

Columbia Professional Firefighters

Local 1055



Open Items

- **Section 2.12 – Apparatus Staffing**
- **Section 2.18 – Fire Marshal's Division (Compensation only)**
- **Section 3.02 – Salaries**
- **Section 3.03 – Holidays**
- **Section 3.06 – Benefits**
- **Section 3.08 – Professional Development**



Membership Survey

#1 – Salaries & Benefits
(Including FMO) – 92%



Fiscal 2020 Move to Midpoint

- Good Plan
- Continue
 - 5 Year in Classification – Midpoint
 - 4 Year in Classification – 70% to Midpoint
 - 3 Year in Classification – 30% to Midpoint



Classification Complication

- In Classification Time
- 4 Classifications Under Supervisor
 - Recruit – Academy (40 Hour)
 - Firefighter I – (56 hour) - \$14.71
 - Firefighter II – \$1.21/hr – 15.92
 - Fire Engineer – \$0.89/hr – 16.81



Classification Complication

- Base Rate
 - Firefighter I – \$14.71
 - Firefighter II – \$15.92
 - Fire Engineer – \$16.81
- Midpoint Rate
 - Firefighter I – \$17.36/hr
 - Firefighter II – \$19.10/hr
 - Fire Engineer – \$21.01/hr



Example - 15 year Employee

- 2004 – Hired – Firefighter I – 12 Years
 - 04/2016 – Promoted to Engineer - \$17.51/hr
 - 03/2019 – Ineligible for Raise < 3 years
 - 03/2020 – Possible (30%) - \$18.07/hr
-
- 15 year Firefighter I – **\$19.50/hr**



Example - 9 year Employee

- 2010 – Hired – Firefighter II – 6 Years
 - 04/2016 – Promoted to Engineer - \$16.89/hr
 - 03/2019 – Ineligible for Raise < 3 years
 - 03/2020 – Possible (30%) - \$18.07/hr
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- 9 year Firefighter II – **\$20.04/hr**



Example - 5.5 year Employee

- 2013 – Hired – Firefighter II – 6 Years
- 10/2019 – Moved to Midpoint – \$19.10/hr
- 10/2019 – Promoted to Engineer - **\$21.12/hr**



Example - 6 year Employee

- 2013 – Hired – Firefighter I – 5 Years
 - 2018 – Moved to Firefighter II – \$15.99/hr
 - 10/2019 – Ineligible for Midpoint
 - 11/2019 – Promoted to Engineer - **\$17.59/hr**
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- 6 year Firefighter I - **\$17.58**



Firefighter I to Firefighter II

- 60 College Hours
- Paramedic License
- End of Probation – 18 months
- 5 year Midpoint Firefighter I - \$17.36/hr
- 3 year Firefighter II - \$16.87/hr
- 3 year Firefighter I w/ 10% to II - \$16.87/hr
- Difference - **\$0.49/hr**
- A Firefighter II is a Firefighter I + Additional Experience (**Not a Change of Duties**)



What is an Engineer

- Columbia Firefighter with at least 3 year on the job.
 - **Cannot be hired to an Engineer from the outside**
- Engineer is responsible for driving and all operations of the apparatus, including supplying water to the firefighters fighting fire inside structures
- An Engineer is a Firefighter + Additional Responsibilities (**Not a Change of Duties**)



Engineer Promotional Exam

- 3 years as a Firefighter I or II with CFD
- Taskbook Skills Competencies – 6 months est.
- Written Test – 70% Required
- Practical Test – 70% Required
- Finish Top 5 /15-20 Firefighters testing
- Interview Panel
- Selected by Chief Officers for promotion
- Promoted if Openings – Repeat Every Year
- Not unusual to retest 5-7 times or more before promotion



Firefighter I or II to Engineer

- Low End Engineer - \$16.81
- 3 year Firefighter I - \$15.34/hr
- 3 year Firefighter II - \$16.87/hr
- Firefighter I Difference - **\$1.47/hr**
- Firefighter II Difference - **\$-0.06/hr**



Employees Affected (5-15 years)

- 11 – Received Minimal to no Raise
- 22 – Received far less than if they would have never changed classification and Stayed FFI's and FFII's
- 33 Overall Affected, not including Supervisors



Salary Objectives

- Continue the Midpoint / 70% / 30%
- One Time Fix for the 33 Affected
- Re-evaluate the classifications
- Fix the loop holes of time on and time in classification



Apparatus Staffing

- Single Company – 9 Total
 - Additional 1-3 per 9 – Avoid Overtime & Mandatory Overtime
- 1 Additional – Covers Vacations
- 2 Additional – Covers Vacations & Attrition
- 3 Additional – Covers Vacations, Attrition, & Sick Time



Apparatus Staffing

- Current
 - Approx. 1.1 Additional – Per 9
- New Hire Class – Graduation 03/2020
 - Approx. 1.66 Additional – Per 9
- Hiring / Attrition Delay
 - Testing, Interviews, Screening, Academy – (Approx. 6-8 months)



Overtime Staffing

- 2019 – 174.69 Days
- 2018 – 242.06 Days
- 2017 – 80.14 Days
- 2016 – 131.86 Days
- 2015 – 87.85 Days



Mandatory Overtime Staffing

- 2019 – 9.63 Days
- 2018 – 34.71 Days
- 2017 – 4 Days
- 2016 – 9 Days
 - **(E2 shut down 77.84 Days instead)**
- 2015 – Not tracked
 - **(E2 shut down 239.51 Days)**



Mandatory Overtime Staffing

- What is it?
 - You're not allowed to leave, because staffing levels fell below required standard and no one volunteered to take Overtime
 - Off duty responsibilities don't matter
 - Vacation plans including costs don't matter
 - Parental responsibilities – We'll give you a couple of hours to sort it out, including your spouse calling in sick to their work



Mandatory Staffing - Survey

- In Apparatus Staffing, the responsibility of apparatus being staffed falls on?
 - The City is responsible for appropriate numbers to not require mandatory staffing - (99 %)
 - L1055, adequate staffing has been provided. L1055 needs to Mandatory Staff - (1%) – 1 person
- Do we need additional staffing?
 - Yes, (4 FFs per truck, add 2-3 a year, etc...) – 94%
 - No, we shouldn't focus on staffing – 6%



Mandatory Staffing Recommendation

- Mandatory Staffing is awful, no matter what you do.
 - Until Appropriate Staffing Levels – **Make Mandatory Staffing Double Time Pay**
 - Right now you make the same amount whether you volunteer or get mandatory, give mandatory a benefit
 - Not that many days a year, at least lessens the sting of mandatory



Staffing Long Term Goal

- Increase staffing by 2-3 additional firefighters on top of attrition every year till we reach 3 additional Firefighters per in service apparatus.
- 3 Additional will take 6 years to reach
- 2 Additional will take 9 years to reach



Wrap Up

- Continue the Pay raise plan from Fiscal 2020
- One time fix to the 33
- Fix the loop holes in classifications
- Mandatory Staffing – Double Time Incentive
- Increase Staffing Levels



Questions?



THANK YOU

