

**RESTRUCTURING THE CITY OF MASON FIRE DEPARTMENT,  
DETERMINING COMPENSATION; REPEALING ORDINANCE  
NO. 98-106; AND DECLARING AN EMERGENCY**

BE IT ORDAINED by the Council of the City of Mason, Ohio, seven members elected thereto concurring:

Section 1. That the City of Mason Fire Department shall be comprised of the following full-time positions and shall not exceed the number of persons so designated:

- a. Fire Chief 1
- b. Deputy Fire Chief 1
- c. Fire Safety Inspector 2
- d. Battalion Supervisor 3
- e. Paramedic Firefighter 15
- f. Secretary 1

Section 2. That the compensation of the Fire Chief, Deputy Fire Chief, and Secretary shall be fixed in accordance with the ordinances of City Council as may be passed from time to time.

Section 3. That all other full-time certificated positions within the Fire Department shall be compensated in accordance with the collective bargaining agreement between the City of Mason and Mason Professional Fire Fighters, IAFF Local 4049.

Section 4. That the Fire Chief shall be authorized to create as a special temporary assignment the designation of EMS/Station Supervisor, and that not more than nine (9) eligible full-time paramedic firefighters shall be given the duties of such assignment and such designation, and that such assignments shall terminate at any time at the discretion of the Fire Chief, but in no event shall such authority to designate or make such assignment continue longer than two years following the date of this Ordinance.

Section 5. That there is hereby created the position of Regular Part-Time Paramedic/Firefighter. That said position shall be compensated at a rate between \$9.25 and \$11.24 an hour. That there is hereby created the position of Regular Part-Time EMT/Firefighter. That said position shall be compensated at a rate between \$8.25 and \$10.24 an hour.

Section 6. That Regular Part-Time Fire personnel who are required to complete Engineer Training shall receive an additional \$1.00 per hour of compensation.

Section 7. That Regular Part-Time Fire personnel that are required to assume responsibilities of a higher position and act as an Officer-in-Charge, an additional \$1.00 per hour of compensation is authorized for each hour worked as an Officer-in-Charge.

Section 8. That the Fire Chief may, with the approval of the Safety Director, or the City Manager, appoint as many As-Needed Fill-in Part-Time employees as is deemed necessary to assure that a full complement of on-duty personnel are available at all times.

Section 9. That off-duty Regular Part-Time, and As-Needed Fill-in Part-Time employees required to wear a fire tone alerting device shall be compensated \$1.00 per hour for each hour assigned to wear such device.

Section 10. That the Fire Chief shall, subject to the approval of the Safety Director or the City Manager, establish the normal daily staffing complement of the fire stations. That the City Manager may authorize or direct the modification of the daily staffing complement. That the City Manager, Fire Chief or on-duty Supervisor may call in additional personnel to meet an emergency service need. Nothing in this Ordinance requires the City, or the Fire Department, to employ, assign, or staff a minimum number of personnel.

Section 11. (a) That the City Manager shall be authorized to establish and maintain an incentive plan fund from which he may pay Regular Part-Time employees an attendance bonus and grant paid time off as follows:


- (1) Upon completion of a six month period of working the regular three day shift rotation without an absence, a payment equal to \$.50 for each hour worked during the six month period, to be paid within thirty days after the end of the six month period.
- (2) Upon completion of a second consecutive six month period, and for each consecutive six month period thereafter, of working the regular three day shift rotation without an absence, a payment equal to \$1.00 for each hour worked during the six month period, and an award of twenty-four (24) hours of paid time off which, when used thereafter, shall not be deemed an absence for purposes of eligibility for the attendance bonus.

(b) The City Manager shall determine by policy how the six-month periods shall be applied, and shall further determine what shall constitute an absence, and shall establish any other policy necessary to implement this Section.

Section 12. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and general welfare and shall be effective immediately upon its passage. The reason for said declaration of emergency is the need to establish the positions and rates of compensation at the earliest possible date in order to have the Mason Fire Department fully staffed.

Passed this 13<sup>th</sup> day of October, 2003.

Attest:

  
Clerk of Council

  
Mayor