

The Special Meeting of the Hamilton Township Board of Trustees was called to order at 4:00 p.m., by Chairman Chris Hann.

Members Present: Blackstone yea Anderson yea Hann yea

Visitors Present: Lisa Shirkey, Jamie Miles, David Rosenberger

Chief Rosenberger stated that this meeting was scheduled to discuss the proposal to hire EMT Basic's to work part-time at the Hamilton Township Fire Department.

Chief Rosenberger was suggesting to the board that these EMT's be paid \$20.00 per hour, then raise the pay rate for the part-time paramedic positions to \$21.32. His reasoning for this was that beginning in July of 2024, this would be the pay rate for zero-year full time firefighter-paramedics.

Board member Todd Blackstone stated that he would like to see the wages closer to the similarly situated departments in the area. He has personally spoken to several departments and the wages for the EMT Basic employees is significantly lower than \$20.00.

The board reviewed the part-time spreadsheet provided to the fiscal officer and noted several inconsistencies. The rates did not appear to be current. Chief Rosenberger stated that the person who provided the data to him had told him it was current as of 2023. The board instructed Chief Rosenberger to contact several departments that they selected from the list and inquire as to what their current pay rate is for this position, then update the spreadsheet with the correct information.

No decision was made on pay rate for this position until the new data is received. Trustee Chris Hann stated that the board is going to go forward with hiring these medics. He also stated that the full-time paramedics the township employs are not required to be nationally registered, the board did away with that requirement with the last contract, in hopes that it would bring in more applicants.

Trustees asked Rosenberger to explain how the hiring process is being accomplished. Rosenberger stated that he has placed Capt. Robert Mango in charge of this and Capt. Mango passes the applications down to his shift to make the calls. It is the Chief's desire that all applicants that are being considered for hiring be interviewed by the board. All three board members agreed that there should be one point of contact within the department. The applicants should not be passed along for different people to make contact.

Trustee Anderson added that she had spoken to the Ohio Firefighters Association at the OTA convention this week and they told her there is a shortage of firemen statewide. She also added that she had been conducting some research and a large majority of fire departments in Ohio are volunteer. Trustee Hann explained that that is in the rural areas of the state. It is a bit different the closer you get to the metropolitan areas that are more heavily populated.

Chief stated that currently his focus is on hiring full-time employees to replace the firefighters who have recently resigned.

He currently has six applicants scheduled for the agility testing, 3-full time and 3-part-time. In total he has seven applications for the EMT-Basic position.

Chief Rosenberger would like to hire five part-time EMT-Basics. Blackstone said he would suggest two and Hann stated he would like to hire three, one for each unit.

The fiscal officer requested that the fire department establish an employment agreement for the newly created job. This would include the pay rate, a full job description, all required physical examinations, uniform requirements and outline the probationary period and reimbursements to the township if the probationary period is not completed for any reason. The fiscal officer stated that the uniforms and turn-out gear could potentially cost over \$3,000.00 per employee.

Chief agreed to provide the required documents

The board discussed a letter from Micah Collett regarding his request to be considered for a lateral hire, considering his experience when he was hired in July 2023. All options were discussed, as well as the other employees this could potentially affect. After a lengthy discussion regarding pay rates and retro-active pay, the following motion resulted.

(2024-51) MOTION TO TABLE LATERAL INCREASE FROM MICAH COLLETT

T. Blackstone made a motion to table the request for a lateral increase from full-time firefighter Micah Collett. B. Anderson seconded the move and the vote resulted. M/C

Blackstone yea Anderson yea Hann yea

(2024-52) ADJOURNMENT

There being no further business at hand, T. Blackstone made a motion to adjourn at 5:55 p.m. B. Anderson seconded the move and the vote resulted. M/C

Blackstone yea Anderson yea Hann yea

HAMILTON TOWNSHIP BOARD OF TRUSTEES

Attest: _____
Fiscal Officer