
Compensation Study for the Fire Department of New Port Richey



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Ms. Debbie Manns, City Manager
City of New Port Richey
5919 Main St.
New Port Richey, FL 34652

Dear Ms. Manns,

We have completed our assignment and are submitting our report for the **Compensation Study** for sworn positions in the Fire Department for City of New Port Richey.

This report has been prepared as an accounting of our assignment and to record our approach. The recommendations and comments in the report reflect our objective appraisal based on analysis and discussion to the extent possible within the scope of the assignment.

Our objective was to develop a Pay Plan that is equitable to both the employees and to the City.

We appreciate this opportunity to be of service to you and express our thanks for the cooperation and courtesy which was extended to us by your staff during the Study.

Respectfully submitted,



Linda Bunting
President

COMPENSATION STUDY

City of New Port Richey

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INTRODUCTION

This report, on the Study of the Salaries for the City of New Port Richey, contains details of all elements of the Study. In preparing this report, *Cody & Associates, Inc.* has used its best efforts and has taken reasonable care. To an extent, the report relies on information and data received from third parties in whom *Cody & Associates, Inc.* has assumed the accuracy and completeness thereof.

Cody & Associates, Inc. cannot guarantee that any particular result will follow from any action taken on the basis of this report. The information and opinions expressed in this report have significance only within the context of the entire report. No parts of this report should be used or relied upon outside of that context.

This Study is not an end in and of itself, but rather a vital component in the City of New Port Richey's overall management program. The most effectual management system will require regular fine-tuning and refinement post implementation.

These ongoing adjustments should reflect any recent changes in the labor market place in order to maintain a current and equitable classification system and pay plan.

STUDY ASSIGNMENT AND OBJECTIVES

The City of New Port Richey, Florida, retained the services of *Cody & Associates, Inc.* to conduct a Compensation Study for the sworn fire positions and the District Chief position.

- Designing current Salary Ranges which are competitive with the same positions reflecting the labor market where the City sources employee recruits and which are consistent with the economic conditions in Pasco County.
 - Our target goal in setting salaries was based on the median and average of the data collected. This was used as a guide in setting the pay plan.

To achieve these objectives, we divided the assignment into four (4) major segments:

- Obtain salary and incentive information from the survey market
- Analyze wage and incentive survey data collected for the City
- Methods of Implementing Survey Results and Recommendations
- Report Preparation

POSITION EVALUATION PHASE

The Position Evaluation Phase of the Study included the following:

➤ ***REVIEW OF POSITIONS***

The objective of this phase was to review job descriptions, bargaining contract, and leverage this information to better ensure the positions are properly compensated.

➤ ***OBTAINMENT OF SALARY INFORMATION***

The Consultant's objective during this salary phase was to analyze compensation of positions with the City's Fire Department in comparison to the market. The labor market was decided based on population, budget, and/or geographical area. We utilized the same market that was used for the City last year. Five of the agencies do not have fire departments. The market consisted of the following 10 agencies: Clermont, Dunedin, Haines City, Leesburg, Marco Island, Oldsmar, Pasco County, Safety Harbor, Stuart, and Tarpon Springs. We had a 90% return from the market, which is an excellent response rate. The median value for the data was utilized for salary comparisons. We calculated in a cost-of-living adjustment for agencies not in Pasco County.

➤ ***DEVELOPMENT OF THE SALARY SCHEDULES***

The objective of this segment of the Study was to compile the results of the salary survey and to design an appropriate pay plan based on base pay as well as incentive pay.

➤ ***GENERAL SALARY FINDINGS AND COMMENTS***

We found the positions under market and in need of adjustment in order to reflect the current market.

Current market data was leveraged at the time of the survey. All agencies were surveyed for this study and only the most current data was relied upon.

➤ **NEW MINIMUM WAGE LAWS**

Hourly minimum wage schedule:

- September 30, 2021 - \$10.00
- September 30, 2022 - \$11.00
- September 30, 2023 - \$12.00
- September 30, 2024 - \$13.00
- September 30, 2025 - \$14.00
- September 30, 2026 - \$15.00

The recommended minimum for FF/EMT is \$14.27, approximately 5.1% below the September 2026 minimum rate.

IMPLEMENTATION

To implement the proposed Compensation Plan we recommending the following:

- Adopt the Pay Grades and Step Plan as recommended in this report. We maintained the same percentage breakdown between steps as the current step plan in the IAFF contract.
- Adjust the salaries of employees who fall below their step rate.

Implementation Costs *		
Cost to bring to current step	\$46,171.65	All full time IAFF employees

* Does not include benefits

Does not include part time firefighters

Proposed Fire Dept. Career Ladder Step Plan

FF/EMT				
	Current		Proposed	
Career Step	Hourly Rate	Estimated Annual	Hourly Rate	Estimated Annual
Prob FF	\$13.12	\$39,266.86	14.27	\$42,695.84
FFI	\$14.07	\$42,091.16	15.30	\$45,787.02
FFII	\$14.98	\$44,824.35	16.29	\$48,749.44
FFIII	\$16.09	\$48,134.55	17.50	\$52,361.77
FFIV	\$17.15	\$51,323.27	18.65	\$55,812.41
FFV	\$17.73	\$53,054.29	19.28	\$57,698.87
FFVI	\$18.01	\$53,874.25	19.59	\$58,610.51
FFVII	\$18.32	\$54,815.68	19.93	\$59,618.62
FFVIII	\$18.63	\$55,726.75	20.26	\$60,626.17

FF/Paramedic				
	Current		Proposed	
Career Step	Hourly Rate	Estimated Annual	Hourly Rate	Estimated Annual
Prob FF	\$15.74	\$47,102.01	16.70	\$49,966.40
FFI	\$16.78	\$50,199.63	17.80	\$53,269.18
FFII	\$17.80	\$53,266.88	18.89	\$56,507.95
FFIII	\$19.30	\$57,731.09	20.48	\$61,271.56
FFIV	\$20.94	\$62,650.83	22.22	\$66,479.65
FFV	\$21.35	\$63,865.59	22.65	\$67,782.65
FFVI	\$21.68	\$64,867.76	23.01	\$68,833.28
FFVII	\$22.03	\$65,900.30	23.38	\$69,941.50
FFVIII	\$22.37	\$66,932.84	23.74	\$71,018.59

Captain/Paramedic				
	Current		Proposed	
Career Step	Hourly Rate	Estimated Annual	Hourly Rate	Estimated Annual
Prob Capt	\$21.38	\$63,968.96	22.06	\$66,003.52
Capt. I	\$22.35	\$66,871.20	23.06	\$69,000.08
Capt. II	\$23.04	\$68,935.68	23.77	\$71,132.18
Capt. III	\$23.15	\$69,264.80	24.91	\$74,525.19
Capt. IV	\$24.45	\$73,154.40	26.31	\$78,713.50

Part-time Firefighter/EMT	
Current	Proposed
Hourly Rate	Hourly Rate
\$11.43	\$12.12

Part-time Firefighter/Paramedic	
Current	Proposed
Hourly Rate	Hourly Rate
\$12.42	\$13.50

Position	Current			Proposed		
	P/G	Min	Max	P/G	Min	Max
Firefighter EMT P/T		\$11.43			\$12.12	
Firefighter Paramedic P/T		\$12.42			\$13.50	
Firefighter EMT		\$13.12	\$18.63		\$14.27	\$20.26
Firefighter Paramedic		\$15.74	\$22.37		\$16.70	\$23.74
Captain Paramedic		\$21.38	\$24.45		\$22.06	\$26.31
District Chief (40)	34	\$23.84	\$33.26	114	\$23.92	\$35.88

Position	Current			Average		Median	
	P/G	Min	Max	Min	Max	Min	Max
Firefighter EMT		13.12	18.63	14.21	21.21	14.27	21.31
Firefighter Paramedic		15.74	22.37	16.90	24.55	16.70	24.51
Captain Paramedic		21.38	24.45	23.01	31.94	22.06	29.64
District Chief (40)	34	23.84	33.26	24.16	37.01	23.36	37.63