





# CHARLOTTE FIRE FIGHTERS ASSOCIATION

- **Department:** Alarm **Request:** Salary
  - Action: Raise pay of dispatchers by 10%
  - Justification: The data shows across the 20 City survey that the Starting pay is within 5% of median, the top pay is drastically below. Also, alarm is well below full staffed and has retention issues. As stated previously, many local area businesses are starting between 18\$-20\$ an hour.
- **Department:** Alarm **Request:** Staffing
  - Action: Allocate additional funding to assist CFD in recruiting and hiring more people to bring alarm to full staffing
  - Justification: Currently, alarm is an entire shift short, this has caused mandatory overtime and holdovers. This shortage goes hand in hand with retention. An increase in salary and increased staffing will help relieve the burden of overworked staff.
- **Department:** Alarm, Prevention, Investigations **Request:** Education Incentive
  - Action: Extend the Education Incentive currently awarded in Operations, extra 5% for 2 year degree and 10% for 4 year degree, to these three departments.
  - Justification: There is a retention issue in these three departments and the top salaries are way below the 20 City median. This would increase individuals pay and promote and educated, diverse staff.
- **Department:** Operations / Alarm / Prevention / Investigation **Request:** COVID Time
  - Action: Reinstate City sponsored Covid Bank so members of the Department that are put in quarantine will not use their own sick time.
  - Justification: As the Covid Pandemic stretches through another year, Charlotte's Fire Fighters continue to work grueling hours with mandatory overtime and now on call time. Members that are exposed as part of this job and are forced to quarantine (7 days) or isolate (10 days) should not have to use accrued personal sick time. As long as the City is testing workers and putting them in quarantine or isolation, the City should not have them use personal sick time. Other city workers are allowed to work from home which not only limits their potential exposure it also allows them not to use their accrued sick days. Essential workers do not have this option.

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# CHARLOTTE FIRE FIGHTERS ASSOCIATION

- **Department:** Operations, Alarm

- **Request:** On Call Pay

- **Action:** CLTCC should work with Local 660 to establish an agreed upon “On-Call” rate for all CFD operations and alarm personnel who are now been scheduled to be on CFD’s new Mandatory Call Back list.
- **Justification:** Due to CFD’s inability to adequately hire personnel as well as the reallocation of operations personnel to administrative positions the department has taken measures never before seen to ensure that CFD can maintain the minimum number of personnel so that we can carry out our mission. Over the past one and a half years we have had our scheduled off time canceled and forced personnel to work overtime they did not want or agree to work. While some of this was COVID related, CFD’s own staffing report from 2019 was clear that we did not have the appropriate personnel then and the situation has only grown more dire since. CFD has recently implemented a “Mandatory Call Back” policy where personnel are forced to sacrifice 3 to 4 weeks where they must be available to work on their scheduled off time at a moment’s notice. The employee must be by a phone and available to report to work immediately, yet CFD has said there will be no compensation if the employee is not needed. While this staffing situation was in no way created by the employees, we understand that we have to be part of the solution however it is unacceptable that we are forced to do so without compensation. Currently there is a similar policy in alarm and CFD where the department pays them one dollar an hour to be on call.

- **Department:** Prevention

- **Request:** Staffing

- **Action:** Hire for all budgeted positions for inspectors and certified inspectors.
- **Justification:** Although the department claims they are at full staff, there are 6 unfilled inspector positions in Prevention. Currently each inspector is tasked with over 1,200 yearly inspections, a workload that is well over the comparable cities in NC. Adding staff will lessen the workload for the inspectors and since the positions are funded through fees, there would be no cost to the City.

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- **Department:** Prevention **Request:** Salary
  - Action: Raise pay for inspectors by 7.5%
  - Justification: The 20 City Comparable Salary Study shows that Fire Prevention Inspectors are over 12% below the median. The department also has retention problems as inspectors are going to other localities for better pay and not to be overworked. If Charlotte would like to still be con employer of choice, they must increase the pay of the inspectors to begin to get to the median salary.
- **Department:** Operations **Request:** Off duty training with no pay for firefighter I's
  - Action: End the practice of requiring 26 days, (208 hours), of off duty training for firefighter I's
  - Justification: This practice was not in place when Manager Jones agreed with the Public Safety Pay Plan Committee on our pay scale. We are the only City of the 20 comparable cities who require this of firefighters to make top pay. Employees training of duty are not covered under workers compensation and they would not be eligible for line of duty death benefits if something were to happen. CMPD does not require this for any officer in their Pay Plan. Firefighters are scheduled to work 712 more hours a year than a 40 hour a week employee. FF's 2,704 hours a year. 40 hour a week personnel are scheduled for 1,992 hours a year. Also consider that with the "Mandatory Call Back" policy you are requiring them to be on stand-by with no pay for 672 hours a year. Unpaid off duty training is an additional 208 hours.

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