



To: Village Board Trustees

From: Brian Naylor, Fire Chief

Date: January 16, 2026

Re: Action Required: Formal Approval of Paid-on-Call Incentive & Training Pay Policy

Dear Members of the Administrative and Personnel Committee,

Paid on call for active-duty company members will include participation and performance incentives. The increase of taking an unassigned shift opening to ensure staffing will increase to \$35.00 per shift From \$25.00 per shift. Trainings are now being proposed at \$30.00 per training. Previously, there was no compensation for training attendance. During the 2026 budgeting process, these performance incentives were projected to cost \$35,000 to the paid-on call budget line item.

This incentive program is being proposed in effort for the Elm Grove Fire Department to improve participation and membership activity. Although the funding for this incentive program was approved in the 2026 operating budget the administrative and personnel committees being asked to take formal action to memorialize this new policy.

I appreciate your consideration.

Brian Naylor
Fire Chief