

City of South Daytona

Office of the City Manager / Department of Finance

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MEMORANDUM

To: James L. Gillis, Jr., City Manager

From: Jason E. Oliva, Finance Director

Re: Mid-Year Fire Department Market Wage Adjustment

Date: November 14, 2022

The wages for firefighters in Volusia County have increased significantly since the budget was prepared for the current fiscal year. South Daytona's starting firefighter pay is now the lowest in Volusia County which is not where we want to be. Our firefighters are dedicated to providing the highest quality lifesaving services to our citizens.

In order to attract new firefighters and retain our current workforce, staff is proposing to increase the hourly wage by \$1.89 per hour for each Lieutenant Paramedic, Firefighter Paramedic, and Firefighter EMT beginning on April 1, 2023.

The estimated cost of the market wage adjustment would be \$46,494 including benefits. The increased cost to the fire department budget will be offset by savings from other General Fund budgeted positions that have been vacant in the beginning of Fiscal Year 2022-2023. As a result, the proposed adjustment is not expected to have a negative fiscal impact to our current budget.