

**CITY OF GAUTIER  
MEMORANDUM**

**To:** Samantha Abell, City Manager  
**From:** Jason Pugh, Human Resources Director  
**Date:** 03/28/16  
**Subject:** Authorization to implement the new wage scale and payment of raises to the Gautier Fire Department employees as negotiated in the contract between the City of Gautier and the Gautier Firefighters Association as approved by the Gautier City Council on March 15, 2016.

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**REQUEST:**

Authorization to implement the new wage scale and payment of raises to the Gautier Fire Department employees as negotiated in the contract between the City of Gautier and Gautier Firefighters Association and approved by council on March 15, 2016. It is also requested that the Schedule of Authorized Positions be updated to reflect grade changes affected by the new wage scale.

**DISCUSSION:**

On 03/15/16 the Gautier City Council approved a new union contract with Gautier Firefighters Association Local 3290 of the IAFF. The contract contained a new Wage Scale for the fire department which is set to go into effect for the pay date of 4/22/16. It is requested that the City Council officially implement the new wage scale and authorize the city to issue payment of raises to the Fire Department employees as negotiated. The attached Schedule of Authorized positions will also require approval as it contains grade changes only for the affected positions in the fire department. There are no other changes to the Schedule of Authorized Positions.

**FINANCIAL IMPACT:**

The annual impact for the new wage scale and raises will be \$59,553. The impact for the remainder for FY 2016 is \$26,897. The annual public safety millage will be used to cover these pay increases.

**RECOMMENDATION:**

The City Manager recommends the approval of the agenda item as presented.

City Council may:

- 1) Approve the agenda item as presented; or
- 2) Approve the agenda item with changes; or
- 3) Reject the agenda item as presented.

**ATTACHMENT(S):**

New Fire Department Wage Scale  
Revised Schedule of Authorized Positions

**Appendix  
Wage  
FIRE DEPARTMENT  
PAY RANGES (2496 HOURS)  
APPROVED (XX/XX/XXXX)**

**GRADE 9 UNCERTIFIED**

Hourly	\$9.00	\$9.50
Annual	\$22,464.00	\$23,712.00

**GRADE 10 FIREFIGHTER**

Hourly	\$10.75	\$18.00
Annual	\$26,832.00	\$44,928.00

**GRADE 11 LIEUTENANT**

Hourly	\$13.00	\$21.00
Annual	\$32,448.00	\$52,416.00

**GRADE 12 CAPTAIN**

Bi-Weekly	\$1,435.20	\$2,304.00
Annual	\$37,315.20	\$59,904.00

**Promotions: 5% increase and place on new grade**

**CITY OF GAUTIER**  
**FY 2016**  
**SCHEDULE OF AUTHORIZED POSITIONS**  
**(Underline New/Strike-Thru ~~Old~~)**

	Pay Scale	Pay Grade	Number of Full-Time Authorized Positions	Number of Part-Time Authorized Positions	Number of Reserve Authorized Positions (Not Paid)
<b><u>JUDICIAL</u></b>					
City Judge	N/A	N/A		1	
<b>Total Funded</b>				<b>1</b>	
<b>Total Non-Funded</b>					
<b><u>EXECUTIVE DEPT</u></b>					
City Manager	N/A	N/A	1		
Executive Assistant	2080	10	1		
<b>Total Funded</b>			<b>2</b>		
<b>Total Non-Funded</b>					
<b><u>FINANCE DEPT</u></b>					
Comptroller	2080	21	1		
Finance Support Specialist	2080	11	1		
Accounting Generalist	2080	10	1		
<b>Total Funded</b>			<b>3</b>		
<b>Total Non-Funded</b>					
<b><u>HUMAN RESOURCES DEPT</u></b>					
Director	2080	21	1		
HR Generalist	2080	10	1		
Multi-Craft Maintenance Worker	2080	10	1		
Custodian	2080	7	1		
<b><i>Fleet Maintenance</i></b>					
Mechanic II	2080	11	1		
Mechanic I	2080	10	1		
<b>Total Funded</b>			<b>6</b>		
<b>Total Non-Funded</b>					
<b><u>CITY CLERK DEPT</u></b>					
City Clerk	2080	21	1		
DCC / Executive Assistant	2080	11	1		
Purchasing Agent	2080	10	1		
Administrative Clerk	2080	8	1		
<b><i>Court Division</i></b>					
Court Clerk II	2080	10	1		
Deputy Court Clerk	2080	8	1		
<b>Total Funded</b>			<b>6</b>		
<b>Total Non-Funded</b>					

	Pay Scale	Pay Grade	Number of Full-Time Authorized Positions	Number of Part-Time Authorized Positions	Number of Reserve Authorized Positions (Not Paid)
<b>POLICE DEPT</b>					
Police Chief	2080	22	1		
Executive Assistant	2080	9	1		
<b>CID</b>					
Detective Captain	2080	15	1		
Detective Lieutenant	2080	13	1		
Detective Sergeant	2080	12	1		
Detective	2080	11	2		
Detective	2080	11	Unfunded (1)		
FBI Task Force Officer	2080	11	1		
Narcotics Officer	2080	11	1		
Crime Prevention Officer	2080	11	1		
Records Clerk II	2080	8	1		
<b>Patrol</b>					
Patrol Captain	2080	15	1		
Patrol Lieutenant	2184	11	4		
Patrol Sergeant	2184	10S	4		
Patrol Officer **	2184	9/10	15		
Dispatcher / TAC Officer	2080	10	1		
Dispatcher	2184	7	8		
<b>Traffic/Admin</b>					
Traffic/Admin Captain	2080	15	1		
K9 Officer	2080	10	1		
Traffic Sergeant	2184	10S	1		
Traffic Officer	2184	10	3		
Traffic Officer	2184	10	Unfunded (1)		
School Guards	N/A	N/A		4	
Patrol Officer	N/A	N/A			21
<b>Total Funded</b>			<b>50</b>	<b>4</b>	<b>21</b>
<b>Total Non-Funded</b>			<b>2</b>		

\*\* Probationary Officer 9  
Certified Officer 10

	Pay Scale	Pay Grade	Number of Full-Time Authorized Positions	Number of Part-Time Authorized Positions	Number of Reserve Authorized Positions (Not Paid)
<b>FIRE DEPT</b>					
Fire Chief	2080	22	1		
Deputy Fire Chief/Fire Marshal	2080	<del>15</del> 20	1		
Executive Assistant	2080	9	1		
Fire Captains	2496	<del>10</del> 12	3		
Fire Lieutenant	2496	<del>9</del> 11	9		
Firefighters **	2496	9/10	24		
P/T Firefighters	N/A	N/A		3	
<b>Total Funded</b>			<b>39</b>	<b>3</b>	
<b>Total Non-Funded</b>					

\*\* Probationary Firefighter 9  
Certified Firefighter 10

	Pay Scale	Pay Grade	Number of Full-Time Authorized Positions	Number of Part-Time Authorized Positions	Number of Reserve Authorized Positions (Not Paid)
<b><u>ECONOMIC DEV DEPT</u></b>					
Director	2080	22	1		
Administrative Clerk	2080	8	2		
Administrative Clerk (Part Time)	N/A	N/A		Unfunded (1)	
<b><i>Building &amp; Zoning</i></b>					
Building & Zoning Administrator	2080	13	1		
Building & Code Inspector	2080	12	1		
Animal Control/Code Enforcement Officer	2080	9	1		
<b><i>Neighborhood Services</i></b>					
Grants and Projects Manager	2080	13	1		
Neighborhood Improv. Coord.	2080	10	Unfunded (1)		
<b>Total Funded</b>			<b>7</b>	<b>4</b>	
<b>Total Non-Funded</b>			<b>1</b>	<b>1</b>	
<b><u>CULTURAL SERVICES DEPT</u></b>					
Cultural Services Director	2080	21	1		
Recreation Coordinator	2080	11	1		
Parks Supervisor	2080	11	1		
Administrative Bookkeeper	2080	10	Unfunded (1)		
Grounds and Maintenance Oper.	2080	8	2		
Park Attendant	N/A	N/A		4	
<b>Total Funded</b>			<b>5</b>	<b>4</b>	
<b>Total Non-Funded</b>			<b>1</b>		

Summary of Authorized Positions	Number of Full-Time Authorized Positions	Number of Part-Time Authorized Positions	Number of Reserve Authorized Positions (Not Paid)
Judicial Dept: Funded		1	
Executive Dept: Funded	2		
Finance Dept: Funded	3		
Human Resources Dept: Funded	6		
City Clerk Dept: Funded	6		
Police Dept: Funded	50	4	21
Non-Funded	2		
Fire Dept: Funded	39	3	
Econ Dev Dept: Funded	7		
Non-Funded	1	1	
Cultural Services Dept: Funded	5	4	
Non-Funded	1		
<b>Total</b>	<b>118</b>	<b>12</b>	<b>21</b>
<b>Total Non Funded</b>	<b>4</b>	<b>1</b>	