



**ARLINGTON FIRE DEPARTMENT COMMITTEE
MEETING AGENDA
CITY COUNCIL CHAMBERS
SEPTEMBER 1, 2021 AT 5:30 PM**

1. Call meeting to order and Pledge of Allegiance
2. Discussion on FD pay
 - Comparison to Ambulance
 - Comparison to other Fire Departments
Municipal vs Association run FD
3. Discussion on request to increase benefit level to \$1,800
4. Any other discussion items

ADJOURNMENT

**NO OFFICAL BUSINESS WILL BE CONDUCTED AT THIS
MEETING THE MEETING IS FOR DISCUSSION PURPOSES ONLY**

Fire and Ambulance Retention Pay

Fire

Ambulance

Pension required by State Statute

Pension not required

City set annual benefit level for firefighters at \$1,700
(used to calculate retirement amount)

City received \$27,399 in State Aid in 2020 which goes into
pension fund
City approved an additional \$140.50/firefighter contribution

Paid Training

Paid training

\$500 sign-on bonus

no sign-on bonus

\$12.50/call

\$17.00/call

On-Call \$0

On-Call \$6.25/hour

Longevity pay:

Longevity pay:

\$600 for 10-15 years (annual
payments)

\$3,000 after 5 years (1 time)

\$1,200 15+ years (annual
payments)

\$3,000 after 10 years (1 time)

\$4,000 after 15 years (1 time)

\$5,000 after 20 years (1 time)

\$5,000 after 25 years (1 time)

Must respond to 20% of calls

Must work 800 hours

Fire Calls 2019

Ambulance Calls 2019

60

459

Fire Calls
2020

Ambulance Calls 2020

51

416

Fire Call Revenue in 2019

Ambulance Call Revenue 2019

\$9,644

\$301,322

Fire Call Revenue in
2020

\$1,950

Ambulance Call Revenue in
2020 (Test merger w/ Gaylord)

\$233,017

2017
conversation

Research on Fire Department's Recommendations for Recruitment & Retention

1) **New Firefighters receive a \$500 sign-on bonus after finishing firefighter and EMR Class**

We had three new firefighters join in late 2016. This could result in a \$1,500 expense. We have 26 active members (as of 2/9/17). In the 2017 budget, we budgeted as if we have a full 30 member crew, therefore if paid this year, there would be no impact on the budget. However, Chief Zaske commented that the bonus wouldn't be paid out until 2020 at the earliest, if approved.

2) **Firefighters to be compensated at the same hourly pay as Ambulance \$12.50**

Currently, Firefighters are paid \$10/call. The increase would increase the payroll expenditures by \$5,565. (Based on a full crew of 30 members, average of 2,226 call hours.)

This would increase the Township's per section rate by \$6.20/section. The City's portion would increase \$1,213, reflecting a .15% increase in the levy.

3) **Increase the current relief from \$1,300 to \$1,600 (same as Gaylord)**

For the current budget year, increasing the pension would not affect the 2017 budget. The market dictates the health of the Fire Relief Fund. The City is obligated to cover the funds within the fund as if all of the firefighters were to withdraw their pension at the same time. Therefore, if the market does not continue to do well, the City would be required to cover the shortfall in 2017, or any year thereafter just as we had to in 2010, 2011 and 2013. (Unbudgeted Required Payments: 2010 - \$22,789, 2011 - \$18,863, 2013 - \$7,951)

Gaylord City Council approved increases: \$1,450 (2015), \$1,550 (2016), \$1,600 (2017), \$1,650 (2018), \$1,700 (2019)

4) **10-15 years of service receive a \$50 comp draw off their utility bill. Over 15 years of service receive a \$100 comp draw off their utility bill. (Must be active and current with calls, training and meetings)**

I contacted other cities (via ListServe) to inquire on which other cities offer a utility discount. No city admitted to giving the discount, and the League of MN Cities chimed in:

The state auditor's office takes a decidedly dim view of this idea. It finds no specific authority allowing discounts to city employees because of their status as city employees. For example, these discounts for city employees have been found to violate, or likely violate, the law:

- On merchandise sold at a city owned golf shop
- On rounds of golf
- On liquor sold at a municipal liquor store.

The League recommended:

One idea that a number of cities are using or exploring is the [Statewide Volunteer Retirement Program](#), which allows firefighters to serve as volunteers and keep their pensions no matter where the move in the state.

**Arlington Fire Department
2022 Fixed Wages**

Chief	\$1,400.00
1st Asst. Chief	\$700.00
2nd Asst. Chief	\$400.00
Secretary/Treasurer	\$600.00
Safety/Training	\$300.00
Safety/Training	\$300.00
Air pack Service	\$300.00
Air pack Service	\$300.00
Incentive Pay	\$18,000.00
Signing Bonus Pay	\$0.00
Total	\$22,300.00

Firefighter

Entry Date

2020 Firefighter Payroll

Firefighter	Entry Date		YEAR 2021	YEAR 2022
Haggenmiller, Tim	3/1/1988	\$1,200.00	\$1,200.00	\$1,200.00
Zaske, John	12/2/1991	\$1,200.00	\$1,200.00	\$1,200.00
Dressen, Keith	1/1/1995	\$1,200.00	\$1,200.00	\$1,200.00
Otto, Jeff	9/1/1995	\$1,200.00	\$1,200.00	\$1,200.00
Soeffker, James	1/1/1996	\$1,200.00	\$1,200.00	\$1,200.00
Soeffker, Paul	1/1/1996	\$1,200.00	\$1,200.00	\$1,200.00
Schmidt, Rick	4/1/1997	\$1,200.00	\$1,200.00	\$1,200.00
Ling, Curtis	3/1/1998	\$1,200.00	\$0.00 Retired mid-2021	\$1,200.00
Otto, Jennifer	1/1/1999	\$1,200.00	\$1,200.00	\$1,200.00
Zaske, Roberta	1/1/1999	\$1,200.00	\$1,200.00	\$1,200.00
Bening, Grant	1/1/2000	\$1,200.00	\$0.00 Retired early 2021	\$1,200.00
Carpenter, Chad	1/1/2001	\$1,200.00	\$1,200.00	\$1,200.00
Mackenthun, Doug	1/1/2001	\$1,200.00	\$1,200.00	\$1,200.00
Carpenter, Corey	1/1/2003	\$1,200.00	\$1,200.00	\$1,200.00
Otto, Jeremy	10/5/2005	\$1,200.00	\$1,200.00	\$1,200.00
Pomplun, Tom	10/5/2005	\$1,200.00	\$1,200.00	\$1,200.00
Geib, Luke	4/25/2009	Resigned	\$1,200.00	\$1,200.00
Voigt, Tony	4/25/2009	Resigned		
Haggenmiller, Spencer	3/14/2013			\$600.00 ??
Rose, Jon	3/14/2013			\$600.00 ??
Holmquist, Neil	1/6/2014			
Henke, Ethan	12/28/2015			
Wisch, Aaron	12/28/2015			
Kingelhut, James	1/1/2017			
Otto, Trevor	1/1/2017			
Benjamin, Ryan	1/1/2019	\$500.00	\$500.00	Projected
Grey, Howard	1/1/2019	\$500.00	\$500.00	Projected
Liffin, Jason	1/1/2019	\$500.00	\$500.00	Projected
Pedraza, Ali	1/1/2019	\$500.00	\$500.00	Projected
Sutton, Michael	1/1/2019			
Aguilera, Joseph	2020			
<u>Combined Bonus Pay - December 2020</u>		\$20,700.00	\$17,800.00 2021 Bonus	\$18,000.00 2022 Bonus

15+ Years of Service

15+ Years of Service

Per John Z.
12/16/20

YEAR 2021

YEAR 2022

Signing Bonus
Signing Bonus

\$500.00
\$500.00

Projected
Projected

2021 Bonus

2022 Bonus

Arlington (30)

2020 City set annual benefit level for firefighters at \$1,750 (used to calculate retirement amount)

City received \$27,399 in State Aid in 2020 which goes into pension fund

City approved an additional \$144.75/firefighter contribution Paid Training

\$500 sign-on bonus

\$12.50/call

Longevity pay:

\$600 for 10-15 years (annual payments)

\$1,200 15+ years (annual payments)

Must respond to 20% of calls

Glencoe(40)

Retirement benefit level of \$3,000

No additional payments

\$0/call

No longevity/incentive pay

we do annual reviews and there is a matrix of 20% call responses, 80% of meetings and then truck training.

After the review it is determined if they are in good standing and get credit for the year of service.

Fairfax (9-10)

PERA retirement

No paid training

\$18.00/call

No longevity/incentive pay

Must respond to 30% of calls

Le Sueur (24)

Annual benefit level of \$5,000 per year of service

\$14.50/call

No additional pay

No longevity/incentive pay

No % of call requirements

New Germany (26)

Benefits level of \$2,800 PERA

\$5.00/call training, \$10.00/call

No longevity/incentive pay

Must respond to 25% of calls

Gaylord (28)

Annual benefit level of \$1,700

Additional \$200.00/firefighter contribution

\$16.00/hour for calls

No longevity/incentive pay

Must respond to 60% of calls

Lester Prairie (30)

Annual benefit level of \$1,300
No longevity/incentive pay
\$0 for calls

Red Wing (30) – this is a combined ambulance/fire, respond to 3,000 medical calls per year

Benefit level of \$7,500
No longevity/incentive pay
\$11-\$12 per hour for calls

Green Isle (18-20)

Benefit level is \$1,600
No longevity/incentive pay
\$5.00 per call/training
Must respond to 25% of calls

Winthrop (24)

PERA unsure of level
No longevity/incentive pay
\$20.00/call
Unsure of %

Cities of Nicollet, Le Center and Henderson are separate from the Cities and run through the Associations. Cities are all very happy with this arrangement.

Associations take care of everything. They bill the Cities a certain percentage. For example, City of Nicollet is billed 26%, City of Henderson 45%/50%.

Fire Dept - Secure Helipad

Time of Day	Date	#	Members	pd hours
21:37	5/29/20	# 20-14	17 members	21.25 pd hours
22:29	7/21/20?	# 20-22	13 members	13 pd hours
17:25	8/4/20	# 20-25	10 members	10 pd hours
5:30	9/9/20	# 20-32	6 members	9 pd hours
21:48	9/18/20	# 20-34	14 members	17.5 pd hours

@ \$1250/hr.
+ sec. sec. med.

⇒ \$13,460/hr.
p/R costs

Bill RSMC \$150.⁰⁰/event

2/2/21

Assn run FD.



NICOLLET FIREMEN'S RELIEF ASSOCIATION

BOX 427 • NICOLLET, MINNESOTA 56074

FIRE PHONE 911 OR 931-1570

firefighters receive no pay for calls.

Dear Patron,

This is the time of year that The Nicollet Volunteer Fire Department holds their annual fundraiser. We are asking each of our patrons to send a donation, in the return envelope provided, to the Nicollet Volunteer Fire Department. The monies received will go toward purchasing items not specifically budgeted for. In the past year, through your generous donations and donations from the Nicollet Conservation Club, The Nicollet Lions Club and the Greater Nicollet Area Community Foundation, we have been able to purchase a UTV to use for fire suppression and rescue calls. This new piece of equipment should be arriving this month.

We will be holding a dance this year on September 11th at the Nicollet Fire Hall. This date is the 20th Anniversary of the attack on the World Trade Center buildings where 343 firefighters lost their lives. You are invited to join us and the Nicollet area community in commemorating this day, remembering those who lost their lives, and enjoy some community fellowship. There will be a bean bag tournament in the afternoon beginning at 2 pm with the dance beginning later that evening at 8:30. Our new UTV will hopefully be on display for you to see also. Whether you attend the dance or not, your generous contribution is greatly appreciated.

The Nicollet Volunteer Fire Department consists of 26 volunteers that respond to your call for help, whether it be for fires, medical emergencies, car accidents, or rescues. Our members have been and continue to go through extensive fire and medical training to serve you. We are on call 24 hours a day, 365 days a year. We responded to 123 calls for help last year, a record number for us. There were over 1,584 man hours spent at these calls, plus the countless hours spent cleaning and maintaining the equipment upon the return from a call.

Along with responding to your calls for help, we also do fire prevention education in our local schools, attend 12 department meetings and 12 fire and medical training nights per year, attend numerous regional and state training sessions, and other regional and state meetings throughout the year.

If you are receiving this letter, the Nicollet Fire Department is your fire department. Both North Mankato Fire Department and St. Peter Fire Department send out mass mailings to their respective zip codes which send mailings to areas outside of their coverage area. The Nicollet Fire Department maintains a mailing list of just addresses within their coverage area.

For those of you who live in Belgrade Township, you may have received a donation letter from the North Mankato Fire Department. The North Mankato Fire Department is not your fire department and does not service any area outside of the North Mankato city limits. The Nicollet Fire Department services all of Belgrade Township and will be the fire service that responds to your call for help.

Some of you that live in Oshawa Township may receive a donation letter from the St. Peter Fire Department. St. Peter Fire department covers some of Oshawa Township, but if you are receiving this letter, your fire department is the Nicollet Fire Department.

The Nicollet Fire Department would like to thank you for your generous donation to help us serve you better.

City pays 26% or \$27,000, otherwise run by
Fire Assn. Board consists of city rep, 1 rep from each
township.