

**City of Fairfield
Minutes
Regular Meeting of City Council
January 24, 2022**

Council-Manager Briefing

Proposed Fire Levy

Mayor Rhodus called the briefing to order at 5:00 PM. Councilmembers present: Dale Paullus, Terry Senger, Tim Abbott, Tim Meyers, Matt Davidson and Gwen Brill.

Staff members present: Don Bennett, Jake Burton, Tom Wagner, Randy McCreadie, Steve Maynard, Ben Mann, Adam Sackenheim, Tiphannie Mays, Greg Kathman, Steve Wolterman and Carol Mayhall.

Fire Department staff Don Bennett, Tom Wagner and Randy McCreadie presented the Fire Department staffing plan. Finance Director Burton presented financial information for the proposed Fire Levy. See attached slides.

Business Meeting Call to Order

Mayor Rhodus called the Regular Meeting to order at 7:00 PM.

Prayer/Pledge of Allegiance

Councilmember Senger led in prayer and Pledge of Allegiance.

Roll Call

Councilmembers present included:

Attendee Name	Title	Status	Arrived
Tim Meyers	Councilmember, At-Large	Present	
Matt Davidson	Councilmember, At-Large	Present	
Gwen Brill	Councilmember, At-Large	Present	
Leslie Besl	Councilmember, 1st Ward	Excused	
Dale Paullus	Councilmember, 2nd Ward	Present	
Terry Senger	Councilmember, 3rd Ward	Present	
Tim Abbott	Councilmember, 4th Ward	Present	
Mitch Rhodus	Mayor	Present	

Councilmember Davidson, seconded by Councilmember Abbott, moved to excuse Councilmember Besl. Motion carried 6-0.

Agenda Modifications

Councilmember Meyers, seconded by Councilmember Abbott, moved to add a resolution for placement of the Fire Levy to the agenda. Motion carried 6-0.

Executive Session Requests

Councilmember Abbott, seconded by Councilmember Paullus, moved for Executive Session to discuss the dismissal, demotion, discipline of a public employee or official, the status of collective bargaining with public employees and pending or imminent litigation. Motion carried 6-0.

Special Presentations and Citizen Comments

a. Public Safety Oath of Office

Mayor Rhodus administered the oath of office to new Firefighter/Paramedics and welcomed them to the City. Deputy Chief McCreadie introduced each of the firefighters and their support person that would pin their badge on their uniform.

b. Steve Barrett, 1605 Parliament Court

Mr. Barrett addressed Council regarding his opposition to the proposed Fire Levy. He stated that he agrees that the Fire Department should be supported and the changes should be made, but disagrees with the method being presented. He feels there is room in the budget to support the needs of the Fire Department and it should be prioritized over other projects.

Public Hearing(s)

None.

Approval of Minutes

The Regular Meeting Minutes of January 10, 2022 were approved as written and submitted.

OLD BUSINESS AND REPORTS

Community & Public Relations Committee

Leslie Besl, Chair; Gwen Brill, Vice Chair; Tim Abbott, Member

Development Services Committee

Matt Davidson, Chair; Terry Senger, Vice Chair; Dale Paullus, Member

Ordinance amending Ordinance No. 166-84, the Codified Ordinances of Fairfield, Ohio, Section 1141.02, the City of Fairfield, Ohio, Zoning Map by approving the concept plan for the 5846 Pleasant Avenue Planned Unit Development.

Recommendation:

It is recommended that City Council have a first reading on this item at the December 13, 2021 meeting and set the joint public hearing date for January 10, 2022.

The second reading of this ordinance was held pending Planning Commission recommendation.

RESULT:	TABLED [UNANIMOUS]
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Next: 2/14/2022 7:00 PM

Parks, Recreation and Environment Committee

Gwen Brill, Chair; Matt Davidson, Vice Chair; Leslie Besl, Member

Public Safety Committee

Tim Meyers, Chair; Dale Paullus, Vice Chair; Leslie Besl, Member

Public Works Committee

Terry Senger, Chair; Tim Meyers, Vice Chair; Matt Davidson, Member

Resolution declaring necessity of repairing sidewalks (including aprons).

Recommendation:

It is recommended that City Council authorizes and directs the preparation of a Resolution of Necessity for the sidewalk/driveway apron repairs.

Councilmember Senger presented the second reading of this resolution.

RESULT:	SECOND READING
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Next: 2/14/2022 7:00 PM

Public Utilities Committee

Dale Paullus, Chair; Tim Abbott, Vice Chair; Tim Meyers, Member

Finance & Budget Committee

Tim Abbott, Chair; Gwen Brill, Vice Chair; Terry Senger, Member

Ordinance to Amend Subsection 143.06, Promotions in the Police Department, of Ordinance No. 166-84, the Codified Ordinances of Fairfield, Ohio.

Recommendation:

It is recommended that Council adopt the promotional process outlined in this ordinance.

Councilmember Abbott presented the third reading of this ordinance.

ORDINANCE NO. 6-22. APPROVED 6-0.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Tim Abbott, Councilmember, 4th Ward
SECONDER:	Dale Paullus, Councilmember, 2nd Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

NEW BUSINESS

Councilmember Paullus, seconded by Councilmember Abbott, moved to read all New Business by title only. Motion carried 6-0.

Community & Public Relations Committee

Leslie Besl, Chair; Gwen Brill, Vice Chair; Tim Abbott, Member

Simple Motion: Motion to approve the following 2022 Boards/Commissions Appointments effective January 24, 2022: Alex Saurber - Board of Zoning Appeals (term expires 3/31/24) Tonya Charles - Civil Service Commission (term expires 3/31/22)

Recommendation:

It is recommended that City Council, via simple motion, appoint the following residents to serve on the various boards and commissions **effective January 24, 2022:**

Alex Saurber - Board of Zoning Appeals (term expires 3/31/24)
Tonya Charles - Civil Service Commission (term expires 3/31/22)

SIMPLE MOTION NO. 4-22. APPROVED 6-0.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Gwen Brill, Councilmember, At-Large
SECONDER:	Tim Abbott, Councilmember, 4th Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Development Services Committee

Matt Davidson, Chair; Terry Senger, Vice Chair; Dale Paullus, Member

1. Nathaniel Kaelin, Economic Development Manager

Mr. Kaelin reviewed the projects related to the legislation being presented to Council. He explained the city's role in the Brownfield remediation project so that the former Fairfield Cleaners property will be cleaned up and a covenant not to sue may be issued for possible future tenants to feel secure in leasing the property. The property owner will provide the 25% match and the city will incur minimal administrative costs. Mr. Kaelin also explained the three items of legislation related to the PACE Project at InnoMark Communications for their eligible building improvements to the roof and HVAC that will improve energy efficiency. This project will support InnoMark's \$800,000 investment, as well as provide another tool for the city to offer other businesses.

Motion to Suspend Second and Third Readings

Councilmember Davidson presented the first reading of this ordinance.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Matt Davidson, Councilmember, At-Large
SECONDER:	Tim Meyers, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Ordinance to authorize submission of an application to the Ohio Department of Development's Brownfield Remediation Program for environmental remediation activities at the former Fairfield Cleaners property at 1099 Magie Avenue, including authorizing the Acting City Manager to execute associated documents and enter into a contract for professional services with Patriot Engineering and Environmental, Inc., and declaring an emergency.

Recommendation:

It is recommended that City Council suspend the rules requiring a second and third reading of this ordinance and pass as an emergency.

ORDINANCE NO. 7-22. APPROVED 6-0.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Matt Davidson, Councilmember, At-Large
SECONDER:	Tim Meyers, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Motion to Suspend Second and Third Readings

Councilmember Davidson presented the first reading of this resolution.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Matt Davidson, Councilmember, At-Large
SECONDER:	Dale Paullus, Councilmember, 2nd Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

A Resolution approving the Petition for Special Assessments for Special Energy Improvement Projects under Ohio Revised Code Chapter 1710 and declaring the necessity of acquiring, constructing, and improving certain public improvements in the City of Fairfield in cooperation with the Fairfield, Liberty, Monroe Energy Special Improvement District and declaring an emergency.

Recommendation:

It is recommended that City Council suspend the rules requiring a second and third reading of this ordinance and pass as an emergency.

RESOLUTION NO. 2-22. APPROVED 6-0.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Matt Davidson, Councilmember, At-Large
SECONDER:	Tim Meyers, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Motion to Suspend Second and Third Readings

Councilmember Davidson presented the first reading of this ordinance.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Matt Davidson, Councilmember, At-Large
SECONDER:	Tim Meyers, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

An Ordinance determining to proceed with the acquisition, construction, and improvement of certain public improvements in the City of Fairfield in cooperation with the Fairfield, Liberty, Monroe Energy Special Improvement District, and declaring it an emergency.

Recommendation:

It is recommended that City Council suspend the rules requiring a second and third reading of this ordinance and pass as an emergency.

ORDINANCE NO. 8-22. APPROVED 6-0.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Matt Davidson, Councilmember, At-Large
SECONDER:	Tim Meyers, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Motion to Suspend Second and Third Readings

Councilmember Davidson presented the first reading of this ordinance.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Matt Davidson, Councilmember, At-Large
SECONDER:	Tim Abbott, Councilmember, 4th Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

An Ordinance levying special assessments for the purpose of acquiring, constructing, and improving certain public improvements in the City of Fairfield in cooperation with the Fairfield, Liberty, Monroe Energy Special Improvement District, approving an Energy Project Cooperative Agreement and a Special Assessment Agreement, and declaring it an emergency.

Recommendation:

It is recommended that City Council suspend the rules requiring a second and third reading of this ordinance and pass as an emergency.

ORDINANCE NO. 9-22. APPROVED 6-0.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Matt Davidson, Councilmember, At-Large
SECONDER:	Gwen Brill, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Public Safety Committee

Tim Meyers, Chair; Dale Paullus, Vice Chair; Leslie Besl, Member

Motion to Suspend Second and Third Readings

Councilmember Meyers presented the first reading of this resolution.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Tim Meyers, Councilmember, At-Large
SECONDER:	Tim Abbott, Councilmember, 4th Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Resolution declaring the amount of taxes that may be raised by levy at the maximum rate authorized by law without a vote of the electors to be insufficient and declaring the necessity of the replacement of two (2) existing levies and an increased levy in excess of such rate for the purpose of providing funds for the operational and capital expenses of the Fire Department of the City of Fairfield, Ohio and other purposes authorized under Ohio Revised Code §5705.19(I) and declaring an emergency.

RESOLUTION NO. 3-22. APPROVED 6-0.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Tim Meyers, Councilmember, At-Large
SECONDER:	Tim Abbott, Councilmember, 4th Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Public Utilities Committee

Dale Paullus, Chair; Tim Abbott, Vice Chair; Tim Meyers, Member

Motion to Suspend Second and Third Readings

Councilmember Paullus presented the first reading of this ordinance.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Dale Paullus, Councilmember, 2nd Ward
SECONDER:	Matt Davidson, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Ordinance to authorize the Acting City Manager to enter into a contract with Dixon Engineering for professional engineering and inspection services associated with the Seward Road 0.5 MG tank rehabilitation project.

Recommendation:

It is recommended that City Council authorize the Acting City Manager to enter into a contract with Dixon Engineering and appropriate \$64,250.00 for engineering and inspection services associated with the Seward Road 0.5 MG tank rehab project.

ORDINANCE NO. 10-22. APPROVED 6-0.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Dale Paullus, Councilmember, 2nd Ward
SECONDER:	Tim Meyers, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Motion to Suspend Second and Third Readings

Councilmember Paullus presented the first reading of this ordinance.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Dale Paullus, Councilmember, 2nd Ward
SECONDER:	Tim Abbott, Councilmember, 4th Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Ordinance to authorize the Acting City Manager to enter into a contract with Clearcreek Coatings, Ltd. for the Seward Road 0.5 Million Gallon Storage Tower "Cleaning, Repairing, and Painting Project."

Recommendation:

It is recommended that City Council authorize the City Manager to enter into a contract with Clearcreek Coatings Ltd., and appropriate project funding in the amount of \$474,800.00 for the Seward Road 0.5 Million Gallon Water Storage Tower Cleaning, Repairing and Painting Project.

ORDINANCE NO. 11-22. APPROVED 6-0.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Dale Paullus, Councilmember, 2nd Ward
SECONDER:	Tim Meyers, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Finance & Budget Committee

Tim Abbott, Chair; Gwen Brill, Vice Chair; Terry Senger, Member

Motion to Suspend Second and Third Readings

Councilmember Abbott presented the first reading of this ordinance.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Tim Abbott, Councilmember, 4th Ward
SECONDER:	Dale Paullus, Councilmember, 2nd Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Ordinance to amend Ordinance No. 148-21 entitled “An Ordinance to make estimated appropriations for the expenses and other expenditures of the City of Fairfield, Ohio, during a period beginning January 1, 2022, and ending December 31, 2022.” - Supplemental Appropriations

Recommendation:

It is recommended that City Council authorize and direct the preparation of legislation amending the annual operating budget for 2022.

ORDINANCE NO. 12-22. APPROVED 6-0.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Tim Abbott, Councilmember, 4th Ward
SECONDER:	Terry Senger, Councilmember, 3rd Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Motion to Suspend Second and Third Readings

Councilmember Abbott presented the first reading of this ordinance.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Tim Abbott, Councilmember, 4th Ward
SECONDER:	Matt Davidson, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Ordinance to amend Ordinance No. 148-21 entitled “An Ordinance to make estimated appropriations for the expenses and other expenditures of the City of Fairfield, Ohio, during a period beginning January 1, 2022, and ending December 31, 2022.”

Recommendation:

It is recommended that City Council suspend the rules requiring a second and third reading of this Ordinance and adopt the appropriations listed above.

ORDINANCE NO. 13-22. APPROVED 6-0.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Tim Abbott, Councilmember, 4th Ward
SECONDER:	Dale Paullus, Councilmember, 2nd Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger, Abbott
EXCUSED:	Besl

Motion to Suspend Second and Third Readings

Councilmember Abbott recused himself from the consideration of this item and left the room.

Councilmember Brill presented the first reading of this ordinance.

RESULT:	CARRIED [5 TO 0]
MOVER:	Gwen Brill, Councilmember, At-Large
SECONDER:	Dale Paullus, Councilmember, 2nd Ward
AYES:	Meyers, Davidson, Brill, Paullus, Senger
EXCUSED:	Besl
RECUSED:	Abbott

Ordinance to amend Ordinance No. 148-21 entitled “An Ordinance to make estimated appropriations for the expenses and other expenditures of the City of Fairfield, Ohio, during a period beginning January 1, 2022, and ending December 31, 2022.”

Recommendation:

It is recommended that City Council suspend the rules requiring a second and third reading of this Ordinance and adopt the appropriations listed above.

ORDINANCE NO. 14-22. APPROVED 5-0.

RESULT:	ADOPTED [5 TO 0]
MOVER:	Gwen Brill, Councilmember, At-Large
SECONDER:	Matt Davidson, Councilmember, At-Large
AYES:	Meyers, Davidson, Brill, Paullus, Senger
EXCUSED:	Besl
RECUSED:	Abbott

Meeting Schedule

Clerk Wilson read the following meeting schedule:

- A. Monday, February 14th - Council-Manager Briefing, 6:00 PM; Regular Meeting 7:00 PM
- B. Monday, February 28th - Council-Manager Briefing, 6:00 PM; Regular Meeting 7:00 PM
- C. Monday, March 14th - Council-Manager Briefing, 6:00 PM; Regular Meeting 7:00 PM

Executive Session of Council (if needed)

Council recessed to Executive Session at 7:55 PM.

14. ADJOURNMENT

The Regular Meeting adjourned at 8:35 PM.

ATTEST:

Clerk of Council

Mayor's Approval

Date Approved_____

Fairfield Fire Department Staffing Analysis

**DEFINING THE CURRENT AND FUTURE NEEDS OF THE
FIRE DEPARTMENT**

Fairfield Fire Department

Significant Benchmarks

- ▶ Established in 1955 - Formerly Fairfield Twp. Fire Department.
- ▶ 1955 to 1973 – Staffed strictly by volunteer personnel
- ▶ 1973 - Established a paid on call system for volunteer personnel.
- ▶ 1981 – Paramedic Levy passed by referendum.
- ▶ 1983 – Initiated paramedic services through a contract agency known as I.S.P.I.
- ▶ 1985 – Implemented a part time system covering weekdays 06:00 -18:00.
- ▶ 1990 – 24 hour coverage with part time personnel.
- ▶ 1993 – Hired three full time Captains to oversee 24 hour operations staffed entirely by part time personnel.
- ▶ 1999 – Hired 9 career firefighter / paramedics
- ▶ 2000 - Hired 3 career firefighter / paramedics
- ▶ 2001 – Hired 9 career firefighter / paramedics
- ▶ 2006 – Terminated paramedic contract
- ▶ 2020 – 27 FF/PM, 3 Fire Captains, 2 Deputy Fire Chiefs, and 48 part time personnel
- ▶ 2021 – 36 FF/PM, 3 Fire Captains, 2 Deputy Fire Chiefs, and 36 part time personnel.

Kramer and Associates Report

- ▶ Consulting firm hired by the City in 1999 to evaluate the current level of fire and emergency medical services provided by the City.
- ▶ Evaluated services based on the population served, NFPA 1500, NFPA 1710, and services provided in cities of like size and population.
- ▶ At the time of the report, paramedic services were provided solely by I.S.P.I. a contract paramedic service who provided 4 personnel each day.
- ▶ The final report was presented to the City at a Council Briefing providing the City with four recommendations.
- ▶ It was decided that increasing the on-duty staffing to 15 using a combination career and part time staffing model was the most appropriate. Considering the presence of 4 personnel from I.S.P.I. the true total of on-duty personnel was 19.

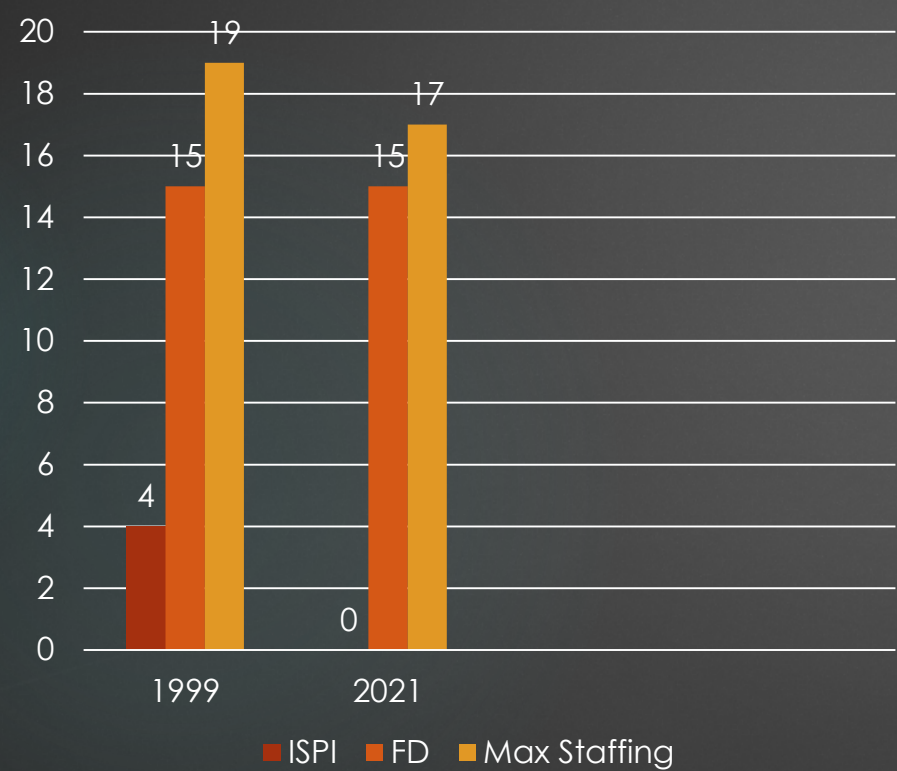
Kramer and Associates Report

- ▶ In 2006, the contract with I.S.P.I. was not renewed and the delivery of ALS emergency medical services became the responsibility of the fire department.
- ▶ With the departure of I.S.P.I. on-duty personnel was reduced from 19 to 15.
- ▶ *“Any decision involving additional personnel should logically include an analysis of the operating procedures to see if a more equitable balance can be obtained between firefighting operations and paramedic services”*
- ▶ *“Due to the uncertain future of part-time personnel and the inability to retain high quality control standards with most part-time personnel who can be persuaded to work, it is recommended that Fairfield consider expanding only with full time personnel, but retain the existing part-time personnel as long as they are willing to serve”*

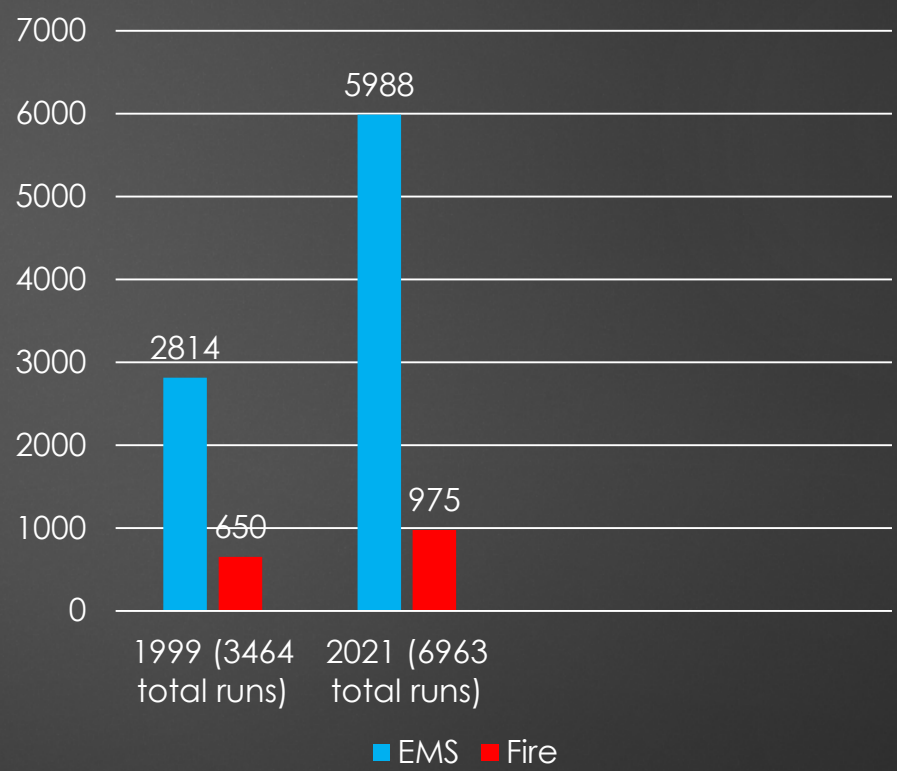
Statistics Reflected in the Kramer Report

Attachment: Final Fairfield Fire Department Staffing Analysis - 2022 b (3087 : Proposed

Staffing 1999 vs 2020



Run Volume 1999 vs 2021



Insurance Services Office, Inc.

ISO – Class 2

- ▶ ISO is a nationally recognized service that evaluates the level of public fire protection provided by municipalities.
- ▶ The public protection classification is used by various insurance companies and underwriters to determine the cost of coverage for both residential and commercial properties.
- ▶ The Public Protection Classification reflects not only the operations of the Fire Department, but also Emergency Communications, Water Supply, and Community Risk Reduction.
- ▶ The most recent ISO Inspection was completed in May of 2016.
- ▶ Emergency Communications makes up 10% of the ISO Classification which received 8.60 credit out of a possible 10.
- ▶ Water makes up 40% of the ISO Classification which received 38.59 credit out of a possible 40.

Insurance Services Office, Inc.

ISO – Class 2

- ▶ Fire Department Operations make up 50% of the ISO Classification which received a 34.40 credit out of a possible 50.
- ▶ Communications and Water received a 47.19 credit out of a possible 50.
- ▶ There are two areas of the current ISO report that speak to the needs of the Fire Department.
- ▶ Deployment refers to the location of fire stations and the ability to locate fire apparatus within a 1.5 mile response area and 2.5 mile response area for aerials.
- ▶ The department received 5.97 out of 10 possible credits for the location of the existing three fire stations.
- ▶ Personnel refers to the staffing of fire apparatus in accordance with NFPA 1710. The department received 7.34 out of a possible 15 credits.

Current Staffing Model

- ▶ The department operates as a combination fire department meaning that staffing is provided by a combination of career and part time personnel.
- ▶ Currently part time personnel make up 33% of our daily personnel with 6 personnel scheduled each shift.
- ▶ Initially part time personnel were individuals who transitioned from paid on call to part time status working assigned shifts. The majority of which were older individuals with full time employment in the private sector.
- ▶ For over ten years we have experienced a “revolving door” with part time personnel working solely to achieve full time employment in the fire service.
- ▶ The frequency at which part time personnel leave negatively impacts the department’s ability to maintain an acceptable level of experience to fill essential positions.

Essential Positions vs Availability of Qualified Personnel

- ▶ Q31/ Q32 – Apparatus Operator / Officer's Position / Firefighter (6)
- ▶ ALS 31/ ALS 32 – Career paramedic (2)
- ▶ Medic 31 / Medic 32 / Medic 33 – Paramedic (3) EMT-B (Class 4) (3)
- ▶ D-33- Shift Supervisor/Captain (1)
- ▶ Total Number of Qualified Personnel needed to fill the essential positions. (15)
- ▶ With Engine 33 In-Service (18)

Full-time personnel- 24 hours/every 3rd day	
1	Unit 3 - Capt Ruhl
2	Lt. Korte 42
3	Lt Viers 69
4	Lt. Gibbs 54
5	M. Brown 49
6	S. Colvin 41
7	B. Gerrety 65
8	M. Weiss 99
9	A. Wilkens 62
10	C. Simpson 38
11	E. Toney 92
12	G. Fuller 25
13	A. Lammert 97

Part-time personnel- 24 hours/every 6th day		
	24 A	24 B
14	J. Campbell 57	C. Christo 31
15	C. Solomon 24	A. Foley 88
16	M. Schueler 84	B. Baum 75
17	J. Ulrey 10 4/7/22	K. Stafford 81
18	OPEN	Z. Duggins 39 4/10/22



Color Key	
	FF/Medic
	FF/EMT
	Open Shift
	90 Days/Orientation
	In Medic School

Immediate vs Long Term Recommendations

- ▶ Both Immediate and Long Term Recommendations are contingent on identifying a sustainable funding source.
- ▶ Immediate recommendations are as follows:
 - ▶ Implement steps to maintain staffing at 18 per shift.
 - ▶ Fill essential positions with overtime when there is a lack of qualified personnel to fill the essential positions.
 - ▶ Overtime is recommended only as a temporary solution to the staffing issue.
- ▶ Long term recommendations are as follows:
 - ▶ Upon establishing a sustainable funding source add 18 additional career personnel beginning with 6 in 2022, 3 in 2023, 2024, 2025, and 2026.
 - ▶ In 2022, add 3 Lieutenants promoted from existing personnel without increasing staffing.
 - ▶ The proposed Lieutenants would be line officers to address the absence of a line officer at Station 33.

Response Times and Staffing

Deputy Chief Wagner

Response Times & Staffing

Structure Fire Response

- ▶ All on-duty personnel respond, unless they are on an emergency medical call.
- ▶ If all units are available and staffing is at (≥ 15) personnel: Quint 31, Quint 32, Engine 33, District 33, Medic 31 and Medic 32 respond
- ▶ If at quarters, Medic 33 is taken out-of-service on structure fires and personnel cross staff Engine 33.
- ▶ If there are (17) FF's on-duty, E-33 will have (4) personnel and (1) on Rescue 33.

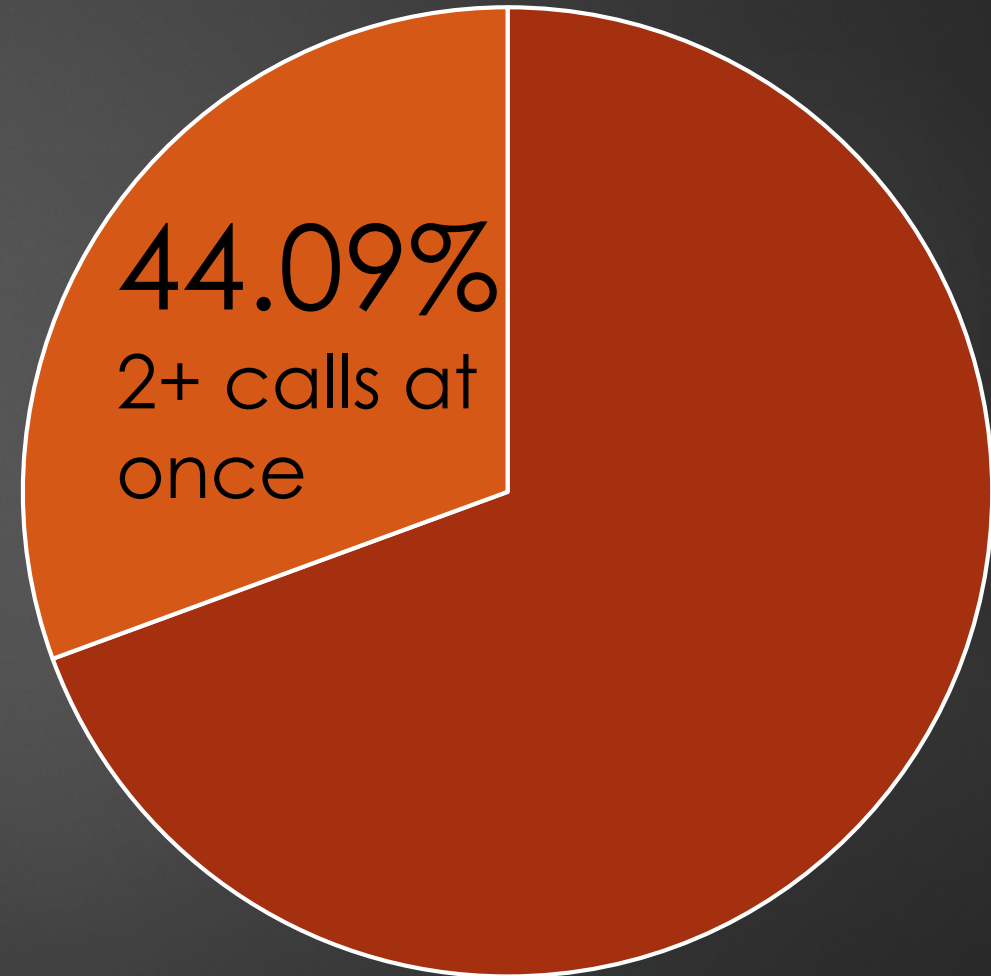
Response Times & Staffing

- ▶ If staffing is at (15) and Medic 33 is on a call, Engine 33 is out-of-service. One FF brings Rescue 33.
- ▶ A mutual aid fire engine is automatically dispatched on the 1st alarm to backfill Engine 33.
- ▶ Once there is confirmation that there is a fire, a 2nd alarm request will bring additional mutual aid units
- ▶ In 2021, Engine 33 has been out-of-service due to lack of staffing nearly 22% of the time (M-33 made 1923 runs in 2021).
- ▶ We ceased mandatory overtime to (17) due to employee burnout and fatigue issues.



Simultaneous Emergency Calls

Simultaneous
Calls: 2684 or
44.09% of the
time



EMS impact on fire operations

2021 Run Volume

- ▶ 6963 total calls for service
- ▶ 5988 EMS calls (typical call lasts 30 to 60 minutes)
- ▶ 975 fire-related calls
- ▶ Almost a 12% increase over 2020
- ▶ Nearly 22% of all EMS calls are to nursing homes, senior living facilities & dialysis clinics

Each EMS response requires (3) personnel – (2) on a medic transport unit and (1) on the ALS unit

Since we use these personnel to also cross-staff our fire apparatus, we have fewer personnel responding on fires calls which leads to inexperience issues



Why is staffing important?

- ▶ Firefighting is inherently dangerous and unpredictable
- ▶ NIOSH identified inexperience and years on the job, not age, as a correlation with greater mortality when studying Line of Duty Deaths (LODD) among several contributing factors
- ▶ OSHA – “Two In-Two Out” rule



Why is staffing important?

- ▶ MAYDAY – When a FF is lost, disoriented, trapped, fell or out of air
- ▶ LODDs have occurred locally in Cincinnati, Colerain and Hamilton among others
- ▶ CFD study shows most MAYDAYs occur 7-9 minutes after the arrival of the first fire apparatus
- ▶ The majority of MAYDAYs occur during residential fires, not large commercial structures. 41.6% occur in single family and 19.8% occur in multi-family occupancies.

Why is staffing important?

According to Underwriters Laboratory (UL):

- ▶ (30) years ago, you had up to 17 minutes to escape a house fire
- ▶ Today, you have 3-5 minutes. Why?
- ▶ Open floor plans provide oxygen but no barriers
- ▶ Synthetic materials burn faster than natural products
- ▶ Light weight construction



Why is staffing important?



How do we combat this?

- ▶ Prevention is key - Education about smoke detectors, home escape plans, cooking safety, chimney safety, fire extinguishers, code enforcement, etc.
- ▶ Staffing - Ensuring the fire department responds quickly and with sufficient initial staffing can help prevent injuries or deaths

Response Times & NFPA-1710

NFPA-1710 minimum benchmark criteria:

- ▶ 1st arriving engine should be on-scene in 4:00 minutes from going en-route
- ▶ 2nd arriving engine should be on-scene in 6:00 minutes from going en-route with (4) FFs
- ▶ The remainder of the 1st alarm assignment should be on-scene in 8:00 minutes from going en-route



Single family homes



For this presentation, we will only focus on single family homes and garden apartments

- ▶ NFPA-1710 defines a single family home as 2000 square feet or less, one or two stories, no basement and no exposures
- ▶ Exposures are adjacent houses, structures, vehicles, etc. where fire could spread

Single family home fires

For a fire in a single family home, NFPA-1710 recommends having a total effective, minimum response force of (16) personnel, (17) if an aerial device is used, on the 1st alarm.

Incident Commander – (1)

Pump Operator – (1)

1st hoseline – (3)

Back-up hoseline (3)

Search & Rescue team – (2)

Ground ladders & Ventilation team – (2)

Rapid Intervention Team – (4)

Aerial Device Operator – (1)



Apartment (multi-family) fires



NFPA defines an apartment as 1200 square foot, 3-story

For a fire in a single family home, NFPA-1710 recommends having a total effective, minimum response force of (27) personnel, (28) if an aerial device is used, on the 1st alarm.

Incident Commander/Accountability/Safety – (2)

Pump Operator – (2)

1st hoseline – (3)

2nd hoseline – (3)

3rd hoseline (3)

Search & Rescue team #1 – (2)

Search & Rescue team #2 – (2)

Ground ladders & Ventilation team #1 – (2)

Ground ladders & Ventilation team #2 – (2)

Rapid Intervention Team – (4)

Aerial Device Operator – (1)

EMS crew – (2)

Structure Fires 1/1/18 – 12/31/21

- ▶ There have been approximately (260) reported structure fires during this 4 year timeframe
- ▶ Estimated \$7,752,790 in property & content damage including three apartment buildings, a restaurant and a home being complete losses
- ▶ (9) civilian injuries, (1) civilian fatality and (3) FF injuries
- ▶ We did not meet the NFPA-1710 staff/response time recommendations on any large, confirmed fires
- ▶ We will look at three examples...



Residential Fire – 6/21/20

- ▶ Dispatched at 12:38 pm
- ▶ E-33 was the closest engine but was out-of-service due to staffing
- ▶ M-33 & D-33 arrived first. Q-31 arrived nearly 3:30 later, delaying suppression
- ▶ Took 15+ minutes to get (17) personnel on the scene with mutual aid
- ▶ 2 alarm fire
- ▶ House was considered a complete loss and demolished on 9/2 - \$200K+ in property & content damage. Now a vacant lot.
- ▶ Siding on the house next door was also damaged by heat (exposure)





Multi-family Fire – 8/25/20



- ▶ Dispatched at 3:09 am
- ▶ Staffing was at 16 but M31 & ALS31 were on an EMS call leaving only 13 personnel
- ▶ E-33 was staffed and arrived :50 after Q-31 allowing interior suppression efforts (life safety)
- ▶ 3 alarm fire due to high humidity and FF fatigue issues
- ▶ Building is a complete loss
- ▶ Took 27 minutes to assemble 28 personnel



Residential Fire – 11/18/21



- ▶ Dispatched at 4:16 PM
- ▶ Address is in Station 33's district
- ▶ Riding lawn mower on fire inside the garage
- ▶ E-33 was out-of-service due to staffing at 15
- ▶ First arriving units on the scene were Rescue 33 in under 2:00 minutes (1 person) and then medic units coming back from the hospital.
- ▶ Q-31 put first water on the fire (6:00+ minutes from dispatch). Damage limited to the garage & vehicles inside.
- ▶ Did not meet NFPA-1710 standard

How would additional career firefighters benefit us?

- ▶ Adding (18) career firefighters would continue to move us in the right direction of trying to meet the recommendation on single family home fires
- ▶ E-33 would be in-service consistently to better serve the residents in that area with faster response times, suppression capability and added EMS first responder capability (if M-33 is on a call already)
- ▶ It would provide additional personnel to perform critical life saving and suppression efforts earlier in the incident
- ▶ It would increase the experience level of personnel operating on the scene of a fire

Possible future impacts on delivery of Fire & EMS Services

- ▶ Almost a 12% increase in runs from 2020-2021. We see that trend continuing
- ▶ Elderly population (falls accounted for 15.1% of all calls in 2021) as people are living at home longer vs assisted living or nursing homes
- ▶ Aging housing stock in some neighborhoods – both owner occupied and rental
- ▶ Household sizes increasing and some illegal subdividing of rental houses occurring

Part Time Personnel Recruitment and Retention

Deputy Chief McCreadie

Years of experience is declining in Part-time personnel

- ▶ The number of experienced part-time staff has steadily declined from 9/2015 to 9/2020
 - ▶ In 9/2015, 25 of 48 PT personnel had greater than 2 years' experience (52.1%)
 - ▶ In 9/2020, 14 of 48 PT personnel had greater than 2 years' experience (29.2%)
 - ▶ In 1/2022, only 9 of 36 PT personnel had greater than 2 years' experience (25%)
- ▶ Experience is important because it leads to more efficient and safe operations of the department

Career Opportunities Impacting Retention of Part Time Personnel

- ▶ Career opportunities have become available in Southwest Ohio and across the country at an unprecedented rate.
 - ▶ Retirements are occurring at a rapid pace due to the DROP program and other factors
 - ▶ Departments who are currently filling vacancies and/or creating additional career positions.
 - ▶ **Hamilton Fire Department= 12**
 - ▶ Columbus Fire Department= 200
 - ▶ **Cincinnati Fire Department= 120**
 - ▶ Ross Township FD= 4
 - ▶ **Fairfield Township FD= 6**
 - ▶ **Montgomery FD= going all full-time**
 - ▶ **Dayton Fire Department= just posted job opportunity**
 - ▶ **Liberty Township FD= pursuing going all full-time**
 - ▶ **Springdale FD= 4**
 - ▶ West Chester FD= just posted job opportunity
 - ▶ Evendale FD= posted job opportunity in December 2021

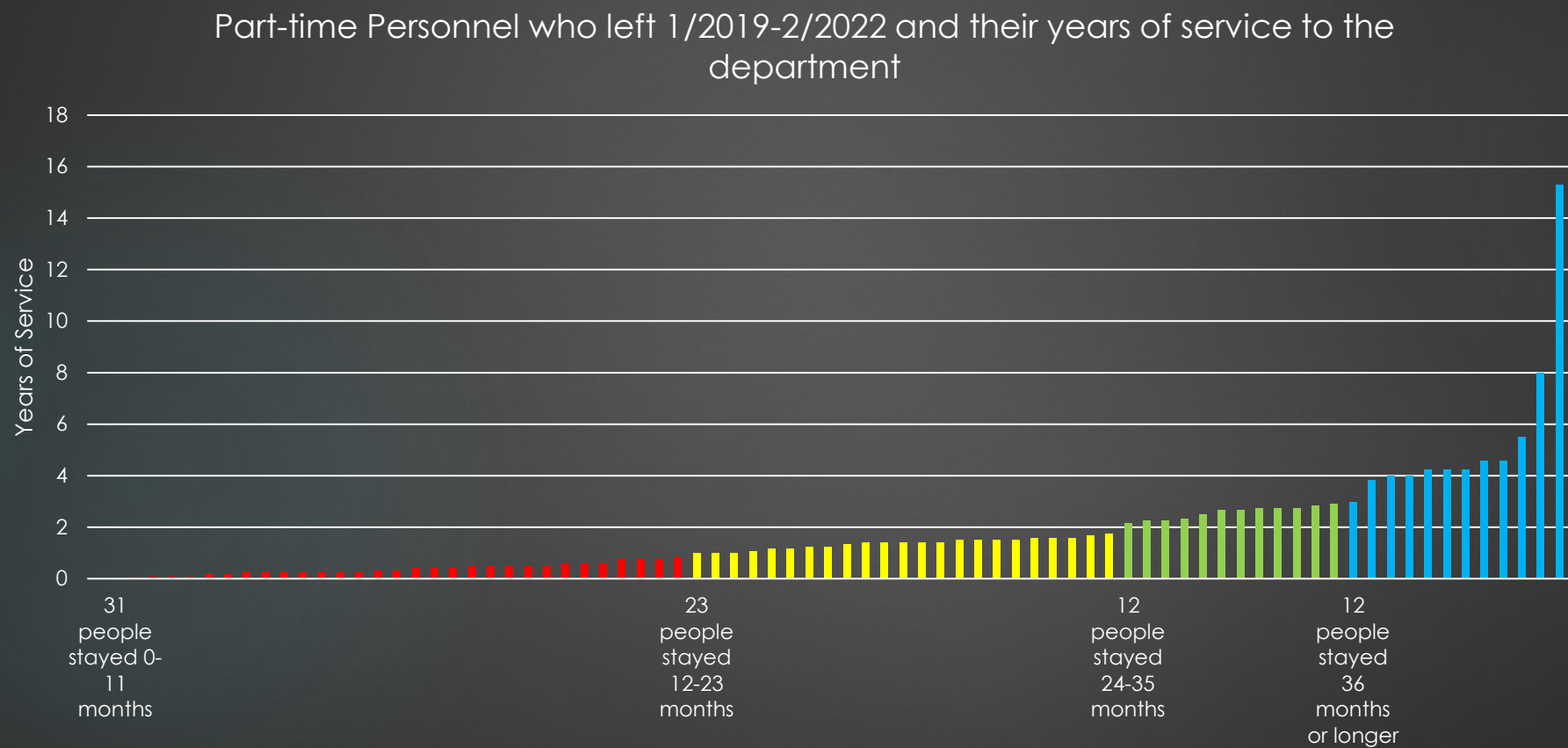
Career Opportunities Impacting Retention of Part Time Personnel

- ▶ The availability of career opportunities has led to a lack of qualified candidates to fill the vacancies in the part time ranks.
- ▶ The employment of part time personnel has become highly competitive in this region.
- ▶ The majority of the candidates for part time employment are recent graduates of local vocational schools 18-20 years of age with no experience.
- ▶ The average length of stay of a part time FF/EMT is **10 months**.
- ▶ Since 2015, the department has had to hire 148 part-time personnel to replace those who have left

Career Opportunities Impacting Retention of Part Time Personnel

- ▶ From 1/2019 to 2/2022, 78 total part-time personnel left this department
 - ▶ 46 who were hired after 1/2019, 32 who were hired before 1/2019
- ▶ Where did they go?
 - ▶ **61 left for full-time fire service jobs (77.9%)**
 - ▶ 15 left for full-time private sector jobs (19.5%)
 - ▶ 2 left to attend paramedic school (2.6%)
- ▶ Currently the department has 8 part time openings, and 0 applications on file
- ▶ Schools are just now starting their spring firefighter and EMT classes
 - ▶ Will not be completed until August at the earliest

Longevity of Part Time Employees



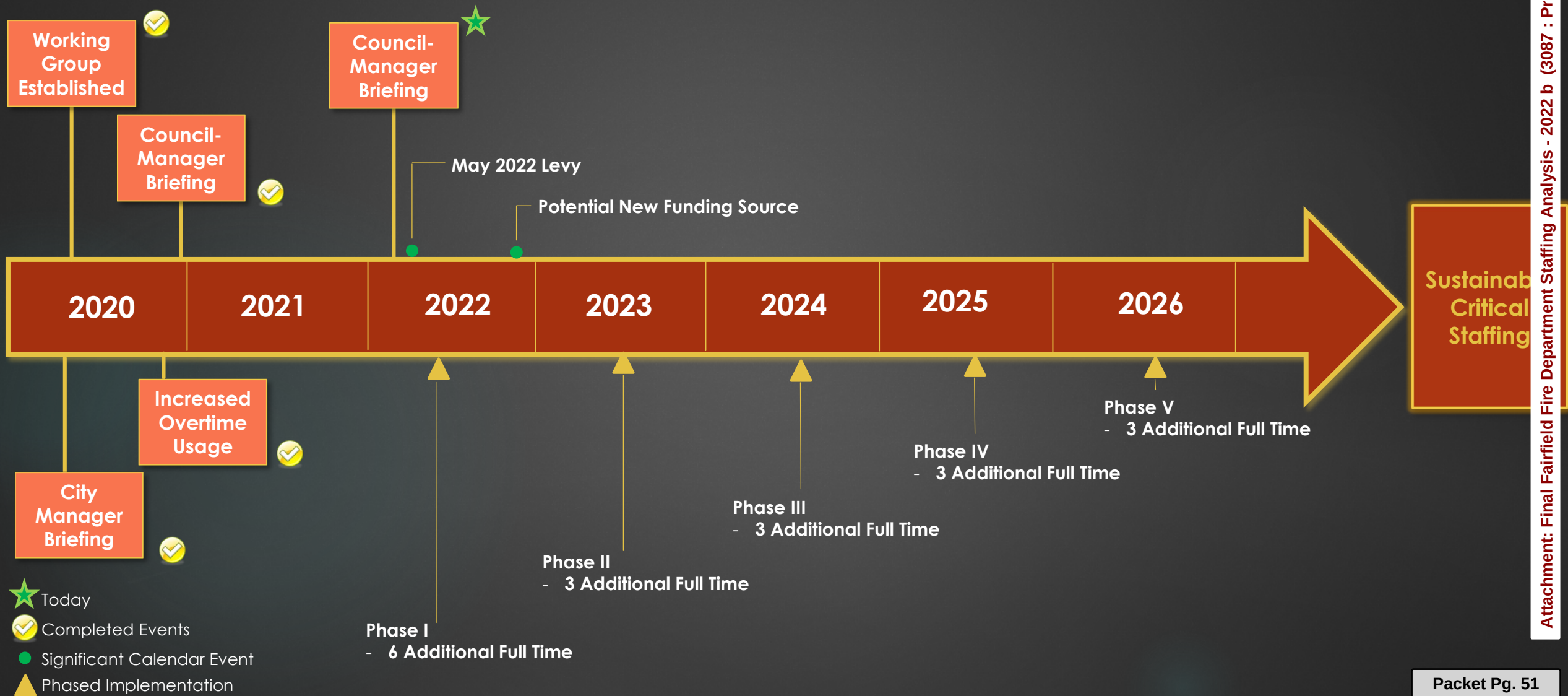
Historic Efforts to Incentivize Part Time Employment

- ▶ Over the years the department has tried several incentive programs to recruit and retain part time personnel
 - ▶ \$1000 bonus for part time personnel who worked the maximum of 1560 hours a year
 - ▶ No longer viable due to the Affordable Care Act restrictions on PT hours
 - ▶ Allowed PT personnel to attend medic school while on-duty with pay
 - ▶ One of the first departments in this area to use this model to recruit and retain
 - ▶ No longer viable due to the need to maintain adequate staffing of units without incurring overtime
 - ▶ No longer viable because the compensable hours counted towards the Affordable Care Act limitation.

Efforts to Incentivize Part Time Employment

- ▶ Unpaid time off if requested 45 days in advance
 - ▶ No longer viable due to the need to maintain adequate staffing of units
- ▶ Public Employee Retirement Benefits
 - ▶ Discontinued by P.E.R.S. part time employees began contributing to Social Security.
- ▶ Paid sick leave
 - ▶ Discontinued by the City in the early 1990's.
- ▶ 12 hour shifts
 - ▶ No longer viable due to the industry shifting to 24 hours every sixth day
- ▶ Previous generation of PT personnel had private sector FT jobs and worked as firefighter/EMTs.
 - ▶ They wanted to contribute to the community in which they lived
 - ▶ They did not seek career positions in the fire service.

Milestones



Attachment: Final Fairfield Fire Department Staffing Analysis - 2022 b (3087 : Proposed

FAIRFIELD

O H I O



Fire Levy Discussion

Attachment: Fire Levy 1-24-22 (3087 : Proposed Fire Levy)

General Fund Supplement – Property Tax



GENERAL FUND BALANCES PER MILLAGE								
	Current 7.15	9.25	9	8.75	8.5	8.25	8	Replacement 7.15
2022	27,114,625	27,114,625	27,114,625	27,114,625	27,114,625	27,114,625	27,114,625	27,114,625
2023	27,364,925	27,364,925	27,364,925	27,364,925	27,364,925	27,364,925	27,364,925	27,364,925
2024	24,121,657	27,364,925	27,364,925	27,364,925	27,364,925	27,364,925	27,364,925	27,169,190
2025	20,162,603	27,364,925	27,364,925	27,364,925	27,364,925	27,364,925	27,364,925	25,163,512
2026	15,441,958	27,364,925	27,364,925	27,364,925	27,364,925	27,364,925	26,320,925	22,396,243
2027	9,970,389	27,364,925	27,364,925	27,364,925	26,669,698	25,226,800	23,783,902	18,878,049
2028	3,869,796	27,364,925	27,186,085	25,812,288	24,080,811	22,349,333	20,617,856	14,730,832
2029	(2,855,538)	26,927,353	24,907,296	22,887,239	20,867,192	18,847,125	16,827,068	9,958,874

Attachment: Fire Levy 1-24-22 (3087 : Proposed Fire Levy)

General Fund Supplement – Income Tax



GENERAL FUND BALANCES PER INCOME TAX RATE INCREASE				
	0.10%	0.15%	0.20%	0.25%
2022	27,114,625	27,114,625	27,114,625	27,114,625
2023	27,364,925	27,364,925	27,364,925	27,364,925
2024	26,512,439	27,364,925	27,364,925	27,364,925
2025	24,720,052	27,301,576	27,364,925	27,364,925
2026	22,166,074	25,957,850	27,364,925	27,364,925
2027	18,861,171	23,736,280	27,364,925	27,364,925
2028	14,927,245	20,885,687	26,843,909	27,364,925
2029	10,368,579	17,410,354	24,451,908	27,364,925

Attachment: Fire Levy 1-24-22 (3087 : Proposed Fire Levy)