

ORDINANCE NO. 2522

AN ORDINANCE OF THE CITY OF SALISBURY APPROVING AN AMENDMENT OF THE FY2019 GENERAL FUND BUDGET TO ADJUST THE SALISBURY FIRE DEPARTMENT'S PAY PLAN FOR THE PURPOSE OF RECRUITING AND RETAINING EXPERIENCED OFFICERS AND TO BE COMPETITIVE WITH AREA AGENCIES.

WHEREAS, the Salisbury Fire Department has the need to provide firefighting personnel with personal growth and career development; and

WHEREAS, a career development program provides trained and experienced firefighting personnel with skill enhancement opportunities; and

WHEREAS, this Department desires to provide every employee with the opportunity to realize professional fulfillment through personal and professional growth; and

WHEREAS, the Salisbury Fire Department needs to offer a competitive salary pay scale and career advancement program to retain experienced firefighting professionals who are committed to increasing the Department's ability to maintain a high level of operational readiness; and

WHEREAS, an adjustment of the Fire Department's salary pay scales would result in better recruitment and better retention of experienced firefighting professionals.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF SALISBURY, MARYLAND, that the City's Fiscal Year 2019 Adopted Fire Department's Pay Scale be and hereby is amended as follows:

Current Title	Grade	Min Step 1	Mid Step 13	Max Step 30
Probationary FF/EMT	1	37,500	N/A	N/A
Probationary FF/PM	1P	42,900	N/A	N/A
FF/EMT 1	2	39,375	49,937	69,924
FF/PM 1	2P	45,045	57,128	79,993
Senior FF/EMT <i>Driver Operator/EMT</i>	3	40,556	51,435	72,022
Senior FF/PM <i>Driver Operator/PM</i>	3P	46,396	58,842	82,393
Engineer <i>Sergeant/EMT</i>	4	<u>42,584</u>	<u>54,007</u>	<u>75,623</u>
<i>Sergeant/PM</i>	<u>4P</u>	48,716	61,784	86,512
Lieutenant	5	51,639	65,491	91,703
Captain	6	54,841	69,551	97,389
Assistant Chief	7	58,131	73,724	103,232
Deputy Chief	8	61,619	78,148	109,426
Fire Chief	9	65,316	82,837	115,991

* ITALICIZED AND UNDERLINED PRINT INDICATES MATERIAL ADDED TO EXISTING PAY PLAN.

Bold and strikethrough language indicates material deleted from the existing.


AND BE IT FURTHER ORDAINED AND ENACTED BY THE CITY OF SALISBURY, MARYLAND, THAT the City's Fire Department's Pay Plan be amended, and this ordinance shall take effect immediately upon adoption.

THIS ORDINANCE was introduced and read at meetings of the Council of the City of Salisbury held on the 14th day of January, 2019 and, thereafter, a statement of the substance of the Ordinance having been published as required by law, was finally passed by the Council on the 28th day of January, 2019.

ATTEST:



Kimberly R. Nichols, City Clerk



John R. Heath, President
Salisbury City Council

APPROVED BY ME THIS:

29th day of JANUARY, 2019



Jacob R. Day, Mayor



To: Andy Kitzrow, Deputy City Administrator
From: John W. Tull, Fire Chief *(JW)*
Subject: FY19 Fire Department Pay Plan Revision
Date: November 14, 2018

During the FY19 budget process, a Career Development Program was designed to provide information and guidance to employees for personal growth and career development opportunities. The objectives of a Career Development Program are:

- To recognize that each person’s contributions have value and are key to the success of the Department and City.
- To prepare and plan for the challenges and changes of the future by ensuring employees are knowledgeable and competent; thereby, increasing the Department’s ability to maintain a high level of operational excellence.
- To provide career development guidance and skills enhancement opportunities in an effort to allow every employee the opportunity to realize professional fulfillment through personal and professional growth.
- To ensure a commitment by both the employee and the Department to the development of each employee’s knowledge, skills, and abilities.

With this in mind, the Fire Department would like to make revisions to the current adopted pay plan. The proposed revisions are in title only and cause no additional monetary impact to the Adopted FY19 Fire Department’s budget.

Below is the approved pay plan with the requested position changes identified:

Current Title	Grade	Min Step 1	Mid Step 13	Max Step 30
Probationary FF/EMT	1	37,500	N/A	N/A
Probationary FF/PM	1P	42,900	N/A	N/A
FF/EMT 1	2	39,375	49,937	69,924
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