

**Northfield Township
Police and Fire
Departments**

Memo

To: Township Board of Trustees

From: Chief Wagner

cc:

Date: April 9, 2019

Re: Non Union Employee raises

Now that all three Union contracts have been settled I am requesting raises for the following non-union employees. I have completed wage surveys with Hamburg and Green Oak Township's.

1. Angela Bennett: Angela has worked for Northfield Township for 15 years. Angela has worked part time, mostly for the Police department, but recently has moved as a part time administrative assistant for the fire department. 9 years ago this position was a full time position with benefits. Some of the work load I now complete but much of that is now completed by Angela working an average of 6-8 hours every two weeks. Angela has also double our collection of response fees annually. I am requesting Angela's wage be increased to the same as Sue and Shannon in the Police Department(\$23.68 per hour) I am also requesting this be paid retro actively to July 1, 2018.

2. In doing the wage comparison of Sue and Shannon's wages to Green Oak and Hamburg Township I found that they are being paid at the top of the scale when compared to personnel performing similar jobs there. Sue received a 2% increase July 1st 2018 and will be moving to part time July 1st 2019. In the 2020 budget I have requested a 2% increase for both Shannon and Sue. Sue will continue working 3 days a week at the same wage but without benefits. Shannon will continue full time and be moved to top pay (on her anniversary as previously approved when hired).

3. Deputy Chief Bishop: Deputy Chief Bishop has been with the Northfield Township Fire Department for 20 years. Deputy Chief Bishop has been an excellent asset to the Township and is highly respected in the County for his knowledge and abilities. He is very reliable and I have no concerns of his abilities to take over when I am out of town or unable to respond to calls for service or answer concerns in the Township. Deputy Chief Bishop did not receive a raise as of July 1, 2018 because we were waiting to see what the Fire contract looked like. I am request Deputy Chief Bishop receive an increase in his hourly rate from \$22 per hour to \$23.50 per hour retroactively. Deputy Chief Bishop is part time and receives no benefits.

4. Assistant Chief Steve Lowe: Assistant Chief Lowe has been with us for a little over a year and brings 30+ years of experience in Washtenaw County holding positions in Pittsfield Township and The City of Ann Arbor Fire Departments of Fire Fighter to Acting Chief in Ann Arbor. Assistant Chief Lowe is instrumental at providing an extra set of hands and command presence in the weekday and daytime hours when manpower is at a premium for all paid on call departments. I am requesting that Assistant Chief Lowe's pay rate is increased from \$20 per hour to \$21.50 per hour retroactively.

5. Chief Wagner: I called both Hamburg Township and Green Oak Township for wage comparisons for Directors, Police Chief's and Fire Chief's. In Hamburg Township their Police Chief was recently changed to being a Director of Public Safety that oversees both Police and Fire Departments. He receives an annual wage of around \$95,000. The Hamburg Director has been there around 6 years. Both Green Oak Township Police and Fire Chief are both at \$95,000 currently. The Green Oak Police Chief has been Chief for 7 years I believe and the Fire Chief has been Chief for 6-7 years as well. My current wage is \$88,756. I have been the Fire Chief for 11.5 years and the Director of Public Safety since January 1 2010. I have never "asked" for a raise in my life. If the board sees fit to increase my wage it would be appreciated.

The budget can sustain these requests in the current budget.