

DRAFT

FIREFIGHTER INCENTIVE COMMITTEE MEETING MINUTES

Meeting Date: Saturday February 7, 2015

Meeting Time: 9:30 a.m.

Attendees: Marilyn Bellesheim (Committee Chair), Todd Findeisen, Doug Turnberg, Sally Panciera, Gunars Vinkels, Leone D'Onofrio

Minutes:

Meeting called to order at 9:35 by Marilyn.

Meeting began with Marilyn providing a brief description of why the team was called together. The expectation is for the team to come together to review the current Firefighters Incentive Compensation Program and make recommendations for possible change. The desire is for a plan that is well received by the firefighters, increases their desire to participate in all fire department activities, and that stays within the annually allotted firefighters incentive compensation budget.

Free Beach Passes for Active Firefighters

First discussion item was the topic of free beach parking passes for firefighters. Currently firefighters contact the Moderator for a free parking pass. The intent was that this privilege would apply to active fire fighters only. The consensus of the committee was to not remove this benefit from the firefighters but to define it as being for active firefighters and possibly for those firefighters that have achieved “Lifetime Member” status. The Chief was asked to define “active firefighter” for the next committee meeting.

Firefighter Incentive Compensation Program

Discussion held on how to redefine the firefighter incentive compensation program in such a way that 1) would be well received by the firefighters, 2) increases their desire to participate in all fire department activities, 3) would eliminate the tiered system and challenges of people missing a tier level because they missed an activity yet far exceeded others, and 4) would stay within the allotted annual incentive compensation budget.

Extensive conversation took place on the use of a point system in lieu of the current tiered system. The point system will award points to a firefighter for each activity performed based on a defined list of activities and the associated point value for that activity. The Chief and the Fire Department Board of Engineers will establish the listing of activities and the point values for each activity which will then be

presented to this committee for final review. The listing of activities will include responding to calls, attending training sessions, and participating on work details among other things.

The Fire Chief, with the assistance of his leadership team, will keep track of firefighter activities and the associated point values as each activity as it occurs. Work details,calls,meetings,drill. Points will be tallied on a quarterly basis and will be provided to the Chairperson of the Firefighters Incentive Compensation Committee on a quarterly basis. The firefighters individual incentive compensation payout will be determined by multiplying the total number of points a single firefighter earned by the dollar value established for each point for that fiscal year. On an annual basis, the dollar value of each point is established by totaling “all” eligible points earned by the total available incentive compensation budget (less any previously approved budget expenditures). It was also discussed that a minimum amount of points must be achieved to be eligible for an incentive compensation payout.

Action Items:

Develop listing of fire department activities and associated point values for each.

Actionee: Todd

Define minimum level of points required to qualify for the Firefighters Incentive Compensation Program and for a free beach parking pass.

Actionee: Todd

Define what benefits/rewards should be allotted to firefighters that achieve “Lifetime Member” status.

Actionee: Todd

Create slides for MFD Board presentation explaining new program once consensus is achieved on this committee.

Actionee: Leone

Next Meeting:

The next committee meeting will be held at the MFD Fire House on March 14, 2015 at 9:30 a.m.

Meeting was adjourned at 10:30am

Respectfully Submitted

Leone D’Onofrio