



Executive Summary

City Council Workshop

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

Summary

At its September 22 workshop, the City Council discussed the potential for a wage increase for Maple Plain firefighters and requested that the matter be placed on the October Business Meeting agenda. I have reviewed Fire Chief Rick Denneson's September 17, 2025 memo proposing an increase in 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 firefighter compensation with that of the West Suburban Fire District, in support of the Council's directive to begin joint operations ahead of the January 1, 2026 consolidation. Equal pay for firefighters working collaboratively on calls, training, and public events is reasonable for a smooth transition.

I have consulted with Chief Luer of the West Suburban Fire District, who concurs that the proposed wage increase will aid in the integration of both departments.

The estimated cost of the adjustment is approximately \$2,500 for the quarter, based on average hours worked. Officer stipends will remain unchanged. The increase is expected to positively impact morale and contribute to a seamless operational merger.

Recommendation:

I find the Fire Chief's request to be reasonable and recommend Council approval of the proposed hourly wage increase by \$1.50 going from \$14.50 to \$16.00 per hour, effective October 1, 2025.