



PUBLIC SAFETY COMMITTEE

AGENDA

December 7, 2020

4:00 pm

Lake Elmo City Hall

Due to the Corona Virus pandemic and the State of Emergency, the City will be conducting the City Council meeting and public hearings telephonically or by other electronic means. The City Council Chambers will not be open to the public. The City will be broadcasting the meeting via our normal link on the City website - www.lakeelmo.org.

- To access the meeting via GoToWebinar: Use www.gotomeeting.com and select "join". Enter webinar ID 624-450-683
- To access the meeting via telephone: (415) 655-0052, when prompted enter access code 307-371-078

1. Call Meeting to Order
2. Fire Department Updates – Fire Chief Dustin Kalis
 - a. 2021 Fire Department Pay Rates
 - b. Staffing Update
3. Sherriff Department Updates – Sgt. Tim Harris
 - a. Department Update
 - b. Old Business /Action Items
4. City Committee Appointments
5. Next Meeting: TBD
6. Adjourn



STAFF REPORT

DATE: December 7, 2020

TO: Public Safety Committee

FROM: Dustin Kalis, Fire Chief

AGENDA ITEM: Updating of the 2021 Fire Department Paid-On-Call Pay Rates

REVIEWED BY: Kristina Handt, City Administrator

BACKGROUND:

Fire Department staff was directed to reevaluate the current fire department paid on call pay rate structure and provide recommendations to the City Administrator.

ISSUE BEFORE COMMITTEE:

Should the Public Safety Committee approve the 2021 paid on call pay rates as recommended by staff?

PROPOSAL DETAILS/ANALYSIS:

Fire Department staff has reviewed our pay rates and compared them to neighboring departments. Though fire department pay structures vary greatly, our updated pay rates stay in line with our neighboring departments with some rates slightly above average. Our new pay rate structure bases the pay rate on department rank and training. We have removed incentive pay for probation firefighters and the year-end incentive pay for all staff.

FISCAL IMPACT:

The increases to pay rates will be offset by the removal of the probation incentive pay and year-end incentive pay. Additional savings will allow the department to reallocate payroll dollars towards other response programs and additional duty crew staffing needs.

OPTIONS:

- Approve the updated 2021 fire department pay rates as submitted.
- Do not approve update to pay rates.

ATTACHMENTS:

- Proposed 2021 Fire Department Pay Rates
- 2020 Fire Department Pay Rates

Lake Elmo Fire Department

Memorandum

To: Fire Department Staff
From: Dustin Kalis, Fire Chief
Date: 12/3/2020
Re: 2021 Fire Department Paid-On-Call Pay Rates



Below are the proposed Fire Department pay rates for 2021. These rates will be effective January 1, 2021.

2021 Hourly Pay Rates

Officer	\$16.25
Engineer / EMT	\$15.25
Firefighter	\$14.00
Probation	\$12.00
Support Services	\$10.08
Substitute Firefighter	\$17.99
EMS Responder Stand-By	\$5.00
Duty Crew Stand-By	\$2.50

Annual Officer Stipend

Assistant Fire Chief	\$2,513.22
Captain	\$1,677.02
Lieutenant	\$838.51

2020 FIRE DEPT RATES OF PAY

- HOURLY PAY = \$13.70/hr.
- Certified EMT's shall receive an additional \$1.18 per hour.
- ⊖ Certified ENGINEERS shall receive an additional \$1.18 per hour.
- ⊖ Officers shall receive an additional \$1.18 per hour.

- Probationary Incentive Pay = \$589.85

- OFFICERS PAY =
 - ASSISTANT CHIEF (1) - \$2513.22/year
 - CAPTAINS (4) - \$1677.02/year
 - LIEUTENANTS (2) - \$838.51/year

- DUTY CREW/STANDBY PAY - \$2.34 per hour.

	<u>BASED ON YEAREND PERCENTAGE TOTALS</u>	
YEAR END INCENTIVE PAY	26% - Less than 31% = \$472.92	51% - Less than 61% = \$678.91
	31% - Less than 41% = \$530.88	61% - Less than 71% = \$766.82
	41% - Less than 51% = \$619.91	71% & ABOVE = \$884.79

- Part Time Shifts = \$17.99/hr
- Substitute Firefighter = \$17.99/hr

PAY RATES EFFECTIVE JULY 1, 2020