

VILLAGE OF BREWSTER

~~*Employee Compensation Committee Meeting~~

Council of the Whole Meeting

July 1, 2024 – 6:49 PM

Committee Members present: Mayor Hawk, VA Miller, Council Member Dave Godwin, and Clerk Kris King

Village Officials: Council Members Dorkoff, Fox, Hilliard, Long, and Radich.

Audience: Chief Chris Colucy, Greg and Julie Majors

This meeting was scheduled by Council Member Dorkoff to discuss the Fire Chief's salary. Council Member Dorkoff passed out a spreadsheet of the salaries of other local departments. He feels our Fire Chief is grossly underpaid. Chief Colucy's chief's stipend is \$6,642. Council Member Godwin asked Council Member Dorkoff if the spreadsheet was their total wage or just their stipend. Council Member Dorkoff stated that he didn't get into it that far. He stated that the other Chief's could be making more than what is on the spreadsheet. Council Member Dorkoff stated this is what their base is regardless if they are getting paid for anything else. Chief Colucy made just under \$19,000 with all the hours he spends down here, and the runs he makes. He is within the top five responders for calls. If you look at this, you are not going to retain quality officers at this rate, you aren't going to get anybody. According to Council Member Dorkoff's chart, Uniontown's part-time Chief is making \$44,000. Council Member Dorkoff stated that this is shameful. Council Member Godwin asked if the Uniontown Chief was part-time and Council Member Dorkoff stated that this is what he was told, they were all part-time Chiefs on the spreadsheet.

Council Member Hilliard asked what our goal was here. Are we to look over this information over the next couple of weeks and review the information? Council Member Long asked the Village Clerk if the Fire Department could afford a raise. What is available for a raise? The clerk stated it would be better to start with what Council is considering then see if that's sustainable. Council Member Dorkoff asked if the funds were available to raise his salary from \$6,642 to \$20,000. The Clerk stated that with the income tax it was probably able to be considered. Council Member Dorkoff stated that is where he is at, he doesn't know where anyone else is but that is where he is at.

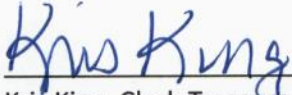
Mayor Hawk asked if there were any other questions. Council Member Long stated that we need to start somewhere. We would not be that far off from Lawrence Township and Minerva. Council Member Hilliard asked if the \$20,000 was the base salary before running calls? Council Member Long stated we want to compare to Lawrence Township and Minerva, and they are at \$26,000 and \$27,000. Village Administrator Miller asked if we want to verify the figures and get on top of it by looking at other comps. Council Member Long stated even Strasburg, we should be comparable to them. He is just saying we need to be a little more competitive. The Nimishillen Part-Time Fire Chief has a salary of \$72,000. Chief Colucy stated the Nimishillen Chief was offered \$66,000 plus health insurance but since he had insurance from his full-time position elsewhere, he was offered \$72,000. Council Member Godwin asked if he gets paid for calls on top of that? Chief Colucy stated that it doesn't matter if he makes no calls or 500 calls, it's \$72,000. Uniontown gets \$44,000 salary, a \$500 uniform allowance, a SUV to drive, and is required

to work 20 hours a week. Council Member Godwin asked Chief Colucy if he could guarantee a certain number of hours a week. Chief Colucy stated that he couldn't because of his work but could for the month. Council Member Godwin stated that the Council offered the Tahoe for the Chief to respond with and he declined so he wanted to make sure nothing has changed. Chief Colucy stated that he did not want to drive the Tahoe. It is needed to respond in. Council Member Dorkoff stated that a whole other thing comes into effect with taxes when you allow an employee to drive a company vehicle, at least that's how it is where he works. Council Member Godwin asked if Chief Colucy gets retirement. The Village pays 14% and the employee pays 10% currently with OPERS which Chief Colucy is currently a member of. He stated that he is the last of the firemen to be part of OPERS. Council Member Godwin asked if he wanted insurance. Chief Colucy stated he gets insurance through the railroad. The Clerk stated an employee has to work 32 hours a week to qualify for insurance. Council Member Dorkoff stated he just wants to move his salary from \$6,642 to \$20,000 per year. Chief Colucy stated he just wanted to make a comment, he has his salary of \$6,642 and he could just take that and not run any calls. He doesn't know how the ordinance is written up but when Larry Gilkerson was the Chief, they gave him 32 hours a week plus the salary so taking staffing and taking the time to get out of bed when the tones go off, these guys get it no matter what. VA Miller asked if there were a number of hours the Chief would be required to work in order to receive this salary. Council Member Dorkoff stated that was not in his proposal. VA Miller then asked what the proposal is for the Captains and Assistant Chiefs so he and the clerk can get everything at once when they research rates and benefits. Once the chief gets a raise everyone else will want one. Chief Colucy stated that he was told that he was the only position that was being looked at and everyone else would be looked at later. Council Member Dorkoff stated that in his opinion it was just the Chief he was looking at. Council Member Hilliard asked if this would be based on whether the levy passed, accountability, and whether the funds are available. Council Member Hilliard stated that he feels that there should be some restrictions on the number of hours he needs to work, it's only fair to all the other employees. Council Member Dorkoff stated that as far as restrictions or requirements are concerned, he thinks the Chief should continue to be in the top five responders. From what Council Member Dorkoff hears, Chief Colucy is always here and that is what a Chief should be, the number one responder. We don't want to infringe on his full-time job, we should require him to work ten to fifteen hours a month. That doesn't count the time on calls but above and beyond that. VA Miller asked if anyone has a problem with making it an hourly rate, because ultimately Wage and Hour is going to come back and convert it into an hourly rate. We already had to do that once with our full-time employee and then there ended up being about eight more. It ended up being 104 columns and 27 rows to calculate that all out plus all the time. We don't want to have to go through all this again. Council Member Dorkoff stated that we are eventually going to have to look at the other officers. It was just on the news tonight at Chagrin Falls, he thinks, that it's not just Brewster, even the big cities are having problems getting firemen. They are looking at ways to get them and one of the ways is through salaries. We are down in the southwest portion of the county, and we have to find a way to get people down here. We need to make sure we get the funds we need to get this department working. He stated, like he said before, he has the upmost respect for anyone that wears that uniform. Council Member Godwin stated let's get some more information and we can schedule another meeting to go over it. Council Member Hilliard asked if everyone else had an hourly rate. VA Miller stated everyone but the elected officials. Council Member Hilliard stated that it should not be too hard to figure an hourly rate for the Fire Department. Council Member Long said it might be a good idea anyway if we are trying to be competitive with everyone else. Mayor Hawk said to give us some time to do the research and get the

numbers from the Clerk and schedule another meeting in two weeks. The Clerk stated that with the other items on her desk, it would be better to give her a month. The AMPT 2nd Redundant Line has to take priority at the moment. Mayor Hawk asked that someone make a motion at the regular Council meeting to schedule an early meeting for the first meeting in August to discuss the salary increase for the Fire Chief.

Meeting adjourned at 7:03PM

Respectfully submitted,

A handwritten signature in blue ink that reads "Kris King". The signature is written in a cursive style and is positioned above a horizontal line.

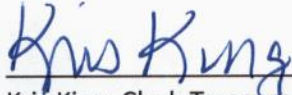
Kris King, Clerk-Treasurer

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