

To: President and Members of the Munster Town Council

From: Wendy Mis, IAMC, CMC, Clerk-Treasurer

Date: December 19, 2022

Subject: Ordinance 1892, Amendment #5 to 2022 Salary and Pay Plan

Firefighters usually spend their first year as a probationary employee. After the first year, the firefighter is removed from probationary status.

Ordinance 1849 was the original 2022 Salary Ordinance and it set the hourly pay rate for paid-on-call firefighters at \$16.83. Under this ordinance, all firefighters were paid \$16.83/hour regardless of years of service or probationary status. Ordinance 1876 was the 4th amendment to the 2022 Salary Ordinance and set the hourly pay rate for probationary firefighters at \$15.00 with all other non-officers at \$18.00/hour.

It has been discovered that there are four probationary firefighters in place prior to the adoption of Ordinance 1849 which changed the rates. The intention was for all firefighters hired after October 1, 2022, to be paid \$15.00/hour. The intention was not to change the rate for probationary firefighters hired prior to October 1, 2022, to see a reduction in pay. Unfortunately, there is no provision in the current salary ordinance to pay the \$16.86/hour rate.

Ordinance 1892 has been drafted to correct this oversight. Staff is asking Council to adopt this correcting ordinance on first reading.

RECOMMENDED ACTION:

By motion and roll-call vote, suspend the rules and waive the readings to allow Ordinance 1892 to be adopted as presented on first reading tonight.

THEN

By motion and roll-call vote, adopt Ordinance 1892 on first reading as presented.