

FACT SHEET

CITY OF SHREVEPORT, LOUISIANA

TITLE

A Resolution Approving the Pay Scale for Fire Civil Service Personnel of the City of Shreveport and to Otherwise Provide With Respect Thereto

DATE

1/8/2024

ORIGINATING DEPARTMENT

CAO

COUNCIL DISTRICT

N/A

SPONSOR

No Sponsor

PURPOSE

To authorize a 3% increase in Fire civil service employees' pay, effective February 1, 2024, and to provide for increases to certain pay incentives available to those employees.

BACKGROUND INFORMATION

The approved 2024 budget includes funds to give Fire Civil Service employees a 3% pay increase and to increase funding for certain pay incentives offered to those employees. This ordinance makes those changes, effective February 1. The incentive changes include a recruitment incentive to lateral transfers from other Fire departments (a total of \$10,000 over two years) and a recruitment incentive of \$7,200 (payable in the first year of employment) for new hires who are not lateral transfers. It also doubles the education incentive pay, provides (as Police already does) for a physical fitness incentive pay incentive and increases the supplement for paramedics who actually work on medic units.

TIMETABLE

Introduction: 01/09/2024
Final Passage: 01/09/2024

ATTACHMENTS

SPECIAL PROCEDURAL REQUIREMENTS

None

FINANCES

\$ Costs for the remainder of 2024 will be approximately \$1,320,000 for the 3% and another \$1,200,000 for the incentives.

SOURCE OF FUNDS

2024 General Fund Budget

ALTERNATIVES

(1) Adopt the resolution as submitted, or (2) amend the resolution, or (3) reject the resolution.

RECOMMENDATION

It is recommended the City Council adopt the resolution.

FACT SHEET PREPARED BY:

Tom Dark

