



POLICY 2025-05

(HOBART FIRE AND RESCUE PAY POLICY)

PURPOSE: The purpose of this policy is to establish compensation for Hobart Firefighters.

A. INTENT

The purpose and intent of the following policy on firefighter pay is to compensate for the time, energy and materials expended by Hobart Firefighters during the training, organization, and execution of Department activities. The Village Board wishes to acknowledge the dedication of the Department and ensure that Firefighters are compensated fairly.

B. PAY STRUCTURE FOR DEPARTMENT MEMBERSHIP

1. **PROBATIONARY: \$12 PER HOUR:** Within 1 year of hire date Firefighter must obtain the certifications of a firefighter and successfully complete department orientation training.
2. **FIREFIGHTER: \$16 PER HOUR:** Must have successfully completed department orientation, have Firefighter 1 and be able to perform the duties of firefighter as listed under the latest edition of the job description in the Bylaws.
3. **ENGINEER: \$18 PER HOUR:** Must have Firefighter 1 and Driver Operator certifications and be able to perform the duties of Engineer as listed under the latest edition of the job description in the Bylaws.
4. **LIEUTENANT: \$20 PER HOUR:** Must meet all the qualifications of firefighter and be able to perform the duties of lieutenant as listed under the latest edition of the job description in the Bylaws.
5. **CAPTAIN: \$22 PER HOUR:** Must meet all the qualifications of firefighter and be able to perform the duties of the captain as listed under the latest edition of the job description in the Bylaws.
6. **ASSISTANT CHIEF: \$24 PER HOUR:** Must meet all the qualifications of firefighter and be able to perform the duties of assistant chief as listed under the latest edition of the job description in the Bylaws.
7. **CHIEF: PAY AS SET BY VILLAGE BOARD:** Must meet the qualifications of the Chief and be able to perform the duties of chief as listed under the latest edition of the job description in the Bylaws and approved by the Hobart Fire Commission.
8. **DUTY CHIEF:** Officers shall be paid \$500 per week to be available as Duty Chief starting at 1800 on Monday per the current published schedule. Officer shall be paid a regular hourly rate when responding to incidents.

9. STATION DUTY PAY: Firefighters shall be paid the published rate per hour for standby, or station duty work as approved by the Chief.

10. FIRE INSPECTIONS: Fire Inspectors shall be paid \$20 per hour with a minimum of one (1) hour per Occupancy for Fire Inspections performed as directed by the Fire Chief.

11. HOLIDAY PAY: Firefighters shall receive a stipend of \$300.00 for each holiday weekend they are designated as being on-call by the Chief, Firefighter shall be paid regular hourly rate when responding to incidents. The on-call staff shall consist of 4 Firefighters. The holiday weekends are designated as those weekends which include the following holidays: (a) New Year's, (b) Easter, (c) Memorial Day, (d) Independence Day, (e) Labor Day and (f) Christmas Day.

12. SPECIAL AND PUBLIC EDUCATION EVENTS: Each firefighter will be paid, at the rate prescribed above. for each special and public education event, as scheduled and approved by the Fire Chief.

C. ADMINISTRATION OF POLICY AND RECORD KEEPING RESPONSIBILITIES

A. RESPONSIBILITY OF CHIEF OFFICERS

It shall be the responsibility of the Chief to ensure that this policy is administered in a fair and equitable manner. The Chief shall have the discretionary right to make the decision on whether a volunteer is fully participating in meetings, drills and/or makeup events, whether a volunteer qualifies for pay for a meeting, drill or fire call, etc. and whether a Firefighter reaches the required minimum attendance for meetings or drills.

B. QUARTERLY REVIEW OF PAY AND ATTENDANCE

On a quarterly basis the Chief will review the status of pay and attendance records with the Village Administrator. Any issues encountered in administering this policy should be brought to the attention of the Village Administrator. This policy will be monitored closely and revised whenever necessary for its continuous improvement.

C. KEEPING OF ATTENDANCE RECORDS

Of utmost importance for the ongoing administration of this policy is accurate tracking of attendance. The Chief will ensure that the Firefighters' attendance at meetings, drills, fire calls and makeup events is accurate. Attendance and record-keeping forms and methods will be modified after the enactment of this policy to ensure that ongoing administration of this policy is easily achieved and, most importantly, that the policy is easily understood by Village Management and the Department Firefighters.

D. DISBURSEMENT OF FIREFIGHTER PAY

(1) The Chief will finalize attendance records and provide a summary report to the Village's designated payroll agent quarterly (January-March, April-June, July-September, October-December).

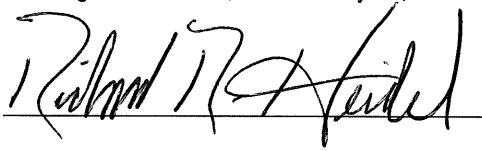
(2) Upon receipt, the payroll agent will process payment to the Firefighters.

(3) Any required taxes, deductions garnishments, etc. that are required to be taken out of the pay would apply without exception.

D. EFFECTIVE DATE

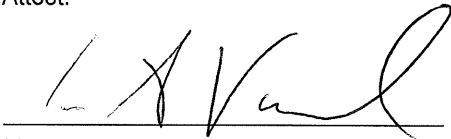
This policy shall take effect on September 1st 2025 and supersedes all previous policies relating to the compensation of the Hobart Fire Department. This policy shall expire on December 31st 2028.

This policy has been approved by the Board of Trustees of the Village of Hobart, Brown County, Wisconsin, at a regular meeting of the Board, held on July 15, 2025.

A handwritten signature in black ink, appearing to read "Richard Heidel", written over a horizontal line.

Richard Heidel, President, Hobart Village Board

Attest:

A handwritten signature in black ink, appearing to read "Lisa Vanden Heuvel", written over a horizontal line.

Lisa Vanden Heuvel, Village Clerk

A handwritten signature in black ink, appearing to read "Aaron Kramer", written over a horizontal line.

Aaron Kramer, Village Administrator