



STAFF REPORT

DATE: September 19, 2017

CONSENT

ITEM #:

TO: City Council

FROM: Greg Malmquist, Fire Chief

AGENDA ITEM: Updating of the "RATES OF PAY" Attachment to Lake Elmo Fire Department Policy #03-103, COMPENSATION

REVIEWED BY: Kristina Handt, City Administrator

BACKGROUND:

With the addition of Part Time Firfighters to the Lake Elmo Fire Department, it became necessary to include the pay on the RATES OF PAY sheet in the Policy. We have also done some additional updates by adding language identifying rates specific to POC (Paid On Call).

The addition of the Part Time Firefighters on weekends, generated discussion among the Fire Department Officers as to how best to continue with, and encourage our Duty Officer response. Here is the language we came up with that adds the Call Credit only:

DUTY OFFICERS

WEEKEND RESPONSE – Continue to respond on an availability basis. When responding during the DUTY CREW window of 6AM – 6 PM, the Duty Officer would receive Call Pay and one Call Credit for each response.

OFFICERS WOULD NOW BE REQUIRED TO MAINTAIN 35% OF ALL CALLS TO REMAIN AN OFFICER.

ALL PAID ON CALL PERSONNEL WOULD STILL NEED TO MAINTAIN 25% RESPONSE TO ALL CALLS TO BE IN GOOD STANDING

ISSUE BEFORE COUNCIL:

Approve the updated RATES OF PAY sheet to more accurately reflect the current pay structure.

PROPOSAL DETAILS/ANALYSIS:

Staff is recommending the Council approve the updated RATES OF PAY sheet to be included with Policy #03-103 COMPENSATION. Changes are highlighted in yellow.

FISCAL IMPACT:

No additional pay, Officers are now receiving a "Call Credit" they did not receive prior.

OPTIONS:

- 1) Approve RATES OF PAY sheet
- 2) Do not approve RATES OF PAY sheet.

RECOMMENDATION:

If removed from consent agenda:

Motion to approve the RATES OF PAY sheet to be included in the Lake Elmo Fire Department Policy 303-103, COMPENSATION.

ATTACHMENTS:

RATES OF PAY sheet.

RATES OF PAY

PAID ON CALL

- CALL PAY = \$13.07/hr
 - Certified EMT's shall receive an additional \$1.13 per hour.
 - Certified ENGINEERS shall receive an additional \$1.13 per hour.
 - Officers shall receive an additional \$1.13 per hour.
- TRAINING and MEETING PAY = \$11.93/hr.
 - Probationary Incentive Pay = \$562.53
- OFFICERS PAY =
 - ASSISTANT CHIEF (1) - \$2396.83/year
 - CAPTAINS (4) - \$1599.35/year
 - LIEUTENANTS (2) - \$799.68/year
- DUTY CREW/STANDBY PAY - \$2.24 per hour.
- DUTY OFFICERS
 - WEEKEND RESPONSE - When responding during the DUTY CREW window of 6AM - 6 PM, the Duty Officer would receive Call Pay and one Call Credit for each response.

BASED ON YEAREND PERCENTAGE TOTALS

YEAR END INCENTIVE PAY	26% - Less than 31% = \$451.02	51% - Less than 61% = \$647.47
	31% - Less than 41% = \$506.29	61% - Less than 71% = \$731.30
	41% - Less than 51% = \$591.21	71% & ABOVE = \$843.81

PAY RATES EFFECTIVE SEPTEMBER 20, 2017