

**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

