

Subject: Swiftwater Rescue Team Premium Pay

**FY 2023 Proposed Budget
Budget Work Session Follow-up**

3/18/2022

The following information is provided in response to a request made by Ms. Cristol at the work session on 03/01/2022, regarding the following question:

What would the cost be to extend specialty team premium pay to the Swiftwater Rescue Team members?

Adding a premium pay for the Swiftwater Rescue team would cost approximately \$80,000 with the premium set at the same level as those for the Technical Rescue and Hazmat teams. That estimate includes not only an amount based on standard hours but also an allowance for some overtime hours and includes benefit costs.

On the Technical Rescue and Hazmat teams, technicians receive premiums of \$0.70 per hour, while specialists receive \$1.40 per hour. At those levels, a technician level member of the Swiftwater Rescue team would receive approximately \$1,500 in the new premium annually while a specialist would receive approximately \$2,900 annually. These annual estimates are based on the standard working hours for a shift employee; the annual amount per employee is subject to the numbers of hours worked so it will vary depending on overtime.

The Swiftwater Rescue team typically has up to twenty-two technician positions and eleven specialist positions. Technicians are required to have 142 hours of certification classes; specialists are boat operators who receive an additional 35 hours of training.

Only some of our neighboring jurisdictions offer premium pay for Swiftwater Rescue teams:

Jurisdiction	Premium
Alexandria	3% paid as an hourly rate
Fairfax	None
Prince William	None
Loudoun	\$1,500/year