



IAFF Local 101

Duluth City Council Presentation
2023

Agenda

- Who we are
 - Duties
 - Community Involvement
- Call volume & staffing
- Turnover
- Wages
- COLA
- Health insurance
- Market rate adjustment



Duties

- Fire suppression
- Medical Emergencies
- Water emergencies: Marine 19, Marine 1, Marine 3 & Marine 10
- Public education
- Community outreach
- Hydrant testing
- Hydrant shoveling
- Hose testing
- HAZMAT Operations
- Task Force 2 (USAR)
- Sharps pick-ups
- Hands-on training
- Online training
- Trail rescues



Community Involvement

- National Night Out
- Grandma's Marathon weekend
- Other races (bike, running, inline)
- Support local charities and fundraisers
- Concerts
- MDA
- Station tours
- Out of station tours
- Boys & Girls Club Events
- Union-funded Diversity Scholarship





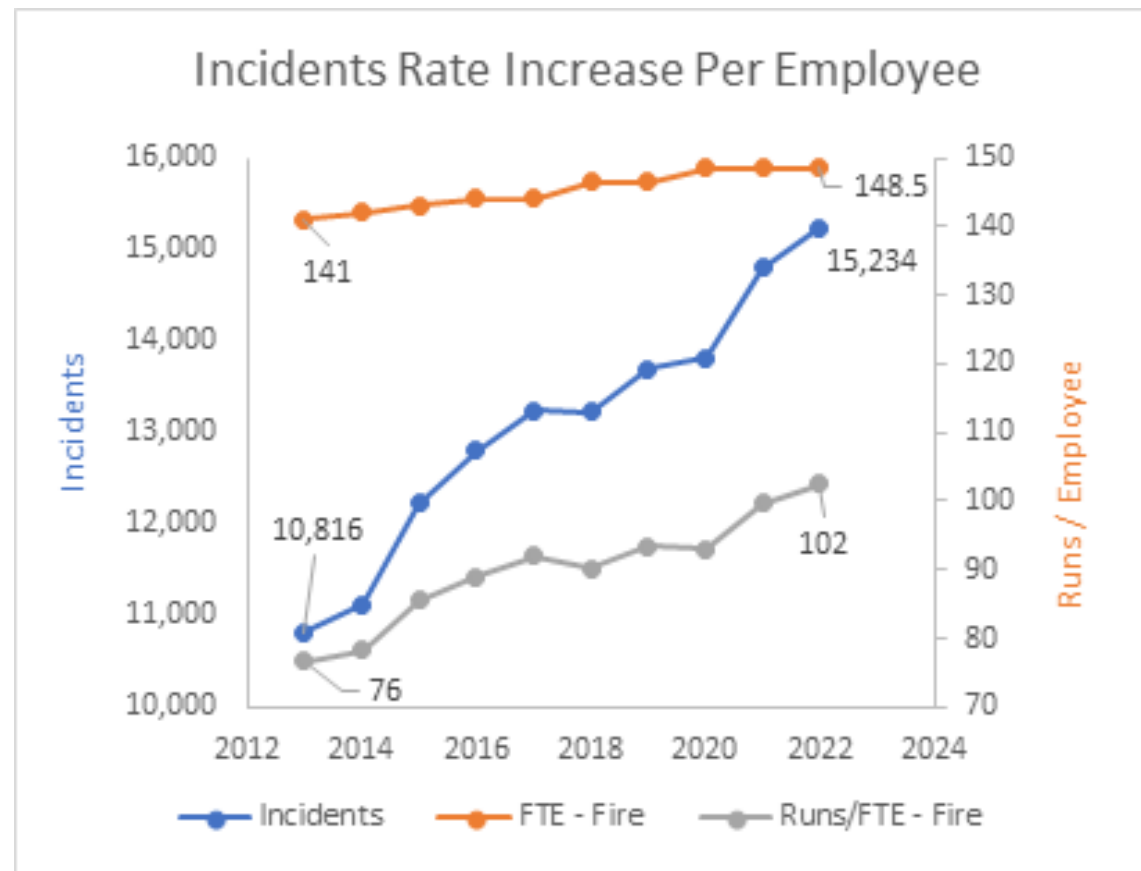
Recognizing importance of public safety

Public Safety Spending

City	Total
Duluth	44%
Minneapolis	46.67%
St. Paul	51.40%
Rochester	50.38%
St. Cloud	61.03%
Average:	51%

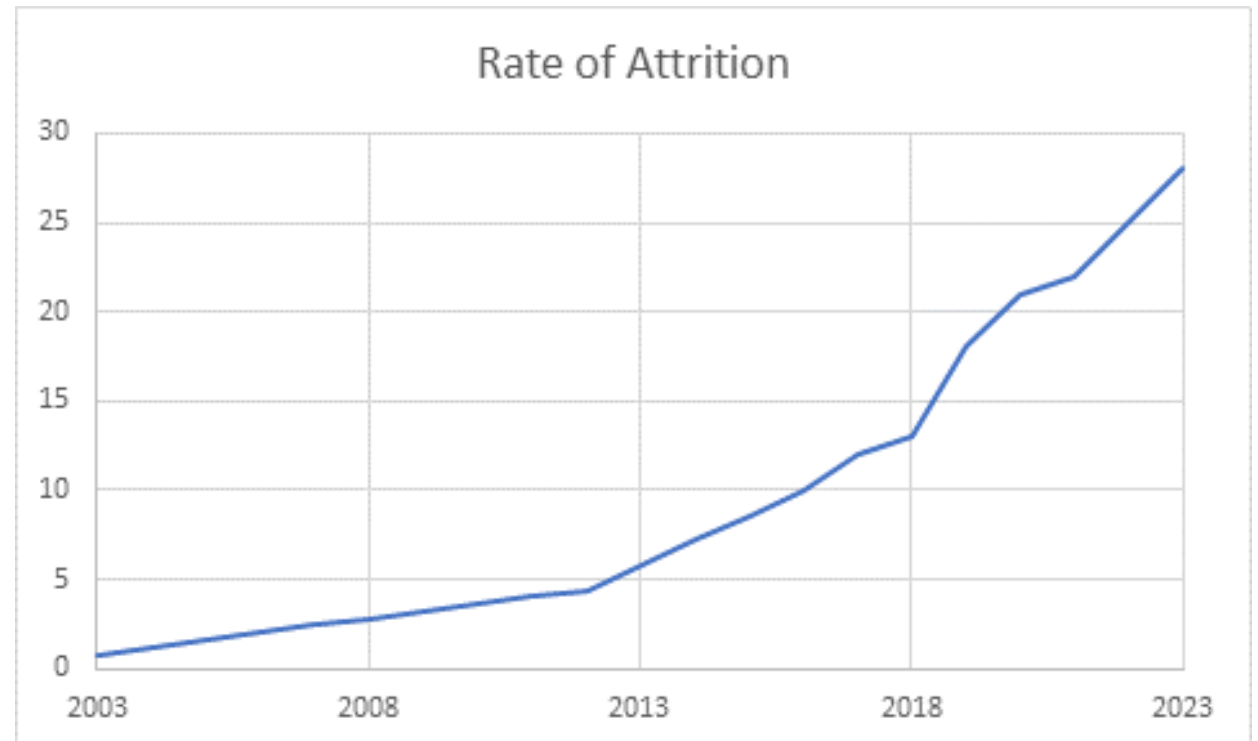
Call volume & staffing

- Past 10 years:
 - Call volume has increased by ~50%
 - Staffed employees have decreased by 1 position
 - Down 4 staffed rigs and 1 station



Turnover

- No longer competitive
- Stepping stone
- Was a “final destination” department
- Cost to onboard a new hire: \$20,000



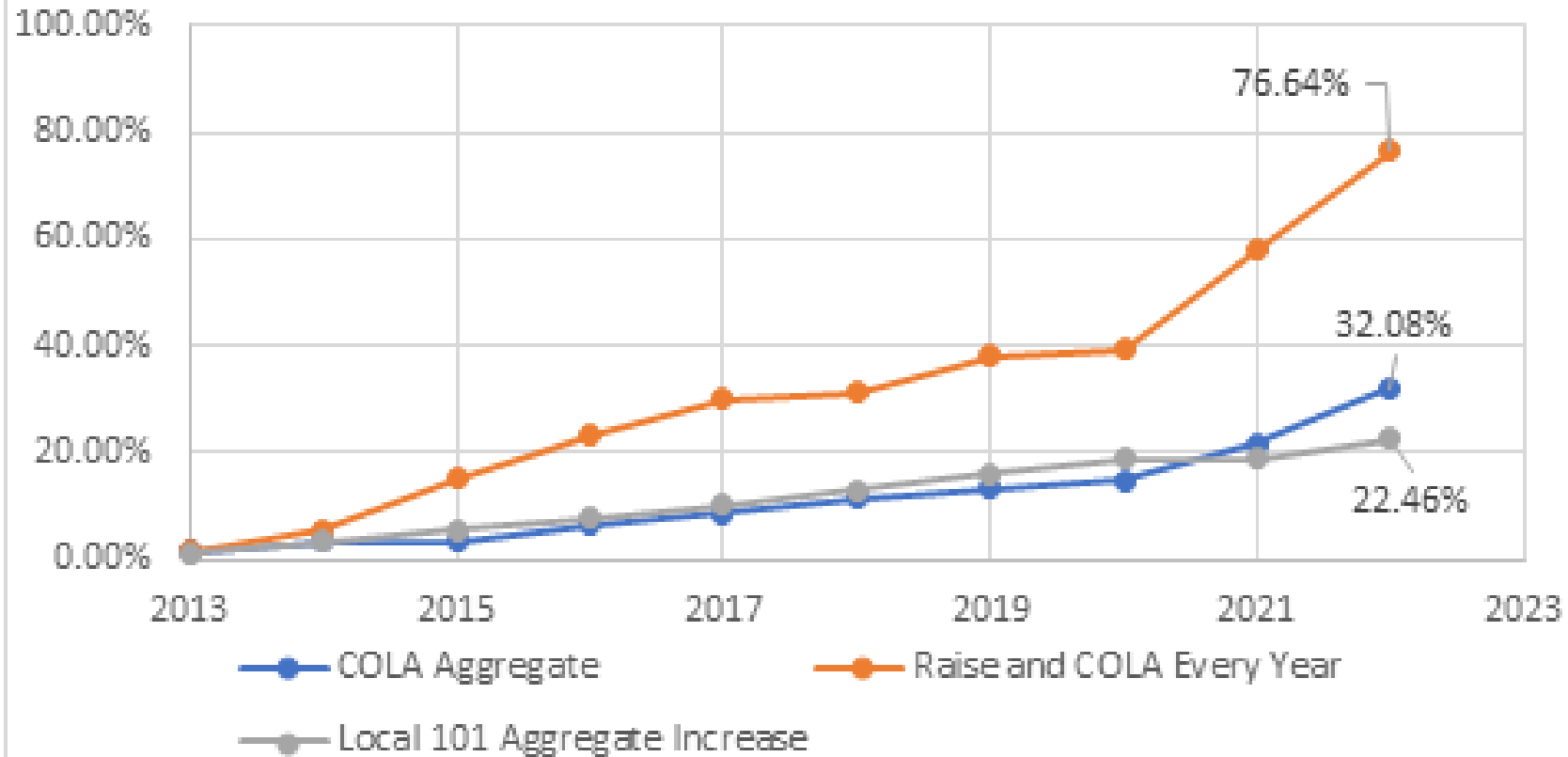
“If I thought Duluth was in the ballpark with pay, I would still be up there right now. Initially when the Chief here called me, I was going to turn down this job until I saw the pay scale so money was 100% what my decision was based on. FYI firefighter pay is something like 83k-103k.

Also, the pay steps were appealing. I get a raise 6 months, 1, 2, 3, 4, 5, 6 years then I think it's 10, 15 & 20. If I remember right, after 6 years, it's around 98k/yr so being able to come close to maxing out as a firefighter early on in your career.

Also, if you guys haven't looked into it, MAC (the airport) just negotiated a market adjustment and got an 18% raise.” –Jake Duax, former Duluth Firefighter



If 101 Had Earned Increases Commensurate with Workload



COLA comparisons

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	TOTAL
Private Sector	2.8	2.9	1.9	2.3	2.8	3.3	3	2.5	4.6	5.3	31.4
Police**	1.25	2	2	2.5	2.5	4	3	3	1	10	31.25
LELS**	1	2	2	2.5	2.5	2.5	2.5	2.5	0	10	27.5
COLA*	1.5	1.7	0	0.3	2	2.8	1.6	1.3	5.9	8.7	25.8
Fire	1.25	2	2.25	2	2.25	2.5	2.75	2.5	0	3	20.5

**Effective 1/1/23, market rate adjustment 8% + 2% raise

**WAGE COMPARISON AMONG
MINNESOTA PROFESSIONAL FIREFIGHTERS**

**STARTING PAY
December 31, 2022**

Rank	Department	Annual	Pct of Avg.
1	Oakdale	\$82,701	125.5%
2	Burnsville	\$80,839	122.7%
3	Richfield	\$78,328	118.9%
4	St. Louis Park	\$77,658	117.8%
5	Roseville	\$71,351	108.3%
6	MAC	\$70,053	106.3%
7	Maplewood*	\$68,597	104.1%
8	Minneapolis*	\$68,592	104.1%
9	Columbia Heights	\$68,519	104.0%
10	Plymouth	\$68,485	103.9%
11	Red Wing	\$67,486	102.4%
12	South Metro	\$66,819	101.4%
13	St. Paul	\$65,585	99.5%
14	Winona	\$64,625	98.1%
15	Rochester	\$63,942	97.0%
16	Albert Lea	\$62,880	95.4%
17	Austin	\$62,358	94.6%
18	Faribault	\$62,055	94.2%
19	Stillwater	\$61,701	93.6%
20	Mankato	\$61,464	93.3%
21	Brooklyn Park	\$60,948	92.5%
22	Virginia	\$60,035	91.1%
23	Edina	\$59,933	90.9%
24	Owatonna	\$59,755	90.7%
25	Coon Rapids*	\$59,654	90.5%
26	Fridley	\$59,288	90.0%
27	Bemidji*	\$57,767	87.7%
28	Duluth*	\$53,797	81.6%

AVERAGE \$65,901

* Not Settled - Assumes Average Increase of 2.84%

**WAGE COMPARISON AMONG
MINNESOTA PROFESSIONAL FIREFIGHTERS**

**AFTER 20 YEARS
December 31, 2022**

Rank	Department	Annual	Pct of Avg.
1	Oakdale	\$103,376	120.0%
2	Burnsville	\$100,821	117.0%
3	St. Louis Park	\$98,203	114.0%
4	Richfield	\$97,765	113.5%
5	Coon Rapids*	\$93,751	108.8%
6	Minneapolis*	\$93,354	108.4%
7	Maplewood*	\$91,899	106.7%
8	Roseville	\$91,676	106.4%
9	St. Paul	\$91,115	105.8%
10	Brooklyn Park	\$88,867	103.1%
11	Stillwater	\$88,144	102.3%
12	Plymouth	\$88,052	102.2%
13	South Metro	\$87,700	101.8%
14	Red Wing	\$86,445	100.3%
15	Edina	\$86,126	100.0%
16	Austin	\$86,011	99.8%
17	Rochester	\$85,223	98.9%
18	Faribault	\$83,895	97.4%
19	Mankato	\$81,848	95.0%
20	Columbia Heights	\$80,604	93.6%
21	MAC	\$80,296	93.2%
22	Winona	\$79,135	91.8%
23	Albert Lea	\$79,115	91.8%
24	Owatonna	\$77,671	90.1%
25	Duluth*	\$76,797	89.1%
26	Virginia	\$72,173	83.8%
27	Bemidji*	\$72,052	83.6%
28	Fridley	\$70,354	81.7%

AVERAGE \$86,160

* Not Settled - Assumes Average Increase of 2.84%

Source: Labor Agreements

Market Rate Adjustment is needed...

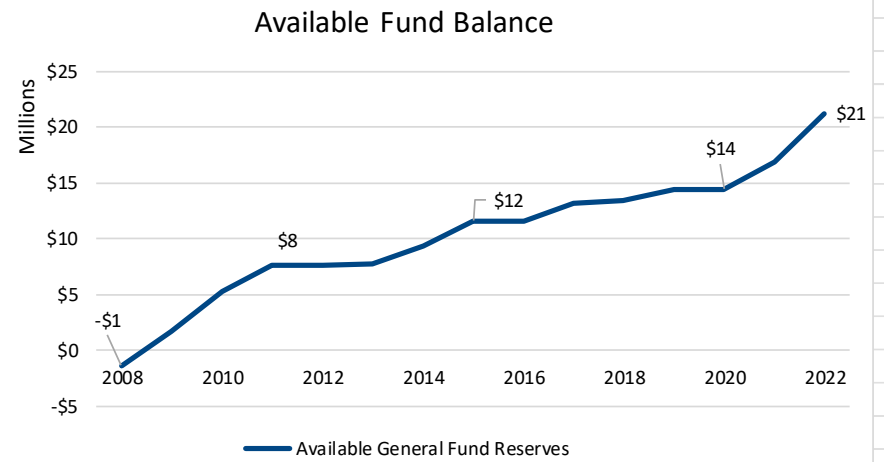


- DFD starting: \$53,797
 - 28th of 28
- Top: \$82,701
 - DFD: 35% below
- Third highest: \$78,328
 - DFD: 31.3% below
- Average MN starting: \$65,896
 - DFD: 18.4% below
- MN median starting: \$64,625
 - DFD: 16.75% below
- DPD pre-market rate adjustment starting: 25th/34
 - Below state median
- DPD post-market rate adjustment starting: 14th/34
 - Above median

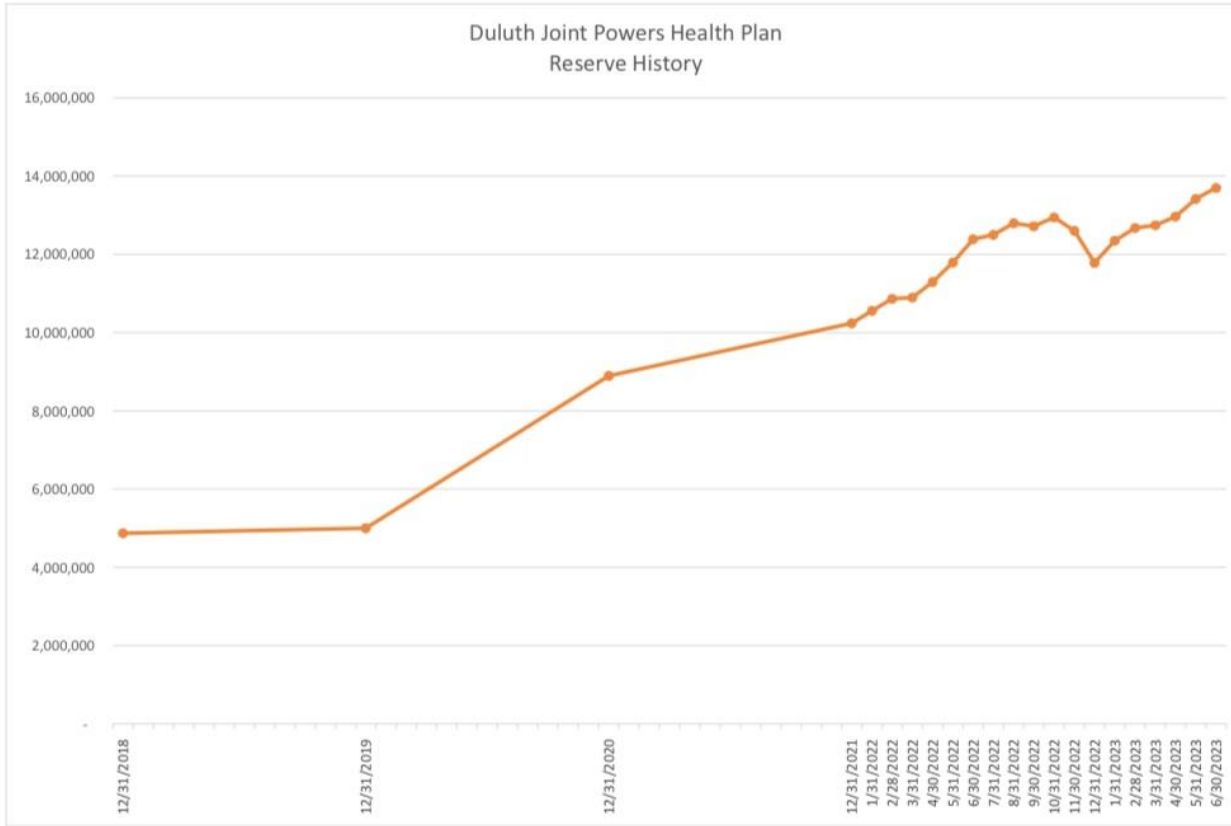
General Fund Reserves



Year	Total	Available General Fund Reserves			Total Available	
	Fund Balance	Fund Balance	Reserves 2021	Interfund loan to Golf	Interfund loan to Spirit Mt	Fund Balance
2005	4,874,982	3,338,224				3,338,224
2006	5,053,854	3,518,763				3,518,763
2007	1,614,027	1,086,913				1,086,913
2008	(1,019,594)	(1,345,024)		(802,362)		(2,147,386)
2009	2,399,447	1,739,174		(687,593)		1,051,581
2010	5,947,416	5,312,876		(820,223)		4,492,653
2011	8,256,192	7,664,417		(1,003,616)	-10,000	6,650,801
2012	8,710,176	7,587,726		(1,249,116)	-	6,338,610
2013	9,070,660	7,746,042		(1,469,559)	-600,000	5,676,483
2014	11,317,562	9,320,545		(1,607,815)	(1,200,000)	6,512,730
2015	13,873,762	11,624,121		(1,844,035)	(1,200,000)	8,580,086
2016	13,367,990	11,634,076		(2,019,584)	(1,200,000)	8,414,492
2017	15,606,803	13,190,484		(2,252,251)	(1,200,000)	9,738,233
2018	16,885,765	13,422,108		(2,363,113)	(1,200,000)	9,858,995
2019	17,689,159	14,437,169		(2,609,480)	(1,200,000)	10,627,689
2020	17,689,159	14,437,169		(2,609,480)	(1,200,000) #	10,627,689
2021	21,104,882	16,856,560	(3,825,600)	(2,590,408)	-	14,266,152
2022	25,596,208	21,256,399		(2,402,444)	-	18,853,955



Duluth Joint Powers Health Plan
Reserve History





Noah Schuchman
Chief Administrative Officer

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Duluth, Minnesota 55802



218-730-5039



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November 3, 2022

Adam Casillas
President
Local 101

Dear President Casillas:

On behalf of the administration, this letter serves as confirmation that - for the duration of this proposed labor agreement - in the event that the Duluth City Council specifically votes to include additional budgetary resources in the City's budget for the express purpose of a market adjustment for you and your members, the administration will move quickly to make that money available to Local 101 through an across the board increase to base wages of all bargaining unit positions.

Sincerely,

Noah Schuchman
Chief Administrative Officer

Cc: Stina LaPaugh, Lead Paralegal
Steve Hanke, Assistant City Attorney
Rebecca St. George, City Attorney
Matt Silverness, HR Manager
Ben VanTassel, Director of Administrative Services