

**VILLAGE OF BREWSTER  
EMPLOYEE COMPENSATION COMMITTEE  
JULY 31, 2024 – 1:30PM**

**Committee Members present:** Finance Chairman Dave Godwin, Mayor Hawk, VA Miller, and Clerk-Treasurer Kris King.

This meeting was to discuss the proposed increase for the Fire Chief position. A spreadsheet had been provided to Council with rates of pay from other Fire Departments. It was stated at that meeting that we needed to compare other parts of the position in addition to just the salary, such as required hours.

The committee also discussed that performance needs to be considered when considering the increase. The number of dropped calls has been in the forefront of discussion for months. The Clerk's Office has been getting more information from surrounding departments to make sure we are comparing apples-to-apples.

There were some discrepancies on the original spreadsheet that was provided by a Council Member. The Erie Valley Chief was reported as making \$68,000/year. When Chief Anan brought in a bill for 15 missed calls for June, he stated he has a stipend of \$9,600 per year or \$800 per month plus runs he makes, he is paid for at \$19.40/hour. He stated he made between \$20-21,000 in 2023. VA Miller reviewed the process of how we measure and compare different salaries as we have for the last two wage ordinances, including throwing out the highs and lows.

The committee also discussed the certifications of the communities that we polled. The ones that we polled were FF2/Paramedics. Our Chief is FF1/EMT. If our Chief had those certifications, his rate would be \$19.24/hour with his longevity.

The committee reviewed Strasburg Fire Chief's salary offered. The advertisement states that the salary is \$33,000 per year. Upon further discussion, this position requires the Chief to be on premises 9 to 5 during the week. This works out to \$15.87/hour. The prior Fire Chief for Strasburg had a FF2 and paramedic certifications.

During the discussion at the June 17<sup>th</sup> Council meeting, our Chief stated that he could only work 10 – 15 hours per month. \$20,000 for 10 hours per month works out to \$166.66 per hour and 15 hours per month works out to \$111.11 per hour.

The discussion turned when the committee started talking about a different way to compensate the officers that we have seen. Instead of a stipend, have an addition to their hourly rate such as East Wayne was doing. Their officers received an additional \$4.00 per hour for the Fire Chief position. This could be figured for all the officers in our department. That would provide pay calculated on a base rate plus a scaled adder for FF certification plus an adder for EMS certification plus an officer adder.

It was stated by all the Fire Department Officers at a meeting with the Mayor that until the Village's staffing (dropped calls) is addressed, no raises should occur for the officers-all available funds should go to staffing. It is still the opinion of the Fire Department Officers who have weighed in on the Fire Chief's

raise. Also, the public relations issues of the Association, over the Chief's signature, soliciting donations for the Association purportedly to help with staffing and \$38,540 supplemental payment from Sugarcreek Township after the Village asked for additional funding; followed by the Village giving the Fire Chief a \$13,558 raise while the Village is still not fully staffed and still dropping calls would potentially wound any future efforts by the Village to renew or increase it's Fire Department income tax, it's property tax, or get additional funds from the Townships.

It is the opinion of the Employee Compensation Committee that there is no increase at this time. We would like to see how the staffing is improved by adding more available shifts as we have been told that many of our paramedics do not want to work without another EMS person on duty.

Respectfully submitted,

  
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Kris King, Clerk-Treasurer