



## STAFF REPORT

DATE: December 5, 2023

## **CONSENT**

**TO:** Mayor and City Council

**FROM:** Karissa Goers, Administrative Services Director

**REVIEWED BY:** Dustin Kalis, Fire Chief

**AGENDA ITEM:** 2024 Paid on Call Firefighter Pay Increases

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### **BACKGROUND:**

As a best practice, it is recommended that staff review the wages and rates for our paid-on-call firefighters annually and make recommendations for the upcoming year.

### **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 a memo from Chief Kalis outlining the proposed 2024 rates.

The 2024 rates reflect an increase of 3.0% above the 2023 rates.

With our new combined department scheduling capacity, EMS responder stand-by and stand-by from home pay have been eliminated.

The proposed rates allow the city to remain competitive in the market.

### **FISCAL IMPACT:**

The increase in hourly rates is provided for in the proposed 2024 budget estimates.

### **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 2024 paid on call firefighter pay rates as presented.**

### **ATTACHMENT:**

- 12/06/2023 memo

# Lake Elmo Fire Department

## Memorandum



To: Fire Department Staff

From: Dustin Kalis, Fire Chief

Date: 12/06/2023

Re: 2024 Fire Department Paid On Call Pay Rates

### Fire Department Paid on Call Pay Rates

- Operations have changed due to response and staffing structure.
- Planning is based on current and proposed 2024 staffing structure.
- Timing of future pay rate adjustments would coincide with city pay rate market adjustments.
- Updated fire department pay rates go into effect January 1, 2024.

Goals for the updated 2024 pay rates:

- Coincide with market rate pay adjustments for other city employees.
- Keep our pay rates competitive as the fire service in our area continues to change. These rates play an important role in our recruitment and retention of high-quality staff.

### FD Paid-on-Call (POC) Rates

<u>FD Paid-on-Call (POC) Rates</u>	<u>2023</u>	<u>2024</u>
Captain	\$ 18.68	\$ 19.24
Lieutenant	\$ 18.18	\$ 18.73
Engineer/EMT	\$ 17.68	\$ 18.21
Firefighter	\$ 16.35	\$ 16.84
Probation	\$ 14.23	\$ 14.66
Part Time Firefighter*	\$ 17.99	\$ 18.53
Support Services	\$ 10.59	\$ 10.85
Holiday Duty Shift Coverage	1.5 x hourly rate	
(*Rate maintained for last remaining PT position)		

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