

ORDINANCE 2018 – 18

ESTABLISHING THE DEPARTMENT OF FIRE AND RESTRUCTURING THE CITY OF MASON FIRE DEPARTMENT, DETERMINING COMPENSATION AND CREATING (3) ADDITIONAL FULL TIME PARAMEDIC/FIREFIGHTER POSITIONS IN THE CITY OF MASON FIRE DEPARTMENT; REPEALING ORDINANCE NUMBERS 2016-100; 2017-29 AND DECLARING AN EMERGENCY

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

Section 1. That the City of Mason Fire Department has been duly established by City Council in accordance with the City Charter and shall be comprised of the following full-time positions and shall not exceed the number of persons so designated:

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| a. Fire Chief | 1 |
| b. Deputy Fire Chief | 5 |
| c. Fire Safety Inspector | 1 |
| d. Fire Lieutenant | 6 |
| e. Paramedic Firefighter | 38 |
| f. Secretary | 1 |

Section 2. That the compensation of the Fire Chief, Deputy Fire Chiefs, 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 there is hereby created the position of Part-Time Firefighter/ Paramedic, Part-Time Firefighter/EMT. That said position shall be compensated in accordance with the ordinances of City Council that may be passed from time to time.

Section 5. That the Fire Chief may, with the approval of the Safety Director, or the City Manager, appoint as many Part-Time employees as is deemed necessary to assure that a full complement of on-duty personnel are available at all times.

Section 6. That the three new positions will be created by converting shifts currently filled by part-time personnel to coverage by new full-time personnel.

Section 7. That the fire department will support the Campus Security Program in accordance with Ordinance 2017-23.

Section 8. That the Safety Director may appoint as many Fire Prevention Officers as is deemed necessary for a specific purpose to assure a complement of personnel for the safety of the public. Appointments are for a specific amount of time, not to exceed 1 year, and shall not receive any compensation from the City of Mason.

Section 9. 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 10. (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 a set 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 and third consecutive six month period, of working the regular 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.
- (3) Upon completion of a fourth consecutive six month period, and for each consecutive six month period thereafter, of working the regular shift rotation without an absence, a payment equal to \$1.50 for each hour worked during the six month period, and an award of forty-eight (48) 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 establish any policy necessary to implement this Section.

Section 11. 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 12th day of February, 2018.

Mayor

Attest: _____
Clerk of Council