

## *Very Encouraging News!*

President Dugan and the Executive Board met today with members of the department's Senior Staff and Human Resources team to discuss the final plans on step compression. Acknowledging the long overdue correction, the Department has vowed to complete all outstanding step compression issues by the end of November and have the retro checks in the hands of our members by Christmas.

After waiting numerous months for DCHR, the uncompleted project was taken over by the Fire Department's HR team. The first step was to develop a formula to implement the compression. With that complete and all changes done by DCHR identified, each member's payroll information was reviewed and calculated manually. Additionally, the department is also working to develop a program that will provide a method to check the process and calculate future steps as a member progresses through their career.

Again, the department has vowed to see this project through to completion before the year is out.