



Executive Summary

City Council Workshop

AGENDA ITEM-NEW BUSINESS: Fire Department Wage Increase Request
PREPARED BY: Jacob Kolander, City Administrator
RECOMMENDED ACTION: Approve the request to increase Fire Department Wages by \$1.50 beginning October 1, 2025

Summary

I have reviewed the September 17, 2025, memo from Fire Chief Rick Denneson regarding a proposed hourly wage increase for Maple Plain firefighters. The request seeks to raise firefighter pay from \$14.50 to \$16.00 per hour for the fourth quarter of 2025, beginning October 1.

This adjustment aligns Maple Plain's compensation with that of the West Suburban Fire District, supporting the Council's directive for both departments to begin joint operations ahead of the January 1, 2026, consolidation. Equal pay for firefighters working side-by-side on calls, training, and public events is a reasonable and necessary step toward a seamless transition.

I have had the opportunity to speak with Chief Luer of the West Suburban Fire District, and he agrees that this pay adjustment will help facilitate a smoother integration between the departments.

The estimated financial impact is approximately \$2,500 for the quarter, based on average hours worked. This increase will not affect officer stipends and is expected to positively influence morale and will help with a seamless transition.

I find the Fire Chief's request to be reasonable and support the proposed hourly wage increase and recommend Council approval effective October 1, 2025.