



Agenda Cover Memorandum

Meeting Date: June 13, 2016

Meeting Type: ☒ COW (Committee of the Whole) ☐ City Council ☐ Budget Workshop

Item Title: Non-Union Fire Salaries

Action Requested:

<input type="checkbox"/> Approval	<input checked="" type="checkbox"/> For discussion
<input type="checkbox"/> Feedback requested	<input type="checkbox"/> For your information

Staff Contact: Jeff Sorensen, Fire Chief Phone: 847-318-5287

Email: jsorensen@parkridgefd.org

Background:

Since my appointment as Fire Chief over one year ago, I have worked to make the Fire Department more efficient even as our call volume has been trending upwards. From a personnel standpoint, we eliminated our Deputy Chief, Senior Administrative Assistant and part-time Emergency Preparedness Coordinator. We added a civilian position of Executive Officer and made one promotion of a Lieutenant to the position of Training Captain. This resulted in a significant savings in the Fire Administration Salary line in the budget. In fact, the total budget for Fire Administration salaries (currently the Fire Chief and Executive Officer) has decreased from \$323,311.12 in FY14 to \$263,581.64 in FY15 and \$227,154.30 in FY16.

We also have been looking for other ways to minimize our budget requests. We have been evaluating alternative ways to respond to emergency calls, such as the rescue vehicle concept and single ambulance responses to reduce wear and tear on our larger, more expensive pieces of apparatus. This will extend the life of our fleet and postpone the purchase of a tower ladder truck a little further down the road. We have held the line on overtime as best as we can while still staffing the shifts appropriately for our call volume.

All of these changes, however, result in an increased workload for our non-union personnel, including myself, but our salaries have not increased accordingly. Specifically, over half of our lieutenants make almost as much as our battalion chiefs, but our battalion chiefs do not have access to the same benefits as the union lieutenants, such as PEHP contributions and overtime. This compression has resulted from previous years when the City gave non-union personnel either no raises or lower raises than the union personnel. This compression also makes it difficult for me since some battalion chiefs have requested to be demoted and I only had two lieutenants take the last promotional exam for the battalion chief position. This salary compression has short and long term implications for our Department. In the short term, we run the risk of losing our current leaders as they are looking for employment with other departments and in the private sector. The long term risk to the Department is that we might not get our best future leaders to test for the battalion chief position due to the salary compression.

As I have done in the past with other issues, I looked to our MABAS Division to see what they are doing regarding salaries. We have attached this recent survey, completed earlier this year, to this memo to show the salaries of our neighboring departments in our MABAS Division. This survey does not include results from Lincolnwood, Niles, Northfield, and Skokie because they did not respond. Lincolnwood, Northfield, and Prospect Heights are not full time career departments and are therefore not directly comparable, but we included Prospect Heights Fire Department anyway since they responded to our survey. We even left in the salary data from Park Ridge which skews the average lower to give a complete picture of the salaries across the MABAS Division. The data clearly shows that all of our non-union personnel are paid far below the average for their rank and position as compared to our neighboring departments. This discrepancy exists for my position as well where I am paid over \$5,000 less than the average deputy chief and over \$17,000 less than the average fire chief.

I am looking to the Council for some direction as to where we can go from here. I realize that this issue cannot be solved overnight, but I hope it can be addressed so that there is a way to bring our non-union personnel in line with the average rate in this area. I am happy to share my opinions with you on this issue if the Council is interested. Some possibilities for discussion include:

- 1) Trying to get the non-union personnel up to the average over a period of 3-5 years which would require an additional percentage raise each year in addition to the City's non-union cost of living increase.
- 2) Instituting a salary range for each position which would move an employee into the low end of the salary range upon initial hire or promotion and would have set increases over a period of three years as the employee gains skills and knowledge in that rank. This appears to be the norm for many municipalities and it allows for some savings on the front end of a promotion while topping out near the average for our geographical area. The salary ranges would have to be adjusted upwards each year based upon union contracts and cost of living increases so that the compression does not reappear in the future.

Attachments:

- MABAS Division 3 Salary Survey – Chief, Deputy Chief, Captain, and Battalion Chief

MABAS DIVISION 3 MASTER SURVEY 2016 FIRE CHIEF							
TITLE	FT/PT	EXMPT/NON	SWORN/QV.	SALARY	RANGE	ON/DAYS or SHIFT	TAKE-HOME CAR
Deerfield/Bannockburn	FT	Exempt	Sworn	\$158,112		Days	Yes
Des Plaines	FT	Exempt	Sworn	\$152,011	\$128,096-166,526	Days	Yes
Evanston	FT	Exempt	Sworn	\$152,473		Days	Yes
Glencoe (Pub. Safety Director)	FT	Exempt	Sworn	\$160,923	\$118,388-165,743	Days	Yes
Glenview	FT	Exempt	Sworn	\$150,960		Days	Yes
Highland Park	FT	Exempt	Sworn	\$140,000		Days	Yes
Morton Grove	FT	Exempt	Sworn	\$142,902		Days	Yes
Northbrook	FT	Exempt	Sworn	\$148,263		Days	Yes
North Maine	FT	Exempt	Sworn	\$137,700		Days	Yes
Park Ridge	FT	Exempt	Sworn	\$130,000		Days	Yes
Prospect Heights	FT	Exempt	Sworn	\$152,500		Days	Yes
Wilmette	FT	Exempt	Sworn	\$143,907	\$97,703-177,087	Days	Yes
Winnetka	FT	Exempt	Sworn	\$148,275		Days	Yes
			Average	\$147,540			

MABAS DIVISION 3 MASTER SURVEY 2016 - DEPUTY CHIEF								
TITLE	HOW MANY	FT/PT	EXMPT/ NON	SWORN/ CIV.	SALARY	RANGE	ON DAYS or SHIFT	TAKE HOME CAR
Deerfield/ Bannockburn	2	FT	Exempt	Sworn	\$136,033		Days	Yes
Des Plaines	1	FT	Exempt	Sworn	\$132,086	\$110,846-144,100	Days	Yes
Evanston	1	FT	Exempt	Sworn	\$140,553		Days	Yes
Genoa	2	FT	Exempt	Sworn	\$131,342	\$98,656-138,119	Days	Yes
Glenview	1	FT	Exempt	Sworn	\$140,046		Days	Yes
Highland Park	1	FT	Exempt	Sworn	\$127,000		Days	Yes
Morton Grove	NONE							
Northbrook	1	FT			\$140,532		Days	Yes
North/ Maine	NONE							
Park Ridge	NONE							
Prospect Heights	2	FT	Exempt	Sworn	\$130,490		Days	Yes
Wilmette	1	FT	Exempt	Sworn	\$138,364	\$93,268-146,423	Days	Yes
Winnetka	1	FT	Exempt	Sworn	\$142,598		Days	Yes
				Average	\$135,904			

MABAS DIVISION 3 MASTER SURVEY 2016 - CAPTAIN								
TITLE	HOW MANY	FT/PT	EXMPT/ NON	SWORN/ CIV.	SALARY	RANGE	ON DAYS or SHIFT	TAKE HOME CAR
Deerfield/ Bannockburn	NONE							
Des Plaines	1	FT	Exempt	Sworn	\$114,031		Shift	No
Evanston	2	FT	Non-Exempt	Sworn	\$106,515	\$82,844-106,515	Days	Yes
Evanston	24	FT	Non-Exempt	Sworn	\$106,515	\$82,844-106,515	Shift	No
Glencoe	NONE							
Glenview	3	FT	Non-Exempt	Sworn	\$122,467	\$87,477-122,467	Shift	No
Highland Park	NONE							
Morton Grove	1	FT	Exempt	Sworn	\$112,984		Days	No
Northbrook	3	FT			\$115,671			
North Maine	NONE							
Park Ridge	1	FT	Exempt	Sworn	\$100,100		Days	No
Prospect Heights	NONE							
Wilmette	NONE							
Winnetka	NONE							
				Average	\$111,183			
NOTES								
Winnetka's Captain position is included in the BC Shift Commander section								

MABAS DIVISION 3 MASTER SURVEY 2016 1-SHIFT COMMANDER									
TITLE	TITLE	HOW MANY	FT/PT	EXMPT/ NON	SWORN/ CV	SALARY	RANGE	ON/DAYS or SHIFT	TAKE-HOME CAR
Deerfield/ Bannockburn	Battalion Chief	3	FT	Exempt	Sworn	\$124,139		Shift	No
Des Plaines	Battalion Chief	3	FT	Exempt	Sworn	\$125,026	\$95,920-124,695	Shift	No
Evanston	Shift Chief	3	FT	Non-Exempt	Sworn	\$122,671	\$94,454-122,671	Shift	No
Genoa	Battalion Chief	3	FT	Exempt	Sworn	\$135,996		Shift	No
Highland Park	Battalion Chief	3	FT	Non-Exempt	Sworn	\$120,000		Shift	No
Morton Grove	District Chief	3	FT	Exempt	Sworn	\$120,116		Shift	No
Northbrook	District Chief	3	FT			\$122,551		Shift	
North Maine	District Chief	3	FT		Sworn	\$118,500	\$117,700-118,500	Shift	No
Park Ridge	Battalion Chief	3	FT	Exempt	Sworn	\$109,348		Shift	No
Prospect Heights	Battalion Chief	3	FT	Exempt	Sworn	\$108,761			
Wilmette	Duty Chief	3	FT	Exempt	Sworn	\$128,242	\$91,297-133,748	Shift	No
Winnetka	Captain	3	FT	Non-Exempt	Sworn	\$119,154	\$108,732-119,154	Shift	No
					Average	\$121,209			
NOTES									
Des Plaines has one new BC making \$120,456									
Park Ridge's figure is the average of the three BCs									