



CITY OF HOUSTON - CITY COUNCIL

Meeting Date: 6/29/2021

Item Creation Date:

HFD-Classified Personnel Ordinance Amendment

Agenda Item#: 12.

Summary:

ORDINANCE relating to the compensation of classified fire fighters of the City of Houston, Texas for Fiscal Years 2022, 2023, and 2024; Amending Exhibit A of City of Houston Ordinance No. 2017-462, and superseding or repealing certain Ordinances; containing findings and other provisions relating to the foregoing subjects; providing an effective date

Background:

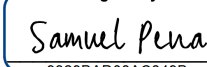
Approval of the following amendments to the Fire Department Classified Personnel Ordinance.

The Fire Chief proposes amendments to Exhibit A of the Fire Department Classified Personnel Ordinance (2017-462), which will implement Mayor Sylvester Turner's proposal to increase the base salaries of Houston firefighter ranks by 18% over three years distributed as shown below. The proposal "...will serve to move firefighter's salary to within market average range for their jobs as determined by the city's most recent salary survey conducted by Segal Waters Consulting." [Mayor's Office Press Release, May 19, 2021]

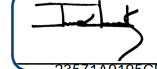
Firefighter base pay will increase beginning the first full pay period in each Fiscal Year after July 1st:

Grade	Rank	Base Pay % Increase		
		FY2022	FY2023	FY2024
Grade 2	FIRE FIGHTER, PROBATIONARY	6.00%	6.00%	6.00%
Grade 3	FIRE FIGHTER	6.00%	6.00%	6.00%
Grade 4	ENGINEER/OPERATOR	6.00%	6.00%	6.00%
Grade 5	CAPTAIN, COMMUNICATIONS CAPTAIN, INSPECTOR & INVESTIGATOR	6.00%	6.33%	6.33%
Grade 6	SENIOR CAPTAIN, COMMUNICATIONS SENIOR CAPTAIN, SENIOR INSPECTOR, SENIOR INVESTIGATOR & SHOP SUPERVISOR	6.00%	6.00%	6.00%
Grade 7	DISTRICT CHIEF, CHIEF COMMUNICATION OFFICER, CHIEF INSPECTOR, CHIEF INVESTIGATOR & MASTER MECHANIC	6.00%	6.00%	6.00%
Grade 8	DEPUTY CHIEF, DEPUTY CHIEF COMMUNICATIONS OFFICER & DEPUTY CHIEF INVESTIGATOR	6.00%	6.00%	6.00%
Grade 9	ASSISTANT FIRE CHIEF & ASSISTANT FIRE CHIEF (FIRE MARSHAL)	6.00%	6.00%	6.00%
Grade 10	EXECUTIVE ASSISTANT FIRE CHIEF	6.00%	6.00%	6.00%

DocuSigned by:


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Samuel Pena
Houston Fire Chief

DocuSigned by:


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Jane Cheeks
Human Resources Director

Prior Council Action:

2017-462, 2019-446, 2020-950

Amount of Funding:

\$115.8 million
General Fund
Fund 1000

Contact Information:

Chief Samuel Pena
Phone: 832.394.6702

ATTACHMENTS:**Description**

Ordinance
Exhibit A
Exhibit A1
Exhibit A2
Ordinance 2017-462
Ordinance 2019-446
Ordinance 2020-950

Type

Ordinance/Resolution/Motion
Backup Material
Backup Material
Backup Material
Backup Material
Backup Material
Backup Material