

**CITY OF GAUTIER
MEMORANDUM**

To: Samantha Abell, City Manager
From: Jason D. Pugh, Human Resources Director
Date: March 26, 2013
Subject: Request to Increase Part-time Firefighters' Hourly Wage

REQUEST:

The Human Resources Department requests that the Gautier City Council set the hourly wage for part-time firefighters at \$13.00 per hour.

BACKGROUND:

On 2/5/2013, the Gautier City Council approved the creation of three (3) part-time firefighter positions and a part-time firefighter program. Due to lack of response by area firefighters, the Human Resources Department is asking the city council to set the hourly wage at \$13.00 per hour, and not the \$10.00 per hour previously approved.

Full-time firefighter overtime rates vary from \$16.13 - \$23.27 per hour, therefore, a \$13.00 per hour rate of pay for on-call firefighters would still be a minimal cost savings of \$4.00 per hour per firefighter.

RECOMMENDATION:

The Human Resources Department recommends that the Gautier City Council set the part-time firefighters' hourly rate to \$13.00 per hour.

ATTACHMENT(S):

Part-time Firefighter Job Description

FIREFIGHTER

(Part-time)

Pay Rate: ~~\$10.00~~ \$13.00 per hour

NATURE OF WORK

This is skilled public safety work involving the protection of life and property through firefighting. Work involves an element of danger and incumbent must be able to exercise independent discretion in emergencies.

Firefighting duties include: training and participation in the operation of department apparatus and the performance of hazardous duties under emergency conditions; combating, extinguishing, and preventing fires; and routine maintenance of equipment, apparatus, and quarters. Work may require strenuous exertion under such handicaps as smoke, fire, heat, and cramped surroundings.

Work is normally performed under close supervision in accordance with established policies and procedures. Supervision is received from superior officers who review work methods and results for adherence to standards through accomplishments, personal inspection, review of written reports covering activities, and discussion.

ILLUSTRATIVE EXAMPLES OF WORK

(Any one position of this class may not include all duties listed, nor do listed examples include all duties which may be found in positions of this class.)

Work involves knowledge, skills, and abilities in the following areas:

Rules and Regulations	Fire Department Apparatus
Hose Lays	Fire Chemistry
Ladder Raises	Fire Service Hydraulics
Rescue & Protective Breathing	First Aid
Ventilation	Salvage & Overhaul
Forcible Entry	Portable Fire Extinguisher
Rope Slides, Knot Tying	Fire Prevention
Physical Training	Basic Tools & Their Use

Responds to fire alarms with a company; lays and connects hose; holds nozzles and directs water streams; climbs ladders; uses chemical fire extinguisher, bars, hooks, lines and other equipment.

Participates in fire drills; and studies assigned materials relating to firefighting, fire prevention, and EMS.

Ventilates burning buildings by opening windows and skylights or by chopping holes in roofs and floors.

Removes persons from danger; administers first aid to injured persons; performs salvage operations such as sweeping water, and removing debris.

Inspects buildings and premises for familiarization; checks for fire hazards.

May drive and operate motor driven equipment under special instructions and limited conditions on relief basis.

Performs other duties as determined by Fire Chief or supervisor.

REQUIRED KNOWLEDGE, ABILITIES AND SKILLS

Knowledge of English, spelling, and math.

Knowledge of occupational hazards involved in the work and the safety precautions for safe performance of the job.

City of Gautier
City Manager _____

FIREFIGHTER
(Part-time)

Ability to act quickly and calmly in emergency situations; to determine proper course of action in various dangerous situations, and use sound judgment in handling them.

Ability to read and write.

Ability to understand and follow oral and written instructions.

Ability to establish and maintain effective working relations with co-workers and the public.

Ability and physical strength to do prolonged and arduous work.

Ability to climb ladders and work at considerable heights.

Ability to bend and crawl in cramped area.

Ability to lift, carry, push or pull heavy loads.

Ability to react to change productively and to handle other tasks as assigned.

Must maintain a valid Mississippi vehicle operator's license.

MINIMUM REQUIRED EDUCATION AND EXPERIENCE

Graduation from a high school or acceptable equivalent.

MINIMUM SPECIAL REQUIREMENTS-FIRE FIGHTER

1. Must be 21 years of age.
2. Must be Firefighter 1001 qualified.
3. Applicant(s) with Firefighter 1001 and 1002 will be given preference.