



**A**

ORGANIZED

**I**

FEB

**IAFF**

1918

**F**

28

**LOCAL**

**134**

# Fiscal Year 2020 - FEC

ATLANTA PROFESSIONAL FIREFIGHTERS

IAFF-LOCAL 134

MAY 8, 2019

# Local 134 Officers

- ▶ **Paul Gerdis, President**
- ▶ **Nate Bailey, Vice President-Internal**
- ▶ **Alex Hofstadter, Vice President-External**
- ▶ **Will Iber, Treasurer/Secretary**
- ▶ **Mike Rumsey, Trustee**
- ▶ **Michael Donovan, Trustee**

# Atlanta Professional Firefighters IAFF, Local 134

- ▶ Represent sworn members of the AFRD
  - ▶ Firefighter
  - ▶ Sergeant
  - ▶ Lieutenant
  - ▶ Captain
  - ▶ Battalion Chief
- ▶ Diverse group of men and women
  - ▶ Multi-ethnic
  - ▶ Multi-racial
  - ▶ LGBTQ
  - ▶ Multi-generational



# The Mission of the Local 134

**"The Atlanta Professional Fire Fighters are dedicated to represent, protect, and be advocates for the sworn members of the Atlanta Fire and Rescue Department. We will be stewards for equality, safety, development, and the longevity of our members."**

# Atlanta Fire and Rescue Department

- ▶ **All Hazards Response Department**

- ▶ **90,000 + emergencies in 2018**

- ▶ **Structure fires**

- ▶ **Vehicle fires**

- ▶ **Medical emergencies**

- ▶ **Motor vehicle accidents**

- ▶ **Flooding rescues**

- ▶ **Gas leaks**

- ▶ **Hazardous Materials**

# AFRD hours vs COA

	Weekly	Monthly	Annually	Career
APD	40	160	2,080	62,400
Corrections	40	160	2,080	62,400
General Employee	40	160	2,080	62,400
<b>AFRD Operations</b>	<b>53</b>	<b>212</b>	<b>2756</b>	<b>82,680</b>
<b>AFRD vs COA</b>	<b>+13</b>	<b>+52</b>	<b>+676</b>	<b>+20,280</b>

## Scheduled Overtime

<b>AFRD Operations</b>	<b>59</b>	<b>236</b>	<b>3,068</b>	<b>92,040</b>
<b>AFRD v COA</b>	<b>+19</b>	<b>+74</b>	<b>+988</b>	<b>+29,640</b>

# Dangers of Increased Hours

## ▶ **Post Traumatic Stress Disorder**

- ▶ 103 Firefighter suicide deaths in 2018, nationwide.
- ▶ #1 cause of death in Firefighters nationwide in 2018.

## ▶ **Occupational Disease**

- ▶ National Institute of Occupational Safety and Health (NIOSH)
  - ▶ 9% chance of being diagnosed with cancer vs. regular population
  - ▶ 14% chance of dying from occupational cancer

## ▶ **Fatigue**

- ▶ Research shows that in a 48 hour shift a FF had only 6 hours of down time.
- ▶ Affects critical thinking
- ▶ Susceptible to workplace accidents

## ▶ **Low Morale/Burnout**

- ▶ Apathy
- ▶ Unhealthy coping mechanisms



# COA Public Safety Pay Schedule History

- ▶ Prior to 2015
  - ▶ Step and Grade Program
    - ▶ Accepted across 99% of all municipalities
      - ▶ Step awarded annually
        - ▶ Recommended at budget hearing
        - ▶ Voted by City Council
        - ▶ Minimum of meets requirement on annual evaluation
- ▶ October 2015
  - ▶ Introduction of Tier System
    - ▶ Three Tiers introduced by APD in 2015
    - ▶ Adopted by City Council
      - ▶ AFRD October 2016
- ▶ July 2017
  - ▶ Public Safety starting pay \$40,000/year
- ▶ July 2018
  - ▶ All public safety received 3.1% and \$500 onetime bonus
- ▶ December 2018
  - ▶ Mayor Lance-Bottoms introduced 4 phase APD pay schedule
  - ▶ Results of Mercer Pay and Wage Study
  - ▶ Approximately 30% increase for Atlanta Police Department salaries

# Current Atlanta Police Officer Annual Salary

- ▶ Implemented by Mayor Keisha Lance-Bottoms.
- ▶ Result of Atlanta Police Foundation Pay and Wage Study with Mercer.
- ▶ Raised starting Atlanta Police Officer pay from \$40,000/yr to \$48,500/yr.
- ▶ 21.25% starting salary increase and a 4% increase every year for 10 years.

Band	Tier	Year Start	Year End	Annual Base	% Increase
Police Officer	11	10+		\$71,792	4%
Police Officer	10	9	10	\$69,031	4%
Police Officer	9	8	9	\$66,376	4%
Police Officer	8	7	8	\$63,823	4%
Police Officer	7	6	7	\$61,368	4%
Police Officer	6	5	6	\$59,008	4%
Police Officer	5	4	5	\$56,738	4%
Police Officer	4	3	4	\$54,556	4%
Police Officer	3	2	3	\$52,458	4%
Police Officer	2	1	2	\$50,440	4%
Police Officer	1	0	1	\$48,500	4%

# Atlanta Fire Rescue Foundation

- ▶ Atlanta Fire Rescue Foundation
- ▶ Ordered AFRD Pay and Wage Study with Mercer in late 2018
  - ▶ Goal: Identify COA Fire Department vs. Southeast Fire Departments
  - ▶ Cost: Approximately \$70,000
  - ▶ Results:
    - ▶ Firefighter Recruitment Campaign
      - ▶ Recruitment postcards and flyer distribution
      - ▶ Billboards outside of Atlanta city limits



# Field and Airport Operation

## 200+ Vacancies

### Memphis, TN

- ▶ Lateral Hiring Program
- ▶ Annual Starting Salary
  - ▶ \$53k - \$57k

### Atlanta, GA

- ▶ No lateral Hiring Program
- ▶ Annual Salary
  - ▶ \$40k to start
  - ▶ \$43,428 beginning year 11
  - ▶ \$46,856 beginning year 15



# AFRD Current Pay Plans

Firefighters	Length in years	Annual Salary
Tier 1	0 to 10	\$40,000
Tier 2	11 to 15	\$43,428
Tier 3	15+	\$46,856

	Years of Service	Time in Rank	Sergeant	Lieutenant	Captain
Tier 1	0 to 10	0 to 2	\$50,383.09	\$57,749.91	\$66,193.57
Tier 2	11 to 15	3 to 4	\$52,146.75	\$59,771.16	\$68,510.34
Tier 3	15+	5 +	\$53,971.88	\$61,863.15	\$70,908.21

# 2018-2019 IAFF Wage Study

## ▶ **Regional**

- ▶ Baltimore, MD
- ▶ Charlotte, NC
- ▶ Dallas, TX
- ▶ Nashville, TN
- ▶ Tampa, FL

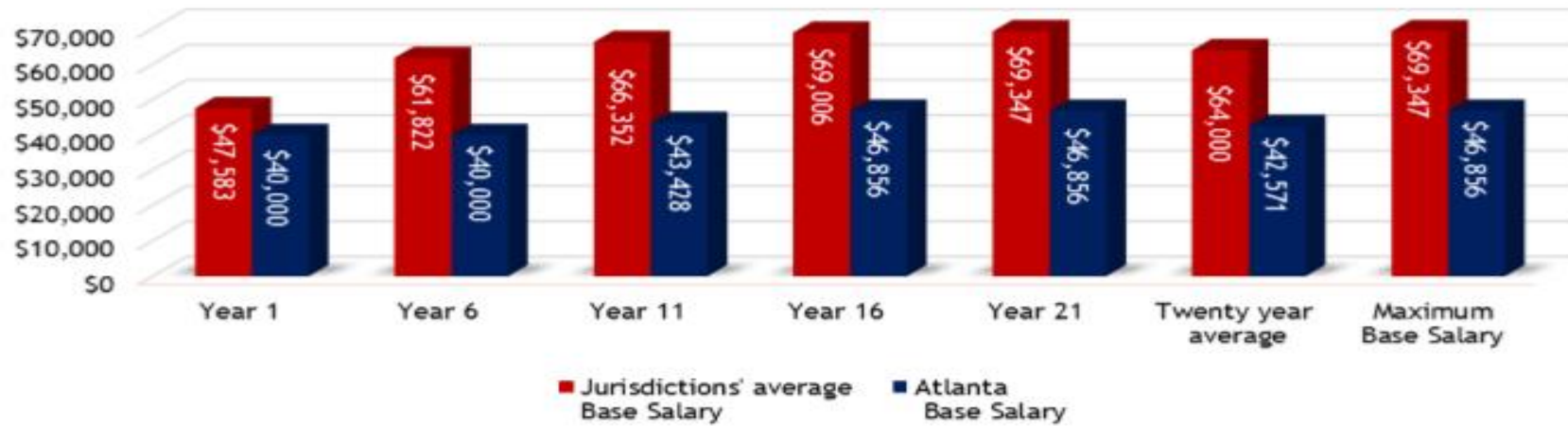
## ▶ **National**

- ▶ Phoenix, AZ
- ▶ San Diego, CA
- ▶ Seattle, WA
- ▶ Boston, MA

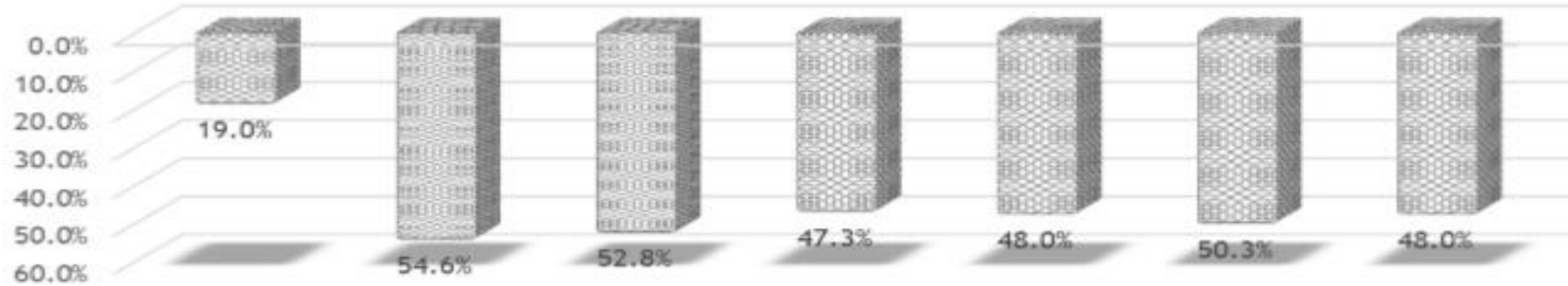
# Atlanta vs. like cities – Firefighter Salary

	Year 1	Year 6	Year 11	Max Salary
Baltimore	\$40,278	\$64,365	\$64,365	\$64,365
Charlotte	\$41,422	\$52,865	\$59,812	\$62,840
Dallas	\$49,207	\$62,812	\$75,656	\$75,656
Nashville	\$43,684	\$54,834	\$62,896	\$62,896
Tampa	\$42,632	\$50,619	\$60,154	\$78,499
Atlanta PD	\$48,500	\$61,368	\$71,792	\$71,792
<b>Mean</b>	<b>\$44,287</b>	<b>\$57,810</b>	<b>\$65,779</b>	<b>\$69,341</b>
<b>Atlanta Fire</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>\$43,428</b>	<b>\$46,856</b>
<b>Difference</b>	<b>(\$4,287)</b>	<b>(\$17,810)</b>	<b>(\$22,351)</b>	<b>(\$22,485)</b>

### Base Salary



### Atlanta's Variance

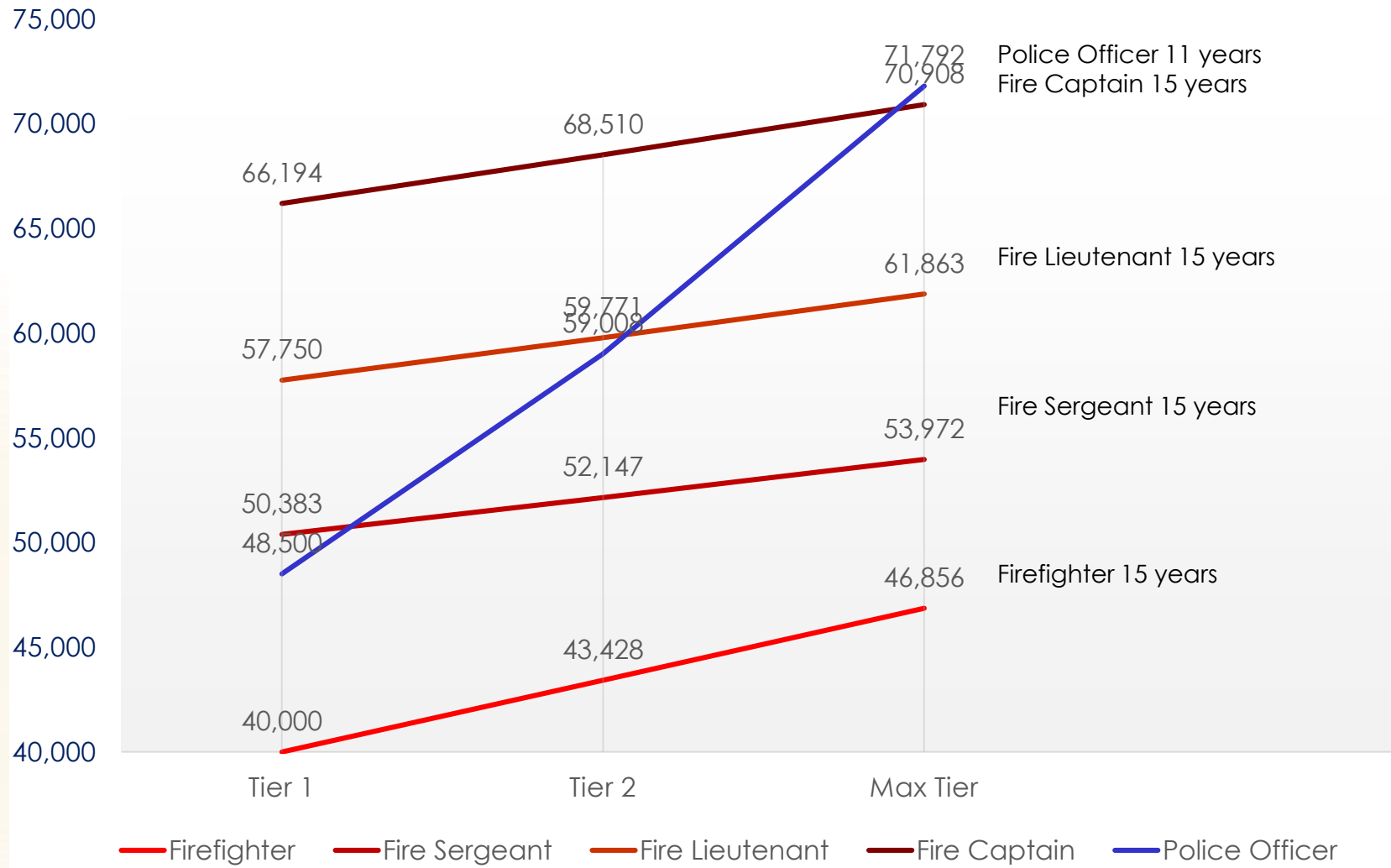


### Base Salary

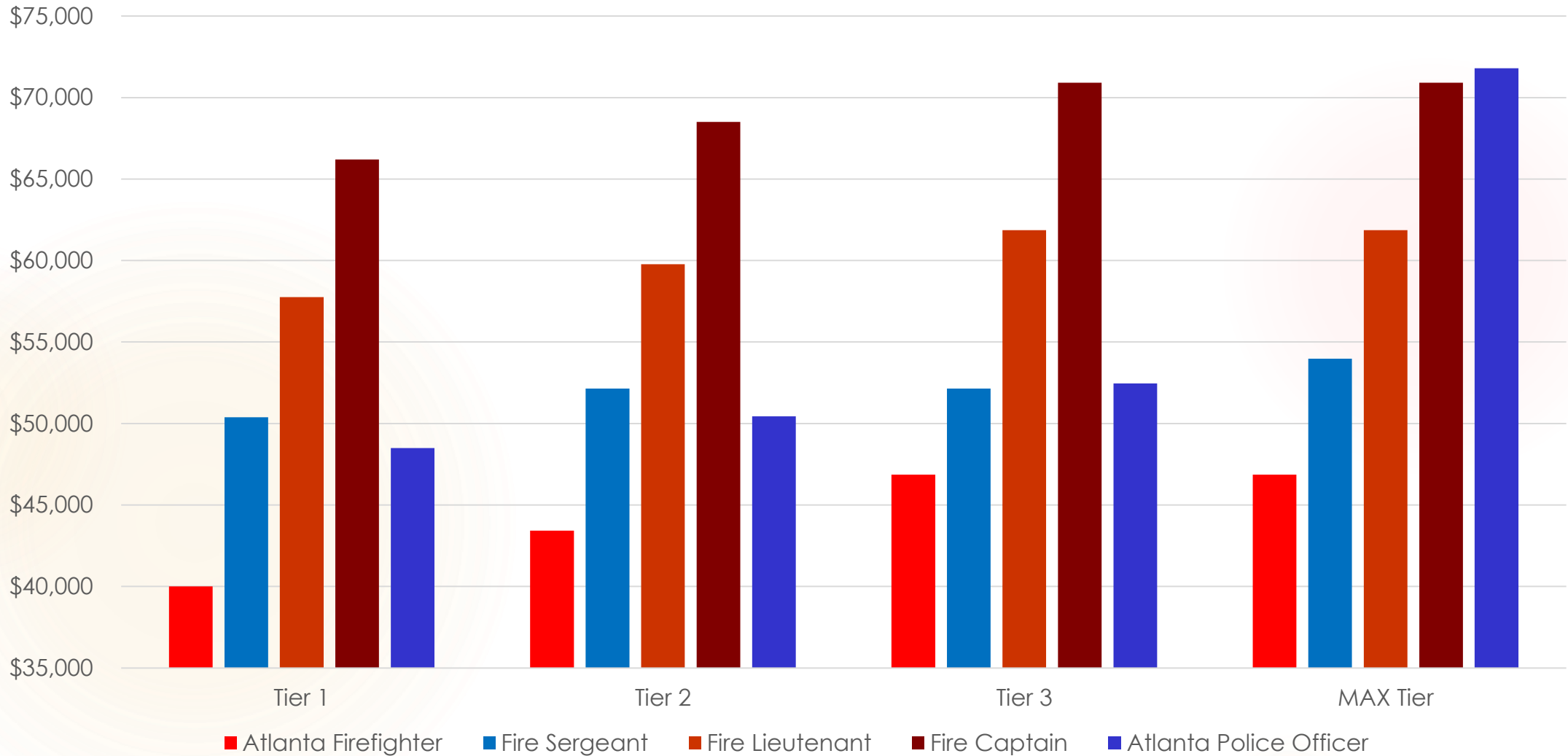
	<i>Year 1</i>	<i>Year 6</i>	<i>Year 11</i>	<i>Year 16</i>	<i>Year 21</i>	<i>Twenty year average</i>	<i>Maximum Base Salary</i>
<i>Jurisdictions' average Base Salary</i>	\$47,583	\$61,822	\$66,352	\$69,006	\$69,347	\$64,000	\$69,347
<i>Atlanta Base Salary</i>	\$40,000	\$40,000	\$43,428	\$46,856	\$46,856	\$42,571	\$46,856
<i>Atlanta's Variance</i>	<b>19.0%</b>	<b>54.6%</b>	<b>52.8%</b>	<b>47.3%</b>	<b>48.0%</b>	<b>50.3%</b>	<b>48.0%</b>



# COA Public Safety Pay Inequality



# COA Public Safety Pay Inequality





# Local 134 Recommendation

	<b>Current Base Annual Salary</b>	<b>Increase</b>	<b>New Base Annual Salary</b>
Firefighter	\$40,000	21.25%	\$48,500
Sergeant	\$50,383	21.25%	\$61,089
Lieutenant	\$57,749	21.25%	\$70,020
Captain	\$66,193	21.25%	\$80,259

# AFRD Tier Adjustment Recommendation

## Firefighter Rank

Band	Tier	Year Start	Year End	Annual Base	Increase
Firefighter	Tier 11	10+		\$71,792	4%
Firefighter	Tier 10	9	10	\$69,031	4%
Firefighter	Tier 9	8	9	\$66,376	4%
Firefighter	Tier 8	7	8	\$63,823	4%
Firefighter	Tier 7	6	7	\$61,368	4%
Firefighter	Tier 6	5	6	\$59,008	4%
Firefighter	Tier 5	4	5	\$56,738	4%
Firefighter	Tier 4	3	4	\$54,556	4%
Firefighter	Tier 3	2	3	\$52,458	4%
Firefighter	Tier 2	1	2	\$50,440	4%
Firefighter	Tier 1	0	1	\$48,500	4%

# AFRD Tier Adjustment Recommendation

## Sergeant Rank

Band	Tier	Year Start	Year End	Annual Salary	Increase
Sergeant	Tier 11	10+		\$90,426	4%
Sergeant	Tier 10	9	10	\$86,948	4%
Sergeant	Tier 9	8	9	\$83,604	4%
Sergeant	Tier 8	7	8	\$80,338	4%
Sergeant	Tier 7	6	7	\$77,296	4%
Sergeant	Tier 6	5	6	\$74,324	4%
Sergeant	Tier 5	4	5	\$71,465	4%
Sergeant	Tier 4	3	4	\$68,716	4%
Sergeant	Tier 3	2	3	\$66,073	4%
Sergeant	Tier 2	1	2	\$63,532	4%
Sergeant	Tier 1	0	1	\$61,089	4%

# AFRD Tier Adjustment Recommendation

## Lieutenant Rank

Band	Tier	Year Start	Year End	Annual Salary	Increase
Lieutenant	Tier 11	10+		\$103,647	4%
Lieutenant	Tier 10	9	10	\$99,661	4%
Lieutenant	Tier 9	8	9	\$95,828	4%
Lieutenant	Tier 8	7	8	\$92,142	4%
Lieutenant	Tier 7	6	7	\$88,598	4%
Lieutenant	Tier 6	5	6	\$85,190	4%
Lieutenant	Tier 5	4	5	\$81,914	4%
Lieutenant	Tier 4	3	4	\$78,763	4%
Lieutenant	Tier 3	2	3	\$75,734	4%
Lieutenant	Tier 2	1	2	\$72,821	4%
Lieutenant	Tier 1	0	1	\$70,020	4%

# AFRD Tier Adjustment Recommendation

## Captain Rank

Band	Tier	Year Start	Year End	Annual Salary	Increase
Captain	Tier 11	10+		\$123,555	4%
Captain	Tier 10	9	10	\$118,802	4%
Captain	Tier 9	8	9	\$114,233	4%
Captain	Tier 8	7	8	\$109,839	4%
Captain	Tier 7	6	7	\$105,615	4%
Captain	Tier 6	5	6	\$101,553	4%
Captain	Tier 5	4	5	\$97,647	4%
Captain	Tier 4	3	4	\$93,891	4%
Captain	Tier 3	2	3	\$86,808	4%
Captain	Tier 2	1	2	\$83,469	4%
Captain	Tier 1	0	1	\$80,259	4%



# Other Opportunities for Adjustments

- ▶ Battalion Chief and Section Chief

- ▶ 29 positions
- ▶ Average income \$86,030
- ▶ No Tier Program = no income growth

- ▶ Assistant Chief

- ▶ 9 positions
- ▶ Average income \$97,219
- ▶ No Tier Program = no income growth

- ▶ Deputy Chief

- ▶ 4 Positions
- ▶ Average income \$120k/year
- ▶ No Tier program = no income growth

- ▶ **Specialized Incentives 3.5%**

- ▶ Hazardous Material Tech
- ▶ Rope Rescue Tech
- ▶ Trench Rescue Tech
- ▶ Confined Space Tech
- ▶ Collapse Rescue Tech
- ▶ Swiftwater Tech
- ▶ Mobile Medic Response Team
- ▶ SWAT Medic
- ▶ Post Certification

# Questions?

