

**Astoria Fire Department - Labor Negotiations - July 1, 2016**  
**Driver/Engineer - 10 Years w/Para. & BA**

	Top Step	Longevity	EMT/Para	BA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Coos Bay F & R	\$5,930	\$0	\$0	\$297	\$0	-\$128	\$0	\$0	\$6,099	\$1,151	\$7,250
Hood River FD	\$5,077	\$0	\$457	\$0	-\$332	-\$190	\$0	\$125	\$5,137	\$1,710	\$6,847
LaGrande	\$4,985	\$0	\$469	\$0	-\$327	-\$106	\$0	\$0	\$5,021	\$951	\$5,972
Newport FD	\$5,613	\$0	\$337	\$0	\$0	-\$144	\$0	\$0	\$5,806	\$1,293	\$7,099
North Bend FD	\$5,374	\$0	\$0	\$0	\$0	-\$90	\$0	\$0	\$5,283	\$1,718	\$7,001
Scappoose RFPD	\$6,317	\$63	\$632	\$0	-\$421	-\$209	\$0	\$0	\$6,382	\$1,883	\$8,265
<b>Average</b>	\$5,549	\$11	\$316	\$49	-\$180	-\$144	\$0	\$21	\$5,621	\$1,451	\$7,072
<b>Astoria</b>	\$5,443	\$156	\$325	\$0	-\$355	-\$94	\$0	\$0	\$5,475	\$1,784	\$7,259
<b>Relation to Average</b>	-1.94%					-35.01%			-2.68%	22.95%	2.64%

met  
#2

*Baker City: No engineer position*

*Coos Bay F & R: EMT cert. is for int., they have no paramedics; firefighters function as engineers*

*North Bend: All firefighters function as engineers; salary based on 2% increase for 7/1/16 (minimum stated in CBA)*

*Pendleton: No engineer position*

*Scappoose: All firefighters function as driver/engineers; District matches 2% deferred comp.*

*Blue highlight is actual updated data received from agency or from CBA; un-highlighted data is current as of 6/30/15*

**Astoria Fire Department - Labor Negotiations - July 1, 2016**  
**Lieutenant - 10 Years w/Int. & AA**

	Top Step	Longevity	EMT/Int.	AA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
<b>Baker City FD</b>	\$5,116	\$0	\$256	\$0	\$0	-\$139	\$0	\$0	\$5,233	\$1,253	\$6,486
<b>Coos Bay F &amp; R</b>	\$6,227	\$0	\$249	\$187	\$0	-\$128	\$0	\$0	\$6,535	\$1,151	\$7,686
<b>Hood River FD</b>	\$5,597	\$0	\$252	\$0	-\$351	-\$190	\$0	\$125	\$5,433	\$1,710	\$7,143
<b>LaGrande</b>	\$5,457	\$0	\$235	\$0	-\$342	-\$106	\$0	\$0	\$5,245	\$951	\$6,195
<b>North Bend FD</b>	\$5,854	\$0	\$0	\$0	\$0	-\$90	\$0	\$0	\$5,763	\$1,718	\$7,481
<b>Ontario</b>	\$5,744	\$115	\$63	\$63	\$0	\$0	\$0	\$0	\$5,985	\$1,268	\$7,253
<b>Pendleton F &amp; A</b>	\$6,687	\$0	\$382	\$0	-\$424	-\$233	\$0	\$0	\$6,412	\$1,555	\$7,967
<b>Scappoose RFPD</b>	\$6,949	\$69	\$0	\$0	-\$421	-\$209	\$0	\$0	\$6,388	\$1,883	\$8,271
<b>Average</b>	\$5,954	\$23	\$180	\$31	-\$192	-\$137	\$0	\$16	\$5,874	\$1,436	\$7,310
<b>Astoria</b>	\$5,998	\$172	\$175	\$0	-\$381	-\$94	\$0	\$0	\$5,870	\$1,784	\$7,654
<b>Relation to Average</b>	0.74%		-2.60%			-31.41%			-0.07%	24.22%	4.70%

met  
#3

*LaGrande: Equivalent position is Captain*

*Newport: No Lieutenant position*

*North Bend: Salary based on 2% increase for 7/1/16 (minimum stated in CBA)*

*Ontario: Education premium is for NFPA FF-2; Lt is not a classification, it is out of class pay*

*Scappoose: District matches 2% deferred comp.*

*Blue highlight is actual updated data received from agency or from CBA; un-highlighted data is current as of 6/30/15*

**Astoria Fire Department - Labor Negotiations - July 1, 2016**  
**Lieutenant - 10 Years w/Para. & BA**

	Top Step	Longevity	EMT/Para.	BA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Baker City FD	\$5,116	\$0	\$512	\$0	\$0	-\$139	\$0	\$0	\$5,488	\$1,253	\$6,741
Coos Bay F & R	\$6,227	\$0	\$0	\$311	\$0	-\$128	\$0	\$0	\$6,410	\$1,151	\$7,562
Hood River FD	\$5,597	\$0	\$504	\$0	-\$366	-\$190	\$0	\$125	\$5,670	\$1,710	\$7,380
LaGrande	\$5,457	\$0	\$469	\$0	-\$356	-\$106	\$0	\$0	\$5,465	\$951	\$6,415
North Bend FD	\$5,854	\$0	\$0	\$0	\$0	-\$90	\$0	\$0	\$5,763	\$1,718	\$7,481
Ontario	\$5,744	\$115	\$63	\$63	\$0	\$0	\$0	\$0	\$5,985	\$1,268	\$7,253
Pendleton F & A	\$6,687	\$0	\$736	\$0	-\$445	-\$233	\$0	\$0	\$6,744	\$1,555	\$8,300
Scappoose RFPD	\$6,949	\$69	\$593	\$0	-\$457	-\$209	\$0	\$0	\$6,945	\$1,883	\$8,828
<b>Average</b>	\$5,954	\$23	\$359	\$47	-\$203	-\$137	\$0	\$16	\$6,059	\$1,436	\$7,495
<b>Astoria</b>	\$5,998	\$172	\$325	\$0	-\$390	-\$94	\$0	\$0	\$6,011	\$1,784	\$7,795
<b>Relation to Average</b>	0.74%					-31.41%			-0.80%	24.22%	4.00%

#3

Coos Bay F & R: EMT cert. is for int., they have no paramedics

LaGrande: Equivalent position is Captain

Newport: No Lieutenant position

North Bend: Salary based on 2% increase for 7/1/16 (minimum stated in CBA)

Ontario: EMT is for int., no paramedics; education premium is for NFPA FF-2; Lt is not a classification, it is out of class pay

Scappoose: District matches 2% deferred comp.

Blue highlight is actual updated data received from agency or from CBA; un-highlighted data is current as of 6/30/15

City Proposal w/o NFPA & Degrees at 1.5/1.5/2

	Original Budget		Original Budget		17-18
	15-16	15-16	16-17	16-17	
Payroll Costs	1,519,460.00	1,566,060	1,593,430	1,600,700	1,631,160
Additional over budgeted amount		46,600		7,270	
				53,870	
		15-16 Change from Orig Bdgt	16-17 Bdgt Chg From 15-16 Bdgt	16-17 Chg from 16-17 Bdgt	Change over 16-17
Difference from year to year		46,600	73,970	7,270	30,460
		3.07%	4.87%	0.46%	1.90%

\* no assumptions are made for increasing insurance, volunteer or interns so this reduces the overall % increase

4,797,920	City 11.4 proposal
(5,071,120)	IAFF 11.4 proposal
(273,200)	Difference
6%	Additional increase to payroll
<b>53,870</b>	City proposal over existing budgets
273,200	IAFF over existing budgets
327,070	IAFF over existing budgets

-51,120  
reduction  
for 3 yrs

City Proposal w/o NFPA & Degrees at 1.5/2.5/2

	Original Budget		Original Budget		17-18
	15-16	15-16	16-17	16-17	
Payroll Costs	1,519,460.00	1,567,070	1,593,430	1,614,430	1,645,220
Additional over budgeted amount		47,610		21,000	
				68,610	
		15-16 Change from Orig Bdgt	16-17 Bdgt Chg From 15-16 Bdgt	16-17 Chg from 16-17 Bdgt	Change over 16-17
Difference from year to year		47,610	73,970	21,000	30,790
		3.13%	4.87%	1.34%	1.91%

\* no assumptions are made for increasing insurance, volunteer or interns so this reduces the overall % increase

\*\* increase Paramedic to 7.25% to exceed current contract pmt of \$ 325/mo

4,826,720	City Adj proposal
(5,071,120)	IAFF 11.4 proposal
(244,400)	Difference
5%	Additional increase to payroll
68,610	City proposal over existing budgets
244,400	IAFF over existing budgets
313,010	IAFF proposal over existing budgets

-22320

+1% +1.5%

City Proposal w/o NFPA & Degrees at 1.5/2.5/2.5

	Original Budget		Original Budget		17-18
	15-16	15-16	16-17	16-17	
Payroll Costs	1,519,460.00	1,567,070	1,593,430	1,614,430	1,651,750
Additional over budgeted amount		47,610		21,000	
				68,610	
		15-16 Change from Orig Bdgt	16-17 Bdgt Chg From 15-16 Bdgt	16-17 Chg from 16-17 Bdgt	Change over 16-17
Difference from year to year		47,610	73,970	21,000	37,320
		3.13%	4.87%	1.34%	2.31%

\* no assumptions are made for increasing insurance, volunteer or interns so this reduces the overall % increase

\*\* increase Paramedic to 7.25% to exceed current contract pmt of \$ 325/mo

4,833,250	City Adj proposal
(5,071,120)	IAFF 11.4 proposal
(237,870)	Difference
5%	Additional increase to payroll
68,610	City proposal over existing budgets
237,870	IAFF over existing budgets
306,480	IAFF proposal over existing budgets

-15790

City Proposal w/o NFPA & Degrees at 2.5/1.5/2

	Original Budget		Original Budget		17-18
	15-16	15-16	16-17	16-17	
Payroll Costs	1,519,460.00	1,578,440	1,593,430	1,613,390	1,644,060
Additional over budgeted amount		58,980		19,960	
				78,940	
		15-16 Change from Orig Bdgt	16-17 Bdgt Chg From 15-16 Bdgt	16-17 Chg from 16-17 Bdgt	Change over 16-17
Difference from year to year		58,980	73,970	19,960	30,670
		3.88%	4.87%	1.26%	1.90%

\* no assumptions are made for increasing insurance, volunteer or interns so this reduces the overall % increase

\*\* increase Paramedic to 7.25% to exceed current contract pmt of \$ 325/mo

4,835,890	City 11.4 proposal
(5,071,120)	IAFF 11.4 proposal
(235,230)	Difference
5%	Additional increase to payroll
<b>78,940</b>	City proposal over existing budgets
235,230	IAFF over existing budgets
314,170	IAFF proposal over existing budgets

-131520

City Proposal w/o NFPA & Degrees at 2.5/2/2

	Original Budget		Original Budget		17-18
	15-16	15-16	16-17	16-17	
Payroll Costs	1,519,460.00	1,579,480	1,593,430	1,627,250	1,658,330
Additional over budgeted amount		60,020		33,820	
				93,840	
		15-16 Change from Orig Bdgt	16-17 Bdgt Chg From 15-16 Bdgt	16-17 Chg from 16-17 Bdgt	Change over 16-17
Difference from year to year		60,020	73,970	33,820	31,080
		3.95%	4.87%	2.14%	1.91%

\* no assumptions are made for increasing insurance, volunteer or interns so this reduces the overall % increase

\*\* increased Paramedic to 7.25% to have exceed current contract rate of \$ 325/mo

4,865,060	City Adj proposal
(5,071,120)	IAFF 11.4 proposal
(206,060)	Difference
4%	Additional increase to payroll
93,840	City proposal over existing budgets
206,060	IAFF over existing budgets
299,900	IAFF proposal over existing budgets

+16020

Item	Exact	Adjustment	Budget	Orig Bdgt	Increase	All Empl	w/o IF & OT
Regular Salaries	863,439	-	863,440	821,610	41,830	1,602,280	1,509,090
Overtime	35,581	-	35,590	31,500	4,090	12.45	11.51
FLSA OT	58,381	-	58,390	53,090	5,300	1,048,580	955,390
Holiday Pay	27,066	-	27,070	26,550	520	553,700	553,700
Holiday OT	6,487	-	6,490	5,900	590	0.53	0.58
VOLUNTEERS	20,100	-	20,100	20,100	-		
INTERNS	17,500	-	17,500	17,500	-		
Interfund Wages	20,000	-	20,000	20,000	-		
Payroll Taxes	80,912	-	80,920	76,930	3,990		
Insurance	198,052	-	198,060	200,700	(2,640)		
Retirement Cont	237,183	-	237,190	209,890	27,300		
Workers Comp	37,528	-	37,530	35,690	1,840		

1,519,460 82,820 5.45% Increase over prior budget

Employee	Range Step	Union		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost
		Current Rate/hr	Proposed Increase																	
Bielemeier	24 3.5% E Step	23.0144	0.6904		23.8478	2756	168	65,725	6,731	3,005	721	7,886	84,067	6,410	64	3,043	-	T	24.56%	20,647
Bishop	28 2% E Step	23.8805	0.7164		25.8966	2756	168	71,371	6,842	3,263	721	3,459	85,656	6,531	64	3,101	-	OP	20.38%	17,457
Corbit	28 6% Step E	25.8661	0.7760		26.9122	2756	168	74,170	7,300	3,391	721	5,670	91,252	6,958	64	3,303	-	T	24.56%	22,412
Jaworski	22 0% Step D	20.2673	0.6080		20.8753	2756	168	57,532	5,577	2,630	721	3,459	69,919	5,331	64	2,531	-	OP	20.38%	14,249
Johnson	28 6% Step E	25.8661	0.7760		26.9122	2756	168	74,170	7,260	3,391	721	5,227	90,769	6,921	64	3,286	-	T	24.56%	22,293
Matthews	24 4.5% Step E	23.1984	0.6960		24.0782	2756	168	66,360	6,705	3,034	721	6,972	83,791	6,389	64	3,033	-	T	24.56%	20,579
Rummel	24 3.5% E Step	23.0144	0.6904		23.8478	2756	168	65,725	6,528	3,005	721	5,670	81,648	6,226	64	2,956	-	T	24.56%	20,053
Knight	22 0% Step B	18.3830	0.5515		18.9345	2756	168	52,183	5,189	2,386	721	4,564	65,043	4,960	64	2,355	-	OP	20.38%	13,256
Weidman	24 2% Step E	22.7383	0.6821		23.5022	2756	168	64,772	6,249	2,961	721	3,568	78,271	5,968	64	2,833	-	OP	20.38%	15,952
DeLoff		14.0000	0.3500		14.3500	1040		14,924	-	-	-	-	14,924	1,138	64	540	-	og	15.58%	2,325
Gascoigne	Safety 42 E	45.3252	1.1331		46.4583	2080		96,633	-	-	-	4,832	101,465	7,737	64	3,673	-	T	24.56%	24,920
Ames	Safety 48 E	50.9229	1.2731		52.1960	2080		108,568	-	-	-	-	108,568	8,278	64	3,930	-	T	24.56%	26,664
INTERNS	18 E	17,500			17,500	1		17,500	-	-	-	-	17,500	1,334	64	634	-	OG	15.58%	2,727
VOLUNTEERS		20,100			20,100	1		20,100	-	-	-	-	20,100	1,533	64	728	-	-	-	-
Interfund		20,000			20,000	1000		20,000	-	-	-	-	20,000	1,525	64	724	-	t	24.56%	4,912
Overtime		36.6710	0.9168		37.5877	348		35,581	-	-	-	-	35,581	2,713	-	859	-	T	24.56%	8,739
<b>Non Union</b>		<b>2.50%</b>						<b>905,313</b>	<b>58,381</b>	<b>27,066</b>	<b>6,487</b>	<b>51,307</b>	<b>1,048,553</b>	<b>79,952</b>	<b>960</b>	<b>37,528</b>	<b>-</b>			<b>237,183</b>

Medical Tier	Total Benefits	City %	City Other	Annual Benefit Costs	
Bielemeier	EF	1,972	1,873	38	22,933
Bishop	EF	1,972	1,873	38	22,933
Corbit	EF	1,972	1,873	38	22,933
Jaworski	E	687	652	38	8,282
Johnson	EF	1,972	1,873	38	22,933
Matthews	ECC	1,714	1,628	38	19,989
Rummel	ES	1,435	1,364	38	16,817
Knight	E	687	652	38	8,282
Weidman	EF	1,972	1,873	38	22,933
		0.90			
Gascoigne	EC	1,260	1,134	38	14,062
Ames	ES	1,435	1,292	38	15,955
				<b>198,052</b>	

	Shared	City Only
F	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a		
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a		

97,640 45.7973  
 (91,252)  
 6,388  
 7.00%  
 108,568 50.9229  
 (101,465)  
 7,103  
 7.00%

Employee	46.07	46.07	230.37	138.22	Fitness	322.52	46.07	46.07	138.22	HAZmat	230.37	Retire	Total	ICMA	Total	Annual	Hourly	
	Instructor	Aerial	EMT	Bachelors	Incentive	Paramedic	Fire Officer	Hazmat Tech	Adv EMT	Team	Masters	Buyout	Taxable		Non Tax			
Bielemeier	-	46	230	138	67	-	46	46	-	83	-	-	657	-	-	660	7,886	2.86
Bishop	-	46	-	-	67	-	46	46	-	83	-	-	288	-	-	504	3,459	1.25
Corbit	-	46	230	-	67	-	-	46	-	83	-	-	473	-	-	-	5,670	2.06
Gascoigne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Johnson	-	46	-	-	67	323	-	-	-	-	-	-	436	-	-	-	5,227	1.90
Matthews	46	46	230	-	83	-	46	46	-	83	-	-	581	-	-	-	6,972	2.53
Rummel	-	46	230	-	67	-	-	46	-	83	-	-	473	-	-	-	5,670	2.06
Knight	-	46	-	-	67	-	-	46	138	83	-	-	380	-	-	-	4,564	1.66
Weidman	-	-	230	-	67	-	-	-	-	-	-	-	297	-	-	-	3,568	1.29
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	46	-	-	67	-	46	46	-	83	-	-	288	-	-	-	3,459	1.25
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	46	369	1,152	138	619	323	184	323	138	581	-	-	3,873	-	-	-	-	-
Annual	553	4,423	13,822	1,659	7,432	3,870	2,212	3,870	1,659	6,976	-	-	46,475	-	-	-	-	-

Item	Exact	Adjustment	Budget	Orig Bdgt	Increase	All Empl	w/o IF & OT
Regular Salaries	890,748	-	890,750	852,470	38,280	1,650,650	1,551,010
Overtime	37,183		37,190	36,000	1,190	12.45	11.51
FLSA OT	60,364		60,370	57,900	2,470	1,085,490	985,850
Holiday Pay	28,013		28,020	27,690	330	565,160	565,160
Holiday OT	6,707		6,710	6,440	270	0.52	0.57
VOLUNTEERS	24,950		24,950	24,950	-		
INTERNS	17,500		17,500	17,500	-		
Interfund Wages	20,000		20,000	20,000	-		
Payroll Taxes	83,727	-	83,730	80,490	3,240		
Insurance	198,052	-	198,060	198,060	-		
Retirement Cont	244,516	-	244,520	234,610	9,910		
Workers Comp	38,845	-	38,850	37,320	1,530		

1,593,430 57,220 3.59% Increase over current budget

Note: The 15-16 increase of \$ 82,820 will need to be added if negotiations are completed this year

Employee	Range Step	Union 3.00%		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost	
		Current Rate/hr	Proposed Increase																		
Bielemeier	24 3.5% E Step	23.8478	0.7154		24.5632	2756	168	67,696	6,928	3,095	745	8,068	86,532	6,598	64	3,132	-	T	24.56%	21,252	
Bishop	28 2% E Step	25.8966	0.7769		26.6735	2756	168	73,512	7,043	3,361	745	3,508	88,169	6,723	64	3,192	-	OP	20.38%	17,969	
Corbit	28 6% Step E	26.9122	0.8074		27.7195	2756	168	76,395	7,514	3,493	745	5,786	93,934	7,162	64	3,400	-	T	24.56%	23,070	
Jaworski	22 0% Step E	21.9190	0.6576		22.5766	2756	168	62,221	6,010	2,845	745	3,508	75,330	5,744	64	2,727	-	OP	20.38%	15,352	
Johnson	28 6% Step E	26.9122	0.8074		27.7195	2756	168	76,395	7,475	3,493	745	5,360	93,468	7,127	64	3,384	-	T	24.56%	22,956	
Matthews	24 4.5% Step E	24.0782	0.7223		24.8005	2756	168	68,350	6,901	3,125	745	7,121	86,243	6,576	64	3,122	-	T	24.56%	21,181	
Rummel	24 3.5% E Step	23.8478	0.7154		24.5632	2756	168	67,696	6,719	3,095	745	5,786	84,042	6,408	64	3,042	-	T	24.56%	20,641	
Knight	22 0% Step B	18.9345	0.5680		19.5025	2756	168	53,749	5,183	2,457	745	2,939	65,074	4,962	64	2,356	-	OP	20.38%	13,262	
Weidman	24 2% Step E	23.5022	0.7051		24.2072	2756	168	66,715	6,590	3,050	745	5,360	82,461	6,288	64	2,985	-	OP	20.38%	16,805	
DeLoff		14.3500	0.36		14.7088	1040		15,297	-	-	-	-	15,297	1,166	64	554	-	og	15.58%	2,383	
Gascoigne	Safety 42 E	46.4583	1.1615		47.6198	2080		99,049	-	-	-	4,952	104,002	7,930	64	3,765	-	T	24.56%	25,543	
Ames	Safety 48 E	52.1960	1.3049		53.5009	2080		111,282	-	-	-	-	111,282	8,485	64	4,028	-	T	24.56%	27,331	
INTERNS	18 E	17,500			17,500	1		17,500	-	-	-	-	17,500	1,334	64	634	-	OG	15.58%	2,727	
VOLUNTEERS		24,950			24,950	1		24,950	-	-	-	-	24,950	1,902	64	903	-	-	-	-	-
Interfund		20,000			20,000	1000		20,000	-	-	-	-	20,000	1,525	64	724	-	t	24.56%	4,912	
Overtime		38,322	0.9581		39,280	37183		37,183	-	-	-	-	37,183	2,835	-	897	-	T	24.56%	9,132	
Non Union		2.50%						937,991	60,364	28,013	6,707	52,390	1,085,465	82,767	960	38,845	-			244,516	

Medical Tier	Total Benefits	0.95 City %	City Other	Annual Benefit Costs
Bielemeier EF	1,972	1,873	38	22,933
Bishop EF	1,972	1,873	38	22,933
Corbit EF	1,972	1,873	38	22,933
Jaworski E	687	652	38	8,282
Johnson EF	1,972	1,873	38	22,933
Matthews ECC	1,714	1,628	38	19,989
Rummel ES	1,435	1,364	38	16,817
Knight E	687	652	38	8,282
Weidman EF	1,972	1,873	38	22,933
		0.90		
Gascoigne EC	1,260	1,134	38	14,062
Ames ES	1,435	1,292	38	15,955
				198,052

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a	-	-
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a	-	-

100,509 47.1430  
 (93,934)  
 6,575  
 7.00%  
 111,282 52.1959  
 (104,002)  
 7,280  
 7.00%

47.46	47.46	237.28	142.37	Fitness	332.19	47.46	47.46	142.37	HAZmat	237.28	Retire	Total	Total	Annual	Hourly
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Employee	Instructor	Aerial	EMT	Bachelors	Incentive	Paramedic	Fire Officer	Hazmat Tech	Adv EMT	Team	Masters	Buyout	Taxable	ICMA	Non Tax
Bielemeier	-	47	237	142	67	-	47	47	-	83	-	-	672	-	-
Bishop	-	47	-	-	67	-	47	47	-	83	-	-	292	-	-
Corbit	-	47	237	-	67	-	-	47	-	83	-	-	482	-	-
Gascoigne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Johnson	-	47	-	-	67	332	-	-	-	-	-	-	447	-	-
Matthews	47	47	237	-	83	-	47	47	-	83	-	-	593	-	-
Rummel	-	47	237	-	67	-	-	47	-	83	-	-	482	-	-
Knight	-	47	-	-	67	-	-	47	-	83	-	-	245	-	-
Weidman	-	-	237	-	67	-	-	-	142	-	-	-	447	-	-
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	47	-	-	67	-	47	47	-	83	-	-	292	-	-
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	47	380	1,186	142	619	332	190	332	142	581	-	-	3,953	-	-
Annual	569	4,556	14,237	1,708	7,432	3,986	2,278	3,986	1,708	6,976	-	-	47,437	-	-

660	8,068	2.93
504	3,508	1.27
	5,786	2.10
	-	-
	5,360	1.94
	7,121	2.58
	5,786	2.10
	2,939	1.07
	5,360	1.94
	-	-
	3,508	1.27
	-	-

Item	Exact	Adjustment	Budget
Regular Salaries	915,886	-	915,890
Overtime	38,277	-	38,280
FLSA OT	62,135	-	62,140
Holiday Pay	28,853	-	28,860
Holiday OT	6,904	-	6,910
VOLUNTEERS	24,950	-	24,950
INTERNS	17,500	-	17,500
Interfund Wages	20,000	-	20,000
Payroll Taxes	85,941	-	85,950
Insurance	198,052	-	198,060
Retirement Cont	251,233	-	251,240
Workers Comp	39,883	-	39,890

	All Empl	w/o IF & OT
Total Payroll Costs	1,689,670	1,588,940
Total FTE	12.45	11.51
Total Payroll	1,114,530	1,013,800
Total Burden	575,140	575,140
Total Burden %	0.52	0.57

1,013,800

Employee	Range Step	Union		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost	
		Current Rate/hr	Proposed Increase																		
Bielemeier	24 3.5% E Step	24.5632	0.7369		25.3001	2756	168	69,727	7,131	3,188	767	8,256	89,069	6,791	64	3,224		T	24.56%	21,875	
Bishop	28 2% E Step	26.6735	0.8002		27.4737	2756	168	75,718	7,249	3,462	767	3,560	90,755	6,920	64	3,285		OP	20.38%	18,496	
Corbit	28 6% Step E	27.7195	0.8316		28.5511	2756	168	78,687	7,735	3,597	767	5,906	96,692	7,373	64	3,500		T	24.56%	23,748	
Jaworski	22 0% Step E	22.5766	0.6773		23.2539	2756	168	64,088	6,185	2,930	767	3,560	77,530	5,912	64	2,807		OP	20.38%	15,801	
Johnson	28 6% Step E	27.7195	0.8316		28.5511	2756	168	78,687	7,697	3,597	767	5,496	96,245	7,339	64	3,484		T	24.56%	23,638	
Matthews	24 4.5% Step E	24.8005	0.7440		25.5446	2756	168	70,401	7,102	3,219	767	7,275	88,764	6,768	64	3,213		T	24.56%	21,800	
Rummel	24 3.5% E Step	24.5632	0.7369		25.3001	2756	168	69,727	6,916	3,188	767	5,906	86,504	6,596	64	3,131		T	24.56%	21,245	
Knight	22 0% Step B	19.5025	0.5851		20.0876	2756	168	55,361	5,495	2,531	767	4,733	68,887	5,253	64	2,494		OP	20.38%	14,039	
Weidman	24 2% Step E	24.2072	0.7262		24.9334	2756	168	68,717	6,625	3,142	767	3,737	82,987	6,328	64	3,004		OP	20.38%	16,913	
DeLoff		14.7088	0.37		15.0765	1040		15,680	-	-	-	-	15,680	1,196	64	568		og	15.58%	2,443	
Gascoigne	Safety 42 E	47.6198	1.1905		48.8103	2080		101,525	-	-	-	5,076	106,602	8,128	64	3,859		T	24.56%	26,181	
Ames	Safety 48 E	53.5009	1.3375		54.8384	2080		114,064	-	-	-	-	114,064	8,697	64	4,129		T	24.56%	28,014	
INTERNS	18 E	17,500			17,500	1		17,500	-	-	-	-	17,500	1,334	64	634		OG	15.58%	2,727	
VOLUNTEERS		24,950			24,950	1		24,950	-	-	-	-	24,950	1,902	64	903		-	-	-	-
Interfund		20,000			20,000	1000		20,000	-	-	-	-	20,000	1,525	64	724		t	24.56%	4,912	
Overtime		39,450	0.9863		40,436			38,277	-	-	-	-	38,277	2,919	-	924		T	24.56%	9,401	
Non Union			2.50%					963,108	62,135	28,853	6,904	53,505	1,114,505	84,981	960	39,883	-	-	-	251,233	

Medical Tier	Total Benefits	0.95		Annual Benefit Costs	
		City %	City Other		
Bielemeier	EF	1,972	1,873	38	22,933
Bishop	EF	1,972	1,873	38	22,933
Corbit	EF	1,972	1,873	38	22,933
Jaworski	E	687	652	38	8,282
Johnson	EF	1,972	1,873	38	22,933
Matthews	ECC	1,714	1,628	38	19,989
Rummel	ES	1,435	1,364	38	16,817
Knight	E	687	652	38	8,282
Weidman	EF	1,972	1,873	38	22,933
Gascoigne	EC	1,260	1,134	38	14,062
Ames	ES	1,435	1,292	38	15,955
198,052					

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a		
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a		

103,461 48,5275  
 (96,692)  
 6,768  
 7,00%  
 114,064 53.5008  
 (106,602)  
 7,462  
 7.00%

Employee	48.88 Instructor	48.88 Aerial	244.40 EMT	146.64 Bachelors	Fitness Incentive 67	342.16 Paramedic	48.88 Fire Officer	48.88 Hazmat Tech	146.64 AdV EMT	HAZmat Team 83	244.40 Masters	Retire Buyout	Total Taxable	ICMA	Total Non Tax
Bielemeyer	-	49	244	147	67	-	49	49	-	83	-	-	688	-	-
Bishop	-	49	-	-	67	-	49	49	-	83	-	-	297	-	-
Corbit	-	49	244	-	67	-	-	49	-	83	-	-	492	-	-
Gascoigne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Johnson	-	49	-	-	67	342	-	-	-	-	-	-	458	-	-
Matthews	49	49	244	-	83	-	49	49	-	83	-	-	606	-	-
Rummel	-	49	244	-	67	-	-	49	-	83	-	-	492	-	-
Knight	-	49	-	-	67	-	-	49	147	83	-	-	394	-	-
Weidman	-	-	244	-	67	-	-	-	-	-	-	-	311	-	-
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	49	-	-	67	-	49	49	-	83	-	-	297	-	-
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	49	391	1,222	147	619	342	196	342	147	581	-	-	4,036	-	-
Annual	587	4,692	14,664	1,760	7,432	4,106	2,346	4,106	1,760	6,976	-	-	48,428	-	-

	Annual	Hourly
660	8,256	3.00
504	3,560	1.29
	5,906	2.14
	-	-
	5,496	1.99
	7,275	2.64
	5,906	2.14
	4,733	1.72
	3,737	1.36
	-	-
	3,560	1.29
	-	-
	-	-

Item	Exact	Adjustment	Budget	Orig Bdgt	Increase	All Empl	w/o IF & OT
Regular Salaries	856,734	-	856,740	821,610	35,130	1,591,900	1,499,040
Overtime	35,259	-	35,260	31,500	3,760	12.45	11.51
FLSA OT	57,768	-	57,770	53,090	4,680	1,040,860	948,000
Holiday Pay	27,066	-	27,070	26,550	520	551,040	551,040
Holiday OT	6,419	-	6,420	5,900	520	0.53	0.58
VOLUNTEERS	20,100	-	20,100	20,100	-		
INTERNS	17,500	-	17,500	17,500	-		
Interfund Wages	20,000	-	20,000	20,000	-		
Payroll Taxes	80,324	-	80,330	76,930	3,400		
Insurance	198,052	-	198,060	200,700	(2,640)		
Retirement Cont	235,385	-	235,390	209,890	25,500		
Workers Comp	37,253	-	37,260	35,690	1,570		
				1,519,460	72,440		

948,000

↓ 77↑ to orig. budget

Employee	Range Step	Union 3.00%		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost
		Current Rate/hr	Proposed Increase																	
Bielemeyer	24 3.5% E Step	23.0144	0.6904		23.8478	2756	168	65,725	6,643	3,005	713	6,926	83,011	6,330	64	3,005	-	T	24.56%	20,388
Bishop	28 2% E Step	23.8805	0.7164		25.8966	2756	168	71,371	6,822	3,263	713	3,236	85,405	6,512	64	3,092	-	OP	20.38%	17,405
Corbit	28 6% Step E	25.8661	0.7760		26.9122	2756	168	74,170	7,222	3,391	713	4,815	90,312	6,886	64	3,269	-	T	24.56%	22,181
Jaworski	22 0% Step D	20.2673	0.6080		20.8753	2756	168	57,532	5,556	2,630	713	3,236	69,668	5,312	64	2,522	-	OP	20.38%	14,198
Johnson	28 6% Step E	25.8661	0.7760		26.9122	2756	168	74,170	7,179	3,391	713	4,346	89,799	6,847	64	3,251	-	T	24.56%	22,055
Matthews	24 4.5% Step E	23.1984	0.6960		24.0782	2756	168	66,360	6,604	3,034	713	5,868	82,579	6,297	64	2,989	-	T	24.56%	20,281
Rummel	24 3.5% E Step	23.0144	0.6904		23.8478	2756	168	65,725	6,450	3,005	713	4,815	80,708	6,154	64	2,922	-	T	24.56%	19,822
Knight	22 0% Step B	18.3830	0.5515		18.9345	2756	168	52,183	5,116	2,386	713	3,762	64,160	4,892	64	2,323	-	OP	20.38%	13,076
Weidman	24 2% Step E	22.7383	0.6821		23.5022	2756	168	64,772	6,175	2,961	713	2,766	77,388	5,901	64	2,801	-	OP	20.38%	15,772
DeLoff		14.0000	0.3500		14.3500	1040		14,924	-	-	-	-	14,924	1,138	64	540	-	og	15.58%	2,325
Gascoigne	Safety 42 E	45.3252	1.1331		46.4583	2080		96,633	-	-	-	4,832	101,465	7,737	64	3,673	-	T	24.56%	24,920
Ames	Safety 48 E	50.9229	1.2731		52.1960	2080		108,568	-	-	-	-	108,568	8,278	64	3,930	-	T	24.56%	26,664
INTERNS	18 E				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634	-	OG	15.58%	2,727
VOLUNTEERS					20,100	1		20,100	-	-	-	-	20,100	1,533	64	728	-			
Interfund		20.0000			20.0000	1000		20,000	-	-	-	-	20,000	1,525	64	724	-	t	24.56%	4,912
Overtime		36.3392	0.9085		37.2477			35,259	-	-	-	-	35,259	2,688	-	851	-	T	24.56%	8,660
Non Union		2.50%						904,991	57,768	27,066	6,419	44,602	1,040,845	79,364	960	37,253	-			235,385

Employee	Medical Tier	Total Benefits	0.95		Annual Benefit Costs
			City %	City Other	
Bielemeyer	EF	1,972	1,873	38	22,933
Bishop	EF	1,972	1,873	38	22,933
Corbit	EF	1,972	1,873	38	22,933
Jaworski	E	687	652	38	8,282
Johnson	EF	1,972	1,873	38	22,933
Matthews	ECC	1,714	1,628	38	19,989
Rummel	ES	1,435	1,364	38	16,817
Knight	E	687	652	38	8,282
Weidman	EF	1,972	1,873	38	22,933
			0.90		
Gascoigne	EC	1,260	1,134	38	14,062
Ames	ES	1,435	1,292	38	15,955
					198,052

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a		
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a		

96,633 45.3252  
 (90,312)  
 6,322  
 7.00%  
 108,568 50.9229  
 (101,465)  
 7,103  
 7.00%

Employee	Fitness											Total Taxable	ICMA	Total Non Tax	Annual	Hourly		
	Instructor	Aerial	EMT	Bachelors	Incentive	Fire Officer	Hazmat Technician	On Call	HAZmat Team	Health Waiver	Retire Buyout							
Bielemeyer	-	44	176	132	55	-	44	44	-	83	-	-	577	-	-	660	6,926	2.51
Bishop	-	44	-	-	55	-	44	44	-	83	-	-	270	-	-	504	3,236	1.17
Corbit	-	44	176	-	55	-	-	44	-	83	-	-	401	-	-		4,815	1.75
Gascoigne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Johnson	-	44	263	-	55	-	-	-	-	-	-	-	362	-	-		4,346	1.58
Matthews	44	44	176	-	55	-	44	44	-	83	-	-	489	-	-		5,868	2.13
Rummel	-	44	176	-	55	-	-	44	-	83	-	-	401	-	-		4,815	1.75
Knight	-	44	88	-	55	-	-	44	-	83	-	-	314	-	-		3,762	1.37
Weidman	-	-	176	-	55	-	-	-	-	-	-	-	231	-	-		2,766	1.00
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Jaworski	-	44	-	-	55	-	44	44	-	83	-	-	270	-	-		3,236	1.17
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Monthly	44	351	1,229	132	495	-	176	307	-	581	-	-	3,314	-	-			
Annual	527	4,212	14,744	1,580	5,940	-	2,106	3,686	-	6,976	-	-	39,771	-	-			

ORIGINAL

CITY OF ASTORIA - PAYROLL CALCULATIONS FIRE DEPARTMENT 2015-2016 7/24/2016 14:36

Item	Exact	Adjustment	Budget
Regular Salaries	821,606	-	821,610
Overtime	31,493		31,500
FLSA OT	53,086		53,090
Holiday Pay	26,543		26,550
Holiday OT	5,898		5,900
VOLUNTEERS	20,100		20,100
INTERNS	17,500		17,500
Interfund Wages	20,000		20,000
Payroll Taxes	76,922	-	76,930
Insurance	200,694	-	200,700
Retirement Cont	209,882	-	209,890
Workers Comp	35,683	-	35,690

	All Empl	w/o IF & OT
Total Payroll Costs	1,519,460	1,430,360
Total FTE	20.39	11.01
Total Payroll	996,250	907,150
Total Burden	523,210	523,210
Total Burden %	0.53	0.58

JJ

907,150

UPDATTE FOR WAGE OPENER & MANAGEMENT JJ JAN 30-31 2015

0.3

Employee	Range Step	Union 2.50%		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost	
		Current Rate/hr	Proposed Increase																		
Bielemeyer	22 B 05 2%	21.6800	0.5420		22.2220	2756	168	61,244	5,600	2,800	655	3,564	73,863	5,632	64	2,674	-	T	22.13%	16,346	
Bishop	22 B 05 2%	21.6800	0.5420		22.2220	2756	168	61,244	5,600	2,800	655	1,464	71,763	5,472	64	2,598	-	OP	20.50%	14,711	
Corbit	28 E 05 6%	25.9300	0.6483		26.5783	2756	168	73,250	6,698	3,349	655	3,264	87,216	6,650	64	3,157	-	T	22.13%	19,301	
Jaworski	22 A 04	20.3200	0.5080		20.8280	2756	168	57,402	5,249	2,624	655	2,760	68,690	5,238	64	2,487	-	OP	20.50%	14,082	
Johnson	28 E 05 6%	25.9300	0.6483		26.5783	2756	168	73,250	6,698	3,349	655	5,064	89,016	6,787	64	3,222	-	T	22.13%	19,699	
Matthews	24 C 05 3.5%	23.0700	0.5768		23.6468	2756	168	65,170	5,959	2,979	655	3,564	78,328	5,973	64	2,835	-	T	22.13%	17,334	
Rummel	24 B 05 2%	22.7900	0.5698		23.3598	2756	168	64,379	5,887	2,943	655	3,564	77,429	5,904	64	2,803	-	T	22.13%	17,135	
Truax / REPLACE	22 a 05	21.3300	0.5333		21.8633	2756	168	60,255	5,510	2,755	655	3,564	72,739	5,546	64	2,633	-	OP	20.50%	14,911	
Weidman	22 B 05 2%	22.7900	0.5698		23.3598	2756	168	64,379	5,887	2,943	655	3,564	77,429	5,904	64	2,803	-	OP	20.50%	15,873	
Front Desk		14.0000			14.0000	1040		14,560	-	-	-	-	14,560	1,110	64	527	-	og	17.77%	2,587	
Gascoigne	Safety 42 E	43.1440	1.0786		44.2226	2080		91,983	-	-	-	2,717	94,700	7,221	64	3,428	-	T	22.13%	20,957	
Ames	Safety 48 E	47.5616	1.1890		48.7506	2080		101,401	-	-	-	-	101,401	7,732	64	3,671	-	T	22.13%	22,440	
INTERNS	18 E				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634	-	OG	17.77%	3,110	
VOLUNTEERS					20,100	1		20,100	-	-	-	-	20,100	1,533	64	728	-				
Interfund		20.0000			20.0000	1000		20,000	-	-	-	-	20,000	1,525	64	724	-	t	22.13%	4,426	
Overtime		34.2533			34.2533			31,493	-	-	-	-	31,493	2,401	-	760	-	T	22.13%	6,969	
Non Union		2.50%						877,610	53,086	26,543	5,898	33,089	996,226	75,962	960	35,683	-			209,882	

Employee	Medical Tier	Total Benefits	0.95		Annual Benefit Costs
			City %	City Other	
Bielemeyer	ef	1,843	1,751	38	21,461
Bishop	ef	1,843	1,751	38	21,461
Corbit	ef	1,843	1,751	38	21,461
Jaworski	e	643	610	38	7,779
Johnson	ef	1,843	1,751	38	21,461
Matthews	ef	1,843	1,751	38	21,461
Rummel	es	1,341	1,274	38	15,739
Truax / REPLACE	ef	1,843	1,751	38	21,461
Weidman	es	1,341	1,274	38	15,739
			0.90		
Gascoigne	ecc	1,600	1,440	38	17,736
Ames	es	1,341	1,207	38	14,935

	Shared	City Only
E	643	38
ES	1,341	38
EC	1,175	38
ECC	1,600	38
EF	1,843	38
Waive	53	38
n/a		
T	22.13%	
OG	17.77%	
OP	20.50%	
S	9.20%	
n/a		

94,700  
(89,016)  
5,684  
6.39%  
101,401  
(94,700)  
6,702  
7.08%

		200,694

Employee	Respon- sibility	Certificate	EMT	Fringe	Fitness Incentive	Gascoigne Stability	Military	Hazmat	On Call	Auto Allowance	Health Waiver	Retire Buyout	Total Taxable	ICMA	Total Non Tax
Bielemeyer	25	-	175	-	55	-	-	42	-	-	-	-	297	-	-
Bishop	25	-	-	-	55	-	-	42	-	-	-	-	122	-	-
Corbit	-	-	175	-	55	-	-	42	-	-	-	-	272	-	-
Gascoigne	-	-	-	-	-	226	-	-	-	-	-	-	226	-	-
Johnson	-	-	325	-	55	-	-	42	-	-	-	-	422	-	-
Matthews	25	-	175	-	55	-	-	42	-	-	-	-	297	-	-
Rummel	25	-	175	-	55	-	-	42	-	-	-	-	297	-	-
Truax / REPLACE	25	-	175	-	55	-	-	42	-	-	-	-	297	-	-
Weidman	25	-	175	-	55	-	-	42	-	-	-	-	297	-	-
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	-	175	-	55	-	-	-	-	-	-	-	230	-	-
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	150	-	1,550	-	495	226	-	336	-	-	-	-	2,757	-	-
Annual	1,800	-	18,600	-	5,940	2,717	-	4,032	-	-	-	-	33,089	-	-

Item	Exact	Adjustment	Budget	Orig Bdgt	Increase	All Empl	w/o IF & OT
Regular Salaries	880,779	-	880,780	852,470	28,310	1,635,260	1,535,960
Overtime	36,847	-	36,850	36,000	850	12.45	11.51
FLSA OT	59,452	-	59,460	57,900	1,560	1,074,030	974,730
Holiday Pay	27,877	-	27,880	27,690	190	561,230	561,230
Holiday OT	6,606	-	6,610	6,440	170	0.52	0.58
VOLUNTEERS	24,950	-	24,950	24,950	-		
INTERNS	17,500	-	17,500	17,500	-		
Interfund Wages	20,000	-	20,000	20,000	-		
Payroll Taxes	82,853	-	82,860	80,490	2,370		
Insurance	198,052	-	198,060	198,060	-		
Retirement Cont	241,861	-	241,870	234,610	7,260		
Workers Comp	38,435	-	38,440	37,320	1,120		
				1,593,430	41,830		

974,730

# 115,800 total ↑  
Retro + current year inc

43,300 ↑ + F415-14 projected Retro  
2.72% ↑

2.63% ↑ to current Budget

Employee	Range Step	Union		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost	
		Current Rate/hr	Proposed Increase																		
Bielemeier	24 3.5% E Step	23.8478	0.5962		24.4440	2756	168	67,368	6,805	3,080	734	7,057	85,044	6,485	64	3,079		T	24.56%	20,887	
Bishop	28 2% E Step	25.8966	0.6474		26.5440	2756	168	73,155	6,989	3,345	734	3,275	87,498	6,672	64	3,167		OP	20.38%	17,832	
Corbit	28 6% Step E	26.9122	0.6728		27.5850	2756	168	76,024	7,399	3,476	734	4,894	92,527	7,055	64	3,349		T	24.56%	22,725	
Jaworski	22 0% Step E	21.9190	0.5480		22.4670	2756	168	61,919	5,961	2,831	734	3,275	74,720	5,697	64	2,705		OP	20.38%	15,228	
Johnson	28 6% Step E	26.9122	0.6728		27.5850	2756	168	76,024	7,357	3,476	734	4,438	92,029	7,017	64	3,331		T	24.56%	22,602	
Matthews	24 4.5% Step E	24.0782	0.6020		24.6802	2756	168	68,019	6,766	3,110	734	5,974	84,602	6,451	64	3,063		T	24.56%	20,778	
Rummel	24 3.5% E Step	23.8478	0.5962		24.4440	2756	168	67,368	6,607	3,080	734	4,894	82,683	6,305	64	2,993		T	24.56%	20,307	
Knight	22 0% Step B	18.9345	0.4734		19.4079	2756	168	53,488	5,240	2,445	734	3,815	65,722	5,011	64	2,379		OP	20.38%	13,394	
Weidman	24 2% Step E	23.5022	0.5876		24.0897	2756	168	66,391	6,328	3,035	734	2,819	79,308	6,047	64	2,871		OP	20.38%	16,163	
DeLoff		14.3500	0.36		14.7088	1040		15,297	-	-	-	-	15,297	1,166	64	554		og	15.58%	2,383	
Gascoigne	Safety 42 E	46.4583	1.1615		47.6198	2080		99,049	-	-	-	4,952	104,002	7,930	64	3,765		T	24.56%	25,543	
Ames	Safety 48 E	52.1960	1.3049		53.5009	2080		111,282	-	-	-	-	111,282	8,485	64	4,028		T	24.56%	27,331	
INTERNS	18 E				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634		OG	15.58%	2,727	
VOLUNTEERS					24,950	1		24,950	-	-	-	-	24,950	1,902	64	903					
Interfund		20.0000			20.0000	1000		20,000	-	-	-	-	20,000	1,525	64	724		t	24.56%	4,912	
Overtime		37.9761	0.9494		38.9255			36,847	-	-	-	-	36,847	2,810	-	889		T	24.56%	9,050	
Non Union		2.50%						934,681	59,452	27,877	6,606	45,395	1,074,011	81,893	960	38,435	-			241,861	

Medical Tier	Total Benefits	0.95 City %		City Other	Annual Benefit Costs
		City	%		
Bielemeier	EF	1,972	1,873	38	22,933
Bishop	EF	1,972	1,873	38	22,933
Corbit	EF	1,972	1,873	38	22,933
Jaworski	E	687	652	38	8,282
Johnson	EF	1,972	1,873	38	22,933
Matthews	ECC	1,714	1,628	38	19,989
Rummel	ES	1,435	1,364	38	16,817
Knight	E	687	652	38	8,282
Weidman	EF	1,972	1,873	38	22,933
			0.90		
Gascoigne	EC	1,260	1,134	38	14,062
Ames	ES	1,435	1,292	38	15,955
					198,052

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a		
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a		

99,004 46.4372  
(92,527)  
6,477  
7.00%  
111,282 52.1959  
(104,002)  
7,280  
7.00%

Employee	Instructor	Aerial	EMT	Bachelors	Fitness Incentive	Gascoigne Stability	Fire Officer	Hazmat Technician	On Call	HAZmat Team	Health Waiver	Retire Buyout	Total Taxable	ICMA	Total Non Tax	Annual	Hourly		
Bielemeier	-	45	180	135	55	-	45	45	-	83	-	-	588	-	-	660	7,057	2.56	
Bishop	-	45	-	-	55	-	45	45	-	83	-	-	273	-	-	504	3,275	1.19	
Corbit	-	45	180	-	55	-	-	45	-	83	-	-	408	-	-		4,894	1.78	
Gascoigne	-	-	-	-	see above			-	-	-	-	-	-	-	-	-	-	-	-
Johnson	-	45	270	-	55	-	-	-	-	-	-	-	370	-	-		4,438	1.61	
Matthews	45	45	180	-	55	-	45	45	-	83	-	-	498	-	-		5,974	2.17	
Rummel	-	45	180	-	55	-	-	45	-	83	-	-	408	-	-		4,894	1.78	
Knight	-	45	90	-	55	-	-	45	-	83	-	-	318	-	-		3,815	1.38	
Weidman	-	-	180	-	55	-	-	-	-	-	-	-	235	-	-		2,819	1.02	
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
Jaworski	-	45	-	-	55	-	45	45	-	83	-	-	273	-	-		3,275	1.19	
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
Monthly	45	360	1,259	135	495	-	180	315	-	581	-	-	3,370	-	-				
Annual	540	4,318	15,112	1,619	5,940	-	2,159	3,778	-	6,976	-	-	40,443	-	-				

ORIGINAL

Item	Exact	Adjustment	Budget
Regular Salaries	852,464	-	852,470
Overtime	35,990		36,000
FLSA OT	57,895		57,900
Holiday Pay	27,683		27,690
Holiday OT	6,433		6,440
VOLUNTEERS	24,950		24,950
INTERNS	17,500		17,500
Interfund Wages	20,000		20,000
Payroll Taxes	80,482	-	80,490
Insurance	198,052	-	198,060
Retirement Cont	234,602	-	234,610
Workers Comp	37,319	-	37,320

	All Empl	w/o IF & OT
Total Payroll Costs	1,593,430	1,494,980
Total FTE	12.45	11.01
Total Payroll	1,042,950	944,500
Total Burden	550,480	550,480
Total Burden %	0.53	0.58

JJ 12 9 15

944,500

UPDATE FOR NGTNS FOR 15-16 PROJ FOR 16-17 JJ 12 9 15

SEE Q: PAYROLL CALCULATIONS  
15 16 WAGE ADJSMT CALCS  
ZZZ 15 16 17 FIREFIGHTER 2.5 PCT JUL 15 AND 16 COLA USE E STEP FOR STBLTY JJ 12 9 15

Employee	Range Step	Union		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost			
		Current Rate/hr	Proposed Increase																				
Bielemeyer	24 3.5% E Step	23.7320	0.5933		24.3253	2756	168	67,041	6,456	3,065	715	3,564	80,840	6,164	64	2,926		T	24.56%	19,854			
Bishop	28 2% E Step	25.7709	0.6443		26.4152	2756	168	72,800	6,763	3,328	715	1,164	84,770	6,464	64	3,069		OP	20.38%	17,276			
Corbit	28 6% Step E	26.7815	0.6695		27.4510	2756	168	75,655	7,244	3,459	715	3,564	90,636	6,911	64	3,281		T	24.56%	22,260			
Jaworski	22 0% Step E	21.8126	0.5453		22.3579	2756	168	61,618	5,695	2,817	715	660	71,505	5,452	64	2,588		OP	20.38%	14,573			
Johnson	28 6% Step E	26.7815	0.6695		27.4510	2756	168	75,655	7,381	3,459	715	5,064	92,273	7,036	64	3,340		T	24.56%	22,662			
Matthews	24 4.5% Step E	23.9613	0.5990		24.5603	2756	168	67,688	6,515	3,095	715	3,564	81,577	6,220	64	2,953		T	24.56%	20,035			
Rummel	24 3.5% E Step	23.7320	0.5933		24.3253	2756	168	67,041	6,456	3,065	715	3,564	80,840	6,164	64	2,926		T	24.56%	19,854			
Knight	22 0% Step B	18.8426	0.4711		19.3137	2756	168	53,228	5,138	2,434	715	2,964	64,479	4,917	64	2,334		OP	20.38%	13,141			
Weidman	24 0% Step E	22.9295	0.5732		23.5027	2756	168	64,773	6,249	2,961	715	3,564	78,262	5,967	64	2,833		OP	20.38%	15,950			
DeLoff		14.0000	0.3500		14.3500	1040		14,924	-	-	-	-	14,924	1,138	64	540		og	15.58%	2,325			
Gascoigne	Safety 42 E	43.6900	1.0923		44.7823	2080		93,147	-	-	-	5,559	98,706	7,526	64	3,573		T	24.56%	24,242			
Ames	Safety 48 E	49.5600	1.2390		50.7990	2080		105,662	-	-	-	-	105,662	8,057	64	3,825		T	24.56%	25,951			
INTERNS	18 E				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634		OG	15.58%	2,727			
VOLUNTEERS					24,950	1		24,950	-	-	-	-	24,950	1,902	64	903							
Interfund		20.0000			20.0000	1000		20,000	-	-	-	-	20,000	1,525	64	724		t	24.56%	4,912			
Overtime		37.0932	0.9273		38.0205			35,990	-	-	-	-	35,990	2,744	-	869		T	24.56%	8,839			
Non Union			2.50%																		234,602		
								917,673	57,895	27,683	6,433	33,231	1,042,915	79,522	960	37,319	-	-	-	-	-	-	234,602

Employee	Medical Tier	Total Benefits	0.95 City		Annual Benefit Costs
			City %	City Other	
Bielemeyer	EF	1,972	1,873	38	22,933
Bishop	EF	1,972	1,873	38	22,933
Corbit	EF	1,972	1,873	38	22,933
Jaworski	E	687	652	38	8,282
Johnson	EF	1,972	1,873	38	22,933
Matthews	ECC	1,714	1,628	38	19,989
Rummel	ES	1,435	1,364	38	16,817
Knight	E	687	652	38	8,282
Weidman	EF	1,972	1,873	38	22,933
Gascoigne	EC	1,260	1,134	38	14,062
Ames	ES	1,435	1,292	38	15,955

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a	-	-
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a	-	-

98,706  
(92,273)  
6,433  
6.97%  
105,662  
(98,706)  
6,956  
7.05%

198,052

Employee	Respon- sibility	Certificate	EMT	Fringe	Fitness Incentive	Gascoigne Stability	Military	Hazmat	On Call	Auto Allowance	Health Waiver	Retire Buyout	Total Taxable	ICMA	Total Non Tax
Bielemeyer	-	-	200	-	55	-	-	42	-	-	-	-	297	-	-
Bishop	-	-	-	-	55	-	-	42	-	-	-	-	97	-	-
Corbit	-	-	200	-	55	-	-	42	-	-	-	-	297	-	-
Gascoigne	-	-	-	-	see above		-	-	-	-	-	-	-	-	-
Johnson	-	-	325	-	55	-	-	42	-	-	-	-	422	-	-
Matthews	-	-	200	-	55	-	-	42	-	-	-	-	297	-	-
Rummel	-	-	200	-	55	-	-	42	-	-	-	-	297	-	-
Knight	-	-	150	-	55	-	-	42	-	-	-	-	247	-	-
Weidman	-	-	200	-	55	-	-	42	-	-	-	-	297	-	-
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	-	-	-	55	-	-	-	-	-	-	-	55	-	-
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	-	-	1,475	-	495	-	-	336	-	-	-	-	2,306	-	-
Annual	-	-	17,700	-	5,940	-	-	4,032	-	-	-	-	27,672	-	-

	Annual	Hourly
660	3,564	1.29
504	1,164	0.42
	3,564	1.29
	-	-
	5,064	1.84
	3,564	1.29
	3,564	1.29
	2,964	1.08
	3,564	1.29
	-	-
	660	0.24
	-	-
	-	-

Item	Exact	Adjustment	Budget
Regular Salaries	902,475	-	902,480
Overtime	37,753	-	37,760
FLSA OT	60,909	-	60,910
Holiday Pay	28,574	-	28,580
Holiday OT	6,768	-	6,770
VOLUNTEERS	24,950	-	24,950
INTERNS	17,500	-	17,500
Interfund Wages	20,000	-	20,000
Payroll Taxes	84,753	-	84,760
Insurance	198,052	-	198,060
Retirement Cont	247,632	-	247,640
Workers Comp	39,326	-	39,330

	All Empl	w/o IF & OT
Total Payroll Costs	1,668,740	1,568,530
Total FTE	12.45	11.51
Total Payroll	1,098,950	998,740
Total Burden	569,790	569,790
Total Burden %	0.52	0.57

998,740

# 33,480 inc. over 16-17 project  
2.05%

9.37% P  
STRIKE

Employee	Range Step	Union		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost	
		Current Rate/hr	Proposed Increase																		
Bielemeier	24 3.5% E Step	24,4440	0.6111		25,0551	2756	168	69,052	6,972	3,157	752	7,192	87,124	6,643	64	3,154		T	24.56%	21,398	
Bishop	28 2% E Step	26,5440	0.6636		27,2076	2756	168	74,984	7,159	3,428	752	3,316	89,639	6,835	64	3,245		OP	20.38%	18,269	
Corbit	28 6% Step E	27,5850	0.6896		28,2746	2756	168	77,925	7,580	3,563	752	4,975	94,795	7,228	64	3,432		T	24.56%	23,282	
Jaworski	22 0% Step E	22,4670	0.5617		23,0287	2756	168	63,467	6,106	2,902	752	3,316	76,543	5,836	64	2,771		OP	20.38%	15,599	
Johnson	28 6% Step E	27,5850	0.6896		28,2746	2756	168	77,925	7,540	3,563	752	4,533	94,311	7,191	64	3,414		T	24.56%	23,163	
Matthews	24 4.5% Step E	24,6802	0.6170		25,2972	2756	168	69,719	6,931	3,187	752	6,082	86,671	6,609	64	3,137		T	24.56%	21,286	
Rummel	24 3.5% E Step	24,4440	0.6111		25,0551	2756	168	69,052	6,769	3,157	752	4,975	84,705	6,459	64	3,066		T	24.56%	20,804	
Knight	22 0% Step B	19,4079	0.4852		19,8931	2756	168	54,825	5,367	2,507	752	3,869	67,319	5,133	64	2,437		OP	20.38%	13,720	
Weidman	24 2% Step E	24,0897	0.6022		24,6920	2756	168	68,051	6,485	3,111	752	2,873	81,272	6,197	64	2,942		OP	20.38%	16,563	
DeLoff		14,7088	0.37		15,0765	1040		15,680	-	-	-	-	15,680	1,196	64	568		og	15.58%	2,443	
Gascoigne	Safety 42 E	47,6198	1.1905		48,8103	2080		101,525	-	-	-	5,076	106,602	8,128	64	3,859		T	24.56%	26,181	
Ames	Safety 48 E	53,5009	1.3375		54,8384	2080		114,064	-	-	-	-	114,064	8,697	64	4,129		T	24.56%	28,014	
INTERNS	18 E				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634		OG	15.58%	2,727	
VOLUNTEERS					24,950	1		24,950	-	-	-	-	24,950	1,902	64	903					
Interfund		20,0000			20,0000	1000		20,000	-	-	-	-	20,000	1,525	64	724		t	24.56%	4,912	
Overtime		38,9095	0.9727		39,8822			37,753	-	-	-	-	37,753	2,879	-	911		T	24.56%	9,272	
Non Union		2.50%						956,471	60,909	28,574	6,768	46,206	1,098,928	83,793	960	39,326	-			247,632	

Medical Tier	Total Benefits	0.95		City Other	Annual Benefit Costs
		City %	City		
Bielemeier EF	1,972	1,873	38	22,933	
Bishop EF	1,972	1,873	38	22,933	
Corbit EF	1,972	1,873	38	22,933	
Jaworski E	687	652	38	8,282	
Johnson EF	1,972	1,873	38	22,933	
Matthews ECC	1,714	1,628	38	19,989	
Rummel ES	1,435	1,364	38	16,817	
Knight E	687	652	38	8,282	
Weidman EF	1,972	1,873	38	22,933	
		0.90			
Gascoigne EC	1,260	1,134	38	14,062	
Ames ES	1,435	1,292	38	15,955	
				198,052	

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a		
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a		

101,430 47,5752  
(94,795)  
6,636  
7.00%  
114,064 53,5008  
(106,602)  
7,462  
7.00%

\* 804 increase over prior year

Employee	Instructor	Aerial	EMT	Bachelors	Fitness Incentive	Gascoigne Stability	Fire Officer	Hazmat Technician	On Call	HAZmat Team	Health Waiver	Retire Buyout	Total Taxable	ICMA	Total Non Tax	
Bielemeier	-	46	184	138	55	-	46	46	-	83	-	-	599	-	-	
Bishop	-	46	-	-	55	-	46	46	-	83	-	-	276	-	-	
Corbit	-	46	184	-	55	-	-	46	-	83	-	-	415	-	-	
Gascoigne	-	-	-	-	see above			-	-	-	-	-	-	-	-	-
Johnson	-	46	277	-	55	-	-	-	-	-	-	-	378	-	-	
Matthews	46	46	184	-	55	-	46	46	-	83	-	-	507	-	-	
Rummel	-	46	184	-	55	-	-	46	-	83	-	-	415	-	-	
Knight	-	46	92	-	55	-	-	46	-	83	-	-	322	-	-	
Weidman	-	-	184	-	55	-	-	-	-	-	-	-	239	-	-	
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Jaworski	-	46	-	-	55	-	46	46	-	83	-	-	276	-	-	
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Monthly	46	369	1,291	138	495	-	184	323	-	581	-	-	3,427	-	-	
Annual	553	4,426	15,490	1,660	5,940	-	2,213	3,872	-	6,976	-	-	41,130	-	-	

Employee	Annual	Hourly
Bielemeier	660	2.61
Bishop	504	1.20
Corbit	4,975	1.81
Gascoigne	-	-
Johnson	4,533	1.64
Matthews	6,082	2.21
Rummel	4,975	1.81
Knight	3,869	1.40
Weidman	2,873	1.04
INTERNS	-	-
Jaworski	3,316	1.20
Ames	-	-

# INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 696

555 30TH STREET  
ASTORIA, OREGON 97103  
503 325-8482



*Presented  
9-20*

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9/20/2016

## IAFF L696 Proposal

### Article XXXI or 31 Sickness and Injury Leave

Effective 7-1-2015 the following table will be used to calculate wages and benefits when switching from or to 56 hour work week to 40 hour work week. See table attached.

Astoria Firefighters IAFF L696 Bargaining Member:

\_\_\_\_\_  
Aaron Bielemeier, President

\_\_\_\_\_  
IAFF Bargaining Member

City of Astoria Management Team:

\_\_\_\_\_  
Brett Estes, City Manager

\_\_\_\_\_  
City Management Team Member



# INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 696

555 30TH STREET  
ASTORIA, OREGON 97103  
503 325-8482

11/04/2016

**CALL TO ORDER:** 1130

**ROLL CALL:**

**L696:** Aaron Bielemeier, Brett Bishop Jake Rummell, Rob Weidman and Karl Koenig.

**City:** Brett Estes, Brad Johnston, Ted Ames, and Paul Gascoigne.

**READING OF MINUTES:** Minutes were read and accepted as ammended.

**DISCUSSION:**

- KK says that we would like to see an ademnification policy from CIS. BE says that he has disscussed this with Susan Brooks and she is in contact with CIS to see how this works. KK says that if the City can show us this policy that shows we're covered we can come to an agreement on this issue.
- KK discussed the dependant life insurance policy. KK says that he looked through the City's contract with CIS and he didn't see anything that would be a confilct if the City went to market for a similar policy. BE says that CIS does offer a \$10,000 policy that is picked up by the Employee. KK says that the Union is looking to preserve benefits. BJ says that after \$50,000 the benefit becomes taxable.
- AB gives the City the Union's revised Article 31 proposal (40 hour work week language). BE would like to see this Article 31 moved to a different article outside of Sick Leave. KK agrees that that is a resonable idea and would like see the Article moved to a separate Article titled "Alternative Work Schedule". Both parties agree and appropriate changes are made to the proposal.
- KK and AB gave the City the Union's revised proposal Article 35 Light Duty or change in job classification.

**City calls a caucus at 1210**

**Meeting resumes at 1224**

- BE says that they will have to take Article 35 proposal back to the City Hall and have other staff review it. PG says that he is unsure about the language regarding bumping



# INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 696

555 30TH STREET  
ASTORIA, OREGON 97103  
503 325-8482

rights and seniority. BJ says that in general they agree with the concept but they need to make sure details are reviewed.

- BE presents the City's counter proposals to Article 6 and 7. BE explains the City's counter proposal and how they arrived at these figures. BE says that they have looked at Cities similar in size and that this factored into how they arrived at their proposal.

## **L696 calls a caucus at 1233**

### **Meeting resumes at 1303**

- KK explains that we need to see the City's list of comparable Cities. KK explains what the City has stated before the caucus and would like to see the City share their information if they have it. KK explains that the City is currently regressive bargaining. (The City's first offer for EMT Intermediate incentive was \$225 and the second offer was for 4% of Schedule B range 22 Step A) There was much discussion on both sides discussing the issue. KK explains that the Union is looking for 18% over three years. KK explains how bargaining works in the State of Oregon. BJ says that he would like to start bargaining. KK says that the City knows what dollar figure we need to get a contract. KK clarified that we need at least 6% a year. How the City chooses to compensate is up to them.
- PG discusses the fact that the City doesn't want to talk comparables. PG says that the Union's comparable list is based on currently based off larger departments or districts and is unrealistic.

## **City calls a caucus at 1346**

### **Meeting resumes at 1418**

- BE would like us to counter their counter proposal to Article 6 and 7. He says that this will help him moving forward in discussing this with City Council.
- BE would also like to schedule the next meeting before we adjourn.

**Next meeting is scheduled for November 21st, 1030 at Astoria Headquarters.**

**ADJOURNED:** 1427

11/20/2016

11/28/16

**Fire Department Information for Executive Session**

	Original Budget		Original Budget		
	15-16	15-16	16-17	16-17	17-18
Payroll Costs	1,519,460.00	1,584,810	1,593,430	1,623,490	1,655,730
Additional over budgeted amount		65,350		30,060	
				95,410	
		15-16 Change from Orig Bdgt	16-17 Bdgt Chg From 15-16 Bdgt	16-17 Chg from 16-17 Bdgt	Change over 16-17
Difference from year to year		65,350	73,970	30,060	32,240
		4.30%	4.87%	1.90%	1.99%

Item	Exact	Adjustment	Budget
Regular Salaries	894,554	-	894,560
Overtime	37,448	-	37,440
FLSA OT	60,185	-	60,190
Holiday Pay	28,046	-	28,050
Holiday OT	6,687	-	6,690
VOLUNTEERS	24,950	-	24,950
INTERNS	17,500	-	17,500
Interfund Wages	20,000	-	20,000
Payroll Taxes	84,024	-	84,030
Insurance	198,052	-	198,060
Retirement Cont	245,263	-	245,270
Workers Comp	38,983	-	38,990

	All Empl	w/o IF & OT
Total Payroll Costs	1,655,730	1,555,840
Total FTE	12.45	11.51
Total Payroll	1,089,380	989,490
Total Burden	566,350	566,350
Total Burden %	0.52	0.57

989,490

Employee	Range Step	Union		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost
		Current Rate/hr	Proposed Increase																	
Bielemeyer	24 3.5% Step E	23.8530	0.4771		24.3901	2756	168	67,054	6,830	3,066	743	7,641	85,333	6,507	64	3,089	-	T	24.56%	20,958
Bishop	28 3.5% Step E	26.2832	0.5257		26.8088	2756	168	73,885	7,093	3,378	743	3,692	88,792	6,770	64	3,214	-	OP	20.38%	18,096
Corbit	28 6% Step E	26.9180	0.5384		27.4564	2756	168	75,670	7,411	3,460	743	5,384	92,668	7,066	64	3,355	-	T	24.56%	22,759
Jaworski	22 0% Step E	21.9238	0.4385		22.3623	2756	168	61,631	5,973	2,818	743	3,692	74,856	5,708	64	2,710	-	OP	20.38%	15,256
Johnson	28 6% Step E	26.9180	0.5384		27.4564	2756	168	75,670	7,371	3,460	743	4,948	92,192	7,030	64	3,337	-	T	24.56%	22,642
Matthews	24 4.5% Step E	24.0835	0.4817		24.5651	2756	168	67,701	6,786	3,095	743	6,513	84,838	6,469	64	3,071	-	T	24.56%	20,836
Rummel	24 3.5% Step E	23.8530	0.4771		24.3901	2756	168	67,054	6,624	3,066	743	5,384	82,870	6,319	64	3,000	-	T	24.56%	20,353
Knight	22 0% Step D	20.8798	0.4176		21.2974	2756	168	58,696	5,756	2,683	743	4,256	72,135	5,500	64	2,611	-	OP	20.38%	14,701
Weidman	24 2% Step E	23.5073	0.4701		23.9774	2756	168	66,082	6,340	3,021	743	3,256	79,442	6,057	64	2,876	-	OP	20.38%	16,190
DeLoff		14.7088	0.37		15.0765	1040		15,680	-	-	-	-	15,680	1,196	64	568	-	og	15.58%	2,443
Gascoigne	Safety 42 E	47.6198	1.1905		48.8103	2080		101,525	-	-	-	5,076	106,602	8,128	64	3,859	-	T	24.56%	26,181
Ames	Safety 48 E	53.5009	1.3375		54.8384	2080		114,064	-	-	-	-	114,064	8,697	64	4,129	-	T	24.56%	28,014
INTERNS	18 E				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634	-	OG	15.58%	2,727
VOLUNTEERS					24,950	1		24,950	-	-	-	-	24,950	1,902	64	903	-	-	-	-
Interfund		20.0000			20,000	1000		20,000	-	-	-	-	20,000	1,525	64	724	-	t	24.56%	4,912
Overtime		38.5850	0.9646		39.5496			37,438	-	-	-	-	37,438	2,855	-	903	-	T	24.56%	9,195
		Non Union	2.50%					944,598	60,185	28,046	6,687	49,844	1,089,359	83,064	960	38,983	-			245,263

Medical Tier	Total Benefits	0.95		City Other	Annual Benefit Costs
		City %	City		
Bielemeyer	EF	1,972	1,873	38	22,933
Bishop	EF	1,972	1,873	38	22,933
Corbit	EF	1,972	1,873	38	22,933
Jaworski	E	687	652	38	8,282
Johnson	EF	1,972	1,873	38	22,933
Matthews	ECC	1,714	1,628	38	19,989
Rummel	ES	1,435	1,364	38	16,817
Knight	E	687	652	38	8,282
Weidman	EF	1,972	1,873	38	22,933
			0.90		
Gascoigne	EC	1,260	1,134	38	14,062
Ames	ES	1,435	1,292	38	15,955
					198,052

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a		
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a		

99,155 46.5079  
 (92,668)  
 6,487  
 7.00%  
 114,064 53.5008  
 (106,602)  
 7,462  
 7.00%

Employee	1.00%	1.00%	4.00%	3.00%	1000/ yr	6.00%	1.00%	1.00%	2.00%	1000/ yr	5.00%	Retire	Total	ICMA	Total
	47.01	47.01	188.02	141.02	Fitness	282.03	47.01	47.01	94.01	HAZmat	235.03				
	Instructor	Aerial	EMT	Bachelors	Incentive	Paramedic	Fire Officer	Hazmat Tech	AdV EMT	Team	Masters	Buyout			
Bielemeier	-	47	188	141	83	-	47	47	-	83	-	-	637	-	-
Bishop	-	47	-	-	83	-	47	47	-	83	-	-	308	-	-
Corbit	-	47	188	-	83	-	-	47	-	83	-	-	449	-	-
Gascoigne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Johnson	-	47	-	-	83	282	-	-	-	-	-	-	412	-	-
Matthews	47	47	188	-	83	-	47	47	-	83	-	-	543	-	-
Rummel	-	47	188	-	83	-	-	47	-	83	-	-	449	-	-
Knight	-	47	-	-	83	-	-	47	94	83	-	-	355	-	-
Weidman	-	-	188	-	83	-	-	-	-	-	-	-	271	-	-
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	47	-	-	83	-	47	47	-	83	-	-	308	-	-
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	47	376	940	141	750	282	188	329	94	583	-	-	3,731	-	-
Annual	564	4,513	11,281	1,692	9,000	3,384	2,256	3,948	1,128	7,000	-	-	44,767	-	-

	Annual	Hourly
660	7,641	2.77
504	3,692	1.34
	5,384	1.95
	-	-
	4,948	1.80
	6,513	2.36
	5,384	1.95
	4,256	1.54
	3,256	1.18
	-	-
	3,692	1.34
	-	-
	-	-

Item	Exact	Adjustment	Budget	Orig Bdgt	Increase	All Empl	w/o IF & OT
Regular Salaries	873,433	-	873,440	852,470	20,970	1,623,490	1,524,310
Overtime	36,730	-	36,730	36,000	730	12.45	11.51
FLSA OT	58,780	-	58,790	57,900	890	1,065,330	966,150
Holiday Pay	27,370	-	27,380	27,690	(310)	558,160	558,160
Holiday OT	6,531	-	6,540	6,440	100	0.52	0.58
VOLUNTEERS	24,950	-	24,950	24,950	-		
INTERNS	17,500	-	17,500	17,500	-		
Interfund Wages	20,000	-	20,000	20,000	-		
Payroll Taxes	82,189	-	82,190	80,490	1,700		
Insurance	198,052	-	198,060	198,060	-		
Retirement Cont	239,770	-	239,780	234,610	5,170		
Workers Comp	38,120	-	38,130	37,320	810		

Employee	Range Step	Union	Current Rate/hr	Proposed Increase	Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost	
Bielemeier	24 3.5% Step E	Union	23.5005	0.3525		23.8530	2756	168	65,739	6,699	3,005	726	7,530	83,700	6,382	64	3,030		T	24.56%	20,557	
Bishop	28 3.5% Step E	Union	25.8948	0.3884		26.2832	2756	168	72,436	6,958	3,312	726	3,655	87,086	6,640	64	3,153		OP	20.38%	17,748	
Corbit	28 6% Step E	Union	26.5202	0.3978		26.9180	2756	168	74,186	7,269	3,392	726	5,314	90,887	6,930	64	3,290		T	24.56%	22,322	
Jaworski	22 0% Step E	Union	21.5998	0.3240		21.9238	2756	168	60,422	5,859	2,762	726	3,655	73,424	5,599	64	2,658		OP	20.38%	14,964	
Johnson	28 6% Step E	Union	26.5202	0.3978		26.9180	2756	168	74,186	7,229	3,392	726	4,871	90,403	6,893	64	3,273		T	24.56%	22,203	
Matthews	24 4.5% Step E	Union	23.7275	0.3559		24.0835	2756	168	66,374	6,656	3,035	726	6,420	83,210	6,345	64	3,012		T	24.56%	20,436	
Rummel	24 3.5% Step E	Union	23.5005	0.3525		23.8530	2756	168	65,739	6,497	3,005	726	5,314	81,281	6,198	64	2,942		T	24.56%	19,963	
Knight	22 0% Step C	Union	19.5917	0.2939		19.8856	2756	168	54,805	5,295	2,506	726	3,102	66,433	5,065	64	2,405		OP	20.38%	13,539	
Weidman	24 2% Step E	Union	23.1599	0.3474		23.5073	2756	168	64,786	6,319	2,962	726	4,318	79,110	6,032	64	2,864		OP	20.38%	16,123	
DeLoff		Non Union	14.3500	0.36		14.7088	1040		15,297	-	-	-	-	15,297	1,166	64	554		og	15.58%	2,383	
Gascoigne	Safety 42 E	Non Union	46.4583	1.1615		47.6198	2080		99,049	-	-	-	4,952	104,002	7,930	64	3,765		T	24.56%	25,543	
Ames	Safety 48 E	Non Union	52.1960	1.3049		53.5009	2080		111,282	-	-	-	-	111,282	8,485	64	4,028		T	24.56%	27,331	
INTERNS	18 E	Non Union				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634		OG	15.58%	2,727	
VOLUNTEERS		Non Union				24,950	1		24,950	-	-	-	-	24,950	1,902	64	903					
Interfund		Non Union	20.0000			20.0000	1000		20,000	-	-	-	-	20,000	1,525	64	724		t	24.56%	4,912	
Overtime		Non Union	37.8551	0.9464		38.8015			36,730	-	-	-	-	36,730	2,801	-	886		T	24.56%	9,021	
		Non Union	2.50%						923,481	58,780	27,370	6,531	49,132	1,065,295	81,229	960	38,120	-			239,770	

Note: The 15-16 increase of \$ 82,820 will need to be added if negotiations are completed this year

Medical Tier	Total Benefits	City %	City Other	Annual Benefit Costs
Bielemeier EF	1,972	1,873	38	22,933
Bishop EF	1,972	1,873	38	22,933
Corbit EF	1,972	1,873	38	22,933
Jaworski E	687	652	38	8,282
Johnson EF	1,972	1,873	38	22,933
Matthews ECC	1,714	1,628	38	19,989
Rummel ES	1,435	1,364	38	16,817
Knight E	687	652	38	8,282
Weidman EF	1,972	1,873	38	22,933
		0.90		
Gascoigne EC	1,260	1,134	38	14,062
Ames ES	1,435	1,292	38	15,955
				198,052

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a		
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a		

97,249	45.6139
(90,887)	
6,362	
7.00%	
111,282	52.1959
(104,002)	
7,280	
7.00%	

1.00% 1.00% 4.00% 3.00% 1000/ yr 6.00% 1.00% 1.00% 2.00% 1000/ yr 5.00%

Employee	46.00	46.08	184.34	138.25	Fitness	276.50	46.08	46.08	92.17	HAZmat	230.42	Retire	Total	ICMA	Total	Annual	Hourly	
	Instructor	Aerial	EMT	Bachelors	Incentive	Paramedic	Fire Officer	Hazmat Tech	Adv EMT	Team	Masters	Buyout	Taxable		Non Tax			
Bleiermeyer	-	46	184	138	83	-	46	46	-	83	-	-	628	-	-	660	7,530	2.73
Bishop	-	46	-	-	83	-	46	46	-	83	-	-	305	-	-	504	3,655	1.33
Corbit	-	46	184	-	83	-	-	46	-	83	-	-	443	-	-	-	5,314	1.93
Gascoigne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Johnson	-	46	-	-	83	277	-	-	-	-	-	-	406	-	-	-	4,871	1.77
Matthews	46	46	184	-	83	-	46	46	-	83	-	-	535	-	-	-	6,420	2.33
Rummel	-	46	184	-	83	-	-	46	-	83	-	-	443	-	-	-	5,314	1.93
Knight	-	46	-	-	83	-	-	46	-	83	-	-	259	-	-	-	3,102	1.13
Weidman	-	-	184	-	83	-	-	-	92	-	-	-	360	-	-	-	4,318	1.57
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	46	-	-	83	-	46	46	-	83	-	-	305	-	-	-	3,655	1.33
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	46	369	922	138	750	277	184	323	92	581	-	-	3,682	-	-	-	-	-
Annual	553	4,424	11,060	1,659	9,000	3,318	2,212	3,871	1,106	6,976	-	-	44,179	-	-	-	-	-

44,179  
~~27,672~~  
 16,507 Add'l incentives

Item	Exact	Adjustment	Budget	Orig Bdgt	Increase	All Empl	w/o IF & OT
Regular Salaries	852,105	-	852,110	821,610	30,500	1,584,810	1,491,750
Overtime	35,450	-	35,460	31,500	3,960	12.45	11.51
FLSA OT	57,344	-	57,350	53,090	4,260	1,035,580	942,520
Holiday Pay	26,671	-	26,680	26,550	130	549,230	549,230
Holiday OT	6,372	-	6,380	5,900	480	0.53	0.58
VOLUNTEERS	20,100	-	20,100	20,100	-		
INTERNS	17,500	-	17,500	17,500	-		
Interfund Wages	20,000	-	20,000	20,000	-		
Payroll Taxes	79,920	-	79,930	76,930	3,000		
Insurance	198,052	-	198,060	200,700	(2,640)		
Retirement Cont	234,180	-	234,180	209,890	24,290		
Workers Comp	37,059	-	37,060	35,690	1,370		

942,520

1,519,460 65,350 4.30% Increase over prior budget

Employee	Range Step	Union 1.50%		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost	
		Current Rate/hr	Proposed Increase																		
Bielemeier	24 3.5% Step E	23.0144	0.3452		23.5005	2756	168	64,767	6,603	2,961	708	7,448	82,488	6,290	64	2,986		T	24.56%	20,259	
Bishop	28 2% Step E	23.8805	0.3582		25.5195	2756	168	70,332	6,763	3,215	708	3,631	84,648	6,454	64	3,064		OP	20.38%	17,251	
Corbit	28 6% Step E	25.8661	0.3880		26.5202	2756	168	73,090	7,165	3,342	708	5,265	89,569	6,830	64	3,242		T	24.56%	21,998	
Jaworski	22 0% Step D	20.2673	0.3040		20.5713	2756	168	56,694	5,516	2,592	708	3,631	69,141	5,272	64	2,503		OP	20.38%	14,091	
Johnson	28 6% Step E	25.8661	0.3880		26.5202	2756	168	73,090	7,123	3,342	708	4,814	89,076	6,792	64	3,225		T	24.56%	21,877	
Matthews	24 4.5% Step E	23.1984	0.3480		23.7275	2756	168	65,393	6,560	2,990	708	6,355	82,006	6,253	64	2,969		T	24.56%	20,141	
Rummel	24 3.5% Step E	23.0144	0.3452		23.5005	2756	168	64,767	6,404	2,961	708	5,265	80,105	6,108	64	2,900		T	24.56%	19,674	
Knight	22 0% Step B	18.3830	0.2757		18.6588	2756	168	51,424	5,084	2,351	708	4,175	63,742	4,860	64	2,307		OP	20.38%	12,991	
Weidman	24 2% Step E	22.7383	0.3411		23.1599	2756	168	63,829	6,127	2,918	708	3,179	76,761	5,853	64	2,779		OP	20.38%	15,644	
DeLoff		14.0000	0.3500		14.3500	1040		14,924	-	-	-	-	14,924	1,138	64	540		og	15.58%	2,325	
Gascoigne	Safety 42 E	45.3252	1.1331		46.4583	2080		96,633	-	-	-	4,832	101,465	7,737	64	3,673		T	24.56%	24,920	
Ames	Safety 48 E	50.9229	1.2731		52.1960	2080		108,568	-	-	-	-	108,568	8,278	64	3,930		T	24.56%	26,664	
INTERNS	18 E				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634		OG	15.58%	2,727	
VOLUNTEERS					20,100	1		20,100	-	-	-	-	20,100	1,533	64	728					
Interfund		20.0000			20.0000	1000		20,000	-	-	-	-	20,000	1,525	64	724		t	24.56%	4,912	
Overtime		36.5367	0.9134		37.4502			35,450	-	-	-	-	35,450	2,703		856		T	24.56%	8,707	
Non Union		2.50%						896,561	57,344	26,671	6,372	48,594	1,035,543	78,960	960	37,059	-			234,180	

Medical Tier	Total Benefits	0.95		City Other	Annual Benefit Costs
		City %	City		
Bielemeier EF	1,972	1,873	38	22,933	
Bishop EF	1,972	1,873	38	22,933	
Corbit EF	1,972	1,873	38	22,933	
Jaworski E	687	652	38	8,282	
Johnson EF	1,972	1,873	38	22,933	
Matthews ECC	1,714	1,628	38	19,989	
Rummel ES	1,435	1,364	38	16,817	
Knight E	687	652	38	8,282	
Weidman EF	1,972	1,873	38	22,933	
		0.90			
Gascoigne EC	1,260	1,134	38	14,062	
Ames ES	1,435	1,292	38	15,955	
198,052					

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a		
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a		

95,839 44.9524  
 (89,569)  
 6,270  
 7.00%  
 108,568 50.9229  
 (101,465)  
 7,103  
 7.00%

Employee	1.00%	1.00%	4.00%	3.00%	1000/yr	6.00%	1.00%	1.00%	2.00%	1000/yr	5.00%	Retire	Total Taxable	ICMA	Total Non Tax
	Instructor	Aerial	EMT	Bachelors	Fitness Incentive	Paramedic	Fire Officer	Hazmat Tech	Adv EMT	HAZmat Team	Masters				
Bielemeyer	-	45	182	136	83	-	45	45	-	83	-	-	621	-	-
Bishop	-	45	-	-	83	-	45	45	-	83	-	-	303	-	-
Corbit	-	45	182	-	83	-	-	45	-	83	-	-	439	-	-
Gascolgne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Johnson	-	45	-	-	83	272	-	-	-	-	-	-	401	-	-
Matthews	45	45	182	-	83	-	45	45	-	83	-	-	530	-	-
Rummel	-	45	182	-	83	-	-	45	-	83	-	-	439	-	-
Knight	-	45	-	-	83	-	-	45	91	83	-	-	348	-	-
Weidman	-	-	182	-	83	-	-	-	-	-	-	-	265	-	-
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	45	-	-	83	-	45	45	-	83	-	-	303	-	-
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	45	363	908	136	750	272	182	318	91	581	-	-	3,647	-	-
Annual	545	4,359	10,897	1,635	9,000	3,269	2,179	3,814	1,090	6,976	-	-	43,763	-	-

	Annual	Hourly
660	7,448	2.70
504	3,631	1.32
	5,265	1.91
	-	-
	4,814	1.75
	6,355	2.31
	5,265	1.91
	4,175	1.52
	3,179	1.15
	-	-
	3,631	1.32
	-	-
	-	-

64450

Fire Department Information Updated 11/20/16

	Original Budget 15-16	15-16	Original Budget 16-17	16-17	17-18
Payroll Costs	1,519,460.00	1,582,170	1,593,430	1,620,980	1,653,340
Additional over budgeted amount		62,710		27,550	
				90,260	
		15-16 Change from Orig Bdgt	16-17 Bdgt Chg From 15-16 Bdgt	16-17 Chg from 16-17 Bdgt	Change over 16-17
Difference from year to year		62,710	73,970	27,550	32,360
		4.13%	4.87%	1.74%	2.00%

\* no assumptions are made for increasing insurance, volunteer or interns so this reduces the overall % increase

4,856,490	City 11.4 proposal
(5,071,120)	IAFF 11.4 proposal
(214,630)	Difference
4%	Additional increase to payroll
90,260	City proposal over existing budgets
(217,570)	IAFF over existing budgets
(127,310)	Additional Amount over budget

Item	Exact	Adjustment	Budget	Orig Bdgt	Increase	All Empl	w/o IF & OT
Regular Salaries	850,396	-	850,400	821,610	28,790	1,582,170	1,489,200
Overtime	35,368	-	35,370	31,500	3,870	12.45	11.51
FLSA OT	57,188	-	57,190	53,090	4,100	1,033,600	940,630
Holiday Pay	26,671	-	26,680	26,550	130	548,570	548,570
Holiday OT	6,354	-	6,360	5,900	460	0.53	0.58
VOLUNTEERS	20,100	-	20,100	20,100	-		
INTERNS	17,500	-	17,500	17,500	-		
Interfund Wages	20,000	-	20,000	20,000	-		
Payroll Taxes	79,770	-	79,780	76,930	2,850		
Insurance	198,052	-	198,060	200,700	(2,640)		
Retirement Cont	233,731	-	233,740	209,890	23,850		
Workers Comp	36,989	-	36,990	35,690	1,300		



940,630

1,519,460 62,710 4.13% Increase over prior budget

Employee	Range Step	Union 1.50%		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost	
		Current Rate/hr	Proposed Increase																		
Bielemeyer	24 3.5% Step E	23.0144	0.3452		23.5005	2756	168	64,767	6,581	2,961	706	7,201	82,216	6,269	64	2,976	-	T	24.56%	20,192	
Bishop	28 2% Step E	23.8805	0.3582		25.5195	2756	168	70,332	6,741	3,215	706	3,387	84,381	6,434	64	3,055	-	OP	20.38%	17,197	
Corbit	28 6% Step E	25.8661	0.3880		26.5202	2756	168	73,090	7,142	3,342	706	5,021	89,301	6,809	64	3,233	-	T	24.56%	21,932	
Jaworski	22 0% Step D	20.2673	0.3040		20.5713	2756	168	56,694	5,494	2,592	706	3,387	68,873	5,252	64	2,493	-	OP	20.38%	14,036	
Johnson	28 6% Step E	25.8661	0.3880		26.5202	2756	168	73,090	7,123	3,342	706	4,814	89,074	6,792	64	3,224	-	T	24.56%	21,877	
Matthews	24 4.5% Step E	23.1984	0.3480		23.7275	2756	168	65,393	6,538	2,990	706	6,111	81,738	6,233	64	2,959	-	T	24.56%	20,075	
Rummel	24 3.5% Step E	23.0144	0.3452		23.5005	2756	168	64,767	6,381	2,961	706	5,021	79,837	6,088	64	2,890	-	T	24.56%	19,608	
Knight	22 0% Step B	18.3830	0.2757		18.6588	2756	168	51,424	5,062	2,351	706	3,932	63,474	4,840	64	2,298	-	OP	20.38%	12,936	
Weidman	24 2% Step E	22.7383	0.3411		23.1599	2756	168	63,829	6,127	2,918	706	3,179	76,759	5,853	64	2,779	-	OP	20.38%	15,644	
DeLoff		14.0000	0.3500		14.3500	1040		14,924	-	-	-	-	14,924	1,138	64	540	-	og	15.58%	2,325	
Gascoigne	Safety 42 E	45.3252	1.1331		46.4583	2080		96,633	-	-	-	4,832	101,465	7,737	64	3,673	-	T	24.56%	24,920	
Ames	Safety 48 E	50.9229	1.2731		52.1960	2080		108,568	-	-	-	-	108,568	8,278	64	3,930	-	T	24.56%	26,664	
INTERNS	18 E				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634	-	OG	15.58%	2,727	
VOLUNTEERS					20,100	1		20,100	-	-	-	-	20,100	1,533	64	728	-				
Interfund		20.0000			20.0000	1000		20,000	-	-	-	-	20,000	1,525	64	724	-	t	24.56%	4,912	
Overtime		36.4522	0.9113		37.3635			35,368	-	-	-	-	35,368	2,697	-	854	-	T	24.56%	8,686	
		Non Union 2.50%						896,479	57,188	26,671	6,354	46,885	1,033,578	78,810	960	36,989	-			233,731	

Medical Tier	Total Benefits	City %	City Other	Annual Benefit Costs	
					0.95
Bielemeyer	EF	1,972	1,873	38	22,933
Bishop	EF	1,972	1,873	38	22,933
Corbit	EF	1,972	1,873	38	22,933
Jaworski	E	687	652	38	8,282
Johnson	EF	1,972	1,873	38	22,933
Matthews	ECC	1,714	1,628	38	19,989
Rummel	ES	1,435	1,364	38	16,817
Knight	E	687	652	38	8,282
Weidman	EF	1,972	1,873	38	22,933
Gascoigne	EC	1,260	1,134	38	14,062
Ames	ES	1,435	1,292	38	15,955
198,052					

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a	-	-
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a	-	-

95,552 44,8180  
 (89,301)  
 6,251  
 7.00%  
 108,568 50.9229  
 (101,465)  
 7,103  
 7.00%

	1.00%	1.00%	4.00%	3.00%	1000/ yr	6.00%	1.00%	0.00%	2.00%	2.50%	5.00%							Annual	Hourly
	45.40	45.40	181.61	136.21	Fitness	272.42	45.40	-	90.81	108.10	227.01	Retire	Total		Total				

Employee	Instructor II	Aerial	EMT Int	Bachelors	Incentive	Paramedic	Fire Officer	Hazmat Tech	Adv EMT	HAZmat Team	Masters	Buyout	Taxable	ICMA	Non Tax			
Bielemeyer	-	45	182	136	83	-	45	-	-	108	-	-	600	-	-	660	7,201	2.61
Bishop	-	45	-	-	83	-	45	-	-	108	-	-	282	-	-	504	3,387	1.23
Corbit	-	45	182	-	83	-	-	-	-	108	-	-	418	-	-	-	5,021	1.82
Gascoigne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Johnson	-	45	-	-	83	272	-	-	-	-	-	-	401	-	-	-	4,814	1.75
Matthews	45	45	182	-	83	-	45	-	-	108	-	-	509	-	-	-	6,111	2.22
Rummel	-	45	182	-	83	-	-	-	-	108	-	-	418	-	-	-	5,021	1.82
Knight	-	45	-	-	83	-	-	-	91	108	-	-	328	-	-	-	3,932	1.43
Weidman	-	-	182	-	83	-	-	-	-	-	-	-	265	-	-	-	3,179	1.15
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	45	-	-	83	-	45	-	-	108	-	-	282	-	-	-	3,387	1.23
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	45	363	908	136	750	272	182	-	91	757	-	-	3,504	-	-	-	-	-
Annual	545	4,359	10,897	1,635	9,000	3,269	2,179	-	1,090	9,081	-	-	42,053	-	-	-	-	-

Item	Exact	Adjustment	Budget	Orig Bgdt	Increase	All Empl	w/o IF & OT
Regular Salaries	871,803	-	871,810	852,470	19,340	Total Payroll Costs	1,620,980
Overtime	36,651	-	36,660	36,000	660	Total FTE	12.45
FLSA OT	58,631	-	58,640	57,900	740	Total Payroll	1,063,460
Holiday Pay	27,370	-	27,380	27,690	(310)	Total Burden	557,520
Holiday OT	6,515	-	6,520	6,440	80	Total Burden %	0.52
VOLUNTEERS	24,950	-	24,950	24,950	-		
INTERNS	17,500	-	17,500	17,500	-		
Interfund Wages	20,000	-	20,000	20,000	-		
Payroll Taxes	82,046	-	82,050	80,490	1,560		
Insurance	198,052	-	198,060	198,060	-		
Retirement Cont	239,342	-	239,350	234,610	4,740		
Workers Comp	38,054	-	38,060	37,320	740		

964,350

1,593,430 27,550 1.73% Increase over current budget

Note: The 15-16 increase of \$ 65,350 will need to be added if negotiations are completed this year

Employee	Range Step	Union		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retir Cost	
		Current Rate/hr	Proposed Increase																		
Bielemeier	24 3.5% Step E	23.5005	0.3525		23.8530	2756	168	65,739	6,678	3,005	724	7,294	83,440	6,362	64	3,021	-	T	24.56%	20,4	
Bishop	28 3.5% Step E	25.8948	0.3884		26.2832	2756	168	72,436	6,936	3,312	724	3,423	86,851	6,621	64	3,143	-	OP	20.38%	17,6	
Corbit	28 6% Step E	26.5202	0.3978		26.9180	2756	168	74,186	7,248	3,392	724	5,082	90,631	6,911	64	3,281	-	T	24.56%	22,2	
Jaworski	22 0% Step E	21.5998	0.3240		21.9238	2756	168	60,422	5,838	2,762	724	3,423	73,169	5,579	64	2,649	-	OP	20.38%	14,9	
Johnson	28 6% Step E	26.5202	0.3978		26.9180	2756	168	74,186	7,229	3,392	724	4,871	90,401	6,893	64	3,273	-	T	24.56%	22,2	
Matthews	24 4.5% Step E	23.7275	0.3559		24.0835	2756	168	66,374	6,635	3,035	724	6,188	82,955	6,325	64	3,003	-	T	24.56%	20,3	
Rummel	24 3.5% Step E	23.5005	0.3525		23.8530	2756	168	65,739	6,476	3,005	724	5,082	81,026	6,178	64	2,933	-	T	24.56%	19,9	
Knight	22 0% Step C	19.5917	0.2939		19.8856	2756	168	54,805	5,274	2,506	724	2,870	66,177	5,046	64	2,396	-	OP	20.38%	13,4	
Weidman	24 2% Step E	23.1599	0.3474		23.5073	2756	168	64,786	6,319	2,962	724	4,318	79,109	6,032	64	2,864	-	OP	20.38%	16,1	
DeLoff		14.3500	0.36		14.7088	1040		15,297	-	-	-	-	15,297	1,166	64	554	-	OG	15.58%	2,3	
Gascoigne	Safety 42 E	46.4583	1.1615		47.6198	2080		99,049	-	-	-	4,952	104,002	7,930	64	3,765	-	T	24.56%	25,5	
Ames	Safety 48 E	52.1960	1.3049		53.5009	2080		111,282	-	-	-	-	111,282	8,485	64	4,028	-	T	24.56%	27,3	
INTERNS	18 E				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634	-	OG	15.58%	2,7	
VOLUNTEERS					24,950	1		24,950	-	-	-	-	24,950	1,902	64	903	-				
Interfund		20.0000			20.0000	1000		20,000	-	-	-	-	20,000	1,525	64	724	-	t	24.56%	4,9	
Overtime		37.7745	0.9444		38.7188			36,651	-	-	-	-	36,651	2,795	-	885	-	T	24.56%	9,0	
		Non Union	2.50%					923,403	58,631	27,370	6,515	47,502	1,063,421	81,086	960	38,054	-			239,34	

Medical Tier	Total Benefits	0.95		City Other	Annual Benefit Costs
		City %	City		
Bielemeier	EF	1,972	1,873	38	22,933
Bishop	EF	1,972	1,873	38	22,933
Corbit	EF	1,972	1,873	38	22,933
Jaworski	E	687	652	38	8,282
Johnson	EF	1,972	1,873	38	22,933
Matthews	ECC	1,714	1,628	38	19,989
Rummel	ES	1,435	1,364	38	16,817
Knight	E	687	652	38	8,282
Weidman	EF	1,972	1,873	38	22,933
			0.90		
Gascoigne	EC	1,260	1,134	38	14,062
Ames	ES	1,435	1,292	38	15,955
					198,052

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a	-	-
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a		

96,976 45,4857  
 (90,631)  
 6,344  
 7,00%  
 111,282 52.1959  
 (104,002)  
 7,280  
 7.00%

	1.00%	1.00%	4.00%	3.00%	1000/yr	6.00%	1.00%	0.00%	2.00%	2.50%	5.00%									
	46.08	46.08	184.34	138.25	Fitness	276.50	46.08	-	92.17	109.72	230.42	Retire	Total	Total						Annual Hourly

employee	Instructor II	Aerial	EMT Int	Bachelors	Incentive	Paramedic	Fire Officer	Hazmat Tech	Adv EMT	HAZmat Team	Masters	Buyout	Taxable	ICMA	Non Tax
Bielemeyer	-	46	184	138	83	-	46	-	-	110	-	-	608	-	-
Bishop	-	46	-	-	83	-	46	-	-	110	-	-	285	-	-
Corbit	-	46	184	-	83	-	-	-	-	110	-	-	423	-	-
Gascoigne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Johnson	-	46	-	-	83	277	-	-	-	-	-	-	406	-	-
Matthews	46	46	184	-	83	-	46	-	-	110	-	-	516	-	-
Rummel	-	46	184	-	83	-	-	-	-	110	-	-	423	-	-
Knight	-	46	-	-	83	-	-	-	-	110	-	-	239	-	-
Weidman	-	-	184	-	83	-	-	-	92	-	-	-	360	-	-
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	46	-	-	83	-	46	-	-	110	-	-	285	-	-
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	46	369	922	138	750	277	184	-	92	768	-	-	3,546	-	-
Annual	553	4,424	11,060	1,659	9,000	3,318	2,212	-	1,106	9,217	-	-	42,549	-	-

660	7,294	2.65
504	3,423	1.24
	5,082	1.84
	-	-
	4,871	1.77
	6,188	2.25
	5,082	1.84
	2,870	1.04
	4,318	1.57
	-	-
	3,423	1.24
	-	-
	-	-

Item	Exact	Adjustment	Budget
Regular Salaries	893,007	-	893,010
Overtime	37,363	-	37,370
FLSA OT	60,043	-	60,050
Holiday Pay	28,046	-	28,050
Holiday OT	6,671	-	6,680
VOLUNTEERS	24,950	-	24,950
INTERNS	17,500	-	17,500
Interfund Wages	20,000	-	20,000
Payroll Taxes	83,888	-	83,890
Insurance	198,052	-	198,060
Retirement Cont	244,857	-	244,860
Workers Comp	38,920	-	38,920

	All Empl	w/o IF & OT
Total Payroll Costs	1,653,340	1,553,520
Total FTE	12.45	11.51
Total Payroll	1,087,610	987,790
Total Burden	565,730	565,730
Total Burden %	0.52	0.57

987,790

Employee	Range Step	Union		Stability Rate	Adjusted Rate	Regular Hours/yr	FLSA Hours/yr	Regular Pay	FLSA OT	Holiday Straight	Holiday OT 16	Other Taxable	Total Wage	Fica 0.07625	Futa 0.008	WC 0.0362	Other Non Tax	Retire Category	Retire Rate	Retire Cost	
		Current Rate/hr	Proposed Increase																		
Bielemeier	24.3.5% Step E	23.8530	0.4771		24.3301	2756	168	67,054	6,810	3,066	741	7,420	85,090	6,488	64	3,080	-	T	24.56%	20,891	
Bishop	28.3.5% Step E	26.2832	0.5257		26.8088	2756	168	73,885	7,073	3,378	741	3,471	88,549	6,752	64	3,205	-	OP	20.38%	18,041	
Corbit	28.6% Step E	26.9180	0.5384		27.4564	2756	168	75,670	7,391	3,460	741	5,163	92,425	7,047	64	3,346	-	T	24.56%	22,701	
Jaworski	22.0% Step E	21.9238	0.4385		22.3623	2756	168	61,631	5,953	2,818	741	3,471	74,613	5,689	64	2,701	-	OP	20.38%	15,201	
Johnson	28.6% Step E	26.9180	0.5384		27.4564	2756	168	75,670	7,371	3,460	741	4,948	92,191	7,030	64	3,337	-	T	24.56%	22,641	
Matthews	24.4.5% Step E	24.0835	0.4817		24.5651	2756	168	67,701	6,766	3,095	741	6,291	84,595	6,450	64	3,062	-	T	24.56%	20,771	
Rummel	24.3.5% Step E	23.8530	0.4771		24.3301	2756	168	67,054	6,603	3,066	741	5,163	82,627	6,300	64	2,991	-	T	24.56%	20,291	
Knight	22.0% Step D	20.8798	0.4176		21.2974	2756	168	58,696	5,736	2,683	741	4,035	71,892	5,482	64	2,602	-	OP	20.38%	14,652	
Weidman	24.2% Step E	23.5073	0.4701		23.9774	2756	168	66,082	6,340	3,021	741	3,256	79,441	6,057	64	2,876	-	OP	20.38%	16,190	
DeLoff		14.7088	0.37		15.0765	1040		15,680	-	-	-	-	15,680	1,196	64	568	-	og	15.58%	2,443	
Gascoigne	Safety 42 E	47.6198	1.1905		48.8103	2080		101,525	-	-	-	5,076	106,602	8,128	64	3,859	-	T	24.56%	26,181	
Ames	Safety 48 E	53.5009	1.3375		54.8384	2080		114,064	-	-	-	-	114,064	8,697	64	4,129	-	T	24.56%	28,014	
INTERNS	18 E				17,500	1		17,500	-	-	-	-	17,500	1,334	64	634	-	OG	15.58%	2,727	
VOLUNTEERS					24,950	1		24,950	-	-	-	-	24,950	1,902	64	903	-				
Interfund		20,000			20,000	1000		20,000	-	-	-	-	20,000	1,525	64	724	-	t	24.56%	4,912	
Overtime		38,5084	0.9627		39,4711			37,363	-	-	-	-	37,363	2,849	-	902	-	T	24.56%	9,176	
Non Union		2.50%						944,524	60,043	28,046	6,671	48,296	1,087,580	82,928	960	38,920	-			244,857	

Medical Tier	Total Benefits	0.95		Annual Benefit Costs
		City %	City Other	
Bielemeier EF	1,972	1,873	38	22,933
Bishop EF	1,972	1,873	38	22,933
Corbit EF	1,972	1,873	38	22,933
Jaworski E	687	652	38	8,282
Johnson EF	1,972	1,873	38	22,933
Matthews ECC	1,714	1,628	38	19,989
Rummel ES	1,435	1,364	38	16,817
Knight E	687	652	38	8,282
Weidman EF	1,972	1,873	38	22,933
		0.90		
Gascoigne EC	1,260	1,134	38	14,062
Ames ES	1,435	1,292	38	15,955
				198,052

	Shared	City Only
E	687	38
ES	1,435	38
EC	1,260	38
ECC	1,714	38
EF	1,972	38
Waive	53	38
n/a		
T	24.56%	
OG	15.58%	
OP	20.38%	
S	9.20%	
n/a		

98,895	46.3860
(92,425)	
6,470	
7.00%	
114,064	53.5008
(106,602)	
7,462	
7.00%	

	1.00%	1.00%	4.00%	3.00% 1000/yr	6.00%	1.00%	0.00%	2.00%	2.50%	5.00%					
Employee	47.01	47.01	188.02	141.02	Fitness	282.03	47.01	-	94.01	111.92	235.03	Retire	Total	ICMA	Total
	Instructor II	Aerial	EMT Int	Bachelors	Incentive	Paramedic	Fire Officer	Hazmat Tech	AdV EMT	HAZmat Team	Masters	Buyout	Taxable		Non Tax
Bjeleremeyer	-	47	188	141	83	-	47	-	-	112	-	-	618	-	-
Bishop	-	47	-	-	83	-	47	-	-	112	-	-	289	-	-
Corbit	-	47	188	-	83	-	-	-	-	112	-	-	430	-	-
Gascoigne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Johnson	-	47	-	-	83	282	-	-	-	-	-	-	412	-	-
Matthews	47	47	188	-	83	-	47	-	-	112	-	-	524	-	-
Rummel	-	47	188	-	83	-	-	-	-	112	-	-	430	-	-
Knight	-	47	-	-	83	-	-	-	94	112	-	-	336	-	-
Weidman	-	-	188	-	83	-	-	-	-	-	-	-	271	-	-
INTERNS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jaworski	-	47	-	-	83	-	47	-	-	112	-	-	289	-	-
Ames	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monthly	47	376	940	141	750	282	188	-	94	783	-	-	3,602	-	-
Annual	564	4,513	11,281	1,692	9,000	3,384	2,256	-	1,128	9,401	-	-	43,220	-	-

	Annual	Hourly
660	7,420	2.69
504	3,471	1.26
	5,163	1.87
	-	-
	4,948	1.80
	6,291	2.28
	5,163	1.87
	4,035	1.46
	3,256	1.18
	-	-
	3,471	1.26
	-	-
	-	-

FOR FY 2017-18

Frfrts Schedule for July 16 for FY 2017/18 2.0%

Frfrts	2%	Old	New	Monthly	Hrly	5% Test	COLA Test
fr22a		52,667	53,721	4,476.73	18.3975		53,721 0.00
		55,301	56,407	4,700.57	19.3174	56,407 0	56,407 0.00
Step 03		58,066	59,227	4,935.60	20.2833	59,227 0	59,227 0.00
Step 04		60,969	62,189	5,182.38	21.2974	62,189 0	62,189 0.00
Step 05		64,018	65,298	5,441.50	22.3623	65,298 0	65,298 0.00
fr22b 2%		59,346	60,533	5,044.43	20.7305		60,527 6.40
		62,249	63,494	5,291.21	21.7447		63,494 0.00
		65,298	66,604	5,550.33	22.8096		66,604 0.00
fr22c 3.5%		60,306	61,513	5,126.05	21.0660		61,513 0.00
		63,210	64,474	5,372.83	22.0801		64,474 0.00
		66,258	67,583	5,631.95	23.1450		67,583 0.00
fr22d 4.5%		60,948	62,166	5,180.46	21.2896		62,166 0.00
		63,851	65,127	5,427.24	22.3037		65,127 0.00
		66,899	68,236	5,686.36	23.3686		68,236 0.00
fr22e 6%		61,908	63,145	5,262.09	21.6250		63,145 0.00
		64,811	66,106	5,508.87	22.6392		66,106 0.00
		67,860	69,216	5,767.99	23.7041		69,216 0.00

1,053,966

Frfrts	New	New	Monthly	Hrly	5% Test	COLA Test
fr24a	55,365	56,472	4,706.02	19.3398		56,472 -0.02
	58,133	59,296	4,941.32	20.3068	59,296 0	59,296 -0.02
Step 03	61,040	62,261	5,188.39	21.3222	62,261 0	62,261 -0.02
Step 04	64,091	65,373	5,447.72	22.3879	65,374 -1	65,373 0.00
Step 05	67,295	68,641	5,720.11	23.5073	68,641 0	68,641 0.00
fr24b 2%	62,386	63,634	5,302.79	21.7923		63,634 -0.02
	65,437	66,746	5,562.13	22.8581		66,746 0.00
	68,641	70,014	5,834.51	23.9774		70,014 0.00
fr24c 3.5%	63,395	64,663	5,388.59	22.1449		64,663 -0.02
	66,446	67,775	5,647.93	23.2107		67,775 0.00
	69,651	71,044	5,920.31	24.3301		71,044 0.00
fr24d 4.5%	64,068	65,350	5,445.80	22.3800		65,350 -0.02
	67,119	68,462	5,705.13	23.4457		68,462 0.00
	70,324	71,730	5,977.51	24.5651		71,730 0.00
fr24e 6%	65,078	66,379	5,531.60	22.7326		66,379 -0.02
	68,129	69,491	5,790.93	23.7983		69,491 0.00
	71,333	72,760	6,063.32	24.9177		72,760 0.00

1,107,931

Frfrts	New	New	Monthly	Hrly	5% Test	COLA Test
fr28a	61,005	62,225	5,185.40	21.3099		62,225 0.00
	64,055	65,336	5,444.67	22.3753	65,336 0	65,336 0.00
Step 03	67,258	68,603	5,716.90	23.4941	68,603 0	68,603 0.00
Step 04	70,621	72,033	6,002.75	24.6688	72,033 0	72,033 0.00
Step 05	74,152	75,635	6,302.88	25.9023	75,635 0	75,635 0.00
fr28b 2%	68,739	70,115	5,842.96	24.0122		70,115 0.00
	72,102	73,546	6,128.80	25.1869		73,546 0.00
	75,635	77,147	6,428.94	26.4203		77,147 0.00
fr28c 3.5%	69,851	71,250	5,937.50	24.4007		71,250 0.00
	73,216	74,680	6,223.35	25.5754		74,680 0.00
	76,747	78,282	6,523.48	26.8088		78,282 0.00
fr28d 4.5%	70,592	72,006	6,000.53	24.6597		72,006 0.00
	73,957	75,437	6,286.38	25.8344		75,437 0.00
	77,488	79,038	6,586.51	27.0679		79,038 0.00
fr28e 6%	71,705	73,141	6,095.07	25.0483		73,141 0.00
	75,070	76,571	6,380.92	26.2230		76,571 0.00
	78,601	80,173	6,681.06	27.4564		80,173 0.00

1,220,791

FOR FY 2016-17

Frfrts Schedule for July 16 for FY 2016/17 1.5%

Frfrts	1.50%	Old	New	Monthly	Hrly	5% Test	COLA Test
fr22a		51,889	52,667	4,388.95	18.0368		52,667 0.00
		54,484	55,301	4,608.40	18.9386	55,301 0	55,301 0.00
Step 03		57,208	58,066	4,838.82	19.8856	58,066 0	58,066 0.00
Step 04		60,068	60,969	5,080.76	20.8798	60,969 0	60,969 0.00
Step 05		63,072	64,018	5,334.80	21.9238	64,018 0	64,018 0.00
fr22b 2%		58,469	59,346	4,945.52	20.3240		59,346 0.00
		61,330	62,249	5,187.46	21.3183		62,249 0.00
		64,333	65,298	5,441.50	22.3623		65,298 0.00
fr22c 3.5%		59,415	60,306	5,025.54	20.6529		60,306 0.00
		62,276	63,210	5,267.48	21.6472		63,210 0.00
		65,279	66,258	5,521.52	22.6912		66,258 0.00
fr22d 4.5%		60,047	60,947	5,078.89	20.8721		60,947 0.00
		62,907	63,850	5,320.83	21.8664		63,850 0.00
		65,911	66,898	5,574.87	22.9104		66,898 0.00
fr22e 6%		60,993	61,907	5,158.91	21.2010		61,907 0.00
		63,853	64,810	5,400.85	22.1953		64,810 0.00
		66,857	67,859	5,654.89	23.2393		67,859 0.00

1,038,390

Frfrts	New	New	Monthly	Hrly	5% Test	COLA Test
fr24a	54,547	55,365	4,613.75	18.9606		55,365 -0.01
	57,274	58,133	4,844.44	19.9087	58,133 0	58,133 -0.01
Step 03	60,138	61,040	5,086.66	20.9041	61,040 0	61,040 -0.01
Step 04	63,144	64,091	5,340.90	21.9489	64,092 -1	64,091 0.00
Step 05	66,301	67,295	5,607.95	23.0464	67,295 0	67,295 0.00
fr24b 2%	61,464	62,386	5,198.82	21.3650		62,386 -0.01
	64,470	65,437	5,453.06	22.4099		65,437 0.00
	67,627	68,641	5,720.11	23.5073		68,641 0.00
fr24c 3.5%	62,458	63,395	5,282.94	21.7107		63,395 -0.01
	65,464	66,446	5,537.18	22.7556		66,446 0.00
	68,621	69,651	5,804.23	23.8530		69,651 0.00
fr24d 4.5%	63,121	64,068	5,339.02	21.9412		64,068 -0.01
	66,127	67,119	5,593.26	22.9860		67,119 0.00
	69,284	70,324	5,860.31	24.0835		70,324 0.00
fr24e 6%	64,116	65,078	5,423.14	22.2869		65,078 -0.01
	67,122	68,129	5,677.38	23.3317		68,129 0.00
	70,279	71,333	5,944.43	24.4292		71,333 0.00

1,091,558

Frfrts	New	New	Monthly	Hrly	5% Test	COLA Test
fr28a	60,103	61,005	5,083.72	20.8920		61,005 0.00
	63,108	64,055	5,337.91	21.9366	64,055 0	64,055 0.00
Step 03	66,264	67,258	5,604.80	23.0334	67,258 0	67,258 0.00
Step 04	69,577	70,621	5,885.04	24.1851	70,621 0	70,621 0.00
Step 05	73,056	74,152	6,179.30	25.3944	74,152 0	74,152 0.00
fr28b 2%	67,723	68,741	5,728.39	23.5413		68,741 0.00
	71,036	72,104	6,008.63	24.6930		72,104 0.00
	74,517	75,635	6,302.88	25.9023		75,635 0.00
fr28c 3.5%	68,819	69,853	5,821.08	23.9222		69,853 0.00
	72,134	73,216	6,101.32	25.0739		73,216 0.00
	75,613	76,747	6,395.57	26.2832		76,747 0.00
fr28d 4.5%	69,549	70,594	5,882.87	24.1762		70,594 0.00
	72,864	73,957	6,163.11	25.3279		73,957 0.00
	76,343	77,488	6,457.37	26.5371		77,488 0.00
fr28e 6%	70,645	71,707	5,975.56	24.5571		71,707 0.00
	73,960	75,070	6,255.80	25.7088		75,070 0.00
	77,439	78,601	6,550.05	26.9180		78,601 0.00

1,202,750

FOR FY 2015-16

This is off because of E step

Frfrts	Schedule for July 15 for FY 2015/16 1.5 %				5% Test	COLA Test	
	1.50% Old	New	Monthly	Hrly			
fr22a	51,122	51,889	4,324.09	17.7702		51,889	0.00
	53,678	54,484	4,540.30	18.6588	54,484	0	54,484
Step 03	56,362	57,208	4,767.31	19.5917	57,208	0	57,208
Step 04	59,180	60,068	5,005.68	20.5713	60,068	0	60,068
Step 05	62,139	63,072	5,255.96	21.5998	63,072	0	63,072
fr22b 2%	57,385	58,469	4,872.43	20.0237		58,469	0.00
	60,203	61,330	5,110.80	21.0033		61,330	0.00
	63,162	64,333	5,361.08	22.0318		64,333	0.00
fr22c 3.5%	58,152	59,415	4,951.27	20.3477		59,415	0.00
	60,970	62,276	5,189.64	21.3273		62,276	0.00
	63,929	65,279	5,439.92	22.3558		65,279	0.00
fr22d 4.5%	58,664	60,046	5,003.83	20.5637		60,046	0.00
	61,482	62,906	5,242.19	21.5433		62,906	0.00
	64,441	65,910	5,492.48	22.5718		65,910	0.00
fr22e 6%	59,431	60,992	5,082.67	20.8877		60,992	0.00
	62,249	63,852	5,321.03	21.8673		63,852	0.00
	65,208	66,856	5,571.32	22.8958		66,856	0.00
1,038,384							
	Old	New	Monthly	Hrly	5% Test		
fr24a	53,741	54,547	4,545.57	18.6804		54,547	-0.01
	56,428	57,274	4,772.85	19.6144	57,274	0	57,274
Step 03	59,249	60,138	5,011.49	20.5952	60,138	0	60,138
Step 04	62,211	63,144	5,261.98	21.6246	63,145	-1	63,144
Step 05	65,321	66,301	5,525.07	22.7058	66,301	0	66,301
fr24b 2%	60,324	61,464	5,121.99	21.0493		61,464	-0.01
	63,285	64,470	5,372.48	22.0787		64,470	0.00
	66,396	67,627	5,635.58	23.1599		67,627	0.00
fr24c 3.5%	61,130	62,458	5,204.87	21.3899		62,458	-0.01
	64,091	65,464	5,455.35	22.4193		65,464	0.00
	67,202	68,621	5,718.45	23.5005		68,621	0.00
fr24d 4.5%	61,667	63,121	5,260.12	21.6169		63,121	-0.01
	64,629	66,127	5,510.60	22.6463		66,127	0.00
	67,739	69,284	5,773.70	23.7275		69,284	0.00
fr24e 6%	62,474	64,116	5,342.99	21.9575		64,116	-0.01
	65,435	67,122	5,593.48	22.9869		67,122	0.00
	68,546	70,279	5,856.58	24.0681		70,279	0.00
1,091,558							
	Old	New	Monthly	Hrly	5% Test		
fr28a	59,215	60,103	5,008.59	20.5833		60,103	0.00
	62,176	63,108	5,259.02	21.6124	63,108	0	63,108
Step 03	65,284	66,264	5,521.97	22.6931	66,264	0	66,264
Step 04	68,549	69,577	5,798.07	23.8277	69,577	0	69,577
Step 05	71,976	73,056	6,087.98	25.0191	73,056	0	73,056
fr28b 2%	66,467	67,725	5,643.73	23.1934		67,725	0.00
	69,731	71,038	5,919.83	24.3281		71,038	0.00
	73,160	74,517	6,209.74	25.5195		74,517	0.00
fr28c 3.5%	67,355	68,821	5,735.05	23.5687		68,821	0.00
	70,621	72,134	6,011.15	24.7034		72,134	0.00
	74,049	75,613	6,301.06	25.8948		75,613	0.00
fr28d 4.5%	67,947	69,551	5,795.93	23.8189		69,551	0.00
	71,213	72,864	6,072.03	24.9536		72,864	0.00
	74,641	76,343	6,361.94	26.1449		76,343	0.00
fr28e 6%	68,835	70,647	5,887.25	24.1942		70,647	0.00
	72,102	73,960	6,163.35	25.3288		73,960	0.00
	75,529	77,439	6,453.26	26.5202		77,439	0.00
1,202,760							

Effective 1/1/2015

SCHEDULE FOR FY 14-15							DFFRNC	EFFECTIVE	
RANGE	STEP	MONTHLY	YEARLY	HOURLY	OVERTIME		14-15/16-17	INCRS	
22	A	4,260.19	51,122	17.5076	26.2614		1,545.17	3.02%	
	B	4,473.20	53,678	18.3830	27.5745		1,622.43	3.02%	
	C	4,696.86	56,362	19.3022	28.9532		1,703.55	3.02%	
	D	4,931.70	59,180	20.2673	30.4009		1,788.73	3.02%	
	E	5,178.29	62,139	21.2806	31.9209		1,878.16	3.02%	
	C	4,782.06	57,385	19.6523	29.4785		1,961.46	3.42%	
	D	5,016.90	60,203	20.6174	30.9261		2,046.63	3.40%	
	E	5,263.49	63,162	21.6308	32.4462		2,136.07	3.38%	
	C	4,845.96	58,152	19.9149	29.8724		2,154.89	3.71%	
	D	5,080.81	60,970	20.8800	31.3201		2,240.06	3.67%	
	E	5,327.39	63,929	21.8934	32.8401		2,329.50	3.64%	
	C	4,888.65	58,664	20.0903	30.1355		2,282.84	3.89%	
	D	5,123.49	61,482	21.0555	31.5832		2,368.02	3.85%	
	E	5,370.08	64,441	22.0688	33.1032		2,457.45	3.81%	
	C	4,952.55	59,431	20.3530	30.5294		2,476.27	4.17%	
	D	5,187.40	62,249	21.3181	31.9771		2,561.45	4.11%	
	E	5,433.98	65,208	22.3314	33.4971		2,650.88	4.07%	
	24	A	4,478.39	53,741	18.4044	27.6065		1,624.29	3.02%
		B	4,702.31	56,428	19.3246	28.9869		1,705.50	3.02%
		C	4,937.43	59,249	20.2908	30.4362		1,790.77	3.02%
D		5,184.21	62,211	21.3050	31.9575		1,880.31	3.02%	
E		5,443.42	65,321	22.3702	33.5554		1,974.33	3.02%	
	C	5,027.00	60,324	20.6589	30.9883		2,061.87	3.42%	
	D	5,273.78	63,285	21.6731	32.5096		2,151.41	3.40%	
	E	5,532.99	66,396	22.7383	34.1075		2,245.42	3.38%	
	C	5,094.17	61,130	20.9350	31.4024		2,265.19	3.71%	
	D	5,340.96	64,091	21.9491	32.9237		2,354.73	3.67%	
	E	5,600.17	67,202	23.0144	34.5216		2,448.74	3.64%	
	C	5,138.96	61,667	21.1190	31.6785		2,400.74	3.89%	
	D	5,385.74	64,629	22.1332	33.1998		2,490.27	3.85%	
	E	5,644.95	67,739	23.1984	34.7976		2,584.29	3.82%	
	C	5,206.13	62,474	21.3951	32.0926		2,604.06	4.17%	
	D	5,452.92	65,435	22.4092	33.6139		2,693.59	4.12%	
	E	5,712.13	68,546	23.4745	35.2117		2,787.61	4.07%	
	28	A	4,934.58	59,215	20.2791	30.4186		1,789.77	3.02%
		B	5,181.30	62,176	21.2930	31.9396		1,879.26	3.02%
		C	5,440.37	65,284	22.3577	33.5365		1,973.22	3.02%
D		5,712.39	68,549	23.4756	35.2134		2,071.88	3.02%	
E		5,998.01	71,976	24.6493	36.9740		2,175.48	3.02%	
	C	5,538.89	66,467	22.7626	34.1439		2,273.96	3.42%	
	D	5,810.91	69,731	23.8805	35.8207		2,372.62	3.40%	
	E	6,096.70	73,160	25.0549	37.5824		2,474.21	3.38%	
	C	5,612.91	67,355	23.0668	34.6002		2,498.01	3.71%	
	D	5,885.10	70,621	24.1853	36.2780		2,594.67	3.67%	
	E	6,170.72	74,049	25.3591	38.0387		2,698.26	3.64%	
	C	5,662.26	67,947	23.2696	34.9043		2,647.37	3.90%	
	D	5,934.44	71,213	24.3881	36.5822		2,744.03	3.85%	
	E	6,220.06	74,641	25.5619	38.3429		2,847.63	3.82%	
	C	5,736.28	68,835	23.5737	35.3606		2,871.42	4.17%	
	D	6,008.46	72,102	24.6923	37.0385		2,968.08	4.12%	
	E	6,294.08	75,529	25.8661	38.7991		3,071.68	4.07%	

## COA Proposal and Counters November 4, 2016

### Article 6 (VI) Wages

#### SECTION 1.

Effective July 1, 2015, the wage adjustment is 1.5% for all classifications. ✓

#### SECTION 2.

Effective July 1, 2016, the wage adjustment is 1.5% for all classifications. ✓

#### SECTION 3.

Effective July 1, 2017, the wage adjustment is 2% for all classifications. ✓

#### SECTION 4. Effective July 1, 2015,

The City agrees to pay, as incentive pay and based upon schedule B range 22 step A, the following amounts to all employees who have attained the requisite certification/degree:

Advanced EMT – 2% ✓

EMT – Intermediate – 4% ✓ Currently \$175

Paramedic – 6% ✓ Currently \$325

NFPA Aerial Operator – 1% ✓

NFPA Instructor II – 1% ✓

NFPA Hazmat Technician – 1% *Removed*

NFPA Fire Officer I – 1% ✓

Bachelor's Degree – 3% ✓

Master's Degree – 5% ✓

*YA  
43 763  
24 1327  
I pulled up  
up Step B  
in spreadsheet*

### Section 7 Deferred Compensation

City declines to add this to the contract. Deferred Compensation is currently available through the City.

### ARTICLE 7(VII) Hazmat Compensation

SECTION 1. The City agrees to pay, as incentive pay and based upon schedule B range 22 step A an incentive of 2.5% to employees who are active members of the Haz Mat Team.

*Updated  
was 1000/yr ✓*

## Article 10 (X) Health and Welfare Benefits

SECTION 2. The City agrees to provide twenty-four hour, seven days a week, life insurance coverage in the amount of \$50,000 per employee, ~~\$5,000 per spouse and \$5,000 per dependent over six (6) months old,~~ at no cost to the employee. Life insurance shall meet the requirements of ORS 473.025 with respect to mandatory coverage for fire fighters.

## Article 11 (XI) Sick Leave

Section 1 City declines to increase sick leave accrual.

Section 1 Subsection A. City declines to remove limitation to sick leave accrual.

## Article 12 (XII) Stability Pay

SECTION 1. Upon completion of the fifth (5th) year of continuous service, an employee becomes eligible for stability payments. Stability payments will be included in regular monthly pay checks and are considered as part of an employee's regular, monthly compensation.

SECTION 2. The following constitutes the percentages applied against Step E of the employee's range:

A. Employees with five (5) full years of credit up to ten (10) full years of credit - 2% ✓

B. Employees with ten (10) full years of credit up to fifteen (15) full years of credit - 3.5% ✓

C. Employees with fifteen (15) full years of credit up to twenty (20) full years of credit - 4.5% ✓

D. Employees with twenty (20) full years of credit and over - 6%. ✓

## Article 15 (XV) Fitness

SECTION 1. The City will provide medical exams (using NFPA 1500 guidelines) for all regular employees. The physicals will be conducted during the months of January - May.

SECTION 2. The City will arrange for annual flu shots for all regular employees, and pay the cost or portion thereof not covered by insurance.

SECTION 3. The City will allow free admission to the Astoria Aquatic Center for bargaining unit members as an enhancement to the Physical Fitness Program.

**SECTION 4. PHYSICAL FITNESS PROGRAM**

Subsection A. Purpose: The purpose of the City of Astoria Fire Department physical fitness program is to administer a fitness test to fire personnel. This program is strictly voluntary but the City encourages all personnel to test during the semiannual testing procedure. promote and support the wellness of its members through education, exercise, and physical fitness. Therefore, department staff members shall be offered the opportunity to voluntarily participate in an annual physical fitness program. This policy is available to all personnel.

Subsection B. Standards: The basic standards of the physical fitness program are detailed in Attachment A, "~~Physical Fitness Test Administration~~", page 21. shall be the Astoria Fire Department IPAT and are detailed in Astoria Fire Department SOG #6??.

Subsection C. Conduct of Examination: Fire personnel, who choose to participate in the fitness program, must demonstrate compliance with the program during the testing process conducted twice a year. Testing shall be conducted semiannually. Testing will occur in March and October of each year. Testing shall be conducted under the supervision of the Fire Chief or Deputy Chief. There shall be two testing processes held annually. The first testing process shall occur during the month of April and a second testing process shall be held during the month of October. Members who are unable to be present at the first test and/or who wish to re-test may participate in the second testing session. Two attempts to pass may be taken at each testing process.

Tested fire personnel shall be on on-duty status during the examination process, but shall receive no overtime or extra compensation for the time spent taking the examination, unless the FLSA and/or the hours and overtime article of this labor agreement requires otherwise.

A participant who scores 125 points or more will be at the "distinguished" level. A participant who scores 100 points up to 124.99 points will be at the "competent" level.

Subsection D. Physical Examinations: Prior to testing, fire personnel volunteering to participate are encouraged to have a medical exam, and should start exercising slowly to prepare themselves. The fire personnel's blood pressure and pulse shall be taken before testing. A resting blood pressure over 140 over 90 or a resting pulse over 90 will preclude the fire personnel from testing until the City is in receipt of a medical doctor's release.

Subsection E. Semi-annual Award: Fire personnel who are rated competent under the requirements of the program during the semiannual testing procedure shall have added to his/her regular paycheck a one-time award of \$200 for those employees who meet the "competent" rating. Fire personnel who receive a "distinguished" rating of the program shall receive a \$300 award payable as stated above. Fire personnel who are meet the requirements of the program and meet the "competent" standard on the annual test shall have added to his/her regular December 6 paycheck a one-time award of \$600. Fire personnel who are meet the requirements of the program and meet the "distinguished" standard on the annual test shall have added to his/her regular December 6 paycheck a one-time award of \$1,000.

*used  
IK for  
ALL FF*

**Article 21 (XXI) Vacations**

IAFF Local 696 asked to increase accrual rates. City Declines to change this language in the contract.

Section 4: Employees taking vacation time shall give notice of a minimum of 7 days notice.

**Article 22 (XXII) Residency Requirements**

City declines to remove this language from the contract.

**Article 29 (XXIX) Staff Retention**

The City declines to add this language to the contract.

**Article 30 (XXX) Legal Defense**

The City believes that the city provides this representation for employees who are part of civil actions brought as a result of their employment because of their current relationship with CIS.

**Article 31 (XXXI) Sickness and Injury Leave**

The City proposes a change to the table proposed by IAFF. IAFF proposal provides a conversion from a 56 hour shift to a 45 hour shift. City proposes a conversion from a 56 hour shift to a 40 hour shift. ✓

**Article 34 (XXXIV) Benefits during Sickness and Injury**

The City is willing to examine language proposed for this concept.

COA Proposal, November 4, 2016

**Article 35 (XXXV) Light Duty or Change in Job Classification**

The City is willing to examine language proposed to this concept.

Friday, November 04, 2016

NEW - CONVERSION FACTORS  
(using actual 56/hr shift count per year)

BASIS FOR INFORMATION ON FACTORS:

Total hours per year: 56-hour employee 2,920 (56-hr shift-actual calc.) = 2,920

Total hours pre year: 40-hour employee 2,080 (40-hr shift x 52/wks.yr = 2,080)

\*\*\*Instructions for converting vacation and sick balances for a change in work shift hours: (take their current balance and multiply by the factor)

When an employee moves from 56-hour shift to 45-hour shift, the conversion factor is .8014

(calculated by dividing 2,340 by 2,920)

56 hour to 40 hour  
2080 by 2920 .7123

When an employee moves from 40-hour shift to 56-hour shift, the conversion factor is 1.4038

(calculated by dividing 2,920 by 2,080)