



MAPLE PLAIN

FIRE DEPARTMENT

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MPFD MEMO

Date: September 17th, 2025

To: Jacob Kolander, City Administrator

From: Fire Chief Rick Denneson

RE: Non-budgeted pay increase request

This is a memo requesting consideration for an hourly wage increase for fire fighters of the Maple Plain Fire Department. On August 21st, at a joint council meeting, both cities committed to the continuance of the consolidation of the Maple Plain Fire Department with the West Suburban Fire District and did so with adoption of resolutions.

During that meeting, councils asked that the two departments begin working together now and not wait until January 1st. Working together more on calls, training, public events and activities. This would help with a smooth transition, hopefully seamless by January 1st.

There currently is a slight disparity of per hour pay between the fire fighters in each department with Maple Plain paying \$14.50 per hour for calls and training and West Suburban paying \$16.00 per hour for calls and training for fire fighters. I am asking for a non-budgeted \$1.50 per hour increase for our firefighters starting October 1st for the last quarter of the year.

This pay increase will bring us up to equal pay with the others that they are working alongside at the same training, emergency call or public events that we are asked to be at. This will have a large impact on morale and appreciation for the work that they are doing.

Financially, it will have an estimated \$2,500.00 impact on our payroll. We are paying an average of 1600 hours of salary per quarter. Our calls in quarters 2 and 3 have been trending down and are lower than our average last year, which was our highest year ever for hours. Quarter 1 salary was \$26,071 and Quarter 2 was \$20,290 for an average of \$23, 181. If we increase our pay to \$16.00 per hour, using the average hours, we would be at \$25,600 estimated salary or a difference of \$2,419.00. This will not have any effect on our current officer's stipend pay.

I am requesting an increase in fire fighter pay for the 4th quarter to go from \$14.50 per hour to \$16.00 per hour. Thank you for your consideration.