

FEDERAL FIREFIGHTERS' COMPENSATION

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- ▣ Merit Principles
 - Equal pay should be provided for work of equal value

- ▣ Inequity between federal firefighters and
 - Other federal employees and
 - Other non-federal firefighters

Components of Pay -

- ▣ Base pay – for all GS employees –
- ▣ Based on published annual salary for Grade and Step
- ▣ Bi-weekly pay = Annual salary divided by 2087×80
- ▣ Problem:
 - Firefighters work 144 hours in bi-weekly period
 - Other GS employees work 80 hours in bi-weekly period

▣ Premium Pay

- Paid on annual basis for working
 - ▣ Nights
 - ▣ Long periods of standby
 - ▣ Holidays
 - ▣ Under hazardous conditions
- Subject to GS-10, step 1 cap
- Calculation by taking premium pay percentage of annual salary (25%) times bi-weekly salary amount

▣ Overtime

- Paid after 53 hours in week or 105 in bi-weekly period
- Other GS employees paid overtime after 40 or 80 hours in bi-weekly period
- Other employees paid overtime at one and one-half time hourly rate determined by annual salary divided by 2087

- ▣ Firefighters paid overtime after 53 hours rather than 40
- ▣ Base plus premium considered full pay for all hours in tour of duty – therefore, overtime after 53 hours is paid at $\frac{1}{2}$ hourly rate for hours after 53 in regular tour of duty
- ▣ Time and one-half overtime hourly rate paid for hours outside of tour of duty
- ▣ Calculated as follows:
 - Bi-weekly salary plus bi-weekly premium pay divided by hours in tour of duty (e.g. 144) = overtime hourly rate

Other Issues Impacting Pay Check

- ▣ Progression through salary range = 18 years for federal firefighters and 8 years for non-federal firefighters

- ▣ Supervisory differential – no provision in federal sector and therefore, promotion may mean loss of salary
 - loss in or reduction of premium pay due to fewer hours
 - Cap on premium pay

FEDERAL FIREFIGHTERS OVERTIME PAY REFORM ACT (PAY BILL)

- ▣ Was a compromise based on \$144 million
- ▣ On an hourly basis, firefighters get 75% of GS hourly rate
- ▣ Resulted in increase of about 9% for most firefighters
- ▣ Covered –
 - Firefighters who generally work 24-hour shifts
 - Those who work 40 + a period of time in a standby status

- ▣ Future Increases same as for all other GS employees – - cost of living and ECI

- ▣ How Does it Work in General
 - Premium pay is eliminated

 - Overtime Rate is easily determined - paid for all hours over 53

 - Overtime for both FLSA exempt and non-exempt
 - ▣ --this addressed some of the supervisory differential problems

- ▣ Divides firefighters fall 3 categories based on hours worked
 - 40-hour per week
 - 40+ hours per week
 - 24-hour shift firefighters

- ▣ Firefighters working 40 hours are paid as other GS Employees -
 - Base Pay = annual GS-rate divided by 2087 times 40 (80 bi-weekly)
 - Overtime = 1-1/2 hourly rate times hours over 40 (80 bi-weekly)
 - May be entitled to premium pay

▣ Pay for 24-hour shift employees

- Firefighter hourly rate of pay =
 - ▣ Annual GS rate for grade and step divided by 2756 (52 weeks x 53 hours which is FLSA non-overtime basis)
- Firefighter Base pay = ff hourly rate x number of hours up to 53
- Firefighter overtime = ff hourly rate x 1=1/2 for hours over 53 (106 in bi-weekly period)

▣ Pay for 40+ hour firefighters

■ Base Pay =

- ▣ (a) Annual GS rate for grade and step divided by 2087 times 40 (80 in bi-weekly period)
- ▣ (b) Annual GS rate for grade and step divided by 2756 (52 weeks x 53 hours which is FLSA non-overtime basis) times hours over 40 (80 bi-weekly) up to 53 (106 bi-weekly)

■ Overtime Pay = ff hourly rate x number of hours up to 53

■ Firefighter overtime = ff hourly rate (see (b) above) x 1 1/2 for hours over 53 (106 in bi-weekly period)

- ▣ Pay Bill did not repeal GS-10, step 1 cap but it has now been changed (GS-15, step 10 level)
- ▣ What counts for retirement, life insurance, severance pay, OWCP Continuation of Pay, etc.
 - All pay received for regular tour of duty
- ▣ Training
 - For FLSA covered firefighters, no loss of pay when sent for training for a lesser number of hours than regular tour of duty

▣ Other Parts of Pay Compromise Agreement

- DoD would not seek repeal of contracting our moratorium
- DVA would not pursue contracting efforts
- OPM would establish Task Force to discuss GS-081 revisions that could make performance of EMS and HazMat duties grade-controlling
- Administration would oppose agency efforts to change tours of duty to alter staffing is rational for change was based on cost of implementing FFOPRA