

**FAIRFIELD TOWNSHIP
RESOLUTION NO. 17-86**

**RESOLUTION AMENDING RESOLUTION NO. 16-64 AND AUTHORIZING AN
INCREASE IN THE SALARY OF ASSISTANT FIRE CHIEF MATTHEW SCHUMANN
AND FIRE CAPTAIN BRYON BAUMANN.**

WHEREAS, this Board adopted Resolution No. 16-64 on June 1, 2016, in order to correct inequities in the pay structure within the fire department; and

WHEREAS, Resolution No. 16-64 in part provided that the pay scale of Assistant Chief was 85% of the Chief, and the pay scale of the Captain was 85% of the Assistant Chief (see Exhibit A to Resolution 16-64); and

WHEREAS, the Board desires to amend Resolution No. 16-64 by removing the pay scale linkage set forth on Exhibit A and give a 2 ½% increase to fire department Assistant Chief Matthew Schumann and Captain Bryon Baumann above their current salaries;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Fairfield Township, Butler County, Ohio, as follows:

SECTION 1: The Board of Trustees hereby amends Resolution No. 16-64, and Exhibit A to Resolution 16-64 will no longer have any force or effect.

SECTION 2: The Board hereby authorizes a 2 ½% increase in the salaries of Assistant Fire Chief Matthew Schumann and Fire Captain Bryon Baumann.

SECTION 3: That it is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were taken in meetings open to the public, in compliance with all legal requirements including §121.22 of the Ohio Revised Code.

SECTION 4: That the Board by a majority vote hereby dispenses with the requirement that this Resolution be read on two separate days and hereby authorizes the adoption of the Resolution upon its first reading.

SECTION 5: This resolution shall take effect at the earliest date allowed by law.

Effective: September 13, 2017

<u>Board of Trustees</u>	<u>Vote of Trustees</u>
Shannon Hartkemeyer: <u>Shannon Hartkemeyer</u>	<u>yes</u>
Susan Berding: <u>Susan Berding</u>	<u>yes</u>
Joe McAbee: <u>Joe McAbee</u>	<u>yes</u>

AUTHENTICATION

This is to certify that this is a resolution which was duly passed, and filed with the Fairfield Township Fiscal Officer, this 13th day of Sept., 2017.

ATTEST:

Nancy A. Bock
Nancy Bock, Fairfield Township Fiscal Officer

APPROVED AS TO FORM:

L. E. Barbieri
Lawrence E. Barbieri, Township Law Director

FAIRFIELD TOWNSHIP
RESOLUTION NO. 16- 64

RESOLUTION TO AUTHORIZE REVISION OF THE COMPENSATION STRUCTURE WITHIN
THE FIRE DEPARTMENT, ATTACHED AS EXHIBIT A.

WHEREAS: The Board has determined that a revised pay structure within the Fire Department will attract and retain qualified employees at the Township; and

WHEREAS: The pay structure will be considered part of the Township's overall compensation strategy; and

WHEREAS: Raises will become effective the first full payroll in June of each year; and

WHEREAS: The payroll will be paid out of Fund Number 2111 (Fire Fund), 2281 (EMS Fund), or 2191 (Safety Service Fund)

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Fairfield Township, Butler County, Ohio, as follows;

SECTION 1: The Board of Trustees does hereby authorize the revision of the compensation structure within the Fire Department, attached as Exhibit A.

SECTION 2: This resolution is the subject of the general authority granted to the Board of Trustees through the Ohio Revised Code and not the specific authority granted to the Board of Trustees through the status as a Limited Home Rule Township.

SECTION 3: That it is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were taken in meetings open to the public, in compliance with all legal requirements including §121.22 of the Ohio Revised Code.

SECTION 4: This resolution shall take effect at the earliest period allowed by law.

Effective: June 1, 2016

Board of Trustees

Shannon Hartkemeyer: Shannon Hartkemeyer

Joe McAbee: Joe McAbee

Susan Berding: Susan Berding

Vote of Trustees

Yes
Yes
Yes

Authentication

This is to certify that this is a resolution which was duly passed, and filed with the Fairfield Township Fiscal Officer, this 1st day of June, 2016.

ATTEST:

Nancy A. Bock
Nancy Bock, Fairfield Township Fiscal Officer

APPROVED AS TO FORM:

L. E. Barbieri
Lawrence E. Barbieri, Township Law Director

EXHIBIT A - \$15.50 & \$16.80 base with step raises		
Base Pay including officer pay and step raises		\$ 2,129,746.01
Captain's Pay Difference (85% of Assistant Chief)		\$ 10,337.60
Assistant Chief's Pay Difference (85% of Chief)		\$ 11,044.80
Total Salary		\$ 2,151,128.41

Assumes the following:

Asst Chief earns 85% of Chief's salary

FT Captain earns 85% of Asst Chief's salary

Calculates hours based on part time staffing of 12 (6 & 6) 24/7, 365

Uses average of all salaries

Officer pay

Eliminates officer stipend (flat monthly rate regardless of hours worked)

Proposes hourly differential for officers (\$1.75 Lt, \$2.75 Captain)

Officer differential \$8,725 assuming all officers work 1500 hours/year (conservative/high side)

Compares 2016 proposal (using new base fire and medic rates) vs:

2014 actuals

2015 actuals

2016 projection with no raise

2016 projection with 3% increase

This restructures the current starting hourly pay rates and in addition adjusts hourly rates for all current employees

Plan for future raises includes 3 year step raises

Last	First	Date of Hire	YRS Service	Current	EMT	Medic	Cert Level	Rate	Proposed Rate	Officer	Adjusted Rate	New Step Rate
Owens	Billy/Shauna	6/13/1990	1990	\$21.88	6.88	5.08	Paramedic	\$0.00	21.88	17.75	\$	23.63
King	John	8/20/1991	1991	\$21.35	6.55	5.05	Paramedic	\$0.00	21.85	17.75	\$	24.60
Coome	Joe	9/5/1998	1998	\$18.63	3.13	1.83	Paramedic	\$0.00	18.63	17.75	\$	20.38
Rankin	Tim	10/3/1998	1998	\$18.88	3.38	2.08	Paramedic	\$0.00	18.88	17.75	\$	18.88
Reynolds	Larry	9/5/1998	1998	\$18.63	3.13	1.83	Paramedic	\$0.00	18.63	17.75	\$	18.63
Barber	Ryan	10/2/1999	1999	\$20.82	5.82	4.02	Paramedic	\$0.00	20.82	17.75	\$	23.57
Aster	Jody	4/7/2000	2000	\$20.72	5.22	3.92	Paramedic	\$0.00	20.72	17.75	\$	20.72
Jackson	Howard	8/19/2000	2000	\$17.63	2.13	0.83	Paramedic	\$0.00	17.63	17.75	\$	17.63
Santel	Chris	8/19/2000	2000	\$18.89	3.89	2.09	Paramedic	\$0.00	18.89	17.75	\$	22.54
Brewer	Stephen	11/2/2001	2001	\$18.89	3.89	2.09	Paramedic	\$0.00	18.89	17.75	\$	22.54
Canupp	Chad	10/19/2001	2001	\$20.45	4.95	3.65	Paramedic	\$0.00	20.45	17.75	\$	20.45
Robinson	Christopher	9/28/2003	2003	\$20.95	5.25	3.95	Paramedic	\$0.00	20.95	17.75	\$	20.45
Roseberry	Jennifer	11/2/2001	2001	\$20.48	4.98	3.68	Paramedic	\$0.00	20.48	17.75	\$	20.48
Miller	Joseph	10/26/2002	2002	\$20.45	4.95	3.65	Paramedic	\$0.00	20.45	17.75	\$	20.45
Hayes	David	6/27/2003	2003	\$19.72	4.22	2.92	Paramedic	\$0.00	19.72	17.75	\$	19.72
Miller	Stephen	8/6/2004	2004	\$17.08	1.58	0.28	Paramedic	\$0.00	17.08	17.75	\$	17.08
Clayton	Phillip	5/27/2005	2005	\$16.89	1.39	0.09	Paramedic	\$0.00	16.89	17.75	\$	16.89
Hoelle	Greg	10/24/2005	2005	\$16.20	0.70	(0.60)	Paramedic	\$0.00	16.20	17.75	\$	16.20
Rose	Nicholas	11/4/2005	2005	\$18.45	2.95	1.65	Paramedic	\$0.00	18.45	17.75	\$	18.45
Agoston	Jason	12/20/2006	2006	\$14.42	(1.08)	(2.38)	Paramedic	\$0.00	15.50	17.75	\$	15.50
Baker	Jared	10/6/2006	2006	\$17.13	1.63	(0.33)	Paramedic	\$0.00	17.13	17.75	\$	17.13
Baumann	Benjamin	1/24/2006	2006	\$17.00	1.50	(0.50)	Paramedic	\$0.00	17.00	17.75	\$	18.75
Dykes	Justin	7/7/2006	2006	\$15.47	(0.03)	(1.33)	Paramedic	\$0.00	16.80	17.75	\$	16.80
Fields	David	12/20/2006	2006	\$14.42	(1.08)	(2.38)	Paramedic	\$0.00	15.50	17.75	\$	15.50
Kaiser	Joseph	9/25/2007	2007	\$17.67	2.17	(0.87)	Paramedic	\$0.00	17.67	17.75	\$	19.42
Destmond	Paul	3/20/2007	2007	\$17.81	2.31	1.01	Paramedic	\$0.00	17.81	17.75	\$	17.81
Peters	Brian	9/25/2007	2007	\$17.14	1.64	0.34	Paramedic	\$0.00	17.14	17.75	\$	17.14
Tschuor	Mark	5/22/2007	2007	\$16.88	1.38	0.08	Paramedic	\$0.00	16.88	17.75	\$	16.88
Witte	Justin	9/25/2007	2007	\$14.45	(1.05)	(2.35)	Paramedic	\$0.00	15.50	17.75	\$	15.50
Hartwell	Dustin	5/27/2008	2008	\$16.59	1.09	(0.21)	Paramedic	\$0.00	16.80	17.75	\$	16.80
Montgomery	James	5/27/2008	2008	\$15.66	0.16	(1.14)	Paramedic	\$0.00	16.80	17.75	\$	16.80
Oakes	Jacob	5/27/2008	2008	\$14.35	(1.15)	(2.45)	Paramedic	\$0.00	15.50	17.75	\$	15.50
Piebles	Eric	6/10/2008	2008	\$13.78	(1.72)	(3.02)	Paramedic	\$0.00	15.50	17.75	\$	15.50
Wargo	Brad	11/11/2008	2008	\$13.78	(1.72)	(3.02)	Paramedic	\$0.00	15.50	17.75	\$	15.50
Hobbs	Jeffrey	11/10/2009	2009	\$13.16	(2.34)	(3.64)	Paramedic	\$0.00	15.50	17.75	\$	15.50
Maddox	Chris	6/9/2009	2009	\$14.07	(1.43)	(2.73)	Paramedic	\$0.00	16.80	17.75	\$	16.80
Peters	Bradley	6/9/2009	2009	\$15.46	(0.04)	(1.34)	Paramedic	\$0.00	16.80	17.75	\$	16.80
Bauman	Jeff	6/22/2010	2010	\$15.46	(0.04)	(1.34)	Paramedic	\$0.00	16.80	17.75	\$	16.80
McCarty	Brendan	6/22/2010	2010	\$15.46	(0.04)	(1.34)	Paramedic	\$0.00	16.80	17.75	\$	16.80
Potter	Tyler	2/26/2010	2010	\$13.74	(1.76)	(3.06)	Paramedic	\$0.00	15.50	17.75	\$	15.50
Brown	Douglas	10/11/2011	2011	\$13.84	(1.66)	(2.96)	Paramedic	\$0.00	16.80	17.75	\$	16.80
Newlin	David	10/14/2011	2011	\$14.38	(1.12)	(2.42)	Paramedic	\$0.00	16.80	17.75	\$	16.80
Spears	Jeremy	10/14/2011	2011	\$12.26	(3.24)	(4.54)	Paramedic	\$0.00	15.50	17.75	\$	15.50
Carey	Joseph	11/30/2012	2012	\$14.43	(1.07)	(2.37)	Paramedic	\$0.00	16.80	17.75	\$	16.80

Last	First	Date of Hire	YRS Service	Current	EMT	Medic	Cert Level	Raise	Proposed Rate	Officer	Adjusted Rate	New Step Rate
Quinn	William	11/30/2012	2012	\$13.40	(2.10)	(3.40)	Paramedic	\$	16.80	\$	16.80	1
Brandt	Jason	12/27/2013	2013	\$12.80	(2.70)	(4.00)	Paramedic	\$	16.80	\$	16.80	
Hanner	Mark	12/27/2013	2013	\$12.80	(2.70)	(4.00)	Paramedic	\$	16.80	\$	16.80	
Hicks	Matthew	12/27/2013	2013	\$12.80	(2.70)	(4.00)	Paramedic	\$	16.80	\$	16.80	
Hill	Chelsea	7/9/2013	2013	\$13.18	(2.32)	(3.62)	Paramedic	\$	16.80	\$	16.80	
Jeffers	Jason	7/9/2013	2013	\$13.18	(2.32)	(3.62)	Paramedic	\$	16.80	\$	16.80	
Lloyd	Albert	7/9/2013	2013	\$11.64	(3.86)	(5.16)	Paramedic	\$	15.50	\$	15.50	
Logsdon	Mitchell	12/27/2013	2013	\$12.80	(2.70)	(4.00)	Paramedic	\$	16.80	\$	16.80	
Pauly	Alex	7/9/2013	2013	\$13.18	(2.32)	(3.62)	Paramedic	\$	16.80	\$	16.80	
Roell	Danny	7/9/2013	2013	\$11.64	(3.86)	(5.16)	Paramedic	\$	15.50	\$	15.50	
Smith	Scott	7/9/2013	2013	\$13.18	(2.32)	(3.62)	Paramedic	\$	16.80	\$	16.80	
Adams	Seth	4/5/2014	2014	\$12.80	(2.70)	(4.00)	Paramedic	\$	15.50	\$	15.50	
Embry	Robert	4/5/2014	2014	\$12.80	(2.70)	(4.00)	Paramedic	\$	15.50	\$	15.50	
King	Jeffrey	8/2/2014	2014	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Mulcock	Doug	5/14/2014	2014	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Pieper	Phillip	8/2/2014	2014	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Pierani	Nathan	8/2/2014	2014	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Shroyer	Tony	8/2/2014	2014	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Wargo	Alex	1/24/2015	2015	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Canupp	Bynce	3/9/2016	2016	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Blair	Brendan	3/9/2016	2016	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Rolinette	Austin	3/9/2016	2016	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Uhrig	Kaitlyn	3/9/2016	2016	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Wells	Shon	3/9/2016	2016	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
Hankins	Joel	3/9/2016	2016	\$12.80	(2.70)	(4.00)	Paramedic	\$	16.80	\$	16.80	
Weiss	Eric	3/9/2016	2016	\$11.30	(4.20)	(5.50)		\$	15.50	\$	15.50	
	Current Average Rate			\$15.20					\$17.09			
	All hours											
	Worked											
2016 Year	105,120.00	Current Avg Rate		\$ 15.52	\$ 235.60							
	105,120.00	Prop. Avg Rate		\$ 17.19	\$ 1,807,012.80							
		Difference		\$ 1,806,777.20								
	Total Hours											
	Worked											
2016 Year	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
	2016 Year											
	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
	2016 Year											
	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
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	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
	2016 Year											
	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
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	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
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		Difference		\$ 141,758.65								
	Total Current Cost											
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		Difference		\$ 141,758.65								
	Total Current Cost											
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	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
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		Difference		\$ 141,758.65								
	Total Current Cost											
	2016 Year											
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	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
	2016 Year											
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		Difference		\$ 141,758.65								
	Total Current Cost											
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	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
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	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
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	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
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	2016 Year											
	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
	2016 Year											
	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
	2016 Year											
	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
	84,885.00	Prop. Average Rate		\$ 17.19	\$ 1,459,173.65							
		Difference		\$ 141,758.65								
	Total Current Cost											
	2016 Year											
	84,885.00	Current Average Rate		\$ 15.52	\$ 1,317,415.00							
	84,885.00	Prop. Average Rate		\$ 17.19								

Correct Base	Actual New Pay Rate
\$ 16.80	\$ 25.55
\$ 16.80	\$ 26.55
\$ 15.50	\$ 22.25
\$ 16.80	\$ 21.80
\$ 15.50	\$ 20.50
\$ 16.80	\$ 24.55
\$ 15.50	\$ 20.50
\$ 16.80	\$ 21.80
\$ 16.80	\$ 23.55
\$ 16.80	\$ 20.80
\$ 15.50	\$ 21.25
\$ 16.80	\$ 20.80
\$ 16.80	\$ 20.80
\$ 16.80	\$ 20.80
\$ 15.50	\$ 18.50
\$ 15.50	\$ 18.50
\$ 16.80	\$ 19.80
\$ 15.50	\$ 18.50
\$ 16.80	\$ 20.55
\$ 16.80	\$ 18.80
\$ 16.80	\$ 18.80
\$ 15.50	\$ 17.50
\$ 16.80	\$ 18.80
\$ 16.80	\$ 18.80
\$ 15.50	\$ 17.50
\$ 15.50	\$ 19.25
\$ 15.50	\$ 17.50
\$ 16.80	\$ 20.55
\$ 15.50	\$ 17.50
\$ 16.80	\$ 17.80
\$ 16.80	\$ 17.80
\$ 15.50	\$ 16.50
\$ 16.80	\$ 17.80
\$ 16.80	\$ 17.80
\$ 15.50	\$ 16.50
\$ 16.80	\$ 17.80

