



Chapel Hill Firefighters' Association
IAFF Local 2580

Additional Materials-Item #1

PO Box 16223
Chapel Hill, NC 27516

www.local2580.com

May 8, 2018

Mayor and Council Members,

First, I would like to thank you for everything you do for the Fire Department and the employees of the Town of Chapel Hill.

I am writing you in reference to this year's budget approval. There is a benefit available within the Town that the Fire Department does not receive. We have asked our Administration for a degree incentive for several years. During budget preparation, it was included in our proposed budget. The line item was then removed when it reached Town Hall.

A department with the degree incentive has found it helps with recruitment, promotes higher education and also allows personnel to earn extra income. The Town has demonstrated a vested interest in attracting quality candidates and improving the knowledge, skills and abilities of its employees. Today's leadership positions increasingly require some college credits &/or a degree.

Our Town values emphasize Equity: "Although we may hold different roles in the organization, we all work toward the common goal of serving the Town and the Town's residents and customers. Therefore, we seek and support policies and actions that are administered consistently and fairly to everyone regardless of rank, tenure or personal background."

With consideration to the context of this important value, I urge you to add this benefit to the entire Town's benefit package. Although I would not personally benefit, I clearly see its potential value. Employees have requested degree pay and waited patiently year after year... routinely being told, "Wait until next year" or "It has been removed again." Our people are our most important asset for providing a safe, clean and equitable community. Please make the degree incentive a priority in the 2018-2019 budget year.

Again, I thank you for all the work you do and look forward to hearing from you.

Sincerely,

Ricky Cherry

Chapel Hill Fire Fighters' Association, President