Amy Jo Gillingham

From: Joshua Ripp
Sent: Thursday, June 2, 2022 2:06 PM
To: Amy Jo Gillingham
Subject: Personnel Budget for 2023
Attachments: WSFCA 2021 Pay Survey.xlsx

Good Day AJ, I have 3 specific items I'd like to address in the 2023 budget. I'm looking for guidance on where I start things.

1) Pay Raise for Mark Miller's position – In looking at the attached survey done by the WI State Fire Chiefs in 2021, there are some comparable departments that we can use to justify things. Example, McFarland has Captains making the same amount Mark is (they don't have FT Assistant or Deputy Chiefs). Oregon FD is hiring a new Division Chief of Inspections, Planning and Prevention, and has a salary range of 70 to 75k for the position. I'd like to get him at least to the $75 to $80k area.
2) LTE Positions for 2023, for daytime coverage, with the goal of adding (1) person daytimes in 2023 (and shooting for 1 more in 2024). The LTE spots would also be available to help "backfill" when Pete, Mark or myself are off/unavailable. So the hours we need to cover in 2023 would be
    a. Daytime coverage – 2080 hours – Added LTE FF Position
    b. Vacation/Time off coverage – Paid time off/Vacation coverage for Pete, Mark and myself, as well as training/conferences time off (plan 8 days/person).
3) Boosting the Duty Crew pay in the following Manner
    a. Vehicle Officer would be $50/ 12 hours shift
    b. Vehicle Operator would be $50/ 12 hour shift
    c. FF would be $40 / 12 hour shift
    d. FF(additional/new for 2023) would be $40 / 12 hour shift
    e. OIC (New) would be $50/shift

Thanks AJ!

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