



STAFF REPORT

DATE: July 19, 2016

CONSENT

ITEM #: 9

MOTION

TO: Mayor and City Council

FROM: Kristina Handt, City Administrator

REVIEWED BY: Chief Greg Malmquist, Fire Chief

Cathy Bendel, Finance Director

AGENDA ITEM: 2016 Paid On Call Firefighter Pay Increases

BACKGROUND:

Typically, in the past the paid on call firefighters have received the same base percentage increase as other City employees. It was an oversight that staff failed to include them in the previous pay increases presented to Council.

ISSUE BEFORE COUNCIL:

Should the proposed wage increases be approved for the City of Lake Elmo paid on call firefighters?

PROPOSAL DETAILS/ANALYSIS:

Attached is an updated pay rate sheet for our paid on call firefighters. These rates represent a 5.5% increase over current rates. Firefighters are paid monthly so staff is proposing the attached pay rates go into effect for July.

FISCAL IMPACT:

The 2016 budget contains \$20,000 for wage adjustments. \$6,709.63 was allocated during the four previous wage adjustments. This increase will have an impact of about \$2,500 for the rest of 2016 assuming an average number of calls.

OPTIONS:

- 1) Approve the pay adjustments as presented
- 2) Approve different pay adjustments
- 3) Do not approve any pay adjustments

RECOMMENDATION:

If removed from the consent agenda:

Motion to approve the 2016 paid on call firefighter pay adjustments as presented.

RATES OF PAY

- **CALL PAY = \$12.81/hr**
 - Certified EMT's shall receive an additional \$1.11 per hour.
 - ⊖ Certified ENGINEERS shall receive an additional \$1.11 per hour.
 - ⊖ Officers shall receive an additional \$1.11 per hour.

- **TRAINING and MEETING PAY = \$11.70/hr.**
 - Probationary Incentive Pay = \$551.50

- **OFFICERS PAY =**
 - ASSISTANT CHIEF (1) - \$2349.83/year
 - CAPTAINS (4) - \$1567.99/year
 - LIEUTENANTS (2) - \$784.00/year

- **DUTY CREW/STANDBY PAY - \$2.20 per hour.**

	<u>BASED ON YEAREND PERCENTAGE TOTALS</u>	
YEAR END INCENTIVE PAY	26% - Less than 31% = \$441.20 31% - Less than 41% = \$496.36 41% - Less than 51% = \$579.62	51% - Less than 61% = \$634.77 61% - Less than 71% = \$716.96 71% & ABOVE = \$827.26

PAY RATES EFFECTIVE JULY 1, 2016