

2015-2018 History of Chief Kinniry's Pay & Benefits

	General Fund	Shifts/Week	Annual Pay Rate	Extra Shifts (\$400/Day)	PTO Days	Housing Allowance	FICA (7.65%)	W/C (4.23%)	Health, Dental, Vision, and Disability	Retirement (25%)	Total Costs FOR Pay & Ben	Total Cash Only	Value of Accrued PTO
2015	Payments To Chief	3.5	\$52,400		14					\$13,100	\$112,804	\$65,500	-8 -\$3,200
	Payments For Chief				\$5,600	\$14,400	\$4,437	\$2,453	\$20,400				
2016 (Raise to \$55K Jun-Sep)	Payments To Chief	4	\$53,267		16	\$4,800				\$13,100	\$118,241	\$71,167	8 \$3,200
	Payments For Chief			UNKNOWN	\$6,400	\$9,600	\$4,932	\$2,727	\$20,400	\$3,000			
2017	Payments To Chief	4	\$60,000	\$8,400	21	\$14,400				\$15,000	\$139,479	\$97,800	18 \$7,200
	Payments For Chief			21	\$8,400		\$6,334	\$3,502	\$20,400	\$3,000			
PROPOSED 2018	Payments To Chief	4	\$55,000	\$8,400	21	\$14,400				\$13,750	\$132,635	\$91,550	28 \$11,200
	Payments For Chief			21	\$8,400		\$5,952	\$3,291	\$20,400	\$3,000			

Chief would make the same total cash as 2017, if he works 37 extra shifts (compared to 21 shifts last year) ... NOT THAT THE TREASURER RECOMMENDS THAT

- In 2015, there was NO PTO accrual process; the Chief lost at least 8 days PTO that wasn't taken under the old "use or lose" rules (losing \$3200, if valued at \$400/PTO day)
- In 2016, in addition to the PTO accrual of 8 days (valued at \$400/day), Chief was given benefit of \$400/day for ANY shift he worked that exceeded his 4 shifts/week
- Also in 2016, the Temporary Disability policy, paid for by the District at \$2400-\$3000/year was added (PTO accrual balances partly cover the waiting period of the policy)
- And also in 2016, the Chief's housing was converted from direct-paid to the landlord to a housing allowance, plus a \$2600 RAISE to cover the new/additional taxes
- In 2017, in addition to the ability for PTO accrual of 18 total days in the "bank" (valued at \$7,200 total), Chief worked 21 extra shifts valued at \$8,400
- Also in 2017, PTO days were expanded from 16 days to 21 days (an increase valued at \$2000 at \$400/day)
- And in 2017, the Board approved a \$5000 raise plus \$1250 increase in retirement contribution DURING THE FIRST HALF OF THE CHIEF'S PROBATION PERIOD
- Lastly, the Board provided funding in the FY17 budget for the Chief to extend his certification to at least Fire Officer II that wasn't used (currently has Fire Officer I in 2013)
- The Board evaluations of Chief's Performance since contract signing in Jul 2017 were deemed an overall "B" (Fry's written eval was 82% or a C+/B-, meaning "Satisfactory")

The Board has provided the same funding in the FY18 budget for the Chief to extend his certification to at least Fire Officer II (meets standard) or Chief Officer I (exceeds standard) that provides additional management training that Chief desperately needs

- Fry has tried MANY different methods to highlight how out of control salary & retirement was in FY17 but apparently STILL hasn't found a format that clearly depicts that
- The Board decided at the 30 Sep 2017 Final Budget Hearing for FY18 to treat the FY17 raise (\$5000 in compensation and \$1250 in retirement) as a one-time bonus .. that might have been defensible at the time ... for his work as Acting Chief from Aug 2015-Mar 2016
- Comparing our District's pay & benefits to ANY other District MAKES NO SENSE (we aren't similar in type staffing, # stations, union contracts, certifications, etc.)
- The best indication of a FAIR COMPENSATION PACKAGE was that the Chief and the Board signed a first-ever written contract in May 2016 (with a 17-month probation period)
- If the Chief desired a large permanent pay raise in 2016/2017, he should have applied for the vacant Deputy Chief position at Matlacha/Pine Island!