

Police & Fire Committee Meetings 10-March-2015

Present: Chairman Jim Sunderhaus, Committee Members: Bill Clark, Kitty Zech, & Jim Martin. Others: Council Persons Leslie Roden, Council President Debbie Slaughter, & Cheviot Fire Chief Bob Klein.

Meeting was opened by Chairman Sunderhaus @ 6:24 pm. The Police & Fire committee was asked to look at the current pay structure for our part-time police officers & firefighters. We are currently having trouble retaining part-time police officers as our rates of pay have fallen behind other municipalities. Additionally these pay rates have not been updated since 2010. The first question posed to the committee was, "Do we need to address this issue @ this time." The committee & those assembled believe that now is as good a time as any especially given the problems with attracting & retaining part-time police officers.

Police Chief Joe Lally had gathered information from the City of Springdale Police Department whereby the part-time salaries are based on a percentage of a full time officers probationary rate. This has significantly increased hourly rates. The expressed purpose for doing this was to attract the best part-time officers from other departments. Since Chief Lally is not at this meeting Chairman will ask the chief for further comparables with other neighboring police departments for our next meeting.

Fire Chief Bob Klein reviewed his proposal. Highlights include the elimination of the Firefighter/ EMT (Emergency Medical Technician) Rate as it is not used because the need on the EMS side is for the more highly trained Firefighter/ Paramedic. For this reason only candidates with the Paramedic Certification are considered. Chief Klein presented comparables from neighboring departments: Miami Township, Green Township, Delhi Township, & the City of Harrison.

Due to time restraints this meeting will be continued & is scheduled to resume Tuesday March 17th @ 6:30 prior to the regular council meeting.

Tuesday March 17th Continuation of previous meeting.

Present: Chairman Jim Sunderhaus, Committee Members: Bill Clark, Kitty Zech, & Jim Martin. Others Present were Council Persons: Leslie Roden, Dennis Dinkelacker, Amy Richter, & Council president Debbie Slaughter.

Meeting was reconvened @ 6:46 pm by Chairman Sunderhaus. Police Chief Joe Lally Brought comparables of part-time police wages from the city's of Mt. Healthy & North College Hill. Like the city of Springdale the Mt. Healthy & North College Hill departments base their part-time on percentages of their fulltime employee rates.

Chief would also like to be able to offer part-time officers, who have a wealth of experience or special training that the department can put to use, a premium (a little more per hour) and/ or the ability to assign them to a higher grade. The committee agrees that if a part-time employee has special or advanced training/ certifications that are being utilized for the benefit of the city & it's citizens the police chief should be able to offer a little extra compensation.

Chief Lally will work up a sample ordinance with these additional ideas included. It was also mentioned that a statement regarding councils ability to freeze wages when/ if deemed necessary should be added.

Due to time constraints this meeting will be continued & will reconvene on Tuesday March 24th @ 6:30 am.

Tuesday March 24th Continuation of previous meeting.

Present: Chairman Jim Sunderhaus, Committee Members: Kitty Zech, Bill Clark, & Jim Martin. Others present were Council Persons Leslie Roden, Amy Richter, Dennis Dinkelacker, & council president Debbie Slaughter. Also present were Police Chief Joe Lally & Fire Chief Bob Klein along with community members Mark A. & Mark E. Landin father & son from Boy Scout Troop 850 From St. Ignatius. Mark E. is working towards his Eagle Scout requirements.

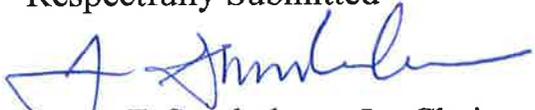
Chairman Sunderhaus called the meeting to order @ 6:37 pm.

During the week in between Chief Lally had written a sample ordinance & Chair Sunderhaus did a rewrite. Copies of both were handed out for pondering & discussion. After much discussion the committee agreed to a hybrid of the 2 versions. The committee then began to discuss the actual pay increase #'s & decided to pass that decision to the finance committee for review, discussion, & approval.

The Committee the reviewed Chief Klein's recommendations & agreed with what was presented. Committee recommended that the Part-Time fire personnel also be eligible for a specialized training premium (.25 - \$1 an hour) whereby they could be eligible for additional pay for things like Fire & EMS Instructor, State Fire-Safety Inspector, Car Seat Tech ect. Of course like with the police it is with the recommendation of the Fire Chief & the approval of the Safety Service Director & the Mayor. The committee will also send this to the Finance Committee for review of the numbers.

Meeting adjourned @ 7:51 pm

Respectfully Submitted



James F. Sunderhaus, Jr., Chairman

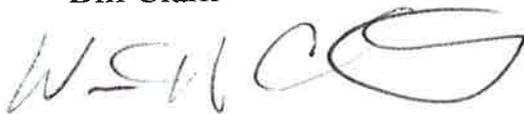


Kitty Zech



Jim Martin

Bill Clark





City of Cheviot, Ohio

Police Department



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JOSEPH G. LALLY
Chief of Police

January 20, 2015

To: Cheviot City Council Finance Committee
Dennis Dinkelacker – Chairperson

Fr: Chief Joseph Lally

Re: Part-time Pay Scale

Members of the Committee:

Our part-time salaries are currently structured in such a way that we are not competitive with other local departments. Our training rate is more in line with what cashiers at fast food restaurants are paid (\$10.75), than first responders who are putting their lives on the line. If my information is correct, our current part-time pay scale has not changed in six (6) years. The result is that it has been difficult to attract quality candidates, and it is that much more difficult to retain those that we acquire.

The Springfield Township Police Department decided to initiate a part-time component in 2013. They set their part-time pay rate as being equivalent to their probationary full-time rate. Their **expressed purpose** was to attract the best part-time officers from other nearby departments. The advertisement for their most recent part-time test listed the salary as \$24.92 per hour. While I believe that number is high for an entry-level part-time officer; that is what we are competing against.

I do not enjoy negotiating contracts. A couple of other departments have structured their part-time ordinances to reflect a percentage of the probationary full-time hourly rate. This approach eliminates the need to revisit the subject, much less needing to concern ourselves with “how long has it been” since it was last addressed.

Our current part-time ordinance has six (6) steps relating to longevity. I believe that longevity should be rewarded, but I do not see the need to stretch it out beyond ten (10) years. The following is my proposal for the restructuring of our part-time pay scale:

Proposed Part-time Pay Scale

- a. **50%** of the Cheviot Patrol Officers Probationary Rate during field training. A minimum of 300 hours shall continue to be required for the completion of field training. Officers unable to satisfy the field training requirements within the time allotted will be dismissed at the discretion of the Chief of Police.
- b. **65%** of the Cheviot Patrol Officers Probationary Rate for the remainder of the first two (2) years.
- c. **75%** of the Cheviot Patrol Officers Probationary Rate for officers with more than two (2) years, but less than five (5) years.
- d. **85%** of the Cheviot Patrol Officers Probationary Rate for officers with more than five (5), but less than ten (10) years.
- e. **Equal** to the Cheviot Patrol Officers Probationary Rate for officers with more than ten (10) years.

Based on the Full-time Collective Bargaining Agreement, the steps would be equivalent to:

- a) \$12.80
- b) \$16.65
- c) \$19.21
- d) \$21.77
- e) \$25.61

I am attaching a copy of the most recent Part-time Police Officers ordinance that is in my possession.

CITY OF CHEVIOT
STATE OF OHIO

ORDINANCE NO. 05 - 20

**TO INCREASE THE WAGE RATES OF THE PART-TIME POLICE OFFICERS
IN THE CITY OF CHEVIOT: AND TO DECLARE AN EMERGENCY.**

WHEREAS, the City of Cheviot has determined that wage increases for the Part-time Police Officers are necessary;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CHEVIOT, STATE OF OHIO, TWO - THIRDS OF ALL MEMBERS THEREOF CONCURRING, THAT;

Full time
after 1 yr
25.15

Section 1. The wage rates for the Part - Time Police Officers in the City of Cheviot shall be as follows:

Keep
same

a). \$10.75 per hour for officers during field training. A minimum of 200 hours shall continue to be required for the completion of field training. Officers unable to satisfy the field training requirements within the allotted 200 hours will train at their own expense.

12.75, 13.50

b). \$12.00 per hour for officers with successful field training and less than one (1) year of service with the City of Cheviot Police Department.

16.25, 16.00

c). \$15.00 per hour for officers with more than one (1) year and less than five (5) years of service with the City of Cheviot Police Department.

17.50, 17.00

d). \$16.25 per hour for officers with more than five (5) years and less than ten (10) years of service with the City of Cheviot Police Department.

18.25, 18.00

(e). \$17.00 per hour for officers with more than ten (10) years and less than fifteen (15) years of service with the City of Cheviot Police Department.

18.75, 18.50

(f). \$17.50 per hour for officers with more than fifteen (15) years of service with the City of Cheviot Police Department.

The City may pay a newly hired part-time officer at a rate above the first year rate, but not to exceed the highest rate, where exceptional qualifications or experience warrant it.

Section 2. Holiday Pay. Part-time Officers shall be compensated at one and one-half times their normal rate of pay when working on the following holidays: New Years Day, Martin Luther King Day, Presidents Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Christmas Eve Day, and Christmas Day.

Section 3. Call In Pay and Training Pay. A Part-time Officer who is required to appear on off-duty time before an official court or before the prosecutor for a pretrial conference on matters pertaining to the officer's official duties, and any officer called in to work at a time outside of his/her scheduled shift, which does not abut either end of a scheduled shift, shall be paid for four (4) hours at the officer's regular rate of pay. Officers shall attend any training listed as mandatory and will be paid for four (4) hours for the training session unless it is scheduled during the officer's work shift and unless the session exceeds four (4) hours, in which cases the officer will be paid for the actual number of hours present at the training session.

Section 4. Clothing and Equipment. Safety equipment limited to body armor and protective helmets will be provided by the city as follows:

Body armor will be provided by the city for all part-time officers. If the officer leaves the employment of the City of Cheviot prior to the completion of two (2) years of service, the city shall be reimbursed by the officer for the full cost of the body armor. After two (2) years of service, no reimbursement is due to the city. Protective helmets will be purchased by the police department and shall remain city property. All clothing and required equipment will be supplied by the city. If employment is terminated before the completion of two (2) years of service, the city shall be reimbursed by the officer at 100% of the clothing cost. All required equipment shall remain the property of the city. Any reimbursement due the City of Cheviot may be recouped through payroll deduction.

Section 5. Park and Special Details. Part-time officers assigned to events at Harvest Home Park shall be paid at the current off-duty police rate of pay and charged to the sponsoring group.

Section 6. Work Requirements. A part-time officer shall provide the scheduling officer with his primary work schedule prior to the fifteenth (15) day of each month for the following month. A part-time officer shall be available to work for the department a minimum of sixteen (16) hours per week. A part-time officer shall work the shifts which have been scheduled for him/her by the scheduling officer.

Section 7. The pay rates enumerated in this ordinance shall become effective with the pay period beginning September 9, 2005 and remain in force through midnight September 9, 2007 at which time it will be eligible for review and amendment or modification.

Section 8. This ordinance is hereby declared to be an emergency measure for the health, safety, and welfare of the citizens of Cheviot and shall take effect immediately. The emergency is necessary in order to all the City of Cheviot keep and attract qualified personnel in the positions listed above.

James E. Morganroth
President of Council

Date passed

Samuel D. Keller
Mayor

Date approved

Ryan T. Zech
Clerk of Council

APPROVED AS TO FORM:



MARK G. WATERS
LAW DIRECTOR

CERTIFICATION AND PUBLICATION

I, Ryan T. Zech, Clerk of the Council of the City of Cheviot, Ohio, hereby certify that the foregoing ordinance, or a succinct summary, was published in the Western Hills Press, a newspaper of general circulation in the City of Cheviot, in accordance with Section 731.21 of the Ohio Revised Code, on the following dates:

- 1). _____, 2005, and
- 2). _____, 2005,

Ryan T. Zech
Clerk of Council

Mt. Healthy Part-time Collective Bargaining Agreement

ARTICLE 19 WAGES

Section 19.1: Beginning July 1, 2010, the hourly pay rates for part-time officers will be a percentage of the (full-time officers) contract rates based on their experience as follows:

0-24 months	@	55%	(\$14.386)	<i>mH</i>
25-59 months	@	60%	(\$16.97)	<i>our C+D</i>
60 months+	@	65%	(\$19.637)	<i>E</i>

Section 19.2: The employer, at its sole discretion, reserves the right to place a new hire employee at step 2 of the wage scale. (Percentages reflect steps 3, 4 & 5 of full-time pay schedule)

- The contract was just re-negotiated, and the percentages/structure may have changed.

North College Hill Part-time Collective Bargaining Agreement

ARTICLE 13- WAGES

Section 13.1: The term "Part-Time Pay Grades", as used in this Article, shall have the following meaning unless otherwise specified herein:

- A. Pay Grade I is applicable until completion of the Field Training Program
- B. Pay Grade II is applicable to the first full year of service after the completion of the Field Training Program.
- C. Pay Grade III is applicable to first and second years of service after the completion of Pay Grade II.
- D. Pay Grade IV is applicable to the first and all succeeding years of service after the completion of Pay Grade III.

Section 13.2: All pay set forth in this Article shall be payable in bi-weekly installments unless another method of payment is specifically set forth.

Section 13.3: Effective April 1, 2011 and for the duration of this Agreement, the rate of pay for each Pay Grade will be as follows:

- A. Grade I as determined by the Employer. (NCH Fiscal year 2013 figures; CHEV 2015)
- B. Pay Grade II – 75% of Part-Time Pay Grade IV, \$16.07. (\$19.2075)
- C. Pay Grade III - 85% of Part-time Pay Grade IV, \$18.22 per hour. (\$21.7685)
- D. Pay Grade IV- equal to Pay Grade I of full-time P.O.s, \$21.43 per hour. (\$25.61)

Full-time Reference

- A. Pay Grade I is applicable to the first full year of service in the grade.
- B. Pay Grade II is applicable to the second and third years of service in the grade.
- C. Pay Grade III is applicable to the fourth and all succeeding years in the grade.

Mt. Healthy Part-time Collective Bargaining Agreement

ARTICLE 19

WAGES

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0-24 months	@	55%	(\$14.386)
25-59 months	@	60%	(\$16.97)
60 months+	@	65%	(\$19.637)

Section 19.2: The employer, at its sole discretion, reserves the right to place a new hire employee at step 2 of the wage scale. (Percentages reflect steps 3, 4 & 5 of full-time pay schedule)

- The contract was just re-negotiated, and the percentages/structure may have changed.

CITY OF CHEVIOT
STATE OF OHIO

ORDINANCE NO. 10 - 33

TO ESTABLISH CERTAIN WAGES, BENEFITS, AND WORKING CONDITIONS OF PART-TIME FIRE PERSONNEL; AND TO DECLARE AN EMERGENCY.

WHEREAS, the Council of the City of Cheviot has determined that certain wage and benefit changes are necessary for the part-time fire personnel of the City of Cheviot;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CHEVIOT, STATE OF OHIO, TWO-THIRDS OF ALL MEMBERS THEREOF CONCURRING, THAT:

Section 1. Part-time fire department personnel shall be compensated as follows:

<u>Position / Qualification</u>	<u>Wage</u>
EMT (no fire training)	\$9.25 per hour
Firefighter/EMT	\$9.75 per hour
Paramedic	\$10.25 per hour
Firefighter/Paramedic	\$13.75 per hour
Seniority 5 - 10 years	additional \$.50 per hour
Seniority 11 - 15 years	additional \$.50 per hour
Seniority over 15 years	additional \$.50 per hour
Firefighter/Paramedic/Engineer	additional \$1.00 per hour

Section 2. Replacement of damaged personal clothing may be made with the approval of both the Fire Chief and Safety-Service Director if such clothing was damaged in the course of the employee's official duties.

Section 3. Part-time fire personnel shall be provided certain medical protection, which is also provided to the full-time personnel, which includes vaccinations, flu shots, hepatitis shots, booster shots, and Titer shots. Successful applicants for positions as part-time fire personnel shall receive a baseline physical examination at the discretion of the Fire Chief.

Section 4. The City of Cheviot shall provide all part-time fire personnel with liability insurance through Volunteer Fireman's Insurance Services, Inc., or its equivalent.

Section 5. The salary increases outlined in this ordinance shall be effective retroactively to the pay period beginning September 10, 2010.

Section 6. Part-time fire personnel who work on New Year's Day, Martin Luther King Day, Presidents' Day, Easter Sunday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, or Christmas Day shall be compensated at one and one-half times the regular rate of pay.

Section 7. This ordinance shall be interpreted to supercede all rates of pay and benefits enumerated in Ordinance No. 06-16, passed by council on June 20, 2006, and all other previous ordinances specifying rates of pay and benefits for part-time fire personnel.

Section 8. This ordinance is hereby declared to be an emergency measure for the health, safety, and welfare of the citizens of Cheviot and shall take effect immediately. The emergency is necessary in order to allow the city's fire department to remain competitive in attracting and keeping the best qualified part-time personnel.

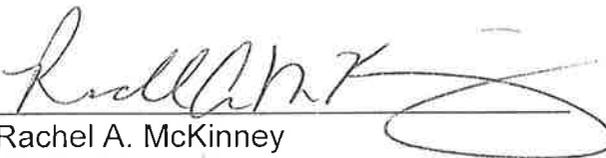

Deborah M. McKinney
President of Council

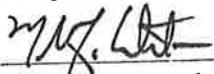
October 5, 2010
Date passed


Samuel D. Keller
Mayor

10-5-10
Date approved

Attest :


Rachel A. McKinney
Clerk of Council

APPROVED AS TO FORM:

MARK G. WATERS
LAW DIRECTOR

CERTIFICATION OF PUBLICATION

I, Rachel A. McKinney, Clerk of the Council of the City of Cheviot, Ohio, hereby certify that the foregoing ordinance, or a succinct summary, was published in the Western Hills Press, a newspaper of general circulation in the City of Cheviot, Ohio, in accordance with Section 731.21 of the Ohio Revised Code, on the following dates:

- 1) _____, 2010, and
- 2) _____, 2010.

Rachel A. McKinney, Clerk of Council