



10405 Merrill Road
P.O. Box 157
Hamburg, MI 48139
(810) 231-1000
www.hamburg.mi.us

Supervisor Pat Hohl **Clerk** Mike Dolan **Treasurer** Jason Negri **Trustees** Bill Hahn, Patricia Hughes, Chuck Menzies, Cindy Michniewicz

11/01/23

To: Hamburg Township Board
From: Tony Randazzo

Re: DPW Pay for On Call Position

We've been trying to hire new workers for the part time on-call only DPW Tech position for over six months now, to no avail. To help entice potential applicants, I suggest we increase the hourly rate by \$5.00 per hour. The budget impact of this adjustment will be minimal as the personnel in this position have only averaged around 150 hours per year. This is further mitigated by the fact that we will save money by reducing overtime for our full-time workers as well as lessening burnout and fatigue from the extra on-call work.

The proposed hourly rate will increase to \$32.59 from \$27.59 per hour with this change. We will also be removing this on call position from the salary study spreadsheet as it would cause the position to increase in grade.