

Board Action Request

SUBJECT: New Position Classification – Captain/EMT

DATE: January 25, 2023

FROM: Chief Horvath

Background:

Staff is requesting approval of a new position classification: Captain/EMT. The current Captain position classification requires paramedic certification with an hourly rate based partially on that classification. With the recent promotion of a firefighter to Captain who does not currently have the paramedic certification, we need to make an addition to the pay scale for a new position classification.

Our HR consultant, Brenda Tranchina, reviewed other departments pay scales for Captain/EMT versus Captain/CEP and is recommending a 10% difference between the two positions.

Tubac Fire District Pay Scale (Jan 1, 2023 - June 30, 2023)											
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
FF/EMT	\$14.37	\$14.73	\$15.10	\$15.47	\$15.86	\$16.26	\$16.66	\$17.08	\$17.51	\$17.95	\$18.39
FF/CEP	\$16.72	\$17.14	\$17.57	\$18.01	\$18.46	\$18.92	\$19.39	\$19.87	\$20.37	\$20.88	\$21.40
Captain/EMT	\$18.53	\$18.99	\$19.47	\$19.95	\$20.45	\$20.96	\$21.49	\$22.03	\$22.58	\$23.14	\$23.72
Captain/CEP	\$20.38	\$20.89	\$21.41	\$21.95	\$22.50	\$23.06	\$23.63	\$24.23	\$24.83	\$25.45	\$26.09
Deputy Chief	\$73,150.00	\$74,978.75	\$76,853.22	\$78,774.55	\$80,743.91	\$82,762.51	\$84,831.57	\$86,952.36	\$89,126.17		
Office Coordinator	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13	\$26.78
Receptionist	\$14.68	\$15.05	\$15.42	\$15.81	\$16.20	\$16.61	\$17.02	\$17.45	\$17.89	\$18.33	\$18.79

Tubac Fire District Pay Scale (July 1, 2023 - June 30, 2024)											
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
FF/EMT	\$15.00	\$15.38	\$15.76	\$16.15	\$16.56	\$16.97	\$17.40	\$17.83	\$18.28	\$18.73	\$19.20
FF/CEP	\$17.45	\$17.89	\$18.33	\$18.79	\$19.26	\$19.74	\$20.24	\$20.74	\$21.26	\$21.79	\$22.34
Captain/EMT	\$19.34	\$19.82	\$20.32	\$20.83	\$21.35	\$21.88	\$22.43	\$22.99	\$23.56	\$24.15	\$24.76
Captain/CEP	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.28	\$25.92	\$26.56	\$27.23
Deputy Chief	\$76,317.00	\$78,224.93	\$80,180.55	\$82,185.06	\$84,239.69	\$86,345.68	\$88,504.32	\$90,716.93	\$92,984.85		
Office Coordinator	\$21.84	\$22.39	\$22.95	\$23.52	\$24.11	\$24.71	\$25.33	\$25.96	\$26.61	\$27.28	\$27.96
Receptionist	\$15.33	\$15.71	\$16.11	\$16.51	\$16.92	\$17.34	\$17.78	\$18.22	\$18.68	\$19.15	\$19.62

Fiscal Impact:

Included in FY 22/23 budget

Legal Review: N/A

Alternate Option: Subject to board review and input

Staff Recommendation: Staff is recommending adoption of the new position classification of Captain/EMT

Proposed Motion: Move to approve the new position classification of Captain/EMT