



Since 1940

PROFESSIONAL FIRE FIGHTERS of DURHAM

Local 668 • *International Association of Fire Fighters*

March 18th, 2024

Durham's Professional Firefighters are grateful that the City is taking a close look at employee pay. However, the full data and results of the study have yet to be released. Despite multiple Freedom of Information Act requests, we have seen only a handful of preliminary numbers from Logic Compensation Group's study.

The preliminary starting firefighter pay number released by Logic Compensation Group would mean that Durham firefighters would still fall significantly behind the new Durham Livable Wage for FY24-25 of \$19.58 per hour.

At present time, over 100 Durham firefighters are paid below the Durham Livable Wage on an hourly basis, due to our unique schedule (we work an average of 56 hours per week). From 2003 to 2017, Durham firefighters did receive the Durham Livable Wage on an hourly basis, or very close to it. Since 2017, we have fallen steadily behind, and we have unprecedented attrition to show for it.

This devaluation of our firefighters' time is not acceptable. Local 668 is asking the council to compensate firefighters at the livable wage for every hour that we work.

The results and successful implementation of this pay study will be make or break for many of our members. We lost 47 firefighters in 2023. We have members with over a decade of experience in the Durham Fire Department leaving for neighboring departments that offer superior benefits and they barely even have to take a pay cut due to how far behind we are here in Durham.

We urge the City Council to help build back a stronger Durham Fire Department by paying us the livable wage for every hour that we work.

Respectfully,

Local 668 Executive Board