



## Agenda Item Summary

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**File #: 23-00620**

**Agenda Date: 10/10/2023**

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**Agenda Item Name:**

**FY2023-2024 Draft Pay Plan new minimum pay rates and add Fire Prevention Officer II for IAFF General and Employee Increases**

**Presenter:**

Heather Akpan, Human Resources Director, Human Resources, 352-337-6165

**Description:**

Request approval of the Fiscal Year 2023-2024 updates to the International Association of Fire Fighters (IAFF) General Pay Plan. The Union and County agreed to the new minimum rates for the pay plan and the employee increases.

**Recommended Action:**

Approve the Fiscal Year 2023-2024 International Association of Fire Fighters (IAFF) General Pay Plan and authorize raises as noted in the Background section below effective the first full pay period in October 2023.

**Prior Board Motions:**

The addition of classifications or changes to salary ranges on any of the Pay Plans must be approved by the Board of County Commissioners. The IAFF General Collective Bargaining Agreement is being presented to the Board of County Commissioners for approval on October 10, 2023.

**Fiscal Note:**

The budget for these increases is included in the FY2023-2024 Budget.

**Strategic Guide:**

All Other Mandatory and Discretionary Services

**Background:**

The Human Resources Department prepares recommendations for adjustments and additions to pay plans and to employees' rates of pay each year.

**FY 2023-2024 IAFF General Pay Plan:**

New Minimum rates as shown in the attached Classification Pay Plan.

The Fire Prevention Officer classification will need to be split into 2 classifications for FRS purposes. Fire Prevention Officer I will not require a firefighter certification; Fire Prevention Officer II will require a firefighter certification. This does not change the number of Full-Time Equivalent positions.

Change the Fire Prevention Officer to Fire Prevention Officer I and

Add (1) new classification:

Fire Prevention Officer II; Non-Exempt; Pay Grade: FRB 16 Minimum Hourly Rate: \$21.5145; Minimum Annual Rate: \$44,750.16.

Employee Increases for FY24:

Request the following increases shown below for IAFF General employees hired before October 1, 2023, effective the first full pay period after October 1, 2023.

1. All employees in the bargaining unit, other than those in the Fire Marshal Division or a 20-year employee as specified below, shall receive an increase in accordance with their classification as follows:  
EMT/Driver: \$1,500.00; EMS Attendant: \$4,500.00; Firefighter (Trainee): N/A; Firefighter (Certified): \$1,700.00; Driver/Operator: \$3,050.00; Rescue Lieutenant, levels 1-10: \$3,050.00; and Lieutenant: \$3,050.00.
2. All employees in the bargaining unit, other than those in the Fire Marshal Division or a 20-year employee as specified below, shall be eligible for a flat dollar increase if the employee has met all the requirements to level up (as delineated in the Pay Plan), at the same rate as the previous fiscal year:  
EMT/Driver: \$800.00; EMS Attendant: \$1,200.00; Firefighter (Trainee): N/A; Firefighter (Certified): \$750.00; Driver/Operator: \$900.00; Rescue Lieutenant levels 1-5: \$900.00; Rescue Lieutenant level from 5 to 6: \$8,050.00; Rescue Lieutenant levels 6-10: \$1,150.00; and Lieutenant: \$1,150.00.
3. Employees in the bargaining unit classifications within the Fire Marshal Division, shall receive the same across the board increase as the non-bargaining employees of the County, employees in the Fire Prevention Officer classification shall receive a base rate salary increase of 4%.
4. Employees in the Fire Marshal Division are also eligible for a 2% merit increase, if the employee has met the following criteria by September 30, 2023: Not have been in a new hire probationary status at any time from October 1, 2022, through September 30, 2023; Have received no formal corrective action between October 1, 2022 and September 30, 2023; Receive an "exceeds expectations" on their fiscal year 2023 performance evaluation; Complete at least 10 hours of job-related training approved by their supervisor; and Complete all mandatory trainings on time.
5. Employees assigned to the Twenty-Four (24) Hour Division, with 20 years or more with Alachua County Fire Rescue as of October 1, 2019, in the bargaining unit classifications shown below shall receive the flat dollar amount increase regardless of whether they complete the educational requirements for each level.: Driver/Operator: \$3,950.00; Rescue Lieutenant (Levels 6-10): \$4,200.00; and Lieutenant: \$4,200.00.