



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Vacant**  
Director

**Renee Joos**  
Director  
Employee Benefits

**Nicole Fleck**  
Labor Negotiator

### Job Evaluation Report

Fire Police Commission Meeting: September 1, 2022

#### Fire Department/Police Department

| Current                                                                                                                                                                                                                                                                           | Recommendation                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 911 Dispatcher<br>PR 5IN (\$47,274 - \$55,763)<br>FN: Actual Rates (\$64,125 - \$78,865)<br>FN: 5% Intermittent peer training<br>FN: \$68,613 Fire Dispatcher-Senior assignment<br>FN: Recruitment at any rate with DER approval<br>(124 Positions Police)<br>(26 Positions Fire) | 911 Dispatcher<br>PR 5IN (\$47,274 - \$55,763)<br>FN: Actual Rates (\$64,125 - \$78,865)<br>FN: 5% Intermittent peer training or Fire<br>Dispatcher-Senior assignment, at minimum<br>\$68,613<br>FN: Recruitment at any rate with DER approval<br>(124 Positions Police)<br>(26 Positions Fire) |
| Fire Dispatch Assistant Manager<br>PR 1EX (\$59,632 - \$83,481)<br>FN: Minimum Recruitment is \$77,903<br>FN: Recruitment at any rate with DER approval<br>(Two Positions)                                                                                                        | Fire Dispatch Assistant Manager<br>PR 1FX (\$63,585 - \$89,016)<br>FN: Minimum Recruitment is \$85,766<br>FN: Recruitment at any rate with DER approval<br>(Two Positions)                                                                                                                      |

Note: Residents receive a rate that is 3% higher.

This report recommends the following changes to the compensation for 911 Dispatchers in the Police and Fire Departments:

- Aligns the compensation for peer job training responsibilities for 911 Dispatchers in both the Police and Fire Departments.
- Aligns the pay for performing peer job training responsibilities and for performing Fire Dispatch-Senior responsibilities for 911 Dispatchers in the Fire Department.

Further, this report recommends an increase to the market rates of pay for the Fire Dispatch Assistant Manager to eliminate pay compression with the Fire Dispatch-Senior rates of pay. The chart below shows the current and proposed rates of pay for Fire Dispatcher-Senior and Fire Dispatch Assistant Manager.

| Title                           | Current Pay Range | Title Minimum | Title Maximum |
|---------------------------------|-------------------|---------------|---------------|
| Fire Dispatcher-Senior          | 2FN               | \$68,613      | \$84,386      |
| Fire Dispatch Assistant Manager | 1EX               | \$72,386      | \$83,481      |

| Title                           | Proposed Pay Range | Title Minimum | Title Maximum |
|---------------------------------|--------------------|---------------|---------------|
| Fire Dispatcher-Senior          | 2FN                | \$68,613      | \$84,386      |
| Fire Dispatch Assistant Manager | 1FX                | \$85,766      | \$89,016      |

**Actions Required Effective Pay Period 5, 2022**

In the Salary Ordinance:

Under PR 5IN:

Delete the following language in footnotes (4) and (10):

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Add the following language in footnotes (4) and (10):

A 911 Dispatcher assigned to intermittent on-the-job peer training duties or assigned to perform a Fire Dispatcher-Senior assignment to be paid an additional 5% and at minimum the following rate:

Under PR 1EX

Delete Fire Dispatch Assistant Manager and delete footnote (5) (12) (20) (27)

Under PR 1FX

Add Fire Dispatch Assistant Manager and add footnote (10) (13) (23) (26)

(13) Recruitment is at:

|          |           |
|----------|-----------|
| Biweekly | 3,298.70  |
| Annual   | 85,766.20 |

(26) Recruitment is at:

|          |           |
|----------|-----------|
| Biweekly | 3,397.66  |
| Annual   | 88,339.16 |

Prepared by: Andrea Knickerbocker

Andrea Knickerbocker, Human Resources Manager

Reviewed by: 

Renee Joos, Interim Employee Relations Director