

NAPOLEON FIRE/RESCUE PAY SYSTEM PROPOSAL 2013

Proposed Probationary Policy		Current Policy	
Start	\$8.00	Start	\$11.60
1 card Certification	\$9.50	1 Card	\$11.89
2 cards Certification	\$11.50	2 card	\$12.18

Proposed Fully Qualified *		Current Policy	
Vol FF	\$11.60		\$11.89
FF 1	\$11.90		\$11.89
Vol FF EMT B	\$11.90		\$12.18
Vol FF EMT I or A	\$12.20		\$12.47
Vol FF MEDIC	\$12.80		\$12.47
FF1 EMT B	\$12.50		\$12.18
FF1 EMT I or A	\$12.80		\$12.47
FF1 MEDIC	\$13.40		\$12.76

Additional pay per hour		Current Policy	
Asst. Chief	\$0.60		\$0.58
Lieutenant	\$0.30		\$0.29
Haz Mat Tech	\$0.15		\$0.00
Instructor	\$0.15		\$0.00
Investigator II	\$0.15		\$0.00
Fire Fighter II	\$0.30		\$0.29

Participation Pay per hour		Participation Pay requirements each year:	
5 Years	\$0.25	AND	Completion of 36 hours on call in at least
7 Years	\$0.25		10 out of 12 months.
10 Years	\$0.50		Participation in 18 Dept Training annually
			At least 1 Public Education event
Note: Pay will be lost for not achieving the listed items			

New personnel who hire in with certifications will be placed directly in probationary scale and then advance in to fully qualified scale upon completion of probation.

*Fully Qualified means candidate completes all the following:

- Completes 1 year probation
- Firefighter level 1
- EMT-B
- Hazardous Materials Operations
- NIMS 100,200,700
- Extrication School

NAPOLEON FIRE/RESCUE PAY SYSTEM PROPOSAL 2013																																							
Employee Name	CURRENT POLICY					PROPOSED CHANGES					2014 MAXIMUM POTENTIAL WITH 100% PARTICIPATION																												
	Current Rate/Hr.	Jan-Aug Hours	Pay	2012	EMT B	EMT I	EMT P	FF V	FF 1	FF 2	Lt.	Proposed Base	HM Tech	FF 2	Inst	Lt.	Proposed Rate	Service Years	Participation	Potential Rate	Potential	2013 Difference	Potential Difference	Start Year															
721 BIRTCHE, ADAM W.	\$11.89	96.5	\$1,147.39	1	1	1	1	1	1	1	1	\$11.60	0.3	0.15	0.3	0.15	\$11.60	2	2	\$11.60	\$1,119.40	-\$29.99	\$1,119.40	2011															
425 BOCKEMANN, SCOTT J.	\$13.05	194.75	\$2,541.49	1	1	1	1	1	1	1	\$12.80	0.3	0.3	0.3	0.15	0.3	\$13.25	9	9	\$13.25	\$2,677.81	\$130.32	\$2,677.81	2004															
419 BOWEN, DAVID L.	\$13.05	175.25	\$2,314.51	1	1	1	1	1	1	1	\$12.50	0.3	0.3	0.3	0.15	0.3	\$13.55	10	10	\$13.55	\$1,822.39	-\$491.12	\$1,822.39	2003															
462 BOWEN, ASHLEY N.	\$12.18	39.5	\$481.11	1	1	1	1	1	1	1	\$12.20						\$12.20	8	8	\$12.20	\$501.65	\$2.54	\$501.65	2005															
161 CELANI, PETER F.	\$11.89	130	\$1,545.70	1	1	1	1	1	1	1	\$11.60						\$11.60	26	26	\$11.60	\$1,638.00	\$92.30	\$1,638.00	1987															
722 CEREGHINI, TIMOTHY L.	\$12.18	254.5	\$3,095.81	1	1	1	1	1	1	1	\$12.50						\$12.50	2	2	\$12.50	\$3,181.25	\$185.44	\$3,181.25	2011															
197 CREAGER, DAVID L.	\$12.76	150	\$1,914.00	1	1	1	1	1	1	1	\$12.50	0.3					\$12.80	17	17	\$12.80	\$2,070.00	\$156.00	\$2,070.00	1996															
689 CREAGER, MICHAEL D.	\$12.18	59.5	\$724.71	1	1	1	1	1	1	1	\$11.60						\$11.60	4	4	\$11.60	\$690.20	\$71.49	\$690.20	2009															
723 DEMPSEY, SARAH B.	\$12.18	204.5	\$2,490.81	1	1	1	1	1	1	1	\$12.50						\$12.50	2	2	\$12.50	\$2,556.25	\$66.44	\$2,556.25	2011															
163 DRUKHOT, SHAWN T.	\$12.47	170	\$1,960.40	1	1	1	1	1	1	1	\$11.60	0.3	0.15				\$11.60	21	21	\$11.60	\$1,602.00	-\$358.40	\$1,602.00	1992															
724 EISENBRANDT, JAMIE J.	\$11.89	405.75	\$4,824.37	1	1	1	1	1	1	1	\$12.80						\$12.80	21	21	\$12.80	\$4,767.56	-\$56.81	\$4,767.56	2011															
170 GILL, STEVEN C.	\$12.76	137.25	\$1,751.31	1	1	1	1	1	1	1	\$12.80						\$12.80	8	8	\$12.80	\$1,035.23	-\$716.08	\$1,035.23	1992															
461 HEFFLINGER, JULIE K.	\$12.18	514.25	\$6,263.57	1	1	1	1	1	1	1	\$12.20						\$12.20	12	12	\$12.20	\$6,273.85	\$10.38	\$6,273.85	2005															
2362 HELBERG, ERIC E.	\$12.47	109.25	\$1,362.35	1	1	1	1	1	1	1	\$12.50	0.3	0.15				\$12.65	6	6	\$12.65	\$1,482.00	\$119.65	\$1,482.00	2001															
615 LYNE, ZACHARY L.	\$12.76	142	\$1,811.92	1	1	1	1	1	1	1	\$12.50						\$12.50	15	15	\$12.50	\$1,817.60	\$6.68	\$1,817.60	2007															
2263 PALMER, SCOTT E.	\$11.89	21.5	\$280.58	1	1	1	1	1	1	1	\$11.60						\$11.60	2	2	\$11.60	\$1,061.40	-\$840.82	\$1,061.40	2011															
725 PAXTON, DESMOND T.	\$12.18	84.25	\$1,026.17	1	1	1	1	1	1	1	\$12.50						\$12.50	11	11	\$12.50	\$1,033.13	-\$12.03	\$1,033.13	2011															
726 RASEY, TORY C.	\$12.47	33.5	\$417.75	1	1	1	1	1	1	1	\$12.50						\$12.50	16	16	\$12.50	\$1,859.36	\$681.61	\$1,859.36	2002															
2099 SPIESS, MARK B.	\$13.34	134.25	\$1,790.90	1	1	1	1	1	1	1	\$11.60	0.15					\$11.60	20	20	\$11.60	\$2,324.00	-\$623.10	\$2,324.00	1993															
178 TRAUJSCH, STEVEN J.	\$12.18	74	\$901.32	1	1	1	1	1	1	1	\$11.60						\$11.60	9	9	\$11.60	\$67.20	-\$834.12	\$67.20	2004															
342 VOCKE, JORDAN R.	\$12.47	5.25	\$65.47	1	1	1	1	1	1	1	\$12.50	0.3					\$12.50	5	5	\$12.50	\$62.50	-\$102.93	\$62.50	2008															
667 VOCKE, JUSTIN W.	\$12.47	10.25	\$127.82	1	1	1	1	1	1	1	\$12.20						\$12.20	3	3	\$12.20	\$128.13	-\$6.31	\$128.13	2010															
711 VONDIYEN, BRANDAE L.	\$12.18	21.75	\$264.92	1	1	1	1	1	1	1	\$12.20						\$12.20	2	2	\$12.20	\$2,502.40	-\$387.48	\$2,502.40	2011															
719 WAGNER, DENTON C.	\$12.47	195.5	\$2,437.89	1	1	1	1	1	1	1	\$12.20	0.3					\$12.20	15	15	\$12.20	\$3,529.40	-\$1,111.51	\$3,529.40	1998															
2265 WALKER, TONYA S.	\$12.18	27	\$328.86	1	1	1	1	1	1	1	\$11.60						\$11.60	34	34	\$11.60	\$3,468.40	-\$2,139.54	\$3,468.40	1979															
159 WARD, ELIZABETH A.	\$12.18	299	\$3,641.82	1	1	1	1	1	1	1	\$11.60						\$11.60	3	3	\$11.60	\$1,260.80	-\$2,381.02	\$1,260.80	2010															
702 WESTHOVEN, TORIAS J.	\$12.18	98.5	\$1,199.73	1	1	1	1	1	1	1	\$12.80						\$12.80	5	5	\$12.80	\$503.25	-\$696.48	\$503.25	2008															
663 ZUMFELDE, RYAN D.	\$12.18	41.25	\$502.43	1	1	1	1	1	1	1	\$12.20						\$12.20	5	5	\$12.20	\$513.56	-\$11.13	\$513.56	2008															
Aver Current	\$12.37	Total	\$47,162.99								\$12.42						\$12.42	Aver Potential		\$12.93	\$49,103.41																		
Immediate saving resulting from reduced probationary wages																																							
EMT-B School															Hours					New Wage					Old Wage					Difference									
Freightliner School															150					\$8.00					\$11.60					\$540.00									
															120					\$9.50					\$11.89					\$286.80									
															Per Student										\$826.80														
															Per Class										8														
																									\$5,614.40														
																														Current participation averages around 30%					3456				
																														8 of 29 Staff member donate 36 hours monthly					15984				
																														37 Staff members donate 36 hours monthly					12328				
																														Net increase in free hours									