

Memorandum

City of Lawrence

Fire Medical

TO: David Corliss, City Manager
Diane Stoddard, Assistant City Manager
Cynthia Wagner, Assistant City Manager

FROM: Mark Bradford, Fire Chief

Date: May 10, 2011

RE: FM Accruals & Compression

Accruals

In 2009, the City's Personnel department conducted a comprehensive wage and compensation survey of surrounding communities. Sick leave accruals for comparable cities were as follows:

- Wyandotte County unlimited
- Topeka unlimited
- Shawnee 1040
- Overland Park unlimited
- Olathe unlimited
- Lenexa unlimited
- Lee's Summit 1440

As a result of the survey, the 2010/2011 Memorandum of Understanding with the IAFF Local 1596 increased annual sick leave accrual rates for covered members from 144 hours to 257.608 hours (78.9%) for those working 2912 hours annually, and from 96 hours to 170.3 hours (77.4%) for those working 2080 hours annually. However, sworn fire medical employees not covered under the memo (Chief Officers and Captains) remained at 144 for those working 2912 and 96 for those working 2080. The vacation accrual rates for MOU and non-MOU covered employees are identical.

	Annual VA Accrual MOU Covered	Annual VA Accrual Non-MOU Covered	Diff. VA Accrual	Max SL Accum. MOU Covered	Max SL Accum. Non-MOU Covered	Diff. Max SL Accum.	No. of Shift Days Diff.
2912 Annual Hours				257.608	144	113.608	4.7
1 - 5 years of service	144	144	0				
6 - 10 years of service	192	192	0				
11 - 15 years of service	216	216	0				
16 - 20 years of service	240	240	0				
21 - 25 years of service	264	264	0				
26 or greater years of service	288	288	0				
2080 Annual Hours				170.3	96	74.3	9.3

1 - 5 years of service	96	96	0
6 - 10 years of service	128	128	0
11 - 15 years of service	152	152	0
16 - 20 years of service	176	176	0
21 - 25 years of service	192	192	0
26 or greater years of service	200	200	0

I am requesting that the sick leave accrual rates for Chief Officers and Captains be adjusted to reflect the increase given to those covered by the MOU. In addition to it being an issue of fairness, such a disparity in sick leave accruals affects morale and is one of the reasons why our pool of applicants for promotions to senior management has been so small. The estimated cost to the department is \$88,927 based on the maximum hourly pay rate for each category for 2011. This is approximately one-third of the cost to increase all MOU-covered sick leave accruals. The cost to increase the accruals for MOU employees was approximately \$254,465 in 2010.

TITLE		HOURLY	MAX HOURLY	CURRENT SL ACCRUAL	PROPOSED SL ACCRUAL	DIFFERENCE SL ACCRUAL	CURRENT PAY DIFFERENCE	MAX PAY DIFFERENCE
Chief	Bradford	\$54.7419	\$56.0436	96	170.3	74.3	\$4,067	\$4,164
Division Chief	Coffey	\$48.6005	\$48.6005	96	170.3	74.3	\$3,611	\$3,611
Division Chief	Green	\$34.7146	\$34.7146	144	257.608	113.608	\$3,944	\$3,944
Division Chief	Hoelscher	\$34.7146	\$34.7146	144	257.608	113.608	\$3,944	\$3,944
Division Chief	King, J	\$45.9905	\$48.6005	96	170.3	74.3	\$3,417	\$3,611
Division Chief	Schwartz	\$32.8504	\$34.7146	144	257.608	113.608	\$3,732	\$3,944
Division Chief	Stark	\$48.6005	\$48.6005	96	170.3	74.3	\$3,611	\$3,611
Division Chief	Tolefree	\$48.6005	\$48.6005	96	170.3	74.3	\$3,611	\$3,611
Captain	Dennis	\$25.9285	\$30.5868	144	257.608	113.608	\$2,946	\$3,475
Captain	Dieker	\$30.5868	\$30.5868	144	257.608	113.608	\$3,475	\$3,475
Captain	Easterwood	\$26.9914	\$30.5868	144	257.608	113.608	\$3,066	\$3,475
Captain	Elliott	\$30.5868	\$30.5868	144	257.608	113.608	\$3,475	\$3,475
Captain	Ens	\$30.5868	\$30.5868	144	257.608	113.608	\$3,475	\$3,475
Captain	Holloman	\$30.5868	\$30.5868	144	257.608	113.608	\$3,475	\$3,475
Captain	Hummel	\$30.5868	\$30.5868	144	257.608	113.608	\$3,475	\$3,475
Captain	Johnson	\$30.5868	\$30.5868	144	257.608	113.608	\$3,475	\$3,475
Captain	Karlin	\$30.5868	\$30.5868	144	257.608	113.608	\$3,475	\$3,475
Captain	King, C	\$42.8216	\$42.8216	96	170.3	74.3	\$3,182	\$3,182
Captain	Morgan	\$30.1193	\$30.5868	144	257.608	113.608	\$3,422	\$3,475
Captain	Ray	\$30.5868	\$30.5868	144	257.608	113.608	\$3,475	\$3,475
Captain	Saladin	\$30.5868	\$30.5868	144	257.608	113.608	\$3,475	\$3,475
Captain	Schaumburg	\$30.5596	\$30.5868	144	257.608	113.608	\$3,472	\$3,475
Captain	Stover	\$30.5868	\$30.5868	144	257.608	113.608	\$3,475	\$3,475
Captain	Talkington	\$42.8216	\$42.8216	96	170.3	74.3	\$3,182	\$3,182
Captain	Temple	\$27.6497	\$30.5868	144	257.608	113.608	\$3,141	\$3,475
TOTAL AVE							\$87,097 \$3,484	\$88,927 \$3,557

Increasing non-MOU covered employees' sick leave accrual to match those covered by the MOU will not increase the payout at time of retirement because the maximum accrual (1464 hours for those working 2912 shifts and 1040 hours for those working

2080 shifts) remains the same as it currently is. Under the current plan, assuming no sick leave is used, it will take approximately 15 years for a 2912 employee and 10 years for a 2080 employee to reach the maximum sick leave bank accrual. Under the proposed changes, assuming no sick leave is used, it will take approximately 8.5 years for a 2912 employee and six years for a 2080 employee to reach the maximum sick leave bank accrual. When employment with the City is terminated, employees are paid 25% of their sick leave bank hours. Using today's pay rate and assuming the employee has maxed out their sick leave bank, the City will pay out \$7,558 for a 2912 employee and \$5,336 for a 2080 employee.

On average, department members use 5.0% of available sick leave. The detailed breakdown is as follows¹:

- 27.3% of department members have used no sick leave;
- 60.9% of department members have used less than 5% of available sick leave;
- 89.1% of department members have used less than 25% of available sick leave;
- 98.4% of department members have used less than 50% of available sick leave;
- 98.4% of department members have used less than 75% of available sick leave;
- 100.0% of department members have used less than 100% of available sick leave.

Increasing the sick leave accrual simply maxes out the employee's sick leave bank faster and provides the employee with more usable time should they need it, which is particularly important in our field where the risk of illness is high.

Compression

In addition, there are compression issues. According to FY 2010 actual salaries, the Fire Chief position earned \$8,007 (7.1%) more than a Division Chief and only \$5,528 (4.9%) more than the highest earning Lieutenant with overtime. The lowest paid Division Chief earned \$15,321 (16.5%) less than the highest paid Captain and \$14,756 (15.8%) less than the highest earning Lieutenant with overtime. The lowest paid Captain earned \$32,746 (21.6%) less than the highest earning Lieutenant with overtime.

	2010 Actual Gross Annual Salary	Pct. Of Max Salary in Grade	Salary Compression difference \$	Pct. above next lowest grade	Max Salary in Grade	Max Salary Compression difference \$	Max Salary Compression difference Pct.
Fire Chief	\$113,420	97.8%	\$8,007	7.1%	\$115,991	\$15,404	15.3%
Division Chief							
Highest	\$105,413	104.8%			\$100,587		
Lowest	\$93,136	92.6%	(\$15,321)	-16.5%	\$100,587	\$11,961	13.5%
Captain							
Highest	\$108,457	122.4%			\$88,626		
Lowest	\$75,146	84.8%	(\$32,746)	-43.6%	\$88,626	\$15,088	20.5%
Highest Lt with Overtime	\$107,892	146.7%	\$23,265	21.6%	\$73,538	\$6,590	9.8%

¹ Based on April 26, 2011 Leave Bank Report

Highest all other MOU-covered Employee with Overtime	\$84,627	126.4%			\$66,948		
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For a decrease in salary, significantly less accrued sick leave, and significantly greater responsibility and unpaid work time due to the exempt status of the positions, fewer and fewer qualified applicants for managerial positions are being received. Until issues of compression can be budgetarily addressed, increasing the accrued sick leave to match what was given to those covered by the MOU will be a positive step in the right direction.