

FAIRFIELD TOWNSHIP
RESOLUTION NO. 25-62

RESOLUTION AUTHORIZING INCREASES FOR THE PART-TIME FIRE EMPLOYEES.

WHEREAS: The Board has determined pay raises for employees as listed on the attached Exhibit "A"; and

WHEREAS: Raises will be effective for the first full pay period after the effective dates listed on Exhibit "A";

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

SECTION 1: The Board approves raises for part-time fire employees as listed on Exhibit "A" for the first full pay period after the effective dates listed on Exhibit "A". For probationary employees raises will be effective the first full pay period after their probation period has been completed.

SECTION 2: The Board hereby dispenses with the requirement that this resolution be read on two separate days, pursuant to RC 504.10, and authorizes the adoption of this resolution upon its first reading.

SECTION 3 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 4: 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 5: This resolution shall take effect at the earliest period allowed by law.

Adopted: April 8, 2025

Board of Trustees

Vote of Trustees

Michael Berding: _____

yes

Shannon Hartkemeyer: _____

yes

Joe McAbee: _____

yes

AUTHENTICATION

This is to certify that this is a resolution which was duly passed and filed with the Fairfield Township Fiscal Officer this 8th day of April, 2025.

ATTEST:

APPROVED AS TO FORM:

Shelly Schultz
Shelly Schultz, Fairfield Township Fiscal Officer

K.E. Barbieri
Katherine Barbieri, Township Law Director



Fairfield Township Fire Department
6048 Morris Rd Fairfield Twp, OH 45011
Ryan D Berter, Fire Chief

To: Kim Lapensee, Administrator
From: Ryan Berter, Fire Chief
Date: 02/13/2025
Subject: Part Time Pay Rates

With our reliance on our part-time employees diminishing, I believe we have come to the point of revamping our part time pay system. While our reliance has been reduced, we must still maintain a contingent of quality part-time employees.

In the past, to retain part-time members we have provided longevity incentives that have caused some trouble in forecasting actual costs. This system has created issues with accuracy in hourly wages with part time employees.

I am recommending we move to a flat rate for each certification level for part-time employees, one rate for EMT's and one rate for Paramedics.

Receiving the pay rate for 22 area fire departments we found the averages to be as follows.

Paramedic- \$21.40
EMT- \$18.65

Our current starting rate for each level is as follows.

Paramedic \$ 19.30
EMT-\$18.50

Moving to one flat rate I would suggest the following rates to keep us competitive, this puts us just above the average for the area, ensuring we can continue to attempt to attract part-time staff.

Paramedic- \$22.00
EMT- \$19.50

These rates will only change if and when the Board approves a pay increase each year for non-contractual employees.

This will have the following budgetary impact for 2025, \$16,700. This is applying the raise to those it affects, assuming an average of 1000 hours per employee.

Those employees that are above the proposed rate will remain at their current rate until such time as the two flat rates catch up to them.

Employee	Cert Level	Current Rate	Hourly Increase	2025 Cost of Increase
Pack	EMT	\$21.50	No Change	
Popp	EMT	\$19.50		
Potter	EMT	\$22.50		
Silletti	EMT	\$18.50	\$1.00	\$1,000.00
Smith	EMT	\$18.50	\$1.00	\$1,000.00
Spears	EMT	\$18.50	\$1.00	\$1,000.00
Ulrich	EMT	\$20.50	No Change	
Morrow	EMT	\$18.50	\$1.00	\$1,000.00
Mudd	EMT	\$18.50	\$1.00	\$1,000.00
Miller, S	EMT	\$25.50	No Change	
Monohan	EMT	\$19.50		
Messerschmitt	EMT	\$20.50		
Maurer	EMT	\$19.50		
Lockwood	EMT	\$18.50	\$1.00	\$1,000.00
Fritz	EMT	\$18.50	\$1.00	\$1,000.00
Gabbard	EMT	\$18.50	\$1.00	\$1,000.00
Healy	EMT	\$18.50	\$1.00	\$1,000.00
Brown	EMT	\$18.50	\$1.00	\$1,000.00
Dykes	Paramedic	\$24.80	No Change	
Helmuth	Paramedic	\$19.30	\$2.70	\$2,700.00
Kren	Paramedic	\$21.80	\$0.20	\$200.00
Lusby	Paramedic	\$20.00	\$2.00	\$2,000.00
J Miller	Paramedic	\$26.80	No Change	
Montgomery	Paramedic	\$24.80		
Morath	Paramedic	\$20.80	\$1.80	\$1,800.00
			Total Impact 2025	\$16,700.00