

AGENDA REPORT

TO: Mayor & City Commission
FROM: Jeremy Howard, City Manager
DATE: August 11, 2022
RE: Fire Chief Pay Raise

For the Agenda of August 15, 2022.

Background. At the recent meeting of the Clare Area Fire Council (an advisory council comprised of the Supervisors of Grant, Sheridan, Vernon, and Wise Townships; the Mayor of Clare; the Clare Fire Chief; a Clare Firefighter; the Clare City Manager; and the City Treasurer), a per hour wage increase for the Clare Fire Chief was considered. The suggested wage increase is now being presented to the City Commission for discussion and action.

Chief Chapman has not received an hourly wage increase since his hire date in 2009. The Fire Council recommended and I am concurring to recommend an hourly pay increase from \$20.00 per hour to \$25.00 which equates to approximately a 2% per year increase during that period. It is also recommended that the same standard that was set for hourly firefighters (2% increase per year) also be implemented for the Fire Chief to prevent having to catch the wages up after years of no increases.

The City Commission is now asked to approve the proposed hourly wage increase and subsequent yearly 2% increase along with any needed budget amendments.

Issues & Questions Specified. Should the City Commission approve the proposed hourly wage increase and yearly 2% increase for Clare Fire Department Chief?

Alternatives.

1. Approve the proposed \$5.00 per hour wage increase along with the yearly 2% increase.
2. Approve a wage increase less than the recommended amount.
3. Deny the recommended wage increase.
4. Set the matter aside for further/future consideration and/or deliberation.

Financial Impact. The total amount of recommended per hour wage increase is approximately \$5,300 per year based on the average amount of administrative duty hours over the last fiscal year. The Fire Fund is currently healthy and this increase can be accommodated.

Recommendation. I recommend that the City Commission approve the proposed \$5.00 per hour wage increase as well as setting the 2% yearly increase for the future by adoption of Resolution 2022-078 (copy att'd).

Attachments.

1. Resolution 2022-078.

RESOLUTION 2022-078

A RESOLUTION OF THE CLARE CITY COMMISSION APPROVING AN HOURLY WAGE INCREASE AS WELL AS A 2% ANNUAL INCREASE FOR THE CLARE FIRE DEPARTMENT CHIEF.

WHEREAS, the Clare Area Fire Council, comprised of the Township Supervisors of four area townships (Grant, Sheridan, Vernon, and Wise), the Mayor of the City of Clare, Clare Fire Department Chief, the City Manager, the City Treasurer, and a firefighter of the Clare Fire Department, met to discuss a wage increase for the city’s Fire Chief; and

WHEREAS, the Clare Fire Chief has not received a wage increase for his administrative duties since his hire date in 2009; and

WHEREAS, the Clare Area Fire Council met at a scheduled public meeting on the August 3, 2022, and unanimously recommended that the Clare Fire Department Chief be provided a \$5.00 per hour wage increase and an annual 2% increase moving forward.

NOW THEREFORE BE IT RESOLVED that the Clare City Commission hereby approves a \$5.00 per hour wage increase effective August 15, 2022, for the city’s Fire Department Chief as well as a 2% increase for future years.

BE IT FURTHER RESOLVED that the Clare City Commission hereby authorizes all necessary budget amendments related to said wage increase.

ALL RESOLUTIONS AND PARTS OF RESOLUTIONS INsofar AS THEY CONFLICT WITH THE PROVISIONS OF THIS RESOLUTION BE AND THE SAME ARE HEREBY RESCINDED.

The Resolution was introduced by Commissioner _____ and supported by Commissioner _____. The Resolution declared adopted by the following roll call vote:

YEAS:

NAYS:

ABSENT:

Resolution approved for adoption on this 15th day of August, 2022.

Diane Lyon, City Clerk