

CITY OF LYNDEN



EXECUTIVE SUMMARY

Meeting Date:	6/21/2021	
Name of Agenda Item:	Volunteer Firefighter Pay	
Section of Agenda:	Consent	
Department:	Fire	
Council Committee Review:	<input type="checkbox"/> Community Development	<input checked="" type="checkbox"/> Public Safety
	<input type="checkbox"/> Finance	<input type="checkbox"/> Public Works
	<input type="checkbox"/> Parks	<input type="checkbox"/> Other: _____
Legal Review:	<input checked="" type="checkbox"/> Yes - Reviewed	
	<input type="checkbox"/> No - Not Reviewed	
	<input type="checkbox"/> Review Not Required	
Attachments:	Resolution No. 1038 – Volunteer Firefighter Pay	
Summary Statement:	<p>In March 2021 ten Lynden Fire Department Volunteer Firefighter/EMTs petitioned Chief Billmire and the City of Lynden to reclassify the volunteer force to permanent part-time employees. This prompted a comprehensive review by Chief Billmire and HR Manager, Kim Clemons, into the compensation structure for Volunteer Firefighters/EMTs. After the review and audit of the current pay schedule, it was confirmed that payment of a volunteer based on hours worked is a clear violation of Fair Labor Standards Act (FLSA). In order to align with federal law, follow industry standards and maintain a volunteer workforce, we are recommending a stipend compensation structure which includes a nominal fee for their service to the citizens of Lynden be implemented per attached Resolution No. 1038.</p>	
Recommended Action:	Vote to implement Resolution No. 1038 as July 1 st , 2021.	