



500 West Big Beaver
Troy, MI 48084
troymi.gov

P-02b

CITY COUNCIL AGENDA ITEM

Date: August 1, 2019

To: Mark F. Miller, City Manager

From: Robert Bruner, Assistant City Manager
Lisa Burnham, Accounting Manager
Jeanette Menig, Human Resources Director
David Roberts, Fire Chief

Subject: Volunteer Firefighter Incentive Plan (VFIP) Update

The Volunteer Firefighter Incentive Committee (VFIC) is made up of one member representative from each of the six fire stations. In February and again in March of 2018, the VFIC requested to meet with the City Manager to discuss desired changes to the VFIP as the last distribution increase was July 1, 2017. Two meeting requests were sent to then City Manager Brian Kischnick with no response.

As Council will recall, in March of 2018, Mr. Kischnick's employment was terminated with the City of Troy, and the time frame between March and September of 2018 was somewhat dynamic regarding City leadership. On May 7, 2018, however, Mark Miller, then Acting City Manager; Tom Darling, then Director of Financial Services; Jeanette Menig, Human Resources Director; and Dave Roberts, Fire Chief, were able to meet with the VFIC to hear their intentions. The VFIC requested three items regarding the VFIP:

- Increase to the distribution amount and predictable future increases
- Additional incentive for station officers
- Partial month's credit for members leaving or returning from a leave of absence

Over the next several months, staff members met to discuss how best to address each of the VFIC's interests while the search for a permanent City Manager was taking place. Mark Miller went on to have telephone discussions with VFIC Committee Chairperson, Jason Dalbec, explaining that the interests were being addressed, but that no formal decision could be made until a permanent City Manager was appointed.

After Mr. Miller's permanent appointment as City Manager in the fall of 2018, staff members were able to meet with the VFIC on January 7, 2019, and again on April 8, 2019. Of the three interests discussed, one interest – partial credit for members leaving or returning from a leave of absence – was achieved. The remaining two interests – additional incentive for station officers, and incentive increases – were still being explored. The VFIC sent a proposal, which was forwarded to Mr. Darling, for consideration.



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From May, 2019, to July, 2019, Mr. Darling had considered a method to address the additional incentive for station officers based on data provided by the Fire Department of additional hours spent at training and at meetings, and had also requested an actuarial study for general distribution increases. The actuarial study was returned from GRS Retirement Consulting on July 17, 2019.

As recently as July 26, 2019, an anticipated timeline of events has been prepared and shared with the VFIC, and is enclosed for Council's review.

Anticipated Timeline of Events

Volunteer Firefighters Incentive Plan (VFIP) Discussions

