

**CITY OF EAGLE LAKE
SPECIAL CITY COUNCIL MEETING
NOVEMBER 18, 2024**

CALL TO ORDER

- Mayor Pro Tem Steinberg called the meeting to order at 8:00 a.m. The Pledge of Allegiance was said.

ROLL CALL

- Council Members present: Garrett Steinberg, Beth Rohrich, Anthony White, and John Whittington.
- Staff present: City Administrator Jennifer Bromeland and Deputy City Clerk Kerry Rausch.

APPROVAL OF AGENDA

- **Council Member White moved, seconded by Council Member Whittington, to approve the agenda. The motion carried with Council Members Steinberg, Rohrich, White, and Whittington voting in favor.**

AGENDA

1. Fire Department Request to Increase Per Call Rates and Officer Salaries

- Administrator Bromeland explained that the Eagle Lake Fire Department is requesting that the City Council increase the per call wages and officers salaries for the Fire Chief, Assistant Chiefs, and Fire Department President.
- The current per call pay is \$10. The Fire Department is proposing a pay per call to incentivize better response from members. Under the proposal, the minimum response percentage to qualify for pay per call is 10%. If a firefighter responds to 10% to 19% of calls, payment per call is \$10. If a firefighter responds to 20% to 29% of calls, payment per call is \$15. If a firefighter responds to 30% to 39% of calls, payment per call is \$20. If a firefighter responds to 40% or more calls, payment per call is \$25.
- The department is also proposing that for a fire or rescue call lasting longer than 60 minutes, all personnel at those calls earn \$25 per hour. At the same time, the Fire Department recommends that the fire/rescue charge be increased from \$500 per call to \$500 per hour to absorb the proposed pay structure difference. If the City Council wishes to implement the fire call charge increase, this should be reflected in the annual fee schedule in which the fire call charge is included.
- The Fire Department is paid once annually for fire calls with the payment made in December of each year. This means that if approved, the increase in how calls are paid would be reflected in the December payroll for the Fire Department. The 2024 budget reflects a \$5,000 increase in calls and training wages to account for a possible increase.
- The Fire Department is also requesting that the salary of the Fire Chief be increased to \$6,000 per year. The Assistant Fire Chiefs and the Fire Department President do not currently earn a salary. The Fire Department is requesting that the two Assistant Chiefs be compensated at \$2,000 per year and the Fire Department President at \$1,000 per year.
- Administrator Bromeland presented surveys of other communities and their pay for calls, training, meetings and officers.
- Council discussion included no other cities offer a tiered pay structure, the fact that pay would change with a call lasting more than 60 minutes could be complicated to track and pay correctly.
- Discussion also included asking if firefighters would respond to more calls if their pay increased.

- Because many pay options were discussed, Administrator Bromeland stated that it would be appropriate to run numbers prior to voting anything not previously analyzed to make sure the City is able to absorb pay increases.
- **Council Member White moved, seconded by Council Member Whittington, to adjust the officers annual pay to Fire Chief \$6,000, Assistant Fire Chiefs \$2,000, and President \$1,000. The motion carried with Council Members Steinberg, Rohrich, White, and Whittington voting in favor.**
- **Council Member White moved, seconded by Council Member Rohrich, to table discussion relating to pay for fire department calls to a time the Fire Department could attend, stating they would have attended today's meeting but for a fire call. Council Members Steinberg, Rohrich, White, and Whittington voted in favor.**
- Administrator Bromeland will contact the Fire Department to schedule a special meeting, looking at December 9th.

ADJOURNMENT

- **Council Member White moved, seconded by Council Member Rohrich, to adjourn the meeting. The motion carried with Council Members Steinberg, Rohrich, White, and Whittington voting in favor.**

Garrett Steinberg, Mayor Pro Tem

Kerry Rausch, Deputy Clerk