



City of Las Cruces®

PEOPLE HELPING PEOPLE

Council Action and Executive Summary

Item # 5

Ordinance/Resolution# 13-060

For Meeting of _____
(Ordinance First Reading Date)

For Meeting of November, 5 2012
(Adoption Date)

Please check box that applies to this item:

QUASI JUDICIAL

LEGISLATIVE

ADMINISTRATIVE

TITLE: A RESOLUTION APPROVING AMENDING THE PAY TABLES FOR FIRE DEPARTMENT CADETS AND TRAINEES.

PURPOSE(S) OF ACTION:

Approve amended pay tables.

COUNCIL DISTRICT: N/A		
<u>Drafter/Staff Contact:</u> Andre Moquin	<u>Department/Section:</u> Human Resources	<u>Phone:</u> 528-3401
<u>City Manager Signature:</u> 		

BACKGROUND / KEY ISSUES / CONTRIBUTING FACTORS:

As the last adjustments to Fire Cadet and Trainee pay tables were approved by City Council July of 2008, Fire Department Administration requested a review of pay rates for these classes of employees. The analysis included comparisons to other public safety positions and the pay for similar positions throughout the state.

The amendments to the pay tables will allow salaries for these employees to remain competitive and result in Fire Cadet pay increasing from eleven dollars and sixty-seven cents (\$11.67) per hour to twelve dollars and twenty-five cents (\$12.25) per hour; Fire Trainee pay will increase from twelve dollars and thirty-seven cents (\$12.37) per hour to thirteen (\$13.00) dollars per hour. The amended pay tables reflect the addition of a Certified Cadet pay category initially set at twelve dollars and eighty seven cents (\$12.87) per hour. This will enable for a better recruitment of candidates currently possessing certifications and licensures such as Emergency Medical Technician (EMT). With this new class the Fire Department academy may be modified and shortened by several weeks.

The cost associated with these pay table amendments will be recuperated with a shortened academy.

SUPPORT INFORMATION:

1. Resolution.

(Continue on additional sheets as required)

2. Exhibit "A", current LCFD Cadet and Trainee Pay Schedule.
3. Exhibit "B", amended LCFD Cadet and Trainee Pay Schedule.

SOURCE OF FUNDING:

Is this action already budgeted?	Yes	<input checked="" type="checkbox"/>	See fund summary below
	No	<input type="checkbox"/>	If No, then check one below:
	<i>Budget Adjustment Attached</i>	<input type="checkbox"/>	Expense reallocated from: _____
		<input type="checkbox"/>	Proposed funding is from a new revenue source (i.e. grant; see details below)
		<input type="checkbox"/>	Proposed funding is from fund balance in the Fund.
Does this action create any revenue?	Yes	<input type="checkbox"/>	Funds will be deposited into this fund: in the amount of \$_____ for FY__.
	No	<input checked="" type="checkbox"/>	There is no new revenue generated by this action.

BUDGET NARRATIVE

The average increase to wages is approximately 5%. The total increase for this change is estimated to be recuperated through a shorter academy cycle.

FUND EXPENDITURE SUMMARY:

Fund Name(s)	Account Number(s)	Expenditure Proposed	Available Budgeted Funds in Current FY	Remaining Funds	Purpose for Remaining Funds
Various	Various	Various	Various	Various	Various

OPTIONS / ALTERNATIVES:

1. Vote "Yes"; this will approve amendments to pay tables for Fire Department Cadets and Trainees.
2. Vote "No"; this action will not approve amendments to pay tables for Fire Department Cadets and Trainees and will leave current pay tables in place.
3. Vote to "Amend"; this action will allow Council to modify the proposed pay tables.
4. Vote to "Table"; this action will leave current pay tables in place and delay salary increases for Fire Department Cadets and Trainees.

(Continue on additional sheets as required)

REFERENCE INFORMATION:

The resolution(s) and/or ordinance(s) listed below are only for reference and are not included as attachments or exhibits.

N/A

RESOLUTION NO. 13-060

A RESOLUTION APPROVING AMENDING THE PAY TABLES FOR FIRE DEPARTMENT CADETS AND TRAINEES.

The City Council is informed that:

WHEREAS, City Council last approved amendments to Fire Cadet and Trainee pay tables in July 2008, as shown in Exhibit "A", attached hereto; and

WHEREAS, amendments to the pay tables will result in Fire Cadet pay increasing from eleven dollars and sixty-seven (\$11.67) cents per hour to twelve dollars and twenty-five (\$12.25) cents per hour; and

WHEREAS, amendments to the pay tables reflect the addition of a Certified Cadet pay category paying twelve dollar and eighty-seven cents (\$12.87) per hour; and

WHEREAS, Fire Trainee pay will increase from twelve dollars and thirty-seven cents (\$12.37) per hour to thirteen (\$13.00) dollars per hour; and

WHEREAS, these amendments enable for a better recruitment of candidates currently possessing certifications and licensures such as Emergency Medical Technician (EMT); and

WHEREAS, costs associated with these amendments will be recuperated with shorter academies.

NOW, THEREFORE, Be it resolved by the governing body of the City of Las Cruces:

(I)

THAT the amendments to the pay tables for Fire Cadets and Trainees, attached herein as Exhibit "B" are hereby approved.

(II)

THAT City staff is hereby authorized to do all deeds necessary in the accomplishment of the herein above.

DONE AND APPROVED this _____ day of _____, 20_____.

APPROVED:

Mayor

ATTEST:

City Clerk

(SEAL)

VOTE:

Mayor Miyagishima:	_____
Councillor Silva:	_____
Councillor Smith:	_____
Councillor Pedroza:	_____
Councillor Small:	_____
Councillor Sorg:	_____
Councillor Thomas:	_____

Moved by: _____

Seconded by: _____

APPROVED AS TO FORM:



City Attorney

**Proposed Pay Scale
FIRE DEPARTMENT SALARY SCHEDULE
FIRE CADET & FIREFIGHTER TRAINEE
EFFECTIVE 7/07/08**

Fire Cadet		Firefighter Trainee	
	Step 1		Step 2
Annual	\$ 24,281.71	\$	36,027.40
Monthly	\$ 2,023.48	\$	3,002.28
Bi-weekly	\$ 933.91	\$	1,385.67
Hourly	\$ 11.67	\$	12.37

Based on 2080 Hours Based on 2912 Hours

		Firefighter Trainee - I	
			Step 2
Annual		\$	36,928.08
Monthly		\$	3,077.34
Bi-weekly		\$	1,420.31
Hourly		\$	12.68

Based on 2912 Hours

		Firefighter Trainee - P	
			Step 2
Annual		\$	37,828.76
Monthly		\$	3,152.40
Bi-weekly		\$	1,454.95
Hourly		\$	12.99

Based on 2912 Hours

* Trainees possessing an EMT-I will receive an additional two and one half (2.5) percent pending LCFD medical director approval
 * Trainees possessing an EMT-Paramedic will receive an additional two and one half (2.5) percent pending LCFD medical director approval

**Proposed Pay Scale
FIRE DEPARTMENT SALARY SCHEDULE
FIRE CADET & FIREFIGHTER TRAINEE
EFFECTIVE 11/18/12**

	Fire Cadet	Certified Fire Cadet	Firefighter Trainee
Annual	\$ 25,487.28	\$ 26,761.64	\$ 37,856.00
Monthly	\$ 2,123.94	\$ 2,230.14	\$ 3,154.67
Bi-weekly	\$ 980.28	\$ 1,029.29	\$ 1,456.00
Hourly	\$ 12.25	\$ 12.87	\$ 13.00

Based on 2080 Hours

Based on 2080 Hours

Based on 2912 Hours

Firefighter Trainee - I	
Annual	\$ 38,802.40
Monthly	\$ 3,233.53
Bi-weekly	\$ 1,492.40
Hourly	\$ 13.33

Based on 2912 Hours

Firefighter Trainee - P	
Annual	\$ 39,748.80
Monthly	\$ 3,312.40
Bi-weekly	\$ 1,528.80
Hourly	\$ 13.65

Based on 2912 Hours

- * Trainees possessing an EMT-I will receive an additional two and one half (2.5) percent pending LCFD medical director approval
- * Trainees possessing an EMT-Paramedic will receive an additional two and one half (2.5) percent pending LCFD medical director approval