

City Council Introduction:

Bill Number 14-7

Public Hearing:

FACT SHEET

TITLE: Request to change the pay range and amend the IAFF pay plan for the classification Fire Air Technician

SPONSOR: Human Resources

OPPONENTS:

OTHER DEPARTMENTS AFFECTED:
Lincoln Fire & Rescue

BOARD/COMMITTEE: City Personnel Board

APPLICANT:

REASON FOR LEGISLATION:

Change pay range from N16 to F11 and amend the IAFF pay plan to add F11 pay range.

DISCUSSION

In 2012, Lincoln Fire & Rescue developed the classification of Fire Air Technician to maintain the Self Contained Breathing Apparatus equipment for the firefighters. Human Resources reviewed the market and found no comparable data, so subsequently placed the position in the N pay plan, aligning the work to that of similar roles in the PAGE union. This classification was approved by Council on 10/15/12.

During negotiations, IAFF Local 644 argued that the position should be in the IAFF union due to the history of the work being performed by Fire Mechanics. The City disagreed and maintained the position in the PAGE union. IAFF eventually filed a Unit Clarification case before the Commission on Industrial Relations (CIR) and ultimately prevailed in that case. The City was ordered to place the Fire Air Technician in the IAFF union.

This action moves the Fire Air Technician to the F pay plan and creates a pay range at the same minimum and maximum in that pay plan. The position will remain in the civilian retirement plan, but all other benefits will be in accordance with the IAFF Local 644 contract.

POLICY OR PROGRAM CHANGE:

COST OF TOTAL PROJECT:

SOURCE OF FUNDS:

CITY:

NON CITY:

BENEFIT COST:

FACT SHEET PREPARED BY: Doug McDaniel

REVIEWED BY: