



**City Council
Agenda Item Summary Report**

Meeting Date: October 19, 2021

Submitted by: Derek Briggs, Fire Chief

Consent	Discussion Only	Public Hearing	Action Item xxx
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Item Title: Consider approval of the revisions to the revised FY22 Fire Department Pay Plan.

Summary Statement

This item is a revision to the FY22 Fire Department Pay Plan to allow for transitioning to individual employee anniversary dates for benefit calculations and aligning each employee with the correct step in the plan based on time in grade/years of service. The previously approved plan, as built, would have resulted in some employees receiving a negative salary adjustment to achieve the realignment of steps/time in grade. The revision was restructured to maintain as close a financial profile as possible to the original FY22 Pay Plan, while adjusting to provide each employee with a neutral to positive increase upon implementation of the plan until their next anniversary date.