

CITY OF HUDSON
PROPOSED LEGISLATION

DATE: **October 27, 2011**

TO: **Honorable Mayor and Members of City Council**

FROM: **Tony Bales, City Manager**
 Bob Carter, Fire Chief

LEGISLATION: **Recommended modifications to Fire Department Length of Service Award Program**

WORKSHOP MEETING: **November 9, 2011**

I. Legislative History

The Length of Service Award Program was included in the "Hudson Deployment Process for Fire & EMS – 2003/2004" which was adopted by Council resolution in 2003.

II. Purpose & Explanation

The city established a Length of Service Award Program (LOSAP) as recommended in the above document "for recruitment and retention purposes utilizing a defined contribution benefit plan for volunteer members of the EMS and Fire Departments in an amount of \$500 per qualified member per year or such other amount as budgeted by City Council." The Fire Department standard for qualification includes member response to a minimum percentage of calls and attendance at a minimum number of training hours and training events. It is noteworthy that the qualifications for a member contribution LOSAP are aligned with department metrics for successful operation of a predominantly volunteer fire department (trained members who show up for calls).

Based on member survey conducted in 2010 and further recommendations of the Fire Department officers and of the Deployment Board, the following modification to the Fire Department plan contributions are recommended:

- For members with less than 5 years of seniority, contribution of \$750.
- For members with 5 or more years of seniority, contribution of \$1500.

These amounts have been included in the 2012 Fire Department budget for Council review. Additional administrative changes to the Fire Department LOSAP plan were recommended and have been or are in the process of being accomplished. EMS will provide separate information as to recommended changes to their plan.

III. Implementation Schedule

To be implemented upon Council approval of 2012 budget. .

IV. Fiscal Impact

Budget increase from \$11,000 to \$30,000.

V. Recommended Action

Approval of 2012 Fire Department budget.