

**CITY OF GAUTIER  
MEMORANDUM**

**To:** The Honorable Mayor Gollott and City Council  
**From:** Samantha Abell, City Manager  
**Date:** 09/11/15  
**Subject:** Consideration of a Revised Pay Scale for Gautier Dispatchers

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**REQUEST:**

Consideration of a revised pay scale for a 3% increase to existing compensation for Gautier dispatchers.

**DISCUSSION:**

The Comptroller has prepared the attached revised pay scale based on the FY 2016 budget proposal and work sessions of the City Council.

In FY 2015, the City of Gautier assessed a dedicated public safety millage of 1.8 mills, which was sufficient to budget new pay scales for police and fire first responders, but not sufficient to include dispatcher raises in year one.

Reduced property valuations for fiscal year 2016 have resulted in a decrease of revenue generated by 1.8 mills from the previous year. However, the City Council recognizes that dispatchers are critical to the day-to-day operations of emergency management and ensuring public safety within Gautier, and therefore the Council desires to use one-time BP Oil Spill settlement funds for moderate raises for dispatchers this year, anticipating future economic growth will be sufficient for sustained funding.

**FINANCIAL IMPACT:**

The new pay scale has a financial impact of \$7,976.00 for FY 2016.

**RECOMMENDATION:**

City Council may:

- 1) Approve the revised dispatcher pay scale as prepared; or
- 2) Approve the revised dispatcher pay scale with changes; or
- 3) Table the revised dispatcher pay scale for FY 2016.

**ATTACHMENT(S):**

Revised Dispatcher Pay Scale

Dispatchers FY 2016

2184 hours/year

COLA INCREASE 3%

PROPOSAL

total inc 8.00%

	Step 0 new hire no experience	Step 1	Step 2 3%	Step 3 3.50%	Step 4 3.50%	Step 5 3.50% 3.5%+\$1 per hour	Step 6 3.50%	Step 7	Step 8 3.50% 3.5%+\$0.50 per ho	Step 9	Step 10 3.00% 3%+\$0.50 per hour	Step 11	Step 12 3.00%
Grade 7	\$25,379.83	\$26,163.06	\$27,078.77	\$28,026.53	\$29,029.29	\$32,229.32	\$33,357.35	\$34,524.85	\$36,825.22	\$37,929.98	\$40,159.88	\$41,364.68	\$42,605.62
	\$2,114.99	\$2,180.26	\$2,256.56	\$2,335.54	\$2,419.11	\$2,685.78	\$2,779.78	\$2,877.07	\$3,068.77	\$3,160.83	\$3,346.66	\$3,447.06	\$3,550.47
	\$11.62	\$11.98	\$12.40	\$12.83	\$13.29	\$14.76	\$15.27	\$15.81	\$16.86	\$17.37	\$18.39	\$18.94	\$19.51
Grade 8	\$27,549.85	\$28,398.19	\$29,392.12	\$30,420.85	\$31,507.42	\$34,794.17	\$36,011.97	\$37,272.39	\$39,668.92	\$40,858.99	\$43,176.76	\$44,472.06	\$45,806.23
	\$2,295.82	\$2,366.52	\$2,449.34	\$2,535.07	\$2,625.62	\$2,899.51	\$3,001.00	\$3,106.03	\$3,305.74	\$3,404.92	\$3,598.06	\$3,706.01	\$3,817.19
10%	\$12.61	\$13.00	\$13.46	\$13.93	\$14.43	\$15.93	\$16.49	\$17.07	\$18.16	\$18.71	\$19.77	\$20.36	\$20.97