| ាំ ក្រាម៉ែសិងរាក | OFFICE OF LEGIS Fiscal | LATIVE AUDITOR | | | | | | | |
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| (an arried that the | | Fiscal Note On: | HB 64 | HLS 15RS | 255 | | | | |
| A THE T | | Bill Text Version: ORIGINAL | | | | | | | |
| Augeors | | Opp. Chamb. Action: | | | | | | | |
| | | Proposed Amd.: | | | | | | | |
| F4802UN0225 | Sub. Bill For.: | | | | | | | | |
| Date: March 30, 2015 | 1:23 PM | Aut | Author: BURNS, TIM | | | | | | |
| Dept./Agy.: St. Tammany Fir | re Protection District No. 4 | | | , | | | | | |
| Subject: Compensation | | Analyst: Whit Kling | | | | | | | |

FIRE PROTECT/FIRE DEPTSOR -\$59,407 LF EX See NotePage 1 of 1Provides relative to recognition and compensation of employees of St. Tammany Fire Protection District No. 4Page 1 of 1

Purpose of Bill: This measure adds La. R.S. 33:1969.1 and would provide the St. Tammany Fire Protection District No.4 the discretion to provide different compensation incentives and pay plan scales to firefighters hired after January 2017. Currently R.S. 33:1961 provides that equal recognition and compensation shall be received for equal performance of duty and responsibility for all employees.

| EXPENDITURES | <u>2015-16</u> | <u>2016-17</u> | <u>2017-18</u> | <u>2018-19</u> | <u>2019-20</u> | <u>5 -YEAR TOTAL</u> |
|----------------|----------------|-------------------|-------------------|-------------------|-------------------|----------------------|
| State Gen. Fd. | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Agy. Self-Gen. | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Ded./Other | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Federal Funds | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Local Funds | <u>\$0</u> | <u>(\$14,852)</u> | <u>(\$29,703)</u> | <u>(\$44,555)</u> | <u>(\$59,407)</u> | <u>(\$148,517)</u> |
| Annual Total | \$0 | (\$14,852) | (\$29,703) | (\$44,555) | (\$59,407) | (\$148,517) |
| REVENUES | <u>2015-16</u> | <u>2016-17</u> | <u>2017-18</u> | <u>2018-19</u> | <u>2019-20</u> | <u>5 -YEAR TOTAL</u> |
| State Gen. Fd. | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Agy. Self-Gen. | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Ded./Other | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Federal Funds | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Local Funds | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> |
| Annual Total | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |

EXPENDITURE EXPLANATION

This bill is anticipated to produce annual expenditure reduction of \$59,407 by Fiscal Year 2019-20 based on the District's assumption that they will hire 9 firefighters in January 2017 and 9 firefighters in January 2019 (compared to existing pay grade schedules at January 13, 2015). According to representatives of the St. Tammany Fire Protection District No. 4 the District currently has a complex and costly pay plan. The current mandatory equal work for equal pay law requires the fire district to compensate all employees which meet certain qualifications on an equal basis. The measure, subject to the appropriate final action by the Board of Commissioners, would allow the district to adjust the compensation rate of certain ranks for employees hired after January 2017. The required Civil Service actions regarding changes in proposed qualifications have already been obtained. Calculations are estimates based upon the decrease in in personnel cost related to District's assumption that they will hire 9 firefighters in January 2017 and another 9 firefighters in January 2019.

<u>REVENUE EXPLANATION</u> The bill does not have any revenue impact.



<u>Senate</u>

Dual Referral Rules

<u>House</u>

13.5.1 >= \$100,000 Annual Fiscal Cost {S&H}

13.5.2 >= \$500,000 Annual Tax or Fee Change {S&H} $6.8(F)(1) >= $100,000 \text{ SGF Fiscal Cost } \{H \& S\}$

6.8(F)(2) >= \$500,000 Rev. Red. to State {H & S}

Dom Cl

6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S} Tom Cole Director of Financial Audit