

Office of the County Auditor

Auditor's Analysis

Council Bill No. 48-2025

Introduced: June 2, 2025

Auditor: Diane Zagorski

Fiscal Impact:

Council Bill (CB) 48-2025 requests updates to the Pay Plan for Fiscal Year (FY) 2026 that was approved in [CB34-2025](#) for management employees of the Department of Fire and Rescue Services (DFRS).

The fiscal impact for FY 2026 will be approximately \$57,000 to the County's Fire Fund. We reviewed the Administration's calculations and found them to be reasonable. These costs include the following:

Pay Type	Amount	Number of Employees	Total
Special Operations	\$250	21	\$5,250
Fire Marshal	250	4	1,000
Medical Duty Officer	4,000	6	24,000
Rapid Sequence Intubation	2,000	11	22,000
Language Fluency	1,250	4	5,000
Totals:		46	\$57,250

Source: DFRS

The proposed legislation removes references to an Emergency Medical Technician-Intermediate (EMT-I) and Cardiac Rescue Technician (CRT) designations, removes the Community Relations Unit Premium, and corrects a spelling error, which will have no direct fiscal impact. Other potential costs include \$153 for each foreign language fluency test. Although the number of additional employees can't be determined at this time, these costs should have a minimal impact.

Purpose:

This bill amends the specialty pay for management employees of DFRS to increase annual premium pay for Medical Duty Officers and increase annual base pay for Assistant Chiefs, Battalion Chiefs, and Fire Captains who are assigned to the Fire Marshal's Office, the regional search and rescue team, and/or the special operations team.

The legislation also proposes to offer an annual language fluency premium for management employees who are fluent in Spanish, Korean, Chinese, or other language with approval of the

Fire Chief and to offer an annual premium pay for management employees who are certified in Rapid Sequence Intubation (RPI).

Other Comments:

The Administration confirmed the proposed changes outlined in CB48-2025 were contingent on the ratification of the Local 2000 union contract, which occurred after the filing of the FY 2026 budget. As a result, these changes were not appropriated in the Department of Fire and Rescue Services' FY 2026 Operating Budget.

The Administration advised an amendment will be filed to correct the amount of the changes identified in CB48-2025. These aforementioned changes will take effect July 1, 2025.