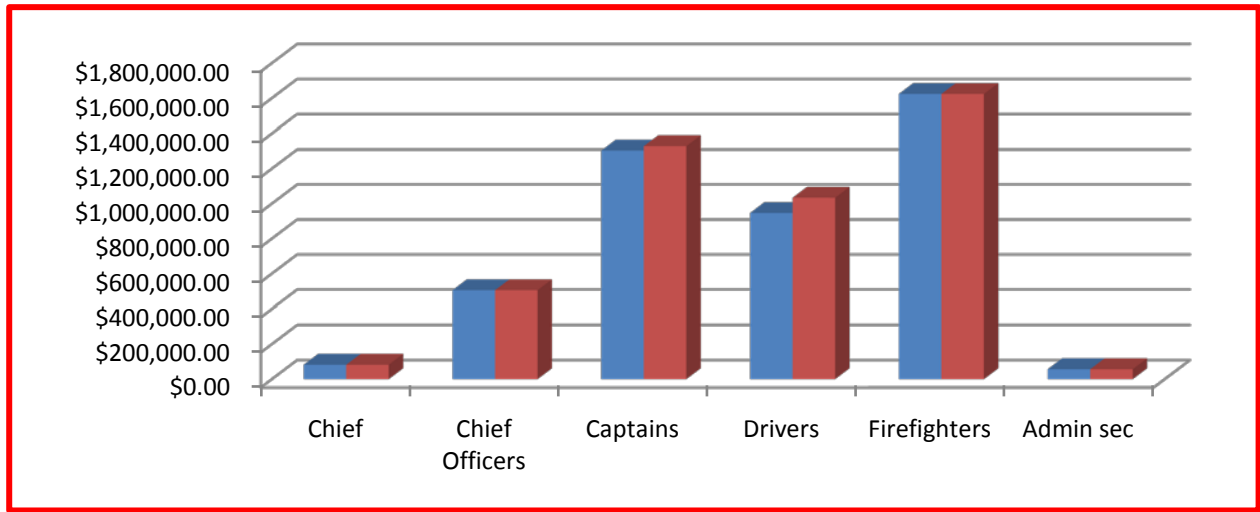


**Close Up: Driver's Pay after Realignment**

**Graph 6**



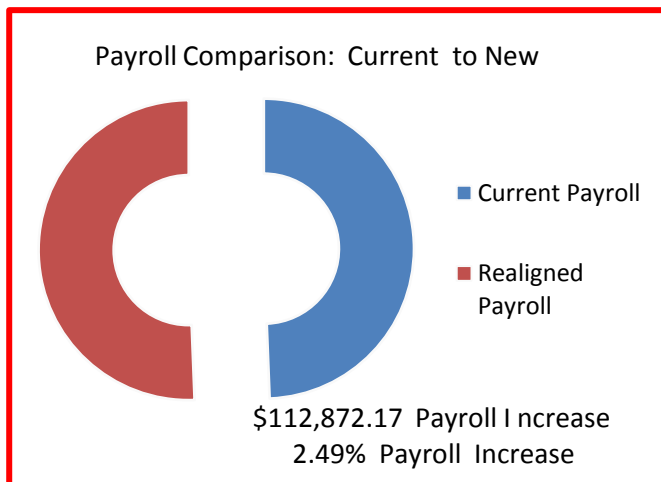
## Current payroll comparison to proposed realigned payroll



As noted in the graph above; only members in the ranks of Captains and Drivers will experience salary realignment.

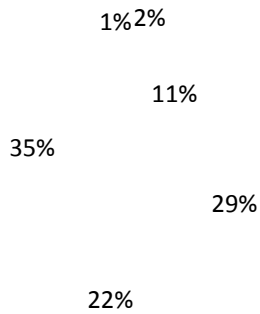
Original total payroll for Captains: \$1,303,703.04  
 New total payroll for Captains: \$1,329,091.20  
 Payroll increase for Captain Rank: \$ 25,388.16  
 Percentage increase: 1.95% for Captains

Original total payroll for Drivers: \$ 949,692.16  
 New total payroll for Drivers: \$1,034,176.17  
 Payroll increase for Driver rank: \$ 87,484.11  
 Percentage increase: 9.21% for Drivers



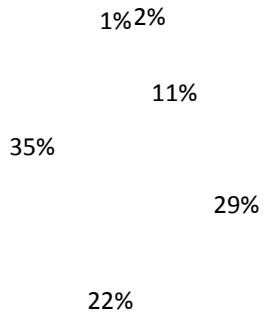
**Total current payroll: \$4,550,217.86**  
**Total payroll increase: \$112,872.17**  
**Total realigned payroll: \$4,663,089.93**  
**Total percentage increase: 2.48%**

## Current Salary Disbursement by Position



- 1 Chief \$82,615.20 - 1.83% of Payroll (1 Chief)
- 2 Chief Officers \$505,318.80 – 11.18% of payroll (9 Officers)
- 3 Captains \$1,303,703.04 – 28.85% of payroll (27 Captains)
- 4 Drivers \$946,692.16 – 21.01% of payroll (24 Drivers)
- 5 Firefighters \$1,623,977.04 – 35.93% of payroll (51 FFs)
- 6 Admin Sec \$57,143.04 – 1.26% of payroll (2 Secretaries)

## Salary Disbursement after Realignment



- 1 Chief \$82,615.20 - 1.78% of Payroll (1 Chief)
- 2 Chief Officers \$505,318.80 – 10.91% of payroll (9 Officers)
- 3 Captains \$1,329,091.20 - 28.69% of payroll (27 Capts.)
- 4 Drivers \$1,034,176.17 – 22.33% of payroll (24 Drivers)
- 5 Firefighters \$1,623,977.04 – 35.06% of payroll (51 FFs)
- 6 Admin Sec. \$57,143.04 – 1.23% of payroll (2 Secretaries)

## New proposed base pay and salary cap

The pay realignment will take care of every current pay deficiency but doesn't address new pay issues as more members get promoted. Therefore we also propose the realignment of the base pay and cap pay within the Condry and Associates guidelines to insure all newly promoted members will be one pay slot above the highest pay in the rank immediately below.

Promotions will be figured exactly as has been done in the past with the exception of the base pay being at a higher amount. The promoted member will receive a 4 step pay increase or be moved to the base pay of the new rank – whichever is the higher amount.

### Jonesboro Fire Department salary Schedule

Rank	Pay Caps	Grade	Step
Firefighter	Base - \$28,571.51	Grade 13	Step 1
	Cap - \$41,380.07*	Grade 13	Step 16
Driver	Base - \$42,414.57	Grade 16	Step 11
	Cap - \$45,675.86*	Grade 16	Step 14
Captain	Base - \$46,817.76	Grade 19	Step 9
	Cap - \$51,678.06*	Grade 19	Step 13
Batt/Div. Chief	Base - \$52,969.98	Grade 21	Step 8
	Cap - \$59,930.69	Grade 21	Step 13
Asst. Chief	Base - \$61,428.96	Grade 23	Step 6
	Cap \$78,634.25	Grade 23	Step 16

\* Denotes ranks that have members at the cap