



AGENDA REPORT

New Haven, Michigan

Council Meeting

MEETING DATE: October 13, 2026

DEPARTMENT: Fire Department

DATE SUBMITTED: October 2, 2026

PREPARED BY: Daniel Stier, Fire Chief and Sandra Cazal, Accountant

ITEM TITLE: Paid-on-Call Pay Schedule Change from Quarterly to Monthly

EXECUTIVE SUMMARY:

The Village has historically paid its paid-on-call firefighters on a quarterly basis for hours worked, including emergency response and training. These employees are hourly employees and are compensated for actual time worked; the payments are not a quarterly stipend.

A review of Michigan wage-payment requirements, including MCL 408.472, identified a need to establish a regular payroll schedule for these employees that is consistent with the statutory requirements. The Village currently pays its part-time firefighters on a weekly basis, while the paid-on-call firefighters have continued under the longstanding quarterly schedule.

Beginning January 1, 2027, the proposed change would establish a monthly payroll schedule for paid-on-call firefighters. This will provide a regular, established pay period for compensation earned and align the paid-on-call firefighters with a recognized payroll schedule under Michigan law.

Because this represents a change to an established Village payroll practice, the proposed resolution is being presented to Council for formal approval before the effective date.

RECOMMENDED ACTION:

Approve the resolution establishing a monthly payroll schedule for paid-on-call firefighters effective **January 1, 2027**.

ADMINISTRATIVE REVIEW: