



# Watertown Fire Department

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[https://www.watertownwi.gov/departments/fire\\_department.php](https://www.watertownwi.gov/departments/fire_department.php)

## MEMO

TO: Finance Committee  
FROM: Fire Chief  
DATE: May 8, 2024  
RE: Review and Take Possible Action: Deputy Chief Wage

### Deputy Chief- Wage Determination Calculations:

- Based on the Union Contract June 1, 2025, Lt Year 3 wage of \$88, 474.15: 08% is the stated desire wage separation between ranks at Watertown Fire Department and all levels of supervisors within the city.
- Based *solely* from the contracted base rate for Lieutenants, and calculating 108% for Battalion Chief and Deputy Chief, the base rate calculates to **\$103.196.25**.
- \$103,196.25 comes to \$49.61 hourly.
  - At the grade of Q, without going below, puts this rate at **Step 8, \$50.02/hour**.
- The selected candidate is a paramedic, which adds 4.5% of "EMT" pay: *about* \$3,320 annually.

The wage calculated above is *not* calculated with overtime costs, which causes major fluctuations in compression concerns within our department. The wage is calculated from a *standard* rate of pay that does not go down.

The candidate selected for this position brings a wealth of knowledge, experience, and passion for supporting not only the Fire Department, myself as a new Fire Chief, but also the city departments and community. He has a proven track record of achieving desired outcomes for employee development and operational experience that complements his ability to develop a sustainable organization with a vision for the future. He has a master's degree in business administration, Executive Fire Officer, numerous additional certifications in career development and technical operations and is a certified Chief Fire Officer.

His current wages are at \$110,000 annually and to make a substantial cut to his current rate of pay to share his knowledge skills and abilities with our city would be a disservice to not only his situation, but also a lost opportunity for the city. The selected rate of pay with paramedic premium is still below his current wage by over \$3,000, so it is not an elaborate or out of line request.

The department has had a vacancy in this position, and the Fire Chief position for a period totaling 17 weeks. After speaking with the Finance Director, it is confirmed this wage request could be absorbed in our already approved budget for 2024.

I respectfully request approval for the Deputy Chief wage to be approved at Grade Q step 8.