

Steve Miller  
Mayor

Tim Meyers  
Councilmember, At-Large

Gwen Brill  
Councilmember, At-Large

Matt Davidson  
Councilmember, At-Large



Leslie Besl  
Councilmember, 1st Ward

Dale Paullus  
Councilmember, 2nd Ward

Debbie Pennington  
Councilmember, 3rd Ward

Adam Kraft  
Councilmember, 4th Ward

**City of Fairfield City Council  
Regular Meeting Agenda  
Monday, April 27, 2026 7:00 PM  
5350 Pleasant Avenue, Fairfield, OH 45014**

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Guidelines for Citizen Comments: Thank you for your interest and participation in city government. Fairfield City Council's Guidelines for Citizen Comments describe the rules for addressing City Council. The guidelines are posted in the Council Chambers.

ADA Notice: The City of Fairfield is pleased to provide accommodations to disabled individuals or groups and encourage full participation in city government. Should special accommodations be required, please contact the Clerk of Council at 867-5383 at least 48 hours in advance of the meeting.

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**Council-Manager Briefing**

6:00 PM - Miami University PSP - Urban Forestry Plan

**Business Meeting Call to Order**

Mayor Steve Miller

**Prayer/Pledge of Allegiance**

Councilmember Dale Paullus

**Roll Call**

**Agenda Modifications**

**Executive Session Requests**

**Special Presentations**

1. Proclamation - Childcare Provider Appreciation Day
2. Proclamation - Stamp Out Hunger Food Drive

**Citizen Comments**

**Council Reports**

**Public Hearing(s)**

None.

**Approval of Minutes**

1. Regular Meeting Minutes - April 13, 2026

**Old Business**

**1. Development Services - Councilmember Gwen Brill**

- a. Ordinance amending Ordinance No. 166-84, the Codified Ordinances of Fairfield, Ohio, Section 1130.01(B)(2), the City of Fairfield, Ohio, Zoning Map.

- Motion - Remove item from agenda (application withdrawn by property owners)

**2. Parks & Recreation - Councilmember Adam Kraft**

- a. Ordinance to authorize the City Manager to enter into a professional services contract with Prus Construction Co. for construction manager-at-risk (CMR) services as related to the advancement of Marsh Park Improvements Project and declaring an emergency.

- Legislation - Second Reading

**New Business - Motion to Read All New Business by Title Only**

**1. Community & Public Relations - Councilmember Matt Davidson**

- a. Simple Motion: Motion to approve the 2026 Summer Meeting Schedule for City Council Meetings to meet only the second Monday of each month of June, July and August, with no meetings held on the fourth Monday of each month of June, July and August.

**2. Development Services - Councilmember Gwen Brill**

- a. Ordinance to authorize a grant in the amount of \$100,000 to be made to the Fairfield Helping Neighbors Fund at the Fairfield Community Foundation for the purpose of supporting city residents that cannot physically or financially complete necessary exterior home repairs.

- Legislation - First Reading

- b. Ordinance affirming the designation of the Community Improvement Corporation of Fairfield as the City's agency for development in the City and authorizing a grant of \$100,000 to be made to the Community Improvement Corporation of Fairfield for public purposes.

- Legislation - First Reading

- c. Ordinance to authorize the Building Superintendent to waive building permit fees related to projects undertaken as part of the Fairfield Helping Neighbors and/or Commercial Revitalization Grant programs and declaring an emergency.

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

d. Resolution imposing a temporary moratorium on the consideration and/or granting of any zoning, occupancy, building or other permits or applications relating to Motor Vehicle Fueling/Charing Facilities within the City of Fairfield and declaring an emergency.

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

### 3. **Public Safety - Councilmember Dale Paullus**

a. Resolution objecting to the renewal of the liquor permit for JS Sizemore, LLC dba Cobblestone Tavern and declaring an emergency.

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

### 4. **Finance & Budget - Councilmember Leslie Besl**

a. Ordinance to authorize the City Manager to enter into a collective bargaining agreement with the American Federation of State, County, and Municipal Employees (AFSCME) Ohio Council #8, Local 3646 for wages, hours, and terms and conditions of employment for the period of April 1, 2026 through March 31, 2029, inclusive, and declaring an emergency.

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

b. Ordinance to establish salaries and hourly rates for certain salaried and hourly employees of the City of Fairfield, Ohio and to authorize and limit the numbers and types of certain employees, to repeal Ordinance No. 38-26 and all amendments thereto and declaring an emergency.

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

c. Ordinance to amend Ordinance No. 148-25 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, 2026, and ending December 31, 2026.”

- Supplemental Appropriations

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

- d. Ordinance to amend Ordinance No. 148-25 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, 2026, and ending December 31, 2026.”  
 - Contractual Appropriations: \$200,000 total (\$100,000 CIC Designation and Grant (Development Services); \$100,000 Fairfield Helping Neighbors Grant (Development Services))

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

- e. Ordinance to amend Ordinance No. 148-25 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, 2026, and ending December 31, 2026.”  
 - Non-Contractual Appropriations: \$361,030 (see below for description)

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

\$36,000 - Wireless integrated headsets (Fire)

\$37,750 - Fairfield Sustains: Energy Efficiency Studies (City Manager's Office - Sustainability)

\$50,000 - purchase & outfitting of a Staff Vehicle #7033 for the Police Department (Public Works)

\$10,780 - Water Division-Raw Water Well #7 Inspection (Public Utilities)

\$11,000 - Aquatic Center repairs (Parks & Recreation)

\$18,500 - Fairfield Sustains: Composting Shelter (City Manager's Office - Sustainability)

\$75,000 - purchase & outfitting of a Staff Vehicle Truck #7032 for the Police Department (Public Works)

\$85,000 - Public Works Building Repairs and Upgrades (multiple vendors; Public Works)

\$37,000 - Medication vaults and key-secure devices (Fire)

## Meeting Schedule

Monday, May 11: Council-Manager Briefing, 6:00 PM; Regular Meeting, 7:00 PM

Tuesday, May 26: Council-Manager Briefing, 6:00 PM; Regular Meeting, 7:00 PM

Monday, June 8: Council-Manager Briefing, 6:00 PM; Regular Meeting, 7:00 PM

**Executive Session of Council (if Needed)**

**Adjournment**

**City of Fairfield Minutes**  
**Regular Meeting of City Council**  
**April 13, 2026**

**Council-Manager Briefing**

6:00 PM - Fairfield Helping Neighbors/Commercial Revitalization Program

Mayor Miller called the briefing to order at 6:00 PM. Councilmembers present: Leslie Besl, Debbie Pennington, Adam Kraft, Tim Meyers, Gwen Brill and Matt Davidson. Staff members present: Scott Timmer, Greg Kathman, Nathaniel Kaelin, Laurie Murphy, Adam Sackenheim, Alisha Wilson, Tami Moore, Steve Wolterman, Mandi Brock, Ben Mann, Jason Hunold, Diana Davenport, Chad Cooper and Steve Maynard.

Development Services Director Greg Kathman and Economic Development Manager Nathaniel Kaelin presented the Fairfield Helping Neighbors and Commercial Revitalization Programs. See attached slides.

**Business Meeting Call to Order**

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

**Prayer/Pledge of Allegiance**

Councilmember Besl led in prayer and Pledge of Allegiance.

**Roll Call**

Councilmembers present included:

Councilmember, 1st Ward Leslie Besl  
Councilmember, 3rd Ward Debbie Pennington  
Councilmember, 4th Ward Adam Kraft  
Councilmember, At-Large Tim Meyers  
Councilmember, At-Large Gwen Brill  
Councilmember, At-Large Matt Davidson

Councilmembers excused included:

Councilmember, 2nd Ward Dale Paullus

Councilmember Davidson, seconded by Councilmember Meyers, moved to excuse Councilmember Paullus. Motion carried 6-0.

**Agenda Modifications**

None.

**Executive Session Requests**

Councilmember Davidson, seconded by Councilmember Meyers, moved for Executive Session to discuss employment and compensation of a public employee or official, negotiations with public employees regarding wages, hours and terms and conditions of employment, confidential information related to an applicant for economic development assistance, pending or imminent

litigation and the purchase of property for public use. Roll call vote. Motion carried 6-0.

### **Special Presentations**

None.

### **Citizen Comments**

Carol Fry, 6110 Primrose Lane - requested clarification on the status of the Marsh Lake project and whether it is committed. Mayor Miller clarified that the project will move forward and that it has been in planning for over 30 years. He stated that Council is ready to move forward, and many residents are also in favor. Councilmember Meyers added that the City never goes through large development in a vacuum and the City conducted the largest public education/survey that they have ever done with over 800 responses and the majority in favor of the project. He has also seen many Facebook posts about it and assured Ms. Fry that the project is being put together with thoughtfulness and has been vetted by the Parks & Recreation Board, the Environmental Commission and residents. Ms. Fry stated that there are people that will get petitions to put the issue on the ballot for a vote because there are many people that have issues with the project.

Marc Conter, 5772 Gray Road - asked what happened to the one-building solution that was proposed. City Manager Timmer replied and stated that the master plan shows 2 buildings with significant space between them, and he commented at that time that one building might be a compromise. He stated that the building with a breezeway and smaller space between is the compromise and allows for a more discreet roofline. Mr. Conter asked if Council is familiar with restaurants at Summit Park and said that some are struggling. He stated that he thinks any potential business at Marsh Lake will face the same struggle as a seasonal business. He asked if anyone had done a feasibility study on this project and how long until the City sees a return on investment. Councilmember Kraft stated that Mr. Conter's comments are good recommendations to take under advisement. Mr. Conter asked if the City could take a step back and wait a few months to have these studies done before moving forward on the project. He stated that yard signs will be out on Wednesday and a petition has been started, and that the City should have answers to those questions before making a \$6 million investment. He asked if any NDAs have been signed on the project, to which Mr. Timmer stated that there are none.

### **Council Reports**

Councilmember Pennington reported that the sidewalk project on Route 4 is in progress and will wrap up in early May

Councilmember Kraft reported that the Huffman garden refresh is almost complete and that it has increased from 16 to 34 gardens. He also announced that summer camp registration is open, the Environmental Commission will host a honeysuckle removal event along the Great Miami trail, and that Public Works contractors have finished shelters at Harbin Park and paving will be done over the spring

Councilmember Meyers announced that Public Utilities will conduct water utility work on Winton Road, April 15-17, weather permitting, and the road will be closed 8 PM to 6 AM with detour posted.

Councilmember Davidson commended the Optimist Club and organizers for a successful MASC tournament. He stated that it was very well done and traffic was well managed.

### **Approval of Minutes**

1. Regular Meeting Minutes - March 23, 2026

The Regular Meeting Minutes of March 23, 2026 were approved as written and submitted.

### **Old Business**

#### **1. Development Services - Councilmember Gwen Brill**

- a. Ordinance amending Ordinance No. 166-84, the Codified Ordinances of Fairfield, Ohio, Section 1130.01(B)(2), the City of Fairfield, Ohio, Zoning Map.

Second reading held pending Planning Commission recommendation.

### **New Business - Motion to Read All New Business by Title Only**

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

#### **1. Community & Public Relations - Councilmember Matt Davidson**

- a. Simple Motion: Motion to approve the following 2026 Boards/Commissions Appointments effective April 13, 2026:

Gayle Willis - Planning Commission, partial term expires 3/31/27

Dan Murray - Sustainability Commission, partial term expires 3/31/28

Marie Wiegand - Sustainability Commission, partial term expires 3/31/27

Andy Barlow - Sustainability Commission, partial term expires 3/31/27

Councilmember Davidson, seconded by Councilmember Pennington, moved to appoint the named candidates to the City's boards and commissions. Motion carried 6-0.

SIMPLE MOTION NO. 14-26. APPROVED 6-0.

#### **2. Development Services - Councilmember Gwen Brill**

- a. Joint Public Hearing - 6638 and 6660 Dixie Highway

Mayor Miller opened the Joint Public Hearing at 7:26 PM. Clerk Wilson called the Planning Commission roll call. Commissioners present: Scott Lepsky, Melissa O'Brien, Don Hassler, Gayle Willis, Gwen Brill and Tanner Meyers. Commissioner Lepsky, seconded by Commissioner Meyers, moved to excuse Commissioner Robertson. Motion carried 6-0. Clerk Wilson read the hearing notice. Planning Manager Erin Lynn presented the proposed zoning change. See attached slides. Councilmember Meyers asked about the recommended zoning change and if it would allow another gas station to be built on the

property. Staff answered that it would allow a gas station. Mayor Miller closed the public hearing at 7:41 PM.

- b. Ordinance to authorize the City Manager to execute a Community Reinvestment Area Agreement and a Community Reinvestment Area School Compensation Agreement, which will provide property tax incentives for G&W Products, Inc. and E&Z, LLC to expand an existing building on Seward Road, and declaring an emergency.

G&W Products is a metal fabrication and manufacturing company headquartered in Fairfield. The company has seen steady growth in recent years and proposes expanding operations at its main facility at 8675 Seward Road. G&W and property owner E&Z, LLC plan to construct an approximately 17,000 square foot addition to the 120,220 square foot building located on 8.9 acres.

Should this project proceed, the total building investment is estimated at \$2.45 million. The company also estimates investment of \$700,000 in new machinery, equipment, furniture, and fixtures. G&W will retain 194 existing full-time employees across its Fairfield facilities and will create at least 10 new full-time jobs within three years of completion of construction. Anticipated total future payroll is expected to exceed approximately \$14.75 million annually.

Approval of the ordinance would authorize the City Manager to enter into two agreements. The first is a Community Reinvestment Area (CRA) Agreement. The CRA Agreement would provide a 5-year, 70% property tax incentive on the assessed value of the remodeling and expansion.

The second agreement is a multi-party School Compensation Agreement. G&W and E&Z have agreed to compensate the Fairfield City School District and Butler Tech annually, in compliance with the City's Tax Incentive Guidelines. The Board of Education of the Fairfield City School District will consider the agreement at its meeting on April 9, 2026.

Councilmember Brill presented the first reading of this ordinance. Councilmember Gwen Brill, seconded by Matt Davidson, moved to suspend second and third readings. Motion carried Yes 6, No 0, Abstained 0. Councilmember Gwen Brill, seconded by Matt Davidson, moved to adopt. Motion carried Yes 6, No 0, Abstained 0.

ORDINANCE NO. 42-26. APPROVED 6-0.

### **3. Parks & Recreation - Councilmember Adam Kraft**

- a. Ordinance to authorize the City Manager to enter into a professional services contract with Davey Resource Group for the purpose of conducting a comprehensive, citywide tree inventory and detailed tree risk assessment for the City of Fairfield and declaring an emergency.

This project will allow for Davey Resource Group to initiate a comprehensive tree inventory and risk assessment within the City's public right of way. A tree inventory is a

valuable tool for any city because it enables us to manage our urban forest safely, efficiently, and strategically. By keeping a detailed record of each tree's species, size, age, and condition, we can identify potential hazards early, such as diseased or weakened trees, and address them before they become safety risks. This proactive approach helps reduce emergency costs and ensures our maintenance budget is used wisely.

In November 2025, the City of Fairfield was awarded a \$100,000 reimbursable grant from the Ohio Department of Natural Resources (ODNR), which will allow us to begin this work.

The City advertised a Request for Proposal (RFP) for professional services for this project in February 2026. The City received 4 responses back from firms, and selected Davey Resource Group as the best value to provide the necessary professional services. A copy of Davey's current proposal is attached for review.

Councilmember Kraft presented the first reading of this ordinance. Councilmember Adam Kraft, seconded by Debbie Pennington, moved to suspend second and third readings. Motion carried Yes 6, No 0, Abstained 0. Councilmember Adam Kraft, seconded by Tim Meyers, moved to adopt. Motion carried Yes 6, No 0, Abstained 0.

ORDINANCE NO. 43-26. APPROVED 6-0.

- b. Ordinance to authorize the City Manager to enter into a professional services contract with Prus Construction Co. for construction manager-at-risk (CMR) services as related to the advancement of Marsh Park Improvements Project and declaring an emergency.

This project will allow for pre-construction services necessary to advance the Marsh Park Improvement Project. This includes the "level 1 priorities" and amenities concentrated in the southwest corner of the Park. These include but are not limited to: enhanced park entrance; new parking lot(s); new trails and neighborhood connections; new fishing pier(s); new boat launch; a flexible lease space commercial building that also includes publicly-accessible restrooms and concession/bait shop; and improved landscaping, lighting, and signage.

In April of 2025, Fairfield's City Council approved the Marsh Park Master Plan as prepared by Designing Local. Following Plan adoption, City Council tasked staff to advance the first phase of the plan implementation. Accordingly, in September 2025, the City entered into an agreement with MKSK for architectural and engineering services for this project. Since then, MKSK and the design team have worked to develop schematic plans for the project. The next step in project realization is hiring a construction manager.

The City advertised a Request for Qualifications (RFQ) for construction manager at risk (CMR) services for this project in January 2026. The City received responses from 8 CMR firms. In accordance with all applicable state requirements, City staff evaluated all responses based on published evaluation criteria and weighting factors. Based on this qualifications evaluation, the City then short-listed the 4 best firms to advance to the Request for Proposal (RFP) stage of the project. Following a mandatory pre-proposal site

visit, the 4 firms submitted technical and pricing proposals to the City on March 16, 2026. Interviews were then held with each firm in late March. Proposals were reviewed by the City's evaluation committee based on published performance and pricing criteria as outlined in the City's RFP documents. Based on this review, on April 1, 2026 the City selected Prus Construction Co. to provide CMR services for this project.

The Prus Construction Co. project proposal is attached for review. Also attached for review is the timeline of RFQ and RFP-related items. The RFP scoring matrix and the interview scoring matrix are available upon request.

Initial work is only for preconstruction support services, with a lump-sum cost of \$122,700. If City staff authorizes project advancement to the construction phase, then additional professional service fees and charges will be applied in accordance with the terms and conditions of the associated AIA document A133-2019 and Prus' technical and pricing proposal.

At this time, expected project construction cost is \$12M. The final guaranteed maximum price (GMP) for construction of the project will be agreed upon by the City and Prus following completion of all preconstruction services, and completion of all construction documentation including final site plans and architectural details. If / when a GMP is agreed-upon - likely to happen in Fall 2026, a contract amendment will be required. Prior to such a contract amendment, City Council action will be required, and Council will be asked to approve the additional contractual appropriations necessary to construct the project. Staff believes construction, if authorized, will commence before Q1 2027.

Councilmember Kraft presented the first reading of this ordinance.

#### **4. Public Utilities - Councilmember Tim Meyers**

- a. Ordinance to authorize the City Manager to enter into a contract and such other documents necessary to complete the sale of Tract A in Stockton Heights Subdivision to Kimberly Kigar and receive in exchange a permanent easement for a Public Water Main upon said property and adjacent lot number 2964 in the City of Fairfield.

The Public Utilities Department acquired Tract A in Stockton Station subdivision in 2021 to protect and preserve a Public Water Main which was installed upon said property. The City now desires to sell the property and receive as part of the sale the grant of a permanent twenty-foot utility easement for continuous operation of the water main on Tract A and the adjacent Lot 2964.

Utility easements are necessary to grant utility companies legal access to private property for installing, maintaining, and repairing essential services like electricity, water, sewer, and telecommunications. These easements ensure efficient infrastructure placement, reduce costs by allowing straight-line, shared, or efficient service routes, and prevent property owners from blocking access.

Accordingly, the City has negotiated with Kimberly Kigar who is the owner of the property adjacent to the public water main for her to purchase to property for the sum of \$3,500.00 and to grant to the City a permanent utility easement upon the property conveyed and her adjoining property to allow for continued operation and maintenance of the public water main.

Councilmember Meyers presented the first reading of this ordinance. Councilmember Tim Meyers, seconded by Gwen Brill, moved to suspend second and third readings. Motion carried Yes 6, No 0, Abstained 0. Councilmember Tim Meyers, seconded by Adam Kraft, moved to adopt. Motion carried Yes 6, No 0, Abstained 0.

ORDINANCE NO. 44-26. APPROVED 6-0.

#### **5. Public Works - Councilmember Debbie Pennington**

- a. Ordinance to authorize the City Manager to enter into a contract with Proshot Concrete, Inc. for Storm Sewer Repair – Corrugated Metal Pipe Invert Lining and declaring an emergency.

This is a 60” diameter corrugated metal pipe under Crestview Drive. This pipe is starting to fail and needs lined to prevent future failures. This pipe is in poor to fair condition and is developing small holes in the bottom of the pipe. Due to the size of the pipe, it is in danger of causing larger sinkholes and putting the roadway above it at risk as well as the adjacent residential property. This pipe was installed in 1976 and accepted as City infrastructure with the development of the residential subdivision.

The City’s drainage crew has routinely made repairs to storm sewers but the need for specialized methodology and equipment warrants some help from an outside contractor. We have lined pipes like these over the last few years in multiple locations under the ODOT state bid.

We have solicited a proposal from Proshot Concrete under the State Bid contract to perform this work listed under the State of Ohio Department of Transportation Contract ID 313-27 Invert Maintenance Contract with permission of use granted by the Ohio Revised Code Section 5513.01(B).

Councilmember Pennington presented the first reading of this ordinance. Councilmember Debbie Pennington, seconded by Leslie Besl, moved to suspend second and third readings. Motion carried Yes 6, No 0, Abstained 0. Councilmember Debbie Pennington, seconded by Tim Meyers, moved to adopt. Motion carried Yes 6, No 0, Abstained 0.

ORDINANCE NO. 45-26. APPROVED 6-0.

- b. Ordinance to authorize the City Manager to enter into a contract with Tim Lally Chevrolet for the purchase of four (4) Chevrolet Tahoes for the Police Department and declaring an emergency.

This request is for the purchase of (4) Chevrolet Tahoe's to be used as Police Patrol Vehicles. The vehicles that are being replaced are detailed below and will be cycled through the Police Fleet to be used by School Resource Officers, a traffic reconstruction vehicle, and Police recruitment vehicles. These vehicles are being purchased through Tim Lally Chevrolet for \$55,416 without delivery charges, utilizing Ohio Revised Code Section 125.04 division (C) allowing the purchase of contract items through a third party at a lower price than that listed by another Governmental agency as defined by Ohio Revised Code Section 125.04 division (B)(1)(c). The price of this vehicle if purchased through the State DAS contract #RS1033164 would be \$55,548/vehicle.

- 712 2018 Ford Explorer
- 722 2018 Ford Explorer
- 723 2018 Ford Explorer
- 729 2018 Ford Explorer

Councilmember Davidson asked if the City is retiring any vehicles. Public Works Director Ben Mann stated some are repurposed. Councilmember Davidson stated that a decoy vehicle would be beneficial if there is one available from the old vehicles.

Councilmember Pennington presented the first reading of this ordinance. Councilmember Debbie Pennington, seconded by Adam Kraft, moved to suspend second and third readings. Motion carried Yes 6, No 0, Abstained 0. Councilmember Debbie Pennington, seconded by Gwen Brill, moved to adopt. Motion carried Yes 6, No 0, Abstained 0.

ORDINANCE NO. 46-26. APPROVED 6-0.

## **6. Finance & Budget - Councilmember Leslie Besl**

- a. Ordinance to amend Ordinance No. 148-25 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, 2026, and ending December 31, 2026.”
  - Contractual Appropriations: \$2,119,064 total (\$100,000 City-wide tree inventory (Parks & Recreation); \$1,580,000 construction manager-at-risk (Parks & Recreation); \$314,064 purchase of Tahoes (Public Works); \$125,000 storm sewer repair (Public Works))

Councilmember Meyers presented the first reading of this ordinance. Councilmember Leslie Besl, seconded by Debbie Pennington, moved to suspend second and third readings. Motion carried Yes 6, No 0, Abstained 0. Councilmember Leslie Besl, seconded by Adam Kraft, moved to adopt. Motion carried Yes 6, No 0, Abstained 0.

ORDINANCE NO. 47-26. APPROVED 6-0.

- b. Ordinance to amend Ordinance No. 148-25 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, 2026, and ending December 31, 2026.”

- Non-Contractual Appropriations: \$370,034 (see below for description)

Councilmember Meyers presented the first reading of this ordinance. Councilmember Leslie Besl, seconded by Debbie Pennington, moved to suspend second and third readings. Motion carried Yes 6, No 0, Abstained 0. Councilmember Leslie Besl, seconded by Tim Meyers, moved to adopt. Motion carried Yes 6, No 0, Abstained 0.

ORDINANCE NO. 48-26. APPROVED 6-0.

\$12,534 - Bibury Road Pedestrian Crossing (Public Works)

\$50,000 - Vinnedge Avenue & Van Cleves Drive Sidewalk Connection at Fairfield West to River Road (Public Works)

\$25,000 - Town Center Improvements (Public Works)

\$40,000 - 2026 Parking Lot Maintenance Program (Public Works)

\$62,000 - Broadview Access Hatch (Public Utilities, Wastewater Division)

\$50,000 - Asphalt and Concrete (Public Utilities, Water Division)

\$10,500 - Kitchen upgrades at North Trace Concessions (Parks & Recreation)

\$50,000 - purchase of Hose and Equipment (Fire)

\$70,000 - PPE Replacement (Fire)

### **Meeting Schedule**

Monday, April 27: Council-Manager Briefing, 6:00 PM; Regular Meeting, 7:00 PM

Monday, May 11: Council-Manager Briefing, 6:00 PM; Regular Meeting, 7:00 PM

Tuesday, May 26: Council-Manager Briefing, 6:00 PM; Regular Meeting, 7:00 PM

Clerk Wilson read the meeting schedule.

### **Executive Session of Council (if Needed)**

Council recessed to Executive Session at 7:58 PM.

### **Adjournment**

The Regular Meeting adjourned at 9:00 PM.

ATTEST:

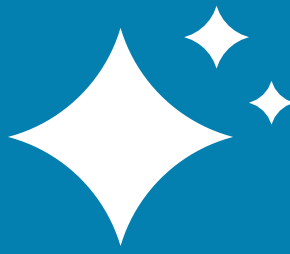
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Clerk of Council

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Mayor's Approval

Date Approved:



# Revitalization Programs

DEVELOPMENT SERVICES DEPARTMENT

April 13, 2026

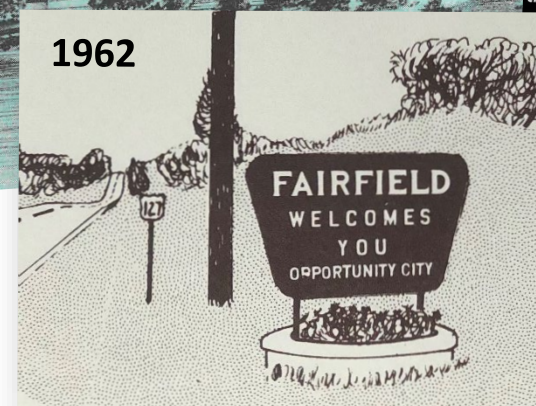
# Agenda

- Revitalization Introduction
- Fairfield Helping Neighbors Program
- Commercial Revitalization Program Concept



# Development History

- 1955: City Incorporated
  - ✓ “City of Opportunity”
- 1950s – 2000s
  - ✓ Available land
  - ✓ Strategic location
  - ✓ New infrastructure
  - ✓ Skilled workforce



**Maple Grove SUBDIVISION**

**1959**

**Today, May 24th 1 P. M. to 8 P. M. WEEKDAYS, 9 A. M. to 8 P. M.**

**A New Approach to Family Living!**

More Room Than You've Ever Seen in This Price Class!

**Check These Exclusive Features!**

- Forced Air Counter-Flt. Gas Heat
- All Aluminum Windows and Combination Stair and Screen Doors
- Convexed Floor Plan (Extra Large Kitchens)
- Large Lots (Minimum 75'x100')
- Full Bath
- Full Kitchen
- Full Living Room
- Full Dining Room
- Full Basement
- Full Porch
- Full Garage
- Full Storage
- Full Disappearing Stairway

**Furnished Models Displayed**

**FHA Terms!**

AS LOW AS **\$400** DOWN **\$90** PER MO. INCLUDING TAXES & INSURANCE

**Maple Grove Subdivision is an unusual location to live offered in today's market. The surrounding area is completely built-up. Homes in the area are beautiful and the neighborhood is highly desirable. It's near shopping, schools, churches, all major transportation and close to major highways. It is very unusual to see such a desirable location in this price class! Don't miss it - be appreciated!**

- 5 Min. to Hamilton's Newest and Largest Shopping Center.
- 20 Min. to the Heart of the Industrial Valley.
- Churches, Public and Parochial Schools Nearby.
- 1 Block to City Bus Lines.
- Home Mail Delivery.
- Located in one of Fairfield's finest residential areas.

**Maple Grove Subdivision**

**Map:** SYMMES RD., VINNEDGE, WALTER, MAGIE AVE., FAIRFIELD, NILES RD., DIXIE HWY., HAMILTON PLAZA SHOPPING CENTER, SCHOOL, RT. 4, WOOD STREET, PLEASANT, WALTER, SYMMES CORNER.

**DIRECTIONS:** The last house Maple Grove Subdivision is on the right. Turn left on Dixie Highway. Turn right on Magie Avenue. Turn left on Walter Street. Turn right on Niles Road. Turn left on Vinneledge. Turn right on Symmes Road. Turn left on Maple Grove Subdivision.

**US SHOW YOU HOW... You Can Live Better for Less at Maple Grove!**

**Ray & Noble Realty, Inc.**

TW 5-4462 FAIRFIELD, OHIO 4830 FAIRFIELD AVE.

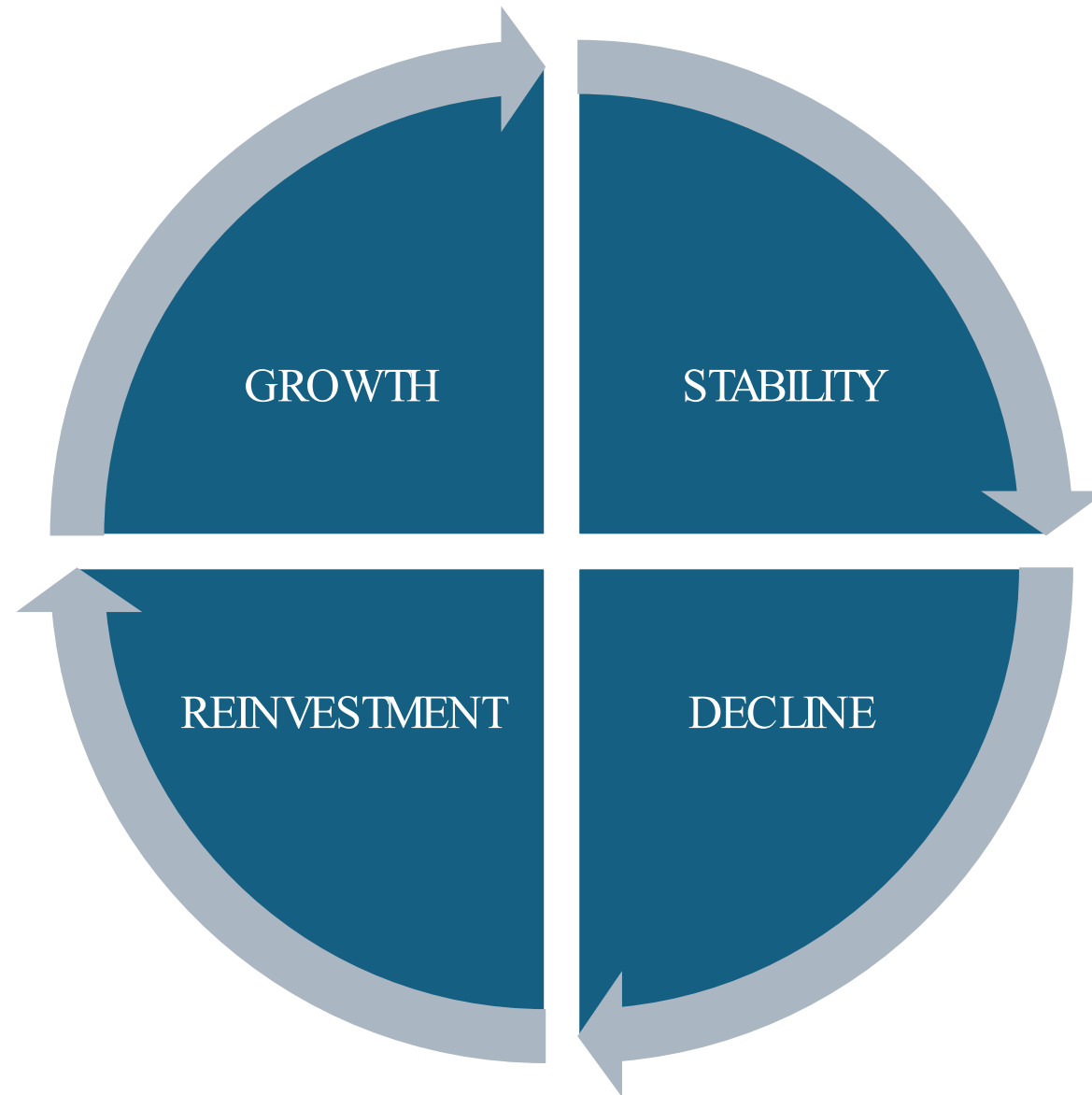


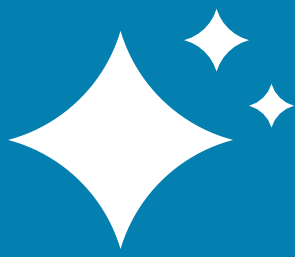
# Development History

- 2020s: Mature Community
  - ✓ Decreasing amount of undeveloped land
  - ✓ Aging building inventory and neighborhoods
  - ✓ Evolving real estate environment
    - Market trends
    - Technology
    - Demographic changes
- ✓ Economic development efforts expanding to include redevelopment and revitalization programming



# Lifecycle of Real Estate





# Fairfield Helping Neighbors

# Fairfield Helping Neighbors

## Program Overview:

- Launched as a pilot in 2024 in response to council goal
- Direct assistance with home repairs
- City established a fund at Fairfield Community Foundation
- Partnership with Supports to Encourage Low-Income Families (SELF)



# Fairfield Helping Neighbors

## Program Objectives:

- Improve owner-occupied, single-family housing stock
- Assist homeowners facing health, financial, or other constraints
- Address code compliance issues
- Strengthen older neighborhoods



# Fairfield Helping Neighbors

## Eligible Activities:

- Exterior code issues
- Roofs, soffits, and gutters
- Siding, doors, and windows
- Cleaning and painting
- Landscape overgrowth

## Ineligible Activities:

- Pools and spas  
(except for demolition)
- Play equipment
- New structures
- Underground utilities

# Fairfield Helping Neighbors

## Identification

- Staff identifies a code or maintenance issue
- Staff makes contact with homeowner
- Homeowner submits an application

## Approval

- SELF verifies applicant eligibility
- SELF develops a project plan
- Staff approves project plan

## Execution

- SELF and/or Staff coordinates construction work
- SELF and/or Staff reviews work and invoices
- Foundation makes payment to contractors

# Project Examples



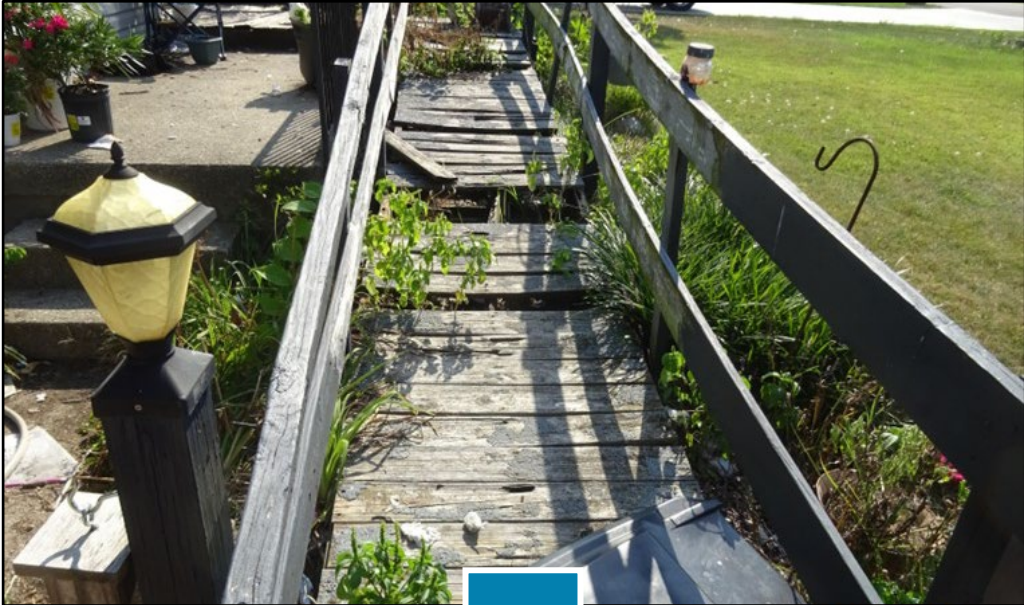
# Project Examples



# Project Examples



# Project Examples



# Project Examples



# Fairfield Helping Neighbors

## Program Metrics to Date:

11 projects complete or underway

\$214,510 total investment value

\$38,172 FHN program investment

540 volunteer hours logged

Projects located in every ward



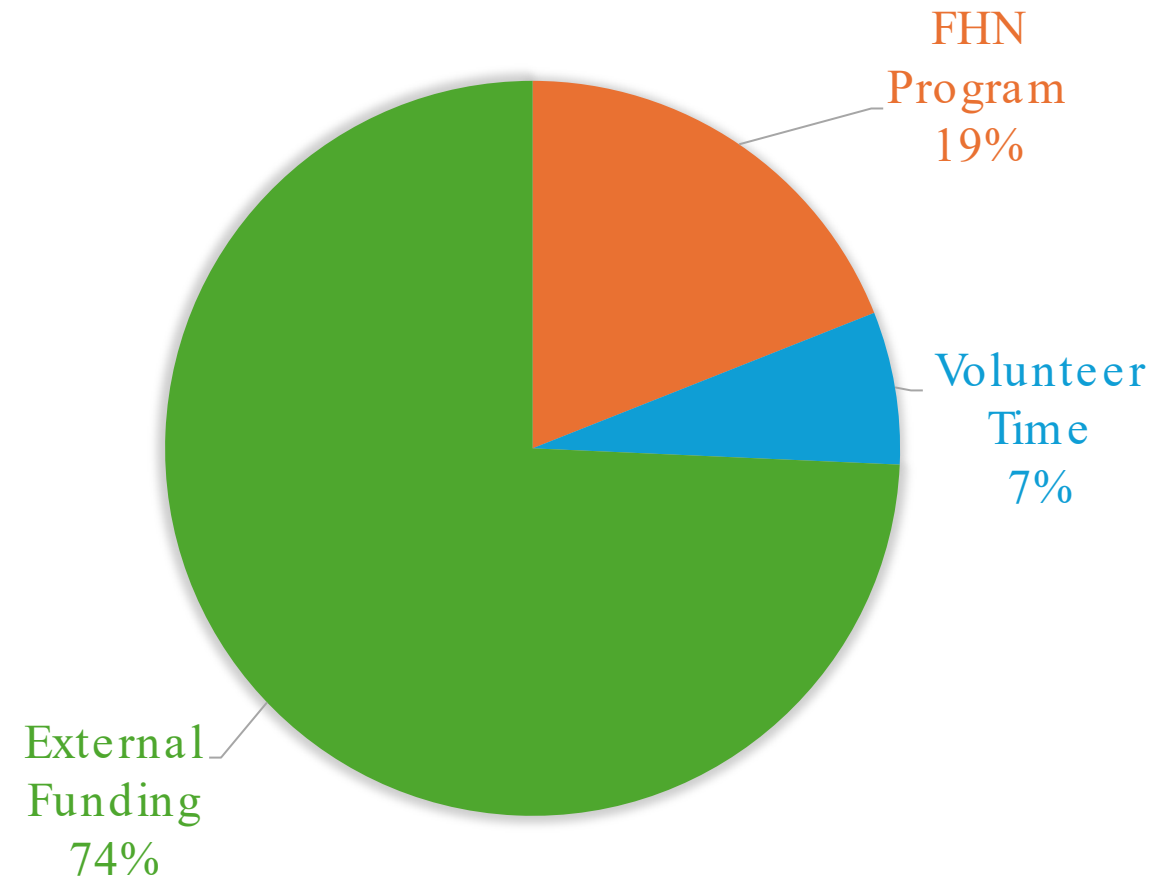
# Fairfield Helping Neighbors

## Program Leverage to Date:

\$214,510 total investment value:

FHN Program	\$38,172
Volunteer Time	\$13,500
External Funding	\$149,338

\$4 leveraged for every \$1 invested



# Fairfield Helping Neighbors

## Pilot Takeaways

- Projects are time intensive for staff
- Exterior issues often point to interior issues
- Opportunity to leverage SELF funding
- Repairs would not occur without program
- Homeowners are extremely grateful

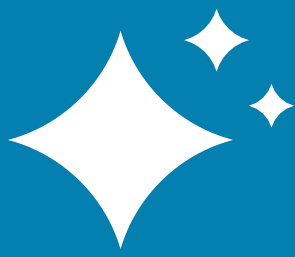


# Fairfield Helping Neighbors

## Proposed Next Steps

- Continue funding the program
- CIP included \$100,000 contribution
- Potential future legislation:
  - ✓ Approve grant to Community Foundation fund
  - ✓ Approve waiving building permit fees





# Commercial Revitalization Grant Concept

# Commercial Revitalization Grant Concept

## Potential Program:

- Direct assistance with exterior improvements
- Reimbursement grants to business or property owners
- Utilize the CIC to vet projects and make funding decisions



West Chester Twp. SPARK Example

# Commercial Revitalization Grant Concept

## Potential Objectives:

- Encourage reinvestment in older properties
- Support small businesses
- Improve community aesthetics
- Encourage compliance with enhanced zoning requirements



# Commercial Revitalization Examples



BEFORE



AFTER



# Commercial Revitalization Examples



BEFORE

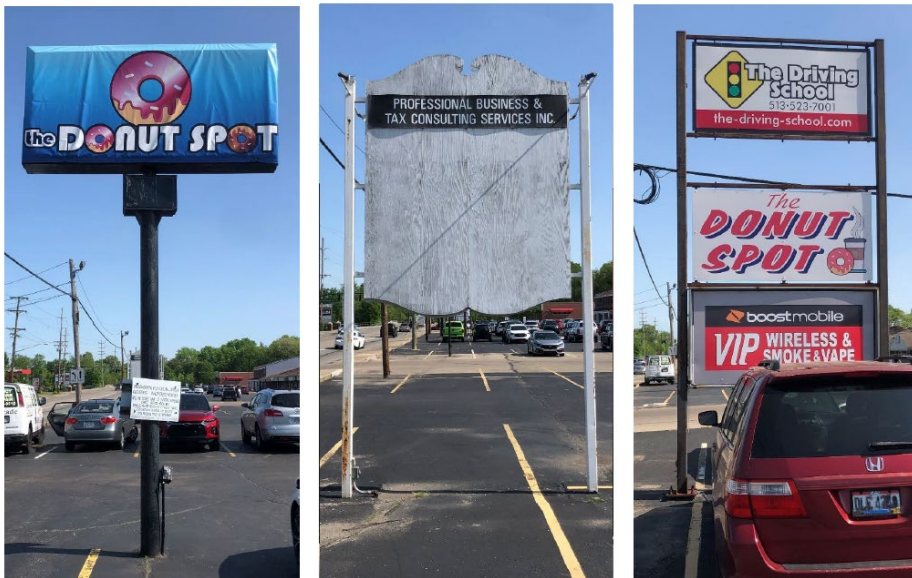


AFTER

# Commercial Revitalization Examples



BEFORE



AFTER

# Commercial Revitalization Grant Concept

## Eligible Activities:

- Exterior improvements
- Façade repairs or painting
- Obsolete sign replacement
- Awning, doors, & windows
- Landscape & site improvements

## Ineligible Activities:

- Interior improvements
- Roof repairs or replacements
- Additions or new construction
- Machinery & equipment
- Projects already underway

# Commercial Revitalization Grant Concept

## Eligible Applicants:

- For-profit small businesses with less than 25 employees
- Owner or tenant of a property located in the City of Fairfield
- Property must be zoned or used for commercial purpose
- Must be current on all taxes
- Must make a “but for” argument for need



# Commercial Revitalization Grant Concept

## Potential Funding Amounts:

- Grant amount:
  - Minimum: \$5,000
  - Maximum: \$25,000
- Applicant match: 20% minimum
- Annual program: \$100,000



# Commercial Revitalization Grant Concept

## Application

- Staff and applicant holds pre-application meeting
- Applicant gathers at least two estimates for work
- Applicant submits a funding application

## Funding

- Staff reviews and scores the application
- Staff presents project to the CIC board
- CIC board makes funding determination

## Execution

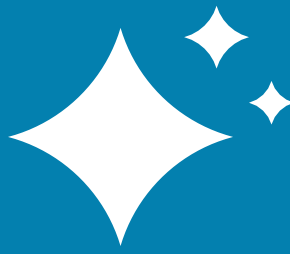
- Applicant engages contractor(s) to complete work
- Scope changes and completed work reviewed by staff
- Grant funds reimburse documented expenses

# Commercial Revitalization Grant Concept

## Proposed Next Steps

- Establish program pilot
- CIP included \$100,000 in funding
- Potential future legislation:
  - ✓ Approve grant to Community Improvement Corporation
  - ✓ Approve waiving building permit fees

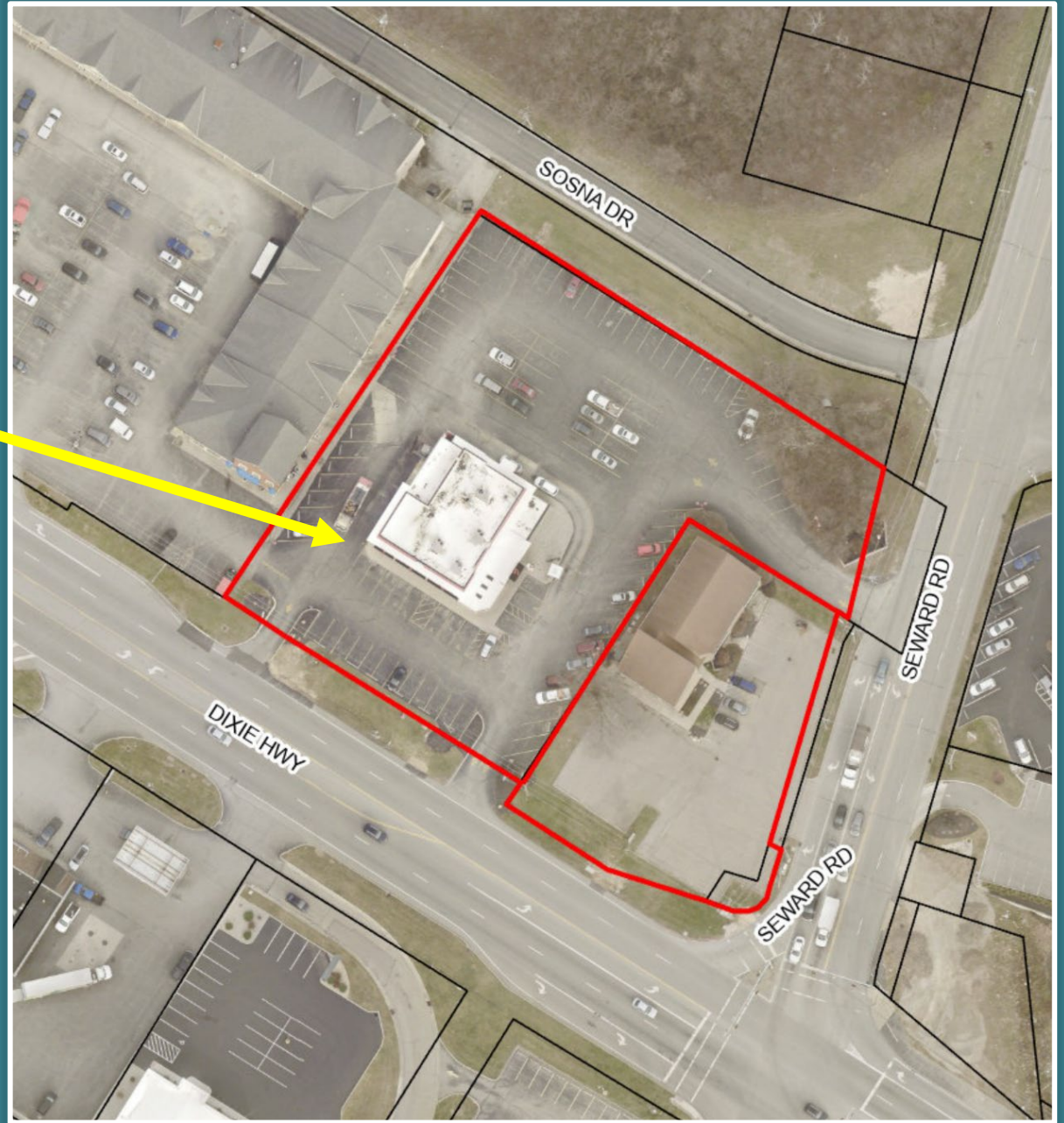
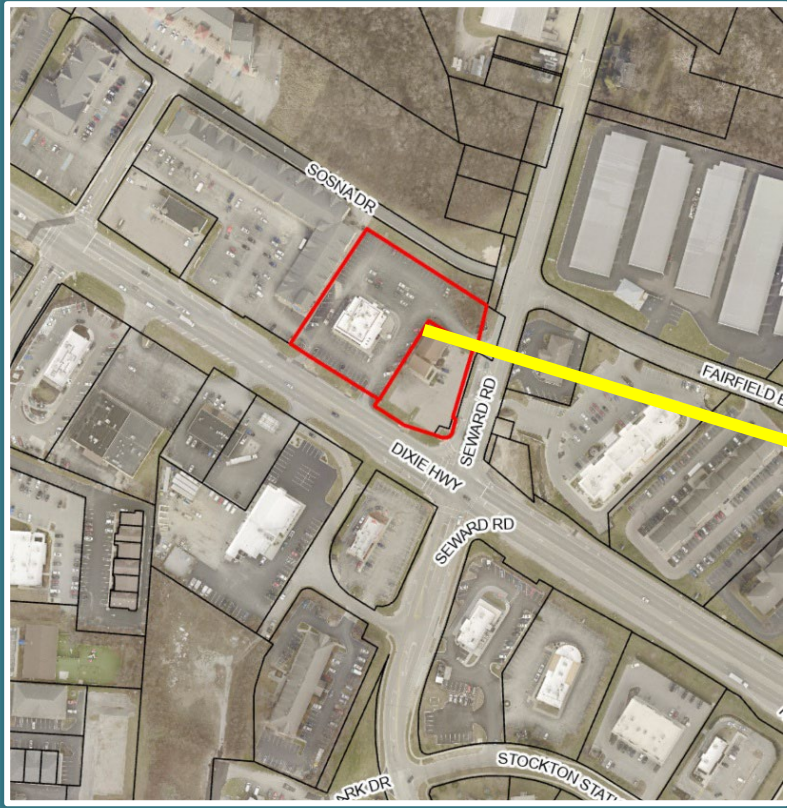




Thank You

**Public Hearing  
Rezoning  
M-2 to C-3A**

**April 13, 2026**





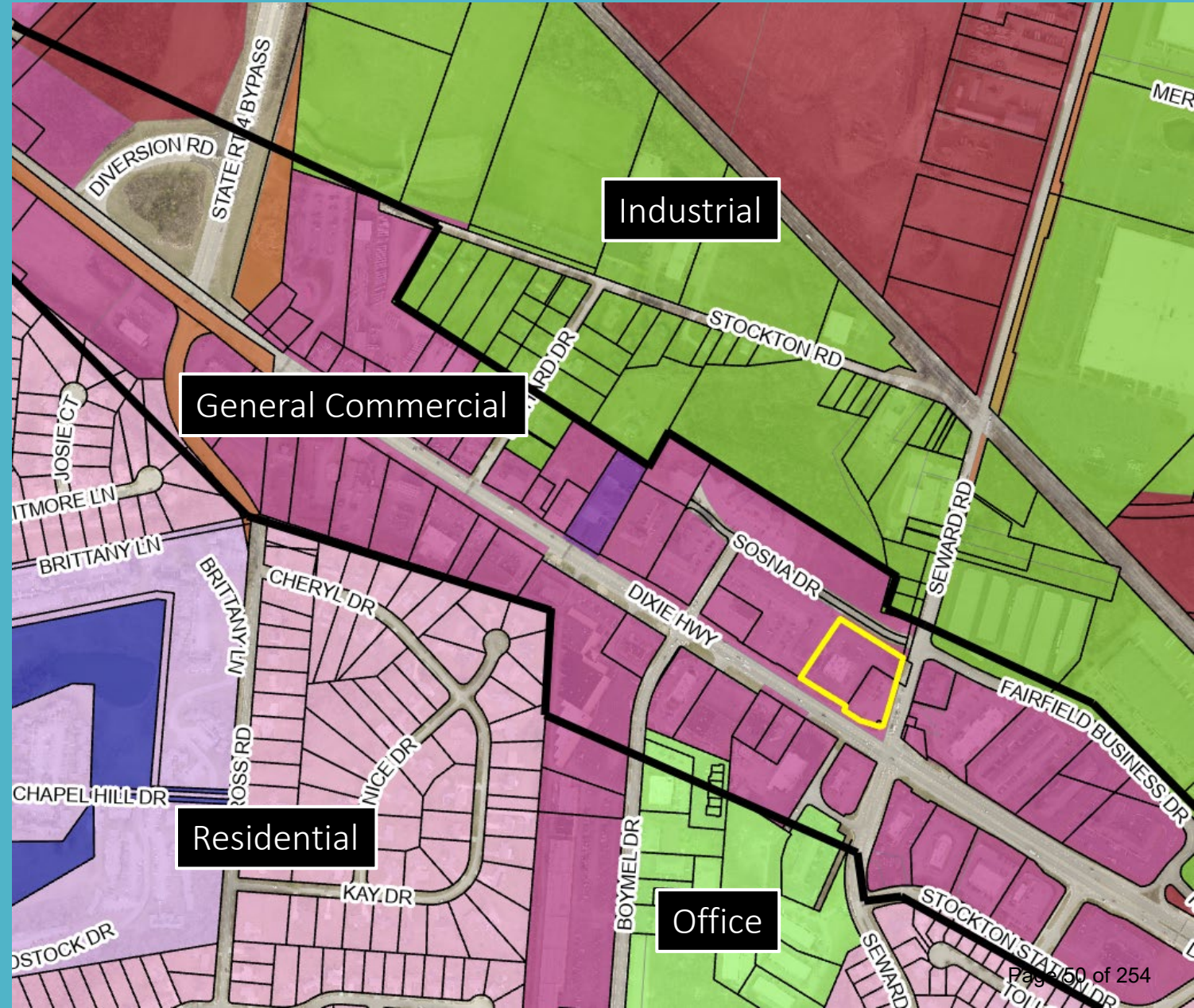
Dixie Hwy.



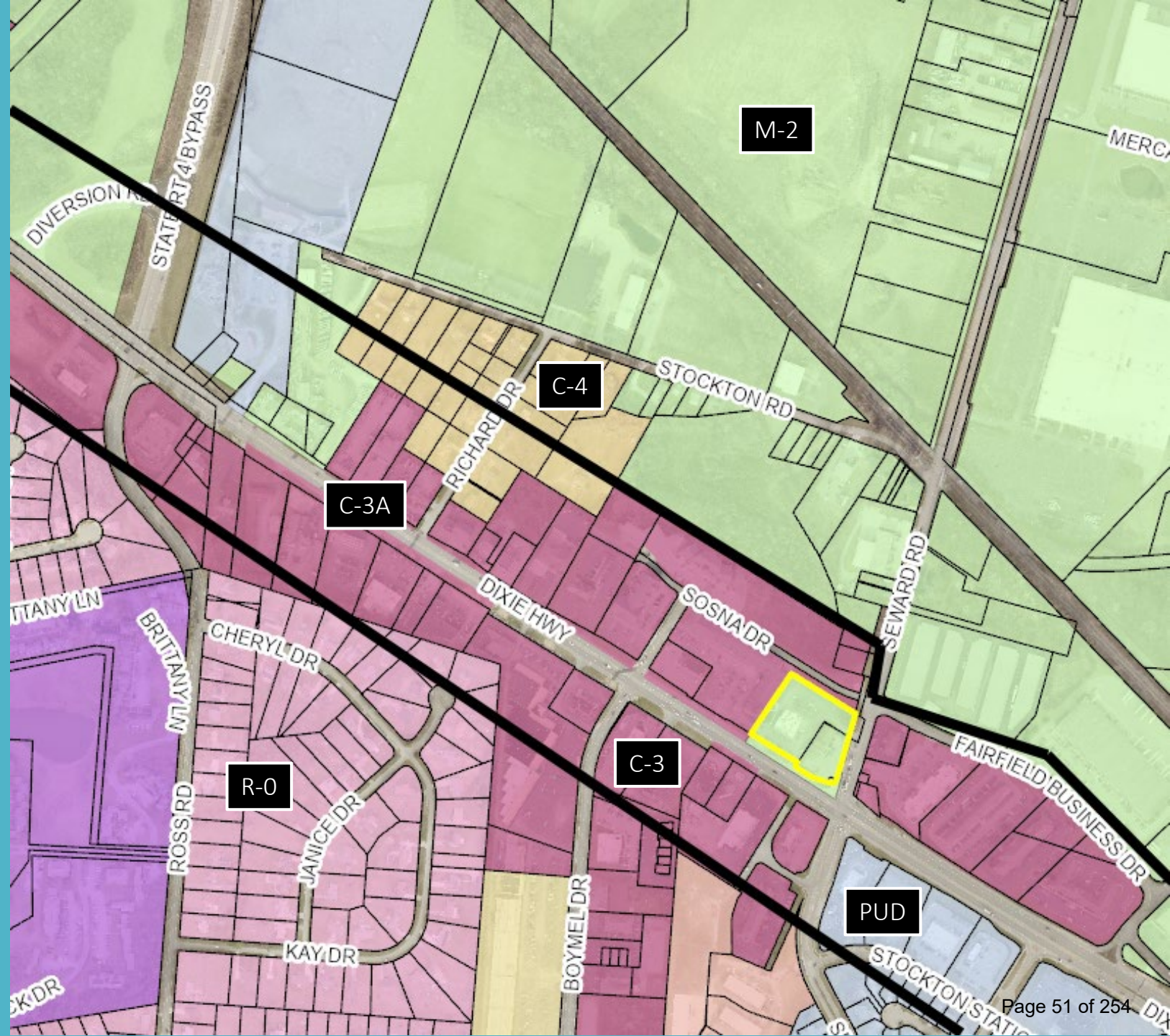
Seward Rd.

# Fairfield Forward Comprehensive Plan – Future Land Use Map

The recommended land use for parcels within the Route 4 Corridor is General Commercial.

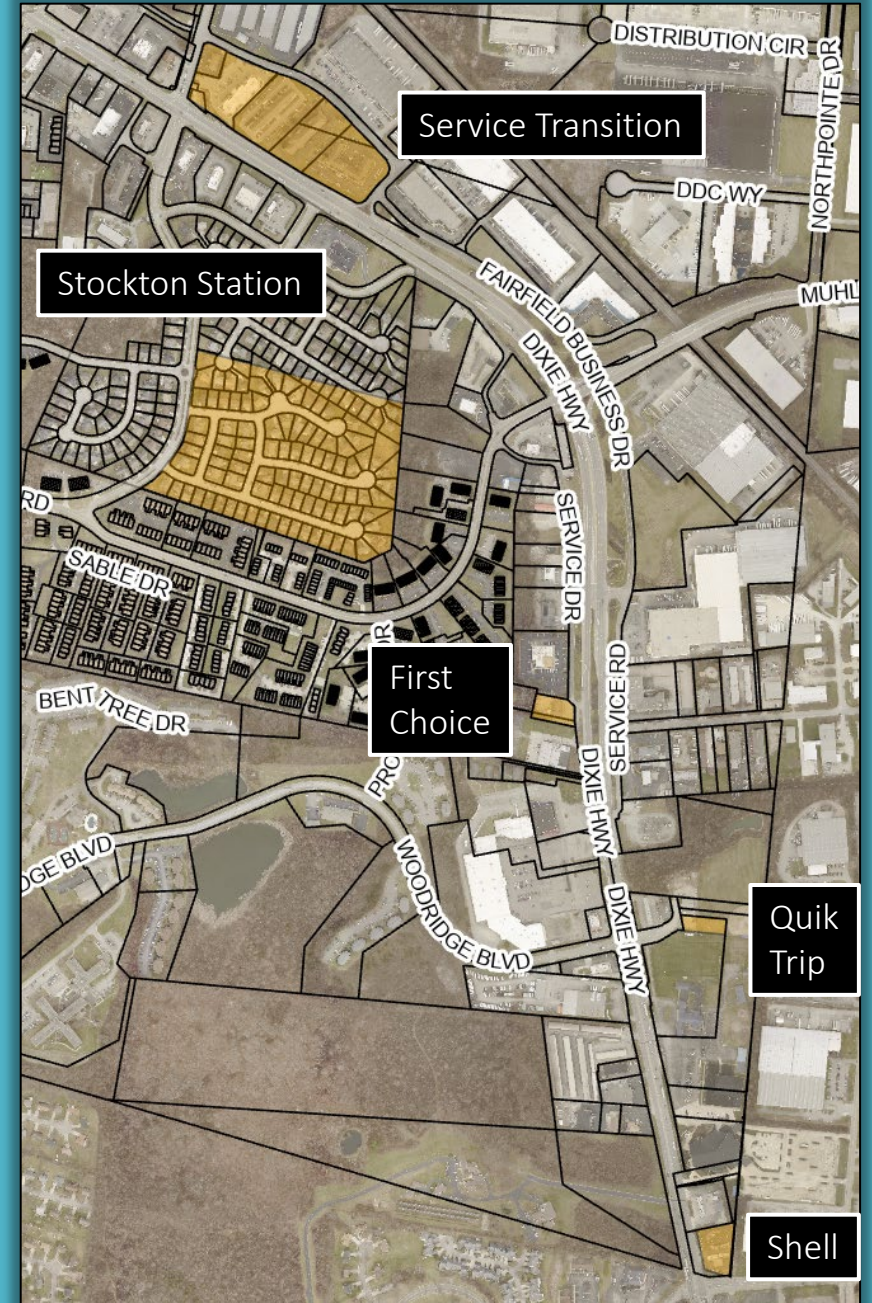


# Zoning Map



# Rezoning within the Route 4 Corridor

	Business	Location	From	To	Year
1	Stockton Station	At Seward Road	M-1	PUD	1999
2	Whitmore Estates	At Ross Road/Bypass 4	M-1	R-1	2001
3	Drive Time	South of Production Drive	M-2	C-3	2015
4	Auto Zone	At Production Drive	M-2	C-3	2015
5	Weaver Barns	At Production Drive	M-2	C-3	2015
6	Shell Gas Station	At Crescentville Road	M-2	C-3	2017
7	First Choice Rental	Across from Commercial Drive	R-3	C-3	2019
8	Quik Trip	At Woodridge Boulevard	M-2	C-3A	2024
9	4 hotels & an office building	At Seward Road	S-T	C-3A	2024



# Redevelopment Challenges



# Meeting Schedule

City Council First Reading – March 23, 2026

**Joint Public Hearing – April 13, 2026 (7:00 PM)**

Planning Commission – April 22, 2026 (6:00 PM)

City Council Second Reading – April 27, 2026

City Council Third Reading – May 11, 2026

# Comments or Questions?



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Alisha Wilson, Clerk of Council  
Department: Development Services

**Subject:**

Rezoning from M-2, General Industrial District, to C-3A, General Business District Modified.

**Legislation Title:**

Ordinance amending Ordinance No. 166-84, the Codified Ordinances of Fairfield, Ohio, Section 1130.01(B)(2), the City of Fairfield, Ohio, Zoning Map.

- Motion - Remove item from agenda (application withdrawn by property owners)

**Recommendation:**

It is recommended that City Council have a first reading on this item at the March 23, 2026 meeting, set a joint public hearing for April 13, and await the written recommendation from the Planning Commission.

**Discussion:**

6640 Dixie is a 1.7 acre site which is the location of the former Frisch's restaurant that closed in November 2024. 6660 Dixie is a 0.87 acre site located at the northwest corner of Dixie and Seward Road that contains a small office building constructed in the late 1970s.

The Comprehensive Plan designates Route 4 (Dixie Highway) as a major commercial corridor. As the corridor developed throughout the years, most of the former M-2 zoned sites changed to commercial zoning. Some parcels, however, retained their original industrial zoning classification even when commercial uses occupied them.

Commercial and office uses are not permitted in the M-2 Zoning District. Since the former Frisch's has been vacant for some time, it has lost its legal non-conforming status as a property that can have commercial uses and now only industrial uses are permitted on the site. This will limit the marketability and redevelopment potential of the site. The office building remains legally non-conforming. The City encourages these parcels to be rezoned to commercial in order to encourage redevelopment and protect the integrity of Route 4 as a commercial corridor.

**Financial Impact:**

None. This is a land use decision.

**Emergency Provision:**

*No*

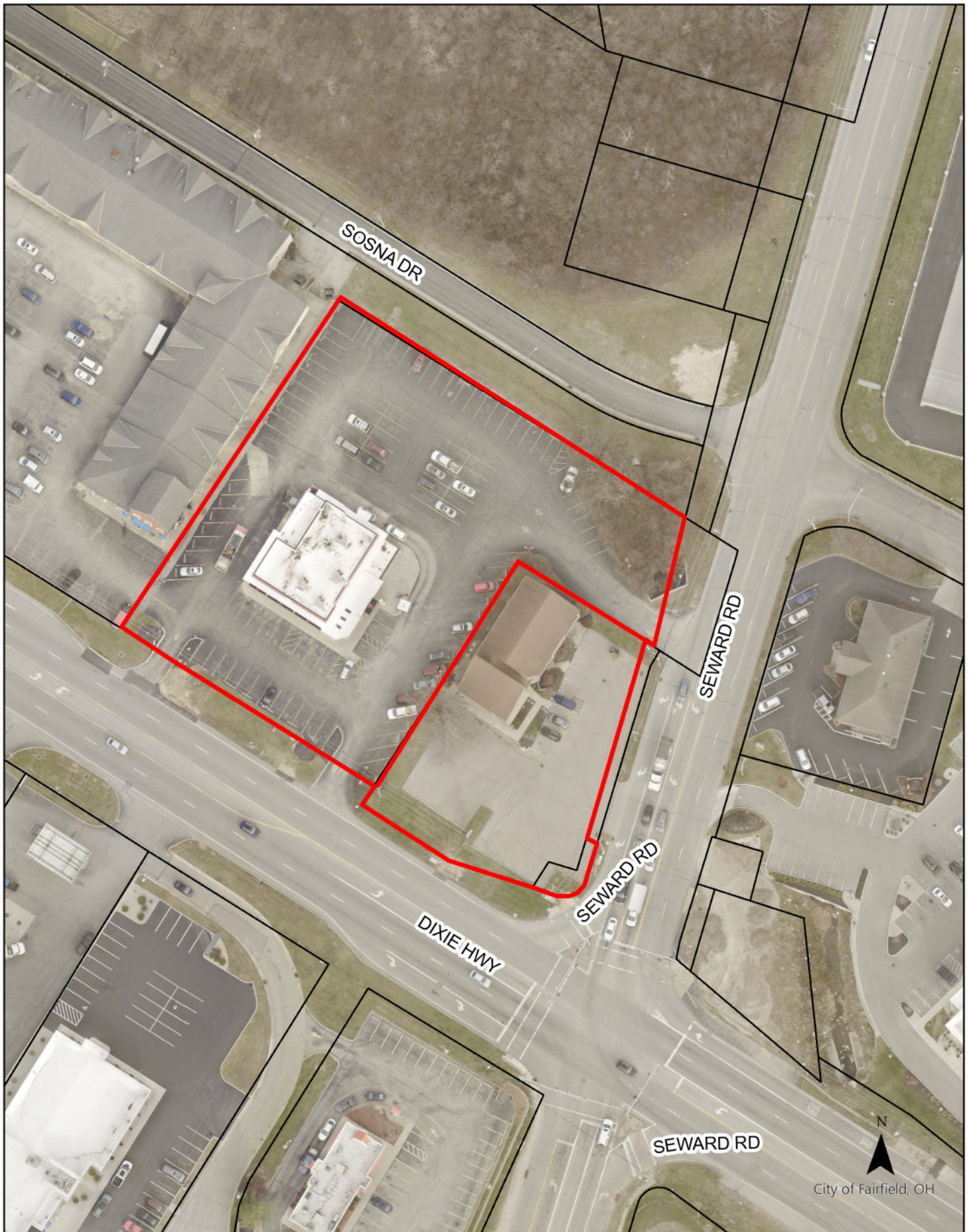
**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. aerial\_council letter
2. Rezoning-Ord

# Change in Zoning From M-2 to C-3A



ORDINANCE NO. \_\_\_\_\_

ORDINANCE AMENDING ORDINANCE NO. 166-84, THE CODIFIED ORDINANCES OF FAIRFIELD, OHIO, SECTION 1130.01(B)(2), THE CITY OF FAIRFIELD, OHIO, ZONING MAP.

BE IT ORDAINED by the Council of the City of Fairfield, Ohio, that:

Section 1. The official Zoning Map of the City of Fairfield, Ohio, which is incorporated into Ordinance No. 166-84, The Codified Ordinances of Fairfield, Ohio, Section 1130.01(B)(2), is hereby amended by changing the zoning classification of 6640 Dixie Highway and 6660 Dixie Highway described in the attached Exhibit "A" which is incorporated herein by reference from its present M-2, General Industrial District to C-3A, General Business District.

Section 2. This Ordinance shall take effect at the earliest period allowed by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor's Approval

Posted \_\_\_\_\_

First Reading \_\_\_\_\_

Rules Suspended \_\_\_\_\_

Second Reading \_\_\_\_\_

Third Reading \_\_\_\_\_

ATTEST:

\_\_\_\_\_

\_\_\_\_\_  
Clerk of Council

This is to certify that this Ordinance has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
Clerk of Council





**City Council Communication**  
**Regular Meeting - April 27, 2026**

Submitted by: Alisha Wilson, Clerk of Council  
 Department: City Manager's Office - COO

**Subject:**

Contract with Prus Construction Co., and necessary appropriations, for Construction Manager-at-Risk (CMR) professional services for advancement of the Marsh Park Improvements Project.

**Legislation Title:**

Ordinance to authorize the City Manager to enter into a professional services contract with Prus Construction Co. for construction manager-at-risk (CMR) services as related to the advancement of Marsh Park Improvements Project and declaring an emergency.

- Legislation - Second Reading

**Recommendation:**

It is recommended that City Council authorize the City Manager to enter into a contract with Prus Construction Co., from Cincinnati, Ohio, and appropriate up to \$1,580,000 for construction manager-at-risk services for the advancement of the City's Marsh Park Improvements Project.

**Discussion:**

This project will allow for pre-construction services necessary to advance the Marsh Park Improvement Project. This includes the "level 1 priorities" and amenities concentrated in the southwest corner of the Park. These include but are not limited to: enhanced park entrance; new parking lot(s); new trails and neighborhood connections; new fishing pier(s); new boat launch; a flexible lease space commercial building that also includes publicly-accessible restrooms and concession/bait shop; and improved landscaping, lighting, and signage.

In April of 2025, Fairfield's City Council approved the Marsh Park Master Plan as prepared by Designing Local. Following Plan adoption, City Council tasked staff to advance the first phase of the plan implementation. Accordingly, in September 2025, the City entered into an agreement with MKSK for architectural and engineering services for this project. Since then, MKSK and the design team have worked to develop schematic plans for the project. The next step in project realization is hiring a construction manager.

The City advertised a Request for Qualifications (RFQ) for construction manager at risk (CMR) services for this project in January 2026. The City received responses from 8 CMR firms. In accordance with all applicable state requirements, City staff evaluated all responses based on published evaluation criteria and weighting factors. Based on this qualifications evaluation, the City then short-listed the 4 best firms to advance to the Request for Proposal (RFP) stage of the project. Following a mandatory pre-proposal site visit, the 4 firms submitted technical and

pricing proposals to the City on March 16, 2026. Interviews were then held with each firm in late March. Proposals were reviewed by the City's evaluation committee based on published performance and pricing criteria as outlined in the City's RFP documents. Based on this review, on April 1, 2026 the City selected Prus Construction Co. to provide CMR services for this project.

The Prus Construction Co. project proposal is attached for review. Also attached for review is the timeline of RFQ and RFP-related items. The RFP scoring matrix and the interview scoring matrix are available upon request.

Initial work is only for preconstruction support services, with a lump-sum cost of \$122,700. If City staff authorizes project advancement to the construction phase, then additional professional service fees and charges will be applied in accordance with the terms and conditions of the associated AIA document A133-2019 and Prus' technical and pricing proposal.

At this time, expected project construction cost is \$12M. The final guaranteed maximum price (GMP) for construction of the project will be agreed upon by the City and Prus following completion of all preconstruction services, and completion of all construction documentation including final site plans and architectural details. If / when a GMP is agreed-upon - likely to happen in Fall 2026, a contract amendment will be required. Prior to such a contract amendment, City Council action will be required as Council will be asked to approve the additional contractual appropriations necessary to construct the project. Staff believes construction, if authorized, will commence before Q1 2027.

**Financial Impact:**

A contractual appropriation is requested for Prus Construction Co. in the amount not-to-exceed \$1,580,000. Funding for this project is included in the approved 2026-2030 Capital Improvement Program (CIP) under projects 6PR11 - "Marsh Park SW Improvements". The funding source is 413, Park Development. Any additional funds needed for this project should also be redirected from Fund 413.

**Emergency Provision:**

Yes - Rules suspension is not requested at this time as this will allow receipt of additional comments from citizens regarding this proposal. The Marsh project has been discussed at Council and briefings on several occasions. This contract, when adopted, will ensure that the construction timeline, which has been scheduled to take advantage of anticipated savings by commencement of the project in early summer, will be met. To preserve those benefits, it will be necessary that legislation be passed as an emergency, otherwise the anticipated cost savings may be lost. Passing this as an emergency will allow adherence to the construction timeline established.

**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. 03162026 Prus proposal
2. CMAR timeline - Fairfield Marsh Park
3. Prus Construction Co-Ord

## General Info

### Total:

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<b>Number</b>	<b>Description</b>
2026-BX007: RFP for CMR Services for Marsh Park Construction	Request for Proposals (RFP) for Construction Manager at Risk (CMR) Services - Marsh Park Phase 1 Construction: To assist with the advancement of Marsh Park Master Plan implementation, the City of Fairfield is seeking the services of a qualified construction management firm with extensive experience managing public park improvement projects as well as commercial building construction projects.
<b>Deadline</b>	<b>Allows zero unit prices and labor</b>
03/16/2026 03:00 PM EDT	Yes
<b>Vendor</b>	<b>Allows negative unit prices and labor</b>
Prus Construction Co.	No
<b>Submitted</b>	
03/16/2026 01:24 PM EDT	
<b>Signed by</b>	
Michael Prus	
<b>Account Holder</b>	
Michael Prus	
<b>Opened</b>	
03/16/2026 03:00 PM EDT	
<b>By</b>	
jskirvin@fairfield-city.org	

## Attachment List

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Instructions - Marsh Park CMAR RFP - 2026.pdf (129 KB)  
RFP Instructions

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RFP - Fairfield OH - Marsh Park CMAR Services.pdf (293 KB)  
Request for Proposals (RFP) Document

---

260209 Marsh Park Phase 1\_SD Set.pdf (39.1 MB)  
Schematic Design Plans Set - Marsh Park

---

Price Proposal Form - Marsh Park CMAR.Final.pdf (112 KB)  
Cost Proposal - as PDF

---

Price Proposal Form - Marsh Park CMAR.Final.xlsx (12.2 KB)  
Cost Proposal - Excel

---

Non collusion affidavit.pdf (9.15 KB)  
Non-Collusion Affidavit

---

Property tax affidavit.pdf (11 KB)  
Property Tax Affidavit

---

Marsh Park Master Plan (2024)  
Master plan

---

03042026-Project Narratives\_Marsh Park Schematic Design.pdf (9.17 MB)  
Addendum 1 - Project Narratives

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## Certification

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**Name \***

Michael Prus

**Company \***

Prus Construction Co.

**Address \***

5325 Wooster Road,  
Cincinnati, OH 45226

**Phone Number \***

(513) 321-7774

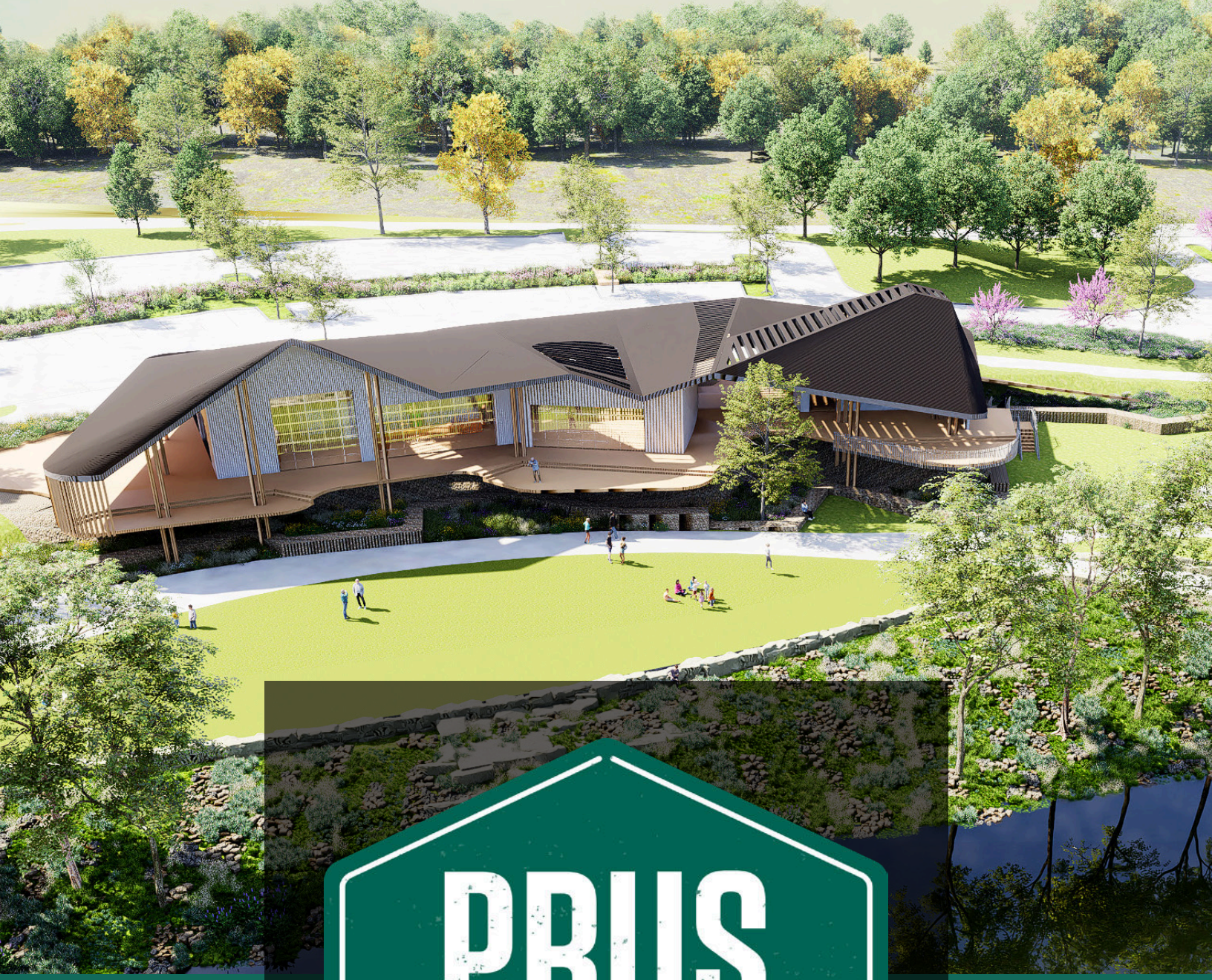
**Federal ID # of Company \***

31-0708511

## Required Document List

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Name	Omission Terms	Submitted File
Technical Proposal for CMR Services Please upload technical proposal here -		Prus - RFP Marsh Park_Technical Proposal for CMR Services.pdf
Cost Proposal Please upload completed cost proposal form here -		Prus - RFP Marsh Park_Cost Proposal.pdf
Non-collusion Affidavit Please upload affidavit here -		Prus - RFP Marsh Park_Non collusion affidavit.pdf
Affidavit of non-delinquency of taxes Please upload affidavit here -		Prus - RFP Marsh Park_Property tax affidavit.pdf
<b>4 Required Documents</b>		



# RFP FOR MARSH PARK PHASE 1

## MARCH 16, 2026

March 16, 2026

City of Fairfield, Ohio  
Attn: CMAR Selection Committee  
5350 Pleasant Avenue  
Fairfield, Ohio 45014

Re: Request for Proposal – CMAR Services Marsh Park Phase 1 Construction

Dear Members of the Selection Committee,

Prus Construction is pleased to submit our proposal to provide Construction Manager at Risk (CMAR) services for the Marsh Park Phase 1 project. We appreciate the opportunity to partner with the City of Fairfield on this important investment that will expand recreational amenities and create a vibrant community destination along the waterfront.

Prus brings extensive experience delivering park, civic, and infrastructure improvements through the CMAR delivery method. We understand the importance of early collaboration, disciplined cost management, and thoughtful construction planning when working in active public environments. Our team has successfully completed similar projects such as McDonald Commons Park, Kuliga Park, Sharon Woods Park Improvements, and several riverfront community improvement projects throughout the Greater Cincinnati region. These projects required close coordination of site development, utilities, public facilities, and recreational amenities within active public environments.

Through detailed preconstruction services, strong field leadership, and transparent communication, our team is committed to providing the City with reliable cost information, proactive problem solving, and efficient construction execution. We look forward to contributing our experience with park development, site infrastructure, and public projects to help successfully deliver the Marsh Park Phase 1 improvements.

Thank you for your consideration. We welcome the opportunity to discuss our proposal further.

Sincerely,

*Mike Prus*

President  
Prus Construction

5325 WOOSTER PIKE  
CINCINNATI, OH 45226-2224  
P: 513.321.7774 | F: 513.533.6737 | [prus-construction.com](http://prus-construction.com)



# Company & Project Team Overview

## PRUS OVERVIEW

Founded in 1888 and now in its fifth generation of family ownership, Prus Construction has built a longstanding reputation as a trusted partner for public sector construction projects throughout Ohio. We have extensive experience delivering projects through the Construction Manager at Risk (CMAR) delivery method, working closely with owners and design teams from the earliest stages of project development through final construction. Our CMAR approach emphasizes early engagement, open-book cost management, and proactive collaboration to ensure that project scope, schedule, and budget remain aligned. By providing early constructability reviews, cost modeling, and procurement planning, Prus helps owners make informed decisions that reduce risk and support successful project outcomes.

Prus has successfully delivered numerous park and recreational improvements, civic facilities, and public infrastructure projects that closely mirror the goals of the Marsh Park development. Our experience working in active public spaces, coordinating complex site improvements, and collaborating with multidisciplinary design teams positions Prus to serve as a reliable CMAR partner to the City of Fairfield. With our in-house estimating department, a large workforce, and company-owned equipment fleet, Prus has the ability to self-perform key scopes of work which provides flexibility in managing schedule, phasing, and quality control.

## TEAM OVERVIEW

Prus Construction has assembled a dedicated and experienced project team that brings proven CMAR expertise across the full project lifecycle, from early preconstruction planning through final construction and closeout. The team reflects Prus Construction's established CMAR delivery model, which integrates executive leadership, preconstruction specialists, project management, field supervision, and safety leadership into a single, coordinated structure. This integrated approach ensures that planning, cost management, construction execution, and quality oversight remain aligned throughout the project.

A key strength of the proposed Marsh Park team is the continuity and familiarity developed through years of working together on similar projects. Members of this team have collaborated on numerous successful

projects throughout the Greater Cincinnati region, including McDonald Commons Park, Kuliga Park, Sharon Woods Park Improvements, the Ohio Riverfront Community Improvements program, and the ODOT/OFCC Rest Area Redevelopment Program. Through these shared experiences, the team has developed a strong working dynamic and a disciplined approach to CMAR delivery. From preconstruction through project completion, the same team remains engaged to support decision-making and project execution. Because this team has successfully delivered numerous park and public infrastructure projects together, they bring a level of coordination, trust, and efficiency that reduces risk and supports reliable project delivery.

# Prus Differentiators



## PROVEN CMAR LEADERSHIP FOR PUBLIC PARKS

Prus has extensive experience delivering park and recreational improvements using the CMAR delivery method, including projects such as McDonald Commons, Kuliga Park, and Makino Common Grounds. These projects required close collaboration with owners and designers, phased construction within active parks, and careful coordination of site infrastructure, recreational amenities, and public facilities.



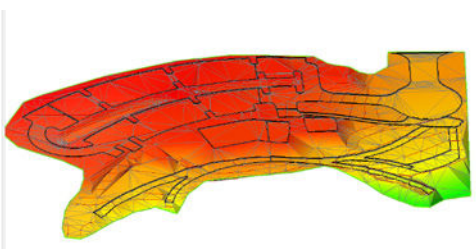
## EXPERIENCE DELIVERING PROJECTS IN ACTIVE PUBLIC SPACES

Prus has extensive experience constructing park and community projects that remain open during construction. Our teams develop detailed logistics, phasing, and safety plans that protect park users, maintain pedestrian access, and minimize disruption to community programming. This experience integrating infrastructure, recreational amenities, and public facilities allows us to keep projects safe, organized, and on schedule.



## WATERFRONT & SHORELINE CONSTRUCTION EXPERIENCE

Prus brings proven experience delivering projects in waterfront and environmentally sensitive environments where construction must be carefully coordinated with shoreline conditions and public access. Our teams have completed riverfront and lake-adjacent projects involving docks, utilities, trails, and public amenities, positioning us to effectively deliver Marsh Park's shoreline improvements and fishing access features.



## EARLY BUDGET ALIGNMENT THROUGH IN-HOUSE ESTIMATING

Prus maintains a dedicated in-house estimating department that works directly with the preconstruction and project management teams. This integrated structure allows us to provide real-time cost feedback as design progresses, helping the City align project scope, budget, and priorities before construction begins.



## SELF-PERFORM CAPABILITY FOR CRITICAL SITE INFRASTRUCTURE

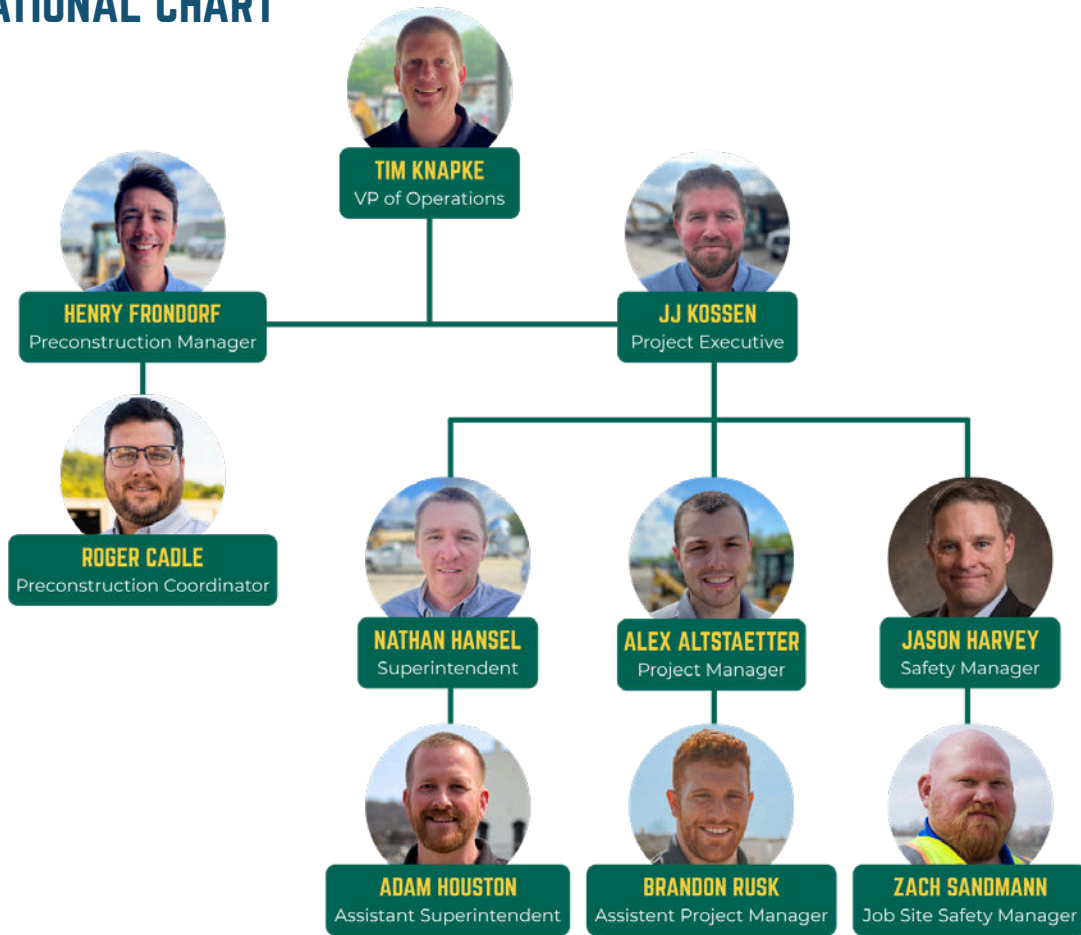
With a large in-house workforce and company-owned equipment fleet, Prus can self-perform key scopes such as earthwork, underground utilities, concrete, and paving. This capability provides greater schedule control, flexibility in sequencing, and enhanced quality management—particularly valuable for site-intensive projects like Marsh Park.



## STRONG SAFETY RECORD AND CULTURE

Prus maintains an EMR of 0.48, and our CMAR projects have achieved zero lost-time incidents over the past five years, outperforming industry averages. Safety is lead by our eight member "Safety Team" and embedded in our culture through 5,000+ hours of safety training in 2025, OSHA- 30-certified leadership, and consistent implementation of site-specific safety plans, orientations, and weekly toolbox talks on every job.

# ORGANIZATIONAL CHART



# TEAM EXPERIENCE & COLLABORATION

Role	Team Member	Years Experience	McDonald Commons	Kuliga Park	Bass Island	ODOT/OFCC Rest Areas	Sharon Woods Park	Lawrenceburg Pavilion
Executive Oversight	Tim Knapke	25+ yrs	X	X	X	X	X	X
Project Executive	JJ Kossen	20+ yrs	X		X		X	X
Project Manager	Alex Altstaetter	14 yrs	X	X		X		
Preconstruction Manager	Henry Frondorf	16 yrs	X	X	X	X	X	X
Superintendent	Nathan Hansel	20+ yrs			X		X	X
Superintendent	Adam Houston	23 yrs	X				X	X
Assistant Project Manager	Brandon Rusk	4 yrs			X		X	

# Approach to the Work

## PROVEN PROJECT MANAGEMENT METHODOLOGY

Prus Construction approaches the Marsh Park Phase 1 project with a disciplined methodology built on early collaboration, open communication, and structured project management from preconstruction through final closeout. Our approach focuses on aligning the City of Fairfield, the design team, and construction partners around clear project goals while proactively managing cost, schedule, quality, and safety throughout the project lifecycle.

At the center of our approach is a comprehensive project management framework. Through early engagement with the City of Fairfield and the design team, our team will provide continuous cost modeling, value engineering, and procurement planning to help ensure that the project scope, schedule, and budget remain aligned as the design progresses.

This approach is organized around a series of core project management principles that guide decision-making and coordination across every phase of the project. These principles include communication management, detailed preconstruction planning, schedule control, cost management, risk mitigation, safety leadership, quality assurance, resource coordination, technology-driven project controls, and disciplined project closeout procedures. Together, these elements create a structured yet flexible framework that allows the team to respond efficiently to evolving design details, site conditions, and construction sequencing needs.

The following sections describe how Prus Construction will implement this approach for the Marsh Park Phase 1 improvements, outlining the processes and tools our team will use to support collaboration, maintain budget and schedule control, and successfully deliver a high-quality park facility for the City of Fairfield and the surrounding community.



Thank you & Congratulations on a job well done! I have been thoroughly impressed with how you have listened to and incorporated the community / Council input to the design and construction throughout the process. Overcoming Supply Chain constraints along with unprecedented cost inflation to stay on schedule and on budget is even more impressive!

**TOM HENNING**  
Vice Mayor, City of Madeira

## PRECONSTRUCTION MANAGEMENT

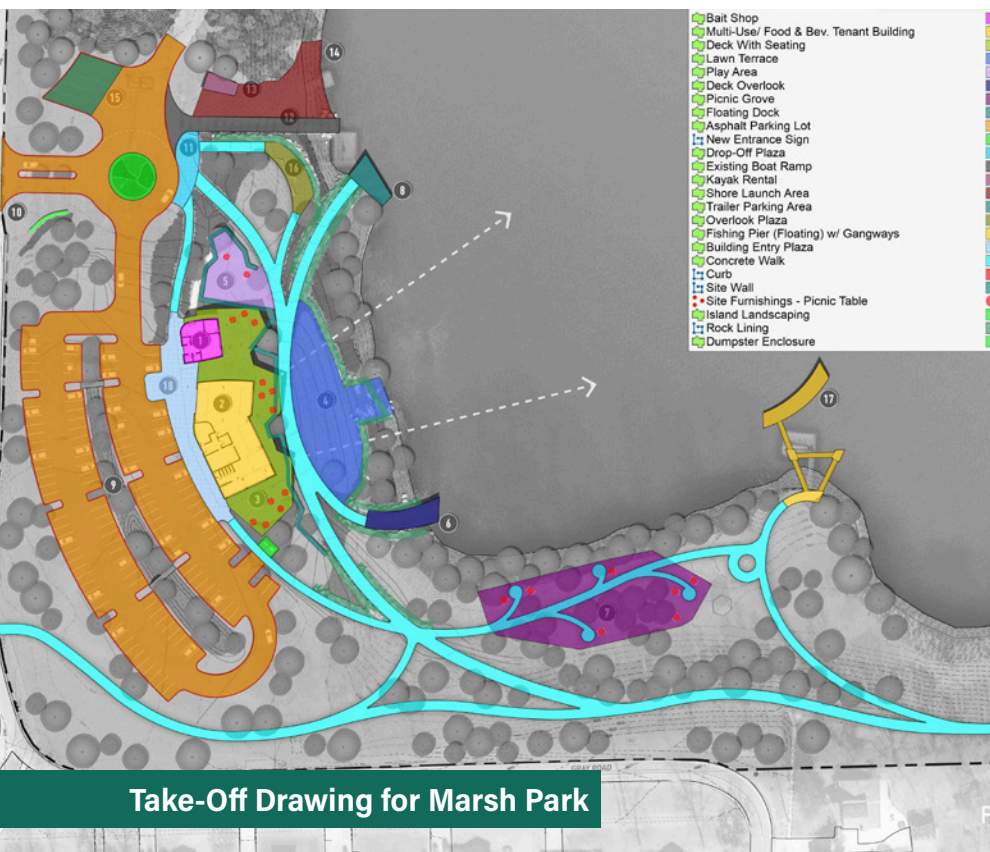
Prus Construction views preconstruction as the most critical phase in delivering a successful CMAR project. For Marsh Park Phase 1, our preconstruction approach will focus on early collaboration with the City of Fairfield and the design team to ensure that the project's scope, schedule, and budget remain aligned as design progresses. Under the leadership of Project Executive JJ Kossen and Project Manager Alex Altstaetter, our team will provide continuous constructability input, cost modeling, and procurement planning that supports efficient project delivery while protecting the City's budget and schedule goals. Executive oversight from Tim Knapke will ensure alignment with Prus Construction's proven CMAR processes and project management standards.

During the early design phases, Preconstruction Manager Henry Frondorf, supported by Preconstruction Coordinator Roger Cadle, will lead detailed cost modeling and estimate updates as the design evolves. Henry and Roger will work closely with Alex and JJ to develop conceptual and detailed cost estimates at key design milestones to confirm alignment with the project budget and identify opportunities for value optimization. These reviews will focus particularly on the major site development

components of the project, including earthwork, utilities, parking areas, trail connections, shoreline improvements, and the park building.

Constructability reviews will also be an important component of the preconstruction process. Alex will coordinate closely with the design team to evaluate grading strategies, underground utility routing, waterfront construction considerations, and site access logistics. Superintendents Nathan Hansel and Adam Houston will provide field-driven input to confirm practical construction sequencing and efficient site logistics. Because the project includes lakefront amenities and shoreline improvements, early coordination with Terracon will help confirm subsurface conditions and foundation approaches.

As design progresses, Alex and Assistant Project Manager Brandon Rusk will develop the detailed construction schedule and procurement strategy, identifying long-lead materials and critical work packages. Throughout preconstruction, JJ and Alex will maintain regular coordination with the City and design team to support informed decision-making and establish a reliable Guaranteed Maximum Price aligned with the final project scope and schedule.



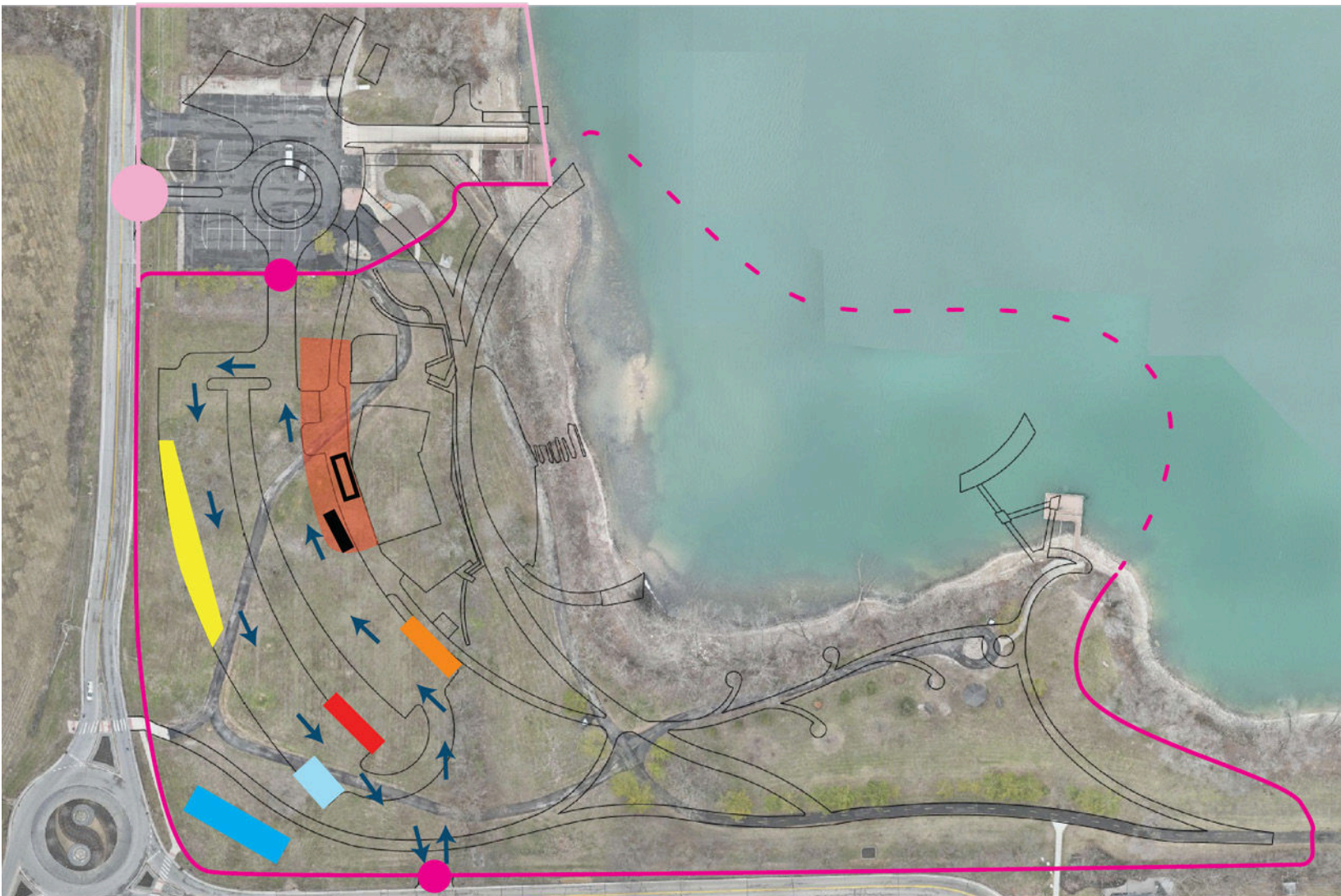
Take-Off Drawing for Marsh Park



Site Grading Plan

# LOGISTICS PLAN

Prus Construction’s logistics plan for the Marsh Park Phase 1 project is designed to support safe, efficient construction while maintaining coordination with ongoing park use and surrounding site activities. Our approach focuses on clear access routes, organized material staging, and carefully planned work zones that minimize disruption to park operations and public access. The final plan will be developed in close collaboration with all stakeholders to ensure construction activities are coordinated with existing park features, trail connections, and waterfront improvements. Through proactive planning and clear communication, our logistics strategy will help maintain site safety, efficient operations, and reliable project progress throughout construction.



## KEY

- |                              |                                       |                         |
|------------------------------|---------------------------------------|-------------------------|
| — Fence                      | — Job Trailer                         | — Concrete Washout      |
| - - - Bouys                  | — Admin Parking                       | — Restrooms w/ handwash |
| — Additional Fence added 9/7 | — Contractor Parking                  |                         |
| ● Gate                       | — Building Laydown                    |                         |
| ● Additional Gate added 9/7  | ▭ Crane                               |                         |
|                              | ▭ Dumpsters for Building Construction |                         |

## RISK MITIGATION

Risk mitigation will begin during preconstruction and continue through final completion using our transparent process. During design development, potential risks will be identified, evaluated, and prioritized based on their potential impact on cost, schedule, and site operations. Early coordination with the City of Fairfield and the design team allows us to address key considerations such as site grading, utilities, waterfront improvements, park access, and environmental conditions before the GMP is established. High-priority risks are addressed proactively through constructability reviews, geotechnical coordination, procurement planning, and phased construction strategies. Following GMP establishment, potential risks are continuously monitored through regular project reviews. The Risk Matrix below identifies the primary risks we see for Marsh Park at this time. Each risk has been evaluated based on potential impact and likelihood, with mitigation strategies developed during preconstruction and tracked throughout the project.

ID	Risk Event	Risk Rating	Primary Risk Owner	Mitigation Strategy
R-01	Floodplain / high-water impacts affecting access, grading, utilities, and site work	High	Shared	Plan work around seasonal conditions, prioritize stabilization early, and monitor site conditions continuously
R-02	Unforeseen subsurface or legacy quarry conditions causing unsuitable soils, rock conflicts, settlement, or slope concerns	High	Shared	Perform early geotechnical investigation and establish unit-price or allowance approach for unknowns
R-03	Budget escalation or estimated cost exceeding available funding/GMP target	High	Shared	Perform iterative cost modeling at each design milestone and align scope with owner priorities early
R-04	Utility conflicts, unknown service locations, or insufficient utility capacity	High	Shared	Verify utility conditions early and separate enabling utility work if needed
R-05	Public access, traffic, and safety impacts caused by interaction between park users and active construction operations	High	CMAR	Maintain controlled public access through defined work zones, separate public and construction activities at all times, and proactively communicate changes while adjusting means and methods around park use patterns
R-06	Environmental or habitat disturbance in sensitive shoreline/channel/wooded areas	High	Shared	Use environmental constraints mapping and preconstruction walkthroughs before disturbance begins
R-07	Delayed permits or agency approvals impacting start of critical work	High	Owner	Establish a permit log with target dates and phase submissions where possible
R-08	Coordination issues between civil, architectural, MEP, utility, and site amenity scopes	High	Shared	Hold formal coordination reviews at each milestone with tracked action items
R-09	Long-lead procurement delays for building, lighting, site furnishings, specialty materials, and waterfront elements	Moderate	CMAR	Tie procurement log directly to CPM schedule and submittal schedule

## COMMUNICATION MANAGEMENT

Prus Construction's communication approach emphasizes clarity, consistency, and proactive coordination with the City of Fairfield and all stakeholders. Given the project's site development scope, integration with an active park, and phased construction activities, clear and reliable communication will be essential to maintaining alignment with project goals, budget expectations, and schedule milestones.

During preconstruction, Prus will participate in regular coordination meetings with the City and the design team to provide constructability input, cost modeling updates, and schedule development as the

design progresses. These meetings allow potential challenges related to site conditions, utilities, shoreline improvements, or sequencing to be identified early, enabling the team to develop practical solutions before they impact budget or schedule performance.

All project documentation will be maintained within Procore project management platform to ensure communication among all project stakeholders. Regular reporting will summarize overall budget status, contingency usage, schedule progress, and key coordination items requiring attention. See below for our proposed Communications Matrix for Marsh Park.

Communication Channel	Purpose	Frequency	Deliverables
Preconstruction Coordination Meetings	Review design progress, provide constructability input, update cost models, and coordinate site development	Biweekly during Design Development	Updated cost models, value engineering log, constructability review notes
GMP Development Workshops	Confirm scope alignment, review budget assumptions, and establish the GMP	At key milestones (60% DD, 90% DD, Pre-GMP)	GMP summary report, contingency allocation summary, risk register updates
Infrastructure & Utility Coordination Meetings	Coordinate underground utilities, stormwater systems, shoreline improvements, and utilities	Monthly during Preconstruction and Site Work	Utility coordination plans, infrastructure sequencing updates, permitting status
Construction Progress Meetings	Review field activities, safety performance, project schedule, and upcoming work sequencing	Weekly during active construction	Updated CPM schedule, three-week look-ahead, issue log, safety updates
Monthly Executive Reporting	Provide financial transparency and overall project status updates	Monthly	Executive dashboard, budget summary, contingency tracking, milestone updates
Budget & Cost Control Reviews	Monitor cost performance and forecast final project costs	Monthly during construction	Cost report, forecasted cost at completion
Risk Review & Mitigation Meetings	Monitor identified project risks and implement mitigation strategies	Monthly or as needed	Updated risk matrix, mitigation action log
Public Access & Park Coordination Meetings	Coordinate construction activities with park operations, trail access, and public interface areas	As required during construction	Public access plans, construction zone coordination, event planning coordination
Closeout & Commissioning Meetings	Coordinate project turnover, system commissioning, punch list completion, and warranty documentation	Final 60 days of project	Closeout checklist, commissioning documentation, as-builts, warranty log

## BUDGET AND COST MANAGEMENT

Prus Construction's approach to budget and cost management combines disciplined CMAR processes, real-time cost visibility, and comprehensive financial planning to support the successful delivery of the Marsh Park Phase 1 improvements. Our methodology emphasizes transparency, accuracy, and continuous cost validation from early preconstruction through final completion to ensure the City of Fairfield maintains clear understanding and control of project costs.

During preconstruction, our in-house estimating team will develop detailed quantity takeoffs and cost models that reflect the evolving design. Major project components—including earthwork, utilities, parking areas, park facilities, trail connections, and shoreline improvements—will be carefully evaluated to confirm alignment with the project budget. As design progresses, our team will provide regular cost updates and constructability feedback to the City and design team, allowing scope decisions, material selections, and sequencing strategies to be evaluated against budget and schedule goals.

As the project moves toward establishment of the Guaranteed Maximum Price (GMP), Prus will work closely with the City of Fairfield and the design

team to confirm scope alignment, evaluate value optimization opportunities, and finalize procurement strategies. This collaborative process helps ensure the GMP reflects the most current design information, market conditions, and construction sequencing considerations.

Once construction begins, Prus manages the project budget through a fully transparent, open-book process. Subcontractor commitments, self-performed work, contingency usage, and approved changes are tracked through reporting that clearly communicates project financial status. Monthly cost reporting will summarize overall budget performance, committed costs, contingency balances, and pending change activity.

Cost forecasting continues throughout construction as our team monitors production trends, material pricing, and remaining scope. By identifying potential variances early, Prus can work with the City and design team to address issues proactively. This disciplined approach helps protect the project budget while maintaining flexibility as design refinements and construction conditions evolve.

## SELF PERFORMANCE

An important advantage for the Marsh Park Phase 1 project is Prus Construction's ability to self-perform key construction scopes such as earthwork, underground utilities, structural concrete, flatwork, and site infrastructure. With a substantial in-house workforce and a fleet of company-owned equipment, Prus maintains the flexibility to adjust work sequencing, respond quickly to site conditions, and maintain consistent production rates. This capability allows our team to maintain greater control over schedule-critical activities while supporting efficient installation of the project's core infrastructure elements.

During preconstruction, Prus will evaluate self-perform opportunities based on factors such as schedule impact, coordination requirements, and overall cost effectiveness. By strategically determining which scopes are best suited for self-performance and which are best delivered through qualified trade partners, we ensure each portion of the work is completed by the most efficient and experienced resource.



### APPROACH TO SELF-PERFORM WORK Rest Areas

For a single location of our OFCC/ODOT Rest Area Project, we successfully bid and managed 10 subcontractor packages, while delivering the project on time and under budget. Our strategic bidding process had [Prus Construction bid on four of the packages but only awarding two](#) for our self-perform crews. Through our strategic bidding process and value engineering efforts, Prus Construction was able to provide 5% in savings to the state of Ohio despite over \$100,000 in Owner change orders.

## QUALITY, SAFETY, AND PROJECT CONTROLS

### QUALITY MANAGEMENT

Prus Construction will integrate quality management throughout every phase to ensure the completed improvements meet the City of Fairfield's expectations for durability, safety, and long-term performance. Quality planning begins during preconstruction through detailed constructability reviews, evaluation of materials and assemblies, and coordination among site infrastructure, utilities, waterfront features, and park structures. During construction, superintendent-led field oversight ensures that work is performed in accordance with the project drawings, specifications, and contract requirements. Particular attention will be given to major site development components and regular inspections, coordinated testing, and thorough documentation will verify that materials and installation meet established quality standards.

Because Marsh Park represents an important public investment, Prus will place strong emphasis on elements that experience frequent public use, including accessible pathways, parking areas, park structures, and waterfront amenities. Durable materials and construction methods will be prioritized to support long-term performance and minimize maintenance demands. As construction nears completion, Prus will implement a thorough closeout process including final inspections, punch list coordination, as-built documentation, warranties, and operational information so the City receives a complete and well-documented project.

### SAFETY MANAGEMENT

Safety is a core value at Prus Construction and will be a central component of our approach. Strong field leadership will guide daily safety implementation as our team maintains continuous oversight of site operations. Safety planning will be integrated into regular project meetings and schedule updates to ensure construction sequencing is performed safely and efficiently.

Preconstruction planning will identify high-risk activities such as earthmoving, trenching for utilities, concrete placements, and work near waterfront or public areas. Site-specific safety measures will include clearly defined haul routes, equipment staging areas, trench protection protocols, traffic control planning, and stormwater management during phased site work. Because the project occurs within a public park environment, particular attention will be given to maintaining secure work zones and protecting adjacent public areas. Construction zones will be clearly separated using fencing, signage, and controlled access points to minimize public exposure to construction activities.

All workers and subcontractors will participate in site-specific safety orientations prior to mobilization. Ongoing toolbox talks, routine inspections, and oversight from field leadership and safety personnel will reinforce safe work practices throughout the project. This proactive safety culture helps ensure the Marsh Park improvements are constructed safely.

"Not only did your project meet the accelerated deadline, a high quality project was delivered three weeks ahead of schedule. The exceptional level of professionalism and organization displayed by Prus Construction was a major factor in the success of the early project delivery."

**SCOTT OTTO, PE**  
City of Oxford

### PROJECT CONTROLS & TECHNOLOGY

Prus Construction utilizes integrated project management platforms to support organized communication, thorough reporting, and effective project controls throughout the Marsh Park Phase 1 project. Our Procore and Viewpoint systems allow our team to manage documentation, monitor costs, and track field production in real time. Procore serves as the primary collaboration platform, organizing meeting minutes, RFIs, submittals, drawings, schedules, and change documentation in a centralized, cloud-based system accessible to the City of Fairfield and the design team. Viewpoint supports open-book financial reporting, including subcontractor commitments, cost forecasting, contingency tracking, and budget performance. In the field, iPads enable superintendents to record daily labor, equipment, and production data, allowing early identification of trends and proactive adjustments to schedule or resources.

# Construction Phasing Plan & CPM Schedule

## PHASING PLAN

As the first phase of a long-term park master plan, we understand this project establishes the essential infrastructure and amenities that will support future park development. With work occurring in an active public park and within a sensitive environmental context, the construction schedule must balance efficient progress with public safety, site coordination, and seasonal construction considerations. Prus has extensive experience delivering projects in active public environments and will prioritize maintaining safe pedestrian circulation and park access.

During preconstruction, Prus will develop and maintain a comprehensive CPM schedule reflecting the planned construction duration from August 2026 to April 2028. The schedule will be organized into coordinated phases that support logical sequencing of site preparation, underground infrastructure, building construction, and park amenities. Progress will be monitored through weekly coordination meetings and short-term look-ahead planning to support substantial completion in April 2028 and the park's grand opening in June 2028.



### PHASE 1

#### SITE PREPARATION & ACCESS

**August 2026 - December 2026**

**Goal:** Prepare the site and establish construction access.

**Major work:**

- Mobilization
- Construction fencing
- Tree protection / environmental controls
- Clearing and demolition
- Mass excavation
- Rough grading

### PHASE 2

#### INFRASTRUCTURE & FOUNDATIONS

**December 2026 - April 2027**

**Goal:** Install all underground infrastructure and structural base elements.

**Major work:**

- Storm utilities
- Water and sanitary
- Electrical conduit
- Retaining walls
- Building foundations

### PHASE 3

#### BUILDING CONSTRUCTION

**April 2027 - October 2027**

**Goal:** Construct the park's main facilities

**Major work:**

- Underslab utilities
- Slab on grade
- Structural framing
- Roof and enclosure
- Interior finishes
- Exterior finishes

### PHASE 4

#### PARK AMENITIES & FINAL COMPLETION

**April 2027 - April 2028**

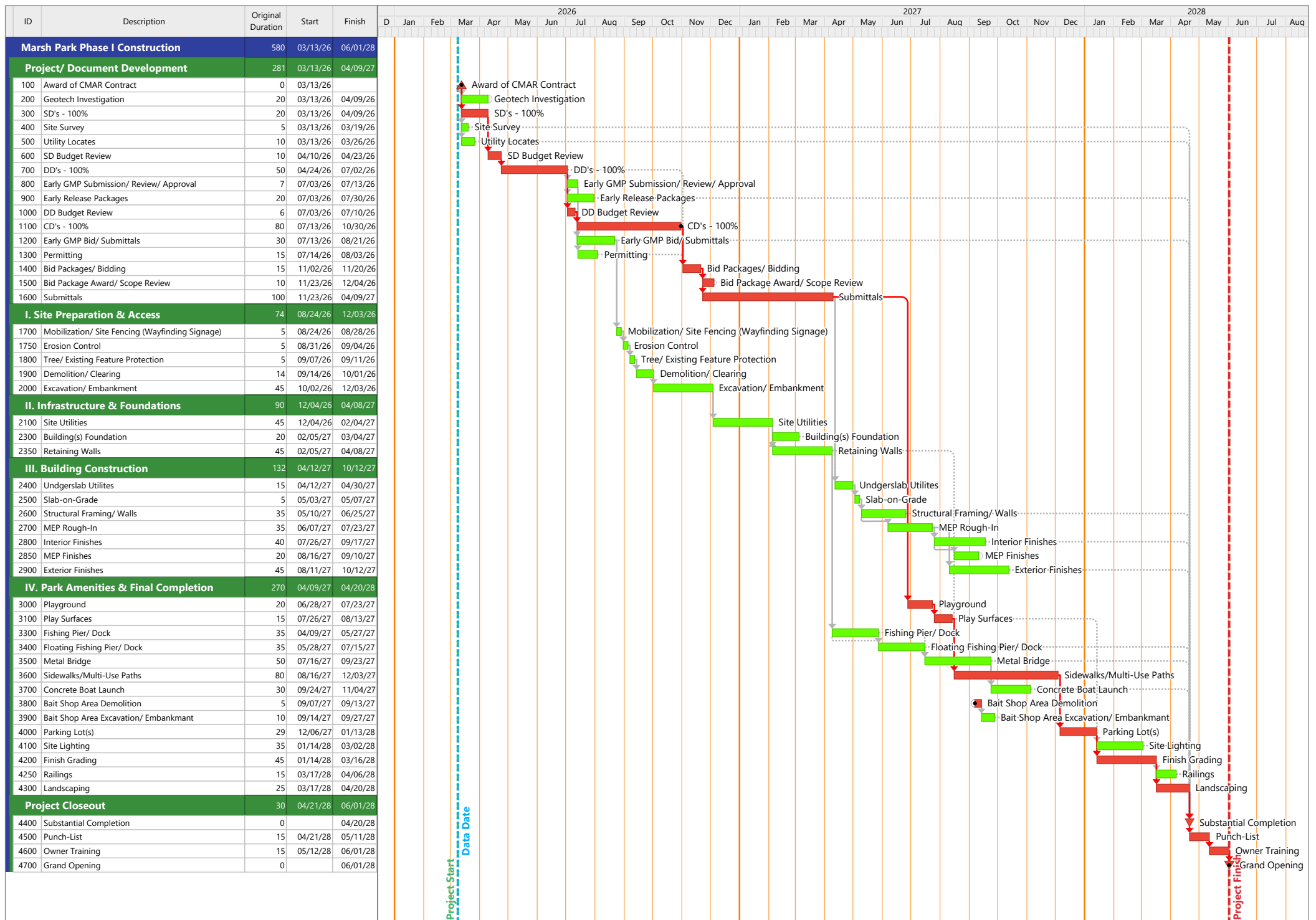
**Goal:** Complete the recreational park features and prepare the site for opening.

**Major work:**

- Existing Parking Lot Entrance / Boat ramp
- Multi-use paths and sidewalks
- Parking lots
- Playground
- Fishing piers and floating dock
- Pedestrian bridge
- Finish grading
- Landscaping
- Exterior finishes

**Final Milestones:**

- Substantial completion April 2028
- Grand opening June 2028



# Value Added Suggestions

Prus Construction will integrate value-added strategies throughout the CMAR process to improve constructability, project efficiency, and long-term performance for Marsh Park Phase 1. Beginning in early preconstruction, we will partner with the City of Fairfield and the design team to identify opportunities to align scope, schedule, and budget. Through focused constructability reviews, we will evaluate grading transitions, utility routing, shoreline improvements, and site logistics to resolve conflicts before they affect pricing or field execution, and will provide practical recommendations on materials, sequencing, and procurement. In parallel, we will implement proactive quality planning from preconstruction through construction with coordinated reviews to support reliable delivery and durable results for the City and community.



## TECHNICAL DESIGN

We will support the design team through structured constructability reviews focused on practicality, durability, and long-term park operations. At key design milestones, our team will review drawings and specifications to identify inconsistencies, missing details, grading transitions, utility conflicts, access limitations, and scope gaps before they impact pricing or construction. We will also provide input on materials and assemblies appropriate for a public park and waterfront environment, considering weather exposure, maintenance requirements, and lifecycle performance. Particular attention will be given to coordination between civil infrastructure, building elements, utilities, overlooks, and waterfront improvements to improve sequencing and reduce rework. Where appropriate, Prus will recommend practical refinements that preserve design intent while improving constructability and budget alignment. Our team will also review the design for compatibility with future park phases and trail connections to support the long-term vision for Marsh Park.

## TECHNICAL APPROACH

Prus will help translate project goals into an efficient construction strategy that supports safety, schedule reliability, and coordination within an active park environment. Working with the City, we will develop logical construction phasing for parking areas, utilities, building work, and waterfront improvements while

maintaining safe access for park users whenever feasible. During preconstruction, our team will identify key project risks such as utility coordination, stormwater and drainage interfaces, waterfront construction considerations, and site access limitations. Early evaluation of these factors allows the team to refine design decisions and sequencing strategies before construction begins. Prus will also review long-lead materials and potential bid package strategies to protect schedule and pricing, while ongoing cost modeling and schedule updates ensure design decisions remain aligned with project milestones and budget goals.

## QUALITY CONTROL

Prus will implement a project-specific quality control program beginning in preconstruction and continuing through closeout. Early efforts will include document review procedures, coordination tracking, and clear communication of design questions and decisions. Quality planning will focus on critical work activities such as grading and drainage, utilities, ADA access, structural elements, waterfront improvements, and public-facing finishes. Pre-installation meetings, mockups where beneficial, and coordinated inspection and testing procedures will help ensure work is installed correctly the first time and meets the City's expectations for quality and durability.

## Knowledge of Local Conditions

Prus Construction brings extensive knowledge of the local construction environment after having successfully delivered numerous projects for the City of Fairfield. In addition, we have completed public park, infrastructure, and civic projects throughout the region, providing us with a strong understanding of local regulations, permitting processes, and construction practices that influence project delivery. This familiarity allows our team to anticipate coordination needs early and work efficiently with the City of Fairfield, local agencies, and the design team throughout the project.

Our experience working within the region has provided valuable insight into the regulatory environment governing park and waterfront development. Prus regularly coordinates with municipal building departments, utility providers, and environmental agencies to ensure that projects meet all applicable codes, permitting requirements, and inspection standards. This includes familiarity with local stormwater management expectations, ADA accessibility standards for public facilities and trails, and the coordination required for site development in environmentally sensitive or water-adjacent areas.

Equally important is our strong network of qualified local subcontractors and suppliers who regularly work with Prus on municipal and park improvement projects. Through years of collaboration, we have

developed relationships with trusted trade partners who understand the expectations for public-sector work, including safety requirements, documentation standards, and coordination with active public environments. These established relationships help support competitive pricing, reliable workforce availability, and high-quality craftsmanship throughout the project.

Prus's familiarity with regional subcontractors, local suppliers, and material availability also allows our team to anticipate procurement considerations and schedule impacts early in the preconstruction process. By combining this local knowledge with our disciplined CMAR planning approach, Prus Construction is well positioned to help the City of Fairfield efficiently navigate the regulatory environment, coordinate with local partners, and successfully deliver the Marsh Park improvements.

"Prus has provided us with a high level of professionalism and a collaborative approach to all of our projects. I would highly recommend them for your project."

### CYNTHIA FRANCE

Facilities Manager, Department of Public Services  
City of Cincinnati



**Cost Proposal - Form 1**  
**City of Fairfield, Ohio**

Project Name  
 Estimated Construction Cost of Work (COW)  
 COW is total cost before applying CMAR fees, staff and general conditions, and contingency.

Marsh Park Phase 1 Construction  
 \$11,000,000

Costs reflected below shall include all items required by the RFP.  
 Instructions: Only fill in grayed-out cells



CMR Proposer:  
 Submission Date:  
 Anticipated duration of active, fully-engaged construction stage activities (in MONTHS):

Prus Construction
Monday, March 16, 2026
15

**1. Preconstruction Stage Compensation**

Preconstruction Fee (lump sum)	
Include all Home Office Overhead and Profit	Lump Sum Fee (\$) \$ 122,700.00

**2. Construction Stage Compensation**

**a. Staff (lump sum)**

Construction Stage Personnel				
Staff	Role	Hourly Rate	Anticipated <u>total</u> hours worked	
Tim Knapke	VP-Operations	\$ 150.00	120	
JJ Kossen	Project Executive	\$ 135.00	480	
Alex Altstaetter	Project Manager	\$ 125.00	960	
Nathan Hansel	General Superintendent	\$ 125.00	960	
Brandon Rusk	Project Engineer	\$ 85.00	2400	
Adam Houston	Superintendent	\$ 85.00	2400	
Zach Sandmann	Site Safety Manager	\$ 85.00	120	
			<b>Subtotal (2a)</b>	
Construction Stage Personnel:			Lump Sum Fee (\$)	\$ 741,000.00

**b. General Conditions (% of the Cost of Work)**

Item / Description	Unit of measure	Quantity	Unit Price	
Field Office	Monthly	15	\$	2,500.00
Field Office communications / technology / equip.	Monthly	15	\$	1,000.00
Temp Sanitary Facilities	Monthly	15	\$	500.00
Office First Aid/Safety/Signage	Lump Sum	1	\$	15,000.00
Site Survey & Control Layout	Lump Sum	1	\$	25,000.00
(Items to be provided)	(Unit of measure)	0	\$	-
(Items to be provided)	(Unit of measure)	0	\$	-
(Items to be provided)	(Unit of measure)	0	\$	-
(Items to be provided)	(Unit of measure)	0	\$	-
(Items to be provided)	(Unit of measure)	0	\$	-
(Items to be provided)	(Unit of measure)	0	\$	-
(Items to be provided)	(Unit of measure)	0	\$	-
Performance Bond	% of COW =		0.75%	
General Liability and Other Insurance	% of COW =		1.00%	
Subcontractor Default Insurance	% of COW =		0.50%	
			<b>Subtotal (2b)</b>	
General Conditions:	% of COW =		3.15%	

<b>c. Construction Fee</b>			<b>Subtotal (2c)</b>	
Include all Home Office Overhead and Profit	% of COW =		2.50%	

<b>d. At-Risk Fee</b>			<b>Subtotal (2d)</b>	
	% of COW =		2.00%	

<b>e. Contingency</b>			<b>Subtotal (2e)</b>	
	% of COW =		4.00%	

<b>Total Proposed Construction Stage Compensation</b>			<b>Total (2a+2b+2c+2d)</b>	
Excluding Subcontracts, Self-Performed Work, Contingency				



**Preconstruction Stage Compensation  
Price Proposal Detail**

<u>Precon Activity Description</u>	<u>Michael Prus</u>	<u>Tim Knapke</u>	<u>JJ Kossen</u>	<u>Henry Frondorf</u>	<u>Alex Altstaetter</u>	<u>Nathan Hansel</u>	<u>Brandon Rusk</u>
	<u>President</u>	<u>VP-Operations</u>	<u>Project Executive</u>	<u>Precon Manager</u>	<u>Project Manager</u>	<u>Superintendent</u>	<u>Project Engineer</u>
Attend and participate in project team meetings	8	16	16	16	32	16	32
Preliminary evaluation of design criteria, schedule, and budget	2	8	8	12	20	16	8
Site visits and existing conditions review	4	4	4	4	8	8	4
Provide recommendations on site usage, systems, feasibility, materials, labor, sa	0	8	4	12	20	16	0
Constructability reviews of design documents	8	4	8	12	20	24	4
Tracking system for questions, decisions, coordination issues	0	0	0	0	8	0	40
Develop and maintain Critical Path Method schedule	0	4	2	0	4	16	32
Cost estimate – Concept validation	4	2	2	40	0	2	2
Cost estimate – Design Development	4	2	2	60	0	2	2
Cost estimate – 90% Construction Documents	4	2	2	60	0	2	2
Value engineering and cost reconciliation	8	8	8	24	16	16	8
Continuous cost consultation	8	4	4	16	16	4	4
Review drawings/specifications during design phases	4	12	8	12	24	24	16
Advise on site logistics, labor/material availability	0	12	4	0	8	16	0
Prepare Guaranteed Maximum Price (GMP) proposal	12	2	4	60	16	2	4
	66	88	76	328	192	164	158
<b>Personnel Hourly Rate</b>	\$ 175.00	\$ 150.00	\$ 125.00	\$ 125.00	\$ 100.00	\$ 100.00	\$ 75.00
<b>Total Compensation per Role</b>	\$ 11,550.00	\$ 13,200.00	\$ 9,500.00	\$ 41,000.00	\$ 19,200.00	\$ 16,400.00	\$ 11,850.00
<b>Total Preconstruction Stage Compensation</b>	\$ <b>122,700.00</b>						
<b>Total Preconstruction Hours</b>	<b>1072</b>						

CITY OF FAIRFIELD, OHIO  
SECTION P

NON-COLLUSION AFFIDAVIT

State of Ohio, County of Hamilton S.S.

City of Fairfield  
Michael Prus

(Name of Individual)

Prus Construction Co.

(Company Representing)

BEING DULY SWORN, DOES DEPOSE AND THAT (HE, THEY) RESIDE AT  
5325 Wooster Road, Cincinnati, OH 45226

(Residence Address)

AND THAT  
Prus Construction Co.

(Name of Company)

5325 Wooster Road, Cincinnati, OH 45226

(Company Address)

IS THE ONLY ENTITY INTERESTED IN THE PROFITS OF THE PROPOSED CONTRACT FOR THIS PROJECT; THAT THE SAID CONTRACT IS MADE WITHOUT ANY CONNECTION OR COMMON INTEREST IN THE PROFITS THEREOF WITH ANY PERSON MAKING ANY BID OR PROPOSAL FOR SAID WORK; THAT THE SAID CONTRACT IS ON THEIR PART, IN ALL RESPECTS, FAIR AND WITHOUT COLLUSION OR FRAUD; AND, ALSO, THAT NO MEMBER OF COUNCIL, HEAD OF ANY DEPARTMENT OR BUREAU, OR EMPLOYEE THEREIN, OR ANY OFFICER OR EMPLOYEE OF THE CITY OF FAIRFIELD, OHIO, IS DIRECTLY OR INDIRECTLY INTERESTED THEREIN.



Signature

Michael Prus

Name

President

Title

Prus Construction Co.

Company

Subscribed to and sworn to on this 16 day of March, 2026.



Roger L. Cadle II  
Notary Public, State of Ohio  
My Commission Expires:  
June 16, 2030

  
Notary Public

P

Page 1 of 1

**CITY OF FAIRFIELD, OHIO  
SECTION S**


**AFFIDAVIT OF CONTRACTOR OR SUPPLIER OF NON-DELINQUENCY  
OF PERSONAL PROPERTY TAXES  
AND CITY OF FAIRFIELD INCOME TAXES  
AND POLITICAL CONTRIBUTIONS**

To: City of Fairfield, Ohio  
Butler County, Ohio

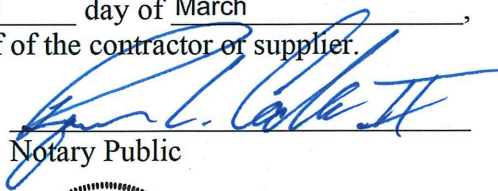
The undersigned contractor or supplier being first duly sworn, as a condition to be considered for the reward of a contract by the City of Fairfield, Ohio for Marsh Park Phase 1 Construction hereby states that it is not charged at the time the bid was submitted with any delinquent personal property taxes on the general tax list of personal property of any county in which the City of Fairfield as a tax district has territory and that it was not charged with delinquent personal property taxes on any such tax list. Furthermore, the undersigned states that the contractor or supplier is not delinquent for income tax owed to the City of Fairfield.

The undersigned contractor or supplier also further certifies that it is in compliance with ORC Section 3517.13(I)(1) or 3517.13(J)(1), whichever is applicable, relative to political contributions to public officials of the City of Fairfield, Ohio.

In consideration of the award of the above contract, the above statements are incorporated in said contract as covenants of the undersigned contractor or supplier.

  
\_\_\_\_\_  
Signature  
  
\_\_\_\_\_  
President  
\_\_\_\_\_  
Title  
  
\_\_\_\_\_  
Prus Construction Co.  
\_\_\_\_\_  
Company

Sworn to and subscribed in my presence on this 16 day of March 2026 by the above referenced person on behalf of the contractor or supplier.

  
\_\_\_\_\_  
Notary Public



**Roger L. Cadle II**  
Notary Public, State of Ohio  
My Commission Expires:  
June 16, 2030

## **CMAR – Marsh Park**

*Updated 2/24/2026*

Owner's schedule for selection of the Construction Manager is as follows (however, the selection schedule may be changed at the Owner's sole discretion and at any time prior to and subsequent to the deadline for submitting a statement of qualifications):

### **RFQ Stage: COMPLETE**

January 16 and January 23, 2026

Advertise Request for Qualifications (RFQ)

January 30, 2026 at NOON

Last day to answer Questions regarding RFQ

February 9, 2026 at 3 PM

Qualification Packets are DUE

February 10 – February 13, 2026

Qualification Packet Review by Owner and Short-Listing of Firms; interviews if needed

### **RFP Stage:**

February 17, 2026

Request for Proposals (RFP) Issued to Short-listed Firms

February 24, 2026 at 3 PM

Pre-Proposal Meeting with Short-listed Firms

March 10, 2026 at NOON

Last day to answer Questions regarding the RFP

March 16, 2026 at 3 PM

Proposal Packets are DUE

March 17 – March 27, 2026

Evaluate and rank proposals; Conduct Interviews with CMAR firm(s)

April 3, 2026

Final Selection of CMAR Firm

April 13, 2026

City Council Award of CMAR Contract

TBD

Pre-Construction Meeting

ORDINANCE NO. \_\_\_\_\_

ORDINANCE TO AUTHORIZE THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICES CONTRACT WITH PRUS CONSTRUCTION CO. FOR CONSTRUCTION MANAGER-AT-RISK (CMR) SERVICES AS RELATED TO THE ADVANCEMENT OF MARSH PARK IMPROVEMENTS PROJECT AND DECLARING AN EMERGENCY.

BE IT ORDAINED by the Council of the City of Fairfield, Ohio, that:

Section 1. The City Manager is hereby authorized to enter into a professional services contract with Prus Construction Co. for construction manager-at-risk (CMR) services as related to the advancement of Marsh Park Improvements Project in accordance with the contract on file in the office of the City Manager.

Section 2. This Ordinance is hereby declared to be an emergency measure necessary for the urgent benefit and protection of the City and its inhabitants for the reason that the City secure cost benefits of maintaining the project timeline; wherefore, this ordinance shall take effect immediately upon its passage.

Passed \_\_\_\_\_ Mayor's Approval \_\_\_\_\_

Posted \_\_\_\_\_

First Reading \_\_\_\_\_ Rules Suspended \_\_\_\_\_

Second Reading \_\_\_\_\_ Emergency \_\_\_\_\_

Third Reading \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Clerk of Council

This is to certify that this Ordinance has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
Clerk of Council



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Alisha Wilson, Clerk of Council  
Department: Clerk's Office

**Subject:**

2026 Summer Schedule

**Legislation Title:**

Simple Motion: Motion to approve the 2026 Summer Meeting Schedule for City Council Meetings to meet only the second Monday of each month of June, July and August, with no meetings held on the fourth Monday of each month of June, July and August.

**Recommendation:**

It is recommended that Council, via simple motion, approve the summer meeting schedule for 2026.

**Discussion:**

Each year, Council meets on only the second Monday of each month of June, July and August for a summer schedule. No meetings are held on the fourth Monday of each month of June, July and August. For 2026, the summer schedule regular meeting dates and times will be:

Monday, June 8, 2026 at 7:00 PM

Monday, July 13, 2026 at 7:00 PM

Monday, August 10, 2026 at 7:00 PM

Council-Manager Briefings will be scheduled on these meeting dates if the need arises.

**Financial Impact:**

None.

**Emergency Provision:**

*NA*

**Rule Suspension Requested:**

NA

**ATTACHMENTS:**

None



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Nathaniel Kaelin, Economic Development Manager  
Department: Development Services

**Subject:**

**Fairfield Helping Neighbors Grant to Fairfield Community Foundation**

**Legislation Title:**

Ordinance to authorize a grant in the amount of \$100,000 to be made to the Fairfield Helping Neighbors Fund at the Fairfield Community Foundation for the purpose of supporting city residents that cannot physically or financially complete necessary exterior home repairs.

- Legislation - First Reading

**Recommendation:**

It is recommended that City Council approve the ordinance to provide additional funding for the Fairfield Helping Neighbors program.

**Discussion:**

One of the city's ongoing goals has been to enhance property maintenance enforcement and promote stable, resident-owned housing. Each year, Fairfield's zoning inspection team issues 1,500 to 2,000 building or zoning code violations. While the vast majority of these violations are corrected by the property owners after the first notice, a handful of residential violations annually are not able to be closed because the homeowner is unable to complete the required work due to health, finances, age, or other constraints.

In 2024, the City partnered with the Fairfield Community Foundation to establish the Fairfield Helping Neighbors Fund. The fund supported the Fairfield Helping Neighbors pilot program which seeks to provide direct assistance to homeowners to address critical repairs to single-family homes, primarily exterior code compliance issues.

The city partnered with Supports to Encourage Low-Income Families (SELF) to assist with applicant eligibility review and administration of project construction. To date, the pilot program has addressed eleven homes, including at least one home in each ward of the city. City staff considers the pilot to have demonstrated significant success. For each dollar invested from the fund, approximately \$4 in external investment was leveraged from outside grant funds accessed by SELF and volunteer hours. The homeowners receiving assistance, and often their neighbors, were grateful for the efforts of the city, program partners, and volunteers.

This ordinance authorizes a grant of \$100,000 to the Fairfield Helping Neighbors Fund at the Fairfield Community Foundation. The fund is governed by a Restricted Fund Agreement

executed between the city and foundation in 2024, restricting the use of its proceeds to the Fairfield Helping Neighbors program. The additional funds will allow the program to move beyond the pilot stage, ramp up the volume of properties addressed, and fund the program for several years.

**Financial Impact:**

The recently-approved CIP budget included \$100,000 from the Transformative Economic Development (TED) fund for this activity under project 6DV04.

**Emergency Provision:**

*No*

**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. Fairfield Helping Neighbors Fund-ord

ORDINANCE NO. \_\_\_\_\_

ORDINANCE TO AUTHORIZE A GRANT IN THE AMOUNT OF \$100,000 TO BE MADE TO THE FAIRFIELD HELPING NEIGHBORS FUND AT THE FAIRFIELD COMMUNITY FOUNDATION FOR THE PURPOSE OF SUPPORTING CITY RESIDENTS THAT CANNOT PHYSICALLY OR FINANCIALLY COMPLETE NECESSARY EXTERIOR HOME REPAIRS.

BE IT ORDAINED by the Council of the City of Fairfield, Ohio, that:

Section 1. The City Manager is hereby authorized to grant funds in the amount of \$100,000 to the Fairfield Helping Neighbors Fund at the Fairfield Community Foundation for the purpose of supporting City residents that cannot physically or financially complete necessary exterior home repairs in accordance with the fund agreement on file in the office of the City Manager.

Section 2. This Ordinance shall take effect at the earliest period allowed by law.

Passed	_____	_____
		Mayor's Approval
Posted	_____	
First Reading	_____	Rules Suspended _____
Second Reading	_____	
Third Reading	_____	

ATTEST:

\_\_\_\_\_  
Clerk of Council

This is to certify that this Ordinance has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
Clerk of Council



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Nathaniel Kaelin, Economic Development Manager  
Department: Development Services

**Subject:**

**Community Improvement Corporation Designation and Grant**

**Legislation Title:**

Ordinance affirming the designation of the Community Improvement Corporation of Fairfield as the City's agency for development in the City and authorizing a grant of \$100,000 to be made to the Community Improvement Corporation of Fairfield for public purposes.

- Legislation - First Reading

**Recommendation:**

It is recommended the City Council approve the ordinance to pilot a Commercial Revitalization Grant Program.

**Discussion:**

The Community Improvement Corporation of Fairfield ("Fairfield CIC") was established in 1967 and reorganized in 2022 to facilitate real estate-related projects within the City. The Fairfield CIC assists the City by prioritizing and executing projects within the Route 4 corridor, the Town Center, and other areas targeted for development.

City Staff recommends launching a pilot Commercial Revitalization Grant Program to assist private owners or tenants with exterior upgrades to commercial properties. Staff recommends utilizing the CIC to evaluate projects and disburse funding. Approval of this ordinance would affirm that the Fairfield CIC can act as a development agency on behalf of the City and provides a grant of \$100,000 from the Transformative Economic Development (TED) Fund.

**Financial Impact:**

\$100,000 from the Transformative Economic Development (TED) fund for implementation of a Commercial Revitalization Grant Program pilot by the CIC. These funds were included in the recently-approved CIP budget under project 6DV01.

**Emergency Provision:**

*No*

**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. Community Improvement Corporation-Ord

ORDINANCE NO. \_\_\_\_\_

ORDINANCE AFFIRMING THE DESIGNATION OF THE COMMUNITY IMPROVEMENT CORPORATION OF FAIRFIELD AS THE CITY'S AGENCY FOR DEVELOPMENT IN THE CITY AND AUTHORIZING A GRANT OF \$100,000 TO BE MADE TO THE COMMUNITY IMPROVEMENT CORPORATION OF FAIRFIELD FOR PUBLIC PURPOSES.

BE IT ORDAINED by the Council of the City of Fairfield, Ohio, that:

Section 1. This Council affirms the designation of the Community Improvement Corporation of Fairfield as the City's agency for the industrial, economic, civic, commercial, distribution and research development in the City.

Section 2. It is necessary and in the best interest of the City to authorize a grant of \$100,000 to be made to the Community Improvement Corporation of Fairfield to facilitate development within the City.

Section 3. This Ordinance shall take effect at the earliest period allowed by law.

Passed \_\_\_\_\_  
Mayor's Approval \_\_\_\_\_

Posted \_\_\_\_\_

First Reading \_\_\_\_\_ Rules Suspended \_\_\_\_\_

Second Reading \_\_\_\_\_

Third Reading \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Clerk of Council

This is to certify that this Ordinance has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
Clerk of Council





**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Nathaniel Kaelin, Economic Development Manager  
Department: Development Services

**Subject:**  
**Revitalization Programs Permit Fee Waiver**

**Legislation Title:**

Ordinance to authorize the Building Superintendent to waive building permit fees related to projects undertaken as part of the Fairfield Helping Neighbors and/or Commercial Revitalization Grant programs and declaring an emergency.

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

**Recommendation:**

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

**Discussion:**

The Fairfield Helping Neighbors Program provides assistance to city residents that cannot physically or financially complete necessary exterior home repairs. The proposed Commercial Revitalization Grant program will assist private owners or tenants with exterior upgrades to commercial properties. Projects undertaken under either program may require building permits from the city's Building & Zoning Division.

As both of these programs are city initiatives, staff recommends waiving any building permit fees associated with projects completed through the programs. Approval of this ordinance would authorize the Building Superintendent to waive all building permit fees for projects undertaken as part of the Fairfield Helping Neighbors and/or Commercial Revitalization Grant programs.

**Financial Impact:**

Should this ordinance be approved, the city would waive minimal building permit fees. Waiving the fees reduces the costs associated with completing projects through the Fairfield Helping Neighbors and/or Commercial Revitalization Grant programs.

**Emergency Provision:**

*Yes - Emergency approval is requested as there are active projects in the pipeline for the Fairfield Helping Neighbors program that would be subject to building permit fees.*

**Rule Suspension Requested:**

Yes

**ATTACHMENTS:**

1. Building Superintendent-ord

ORDINANCE NO. \_\_\_\_\_

ORDINANCE TO AUTHORIZE THE BUILDING SUPERINTENDENT TO WAIVE BUILDING PERMIT FEES RELATED TO PROJECTS UNDERTAKEN AS PART OF THE FAIRIFIELD HELPING NEIGHBORS AND/OR COMMERCIAL REVITALIZATION GRANT PROGRAMS AND DECLARING AN EMERGENCY.

BE IT ORDAINED by the Council of the City of Fairfield, Ohio, that:

Section 1. The Building Superintendent is hereby authorized and directed to waive all building permit fees for projects undertaken as part of the Fairfield Helping Neighbors and/or Commercial Revitalization Grant programs.

Section 2. This Ordinance is hereby declared to be an emergency measure necessary for the urgent benefit and protection of the City and its inhabitants for the reason that there are active projects in progress for the Fairfield Helping Neighbors program that would benefit from the waived permit fees; wherefore, this ordinance shall take effect immediately upon its passage.

Passed	_____	_____
		Mayor's Approval
Posted	_____	
First Reading	_____	Rules Suspended _____
Second Reading	_____	Emergency _____
Third Reading	_____	

ATTEST:

\_\_\_\_\_  
Clerk of Council

This is to certify that this Ordinance has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
Clerk of Council



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: John Clemmons, Law Director  
Department: Law Department

**Subject:**

Temporary Moratorium on permits for Motor Vehicle Fueling/Charging Facilities

**Legislation Title:**

Resolution imposing a temporary moratorium on the consideration and/or granting of any zoning, occupancy, building or other permits or applications relating to Motor Vehicle Fueling/Charing Facilities within the City of Fairfield and declaring an emergency.

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

**Recommendation:**

It is recommended that Council adopt a Resolution to place a moratorium upon new Motor Vehicle Fueling/Charging Facilities for 365 days. This will allow the City Planning Commission and City Staff to make recommendations to Council to modify the City Comprehensive Plan and incorporation of those recommendations in the City Zoning Code.

**Discussion:**

Motor Vehicle Fueling/Charging Facilities share similar impacts related to traffic generation, environmental effects, stormwater management, site circulation, noise, lighting, and compatibility with adjacent land uses. The City is concerned with the location of and proximity of Motor Vehicle Fueling/Charging Facilities to one another and the impact that may have upon future economic development and is concerned with the environmental effect of same as impacted by the changing nature of automobile fueling and charging, the number of underground fuel tanks, the proliferation of electric vehicles, the installation of new tanks and possible need for removal and remediation relating to older tanks. Similar concerns have caused other cities to propose specific regulations of Motor Vehicle Fueling/Charging Facilities.

Given the time needed to fully review the current trends, laws, economic impacts and environmental impacts and other issues associated with Motor Vehicle Fueling/Charging Facilities and to propose, draft and present regulations, that 365 days is a reasonable time to obtain the information it needs.

**Financial Impact:**

None anticipated

**Emergency Provision:**

Yes, it is necessary to enable the City to effectively regulate Motor Vehicle Fueling/Charging Facilities.

**Rule Suspension Requested:**

Yes.

**ATTACHMENTS:**

1. Moratorium-res

RESOLUTION NO. \_\_\_\_\_

RESOLUTION IMPOSING A TEMPORARY MORATORIUM ON THE CONSIDERATION AND/OR GRANTING OF ANY ZONING, OCCUPANCY, BUILDING OR OTHER PERMITS OR APPLICATIONS RELATING TO MOTOR VEHICLE FUELING/CHARGING FACILITIES WITHIN THE CITY OF FAIRFIELD AND DECLARING AN EMERGENCY.

WHEREAS, pursuant to the Constitution and laws of the State of Ohio and the Charter of the City of Fairfield, the City has the power to enact laws that are for the health, safety, and welfare of the citizens of Fairfield, including zoning laws and business regulations; and

WHEREAS, the City is considering more specifically regulating through zoning or otherwise Motor Vehicle Fueling/Charging Facilities which uses for purposes of this Resolution are as defined in Section 1171.02 of the Codified Ordinances of the City Fairfield, Ohio; and

WHEREAS, The Codified Ordinances of the City of Fairfield currently regulate these businesses but the significant increase in applications to operate these businesses in the City and the changing nature of these businesses has created concern regarding the need to review the regulation of Motor Vehicle Fueling/Charging Facilities within the City; and

WHEREAS, Motor Vehicle Fueling/Charging Facilities share similar impacts related to traffic generation, environmental effects, stormwater management, site circulation, noise, lighting, and compatibility with adjacent land uses; and

WHEREAS, the city is concerned with the location of and proximity of Motor Vehicle Fueling/Charging Facilities to one another and the impact that may have upon future economic development and is concerned with the environmental effect of same as impacted by the changing nature of automobile fueling and charging, the number of underground fuel tanks, the proliferation of electric vehicles, the installation of new tanks and possible need for removal and remediation relating to older tanks; and

WHEREAS, these concerns have caused many cities to propose specific regulations dealing with Motor Vehicle Fueling/Charging Facilities; and

WHEREAS, prior to considering modifications to the regulation of Motor Vehicle Fueling/Charging Facilities, City Council desires to have a better knowledge of the commercial and environmental concerns and applicable federal and state laws and regulations and other issues generally associated with Motor Vehicle Fueling/Charging Facilities that may impact the health, safety, and welfare of the citizens of Fairfield; and

WHEREAS, accepting or processing new applications for Motor Vehicle Fueling/Charging Facilities during this review period would disrupt the coordinated planning and drafting process necessary to implement appropriate regulation of these business uses; and

WHEREAS, a moratorium relating to Motor Vehicle Fueling/Charging Facilities will allow the Planning Commission to make recommendations to City Council and modify the Comprehensive Plan to incorporate the recommendations and for City Council to more fully consider the issues prior to enacting any legislation; and

WHEREAS, City Staff requires additional time to consider the recommendations and to research, evaluate and propose Zoning Code amendments to ensure that regulations applicable to these uses appropriately address spacing, design, environmental, and operational standards; and

WHEREAS, given the time needed to fully review the current trends, laws, economic impacts and environmental impacts and other issues associated with Motor Vehicle Fueling/Charging Facilities and to propose, draft and present regulations, City Council believes that 365 days is a reasonable time to obtain the information it needs.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Fairfield, Ohio, that:

Section 1. The City Council finds and determines as follows:

(A) A moratorium on the acceptance, consideration and/or granting of any zoning, occupancy, building or other permits or applications relating to Motor Vehicle Fueling/Charging Facilities is necessary for the reasons included in the above recitals which are incorporated herein.

(B) To ensure the moratorium is limited in duration, the City of Fairfield Staff and Planning Commission are hereby authorized and directed to immediately review, study and recommend comprehensive zoning regulations governing Motor Vehicle Fueling/Charging Facilities within the 365-day moratorium period.

(C) Without the enactment of this Resolution, multiple Motor Vehicle Fueling/Charging Facilities could quickly receive permits or other entitlements to engage in such businesses that may pose a threat to the public health, safety, and welfare. Research and consideration of the potential impacts that they might have on the public's health, safety, and welfare is required to ensure that any negative impacts can be addressed and mitigated.

(D) The City Council directs that all such research be pursued as expeditiously as practicable. In order to prevent frustration of this research and the implementation of new regulations, the public interest, health, safety, and welfare require immediate enactment of this Resolution. The absence of this Resolution would impair the orderly and effective implementation of contemplated amendments to the code, and any further authorization to establish Motor Vehicle Fueling/Charging Facilities within the City during the period of this moratorium may frustrate the contemplated updates and revisions to the code.

Section 2. The City Council finds that there is a current and immediate threat to the public health, safety, and welfare based on the above findings, and upon that basis has determined that an emergency resolution prohibiting the issuance of new permits or entitlements for the establishment of new Motor Vehicle Fueling/Charging Facilities in the City is warranted.

Section 3. Pursuant to the findings stated herein, from and after the effective date of this Resolution, a temporary three hundred sixty-five (365) day moratorium on the consideration and/or granting of any zoning, occupancy, building or other permits or applications relating to Motor Vehicle Fueling/ Charging Facilities is hereby imposed. Therefore, no use permit, variance, building permit, business license or other applicable land use entitlement shall be approved or issued for the establishment or operation of a Motor Vehicle Fueling/Charging Facility in the City of Fairfield provided, however, that this moratorium shall not prohibit any Motor Vehicle Fueling/Charging Facility legally existing or for which a building permit has been approved as of the effective date of this Resolution from applying for and obtaining building and/or occupancy permits for construction, general maintenance, and repair of existing equipment and facilities, so long as the proposed activity does not increase the intensity of the use, expand the number of fuel pumps or require a major modification to an existing site or an approved development plan. Additionally, nothing in this Resolution shall restrict the permitting and installation of Electric Vehicle (EV) Charging Stations as accessory uses as permitted in the City of Fairfield Planning and Zoning Code.

Section 4. If any section, subsection, subdivision, paragraph, sentence, clause or phrase, or portion of this Resolution is, for any reason, held to be unconstitutional or invalid or ineffective by any court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this Resolution or any other part thereof. The City Council hereby declares that it would have adopted this Resolution and each section, subsection, subdivision, paragraph, sentence, clause or phrase of this Resolution irrespective of the fact that one or more sections, subsections, subdivisions, paragraphs, sentences, clauses or phrases be

declared unconstitutional or invalid or ineffective. To this end the provisions of this Resolution are declared to be severable.

Section 5. This Resolution is hereby declared to be an emergency measure necessary for the urgent benefit and protection of the City and its inhabitants for the immediate preservation of the public peace, health, safety, welfare and property for the reason that it is necessary to enable the City to effectively regulate Motor Vehicle Fueling/Charging Facilities in the City of Fairfield; wherefore, this Resolution shall take effect immediately upon its passage.

Passed	_____	_____
		Mayor's Approval
Posted	_____	
First Reading	_____	Rules Suspended _____
Second Reading	_____	
Third Reading	_____	

ATTEST:

\_\_\_\_\_  
Clerk of Council

This is to certify that this Resolution has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
Clerk of Council



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Steve Maynard, Police Chief  
Department: Police

**Subject:**

Cobblestone Tavern Liquor Permit Objection

**Legislation Title:**

Resolution objecting to the renewal of the liquor permit for JS Sizemore, LLC dba Cobblestone Tavern and declaring an emergency.

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

**Recommendation:**

It is recommended that Council object to the renewal of the liquor permit for JS Sizemore, LLC DBA Cobblestone Tavern located at 4735-4737 Dixie Highway Fairfield, Ohio 45014.

**Discussion:**

This objection is based upon the applicant's unfavorable enforcement record and/or operation in disregard for laws, regulations and/or local ordinances and/or the location of the establishment is substantially and adversely interfering with the public decency, sobriety, peace or good order of the neighborhood.

**Financial Impact:**

N/A

**Emergency Provision:**

This Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare and for the urgent benefit and protection of the City and its inhabitants for the reason that this objection must be filed by May 4, 2026; wherefore, this Resolution shall take effect immediately upon its passage.

**Rule Suspension Requested:**

Yes.

**ATTACHMENTS:**

1. JS Sizemore LLC-res (002)

RESOLUTION NO. \_\_\_\_\_

RESOLUTION OBJECTING TO THE RENEWAL OF THE LIQUOR PERMIT FOR JS SIZEMORE, LLC DBA COBBLESTONE TAVERN AND DECLARING AN EMERGENCY.

BE IT RESOLVED by the Council of the City of Fairfield, Ohio, that:

Section 1. The Council of the City of Fairfield, Ohio hereby formally objects to the renewal of the following liquor permit:

Permit #: 04403899-1; D5, D6  
Owner: JS Sizemore, LLC DBA Cobblestone Tavern  
Premises: 4735-4737 Dixie Highway  
Fairfield, OH 45014

This objection is based upon the applicant’s unfavorable enforcement record and/or operation in disregard for laws, regulations and/or local ordinances and/or the location of the establishment is substantially and adversely interfering with the public decency, sobriety, peace or good order of the neighborhood.

Section 2. The Clerk of Council, Law Director and/or Police Chief are hereby directed to forward this objection together with all other required or appropriate documentation to the Ohio Department of Liquor Control in a timely manner.

Section 3. This Council requests that the hearing of this objection be held in Hamilton, Ohio, the county seat of Butler County, Ohio.

Section 4. This Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare and for the urgent benefit and protection of the City and its inhabitants for the reason that this objection must be filed by May 4, 2026; wherefore, this Resolution shall take effect immediately upon its passage.

Passed	_____	_____
		Mayor’s Approval
Posted	_____	
First Reading	_____	Rules Suspended _____
Second Reading	_____	Emergency _____

Third Reading \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Clerk of Council

This is to certify that this Resolution has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
Clerk of Council

Active Clients\City of Fairfield, Ohio\Ordinances\2026\JS Sizmore LLC-res



**City Council Communication**  
**Regular Meeting - April 27, 2026**

Submitted by: Laurie Murphy, Assistant City Manager CPO  
 Department: City Manager's Office - CPO

**Subject:**

American Federation of State, County, and Municipal Employees (AFSCME) Ohio Council #8, Local 3646 Collective Bargaining Agreement

**Legislation Title:**

Ordinance to authorize the City Manager to enter into a collective bargaining agreement with the American Federation of State, County, and Municipal Employees (AFSCME) Ohio Council #8, Local 3646 for wages, hours, and terms and conditions of employment for the period of April 1, 2026 through March 31, 2029, inclusive, and declaring an emergency.

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

**Recommendation:**

It is recommended that City Council authorize the City Manager to enter into a successor collective bargaining agreement with the American Federation of State, County, and Municipal Employees (AFSCME) Ohio Council #8, Local 3646 for the period of April 1, 2026 through March 31, 2029, inclusive.

**Discussion:**

The City of Fairfield and the American Federation of State, County, and Municipal Employees (AFSCME) Ohio Council #8, Local 3646 have reached a tentative agreement for a three-year successor collective bargaining agreement effective April 1, 2026 through March 31, 2029, inclusive. The AFSCME Bargaining Unit voted and has ratified the tentative agreement.

**Financial Impact:**

The successor collective bargaining agreement stipulates the following changes to the economic terms of the contract: a 3.0% increase to the base wage effective on April 1 in each of the three years of the contract term and market adjustments will be applied to the classifications of Dispatchers A-D \$1.30; Mechanics A-D \$3.00; and Maintenance Worker Laborer \$0.50, prior to factoring in the 3.00% base wage increase. Additional adjustments have been made to compensate for licenses, certifications and Mechanic Foreman pay. The Finance Director shall determine the necessary budget adjustments to accommodate the increases.

**Emergency Provision:**

Yes, the emergency provision is requested because the current AFSCME collective bargaining agreement expired on March 31, 2026.

**Rule Suspension Requested:**

Yes

**ATTACHMENTS:**

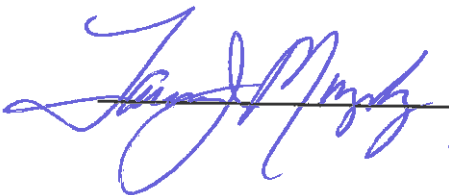
1. Executed Tentative Agreement April 13, 2026
2. APPENDIX A to Tentative Agreement
3. ORDINANCE- authorizing the City Manager to Execute the AFSCME CBA effective April 1, 2026

# TENTATIVE AGREEMENT


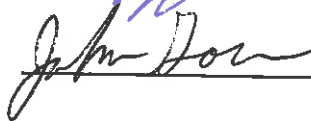
APRIL 13, 2026

AGREEMENT BETWEEN  
THE CITY OF FAIRFIELD, OHIO  
AND  
AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES (AFSCME)  
OHIO COUNCIL #8, LOCAL #3646  
EFFECTIVE APRIL 1, 2026 THROUGH MARCH 31, 2029

For the Employer,

  
Date 4/13/2026

For the Union

  
Date 4/13/26  
  
Date 4/13/26

## ARTICLE 1 - PREAMBLE

### SECTION 1

The City of Fairfield, Ohio (hereinafter referred to as "City" or "Management" or "Employer"), and the American Federation of State, County and Municipal Employees, AFL-CIO, Ohio Council #8, Local #3646 (hereinafter referred to as "Union"), has as its purpose the promotion of harmonious relations between the City and Union; the establishment of an equitable and peaceful procedure for the resolution of differences; to prevent interruptions of work and interference with the operations of the City; to encourage and improve efficiency and productivity; to maintain the highest standards of personal integrity and conduct at all times; and the establishment of an entire agreement covering wages, benefits, and times and conditions of employment applicable to bargaining unit employees.

Therefore, in consideration of the mutual provisions and agreements contained in this Agreement, the City and the Union (collectively referred to as the "Parties") agree to the following terms and conditions as they relate to the employees in the bargaining unit as hereinafter defined.

### SECTION 2

This Agreement is subject to all applicable laws of the State of Ohio, Charter provisions and Civil Service rules and regulations, both existing and future, and is subject to applicable and existing ordinances of the City of Fairfield. This Agreement shall be construed as requiring City officials to follow the procedures, agreements, and policies prescribed herein to the extent they are applicable in the exercise of the authority conferred upon such officials by law. Should any part of this Agreement or any provisions contained herein be declared invalid by operation of law, existing or promulgated in the future, or by any tribunal of competent jurisdiction, such invalidation of such part or provision shall not invalidate the remaining portions thereof and they shall remain in full force and effect.

### SECTION 3

In the event of enabling legislation during the life of this Agreement or any extension hereof, to include matters subject to collective bargaining which were not included on the effective date of this Agreement, negotiations on these new matters shall begin not later than twenty (20) calendar days from receipt of notice to negotiate by either party unless grandfathered in by said collective bargaining legislation. If any agreement is reached as to these new matters, it shall be reduced to writing, jointly signed and incorporated herein.

## ARTICLE 1A - RECOGNITION

### SECTION 1

The Employer recognizes the Union, Ohio Council #8, American Federation of State, County and Municipal Employees, AFL-CIO, and Local 3646, American Federation of State, County and Municipal Employees, AFL-CIO, as the sole and exclusive collective bargaining representative of full-time employees assigned to the following classifications as follows:

Including all full-time employees in the following classifications or positions: Clerk I, Clerk II, Data Entry Operator I, Data Entry Operator II, Account Clerk I and II, Dispatcher, Custodial Worker, Custodial Maintenance Worker, General Foreman, Crew Foreman, Maintenance Worker and Laborer, Chief Mechanic, Mechanic, Laborer, Traffic Signal Maintenance Technician I, Traffic Signal Maintenance Technician II, Greenskeeper, Maintenance Worker, Turf Mechanic/Maintenance, Cashier, Job Foreman, Park Ranger, Water Foreman, Water Operator/Maintenance, Meter Reader, Turf Manager, Building Inspector, Heating Inspector, Electrical Inspector, Zoning Clerk and Animal Control Officer.

Excluding: all other employees of the City of Fairfield.

### SECTION 2

Whenever the word "employee" is used in this Agreement, it shall be deemed to mean the employees in the bargaining unit covered by this Agreement as defined in SECTION 1 above.

### SECTION 3

The adjustment of a wage inequity for a particular classification or positions is subject to negotiation at labor-management meetings. The City and the Union shall each have the right to propose wage adjustments at labor-management meetings. If the City and Union are unable to agree on any particular wage adjustment, the wage rate shall remain as provided in this contract and shall be subject to negotiation at the next contract renegotiation or wage reopener.

### SECTION 4

Should the Employer establish a new job classification or positions in which the Union has a community of interest, a labor-management meeting will be held at the request of either party to discuss whether the new position should be added to the bargaining unit. The Employer and the Union shall notify the State Employment Relations Board that the new position or classification is added to the bargaining unit. The Employer and the Union shall negotiate the rate of pay for the new job classification. In the event agreement cannot be reached, the Employer will establish the rate of pay and the Parties will negotiate the rate of pay for the new job classification or positions at the next contract renegotiation or wage reopener.

## ARTICLE 2 - STATEMENT OF PURPOSE

### SECTION 1

It is the intent and purpose of the Parties hereto that this Agreement shall provide for orderly, harmonious, and cooperative employee relations in the interest, not only of the Parties, but of the citizens of Fairfield. Toward this end, the Parties hereto agree to devote every effort to assure that the Employer and the bargaining unit members and officers will comply with the clear provisions of this Agreement.

### ARTICLE 3 - UNION SECURITY

The Employer agrees to make bi-weekly payroll deductions for membership dues and initiation fees from pay or wages of bargaining unit employees upon receipt of an individually signed voluntary check-off authorization card on a form to be supplied by the Union and a membership list from the Union as stated below. Amounts deducted shall be remitted to Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO. All dues deductions shall be deposited via electronic ACH transfer payment into the commercial bank account of Ohio Council 8, AFSCME, AFL-CIO. The Union shall provide the Employer with authorization to make deposits into the financial institution utilized by the Union along with the routing number and account number of the Union's account. It is the Union's responsibility to notify the Employer in writing of any change to the Union's account information.

The Employer will provide a list of the names of all bargaining unit employees and will notify the Union of any changes in the list for any reason. The Union will provide a list of those bargaining unit employees from whom membership dues and/or initiation fees should be deducted and will certify the amount to be deducted from each employee on a bi-weekly basis.

Upon any changes in the membership roster or changes in the bargaining unit, the Union will notify the Employer and provide an updated list of new members authorizing dues deduction. Dues deducted pursuant to the provisions of this Article shall be remitted to the Union within fifteen (15) days of their deduction. With each remission of dues or initiation fees, the Employer will transmit a list including the name of the employees from whom Union dues or initiation fees have been deducted, the amount withheld from each employee and the year to date total withheld for each employee.

The Union agrees to indemnify, defend and hold the Employer and its officials, representatives, assigns, and agents harmless against any and all claims, demands, suits, orders or judgments brought or issued against the Employer as a result of any action or inaction of the Employer pursuant to the provisions of this Article, including but not limited to any claim that an improper deduction has been made.

It is specifically understood that the only responsibility the City assumes is to deduct dues and initiation fees in the amount specified by the Union and to forward such dues and initiation fees according to the terms of this Agreement. The Union agrees to accept full liability financially and legally for any charges which may be filed, fees, penalties, punitive damages, costs, and/or back pay liability arising out of the City's actions or inactions involving dues or initiation fees.

The Union President or their designee may meet with newly hired employees who are represented by the Union for up to fifteen (15) minutes during the newly hired employees regularly scheduled working hours. The meeting time and location will be selected and approved by the department head or their designee. This meeting shall occur within thirty (30) calendar days from the employee's first day of work. Neither the Union President, their designee nor the newly hired employee shall be paid for time spent meeting outside of their normally scheduled hours.

## ARTICLE 4 - REPRESENTATION, CONSULTATION, AND NEGOTIATION

### SECTION 1

The Employer agrees that no more than four (4) non-employee officers and representatives of the Union shall be admitted to the Employer's facilities and sites during working hours upon reasonable advance notice to the City Manager. Such visitations shall be mutually agreed upon for the purpose of investigating employee complaints, to participate in the adjustment of grievances, and attend other meetings covered herein. The Union agrees that such activities shall not interfere with the normal work duties of employees except to the extent otherwise authorized herein. The City Manager reserves the right to designate a reasonable meeting place and to provide a representative to accompany the Union officer or representative where safety requirements do not permit unlimited access to the facilities or sites.

### SECTION 2

The Parties agree to consult and negotiate in good faith on matters concerning the terms and conditions of employment with the intention of reaching agreement, reducing such agreement to writing and making such writing enforceable as a contract. To this end, they agree to meet personally and through representatives authorized to take effective action at reasonable intervals and at reasonable times and places at the request of either party.

Except in case of emergency or upon waiver of notice by the other party, a party proposing a matter for negotiation shall give written notice to the other party describing in detail the subject desired to be discussed at least ten (10) days before the meeting to consult and negotiate. Such notice shall be sent to the Appointing Authority of the Employer or his/her designated representative, respectively.

### SECTION 3

No more than seven (7) employees shall be on the negotiation team. The non-employee Union Staff Representative(s), not to exceed two (2), shall be in addition to the seven (7) employee representatives. One (1) alternate shall be defined and may attend as an observer or in the absence of a regular representative.

The Employer agrees to reimburse the employee representatives who serve on the Union Bargaining Committee for time spent in actual meetings with the Employer to renegotiate this Agreement where such meetings take place during such employee's regularly scheduled straight-time hours on the days in question. The Employer shall not be obligated to pay overtime for such additional hours. The Employer will not reimburse employees for any expense incurred in fulfilling their positions as representatives on the Union Bargaining Committee. The Union will notify the Employer in writing of the names and normal shift schedules of employees selected to serve on the Union Bargaining Committee at least one (1) calendar week prior to the first scheduled negotiation date. Employees selected will notify their immediate supervisors of their selection, and of all scheduled negotiation dates, as soon as such information is made known to the selected employees.

### SECTION 4 - LABOR MANAGEMENT COMMITTEE

The Parties agree that there will be a Labor Management Committee, consisting of not more than four (4) representatives of the City and four (4) representatives of the Union, which shall meet to investigate, study, discuss and resolve issues affecting labor-management relations.

### SECTION 5

Consultation, negotiations, and other representation activities necessary to further the purposes of the Agreement are recognized as a proper part of the conduct of the Employer's business and shall normally

take place during duty hours. Employees representing either the Employer or the Union in these joint activities shall be given sufficient time during duty hours without loss of pay or other benefits to perform these functions provided that prior to participation in any such representation activity, such employees must personally notify their immediate supervisor of such activity.

#### SECTION 6

Meetings of the committees of the Union will be permitted in approved meeting rooms when and where work is not interrupted by such meetings, and when such meetings are not held during the regularly scheduled work hours of the participants on the day in question.

#### SECTION 7

Duly elected Union delegates or alternates to the annual conventions or conferences of the Union, who are members of the bargaining unit, shall be granted time off without pay except as provided herein for purpose of participating in such conferences and conventions. The number of employees who are granted time off under this section shall not exceed two (2) employees in any one (1) calendar year and total time off allowed under this section shall not exceed ten (10) employee working days per calendar year. The Employer agrees to pay regular straight-time pay for up to a combined total of five (5) employee work days for the employees who attend such conferences and conventions on their normally scheduled work days. The Employer shall approve the use of vacation and/or personal days by such employees, provided that the employees have vacation and/or personal days available. The Union shall give the Employer at least one (1) week written notice of the employees who will be attending such functions.

## ARTICLE 5 - MANAGEMENT RIGHTS

### SECTION 1

The management and direction of the affairs of the City are retained by the City. This includes, but is not limited to: the selection, transfer, assignment and layoff of employees, the termination of probationary employees, the termination for just cause of other employees; the making, amending and enforcing of reasonable work rules and regulations; the securing of revenues of the City; the exercise of all functions of government granted to the City by the constitution and statutes of the State of Ohio and the City Charter and ordinances; the determination from time to time as to what services the City shall perform; the establishment or continuation of policies, practices or procedures for the conduct of its affairs and, from time to time as to what service the City shall perform; the establishment or continuation of policies, practices or procedures for the conduct of its affairs and, from time to time, the changing or abolition of such practices or procedures; the determination of the number of hours per day or week any operation may be carried on; the selection and determination of the number of employees required; the establishment and changing of work schedules and assignments; the contracting for the performance of such work as the City determines advisable and the taking of such other measures as the City and/or management may determine to be necessary for the orderly and efficient operation of the City; and the determination of the size and composition of the work force. The City retains all rights except to the extent this Agreement specifically and expressly provides to the contrary. The City will not use this section to contravene rights granted by this Agreement to members of the bargaining unit individually or collectively.

## ARTICLE 6- NON-DISCRIMINATION

### SECTION 1

The Employer, its officers and agents, and any person or persons of agencies responsible to the Employer and the Union and its officers and members shall not discriminate for or against any employee on the basis of race, religion, color, national origin, veteran status, ancestry, medical condition, genetic information, sex, sexual orientation, gender identity, gender expression, disability, marital status, employee organization, or political affiliation, age, or for the purpose of evading the spirit of this Agreement. This includes all City programs, activities, and hiring practices. The Union and the Employer will not tolerate discrimination, harassment, or retaliation and will take steps to ensure that the public, employees, and stakeholders are not subject to a hostile environment because of any City service. The Employer and the Union agree to abide by the provisions of applicable federal, state, and local laws and state or federal executive order.

### SECTION 2

The Union and the Employer agree that membership in the Union shall be open to all employees in the bargaining unit of the Employer regardless of race, color, religion, national origin, veteran status, ancestry, medical condition, genetic information, sex, sexual orientation, gender identity, gender expression, disability, marital status, political affiliation, or age. The Employer agrees that there shall be no discrimination toward employees by virtue of participation or non-participation in Union affairs as provided by Chapter 4117 of the Ohio Revised Code.

## ARTICLE 7 - HOURS OF WORK, OVERTIME, PREMIUM PAY

### SECTION 1 - NORMAL HOURS

- A. The normal work week for payroll purposes shall be a forty (40) hour work week.
- B. The normal scheduled work week shall consist of five (5) consecutive work days of eight (8) work hours each or four (4) consecutive work days of ten (10) work hours each, as scheduled by the City Manager. Such schedules shall be posted in each department or division at least one (1) month in advance, but may be changed pursuant to SECTION 1, PARAGRAPH subsection E of this Article.
- C. When possible, off days shall be scheduled consecutively.
- D. The normal work day shall consist of first, second, and third shift. The first shift is any shift which regularly starts on or after 6:00 a.m., but on or before 9:00 a.m. The second shift is any shift which regularly starts on or after 2:00 p.m., but on or before 4:00 p.m. The third shift is any shift which regularly starts on or after 9:00 p.m., but on or before 11:00 p.m. All shifts for all employees covered by this Agreement shall be scheduled for starting times within the hours stated above for first, second, or third shift.
- E. Changes in a division's posted normal work schedules shall be made only after thirty (30) days of notice has been given the employees, unless the City Manager declares an emergency, in which case notice shall be given as soon as practicable. Changes in normal work shifts may be made with less than thirty (30) days of notice by mutual agreement between the City and the affected divisional employees.

Temporary changes in the normal work shift of an individual employee shall be made only after twenty-four (24) hours of notice has been given the employee, steward, and immediate supervisor, or at any time the City Manager declares an emergency.

Permanent changes in the normal work shift of an individual employee shall be made only after seven (7) days of notice has been given the employee, steward, and immediate supervisor, or at any time the City Manager declares an emergency.

- F. All employees shall be paid biweekly. Biweekly pays will be for the two-week period ending at the end of the regularly scheduled shift for each class of employee on the previous Monday morning, and payday shall be on or before the Tuesday of the following week, with deposit notices available at 2:00 p.m. on payday. Direct deposit of paychecks is based upon the written authorization and instructions of the employee. All employees shall have their paychecks directly deposited into their personal account at a financial institution of their choice. The City will endeavor to provide the direct deposit option with local financial institutions but shall not be required to furnish the direct deposit option with any particular financial institution if the City determines that it is impracticable to do so. The City shall have no responsibility for any errors or omissions made by the employee's financial institution with regard to the direct deposit of the employee's paycheck or the employee's personal account.

### SECTION 2 - OVERTIME AND PREMIUM PAY

- A. The rate of one and one-half (1-1/2) times the regular rate of pay shall be paid in each of the following instances:
  - 1. For all work performed in excess of the employee's normally scheduled work hours in the twenty-four (24) hour period beginning with the start of an employee's normal shift.
  - 2. For all work performed in excess of forty (40) hours in any normal work week for which overtime has not previously been earned, except for personnel working continuous operations at the Water Division who will be paid overtime when in excess of the normal work schedule.

3. All work performed on Saturday and Sunday, except for employees performing regularly scheduled shift work on Saturday.

**B. Relief Operators - Replacement of Operators**

1. Relief operators may be assigned to work an operator's schedule when management knows twenty-four (24) hours in advance of an operator's time off. The relief operator(s) will be selected first from qualified water division operator maintenance workers on the basis of seniority if no one desires the position, the least senior qualified operator maintenance worker in the division will be assigned the position of relief operator(s). The relief operator(s) will be paid "the relief operator's" wages as shown in the attached Appendices when working as a relief operator(s) and their regular wages when not working as relief operator(s). The relief operator position(s) will be posted for change every twelve (12) months. If more than one (1) relief operator is designated, the assignment shall rotate after each relief operator has fulfilled five (5) relief shifts. Any employee assigned relief operator responsibilities will be required to become certified in the lab and, once certified, will be required to maintain said certification until the next general lab recertification; all lab certified employees will be required to perform required monthly lab tests in order to maintain certification. The Employer will work with the employee to ensure that the employee's schedule will enable the employee to meet that requirement.
2. Plant Operators shall not be called in to work on maintenance call-ins unless needed personnel cannot be obtained by calling all maintenance personnel in their respective division, or in the case of an emergency.
3. Maintenance personnel shall not be called in to work on operator call-ins unless needed personnel cannot be obtained by calling all operator personnel in their respective division, or in the case of an emergency.
4. ~~Meter Reader personnel will be eligible for overtime within the Water Division provided they are qualified to perform the work.~~

**SECTION 3 - PYRAMIDING OF PREMIUM AND/OR OVERTIME PAY**

The allowance of overtime or premium payment on any hour for which an employee receives overtime or premium compensation eliminates that hour from consideration for overtime or premium payment on any other basis. If the time worked falls under two or more overtime and/or premium pay classifications, the higher rate shall prevail. This section shall not eliminate shift premium, where applicable, during overtime hours.

**SECTION 4 - TRADING OF WORK SHIFTS**

Employees may, with twelve (12) hours prior approval of their supervisor, trade shifts or time off incrementally, but in no case will a trade of less than one (1) continuous hour be permitted; fifteen-minute (15) increments thereafter. In the event of such trade any overtime pay shall only be paid to the employee who actually works the shift and this shall not result in additional overtime pay by the City.

**SECTION 5 - DISPATCHER SHIFT SELECTION**

All Dispatchers shall be permitted to select non-rotating shifts by seniority once each six months, except as otherwise provided hereinafter. Selections for a schedule to begin January 1 and July 1 each year shall be made from a posted list of shifts which shifts shall include the designated days off for each listed selection. If the Police Chief has good cause to make Dispatcher shift assignments not in accordance with seniority, the Police Chief shall so state such cause in the written change of shift assignment. The assignment of shifts by the Police Chief contrary to seniority shall not be arbitrary or capricious and if such assignment is

grieved by any Dispatcher, the burden of proof shall be upon the grievant. This paragraph shall not affect the ability of the Police Chief to determine the number of Dispatchers required on any particular shift at any time, subject to the provisions of SECTION 1 above.

## ARTICLE 8 - ROTATION OF OVERTIME OPPORTUNITIES

### SECTION 1

Whenever practical, the Employer will rotate overtime opportunities among qualified full-time employees who normally perform the work that is being assigned for overtime.

### SECTION 2

Management will post, in the appropriate division, overtime lists biweekly on Wednesday following the end of the pay period. This list will contain the employee's name and total overtime worked as well as hours refused during the two week pay period ending at 7:00 a.m. on Monday. The list will also include aggregate overtime hours for the current record-keeping period (see SECTION 3 below) including hours worked and refused, in addition to hours worked in the other divisions or departments.

### SECTION 3

Overtime will be offered to the full-time employees within the division who, on the roster, have the fewest aggregate hours worked and refused among those within the division who are qualified and normally perform the work that is being assigned for overtime. Overtime among such employees shall be kept within sixteen (16) hours, if possible. Unless otherwise agreed upon, aggregate overtime hours worked and refused among employees shall be calculated in a one (1) calendar year period.

A. Under normal conditions, overtime shall be offered:

1st - by division for those qualified based on division overtime

2nd - by department for those qualified based on division overtime

3rd - City-wide based on total overtime.

B. Snow Operations

The following employees shall receive a five hundred dollar (\$500.00) incentive to be paid the first pay period in May following the snow season:

- 1) Employees who hold an appropriate CDL and are assigned snow plowing duties; and
- 2) Employees who are not assigned regular snow plowing duties that hold an appropriate CDL, sign up for the snow plowing volunteer list in September/October and respond, if/when called.
- 3) **Public Works employees shall receive an additional five hundred dollars (\$500.00) conditioned upon employee having 100% participation between November 1 and March 31, except that an employee may miss one continuous snow event if on approved vacation leave (not sick or personal).**

When snow or ice removal operations are necessary on an around-the-clock basis, work schedules will be rearranged accordingly. Employees working snow operations will generally be scheduled to a working shift between 7:00 a.m. and 7:00 p.m. or between 7:00 p.m. and 7:00 a.m. The first eight (8) hours worked during the twenty-four (24) hour period beginning at 7:00 a.m. of all regularly scheduled work days will be paid at straight time hourly rates. Overtime rates will be applied to all hours worked in excess of eight (8) in the twenty-four (24) hour period beginning at 7:00 a.m. of all regularly scheduled work days. The City will guarantee payment of a minimum of eight (8) hours straight time pay for each of the first five

(5) twenty-four (24) hour periods in the employee's regularly scheduled work week. In order to facilitate the transition for those assigned to the 7:00 p.m. to 7:00 a.m. shift, the hours for the first twenty-four (24) hours of snow operations may be varied as appropriate.

Snow operations overtime shall be offered:

- 1<sup>st</sup> - by division for those employees who can perform snow removal based on division overtime.
- 2<sup>nd</sup> - by department for those who can perform snow removal based on division overtime.
- 3<sup>rd</sup> - City wide for those employees who can perform snow removal based on total overtime.

Work during snow operations shall be subject to the following restrictions:

Work during snow operations shall be subject to the following restrictions:

- 1) **the City reserves the right to send an employee home from his/her regular shift in anticipation of having the employee work a later shift.**
- ~~1. Maximum sixteen (16) hours in a twenty-four (24) hour period with minimum of six (6) consecutive hours off duty.~~
- ~~1) The City reserves the right to send an employee home from his/her regular shift~~
  - ~~a) to comply with the sixteen (16) hour requirement~~

~~in anticipation of having the employee work a later shift.~~

In the event the employee is not required to work the later shift, the City will guarantee payment of his/her normal shift hours. If a number of bargaining unit employees are sent home in anticipation of working a later shift but not all of that number of bargaining unit employees are required to work a later shift, those who actually do work the later shift will be paid the overtime rate for all hours actually worked.

- 2) During snow operations, the City reserves the right to vary the requirements under **SECTIONS 3-A, 3-B and ARTICLE 25, SECTION 5** in order to properly staff division operations in a continuing twenty-four (24) hour basis. The City will, however, try to maintain the overtime equalization as much as practical.

#### C. Court Overtime

Overtime for bargaining unit employees supervising community service work release personnel from the Fairfield Municipal Court shall be known as "court overtime". Qualified full-time bargaining unit employees may voluntarily elect to participate in court overtime by signing a volunteer sign-up list to be circulated among department/division personnel. City departments and/or divisions to be utilized for court overtime shall be determined by management. Court overtime offered to bargaining unit members by management shall be offered to those full-time employees on the volunteer sign-up list on a rotating basis within the department or division selected for the court overtime. Employees who work or refuse court overtime under this subsection shall not be charged on the overtime list within their department or division under SECTION 2, above. Supervision of

community work release personnel from the Fairfield Municipal Court may be performed by Court personnel at the discretion of the Court.

D. Dispatcher Required Overtime Procedure

1. The Employer shall maintain a "Required Overtime List" in order to track and distribute required overtime hours among dispatchers. The Employer may at its discretion delegate the responsibility for maintaining the Required Overtime List to the Dispatch Foreman. The term "required overtime" generally refers to overtime used to fill the needs of a specific shift.
2. The Required Overtime List shall include the names of all employees on each shift, in order of their seniority, and the most recent date that they were required to work overtime on a shift. Employees shall work overtime on each shift in the order their name appears on the Required Overtime List, beginning with the least senior employee on the list. The Required Overtime List shall be revised every January 1 and July 1 to correspond with the biannual shift-bidding process in ARTICLE 7, SECTION 5 on *Dispatcher Shift Selection* of the collective bargaining agreement. The order in which employees are required to work overtime will start with the least senior employee when any change to the list occurs on January 1 and July 1 each year.
3. If no employee, including a non-union part-time dispatcher, has volunteered to work the overtime opportunity prior to the start of the overtime need, the Employer may require employees on the shift preceding the overtime opportunity to work the overtime in the order such employees' names appear on the Required Overtime List, beginning with the least senior employee on the list every January 1 and July 1.
4. The sole remedy for any employee in the Dispatch Division who is not offered overtime in accordance with ARTICLE 8 is limited to providing that Employee the next overtime opportunity (or opportunities) with the equivalent or greater number of overtime hours.

SECTION 4

Where there are errors in the distribution of overtime opportunities, the Employer will be given the opportunity to correct the error. The sole remedy for any employee who is not offered overtime in accordance with ARTICLE 8 is limited to providing that employee the next overtime opportunity (or opportunities) with the equivalent or greater number of overtime hours.

SECTION 5

If any employee cannot be contacted, he/she shall be charged with the overtime hours offered and the attempt to contact shall be recorded.

SECTION 6

If the employee with the fewest overtime hours (i.e., worked and refused according to the overtime list referenced in SECTION 2, is on his/her regularly scheduled day off, he/she will be given the opportunity to work the complete eight (8) hour shift, provided that the overtime is available.

SECTION 7

No employee will be considered for overtime of a non-emergency nature who is on approved leave.

SECTION 8

In the case of an emergency declared by the City Manager, an employee who is able to work shall not refuse overtime offered.

**ARTICLE 9 - REPORT-IN, CALL-IN WORK AND STAND-BY DUTY**

**Per 1/22/2026 Tentative Agreement**

## ARTICLE 10 – WAGES, SHIFT PREMIUMS, AND CLOCK-IN TIME

### SECTION 1 - WAGE RATES

- A. The wage rates, effective April 1, 2026, April 1, 2027 and April 1, 2028, are set forth in APPENDIX A, which include a 3% annual increase, after market adjustments, reflected therein.
- B. All qualifications in lower pay steps must be met before advancement to the next pay step can occur. Unless otherwise specifically indicated in the Appendices, the rate of advancement through the steps is a maximum of one (1) step per year. Employees who are hired in the Operator/Maintenance Worker classification who have an Ohio water supply or distribution license will be paid at a rate one (1) step below the rate applicable to the person's license for a period of one year. After one year, the person will be paid at the rate specified for the employee's license on the Operator/Maintenance Worker pay schedule.
- C. Existing employees with prior experience in the Maintenance Worker Laborer or Meter Reader classifications with the City who are appointed to the Operator Maintenance Worker classification shall receive credit for such prior experience at a rate of one (1) year of credit for each two (2) years of such prior experience. This credit shall qualify an eligible employee for an appropriate experience based rate of pay for the Operator Maintenance Worker classification. Credit will be granted in full year increments only and, in no event, shall such an employee be granted credit in excess of two (2) years.

~~Employees in the Meter Reader classification, or who have served in the Meter Reader classification, who are subsequently appointed to the Maintenance Worker Laborer classification shall receive credit for prior experience in the Water Division equal to their experience as a Meter Reader up to a maximum credit of two (2) years. Such employees will be required to obtain a CDL within six (6) months of the new appointment or revert to the starting rate of pay for the Maintenance Worker/Laborer classification.~~

For purposes of determining pay, no credit for prior experience with any other Employer will be given to any employee hired by the City as an Operator Maintenance Worker, Meter Reader, or Maintenance Worker Laborer.

### SECTION 2 - SHIFT PREMIUM AND CLOCK-IN

- A. For Dispatchers only, a premium of ~~\$0.54~~ **\$0.61** per hour for work performed on the second shift and a premium of ~~\$0.64~~ **\$1.00** per hour for work performed on the third shift shall be paid over and above the Dispatcher's regular rate of pay. For Operator-Maintenance Workers assigned to rotating shifts at the Water Plant only, a premium of \$0.50 per hour shall be paid over and above the Operator- Maintenance Worker's regular rate of pay on all shifts. The applicable shift premium shall be included in the employee's base rate of pay used in overtime calculations. For all other employees of the bargaining unit, there will be no shift premium. The members of the bargaining unit acknowledge that additional base pay increments negotiated as a part of the contract effective April 1, 2014 were accepted in lieu of the prior practice of paying shift premium to all employees and that the employees still receiving shift premiums as noted above who had their shift premiums reduced also received such additional, base pay increments effective April 1, 2014.
- B. No premium shall be paid for work performed in the first or day shift, unless continuing from the third shift.
- C. The City uses the "seven minute down, eight minute up" rounding rule for timekeeping. This

means the City allows a seven (7) minute grace period to all employees through the time clock system before docking pay for that particular day. Although an employee will not be docked pay, they shall be subject to work rules and disciplinary action with regard to attendance, punctuality, and tardiness. An employee shall not clock-in more than seven (7) minutes prior to nor after their scheduled shift without prior authorization by a Department Head or their designee. Employees clocking in at eight (8) minutes to fifteen (15) minutes after their scheduled start time will not receive pay for the missed time unless he/she is permitted by management to use one-quarter (¼) hour of vacation or personal time. Employees shall not clock-out more than seven (7) minutes after their scheduled shift without prior authorization by a Department Head or their designee. Using personal time to cover tardiness does not excuse the employee of work rules and disciplinary action with regard to attendance, punctuality, and tardiness.

### SECTION 3 - EQUIPMENT PROFICIENCY AND TESTING

This section shall only apply to the Maintenance Worker Laborer classification. Equipment proficiencies shall be classified as follows:

Status One: Requires a Class A ~~or Class B~~ Commercial Driver's License (CDL).

Status Two: Requires ability to operate any specialized equipment listed for the department in which the employee is assigned. Employees will be trained on the operation of equipment appropriate to their job assignment. Employees must acknowledge their training and knowledge of equipment manual by written sign-off and will be subject to periodic review of their ability to operate the equipment properly.

Street Division: Bucket truck, truck bed mounted aerial personnel lift, skid steer loader ("bobcat") and attachments, truck mounted lift gates, electrical generating equipment (portable and stationary), roller, engine driven pumps, all-terrain vehicle, leaf/wood chippers, shredders and grinders, specialized tractors/mowers, street sweeper, vactor, fork lift, paint machine, sign machine.

Employees performing snow removal and ice control: trucks with snow/ice control equipment but excluding those trucks equipped with large wing-plows.

Parks department: leaf/wood chippers, shredders and grinders, tree spade, specialized tractors/mowers, spraying equipment.

Building maintenance: specialized tractors/mowers, trencher, skid steer loader ("bobcat") and attachments, street sweeper, snow blower.

Status Three: Requires successful completion of proficiency testing on one of the following pieces of equipment as appropriate to the employee's assignment:

Backhoe, front end loader, grader, ~~case Cruz-Aire "grade-all"~~, track loader, excavator, ~~thermoplastic machine, road-patcher~~, mini-excavator, snow removal trucks equipped with large wing-plows.

Status Three proficiencies will be retested every three (3) years. Should an employee fail a retest, the employee will be required to pass that same Status Three proficiency test within one (1) year of the failure or, after that one (1) year, the employee's rate of pay will be reduced to the rate for the qualifications the employee meets at that time.

Appropriate Parks Department personnel may substitute one (1) of the following to meet the Status Three Equipment Proficiency requirement OPRA Grounds and Facilities

Maintenance School, and Irrigation Repair School. Unless a period is specified by the agency issuing any of these certifications/licenses, the employee will be required to be re-certified every three (3) years.

Lists of equipment may be amended from time to time as agreed by both Parties as appropriate or as additional equipment is acquired.

Status Three proficiency tests will be administered by a panel composed of:

- A. Fleet manager or his/her department director;
- B. ~~Safety director~~ **Streets & Grounds Superintendent** or his/her department director; and
- C. An operator certified on the piece of equipment being operated on the test. Said operator shall be a bargaining unit member if there is a bargaining unit member so certified.

Requirements for individual board tests will be determined by the Proficiency Board itself. The Proficiency Board shall administer the test collectively and shall be present at the time of test.

Progression and pay rates shall be made according to the qualifications as outlined.

#### SECTION 4 – WATER DIVISION LICENSURE RATES

~~An employee in the Meter Reader classification in the Water Division who obtains a water supply and/or a water distribution license from the State of Ohio shall be entitled to have the employee's hourly rate of pay increased by the following appropriate increment:~~

~~Class I Water Supply \$ 0.50 per hour      Class I Water Distribution      \$ 0.25 per hour  
Class II Water Supply 1.00 per hour      Class II Water Distribution      0.50 per hour  
Class III Water Supply 1.50 per hour~~

~~An increment will be added to an eligible employee's hourly rate of pay beginning with the next pay period following written notification to management that the license has been obtained. An increment shall only be paid so long as the employee retains each license and it is current. If one license should supersede the other, the employee's hourly rate will only reflect the license(s) that are current.~~

~~Any Meter Reader employee currently (as of 3/31/17) receiving pay for licensure rates that is inconsistent with the agreed upon language above shall have his/her pay red-lined until his/her rate of pay matches or exceeds his/her hourly rate as of 3/31/17.~~

## ARTICLE 11 - LONGEVITY AND ATTENDANCE INCENTIVE AWARD

### SECTION 1 - LONGEVITY

Longevity shall be paid at the following rate on an equal basis to all permanent, full-time, non-elected employees:

1. Sixty dollars (\$60) for each full year an employee has been consecutively employed by the City of Fairfield as of November 1 for all employees with one (1) to eight (8) years of service.
2. One hundred dollars (\$100) for each full year an employee has been consecutively employed by the City of Fairfield as of November 1 for all employees with nine (9) or more consecutive years of employment.
3. This pay is to be received the last payday in November.

Any employee who resigns his or her position (except to immediately accept another position with the City of Fairfield), retires, or is terminated shall immediately cease to be entitled to such longevity payments. If any such employee begins working for the City again, he or she shall receive no longevity payments until he or she has again completed one (1) full year of service and shall then begin receiving longevity payments as above described.

Determination of the addition of each year of service shall be calculated as of the employee's anniversary of employment with the City.

Longevity payment shall be paid out of the same funds as prescribed for the employees' regular wages.

### SECTION 2 - ATTENDANCE INCENTIVE AWARD

- A. Each permanent, full-time employee shall be eligible to be paid an annual incentive award of \$225.00 if the employee achieves perfect work attendance.
- B. This benefit will be paid on or before January 15 of the year following the year of perfect attendance.
- C. Employees absent from work due to vacation, holiday leave, funeral leave, personal days, attendance at seminars, training functions, or other duty-related absences from the normal work schedule shall not be considered absent from work for purposes of this benefit. Any leave without pay shall disqualify an employee from receiving this benefit or as directed by law.
- D. The period for measuring such attendance record shall commence on the first day of the first pay period paid in a calendar year and end on the last day of the last pay period paid in the same calendar year.
- E. Newly employed and separating employees shall be eligible for a prorated benefit based on one-twelfth (1/12) of the award, as merited by the employee's attendance for each completed service month. To receive credit for a service month, the employee shall have worked in that entire month.

**ARTICLE 12 - TEMPORARY RECLASSIFICATION / ASSIGNMENT**

**SECTION 1**

Any employee assigned by supervision to a classification with a pay scale less than that regularly paid to such employee, shall be paid at his/her regular rate.

**SECTION 2**

Any employee assigned in writing by the City Manager or his/her designee to a classification with a higher rate of pay than his/her present classification, shall be paid the higher rate of pay for the entire time worked in the higher classification.

## ARTICLE 13 – VACANCIES, PROMOTIONS, TRANSFERS AND PROBATIONARY PERIOD

### SECTION 1 - VACANCIES AND TRANSFERS

Vacancies shall be filled and transfers shall be accomplished pursuant to Civil Service Rules and Regulations as set up by the Charter of Fairfield and the Ohio Revised Code except that an employee shall be permitted to request a transfer to a vacant position in this bargaining unit within his/her job classification upon written request of the employee provided that the City will select the employee to transfer from among the internal applicants requesting the transfer. The vacancy created when an internal applicant is appointed to the vacant position shall be filled from a group consisting of internal applicants requesting a transfer and those qualified and eligible candidates on an approved Civil Service Eligibility List. The employee so transferring shall transfer at his/her existing rate of pay or a higher rate of pay within the job classification if the employee is qualified for the higher rate of pay. The Employer will post written notice of such vacancy for a period of three (3) working days prior to filling the vacancy by other means. An employee may only transfer once in any twelve (12) month period under this section, unless the City agrees otherwise in writing. Management may deny an employee's request for a transfer. If such a denial is grieved by the employee, the burden of proof shall be on the employee.

The Parties agree that when an individual transfers from one division to another within the same job classification, the person shall retain the rate of pay at the step comparable to his or her previous position for at least ninety (90) days. If the person has not been certified to operate the necessary equipment or has not attained all the other requirements for that pay rate (including the appropriate, required category of spraying license where applicable) within said ninety (90) days after transfer, he or she shall revert to the pay step for which he or she is qualified within that job classification and shall advance from that step as required certifications or qualifications are met.

Current full-time employees who achieve a passing score of 70% or more on a Civil Service examination or other competitive process for an initial appointment will receive seniority credit. The seniority credit will be limited to four percent (4%) of the applicant's passing test score (including dispatcher examinations). Seniority credit shall not be added to test scores for positions in the Fraternal Order of Police or International Association of Fire Fighters bargaining units or any other public safety position. Employees shall not be eligible to receive extra credit during their probationary period.

### SECTION 2 - PROMOTIONS

Vacancies in the classified service of the bargaining unit covered by this Agreement shall be filled in so far as practicable by promotions of existing City employees in accordance with civil service law. The Employer has the option to fill or not fill any vacancy. However, once a vacancy is posted, it will be filled pursuant to Civil Service Rules and Regulations, if applicable.

A new employee will start at the bottom of the classification for which he/she was hired. The new employee will then proceed through the classification until he/she has reached his/her qualified level.

Current City employees who change classifications by means of promotion or appointments shall be placed in a classification pay range for which he/she is qualified. If a person who has been promoted is removed during the promotional probationary period, he/she will be returned to a position at a rate of pay at least equal to his/her rate of pay prior to the promotion.

### SECTION 3 - PROBATIONARY PERIOD

All newly hired employees and employees who are promoted to a higher job classification shall serve a probationary period and no appointment or promotion is final until the appointee has satisfactorily served his/her probationary period. The duration of the probationary period shall be twelve (12) months. All probationary appointees shall be evaluated at least once during the first half of their probationary period. If the appointing authority's decision is to remove or reduce the probationary appointee, the appointing authority shall indicate the reason or reasons for such decision in a communication to the probationary

appointee and the Civil Service Commission. The probationary appointee shall have no right to grieve said removal or reduction or appeal such removal or reduction to arbitration or the Civil Service Commission. Employees missing thirty (30) or more scheduled work days, during his/her probationary period shall have the probationary period extended for the total number of scheduled work days missed.

#### SECTION 4 - JOB OPENINGS REPORT

On a monthly basis, the City will furnish to the Union a summary status of job openings and jobs filled during the period. Where known, the City will explain the status of open positions. Such reports shall also be posted on appropriate bulletin boards throughout the organization.

## ARTICLE 14 - CORRECTIVE ACTION AND PERSONNEL FILES

### SECTION 1

The tenure of every employee of the Employer shall be during good behavior and efficient service. Except as provided in ARTICLE 22, no Employee shall be reduced in pay or position, suspended, discharged, or removed except for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, any other failure of good behavior or any other acts of misfeasance, malfeasance or nonfeasance in office, nor shall the Employer take any form of corrective action against any member in the bargaining unit except for just cause.

### SECTION 2

The Employer agrees that principles of progressive corrective action will be followed with respect to minor offenses, that is, an oral warning for the first offense and any subsequent offense where such action is deemed appropriate, one or more written reprimands prior to any suspension for subsequent offenses; thereafter, more severe corrective actions may be taken. The Employer will give copies of all notices of pre-disciplinary hearings and written corrective actions taken to the affected member and to the Ohio Council 8 Union staff representative and the Union President.

Any objections to or allegations regarding such corrective action or documents by the affected member may be pursued through the Grievance Procedure and Arbitration as provided herein, or may be appealed to the Civil Service Commission, if applicable, but not both.

### SECTION 3

Verbal or written reprimands will be removed from the employee's personnel file after a one (1) year period from the date of the reprimand and shall be removed from the employee's record, provided that there are no intervening written reprimands and/or suspensions during the one (1) year period. Suspensions of three (3) days or less will be removed from the employee's personnel file after a two (2) year period from the date of the suspension and shall be removed from the employee's record, provided that there are no intervening written reprimands and/or suspensions during the two (2) year period.

### SECTION 4

It is recognized by the Parties that the Employer may prescribe regulations for the custody, use, and preservation of the records, papers, books, documents, and property pertaining to the Employer. However, to the extent that any records, papers, or other documents covering members of the bargaining unit are not legitimately considered unavailable to review by such members, every member shall be allowed to review his or her personnel file at any reasonable time, upon request.

If any member is involved in a grievance regarding which matters in his or her personnel file may be material, a Union officer or other Union representative will also be granted access to the member's personnel file at reasonable times where such access is authorized in writing by the employee member.

### SECTION 5

For the duration of this Agreement, and any extensions hereof, if a member, upon examining his/her personnel file, has reason to believe that there are inaccuracies in those documents to which he or she has access, the member may write a memorandum to the Employer's Appointing Authority or his/her appropriate representative explaining the alleged inaccuracy. If, upon investigation, the Appointing Authority or his or her representative sustains such allegation, he or she may do one of the following: (1) the member's memorandum may be attached to the material in question and filed with it, and the Appointing

Authority or his or her representative shall note thereon his or her concurrence; or, (2) the Appointing Authority or his or her representative may remove the inaccurate materials from the personnel file if he or she feels that its inaccuracies warrant such removal.

#### SECTION 6

A performance appraisal system is intended to be beneficial to both the employee and the Employer. The written documentation and the discussion that takes place with an appraisal should:

- Provide an effective, honest communication between a manager and an employee.
- Recognize accomplishments and effective performance.
- Point the way to employee training and development.
- Define examples of insufficient performance, where expectations are not being met.
- Define performance improvements needed and specific expectations to be met.
- Build a sense of commitment and ownership from both the employee and the managers.
- Increase the effectiveness of the overall team of City employees.

In order to assure fairness, the employee shall always be the last person to sign his or her evaluation. Should any person add comments to an evaluation after the employee last saw it, such evaluation shall, for all purposes, be viewed null and void and will be immediately removed from all records of the Employer, including the employee's personnel file. The refusal of an employee to sign his or her performance evaluation shall be noted thereon, but shall not otherwise affect the use or validity of the evaluation.

#### SECTION 7

The Employee's signature on any performance evaluation shall be viewed by the Parties only as a representation that he or she reviewed the evaluation. It shall not be viewed as a representation that he or she concurred in any or all of the matters contained therein. Employees will be permitted to make and to attach comments to their completed performance evaluation.

#### SECTION 8

All provisions of this Agreement are subject to the legal requirements on the Employer regarding public records. Reference requests of supervisors shall be handled in a routine manner by the Human Resources Division.

#### SECTION 9

Copies of any job descriptions furnished to the Civil Service Commission by the Employer shall also be furnished to the Union President. The Employer shall publish an organizational chart in the interest of establishing and maintaining open lines of communications and responsibility. A copy shall be available for review during working hours.

**ARTICLE 15 - APPLICATION AND INTERPRETATION OF WORK RULES, POLICIES, AND DIRECTIVES**

**SECTION 1**

The Union recognizes that the Employer, in order to carry out its statutory and Charter mandates and goals, has the right to promulgate reasonable work rules, policies, procedures, and directives consistent with statutory and/or Charter authority, and not inconsistent with the provisions of this contract, to regulate the personal conduct of employees as such personal conduct relates to the legitimate interests of the Employer in carrying out its statutory and Charter mandates and goals.

**SECTION 2**

The Employer agrees that, to the extent that any work rules have been or will become reduced to writing, every member at each facility shall have access to them for the duration of this Agreement. Copies of newly established written work rules or amendments to existing written work rules will be furnished to the appropriate non-employee Union official at least fifteen (15) work days prior to the effective date of such rules or amendments unless the Employer determines that a written work rule or amendment should be effective at an earlier date, in which case, a copy shall be mailed to the appropriate non-employee Union official as soon as possible. The appropriate non-employee Union official shall, if he so requests, be given an opportunity to discuss the written work rule prior to its effective date, if possible, and in no event later than fifteen (15) work days after its effective date. Should any work rules conflict with law or with the specific provisions of this Agreement, such rules shall be invalid to the extent of such conflict.

**SECTION 3**

It is the Employer's intention that work rules, policies, and directives are to be interpreted and applied uniformly to all employees under similar circumstances. Any member against whom such rules, policies, and directives are enforced, may challenge the reasonableness or uniformity of their application and interpretation as to him or her through the Grievance Procedure or Civil Service Commission where corrective action in excess of a three (3) day suspension is assigned.

**ARTICLE 16 - DRUG TESTING**

**Per 12/17/ 2025 Tentative Agreement**

## ARTICLE 17 – GRIEVANCE PROCEDURE

### SECTION 1

The word "grievance" as used in this Agreement refers to a complaint involving the alleged violation, misinterpretation or misapplication of the terms of this written Agreement.

### SECTION 2

A grievance, under this procedure, may be brought by any Employee. Where a group of employees desire to file a grievance involving a situation affecting each employee in the same manner, one (1) employee selected by such group will process the grievance, unless otherwise mutually agreed by the Employer and the Union in writing.

### SECTION 3

The Union will designate not more than five (5) unit stewards who are members of the Union and within the bargaining unit. Should new facilities be established and/or bargaining unit employment increase during the life of this Agreement or any extensions thereof, upon notification to the Employer by the Union, negotiations will commence immediately to discuss the need for additional unit stewards.

The Union shall designate the jurisdictional areas for the unit stewards. Jurisdictional areas will comprise as equal a number of employees as is consistent with the work units covered.

The Union shall notify the Employer in writing of the names of the unit stewards and their respective jurisdictional areas within thirty (30) days after the stewards are appointed. Any changes thereafter will be forwarded in writing to the Employer by the Union as soon as the changes are made.

### SECTION 4

The following are the implementation steps and procedures for handling grievances by employees:

- A. Preliminary Step - An employee having a grievance will first attempt to resolve it informally with his or her immediate supervisor at the time the incident giving rise to the grievance occurs or actual or constructive knowledge of the occurrence of the facts upon which the grievance is based is made known to the employee. At this Step, there is no reason to put the grievance in writing, no report needs to be submitted by the supervisor (unless the Employer has a policy calling for same), and there shall be no appropriate unit steward present, unless desired by the employee. If the employee is not satisfied with the response from his/her immediate supervisor at this Step, he/she may pursue the formal Steps which follow.
- B. Step One - Department Head
  1. An employee having a grievance shall present it to the Department Head, in writing, on a union grievance form, signed by that employee and the unit steward, within five (5) of the employee's working days after the event or circumstances giving rise to the grievance has occurred. Grievances submitted beyond the five (5) working days' time limit need not be honored, although they will be processed through this procedure if time limits are waived by the Department Head at this Step.
  2. The Department Head may verbally discuss the grievance with the employee-grievant, but shall not discuss the grievance until either he/she or the employee has personally, verbally, or in writing, notified an appropriate unit steward and given such steward an opportunity to be present in such discussion.

3. At the conclusion of this verbal discussion and not to exceed three (3) working days thereafter, the Department Head will respond in writing to the employee-grievant and unit steward who signed the grievance.

**C. Step Two - Assistant City Manager or Designate-Designee**

**Per 1/22/2026 Tentative Agreement**

**D. Step Three - City Manager**

1. Should the employee-grievant not be satisfied with the written answer he or she received in Step Two, within three (3) working days after his or her receipt thereof, he or she may submit the original of the grievance form to the City Manager and request that the meeting contemplated by this Step Three be scheduled.
2. Upon receipt of the original of the written grievance form, the City Manager shall have them time-stamped to show the date of his or her receipt of the grievance and shall schedule a meeting to be held within five (5) working days of his/her receipt of the grievance form.
3. Union Representation at this Step 3 of the grievance procedure shall be handled by the unit steward and local president and the AFSCME staff representative.
4. The City Manager shall render his/her decision in writing and return a copy to the employee-grievant and to the appropriate representatives of the Union within ten (10) working days after the meeting with the employee-grievant and representatives.

**SECTION 5**

An employee may be given reasonable time to consult with his/her appropriate unit steward during working hours relative to a grievance matter after first notifying his or her immediate supervisor of his/her desire. Upon such notification, the employee's supervisor will arrange a meeting to take place as soon as possible for the employee with his/her appropriate unit steward. The employee need not reveal to his or her supervisor the nature of the potential grievance matter. Employees will be permitted a reasonable amount of time to investigate and process grievances during their regularly scheduled hours of employment. The investigative and processing time will not be abused by the employee, his/her appropriate unit steward or the Employer. In a group grievance, as discussed in SECTION 2 of this Article, only one (1) of the employee-grievant shall be in pay status during the investigative and processing Steps provided by this Article, unless mutually agreed otherwise in writing by the Employer and Union.

**SECTION 6**

It is the Employer's and the Union's intention that all time limits in the above Grievance Procedure shall be met. To the end of encouraging thoughtful responses at each Step, however, the Union President and the Employer's designated representative may mutually agree, at any Step, to short time extensions for the Employer's answer and the Employer's processing of the grievance through the procedure. In the absence of such mutual extensions, the employee-grievant may, at any Step where a response is not forthcoming within specified time limits, move the grievance along to the next Step in the procedure and proceed therein as though the answer at the prior Step had been given and was unsatisfactory.

**SECTION 7**

In each Step of the Grievance Procedure outlined in SECTION 4 of this Article, certain specific representatives are given approval to attend the meetings herein prescribed. It is expected that

these will normally be the only representatives in attendance at such meetings. However, it is understood by the Parties that, in the interest of resolving grievances at the earliest possible Step of the Grievance Procedure, it may be beneficial that other representatives not specifically designated, be in attendance. Therefore, it is intended that either party may bring in additional representatives to any meeting in the Grievance Procedure, but only upon advance mutual agreement among the Parties specifically designated to attend that such additional representative or representatives has/have input which may be beneficial in attempting to bring resolution to the grievance.

#### SECTION 8

- A. For the purposes of counting time, "working days" as used in this Article will not include Saturdays, Sundays, or holidays, scheduled days off, vacation, and approved leaves.
- B. A grievance may be withdrawn by the Union at any time during any step of the grievance procedure, and the withdrawal of any such grievance shall not preclude the filing of a similar grievance in the future based on a new occurrence. Any grievance not timely presented or timely processed by the Union shall be considered dropped by the Union.

## ARTICLE 18 - ARBITRATION

### SECTION 1

Should a grievant, after receiving the written answer to his or her grievance at Step Three of the Grievance Procedure, still feel that the grievance has not been resolved to his or her satisfaction, he or she may, upon approval of the Union, request that the grievance be heard before an arbitrator. The Union must make written application to the City Manager for arbitration within thirty (30) calendar days of receipt of the written answer from the City Manager at Step Three. It is understood that the Union, not an individual grievant, shall make the determination as to whether any grievance is appealed to arbitration.

### SECTION 2

**Per 12-11-2025 Tentative Agreement**

### SECTION 3

Only disputes involving an alleged violation, misinterpretation, or misapplication of a specific term of this agreement shall be subject to arbitration. Questions of arbitrability shall be decided by the arbitrator.

The decision and award of the arbitrator shall be final and binding upon the Union, the City and the employee(s). The arbitrator shall issue a decision within thirty (30) calendar days after conclusion of the hearing, unless the Parties agree otherwise.

### SECTION 4

In the event a grievance goes to arbitration, the arbitrator shall have jurisdiction only over disputes arising out of grievances as to the misinterpretation and/or misapplication of the provisions of this Agreement (including disciplinary actions to the extent permitted herein), and/or compliance with the provisions of this Agreement, and in reaching his/her decision the arbitrator shall have no authority to add to or subtract from or modify in any way any of the provisions of this Agreement.

## ARTICLE 19 – LEAVES AND LEAVES OF ABSENCE

### SECTION 1 - LEAVES OF ABSENCE WITHOUT PAY

Leave of absence without pay for non-medical reasons may be granted by management consistent with the Civil Service Commission Rules and Regulations upon written request by the employee. Benefits will not be provided during such leave of absence unless agreed in writing by the City. Upon return from such leave, the employee will be reinstated in the old position or one of equal grade.

### SECTION 2 - LEAVE OF ABSENCE FOR MEDICAL REASONS/MEDICAL BILLS

- A. In the event an employee requests in writing a leave of absence for medical reasons, medical leave ~~shall~~ may be granted pursuant to the employee's doctor's diagnosis and certification of medical disability for a period of up to ~~one (1) year~~ **365 days**. The ~~one-year 365 day~~ **365 day** medical leave shall begin on the **date of the request, except that any sick leave used within 90 days prior to the request shall be counted towards the 365 day leave of absence. The granting of a request for a leave of absence for medical reasons shall not be unreasonably withheld.**

The employee must use any available sick leave ~~prior to being granted~~ during a medical leave of absence but shall not be required to use vacation or personal days ~~prior to being granted~~ during a medical leave of absence. **If an employee elects to use paid vacation and/or personal days, during a medical leave of absence, such use shall be consecutive until exhausted, except as otherwise approved by the City Manager. An approved leave of absence for medical reasons runs concurrent with leave under the Family Medical Leave Act (FMLA).**

- ~~B. In the event of a work-related injury incurred in the course of, and arising out of, employment, a medical leave of absence without pay shall be granted pursuant to the employee's doctor's initial diagnosis and certification, after use of five (5) sick days by the employee, provided that the employee has an available sick leave balance of at least ten (10) sick days. If the employee's available sick leave balance is less than ten (10) sick days, the employee will only be required to use one-half of the available balance before being granted a medical leave of absence without pay. All requests for medical leave of absence without pay must be submitted in writing prior to the start of the requested leave. Medical leave of absence without pay for a work-related injury as described above shall not exceed a total of one (1) year for injury or injuries arising out of the same work-related injury incident, and aggravations and reoccurrences of any such injury or injuries shall not result in medical leave of absence in addition to the one (1) year provided herein. No provision of this paragraph shall be interpreted to limit an employee's right to use the employee's entire their available sick leave balance when absent due to a work-related injury. A leave of absence for work-related injuries runs concurrent with leave under FMLA.~~

- ~~BC.~~ At any time during a ~~one (1) year~~ **365 day** medical leave, the employee shall be entitled to be reinstated to the same position or one of equal grade provided that the employee provides a written doctor's certification that the employee may return to his/her duties without restriction. The City will maintain the health and life insurance benefits of the employee during the ~~one (1) year~~ **365 day** medical leave of absence, however, the employee shall pay their portion of the monthly insurance premiums. If the employee does not pay their portion of the insurance premium within 30 days of the date of the invoice, City will terminate said insurance. ~~In addition, an employee may be reinstated to the same or a similar position at the option of the City during the one (1) year period after the expiration of the one (1) year medical leave, provided that the employee can provide a doctor's certificate that he/she may perform the job duties without restriction. No benefits will be provided to the employee during such one (1) year period of possible reinstatement.~~

- C. In the event of an injury/illness incurred in the course of and arising out of employment, a

**leave of absence shall be granted in accordance with CHAPTER 4123 of the Ohio Revised Code. All requests for an unpaid medical leave of absence due to a work-related injury/illness must be submitted in writing prior to the start of the requested leave. No provision of this paragraph shall be interpreted to limit an employee's right to elect to use their entire available sick leave balance when absent due to a work-related injury. A leave of absence for work-related injuries runs concurrent with leave under FMLA.**

### SECTION 3 - FUNERAL LEAVE

An employee will be granted funeral leave totaling three (3) scheduled working days without using sick leave, for such time as may be reasonably needed for the purpose of attending the funeral of a member of his/her immediate family. An employee will be paid his/her normal straight time hourly rate for any such funeral leave.

To be eligible for payment, an employee must produce some evidence of said death in the form of public notice or its equivalent. For the purposes of this section, "Immediate Family" shall be construed to mean husband, wife, child, mother, father, brother, sister, stepchild, stepsibling, stepmother, stepfather, grandmother, grandfather, grandchild, great grandmother, great grandfather, mother or father of wife or husband, foster parents, son-in-law, daughter-in-law, grandmother or grandfather of wife or husband, brother-in-law or sister-in-law and legal guardians.

### SECTION 4 - MILITARY LEAVE

Permanent Public Employees of the City of Fairfield who are performing Military Duty shall receive pay in accordance with Ohio Revised Code Section 5923.05, but shall not receive payments in excess of those required by Ohio Revised Code Section 5923.05. "Permanent Public Employee" and "Military Duty" as used in this section are as defined in Ohio Revised Code Section 5903.01.

### SECTION 5 - SICK LEAVE PROVISIONS

- A. This subsection shall apply to employees hired before January 1, 2021. Ninety-six (96) hours of sick leave shall be granted to each employee in the bargaining unit in January of each year. There will be a maximum accumulation of nine hundred and sixty (960) hours of sick leave. Accumulated sick leave in excess of nine hundred and sixty (960) hours shall be paid by the City on a one-for-one (1:1) basis prior to February 1 of each calendar year. The minimum use of sick leave shall be one-quarter (1/4) hour intervals. Sick leave may be used upon approval of the appropriate administrative officer of the City for any of the causes set forth below:
1. Absence due to personal illness.
  2. Absence due to personal injury.
  3. Exposure to contagious disease which could be communicated to other employees.
  4. Serious illness or injury or death in the employee's immediate family, which for purposes of this section shall be: husband, wife, father, mother, sister, brother, son, daughter, in-laws, and foster parents.
  5. Pregnancy.

Employees shall call in prior to the start of their shift if they do not intend to work for any of the above causes.

- B. This subsection shall apply to employees hired on or after January 1, 2021. Following an employee's initial appointment, she / he will accrue eight (8) hours of sick leave per full subsequent calendar month of service to the City. There will be a maximum accumulation of nine hundred and sixty (960) hours of sick leave. Accumulated sick leave in excess of nine hundred and sixty (960) hours shall be paid by the City on a one-for-one (1:1) basis prior to the end of the first quarter of each calendar year. The minimum use of sick leave shall be one-quarter (1/4) hour intervals. Sick

leave may be used upon approval of the appropriate administrative officer of the City for any of the causes set forth below:

1. Absence due to personal illness.
2. Absence due to personal injury.
3. Exposure to contagious disease, which could be communicated to other employees.
4. Serious illness or injury or death in the employee's immediate family, which for purposes of this section shall be: husband, wife, father, mother, sister, brother, son, daughter, in-laws, and foster parents.
5. Pregnancy.

Employees shall call in prior to the start of their shift if they do not intend to work for any of the above causes.

C. Payment for Accrued but Unused Sick Leave upon Retirement

Retirement means disability or service retirement from the City of Fairfield, Ohio, under any state or municipal retirement system applicable to the City of Fairfield, from which the employee will begin drawing benefits immediately. Payment for accumulated, unused sick leave of employees in the bargaining unit who retire shall be made as follows:

1. An employee who retires from the City with ten (10) or more full years of service with the State of Ohio and political subdivisions of the State of Ohio, or any combination thereof, shall be paid in cash for one-fourth (1/4) the value of his/her accrued but unused sick leave credit. Payment under this section shall not exceed the value of thirty (30) days of accrued but unused sick leave.
2. An employee who retires from the City with ten (10) or more full years of service with the City of Fairfield shall be paid in cash for the value of his/her accrued but unused sick leave.

Payments under the above Sections shall be based upon the employee's rate of pay at the time of retirement and eliminates all sick leave credit accrued but unused by the employee at the time payment is made. Upon the death of an employee entitled to a payment under this Section, such payment shall be made to the surviving spouse or his/her estate if no spouse is surviving. Upon the death of an employee of the City who was employed by the City at the time of death, the surviving spouse or heirs of the employee shall be paid for the value of the accrued unused sick leave to the employee at the time of death, whether or not the employee would otherwise have been entitled to payment under this Section.

SECTION 6 - MEDICAL BILLS OR DRUG PRESCRIPTIONS

Any employee, who through sickness or injury, has incurred any medical bills or drug prescription bills should immediately file a claim with the appropriate insurance plan, either Workers' Compensation or the health insurance carrier of the City.

SECTION 7 - MATERNITY/PATERNITY LEAVE

**The City will provide up to eighty (80) hours of paid parental leave for the birth or adoption of his/her child. The leave must be taken within three (3) days of the birth of the child or when the adoption is finalized by a court of competent jurisdiction. The employee will be paid only for those scheduled days of work the employee is absent as a result of this leave. Employees will not be paid for days scheduled off which fall in the approved leave period described above. Parental leave will be administered in accordance with Section 163.21 of the Codified Ordinances of Fairfield, Ohio and City policy adopted pursuant thereto.**

~~Any employee who becomes pregnant shall, upon request made to the appointing authority, be granted~~

~~leave to absent herself from work for maternity purposes. The date of departure and the date of return to work shall be selected by the employee and she shall notify the appointing authority of these dates as far in advance as is practicable. The employee, at her option, may utilize any or all of accrued sick leave and vacation leave for maternity purposes. After accrued sick leave and vacation leave are exhausted, the employee shall be placed on maternity leave of absence, without pay, not to exceed six (6) months, for the remainder of her requested leave time. At the expiration of six (6) months, additional unpaid leave may be granted to the employee pursuant to the Ohio Revised Code. An appointing authority who has reason to believe that an employee is unable to fulfill usual duties by reason of pregnancy, may request in writing that said employee begin sick leave, vacation and/or maternity leave without pay, at the employee's option, at an earlier date than the employee has selected. The employee may appeal such action to the Civil Service Commission.~~

~~Except for employees who have utilized the maternity leave provisions stated in the above paragraph, who shall be excluded from the provisions of this paragraph, the City will provide up to ten (10) working days maternity/paternity leave without pay whose spouse gives birth to a child, or an employee who adopts a child age one (1) year or less. The employee may, at his/her option, utilize any or all accrued sick leave, personal days or vacation for the purpose of being paid during such maternity/paternity leave.~~

#### SECTION 8 - INDEPENDENT PHYSICAL OR MENTAL EXAMINATION

Whenever an employee presents a doctor's diagnosis in justification of any medical leave, a doctor's certification to return to work or a request for a reasonable accommodation due to the employee's physical or mental limitations, the City may require the employee to have a physical or mental examination by a physician or psychologist selected by the City. The results of the examination will be provided to the City and the City will pay the fee for the examination.

Where a medical question is at issue, the City Manager shall, upon receiving a written request for an appeal, obtain a medical opinion from an independent third party who shall be mutually agreed to by the employee's physician and the City Manager or his/her designee. The selection of a third party shall be made within fifteen (15) days of the appeal request unless an extension is agreed to by the Parties. The third party shall render a medical opinion within thirty (30) days of the selection and the decision of the third party shall be binding. The City will pay the fee for the third opinion.

#### SECTION 9 - DONATED SICK LEAVE TIME

All members of the bargaining unit shall be eligible for donated sick leave benefits, subject to the terms of this ~~Section~~ **SECTION**, to relieve hardship resulting from extended illness **and/or injury**.

A. ~~When it comes to the attention of the department or division head that an employee's sick leave balance has been or is about to be exhausted, he/she shall investigate; and a member of the same bargaining unit offers to donate sick leave time to the employee, the employee shall submit a written request to his/her department or division head to receive donated sick leave time.~~

- ~~1. The character of the employee's present ailment;~~
- ~~2. The prognosis from the employee's physician.~~

B. The department or division head shall execute a letter or e-mail to the City Manager, setting forth

- ~~1. The details of his/her investigation employee's need for donated sick leave and-~~
2. **Any a recommendation he/she may have concerning the employee's eligibility as a recipient of donated sick leave time.**

C. If the City Manager approves a recommendation for an employee to be the recipient of donated

sick leave time, a member of the bargaining unit wishing to voluntarily donate time for the benefit of such approved recipient shall submit a request to his/her supervisor listing the name of the beneficiary with the number of hours to be donated.

- D. In no case will donated time be employed to extend an employee's period of sick leave beyond a recommended disability retirement date as established by the retirement board.
- E. An employee may be the recipient of no more than four hundred eighty (480) hours of donated leave in any calendar year. All donated time shall be non-refundable to the donor.
- F. Donated time shall be ~~converted to its cash equivalency and paid to the recipient at his/her regular hourly rate.~~ **added to the donee's sick leave bank and is not subject to being converted to vacation leave or to be paid out.**

## ARTICLE 20 – HOLIDAYS AND PERSONAL DAYS

### SECTION 1 - HOLIDAYS

The City will pay for the following twelve (12) holidays not worked:

New Year's Day	-	January 1
Martin Luther King Day	-	Third Monday in January
President's Day	-	Third Monday in February
Good Friday	-	Friday preceding Easter Sunday
Memorial Day	-	Last Monday in May
Independence Day	-	July 4
Labor Day	-	First Monday in September
Columbus Day	-	Second Monday in October
Thanksgiving Day	-	Fourth Thursday in November
Day after Thanksgiving	-	Friday after Thanksgiving Day
Christmas Eve Day	-	A working day immediately preceding or immediately following Christmas Day as determined by the City Manager, except as noted below
Christmas Day	-	December 25

And any other special day the City closes its offices.

For employees who are not engaged in continuous operations, a holiday falling on Saturday will be observed on the preceding Friday and a holiday falling on Sunday will be observed on the following Monday. For employees engaged in continuous operations, the holiday will be observed on the actual holiday designated above. Employees engaged in continuous operations will always observe the Christmas Eve holiday on December 24.

For holiday pay under this contract, a holiday begins at the start of the first shift for the position or assignment which the employee holds within his or her department or division on the day the employee observes the holiday and ends twenty-four (24) hours later.

Employees will be paid eight (8) hours pay at straight time for holidays not worked, except dispatchers.

To be eligible to receive holiday pay, the employee must actually work his/her regularly scheduled shift both prior to and following the holiday unless he/she is on vacation or is absent due to approved paid leave.

All employees, excluding dispatchers, required to work on a holiday, as defined above, will be paid at two and one-half (2-1/2) times the regular hourly rate for all work performed. An employee who is scheduled off for the holiday but is called in to work shall be paid as follows: (i) the employee shall be paid his/her normal hours of holiday pay plus two and one-half (2-1/2) times the normal hourly rate for the hours worked outside the employee's regular shift hours; or (ii) the employee shall be paid his/her normal hours of holiday pay plus one and one-half (1-1/2) times the normal hourly rate for the hours worked within the employee's regular shift hours. For purposes of this section, regular shift hours do not include temporarily extended shift hours such as during snow operations.

A dispatcher scheduled to work on a holiday shall be paid one and one-half (1-1/2) times the normal hourly rate for the hours worked within the dispatcher's regular shift hours and two and one-half (2-1/2) times the normal hourly rate for the hours worked outside the dispatcher's regular shift hours. Regular shift hours are defined as a dispatcher's normal work day for any shift beginning on a designated holiday and including more than half of said shift hours within the twenty-four (24) hour holiday period, provided such shift shall conform to the regular shift starting times specified in ARTICLE 7, SECTION 1, Paragraph D. A dispatcher held over after the end of the holiday period into a non-holiday shift shall be entitled to overtime at the rate of one and one-half (1-1/2) times the dispatcher's normal hourly rate for the non-holiday hours worked.

Dispatchers may request a holiday shift off with pay pursuant to this section. Dispatchers must submit a written request for the holiday shift off to the Police Chief not more than thirty (30) or less than fifteen (15) days prior to the scheduled holiday. The Police Chief may approve such request provided that the holiday shift off can be covered to the satisfaction of the Police Chief. Any request which is not approved by the Police Chief prior to the scheduled holiday shall be deemed to be denied. Any denial of a request for a holiday shift off by a dispatcher under this section will not be subject to grievance.

A full-time dispatcher with a scheduled pass day on a holiday may agree to work for a full-time dispatcher scheduled to work on the holiday. The dispatcher working the holiday will be paid two-and-one-half times his/her regular rate of pay. A written agreement for the trade must be signed by both dispatchers and submitted to the Chief of Police no more than seven (7) days before the holiday and no less than twelve (12) hours before the scheduled work shift.

All other provisions of ARTICLE 9, SECTION 1 will apply to holiday call-in time.

### SECTION 2 - PERSONAL DAYS

The City will pay employees, excluding dispatchers, a total of four (4) personal days per calendar year at straight time which the employee can take off work. Personal days may only be taken provided 24 hours advance notice of the request has been given to the Department Head or Division Head and the requested time off does not create a requirement for overtime operation. Personal time off may be granted with less than 24 hours of notice at the Department Head or Division Head's discretion. Personal days for new employees will not be earned by new employees until January 1 of the year following the year in which they were hired. All employees will be credited with four (4) personal days on January 1 of each year. Personal days may be accumulated by an employee up to a total of eight (8) and may be used in conjunction with an employee's vacation with approval of the Department Head. Personal days accumulated in excess of eight (8) shall be lost. Personal leave shall be taken in a minimum of fifteen (15) minute intervals. Persons whose employment is voluntarily or involuntarily terminated, for any reason, shall not be paid for personal days earned but not used.

The prohibition against granting personal leave which results in the payment of overtime by the City may be waived only in the case of police dispatchers and only at the sole discretion of the Chief of Police provided that all of the following conditions are met: (1) the requested personal time is to be used at the beginning or end of the requesting dispatcher's assigned shift; (2) the requested personal time is two hours or less; (3) the overtime required will be covered by a dispatcher from the shift which immediately precedes or follows the shift requiring the overtime (such overtime need not be offered to any other dispatcher first); and (4) the amount of overtime required does not exceed the amount of personal leave requested. Nothing in this paragraph shall be construed to require the Chief of Police to approve a request and no denial of such a request by the Chief of Police shall be subject to the contract grievance procedure.

### SECTION 3 - DISPATCH HOLIDAY/PERSONAL LEAVE

The City will grant dispatchers one hundred twenty-eight (128) hours of holiday/personal leave time off per calendar year at straight time which the employee can take off work in lieu of having scheduled holidays and personal days off and/or holiday premium pay in excess of the one and one-half (1-1/2) time rate. Said holiday/personal leave may only be taken provided twenty-four (24) hours advance notice of the request has been given to the supervisor and the requested time off does not create a requirement for overtime operation. Holiday/personal time off may be granted with less than twenty-four (24) hours' notice at the supervisor's discretion. All dispatchers will be credited with one hundred twenty-eight (128) hours of holiday/personal leave on January 1 of each year. Holiday/personal leave may be accumulated by a dispatcher up to a total of one hundred ninety-two (192) hours and may be used in conjunction with a dispatcher's vacation with approval of the department head. Holiday/personal leave accumulated in excess of one hundred ninety-two (192) hours shall be lost. Holiday/personal time off shall be taken in a minimum of fifteen (15) minute increments.

Once each calendar year a dispatcher may sell back up to ninety-six (96) hours (i.e., the holiday portion)

of accrued holiday/personal leave at the employee's current hourly rate of pay. Said compensation will be paid with the normal payroll but, if the compensation is for forty (40) or more hours, it shall be issued as a separate payment for said pay period. Persons whose employment is voluntarily or involuntarily terminated, for any reason, shall not be paid for holiday/personal days earned but not used.

## ARTICLE 21 - VACATION

### SECTION 1A - VACATIONS EARNED FOR FULL-TIME EMPLOYEES HIRED BEFORE JANUARY 1, 2021

- A. Each full-time employee, after service of one (1) year with the City not including prior employment with the State of Ohio or any other political subdivision of the State of Ohio, shall have earned and will be due upon the completion of said first year of employment with the City, and annually thereafter, eighty (80) hours of vacation leave with full pay. One (1) year of service shall be computed on the basis of twenty-six (26) biweekly pay periods. "Annually thereafter" as set forth above shall be interpreted in such a way as to allow employees to take their vacation any time between January 1 and December 31, regardless of when that employee's anniversary date falls, after one (1) completed year of service with the City.
1. A full-time employee with seven (7) or more years of service with the City shall have earned and is entitled to one hundred twenty (120) hours of vacation leave with full pay.
  2. A full-time employee with fourteen (14) or more years of service with the City shall have earned and is entitled to one hundred sixty (160) hours of vacation leave with full pay.
  3. A full-time employee with twenty-four (24) years of service with the City shall have earned and is entitled to two hundred (200) hours of vacation leave with full pay.
  4. For each additional five (5) years after twenty-four (24) years of full-time service with the City, a full-time City employee hired before January 1, 2021 shall have earned and be entitled to an increase of forty (40) hours in his/ her annual accrual of vacation with full pay.
- B. After one (1) year of service with the City as set forth in subsection A. hereof, annual vacation leave shall be credited to each employee on January 1 of each year. If during the calendar year, an employee attains enough years of service to entitle him/her to additional hours of vacation, such additional vacation leave shall be credited to the employee on his/her employment anniversary date.
- C. Employees shall forfeit their right to take or to be paid for any vacation leave to their credit which is in excess of the accrual of three (3) years. Such excess leave shall be eliminated from the employees leave balance.
- D. An employee who was previously employed by the State of Ohio or any political subdivision of the State of Ohio, earning vacation credits currently, is entitled to have his/her prior service with any of these employers counted as service with the City, for the purpose of computing the amount of his/her vacation leave, except that such prior service with the State of Ohio or any political subdivision of the State of Ohio may not be counted until after the completion of the first year of employment with the City which is a requirement for an employee to be eligible for vacation leave as set forth in subsections A. through D. hereof.

### SECTION 1B - VACATIONS EARNED FOR FULL-TIME EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2021

- A. Each full-time employee of the City that is hired on or after January 1, 2021, shall accrue vacation leave with full pay at a rate of six and two-thirds (6 2/3) hours per full calendar month of service until a total of eighty (80) hours has been earned, irrespective of any prior employment with the State of Ohio or any other political subdivision of the state. One (1) year of service shall be computed on the basis of twenty-six (26) biweekly pay periods. Full-time employees hired after January 1, 2021 may be permitted to use vacation leave after completing six (6) months or with the written permission of the Appointing Authority or their designee. Following one year of service, employees will begin to accrue vacation leave with full pay at the following rates:

1. A full-time employee from the time of their initial appointment within the bargaining unit until they have completed six (6) years of service with the City shall have earned and is entitled to six and two-thirds (6 2/3) hours of vacation leave per full subsequent calendar month of service.
  2. A full-time employee with seven (7) to thirteen (13) years of service with the City shall have earned and is entitled to ten (10) hours of vacation leave per full subsequent calendar month of service.
  3. A full-time employee with fourteen (14) to twenty-three (23) years of service with the City shall have earned and is entitled to thirteen and one-third (13 1/3) hours of vacation leave per full subsequent calendar month of service.
  4. A full-time employee with twenty-four (24) years of service with the City shall have earned and is entitled to sixteen and two-thirds (16 2/3) hours of vacation leave per full subsequent calendar month of service.
  5. For each additional five (5) years after twenty-four (24) years of full-time service with the City, a full-time employee hired on or after January 1, 2021 shall have earned and be entitled to an increase of (40) hours in his/ her annual accrual of vacation with full pay.
- B. If during the calendar year, an employee attains enough years of service to entitle her/him to additional hours of vacation leave, such additional vacation leave shall begin to accrue during the first full pay period following the employee's anniversary date of employment with the City.
- C. Employees shall forfeit their right to take or to be paid for any vacation leave to their credit, which is in excess of the accrual of three (3) years. Such excess leave shall be eliminated from the employees leave balance.
- D. An employee who was previously employed by the State of Ohio or any political subdivision of the State of Ohio, earning vacation credits currently, is entitled to have his/her prior service with any of these employers counted as service with the City, for the purpose of computing the amount of his/her vacation leave, except that such prior service with the State of Ohio or any political subdivision of the State of Ohio may not be counted until after the completion of the first year of employment with the City.

## SECTION 2 - PRO-RATED VACATION PAY

An employee who terminates and who has been in the employ of the City for one or more years shall, if eligible, receive pay for any vacation to which he/she is entitled by SECTION 1 of this Article, if such vacation has not been taken, up to three (3) years vacation.

## SECTION 3

- A. The above schedule is in addition to any recognized holiday which may fall within an employee's vacation period. If a holiday falls within an employee's vacation period, the employee shall receive the holiday pay in addition to the vacation pay. The employee's accrued vacation leave shall be reduced by the total hours an employee is off from their work schedule on approved vacation leave, regardless of the number of calendar days included within such approved vacation leave.
- B. An employee with an unpaid vacation leave balance that was earned in a previous calendar year may request to convert and to be paid out for a minimum of forty (40) hours and up to a maximum of two (2) years of the employee's corresponding annual accrual of vacation leave hours. To be eligible for conversion, the employee must maintain a minimum vacation balance equal to their current annual accrual. Converted hours for paid out vacation leave hours must have been accrued

in a prior calendar year. At the employee's request, vacation leave hours will be deducted from the employee's vacation leave hours balance and paid to the employee at her / his current base hourly rate on a one for one (1:1) basis. An employee opting for such a conversion of unpaid vacation leave shall make written application to the Finance Department during the month of October; such applications must be received in the Finance Department no later than October 31. *[Note: The Employer and Union intend that payouts under this section will be exempt from pension obligations on the part of the employee and the Employer.]*

- C. Each year an employee with an unused sick leave hour balance as of December 31 may convert up to forty (40) hours of that balance to vacation leave hours on a one for one (1:1) basis. An employee opting for such a conversion shall make written application to the Finance Department during the month of December; such applications must be received in the Finance Department no later than December 31.
- D. Selection of vacation shall be by job classification seniority. A list shall be posted by the 15th of January of each year. If the employee decides to split his/her vacation, he/she may do so only after each employee in his/her class has picked their first choice. Second, third choice will be selected the same. By March 31, the Department Head or Division Head will post a confirmed vacation schedule. Vacations after this date may change only with Department Head or Division Head's approval and on open dates. Employees who do not wish to post vacation may only take vacation on open dates with Department Head or Division Head's approval. Vacations scheduled during the vacation selection period of January 15 to March 15 of each year may not exceed the amount of vacation the employee will have available that calendar year.
- E. After the vacation dates are selected, a vacation request form must be submitted to the Department Head or Division Head not more than four (4) or less than two (2) weeks prior to the scheduled starting date. Vacations may be canceled anytime up to the vacation date, and rescheduled per. Section 3, D of this Article. Vacations of three (3) days or less may be granted with at least twenty- four (24) hours advance notice at the discretion of the department or division head. Vacation leave shall be taken in a minimum of one-quarter (1/4) hour intervals. A Department Head's decision to deny an employee's request to use vacation time as a result of tardiness will be final and not subject to Article 17 on Grievance Procedure nor Article 18 on Arbitration.

#### SECTION 4

If an employee, while on vacation, contracts an illness or injury, or experiences a death in the family, which would have warranted paid leave had the employee been at work, such employee shall, upon showing of proper evidence (doctor's statement) be allowed to charge such absence to sick leave or funeral leave rather than to vacation time off.

**ARTICLE 22 - LAY-OFF AND RECALL**

**SECTION 1**

All layoff and recall procedures utilized by the Employer will be consistent with the rules and regulations of the Fairfield Civil Service Commission, applicable Sections of the Ohio Revised Code, and the Fairfield City Charter.

## ARTICLE 23 - SENIORITY

### SECTION 1 - SENIORITY AND SENIORITY UST

For the purposes of this Agreement, seniority shall be defined as total length of continuous service in a permanent full-time, forty (40) hours per week position or succession of such positions within the employ of the Employer including probationary, provisional, or temporary full-time forty (40) hours per week service provided that such employee receives a permanent appointment without a break in service. Continuous service shall not be interrupted if (a) the employee was on approved leave of absence, or (b) the termination of employment lasted less than thirty-one (31) days. Once continuous service is broken, the employee loses all previously accumulated seniority unless the employee is reinstated. All other breaks in service of employment with the Employer shall constitute interruptions in continuous service. Seniority as defined herein shall be used for all seniority applications contained in this Agreement except where seniority is otherwise defined for specific applications in individual Sections or Articles of this Agreement. Upon written request of the Union and not more than once in any calendar year, the City will provide a written list of employees in the Bargaining Unit with their full-time seniority date of hire with the City shown on the list.

### SECTION 2

- A. Job classification seniority shall be defined as the length of continuous service in a job classification or series of job assignments within one job classification without interruption. For the purpose of this Agreement, operator and maintenance person shall constitute separate job assignments within the Operator Maintenance Worker classification. For the selection of vacation dates and shift selections, personnel will compete within a given job assignment by their job classification seniority.
- B. Experience shall be defined as number of years within a given job classification irrespective of job assignment.

**ARTICLE 24 - EMPLOYEE BENEFITS**

**Employer's Proposal from December 17, 2025**

## ARTICLE 25 - HEALTH AND SAFETY

### SECTION 1

~~A joint Union Employer Health and Safety Committee will be established consisting of five (5) non-supervisory employees and four (4) supervisory employees. The Union will select the non-supervisory members of the Committee except that the IUOE bargaining unit will select one (1) non-supervisory position provided that bargaining unit agrees to participate on the Committee. The City Manager will appoint the supervisory members of the Committee. The Committee will meet with the City Manager or his/her designated Health and Safety Representative not more frequently than monthly at a mutually satisfactory time to consider health and safety matters relating to employees.~~

~~Each employee representative serving on the Committee will receive his or her regular rate of pay for time spent in the meeting if held during his or her regularly scheduled hours of employment on the day of the meeting.~~

**The Union and Management shall work cooperatively to address any safety concerns or hazards in the workplace in accordance with City policy and/or the Ohio Public Risk Employment Reduction Program. (PERRP) The Union and City agree that such issues may be discussed in Labor Management Committee meetings.**

### SECTION 2

Adequate first-aid equipment and training shall be provided at appropriate locations. Employees will be informed by the Employer as to who will administer first-aid.

### SECTION 3

Employees are responsible for reporting any unsafe condition or practice and for properly using and caring for tools and equipment furnished by the Employer. Reports will be in writing to the immediate supervisor and ~~Health and Safety representative and/or Division or Department Head.~~

### SECTION 4

All recommendations ~~from the Health and Safety Committee~~ **to remedy safety concerns or hazards** in the workplace shall meet the minimum requirements of OSHA Regulations for Ohio Public Employers and will be implemented within a reasonable time after recommendation.

### SECTION 5

An employee shall be off duty a minimum of six (6) hours after working a maximum of sixteen (16) hours in any twenty-four (24) hour period unless an exception is approved by the Division Superintendent or Department Head. A new twenty-four (24) hour period starts after an employee has been off duty at least six (6) hours consecutive.

All overtime worked will be paid at the overtime rate of pay in accordance with applicable City policies and/or collective bargaining agreement provisions.

If the sixteen (16) hour limit is reached and the employee has not completed the entirety of his/her normally scheduled shift, the employee may use personal leave or vacation leave or take leave without pay to complete his/her shift.

Alternatively, an employee is permitted to return to work after being off the clock for a minimum of six (6) hours to complete his/her regular eight (8) hour shift. No premium pay will apply when this option is

chosen. City Divisions will maintain a list of standing duties for workers who select this option. Duties include but are not limited to: facility maintenance, equipment and vehicle maintenance, custodial work, inventory, etc.

*For Public Utilities Staff Only:* In an effort to ensure continuity of operations, an employee on the clock for an extended period of time shall notify the Water Treatment Plant Operator two (2) hours before his/her sixteen (16) hour work limit is triggered, so that the Plant Operator can begin to call in additional relief staff as appropriate.

Similarly, at the discretion of the Division Superintendent or Department Head upon the request of the employee, an employee called in or on unscheduled overtime before the start of his/her regularly-scheduled shift may be excused from the balance of his/her regular shift without using accumulated leave time. Alternatively, at the discretion of the Division Superintendent or Department Head, an employee requesting to use leave in these situations may use personal leave or vacation. Overtime pay received as a result of such call-in will be charged on the overtime list for all hours paid at the overtime rate.

Similarly, an employee working to within six (6) hours or less of his/her regular start time, but less than sixteen (16) hours within a twenty-four (24) hour period, may choose to stay off the clock for six (6) hours before reporting back to work to complete his/her regular eight (8) hour shift. No premium pay will apply when this option is chosen.

## ARTICLE 26 - BULLETIN BOARDS

### SECTION 1

The Employer shall provide bulletin boards in agreed upon areas of each facility for use by the Union to enable employees in the bargaining unit to see notices posted thereon when reporting to or leaving their work stations, or during their rest periods. The minimum size of a bulletin board shall be two (2) feet by four (4) feet, unless both Parties agree it should be smaller. If any bulletin boards now being used by the Union are larger than the minimum size noted above, they shall be retained at their present size.

### SECTION 2

All notices which appear on the Union's bulletin boards shall be posted by the highest-ranking local Union official or his/her designee in the bargaining unit and shall relate to items of interest to the employees. Union notices relating to the following matters may be posted without the necessity of receiving the Appointing Authority's prior approval:

- A. Union recreational and social affairs;
- B. Notice of Union meetings;
- C. Union appointments;
- D. Notice of Union elections;
- E. Results of Union elections;
- F. Reports of standing committees and independent arms of the Union, and;
- G. Publications, rulings, or policies of the Union.

All other notices of any kind not covered by "A" through "G" above must receive the prior approval of the Appointing Authority or his/her designated representative. It is also understood that no material may be posted on the Union bulletin boards at any time which contain the following:

- A. Personal attacks upon any other member or any other employees;
- B. Scandalous, scurrilous, or derogatory attacks upon the Administration;
- C. Attacks on any other employee organization, regardless of whether the organization has local membership, and;
- D. Attacks on and/or favorable comments regarding a candidate for public or Union office, or for office in another employee organization.

## ARTICLE 27 - MISCELLANEOUS

### SECTION 1 - UNIFORMS AND FOUL WEATHER GEAR

Should the Employer require any members in the bargaining unit to wear uniforms (except dispatchers who are addressed below), the City will provide eleven (11) sets of uniforms to all members of the bargaining unit with each such employee selecting an appropriate combination of uniform items from those approved by the department head. In addition to the aforementioned, each of those members of the bargaining unit will be provided six (6) t-shirts per year. Uniformed bargaining unit employees shall have the option to utilize the professional laundering service for items provided by the City's contracted uniform service at no cost to the employees.

The City will provide an initial set of uniforms for dispatchers which shall consist of five (5) long-sleeve shirts, five short-sleeve shirts, and five (5) pair of docker-type slacks. The City will provide a uniform allowance of ~~four hundred dollars (\$400.00)~~ **four hundred fifty (\$450.00)** dollars per year for dispatchers payable by January 31st. Each dispatcher shall be responsible for the maintenance of his/her own uniform.

All employees furnished uniforms will be required to wear the uniform during all working hours. Failure to wear the uniform may result in disciplinary action being taken. Items allowed in the uniform for each class of employees shall be determined by the employee's department head, who may allow uniform shorts to be included for appropriate classes of employees. Each employee may select an appropriate combination of uniform items from those approved by the department head. Department heads will meet with employees in a labor management discussion to review the specifications for uniforms prior to bidding uniform provider contracts.

All employees will be provided an identification badge which must be carried with the employee at all times while on duty.

Employees in the classification of Building Inspector, Greenskeeper, Maintenance Worker Laborer, Mechanic, Operator Maintenance Worker, Turf Manager, and Turf Mechanic/ Maintenance Worker will receive a complete set of foul weather gear once every three calendar years. Foul weather gear will be selected by the Employer, which will constitute part of the employee's uniform. Foul weather gear will consist of the following items: two raincoats, one pair of rubber boots, one insulated coat and bib or one article of insulated coveralls, and two hats. The Employer may offer optional approved articles of foul weather gear in addition to the foul weather gear listed above; however, the Employer shall not be required to provide such optional articles when outfitting an employee on the three-year cycle or when outfitting a new employee. The Employer will coordinate a group order of Employer approved foul weather gear once per calendar year from a vendor selected by the City. Employees who were not already provided with a set of foul weather gear in the same calendar year will be permitted to select up to one hundred and fifty dollars (\$150.00) worth of Employer approved foul weather gear to be purchased ~~by the Employer for the employee at a retailer approved by the Department Head.~~ Employees will be responsible for the maintenance of their equipment and replacement due to normal wear and tear. If foul weather gear is damaged on-the-job, the Employer may replace the gear free of charge to the employee; however, the Employer shall not be required to do so.

**All other classifications not listed above (except dispatchers) shall be permitted to select up to one hundred fifty dollars (\$150.00) of clothing, approved by the Department Head, once per three-year contract cycle from the City portal, to be purchased by the employer for the employee.**

Employees not needing new gear or uniforms shall notify his/her supervisor prior to gear/uniforms being ordered.

The City will furnish lockers for employees at all City facilities where shower facilities are provided for the employees' use.

~~Inclement Weather— During inclement weather, the Meter Readers will be assigned duty within the Water Division until such time as the temperature exceeds 10 degrees Fahrenheit. At such time, the meter readers can be required to read meters outside. An effort will be made to have the meter reader do inside readings when the temperature is barely above 10 degrees.~~

Employees required to wear safety shoes shall be reimbursed up to two hundred ~~twenty five (\$225)~~ **seventy five dollars (\$275.00)** per year payable after the employee provides proof of purchase to the Department Head or her/his designee. **Employees may submit the cost of inserts as part of their reimbursement amount.** A reimbursement check will be issued to the employee in the next available check run after proof of purchase is submitted. The City shall provide specifications for said shoes by administrative policy.

The City will reimburse employees assigned to Class II and III operations (per the duties classification chart) which require safety glasses for the purchase of prescription safety (OSHA approved) glasses up to ~~One two hundred fifty dollars (\$150.00)~~ **(\$200.00)** per calendar year upon presentation of a paid receipt.

#### SECTION 2 - WITNESS OR JURY DUTY

Employees shall receive full pay for regularly scheduled working hours on any day when an employee is required to appear as a witness before any court in any litigation where the employee is not a plaintiff or a defendant in the court case or for jury duty by the United States or Ohio courts. Any fees received by a member for such activity shall be remitted to the Employer, unless such duty is performed outside scheduled working hours for such employee.

#### SECTION 3 - MEETING ROOM

The Employer agrees to provide a confidential meeting room in which the top Union officials and unit stewards may conduct in private with employees, those matters relating to the investigation of grievances and other functions provided for herein.

#### SECTION 4 - CLEAN-UP TIME

The final fifteen (15) minutes of each shift shall be provided as a clean-up period for all employees in the Street, Parks and Water Divisions. All other employees will be given reasonable time to clean up their work area. Adequate facilities for wash-up will be provided by the City. It is intended that employees will remain at their work area or assignment to the extent possible so that they arrive at the wash up area no more than fifteen (15) minutes before the end of the shift. Clean-up time is not meant to be taken as an additional break.

#### SECTION 5 - LUNCH PERIOD AND BREAKS

Management will insure that employees will receive at least a one-half (1/2) hour lunch period during their regularly scheduled tour of duty. Consistent with a normal work schedule, such period shall begin within the five and one-half (5-1/2) hour period following the start of the employee's tour of duty. If, in the opinion of the supervisor, it becomes necessary to postpone the lunch period, the regular work day may be shortened by the length of the normal lunch period. Lunch periods shall begin at the time the employee ceases performing his or her assigned duties. The employee is expected to be at his or her work assignment ready to work at the end of the lunch period. Travel or clean up time shall not extend the lunch period. At the discretion of the supervisor, crews working at remote sites may combine a break period with the lunch period to accommodate travel time.

Reasonable time for breaks from work will be granted. This will normally consist of a total of two (2) fifteen (15) minute periods, one before and one after the lunch period as determined by management. Travel or clean up time shall not extend break periods. Smoking is not a reason for additional break time. An employee who smokes will be expected to do so in accordance with City policy and not in a manner which causes the employee to be away from his or her work assignment for periods in excess of breaks provided under this section. Employees shall also be dressed for work and begin work at the start of their designated shift.

#### SECTION 6 - WORKERS' COMPENSATION HEARINGS

When an employee attends as a witness, but not as a claimant, hearings scheduled by the Bureau of Workers' Compensation or the Industrial Commission of Ohio in connection with a Workers' Compensation Claim which arises as a result of an industrial accident which occurred in City service or illness which occurred in City service, he/she will receive straight-time earnings up to eight (8) hours in each regularly scheduled work day for the necessary time spent in conjunction with the hearing.

#### SECTION 7 - TOOLS

The City of Fairfield will provide an allowance of ~~\$400.00~~ **five hundred dollars (\$500.00)** per year, to the mechanics for replacement and purchase of their personal tools used in their employment with the City. The City will pay for the cost of insurance coverage on such tools (maximum value to insure-\$5,000). Employees must submit paid premium invoice prior to payment for insurance.

#### SECTION 8 - SAFETY DEVICES

Employees will be issued permanent safety equipment according to the duties classification chart at the end of this Section.

It will be the responsibility of each employee to keep each item clean, in good repair and available for use during all working hours. Employees will be responsible for replacement of any items or equipment lost or damaged other than from normal wear or by on-the-job accident. Any employee leaving the service of the City shall turn in his/her equipment at the termination of his/her employment prior to receiving his/her final paycheck.

#### SECTION 9 - EDUCATIONAL ASSISTANCE

The expenses for permanent full-time employees who are required or requested by the City Manager to attend training schools, seminars, or other instructional or educational programs including examinations to increase their knowledge and further their competency in their occupation with the City, shall be paid by the City as follows:

1. Registration fees, tuition, or charges for the training school, seminar, or educational or other instruction program.
2. Reimbursement for meals at the rate established by City Policy and adopted by City Ordinance.
3. Mileage reimbursement for car expenses when an employee is not provided a City-owned vehicle, at the rate established by City policy and adopted by City ordinance. Bus, train, or air fare at tourist rate is provided for lengthy trips, when such method of travel is approved by the City Manager.

4. Single occupancy hotel or motel charge.
5. Salary or hourly rate will be paid when schools, etc., are attended during employee's normal work day.
6. Travel pay for time actually spent in travel to and from schools, etc., shall be paid at the employee's normal hourly rate or at one and one-half (1-1/2) times the normal rate, depending upon whether such travel time is over and above employee's normal scheduled work hours.

Checks are to be issued in advance of the attendance of the employee for 1, 2, & 4 of this SECTION 9.

Expenses shall be verified by the employee submitting an itemized expense account for Items 1, 3, & 4 within fifteen (15) days of the completion. Item 2 shall be paid only when Item 4 is required. However, the City will pay for lunch for one-day training schools or seminars where lunch is not included in the admission cost at the rate established by City Policy and adopted by City Ordinance.

In the event of overpayment of estimated expenses, the employee shall deliver payment for the difference when filing his/her expense account. In the event of underpayment, the City shall issue a check for the difference on or before the date of the paycheck of the employee for the next pay period.

The foregoing provisions of this SECTION 9 shall not apply to testing or costs associated with obtaining Commercial Driver's Licenses which shall be as hereafter stated in SECTION 10.

#### SECTION 10 - COMMERCIAL DRIVER'S LICENSES

An employee whose job duties require him or her to have a valid Commercial Driver's License (CDL) under Ohio Revised Code Chapter 4506, including appropriate endorsements, shall do so at all times. The City shall pay all costs associated with CDL testing for each employee required to have a CDL for up to two (2) CDL examinations. An employee who is required and fails to maintain an appropriate CDL shall revert to the next lowest pay rate in his or her job classification not requiring a CDL until the appropriate CDL is acquired or six (6) months, whichever occurs first. If the appropriate CDL has not been obtained during the aforesaid six (6) month period, the employee shall revert to the lowest entry level pay rate in his or her job classification until the appropriate CDL is acquired. An employee who obtains an appropriate CDL shall be reinstated to their former pay rate effective when the CDL is obtained. The job duties of the following positions will require them to obtain CDL's within the time periods required in ORC Chapter 4506:

1. Street Division
  - a. General Foreman
  - b. Crew Foremen
  - c. Crew Leaders
  - d. Mechanics above entry level
  - e. Laborers and maintenance workers above starting rate in the attached Appendices.
2. Parks and Recreation Department
  - a. Crew Foreman
  - b. Crew Leader
  - c. Laborers and maintenance workers above starting rate in the attached Appendices.

3. Water Division
  - a. ~~Laborers and maintenance workers above starting rate in the attached Appendices.~~
  - a. All Operator Maintenance Workers appointed after March 31, 1999, must obtain CDL within six months of appointment date.

The City shall pay all costs associated with CDL testing for employees not required to have a CDL for one (1) examination only. The City will reimburse employees who renew their CDL's for the difference between the charge for renewing their CDL License and the charge for renewing a regular Driver's License.

#### SECTION 11 - SCHOOLING AND LICENSES

The expenses for permanent full-time employees who are required or requested by the City Manager to attend training schools, seminars, or other instructional educational programs including examinations to increase their knowledge and further their competency in their employment with the City, shall be paid by the City as follows:

The City will reimburse an employee for the cost of a successfully passed license examination or up to two (2) times for a school required for a license examination, **except as otherwise provided by this SECTION.** The City may reimburse an employee for the cost of the same school or examination more than twice, but shall not be required to do so.

The City will provide up to eight (8) hours of time off with pay at straight time hourly class rate to those employees who are attending a required school or a state license examination for the first time that the employee attends the school or license examination. Advance notice to supervision shall be provided for absence for attendance at schools or license examinations.

~~If an employee takes the State Water test, which is now required by the State, and passes the test, the City will reimburse to the employee the fee charged for taking the examination.~~

**Water Division Operator Maintenance Workers who sit for an Ohio EPA third-party exam for the purpose of obtaining a water supply or distribution license, will only be reimbursed by the City for the fee charged for taking the examination and upon successfully passing the test.**

#### SECTION 12 - ACCIDENT REVIEW BOARD

All accidents involving AFSCME bargaining unit employees and City vehicles, machinery or equipment shall be reported immediately and shall be reviewed ~~by an Accident Review Board~~ **in accordance with City Policy and shall be a standing agenda item at each Labor Management Committee (LMC) meeting.** A reportable accident is any accident involving a City vehicle, machinery, or equipment which results in property damage and/or personal injury regardless of who is injured or what property is damaged, to what extent or where it occurs, regardless of who is responsible. ~~The Accident Review Board shall be composed of six (6) members as follows: three (3) Management representatives selected by the City Manager and three (3) representatives from the AFSCME Bargaining unit. The bargaining unit representatives shall be selected annually from those members who have completed at least one year with no reportable accidents. The three bargaining unit representatives shall be comprised of no more than one (1) representative each from the following four (4) operations: the Streets Division, Water Division, Parks and Recreation Department, and the Inspections Division. The Board shall meet as necessary for the purpose of developing safety and accident prevention policy and to review any accidents which have occurred.~~

Following a thorough review of the accident report prepared by the driver or operator of the City

vehicle, machinery or equipment and such other evidence as the Board deems appropriate, the Board LMC members shall make recommendations for such reasonable and practicable preventative measures, if any, by which the accident could have been avoided. ~~The Board shall also determine whether the conduct of the employee involved constituted negligence or fault. The employee shall have a right, and may also be compelled, to appear before the Accident Review Board to explain and discuss the accident or damage during the investigation process. All decisions of the Board shall be by majority vote of its entire membership, including a decision to vote by secret ballot on any matter.~~

#### SECTION 13 - RESIGNATION OR RETIREMENT

- A. The City expects, and the Union agrees, that employees shall make an effort to provide the City with at least two weeks written notice of the employee's separation from service due to resignation or retirement.
- B. An employee who separates from City service and provides the City with a minimum of six (6) months binding written notice of resignation or retirement shall be paid a notice incentive of one thousand five hundred dollars (\$1,500) with their final pay provided that the employee does not use more than fifty percent (50%) of the total of the employee's most recent annual accruals of vacation leave, sick leave, or personal leave during the employee's final six (6) months of employment. Standard procedures for approval of leave time will be observed.
- C. An employee who separates from City service, who does not qualify for the notice incentive under paragraph B, and provides the City with three (3) months binding written notice of resignation or retirement shall be paid a notice incentive of seven hundred fifty dollars (\$750) with their final pay provided that the employee does not use more than twenty-five percent (25%) of the total of the employee's most recent annual accruals of vacation leave, sick leave, or personal leave during said three (3) month period. Standard procedures for approval of leave time will be observed.
- D. In order to qualify for either of the incentives described in paragraphs B or C above, the employee must actually separate from City service on the date specified in the written notice of resignation or retirement unless the date is extended by mutual agreement of the City and the employee.
- E. The City will provide a standard form to be used by employees who wish to qualify for either of the incentives described in paragraphs B or C above in order to assist employees in meeting all elements for the written notice required.

#### SECTION 14 - DRIVING SUSPENSIONS

If an employee whose driving privileges are suspended or revoked notifies his/her department head of said action by the next business day following said suspension or revocation, Employer agrees to use its discretion in an attempt to reasonably accommodate the employee's ability to work during the period of the suspension or revocation.

#### SECTION 15 - DUTIES CLASSIFICATION CHART

##### Parks Department and Golf Course

- Class I - Employees not normally exposed to hazard areas by nature of their duties and/or work station.

(a) Clerks

Class II - Employees exposed to possible hazard areas.

- (a) Park Laborers
- (b) Golf Course Attendants

Safety Gear Required:

- (1) Hard Hats\*
- (2) Steel-toe shoes

\*No hard hats necessary for Park Ranger except when working in hazardous area.

Building Division

Class I - Employees not normally exposed to hazard areas by nature of their duties and/or work stations.

(a) Clerks (excluding Zoning Clerk)

Class II - Employees exposed to possible hazard areas.

- (a) Inspectors-  
Building  
Zoning Clerk

Safety Gear Required:

- (1) Steel-toe shoes
- (2) Hard Hats\*
- (3) Steel-toe rubber boots
- (4) Protective gloves (electrical inspector)

Street Division

Class I - Employees not normally exposed to hazard areas by nature of their duties and/or work stations.

(a) Clerks

Class II - Employees exposed to possible hazard areas.

- (a) Street Laborers
- (b) Equipment Operators
- (c) Automotive Mechanics
- (d) Street Inspector
- (e) Foreman

Safety Gear Required:

- (1) Hard Hat\*
- (2) Safety-toe shoes (leather)
- (3) Rain suit or raincoat (yellow)
- (4) Gloves (for use with calcium chloride)

Class III- Employees working under unusual conditions requiring special safety equipment.  
(Equipment in this category will be issued according to job classification).

- (1) Traffic control gear: vests, flags, protective gloves, hi-visibility apparel, etc.
- (2) Safety glasses, goggles, eye shields
- (3) Paint respirators, dust respirators
- (4) Hearing protectors
- (5) Welding goggles, masks, gloves

Water Division

Class I - Employees not normally exposed to hazard areas by nature of their duties and/or work stations  
(a) Clerks

Class II - Employees exposed to possible hazard areas:  
(a) Operator Maintenance Worker  
~~(b) Meter Readers~~

Safety Gear Required:

- (1) Hard Hats\*
- (2) Steel-toe shoes
- (3) Rain suit or raincoat (yellow)
- (4) Gloves

Class III- Employees working under unusual conditions requiring special safety equipment.  
(Equipment in this category will be issued according to job classification).

- (1) Traffic control gear: vests, flags, protective gloves, hi-visibility apparel, etc.
- (2) Safety glasses, goggles, eye shields
- (3) Paint respirators, dust respirators
- (4) Hearing protectors
- (5) Welding goggles, masks, gloves

\*No hard hats necessary except when working in hazardous area.

## **ARTICLE 28 - NO STRIKE / NO LOCKOUT**

Neither the Union nor any member of the bargaining unit included in this contract shall take part in, cause, or aid any strike, slowdown, picketing, except informational picketing which does not interfere with the operations of the City, or any other interference with the operations of the City during the term of this Agreement. In addition to the other rights and remedies prescribed by law, the City shall have the right to discharge or otherwise discipline any employee violating this Section, and no such discharge or discipline may be set aside unless the employee is found innocent of any violation of this Section.

If there is an unauthorized strike, work stoppage, interruption or impeding of work, the Union, together with its officers and agents, shall publicly denounce said violation, disclaim approval, order those taking part in such violation to return to work immediately, and instruct all interested employees of the City or other employees that said strike is not authorized and that work shall be continued. If these steps are followed, there shall be no financial liability on the part of the Union or any of its officers or agents, for such violation.

The Employer agrees that during the term of this Agreement there shall be no lockout of bargaining unit employees.

This Article shall not be construed so as to restrict or prohibit the exercise of any rights granted to the members of this bargaining unit or the City under Chapter 4117 of the Ohio Revised Code after the completion of the term of this Agreement.

**ARTICLE 29 - CONTRACT SERVICES, VOLUNTEERS, AND SUPERVISORS**

The City shall have the right to contract, or to use volunteers, for the performance of such work as the City determines advisable. However, the City agrees that this right shall not be used to cause the lay-off of an existing employee covered by this Agreement.

Supervisors shall not, in performing their duties for the Employer, displace or cause to be laid off any member of the bargaining unit from a regularly scheduled assignment or an overtime opportunity.

No grant in aid programs shall replace or cause to displace any existing employee.

ARTICLE 30 - AGREEMENT

*CA 4/13/26*

SECTION 1 - TERM

*(2026)*

The provisions of this Agreement shall be effective on April 1, 2023 and shall remain in full force and effect to and including March 31, 2026, except as otherwise provided herein.

*(2029)*

SECTION 2 - APPOINTMENTS BY MANAGEMENT

Any employee who is in an assignment appointed by management as designated in the attached Appendices may be removed from such assignment by management without just cause. If an employee is removed from such an assignment, the employee shall be placed in their classification at the classification step for which the employee is qualified. The employee shall receive the pay rate at the step for which they qualify. The employee removed from any one of the above assignments shall have no right to appeal any such removal to the Civil Service Commission or to grieve such removal under the terms of this contract.

From time to time, the City may propose additional assignments under this section to be appointed by management for a limited duration or for an indefinite period. The City and the Union agree that such additional positions may be assigned at a mutually agreed rate of pay.

SECTION 3 - TEMPORARY VACANCIES IN FOREMAN POSITIONS APPOINTED BY MANAGEMENT

In those instances where an employee or employees are directly supervised by a foreman appointed by management as provided in SECTION 2 above and the foreman is absent for a period of five (5) consecutive regularly scheduled work days, beginning on the sixth (6th) consecutive regularly scheduled work day, management shall either designate in writing an employee to fill the foreman vacancy or reassign the employee(s) involved to other duties or to another crew with a foreman. In the further event that the foreman appointed by management is scheduled to be absent for five (5) or more consecutive regularly scheduled work days, management shall either designate in writing an employee to fill the foreman vacancy or reassign the employees involved as stated above on the first day of the absence of the foreman. It is understood that a foreman appointed to supervise the entire dispatch crew does not directly supervise dispatchers within the meaning of this section.

**SECTION 4 - SIGNATURES**

IN WITNESS WHEREOF, the Parties hereto have caused their names to be subscribed by their authorized representatives on this \_\_\_\_ day of \_\_\_\_\_, 2026.

FOR THE UNION

FOR THE CITY OF FAIRFIELD

By: \_\_\_\_\_  
John Goines, President

By: \_\_\_\_\_  
Scott W. Timmer  
City Manager

By: \_\_\_\_\_  
Joseph McQueen

By: \_\_\_\_\_  
Laura J. Murphy  
Assistant City Manager

By: \_\_\_\_\_  
Kevin Brown

By: \_\_\_\_\_  
Diana Davenport  
Finance Director

By: \_\_\_\_\_  
Jason M. Roesch

By: \_\_\_\_\_  
Tami Moore  
Human Resources Manager

By: \_\_\_\_\_  
Megan Meiners

By: \_\_\_\_\_  
Rebecca Ervin  
Police Major

By: \_\_\_\_\_  
Mary Tramel

By: \_\_\_\_\_  
Ben Mann  
Public Works Director

By: \_\_\_\_\_  
Craig Stroud

By: \_\_\_\_\_  
Jason Hunold  
Public Utilities Director

By: \_\_\_\_\_  
Rebecca Frankenhoff  
Staff Representative, Council

APPROVED AS TO FORM:

\_\_\_\_\_  
Stephen J. Wolterman  
Assistant Law Director

# Employer Mediation Package Proposal 4-15-26

## APPENDIX A-WAGE RATES AND PAY RANGES EFFECTIVE APRIL 1, 2026 THROUGH MARCH 31, 2029

CLASSIFICATION & POSITION	QUALIFICATION	Current		Effective Date	
		4/1/2025	4/1/2026	4/1/2027	4/1/2028
		3% base		3% base	
ACCOUNT CLERK I					
ACCOUNT CLERK I D	2 YEARS EXPERIENCE	\$ 27.14	\$ 27.95	\$ 28.79	\$ 29.66
ACCOUNT CLERK I C	1 YEAR EXPERIENCE	\$ 26.02	\$ 26.80	\$ 27.60	\$ 28.43
ACCOUNT CLERK I B	6 MONTHS EXPERIENCE	\$ 24.91	\$ 25.68	\$ 26.43	\$ 27.22
ACCOUNT CLERK I A	STARTING RATE	\$ 23.10	\$ 23.79	\$ 24.51	\$ 25.24
ACCOUNT CLERK II					
CREW LEADER	APPOINTMENT BY MANAGEMENT	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
ACCOUNT CLERK II C	2 YEARS EXPERIENCE	\$ 29.68	\$ 30.58	\$ 31.50	\$ 32.44
ACCOUNT CLERK II B	1 YEAR EXPERIENCE	\$ 28.71	\$ 29.57	\$ 30.46	\$ 31.37
ACCOUNT CLERK II A	STARTING RATE	\$ 27.95	\$ 28.79	\$ 29.65	\$ 30.54
ANIMAL CONTROL OFFICER					
ANIMAL CONTROL OFFICER D	2 YEARS EXPERIENCE	\$ 27.74	\$ 28.57	\$ 29.43	\$ 30.31
ANIMAL CONTROL OFFICER C	1 YEAR EXPERIENCE	\$ 26.55	\$ 27.35	\$ 28.17	\$ 29.01
ANIMAL CONTROL OFFICER B	6 MONTHS EXPERIENCE	\$ 25.52	\$ 26.29	\$ 27.07	\$ 27.89
ANIMAL CONTROL OFFICER A	STARTING RATE	\$ 23.87	\$ 24.38	\$ 25.11	\$ 25.86
CLERK I					
CLERK I D	2 YEARS EXPERIENCE	\$ 27.14	\$ 27.95	\$ 28.79	\$ 29.66
CLERK I C	1 YEAR EXPERIENCE	\$ 26.02	\$ 26.80	\$ 27.60	\$ 28.43
CLERK I B	6 MONTHS EXPERIENCE	\$ 24.91	\$ 25.68	\$ 26.43	\$ 27.22
CLERK I A	STARTING RATE	\$ 23.10	\$ 23.79	\$ 24.51	\$ 25.24
CLERK II					
CREW LEADER	APPOINTMENT BY MANAGEMENT	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
CLERK II C	2 YEARS EXPERIENCE	\$ 29.68	\$ 30.58	\$ 31.50	\$ 32.44
CLERK II B	1 YEAR EXPERIENCE	\$ 28.71	\$ 29.57	\$ 30.46	\$ 31.37
CLERK II A	STARTING RATE	\$ 27.95	\$ 28.79	\$ 29.65	\$ 30.54

CA 1550A  
 4/13/26  
 Megan Mearns  
 John Doe  
 L. M. (B)

for Employer  
 Larry H. Murphy 4/13/2026

36 36 36

#7  
 16  
 36 36

DISPATCHER FOREMAN*	APPOINTMENT BY MANAGEMENT	\$ 37.19	\$ 38.31	\$ 39.45	\$ 40.64
DISPATCHER ASSIGNED TO TRAIN A NEW DISPATCHER*	APPOINTMENT AND DURATION DETERMINED BY MANAGEMENT				
DISPATCHER D	2 YEARS EXPERIENCE	1.75	1.75	1.75	1.75
DISPATCHER C	1 YEAR EXPERIENCE	32.42	33.39	34.39	35.43
DISPATCHER B	UPON COMPLETION OF TRAINING	30.75	31.67	32.62	33.60
DISPATCHER A	STARTING RATE	29.95	30.85	31.77	32.73
		28.13	28.97	29.84	30.74

Effective April 1, 2026 a one time market adjustment of \$1.30 is added to Dispatcher A-D current hourly rate before the base increase of 3% is applied  
 Appointee's regular rate of pay is increased by the specified hourly amount

GREENSKEEPER	APPOINTMENT BY MANAGEMENT	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
CREW LEADER	2 YEARS EXPERIENCE	35.20	36.26	37.34	38.46
GREENSKEEPER D	1 YEAR EXPERIENCE	34.80	35.84	36.92	38.03
GREENSKEEPER C	6 MONTHS EXPERIENCE	32.94	33.98	34.95	35.99
GREENSKEEPER B	STARTING RATE	32.20	33.17	34.16	35.19

A Greenskeeper who is selected by management and who successfully completes a golf course maintenance or other training course approved by Management shall receive a lump sum payment of one thousand dollars (\$1,000) within 60 days of providing proof of completion. Employee is only eligible for one \$1,000 lump sum per contract year.

BUILDING INSPECTOR	2 YEARS EXPERIENCE	\$ 40.71	\$ 41.93	\$ 43.19	\$ 44.48
BUILDING INSPECTOR D	1 YEAR EXPERIENCE	40.18	41.39	42.63	43.91
BUILDING INSPECTOR C	6 MONTHS EXPERIENCE	39.61	40.80	42.02	43.28
BUILDING INSPECTOR B	STARTING RATE	39.10	40.27	41.48	42.73
BUILDING INSPECTOR A	HVAC AND / OR ELECTRICAL SAFETY INSPECTOR CERTIFICATE OF COMPETENCY	1.00	1.00	1.00	1.00

HEATING INSPECTOR	2 YEARS EXPERIENCE	\$ 40.71	\$ 41.93	\$ 43.19	\$ 44.48
BUILDING INSPECTOR D	1 YEAR EXPERIENCE	40.18	41.39	42.63	43.91
BUILDING INSPECTOR C	6 MONTHS EXPERIENCE	39.61	40.80	42.02	43.28
BUILDING INSPECTOR B	STARTING RATE	39.10	40.27	41.48	42.73
BUILDING INSPECTOR A	ELECTRICAL SAFETY INSPECTOR &/OR CLASS III CERTIFICATE OF COMPETENCY	1.00	1.00	1.00	1.00

In Employee  
 John M. M... 4/13/2024

**MAINTENANCE WORKER LABORER**

CREW FOREMAN*	APPOINTMENT BY MANAGEMENT + CDL + ALL APPROPRIATE EQUIPMENT	\$ 36.79 \$	37.89 \$	39.03 \$	40.20
CREW LEADER	APPOINTMENT BY MANAGEMENT + CDL + ALL APPROPRIATE EQUIPMENT	\$ 0.50 \$	0.50 \$	0.50 \$	0.50
MAINTENANCE WORKER LABORER E*	PROFICIENCY CERTIFICATION ON DEPARTMENTAL EQUIPMENT SPECIFIED (STATUS THREE) + CDL + 2 YEARS EXPERIENCE	\$ 32.28 \$	33.25 \$	34.25 \$	35.27
MAINTENANCE WORKER LABORER D	DEPARTMENTAL SPECIALIZED EQUIPMENT (STATUS TWO) + CDL + 2 YEARS EXPERIENCE	\$ 30.76 \$	31.68 \$	32.63 \$	33.61
MAINTENANCE WORKER LABORER C	CDL + 1 YEAR EXPERIENCE	\$ 29.33 \$	30.21 \$	31.12 \$	32.05
MAINTENANCE WORKER LABORER B	CDL + 6 MONTHS EXPERIENCE (STATUS ONE)	\$ 27.92 \$	28.76 \$	29.62 \$	30.51
MAINTENANCE WORKER LABORER A	STARTING RATE	\$ 26.59 \$	27.39 \$	28.21 \$	29.06
<b>Effective April 1, 2026 a one time market adjustment of \$0.50 is added to Maintenance Worker Laborer current hourly rate before the base increase of 3.0% is applied</b>					

\* An employee required by management to maintain proficiency on three (3) or more pieces of Status Three (3) equipment will be compensated forty (\$0.40) cents per hour in addition to the employee's regular hourly rate. Failure to maintain proficiency on at least three (3) pieces of equipment shall result in the immediate loss of said additional hourly rate of pay.

A Maintenance Worker Laborer required to maintain an Ohio Department of Agriculture Public Operator Spraying License (which single license includes successful passage of both the core examination and appropriate category examinations required for the employee's job responsibilities), a National Swimming Pool Foundation Certified Pool/Spa Operator License, or an NPRA/OPRA National Playground Safety Inspector Certification will be compensated fifty (\$0.50) cents per hour in addition to the employee's regular hourly rate. Any Maintenance Worker Laborer with one of those licenses or certifications and who maintains said license or certification continuously will be eligible for the additional fifty (\$0.50) cents compensation. Management has the right to limit the number of license or certifications.

A Maintenance Worker Laborer who is selected by management and who obtains an Arborist Certification shall be compensated sixty (\$0.65) cents per hour in addition to the employee's regular hourly rate. There shall be no more than three (3) Arborists appointed by Management. A Maintenance Worker Laborer who is selected by management and who has a Traffic Signal Technician Certification through IMSA shall be compensated one-dollar (\$1.00) per hour in addition to the employee's regular hourly rate. There shall be no more than two (2) Traffic Signal Technicians appointed by Management.

WJR

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MECHANIC*	APPOINTMENT BY MANAGEMENT	\$	1.45	\$	2.45	\$	2.45	\$	2.45	\$	2.45
FOREMAN**	APPOINTMENT BY MANAGEMENT	\$	0.50	\$	0.50	\$	0.50	\$	0.50	\$	0.50
CREW LEADER**	PASS EXAM FOR EVT F-3 FIRE PUMPS AND ACCESSORIES + PASS EXAM FOR EVT F-5 AERIAL FIRE APPARATUS + EVT FIRE APPARATUS TECHNICIAN LEVEL I CERTIFICATION + EVT AMBULANCE TECHNICIAN LEVEL I CERTIFICATION + ASE CERTIFICATIONS FOR 10 TESTS OUTLINED IN NOTE BELOW + CDL + FREON / REFRIGERANT CERTIFICATION	\$	2.25	\$	2.50	\$	2.50	\$	2.50	\$	2.50
MECHANIC G***	EVT FIRE APPARATUS TECHNICIAN LEVEL I CERTIFICATION + EVT AMBULANCE TECHNICIAN LEVEL I CERTIFICATION + ASE CERTIFICATIONS FOR 10 TESTS OUTLINED IN NOTE BELOW + CDL + FREON / REFRIGERANT CERTIFICATION	\$	1.25	\$	1.50	\$	1.50	\$	1.50	\$	1.50
MECHANIC F***	EVT AMBULANCE TECHNICIAN LEVEL I CERTIFICATION + ASE CERTIFICATIONS FOR 10 TESTS OUTLINED IN NOTE BELOW + CDL + FREON / REFRIGERANT CERTIFICATION	\$	0.50	\$	0.75	\$	0.75	\$	0.75	\$	0.75
MECHANIC E***	ASE CERTIFICATIONS FOR 10 TESTS OUTLINED IN NOTE BELOW + CDL + FREON / REFRIGERANT CERTIFICATION	\$	37.98	\$	39.12	\$	40.29	\$	41.50	\$	41.50
MECHANIC D	ASE CERTIFICATIONS FOR 8 TESTS OUTLINED IN NOTE BELOW + CDL + FREON / REFRIGERANT CERTIFICATION	\$	37.21	\$	38.33	\$	39.48	\$	40.66	\$	40.66
MECHANIC C	ASE CERTIFICATIONS FOR 4 TESTS OUTLINED IN NOTE BELOW + CDL + FREON / REFRIGERANT CERTIFICATION	\$	34.38	\$	35.41	\$	36.47	\$	37.57	\$	37.57
MECHANIC B	STARTING RATE	\$	32.96	\$	33.95	\$	34.97	\$	36.02	\$	36.02

Effective April 1, 2026, a one-time market adjustment of \$3.00 is added to Mechanic A-D current hourly rate before the base increase of 3% is applied

NOTE: ASE certifications which may be obtained to qualify an employee for advancement to Mechanic steps B - G are limited to the following list. The City and the Union from time to time may agree to add to, or delete from, said list.

- A1 Engine Repair
- A2 Automatic Transmission/Transaxle
- A3 Manual Drive Train and Axles
- A4 Suspension and Steering
- A5 Brakes
- A6 Electrical/Electronic Systems
- A7 Heating and Air Conditioning
- A8 Engine Performance Systems
- A8 Diesel for ASE
- F1 Compressed Natural Gas Vehicle
- T1 Gasoline Engines
- T2 Diesel Engines
- T3 Drive Train
- T4 Brakes
- T5 Suspension and Steering
- T6 Electrical/Electronic Systems
- T7 Heating, Ventilation, and A/C
- T8 Preventive Maintenance Inspection (PMI)

*(Signature)*

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\* The Appointing Authority may elect to hire a mechanic at the rate commensurate with their qualifications rather than the default starting rate but shall not be required to do so. Upon adoption of the successor agreement, all incumbents shall be reclassified to the designation that corresponds with their actual valid certifications at that time. Should an employee subsequently fail to maintain the required number of certifications for any step listed above, the employee will be required to obtain the requisite number of certifications for the employee's current rate of pay within one (1) year or, after that one (1) year, the employee's rate of pay will be reduced to the rate for the qualifications the employee meets at that time.

\*\* Appointee's regular rate of pay is increased by specified hourly amount.

\*\*\* Mechanic E, F, and G regular rate of pay is increased by specified amount above the Mechanic D wage rate.

METER READER C	1 YEAR EXPERIENCE	NA	NA	NA	NA	NA			
METER READER B	6 MONTHS EXPERIENCE	NA	NA	NA	NA	NA			
METER READER A	STARTING RATE	NA	NA	NA	NA	NA			
<b>OPERATOR MAINTENANCE WORKER</b>									
CHIEF OPERATOR	APPOINTMENT BY MANAGEMENT	\$	40.47	\$	41.68	\$	42.93	\$	44.22
FOREMAN	APPOINTMENT BY MANAGEMENT	\$	40.47	\$	41.68	\$	42.93	\$	44.22
OPERATOR MAINTENANCE G****	CLASS III WATER LICENSE	\$	37.82	\$	38.95	\$	40.12	\$	41.33
OPERATOR MAINTENANCE F***	CLASS II WATER LICENSE	\$	35.34	\$	36.40	\$	37.49	\$	38.62
OPERATOR MAINTENANCE E**	CLASS I WATER LICENSE	\$	32.87	\$	33.86	\$	34.87	\$	35.92
OPERATOR MAINTENANCE D	2 YEARS EXPERIENCE	\$	31.76	\$	32.73	\$	33.72	\$	34.73
OPERATOR MAINTENANCE C	1 YEAR EXPERIENCE	\$	31.03	\$	31.96	\$	32.92	\$	33.91
OPERATOR MAINTENANCE B	6 MONTHS EXPERIENCE	\$	28.90	\$	29.77	\$	30.66	\$	31.58
OPERATOR MAINTENANCE A	STARTING RATE	\$	27.69	\$	28.52	\$	29.38	\$	30.26
*Relief Operator hourly rate when working as a relief operator (See ARTICLE 7, SECTION 2 B)									

Class I Water License: \*\*Operator Maintenance Workers with 12 consecutive months (2080 straight time hours) of experience working in the City of Fairfield Water Division and successfully obtaining the proper license, will move directly to this step.

Class II Water License: \*\*\* Operator Maintenance Workers with 24 consecutive months (4160 straight time hours) of experience working in the City of Fairfield Water Division and successfully obtaining the proper license, will move directly to this step.

Class III Water License: \*\*\*\* Operator Maintenance Workers with 48 consecutive months (8320 straight time hours) of experience working in the City of Fairfield Water Division and successfully obtaining the proper license, will move directly to this step.

In regard to water licenses, calculation of experience worked in the Water Division shall not include credit for experience under ARTICLE 10, SECTION 1, C or credit for overtime hours worked

*APR 5*

PARK RANGER		APPOINTMENT BY MANAGEMENT							
CREW LEADER									
PARK RANGER F	4 YEARS EXPERIENCE	\$	0.50	\$	0.50	\$	0.50	\$	0.50
PARK RANGER E	3 YEARS EXPERIENCE	\$	31.28	\$	32.22	\$	33.18	\$	34.18
PARK RANGER D	2 YEARS EXPERIENCE	\$	30.48	\$	31.39	\$	32.34	\$	33.31
PARK RANGER C	1 YEAR + BASIC PEACE OFFICER TRAINING SCHOOL	\$	30.05	\$	30.95	\$	31.88	\$	32.84
PARK RANGER B	6 MONTH EXPERIENCE	\$	28.83	\$	29.69	\$	30.59	\$	31.50
PARK RANGER A	PASS PRE-BASIC PEACE OFFICER TRAINING SCHOOL	\$	28.02	\$	28.86	\$	29.73	\$	30.62

PARK RANGER ALTERNATE		APPOINTMENT BY MANAGEMENT							
CREW LEADER									
PARK RANGER ALTERNATE F	3 YEARS EXPERIENCE	\$	0.50	\$	0.50	\$	0.50	\$	0.50
PARK RANGER ALTERNATE E	2 YEARS EXPERIENCE	\$	31.28	\$	32.22	\$	33.18	\$	34.18
PARK RANGER ALTERNATE D	1 YEAR EXPERIENCE	\$	30.48	\$	31.39	\$	32.34	\$	33.31
PARK RANGER ALTERNATE C	STARTING RATE WITH BASIC PEACE OFFICER TRAINING SCHOOL	\$	30.05	\$	30.95	\$	31.88	\$	32.84

TURF MANAGER		NO RANGE							
TURF MANAGER A		\$	37.14	\$	38.25	\$	39.40	\$	40.58

**TURF MECHANIC / MAINTENANCE WORKER**

TURF MECHANIC / MAINTENANCE WORKER G*	CDL + 6 YEARS EXPERIENCE + 10 TURF CERTIFICATIONS / SERVICE TRAINING SCHOOLS + FREON / REFRIGERANT CERTIFICATE	\$	34.40 \$	35.43 \$	36.49 \$	37.59
TURF MECHANIC / MAINTENANCE WORKER F*	CDL + 4 YEARS EXPERIENCE + 8 TURF CERTIFICATIONS / SERVICE TRAINING SCHOOLS + FREON / REFRIGERANT CERTIFICATE	\$	33.62 \$	34.63 \$	35.67 \$	36.74
TURF MECHANIC / MAINTENANCE WORKER E*	CDL + 3 YEARS EXPERIENCE + 6 TURF CERTIFICATIONS / SERVICE TRAINING SCHOOLS + FREON / REFRIGERANT CERTIFICATE	\$	32.18 \$	33.15 \$	34.14 \$	35.16
TURF MECHANIC / MAINTENANCE WORKER D*	CDL + 2 YEARS EXPERIENCE + 4 TURF CERTIFICATIONS / SERVICE TRAINING SCHOOLS + FREON / REFRIGERANT CERTIFICATE	\$	30.76 \$	31.68 \$	32.63 \$	33.61
TURF MECHANIC / MAINTENANCE WORKER C*	CDL + 1 YEAR EXPERIENCE + 2 TURF CERTIFICATIONS / SERVICE TRAINING SCHOOLS + FREON / REFRIGERANT CERTIFICATE	\$	29.31 \$	30.19 \$	31.09 \$	32.03
TURF MECHANIC / MAINTENANCE WORKER B	CDL + 6 MONTHS EXPERIENCE + FREON / REFRIGERANT CERTIFICATE	\$	28.41 \$	29.26 \$	30.14 \$	31.04
TURF MECHANIC / MAINTENANCE WORKER A	STARTING RATE	\$	27.69 \$	28.52 \$	29.38 \$	30.26

NOTE: Turf Equipment Certifications/Service Training Schools which may be used to qualify an employee for advancement to Turf Mechanic/Maintenance Worker steps C, D, E, and F above are limited to the following list. As appropriate, the Parks and Recreation Director or the Golf Superintendent may authorize the inclusion of certain specific ASE certifications from the Mechanic classification to qualify as well. Factory Service Training Schools must be attended at least once every three (3) years to remain current and eligible to be counted toward the requirements. The City and the Union from time to time may agree to add to, or delete from, said list.

Toro Reel Grinding Certification  
 NTT Welding Certification  
 NTT Hydraulic Certification

John Deere Factory Service Training  
 Jacobson/Textron Factory Service Training  
 Toro Factory Service Training

Irrigation Training School

\* Should an employee fail to maintain the required number of certifications/service training schools for any step listed above, the employee will be required to obtain the requisite number of certifications/service training schools for the employee's current rate of pay within one (1) year of or, after that one (1) year, the employee's rate of pay will be reduced to the rate for the qualifications the employee meets at that time.

**ZONING CLERK**

ZONING CLERK C	2 YEARS OF EXPERIENCE	\$	29.69 \$	30.58 \$	31.50 \$	32.44
ZONING CLERK B	1 YEAR EXPERIENCE	\$	28.71 \$	29.57 \$	30.46 \$	31.37
ZONING CLERK A	STARTING RATE	\$	27.95 \$	28.79 \$	29.65 \$	30.54

**DATA ENTRY OPERATOR I**

DATA ENTRY OPERATOR I D	2 YEARS EXPERIENCE	\$	27.14	\$	27.95	\$	28.79	\$	29.66
DATA ENTRY OPERATOR I C	1 YEAR EXPERIENCE	\$	26.02	\$	26.80	\$	27.60	\$	28.43
DATA ENTRY OPERATOR I B	6 MONTHS EXPERIENCE	\$	24.91	\$	25.66	\$	26.43	\$	27.22
DATA ENTRY OPERATOR I A	STARTING RATE	\$	23.10	\$	23.79	\$	24.51	\$	25.24

**DATA ENTRY OPERATOR II**

DATA ENTRY OPERATOR II C	2 YEARS EXPERIENCE	\$	29.69	\$	30.58	\$	31.50	\$	32.44
DATA ENTRY OPERATOR II B	1 YEAR EXPERIENCE	\$	28.71	\$	29.57	\$	30.46	\$	31.37
DATA ENTRY OPERATOR II A	STARTING RATE	\$	27.95	\$	28.79	\$	29.65	\$	30.54

**CUSTODIAL MAINTENANCE WORKER**

CUSTODIAL MAINTENANCE WORKER A	NO RANGE	\$	26.63	\$	27.43	\$	28.25	\$	29.10
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**CUSTODIAL WORKER**

CREW LEADER	APPOINTMENT BY MANAGEMENT	\$	0.50	\$	0.50	\$	0.50	\$	0.50
CUSTODIAL WORKER D	2 YEARS EXPERIENCE	\$	27.42	\$	28.24	\$	29.09	\$	29.98
CUSTODIAL WORKER C	1 YEAR EXPERIENCE	\$	26.21	\$	27.06	\$	27.93	\$	28.83
CUSTODIAL WORKER B	6 MONTHS EXPERIENCE	\$	25.04	\$	25.79	\$	26.56	\$	27.36
CUSTODIAL WORKER A	STARTING RATE	\$	24.69	\$	25.43	\$	26.19	\$	26.98

ORDINANCE NO. \_\_\_\_\_

ORDINANCE TO AUTHORIZE THE CITY MANAGER TO ENTER INTO A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT WITH THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) OHIO COUNCIL #8, LOCAL 3646 FOR WAGES, HOURS, AND TERMS AND CONDITIONS OF EMPLOYMENT EFFECTIVE APRIL 1, 2026 THROUGH MARCH 31, 2029, INCLUSIVE AND DECLARING AN EMERGENCY.

BE IT ORDAINED by the Council of the City of Fairfield, Ohio, that:

Section 1. The City Manager is hereby authorized to enter into successor collective bargaining agreements with the American Federation of State, County, and Municipal Employees (AFSCME) Ohio Council #8, Local 3646 for wages, hours, and terms and conditions of employment effective April 1, 2026 through March 31, 2029 inclusive, in accordance with the contract on file in the office of the City Manager.

Section 2. This Ordinance is hereby declared to be an emergency measure necessary for the urgent benefit and protection of the City and its inhabitants for the reason that the current contract expired on April 1, 2026; wherefore, this ordinance shall take effect immediately upon its passage.

Passed \_\_\_\_\_ Mayor's Approval \_\_\_\_\_

Posted \_\_\_\_\_

First Reading \_\_\_\_\_ Rules Suspended \_\_\_\_\_

Second Reading \_\_\_\_\_ Emergency \_\_\_\_\_

Third Reading \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Clerk of Council

This is to certify that this Ordinance has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
Clerk of Council



**City Council Communication**  
**Regular Meeting - April 27, 2026**

Submitted by: Laurie Murphy, Assistant City Manager CPO  
 Department: City Manager's Office - CPO

**Subject:**

Hourly Wage Ordinance

**Legislation Title:**

Ordinance to establish salaries and hourly rates for certain salaried and hourly employees of the City of Fairfield, Ohio and to authorize and limit the numbers and types of certain employees, to repeal Ordinance No. 38-26 and all amendments thereto and declaring an emergency.

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

**Recommendation:**

It is recommended that City Council approve the Ordinance, suspending the rules and declaring an emergency to allow for the expeditious implementation of the new wage rates for AFSCME bargaining unit members.

**Discussion:**

The collective bargaining agreement (CBA) with the American Federation of State, County and Municipal Employees (AFSCME), Council 8, Local 3646, has been settled and new rates are effective April 1, 2026. The wages on the Ordinance reflect a 3.0% base wage increase effective 4/1/2026, 4/1/2027 and April 1, 2028. Market adjustments have been applied to the following classifications: Dispatchers A-D \$1.30; Mechanics A-D \$3.00; and Maintenance Worker Laborer \$0.50, prior to factoring in the 3.00% base wage increase. Additional adjustments have been made to compensate for licenses, certifications and Mechanic Foreman pay.

**Financial Impact:**

The Finance Director will calculate and appropriate the funds necessary for the wage increases for the AFSCME bargaining unit members.

**Emergency Provision:**

Yes, It is recommended that City Council approve this Ordinance, suspending the rules and declaring an emergency to allow for the expeditious implementation of the new wage rates.

**Rule Suspension Requested:**

Yes

**ATTACHMENTS:**

1. Hourly Wage Ord repealing 38-26 for meeting date April 27, 2026

ORDINANCE NO. \_\_\_\_\_

ORDINANCE TO ESTABLISH SALARIES AND HOURLY RATES FOR CERTAIN SALARIED AND HOURLY EMPLOYEES OF THE CITY OF FAIRFIELD, OHIO AND TO AUTHORIZE AND LIMIT THE NUMBERS AND TYPES OF CERTAIN EMPLOYEES. TO REPEAL ORDINANCE NO. 38-26 AND ALL AMENDMENTS THERETO AND DECLARING AN EMERGENCY.

BE IT ORDAINED by the Council of the City of Fairfield, Ohio that:

- Sec. 1 Ordinance No. 9-26 and all amendments thereto and all other ordinances inconsistent herewith are hereby repealed as the respective sections of this Ordinance become effective as stated in Section 14 hereof. Changes from Ordinance No. 38-26 are shown in bold, with deletions in brackets or strikethroughs.
- Sec. 2 The salaries and hourly rates and related information contained herein are applicable only to those positions authorized in this Ordinance.
- Sec. 3 The terms of the agreements of each bargaining unit of the City shall apply to all members of the bargaining unit, whether or not they are members of the union which represents that bargaining unit.
- Sec. 4 All rates established by this Ordinance shall either be the maximum authorized rate or the range for each respective position as shown.
- Sec.5 In the department of General Government there are the following classifications of jobs and rates of pay:

A. Civil Service Commission

One (1) Clerk of Commission (PT)	[12.00-22.66]	12.00-23.79 per hour
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B. Special Appropriations

One (1) Clerk I	[23.10-27.14]	<b>23.79-27.95 per hour</b>
Two (2) Clerks (PT)	[10.70-20.34]	11.00-21.36 per hour
One (1) Human Resources Assistant (PT)	[12.00-22.00]	12.00-22.66 per hour

C. City Council

One (1) Clerk of Council (PT)	[26.19-37.77]	26.19-39.66 per hour
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- Sec. 6 In the Department of Development Services there are the following classifications of jobs and rates of pay.

A. Division of Building and Zoning Inspection

One (1) Building Inspector*	[39.10-40.71]	<b>40.27-41.93 per hour</b>
One (1) Heating Inspector*	[39.10-40.71]	<b>40.27-41.93 per hour</b>
One (1) Electrical Inspector*	[39.10-40.71]	<b>40.27-41.93 per hour</b>
One (1) Clerk II	[27.95-29.69]	<b>28.79-30.58 per hour</b>
One (1) Clerk I	[23.10-27.14]	<b>23.79-27.95 per hour</b>
Three (3) Zoning Inspector/Clerks	[27.95-29.69]	<b>28.79-30.58 per hour</b>
One (1) Zoning Inspector/Clerk (PT)	[10.70-20.34]	11.00-21.36 per hour
One (1) Plans Reviewer (PT)	[10.70-38.92]	11.00-40.90 per hour
One (1) Electrical Inspector (PT/TEMP)	[10.70-38.18]	11.00-40.09 per hour

\* Additional certifications in Building, Heating and/or Electrical other than that required in classification, add \$1.00 per hour.

Sec. 7 In the Finance Department are the following classifications of jobs and rates of pay:

A. Finance Administration/Financial Services

Two (2) Account Clerk II*	[27.95-29.69]	<b>28.79-30.58 per hour</b>
Four (4) Account Clerk I	[23.10-27.14]	<b>23.79-27.95 per hour</b>
Three (3) Clerk (PT)	[10.70-20.34]	11.00-21.36 per hour

B. Income Tax

One (1) Account Clerk II*	[27.26-28.97]	<b>28.79-30.58 per hour</b>
Four (4) Account Clerk I	[22.54-26.48]	<b>23.79-27.95 per hour</b>
One (1) Clerks (PT)	[10.70-20.34]	11.00-21.36 per hour

\*Appointed Crew Leader to receive an additional \$.50 per hour.

Sec. 8 In the Police Department are the following classifications of jobs and rates of pay:

Ten (10) Sergeants	[52.39-54.77]	53.70-56.14 per hour
Fifty-Seven (57) Police Officers*	[35.62-47.63]	36.51-48.82 per hour
Sixteen (16) Dispatchers **/****	[26.83-31.12]	<b>28.97-33.39 per hour</b>
Eight (8) Dispatchers (PT)	[26.83-31.12]	<b>28.97-33.39 per hour</b>
Four (4) Clerk II	[27.95-29.69]	<b>28.79-30.58 per hour</b>
Four (4) Clerk I	[23.10-27.14]	<b>23.79-27.95 per hour</b>
One (1) Body Camera Analyst (PT)	[12.00-27.84]	12.00-29.23 per hour
One (1) Animal Control Officer	[23.67-27.74]	<b>24.38-28.57 per hour</b>
One (1) Animal Control Officer (PT)	[23.09-27.84]	23.67-27.74 per hour
One (1) Park Ranger***	[28.83-31.28]	<b>29.69-32.22 per hour</b>
Five (5) Park Rangers (PT)	[28.83-31.28]	<b>29.69-32.22 per hour</b>
Three (3) Police Services Aides (PT)	[12.00-28.68]	12.00-30.11 per hour
One (1) Receptionist (PT)	[10.70-20.34]	11.00-21.36 per hour

\* A Police Officer assigned as Field Training Officer for a new Officer will be paid an additional \$2.00 per hour for hours worked in the company of the new Officer as long as the Field Training Officer remains responsible for the training of the new Officer. Deduct \$3.00 from starting rate for beginning Police Officers without State Certification.

\*\* Dispatchers assigned training responsibilities will be paid an additional \$1.75 per hour for the duration of the assignment.

\*\*\* **Alternate rate applied.** Appointed Crew Leader to receive an additional \$.50 per hour.

\*\*\*\* Appointed Dispatch Foreman will be paid [37.19] **\$38.31** per hour.

Sec. 9 In the Fire Department are the following classifications of jobs and rates of pay:

Three (3) Battalion Chiefs**	[39.71-42.19]	43.01-44.81 per hour
Three (3) Captains	[37.69-40.05]	41.22-42.94 per hour
Six (6) Lieutenants*	[35.67-39.05]	39.42-41.07 per hour
Nine (9) Fire Apparatus Operators****	[33.11-37.64]	33.06-39.20 per hour
Forty-Five (45) Firefighter/Paramedics	[23.00-36.25]	23.69-37.34 per hour
One (1) Life Safety Inspector	[43.48-49.42]	42.98-50.97 per hour
Six (6) Firefighter/EMT (PT)***	[17.84-24.00]	17.84-25.20 per hour
Two (2) Safety Inspectors (PT)	[12.00-22.00]	12.00-23.10 per hour
One (1) Clerk II	[27.26-28.97]	27.95-29.69 per hour

\* Additional \$1.75 per hour paid when serving as Acting Lieutenant.

\*\* Additional \$2.00 per hour paid when serving as Acting Battalion Chief.

\*\*\* Additional \$.50 per hour when assigned to Medic Unit.

\*\*\*\* Additional \$1.00 per hour when serving as Acting FOA

Sec. 10 In the Department of Public Works are the following classifications of jobs and rates of pay:

A. Construction Services

One (1) Clerk II	[27.95-29.69]	<b>28.79-30.58 per hour</b>
One (1) Construction Inspector*	[37.99-39.51]	38.94-40.50 per hour
Two (2) Sidewalk Inspectors (PT)	[10.70-20.34]	11.00-21.36 per hour

\* Construction Inspectors shall be compensated for one Water License and/or one Wastewater License achieved as follows:

Class I Water Distribution	\$ .25	Class I Wastewater Collection	\$ .25
Class II Water Distribution	\$ .50	Class II Wastewater Collection	\$ .50

B. Engineering Services

One (1) GIS-GPS Mapping Technician/Traffic Analyst	[38.00-39.51]	38.95-40.50 per hour
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C. Facilities Maintenance

One (1) Custodial Worker*	[24.69-27.42]	<b>25.43-28.24 per hour</b>
Two (2) Maintenance Worker/Laborer**	[26.09-36.29]	<b>27.39-33.25 per hour</b>
One (1) Maintenance Electrician	[33.03-39.11]	33.86-40.09 per hour

\* Appointed Crew Leader to receive an additional \$.50 per hour.

\*\* Appointed Crew Foreman rate is [\$36.29] **\$37.89**. Appointed Crew Leader to receive an additional \$.50 per hour. Maintenance Worker/Laborer required to maintain proficiency on three (3) or more pieces of equipment to receive an additional [\$.30] **forty cents (\$.40)** per hour while maintaining those proficiencies. A Maintenance Worker/Laborer required to maintain an Ohio Department of Agriculture Public Operator Spraying License, a National Swimming Pool Foundation Certified Pool/Spa Operator License, or an NRPA/OPRA National Playground Safety Inspector Certification to receive an additional [\$.40] **fifty cents (\$.50)** per hour. A selected Maintenance Worker/Laborer who obtains an Arborist Certification shall be compensated **sixty-five cents (\$.65)** per hour in addition to the employee's regular pay. **A Maintenance Worker Laborer who is selected by Management and who has a Traffic Signal Technician Certification through IMSA shall be compensated one dollar (\$1.00) per hour in addition to the employee's regular pay**

D. Division of Streets and Grounds

Twenty-Nine (29) Maintenance Worker/ Laborers **/**/**	[26.09-36.29]	<b>27.39-33.25 per hour</b>
Twenty (20) Laborers (Temp/PT)	[10.70-20.34]	11.00-21.36 per hour
One (1) Clerk II	[27.95-29.69]	<b>28.79-30.58 per hour</b>

\* Appointed Crew Forman Rate is [\$36.29] **\$37.89** per hour

\*\* Appointed Crew Leader to receive an additional \$.50 per hour. Maintenance Worker/Laborer required to maintain proficiency on three or more pieces of equipment to receive an additional [\$.30] **forty cents (\$.40)** per hour while maintaining those proficiencies. A Maintenance Worker/Laborer required to maintain an Ohio Department of Agriculture Public Operator Spraying License, a National Swimming Pool Foundation Certified Pool/Spa Operator License, or an NRPA/OPRA National Playground Safety Inspector Certification to receive an additional [\$.40] **fifty cents (\$.50)** per hour. A selected Maintenance Worker/Laborer who obtains an Arborist Certification shall be compensated **sixty-five cents (\$.65)** per hour in addition to the employee's regular pay. **A Maintenance Worker Laborer who is selected by Management and who has a Traffic**

**Signal Technician Certification through IMSA shall be compensated one dollar (\$1.00) per hour in addition to the employee's regular pay**

[\*\*\* Traffic Signal Technician appointed by management to receive an additional \$1.00 per hour]

E. Municipal Garage

Four (4) Mechanics*/**	29.96-34.98	<b>33.95-39.12 per hour</b>
One (1) Clerk II	27.95-29.69	<b>28.79-30.58 per hour</b>

\* Appointed Mechanic Foreman to receive an additional [\$1.45] **\$2.45** per hour and Appointed Crew Leader to receive an additional \$.50 per hour.

\*\* Mechanic E receives an additional [\$.50] **\$0.75** per hour, Mechanic F receives an additional [\$1.25] **\$1.50** per hour and Mechanic G receives an additional [\$2.25] **\$2.50** per hour.

Sec. 11 In the Department of Parks & Recreation there are the following classifications of jobs and rates of pay.

A. Administration and Recreation

One (1) Clerk II*	[27.95-29.69]	<b>28.79-30.58 per hour</b>
One (1) Clerk I	[23.10-27.14]	<b>23.79-27.95 per hour</b>
Five (5) Clerks (PT)	[10.70-20.34]	11.00-21.36 per hour
Six (6) Recreation Programmers (PT)	[10.70-23.83]	11.00-24.55 per hour
One (1) Farmer's Market Supervisor (PT)	[10.70-23.38]	11.00-24.55 per hour
Four (4) Facility Attendants (PT)	[10.70-20.34]	11.00-21.36 per hour
Five (5) Cashiers (PT)	[10.70-20.34]	11.00-21.36 per hour
Forty (40) Recreation Leaders (PT)	[10.70-20.34]	11.00-21.36 per hour

\*Appointed Crew Leader to receive an additional \$.50 per hour.

B. Marsh Fishing Lake

One (1) Fishing Lake Supervisor (PT)	[10.70-20.34]	11.00-21.36 per hour
Eight (8) Cashiers (PT)	[10.70-20.34]	11.00-21.36 per hour

C. Recreation Center – Swimming Pool

One (1) Pool Supervisor (Temp)	[10.70-23.38]	11.00-24.55 per hour
Two (2) Senior Lifeguards (Temp)	[10.70-20.34]	11.00-21.36 per hour
Forty-Four (44) Lifeguards (Temp)	[10.70-20.34]	11.00-21.36 per hour
Two (2) Cashiers (PT)	[10.70-20.34]	11.00-21.36 per hour

D. Recreation Center – Golf Course

One (1) Turf Mechanic/Maintenance Worker	[27.69-34.40]	<b>28.52-35.43 per hour</b>
One (1) Greenskeeper*	[32.20-35.20]	<b>33.17-36.26 per hour</b>
Seventeen (17) Laborers (Temp/PT)	[10.70-20.34]	11.00-21.36 per hour
Four (4) Pro Shop Supervisors (PT)	[10.70-23.38]	11.00-24.55 per hour
Fifty (50) Cashiers (PT)	[10.70-20.34]	11.00-21.36 per hour

Sec. 12 In the Department of Public Utilities are the following classifications of jobs and rates of pay:

A. Wastewater Division

One (1) Clerk II	[27.95-29.69]	<b>28.79-30.58 per hour</b>
Two (2) Laboratory Technicians ***	[26.63-38.93]	27.30-39.90 per hour
One (1) Construction Inspector*	[37.99-39.51]	38.94-40.50 per hour
Sixteen (16) Operator/Maintenance Workers **/*	[27.64-38.62]	<b>28.52-38.95 per hour</b>
One (1) Maintenance Electrician	[33.03-39.11]	33.86-40.09 per hour
Two (2) Laborers (PT)	[10.70-20.34]	11.00-21.36 per hour

\* Construction Inspectors shall be compensated for one Water License and/or one Wastewater License achieved as follows:

Class I Water Distribution	\$ .25	Class I Wastewater Collection	\$ .25
Class II Water Distribution	\$ .50	Class II Wastewater Collection	\$ .50

\*\* Appointed Chief Operator, Maintenance Foreman and Collection Foreman to receive an additional \$1.50 per hour. Appointed Assistant Collection Foreman and Assistant Maintenance Foreman to receive an additional \$.75 per hour. Appointed Crew Leader to receive an additional \$.30 per hour.

\*\*\* Laboratory Technicians with Class III Water Plant Operator License or Voluntary Wastewater Lab Certifications to receive an additional \$.50 per hour each. Appointed Lab Supervisor to receive an additional \$1.25 per hour.

B. Water Division

One (1) Clerk II	[27.95-29.69]	<b>28.79-30.58 per hour</b>
Seventeen (17) Operator/Maintenance Workers*	[27.69-40.47]	<b>28.52-38.95 per hour</b>
One (1) Maintenance Electrician	[33.03-39.11]	33.86-40.09 per hour
Two (2) Laborers (PT)	[10.70-20.34]	11.00-21.36 per hour

Sec. 13 There shall be established a labor pool of temporary or part-time employees who will be eligible to work at any time within the duration of this Ordinance. These temporary/part-time employees may work in any City department, and their wages will be charged to the department to which they are assigned. The following temporary or part-time positions are established.

Twenty-Five (25) Employees (Temp or PT)	[10.70-20.34]	11.00-21.36 per hour
---	---------------	----------------------

Sec. 14 The salaries, rates and conditions established by Sections 5-13 of this Ordinance shall be effective from and after the dates specified in the Union contracts for employees included in bargaining units, and at the earliest date allowed by law for all other employees. Until the rates are changed, the former rates shall apply. Notwithstanding any other provisions of this Ordinance, an employee under the age of sixteen (16) may be paid a wage rate less than the Ohio Minimum Wage Rate provided such rate is not less than that established under the Fair Labor Standards Act or its successor law.

Sec. 15 The City Manager is authorized to hire up to one additional person for each position authorized by Ordinance to allow for overlap training and transitioning. Generally, such instances would occur when a current employee has given notice of retirement or resignation and a replacement, not currently employed by the City, is able to be hired before the departure of the employee. Such training overlaps would be of short duration, generally, not to exceed 60 days.

Sec. 16 This Ordinance is hereby declared to be an emergency measure necessary for the urgent benefit and protection of the City and its inhabitants so that the recommended changes can take effect in a timely manner, wherefore this Ordinance shall take effect immediately upon its passage.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor's Approval

Posted \_\_\_\_\_

First Reading \_\_\_\_\_

Rules Suspended \_\_\_\_\_

Second Reading \_\_\_\_\_

Emergency \_\_\_\_\_

Third Reading \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Clerk of Council

This is to certify that this Ordinance has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
Clerk of Council



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Diana Davenport, Finance Director  
Department: Finance

**Subject:**

Supplemental Appropriation - Transfer of Monies

**Legislation Title:**

Ordinance to amend Ordinance No. 148-25 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, 2026, and ending December 31, 2026.”

- Supplemental Appropriations

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

**Recommendation:**

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

**Discussion:**

The City received special assessments for debt on the Fairfield CM Parking Garage. The Cincinnati Mall was sold last year, and it was believed that all debts were paid in full at the time of the sale. Since the City received the special assessment through the property tax distribution, an additional appropriation is needed in order to refund the monies to an Escrow account per Refund Agreement.

From: Unappropriated Special Assessment Fund... \$285,000

To: 50116026-261000 - Payment of Principal - \$285,000

**Financial Impact:**

Supplemental appropriation is required in the following amounts: Unappropriated Special Assessment Fund - \$285,000

**Emergency Provision:**

No

**Rule Suspension Requested:**

Yes

**ATTACHMENTS:**

1. Supplemental 4-27-ord

ORDINANCE NO. \_\_\_\_\_

ORDINANCE TO AMEND ORDINANCE NO. 148-25 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, 2026, AND ENDING DECEMBER 31, 2026."

BE IT ORDAINED by the Council of the City of Fairfield, Ohio, that:

Section 1. Ordinance No. 148-25, the 2026 Appropriation Ordinance, is hereby amended in the following respects:

<b>From:</b>	<b>Unappropriated Special Assessments Fund</b>	<b>\$285,000</b>
<b>To:</b>	50116026-262000 Payment of Principal	\$285,000

Section 2. This Ordinance shall take effect at the earliest period allowed by law.

Passed		
		_____ Mayor's Approval
Posted		
First Reading		Rules Suspended _____
Second Reading		_____
Third Reading		

ATTEST:  
  
\_\_\_\_\_  
Clerk of Council

This is to certify that this Ordinance has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
Clerk of Council



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Alisha Wilson, Clerk of Council  
Department: Clerk's Office

**Subject:**

Contractual Appropriations

**Legislation Title:**

Ordinance to amend Ordinance No. 148-25 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, 2026, and ending December 31, 2026.”

- Contractual Appropriations: \$200,000 total (\$100,000 CIC Designation and Grant (Development Services); \$100,000 Fairfield Helping Neighbors Grant (Development Services))

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

**Recommendation:**

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

**Discussion:**

Please refer to specific Council Communications for full description of these items.

**Financial Impact:**

\$200,000 from noted funding source.

**Emergency Provision:**

No

**Rule Suspension Requested:**

Yes

**ATTACHMENTS:**

1. Contractual 4-27-ord

ORDINANCE NO. \_\_\_\_\_

ORDINANCE TO AMEND ORDINANCE NO. 148-25 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, 2026, AND ENDING DECEMBER 31, 2026."

BE IT ORDAINED by the Council of the City of Fairfield, Ohio, that:

Section 1. Ordinance No. 148-25, the 2026 Appropriation Ordinance, is hereby amended in the following respects:

<b>From:</b>	<b>Unappropriated Transformative Economic Development Fund</b>	<b>\$200,000</b>
To:	41416027-271500 Funding Grant <i>(CIC Designation and Grant 6DV01 [\$100,000])</i> <i>(Fairfield Helping Neighbors Grant 6DV04 [\$100,000])</i>	\$200,000

Section 2. This Ordinance shall take effect at the earliest period allowed by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor's Approval

Posted \_\_\_\_\_

First Reading \_\_\_\_\_

Rules Suspended \_\_\_\_\_

Second Reading \_\_\_\_\_

Third Reading \_\_\_\_\_

ATTEST:

\_\_\_\_\_

\_\_\_\_\_  
Clerk of Council

This is to certify that this Ordinance has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_





**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Alisha Wilson, Clerk of Council  
Department: Finance

**Subject:**

Non-Contractual Appropriations

**Legislation Title:**

Ordinance to amend Ordinance No. 148-25 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, 2026, and ending December 31, 2026.”

- Non-Contractual Appropriations: \$361,030 (see below for description)

- Legislation - First Reading
- Motion - Suspend Second and Third Readings
- Motion - Adoption

**Recommendation:**

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

**Discussion:**

Please refer to specific Council Communications for full description of these items.

**Financial Impact:**

\$361,030 from noted funding source.

**Emergency Provision:**

*NA*

**Rule Suspension Requested:**

Yes

**ATTACHMENTS:**

1. Non-Contractual 4-27-ord

ORDINANCE NO. \_\_\_\_\_

ORDINANCE TO AMEND ORDINANCE NO. 148-25 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, 2026, AND ENDING DECEMBER 31, 2026."

BE IT ORDAINED by the Council of the City of Fairfield, Ohio, that:

Section 1. Ordinance No. 148-25, the 2026 Appropriation Ordinance, is hereby amended in the following respects:

<b>From:</b>	<b>Unappropriated Capital Improvement Fund</b>	<b>\$283,000</b>
To:	40216024-241200 Non-Capital Equipment/Furnishing <i>(Wireless Integrated Headsets 6FD03)</i>	\$36,000
To:	40216025-252000 Improvements Other Than Bldg. <i>(Public Works Repairs and Upgrades 6FC61 [\$23,424]) (Medication Vaults and Key Secure Device Replacement 6FD05 [\$37,000])</i>	\$60,424
To:	40216025-253100 Automotive Equipment <i>(Purchase of Staff Vehicle (Police) 6FT74 [\$50,000]) (Purchase of Staff Vehicle Truck #7032 (Police) 6FT74 [\$75,000])</i>	\$125,000
To:	40216025-253200 Capital Equipment <i>(Public Works Repairs and Upgrades 6FC61)</i>	\$61,576
<b>From:</b>	<b>Unappropriated Sustainability Fund</b>	<b>\$56,250</b>
To:	41616023-233900 Other Professional Services <i>(Technical Support Services related to Fairfield Sustains 6CM07)</i>	\$37,750
To:	41616025-252000 Improvements Other Than Bldg. <i>(Composting Shelter 6CM07)</i>	\$18,500

**From: Unappropriated Water Surplus Fund \$10,780**  
**To: 60516023-233900 Other Professional Services \$10,780**  
*(Water Division Raw Water Well #7 Inspection 6WT01)*

**From: Unappropriated Recreation Facilities Fund \$11,000**  
**To: 64051125-252000 Improvements Other Than \$11,000**  
 Building  
*(Aquatic Center Repairs 6RC06)*

Section 2. This Ordinance shall take effect at the earliest period allowed by law.

Passed \_\_\_\_\_

\_\_\_\_\_  
 Mayor's Approval

Posted \_\_\_\_\_

First Reading \_\_\_\_\_

Rules Suspended \_\_\_\_\_

Second Reading \_\_\_\_\_

Third Reading \_\_\_\_\_

ATTEST:

\_\_\_\_\_

\_\_\_\_\_  
 Clerk of Council

This is to certify that this Ordinance has been duly published by posting and summary publication as provided by Charter.

\_\_\_\_\_  
 Clerk of Council



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Chad Cooper, Interim Fire Chief  
Department: Fire

**Subject:**

Wireless integrated headsets to enhance communication inside and outside of fire apparatus.

**Legislation Title:**

\$36,000 - Wireless integrated headsets (Fire)

**Recommendation:**

Wireless integrated headsets Recommendation 2026:

This request is for the purchase of wireless integrated headsets for fire apparatus. This equipment would replace aged, obsolete headsets and enhance communication for three fire apparatus. An appropriation of \$36,000 is requested for this project.

**Discussion:**

Background/Synopsis:

This request is for the purchase of wireless integrated headsets for fire apparatus. Headsets within the apparatus allow crews to communicate effectively during responses and provide hearing protection from engine and siren noise. This project would further enhance communication by allowing company members to communicate with each other when outside the apparatus, while backing, and by allowing the apparatus operator to have hands-free communication with crew members during incidents. Enhanced communication provides additional safety factors during operations.

**Financial Impact:**

Financial Impact:

\$36,000.00 from the Capital Improvement Fund, project 6FD03

**Emergency Provision:**

*Emergency Provision Explanation:*

*Yes. To provide for the health and safety of firefighters and the public.*

**Rule Suspension Requested:**

Yes

**ATTACHMENTS:**

1. E33 Headsets
2. E34 Headsets
3. Q31 Headsets

# QUOTE



2770 Circleport Drive  
Erlanger, KY 41018  
www.vogelpohlfire.com

**Quote #:** Q016775  
**Date:** Apr 15, 2026  
**Expiration:** May 15, 2026  
**Contact:** Mike Rust  
**Cell:** 859-653-0183  
**Email:** mike.rust@vogelpohlfire.com

## ISSUED TO

Randy McCreddie  
Fairfield Fire Dept  
375 Nilles Road  
Fairfield OH 45014

	<b>Payment Terms</b>	<b>Freight</b>		
	<b>Net Due in 15 Days</b>	<b>Not Included</b>		
<b>Qty</b>	<b>Description</b>		<b>Each</b>	<b>Extended</b>
1	Fire Com, 5100D, Digital Intercom 1 radio Firecom GA		\$1,149.75	\$1,149.75
1	Fire Com, MR Cable MR- cable, Motorola APEX 4500		\$257.25	\$257.25
1	Fire Com, WB505R.V2, V2 Wireless Base Station, 5- User Radio transmit		\$1,443.75	\$1,443.75
2	Fire Com, UHW505.V2, Head Set Transmit, UH. DECT7		\$992.25	\$1,984.50
3	Fire Com, UHW503.V2, Head Set, Intercom Ohly, UH, DEC17		\$992.25	\$2,976.75
5	Fire Com, 108-0678-00, Hanger Hooks, Yellow NFPA for Head Set		\$11.51	\$57.55
16	VFE, Instal of Fire Com Wireless Unit, estimated		\$155.00	\$2,480.00
1	FREIGHT-S: Freight for Equipment, estimated		\$125.00	\$125.00
				<b>\$10,474.55</b>

Thank you for the opportunity to provide you with this proposal.

# QUOTE



2770 Circleport Drive  
Erlanger, KY 41018  
www.vogelpohlfire.com

**Quote #:** Q016775  
**Date:** Apr 15, 2026  
**Expiration:** May 15, 2026  
**Contact:** Mike Rust  
**Cell:** 859-653-0183  
**Email:** mike.rust@vogelpohlfire.com

## ISSUED TO

Randy McCreddie  
Fairfield Fire Dept  
375 Nilles Road  
Fairfield OH 45014

	<b>Payment Terms</b>	<b>Freight</b>		
	<b>Net Due in 15 Days</b>	<b>Not Included</b>		
<b>Qty</b>	<b>Description</b>		<b>Each</b>	<b>Extended</b>
1	Fire Com, 5100D, Digital Intercom 1 radio Firecom GA		\$1,149.75	\$1,149.75
1	Fire Com, MR Cable MR- cable, Motorola APEX 4500		\$257.25	\$257.25
1	Fire Com, WB505R.V2, V2 Wireless Base Station, 5- User Radio transmit		\$1,443.75	\$1,443.75
2	Fire Com, UHW505.V2, Head Set Transmit, UH. DECT7		\$992.25	\$1,984.50
2	Fire Com, UHW503.V2, Head Set, Intercom Ohly, UH, DEC17		\$992.25	\$1,984.50
5	Fire Com, 108-0678-00, Hanger Hooks, Yellow NFPA for Head Set		\$11.51	\$57.55
16	VFE, Instal of Fire Com Wireless Unit, estimated		\$155.00	\$2,480.00
1	FREIGHT-S: Freight for Equipment, estimated		\$125.00	\$125.00
				<b>\$9,482.30</b>

Thank you for the opportunity to provide you with this proposal.

# QUOTE



2770 Circleport Drive  
Erlanger, KY 41018  
www.vogelpohlfire.com

**Quote #:** Q016776  
**Date:** Apr 15, 2026  
**Expiration:** May 15, 2026  
**Contact:** Mike Rust  
**Cell:** 859-653-0183  
**Email:** mike.rust@vogelpohlfire.com

## ISSUED TO

Randy McCreddie  
Fairfield Fire Dept  
375 Nilles Road  
Fairfield OH 45014

	<b>Payment Terms</b>	<b>Freight</b>		
	<b>Net Due in 15 Days</b>	<b>Not Included</b>		
<b>Qty</b>	<b>Description</b>		<b>Each</b>	<b>Extended</b>
1	Fire Com, 5100D, Digital Intercom 1 radio Firecom GA		\$1,149.75	\$1,149.75
1	Fire Com, MR Cable MR- cable, Motorola APEX 4500		\$257.25	\$257.25
1	Fire Com, WB505R.V2, V2 Wireless Base Station, 5- User Radio transmit		\$1,443.75	\$1,443.75
2	Fire Com, UHW505.V2, Head Set Transmit, UH. DECT7		\$992.25	\$1,984.50
4	Fire Com, UHW503.V2, Head Set, Intercom Ohly, UH, DEC17		\$992.25	\$3,969.00
5	Fire Com, 108-0678-00, Hanger Hooks, Yellow NFPA for Head Set		\$11.51	\$57.55
16	VFE, Instal of Fire Com Wireless Unit, estimated		\$155.00	\$2,480.00
1	FREIGHT-S: Freight for Equipment, estimated		\$125.00	\$125.00
				<b>\$11,466.80</b>

Thank you for the opportunity to provide you with this proposal.



**City Council Communication**  
**Regular Meeting - April 27, 2026**

Submitted by: Adam Sackenheim, Assistant City Manager COO  
 Department: City Manager's Office - COO

**Subject:**

Appropriation for technical support services as related to Fairfield Sustains

**Legislation Title:**

\$37,750 - Fairfield Sustains: Energy Efficiency Studies (City Manager's Office - Sustainability)

**Recommendation:**

It is recommended that City Council approve an appropriation of \$37,750.00 for technical support services by Go Sustainable Energy to perform energy audits at 3 municipal facilities.

**Discussion:**

In 2024, City Council adopted Fairfield Sustains, Fairfield's first comprehensive sustainability plan. This plan sets ambitious goals centered around improving quality of life, conserving resources, and promoting economic vitality. One of the Plan's 5 primary frameworks is 'Buildings and Energy' - with a stated goal to: Reduce energy emissions by 50% by 2030 and 100% by 2055, community-wide. A key strategy related to this goal includes enhancing existing municipal energy efficiency programs; one of the specific actions associated with this strategy is: Implement results of comprehensive energy audit(s) to increase efficient operations at all municipal facilities.

The requested appropriations will help advance this action. Specifically, funding will be used to have energy audits performed at 3 large municipal facilities: City Building; Justice Center; and CAC. The objective of the audits will be to identify how each facility uses energy, identify opportunities for improvement and outline next steps that may be taken towards implementation. The study deliverable will document important technical findings, recommended actions, and project economics. The engineering team will focus on each facility's most energy-intense systems, building automation controls, and on systems most beneficial to site personnel. This study can help address both low cost improvements and capital cost improvements.

The work will be performed by Go Sustainable Energy - the same firm used to complete a technical and financial evaluation of the City's first solar array project. A proposal for pricing is attached for council review.

**Financial Impact:**

An appropriation in the amount of \$37,750 is being requested for technical support services as related to Fairfield Sustains.

Funding for this project is included in the 2026-2030 Capital Improvement Program as 6CM07 – Sustainability Improvements. The funding source is the Sustainability Fund (416).

**Emergency Provision:**

*No*

**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. City of Fairfield - GoSustainable Energy Study Proposal

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## PROPOSAL

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Date: November 21, 2025

To: Gillian Hart and Adam Sackenheim (City of Fairfield)

From: Gregory Raffio, Peter Kleinhenz, and John Seryak (Go Sustainable Energy, LLC)

Re: Energy Efficiency Study - Scope-of-Work and Fee Proposal

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This proposal details a scope-of-work and fee for Go Sustainable Energy (Go) to perform an energy audit of three municipal facilities for the City of Fairfield, Ohio:

- City Building - 5350 Pleasant Ave - 18,000 ft<sup>2</sup>
- Justice Center - 675 Nilles Rd. - 48,000 ft<sup>2</sup>
- Community Arts Center - 411 Wessel Dr. - 36,000 ft<sup>2</sup>

The objective of the study will be to identify how the facility uses energy, identify opportunities for improvement and outline next steps that may be taken towards implementation. The study deliverable will document important technical findings, recommended actions, and project economics. Our team will focus on the facility's most energy-intense systems, building automation controls, and on systems most beneficial to site personnel. This study can help address both low cost improvements and capital cost improvements.

We propose a total flat fee of \$37,750 for this study. This proposal is valid for 30 days from the date of issuance.

### Scope-of-Work

To this end, Go will conduct some or all of the following, depending on the facility's systems and staff needs:

- Utility Billing Data Analysis of electricity and natural gas, including:
  - Utility Rate Schedule Evaluation – Electricity and natural gas rate schedules may be obtained or determined from the utility bills.
  - Avoided Cost of Energy Calculation – Based on the utility rate schedules, Go may calculate an avoided cost of fuel (\$ /mmBtu), electrical energy (\$ /kWh) and electrical demand (\$ /kW). These avoided costs may be used to convert energy savings estimates to cost savings estimate.
  - Baseline Energy Use – Baseline energy use may be determined by creating a multi-variable change-point regression model (CP-MVR) for electricity and natural gas use.



The baseline energy use model can be easily adjusted to account for changes in outdoor temperature for later measurement of energy savings.

- On-site Data Collection – Data collection may include personnel interviews, facility tours, and collection of sufficient data to support each recommendation’s savings estimates. Go may collect the following types of data as appropriate:
  - Spot Power Measurements – Spot power measurements may be taken of key equipment. Voltage, amperage, power factor and power may be measured.
  - Amperage Measurement and Logs – Amperage may be continuously measured and logged for key equipment, for a multi-week period.
  - Temperature and Humidity Level Measurement and Logs – Spot temperature measurements may be taken, and temperature and humidity levels may be measured and logged for a sample of areas.
  - Equipment Name Plate Data – Size, efficiency, performance ratings etc.
  - Equipment Counts – Motor, fan and light counts, etc.
  - Boiler and/or Furnace Combustion Efficiency – A combustion analyzer may be used to measure the combustion efficiency of any boilers or furnaces, including CO<sub>2</sub> levels and excess air percentage.
  - Air Flow Measurements – Air flow measurements at air distribution inlets or outlets may be taken.
  - Plug-load Measurements – Electricity use may be measured for significant plug-loads throughout the facility by logging or taking spot readings.
  - Thermal Imaging – Thermal images may be taken of heating systems, equipment, or building envelopes.
- Quantification of Energy and Cost Savings – Go will quantify energy and cost savings, including:
  - A detailed description of baseline operating conditions and energy use,
  - The proposed retrofit, upgrade, repair or change in operational procedures to be implemented, and
  - A transparent presentation of estimated energy, cost and green-house-gas (GHG) emissions savings, and simple payback for each potential measure identified including supporting engineering equations or software simulation details.
- Estimated Implementation Costs – Go may estimate implementation costs by consulting vendors, using past quotes we’ve obtained, or by consulting industry standard pricing such as RSMMeans Catalog or Grainger Catalog.

Go will incorporate the results of the study into a clear, complete and concise energy audit report. The report will be provided electronically and presented to the client.



## Requirements

Go may require the following information to conduct the proposed scope-of-work:

- Electric and fuel billing data for at least 12 months, but preferred for 36 months, and at least one copy of a recent bill for each utility.
- Access to data trends available through relevant automated control systems (refrigeration's, HVAC, steam, compressed air, etc.)
- Access to the facilities on an agreed upon date for the site audit, and subsequent visits to retrieve loggers if deployed.
- Access to key personnel that are familiar with the facility and equipment locations.
- Permission to deploy on-site data collection equipment, if necessary, as described in the prior scope.

## Terms and Conditions

### Independent Third-Party Consultant

Go does not sell equipment or design services, and is thus free of financial conflict of interest. As a result, we are legally and professionally obliged to provide independent and unbiased recommendations, which is part of our company ethos. As such, Go will not remove unfavorable savings estimates from the report, will not bias savings with liberal assumptions, and will otherwise present the energy savings with the most reasonable confidence. That said, Go always works with the clients to best address their concerns.

### Right of Service Refusal

Go maintains the right to withdraw service at any time should our employees be subjected to sexual harassment; discrimination or verbal harassment based on skin color, religious creed, sexual orientation or sex; or any other degrading, unwarranted or unprofessional treatment.

### Proposed Fees and Invoicing Terms

Go proposes to provide our services for a flat fee of \$37,750 Go will invoice the City of Fairfield for half of the fee after the first site visit and will subsequently invoice for the remaining half of the fee after the delivery of the final report.

Payment terms will be 30-days from the invoice date. If payments are not issued before the 30-day period, additional invoices will be issued with a 5% surcharge each month.



## Contractual Agreements

Go requires a purchase order (PO) or other legally valid indication from the City of Fairfield to proceed with this service. Issuing of a PO or other indication to proceed from the City of Fairfield indicates acceptance of these terms.

Alternately, signature of the following shall indicate an agreement to commence work within the above-stated scope of work. The signed agreement may be sent electronically or faxed to Go Sustainable Energy at (866) 623-7716.

### Representative of the City of Fairfield

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### Representative of Go Sustainable Energy

Print Name: John A Seryak

Signature:

Date: 11/21/2025



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Brian Rose, Fleet & Facilities Manager  
Department: Public Works

**Subject:**

Purchase of Staff Vehicle #7033 (Police)

**Legislation Title:**

\$50,000 - purchase & outfitting of a Staff Vehicle #7033 for the Police Department (Public Works)

**Recommendation:**

It is recommended that the City Council authorize and direct the preparation of legislation authorizing the appropriation of funding as detailed in the Financial Impact section from the Capital Improvement Fund for this purchase.

**Discussion:**

This request is for the purchase of a 2026 Honda CRV Hybrid vehicle with outfitting to be used by the Police Department as a staff vehicle. The hybrid vehicle was chosen to comply with our sustainability initiatives. This vehicle will replace vehicle #702, a 2012 Chevrolet Malibu, due to age and condition. The old unit will be auctioned. Three quotes were obtained for this purchase: one from Joe Morgan Honda for \$41,630 one from Jeff Wyler Honda for \$39,584, and one from Performance Honda for \$38,988. Performance Honda was chosen due to price and proximity. A vehicle of equal value could also be chosen from multiple vendors if this vehicle is unavailable at the time of purchase.

**Financial Impact:**

\$50,000 from the Capital Fund (\$38,988 for the vehicle+ \$11,012 for contingencies, outfitting, truck vault, and City fleet needs).

This vehicle is listed in the 2026 CIP as 6FT74 Replacement of Staff Vehicle (Police) \$140,000

**Emergency Provision:**

*No*

**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. Joe Morgan
2. Performance Honda
3. Wyler

4. Parr

STOCK J5443 VIN 7FARS6H89TE107122 833-717-1354

THIS VEHICLE IS TRENDING! 25 Views



◀ 1 / 19 ▶

POPULAR FEATURES

DETAILS

### New 2026 Honda CR-V Hybrid Sport-L in Monroe, OH

MSRP	\$42,130
Discount	\$500
Internet Price	<u>\$41,630</u>
<a href="#">Offers You May Qualify For</a>	
Captive Lease/Finance Offer v2	\$1,000
2026 Conquest Offer	\$1,250
College Graduate Bonus	\$500
Military Appreciation Offer	\$500
2026 Loyalty Offer	\$1,250
Conditional Final Price	\$37,630

[Sign Up For Price Drop Alerts](#)

 **Explore Payments** >

From Real-Time Lenders



**Value Trade-In** >

See Your Car's Value

Get ePrice

Confirm Availability

Get Pre-Approved



# Hybrid Sport-L SUV

Views in the past 30 days

<input checked="" type="radio"/> Crystal Black Pearl	Drivetrain	AWD
<input checked="" type="radio"/> Black	VIN	7FARS6H82TE101548
SUV/5 seats	Stock Number	2750860
37 <a href="#">Details</a>	Horsepower	145
Variable		

## Standard Features

- Exterior parking camera rear
- Front dual zone A/C
- Auto high-beam headlights
- Speed sensitive wipers

**MSRP** ⓘ \$41,675  
Wyler Discount -\$2,091

Wyler Price **\$39,584**

Military Offer: \$500 offer on select 2026 Honda CR-V Hybrid **\$500**  
[Details](#)

College Grad Offer: \$500 offer on select 2026 Honda CR-V Hybrid **\$500**  
[Details](#)

Loyalty/Conquest Offer: \$1,250 offer on select 2026 Honda CR-V Hybrid **\$1,250**  
[Details](#)

[Personalize Payment](#)  
[Apply for Financing](#)

[Get Today's Price](#)

[Calculate My Payment](#)

[Get More Info](#)



# Quote

Page 1 of 2

## Parr Public Safety Equipment

6106 Bausch Rd  
 Galloway OH 43119  
 United States  
 (866) 320-7277  
 www.parrpse.com

Date	7/15/2025
Estimate #	EST46353

Bill To
Fairfield Police Department 5230 Pleasant Ave Fairfield OH 45014 United States

Ship To
Fairfield Police Dept 5230 Pleasant Ave Fairfield OH 45014 United States

Expires	Sales Rep	PO #	Terms	Build ID
8/14/2025	59 Heller, Kevin		Net 30	
Year	Make	Model	Memo	
2026	Honda	CRV	undercover vehicle	
Shipping Method		Quote Approval Signature		
UPS Ground				

Item #	Vendor	Qty	U	Description	Note
Note		1	EA	undercover  Brian Rose brose@fairfield-city.org 513-867-4209	
EMPS1SLS3B	Soundoff Si...	4	EA	mpower® 3" Fascia Light w/ Stud Mount, 18" hard wire w/ sync option, SAE Class 1 & CA Title 13, 9-32 Vdc, Black Housing, 8 LED, Single Color - Blue	2- grille  2 - visor
PMP1BKDG AJ	Soundoff Si...	2	EA	Deck/Grille Adjustable Bracket Kit for mpower® 3" Fascia Light w/ Stud Mount - Black	
PMP1WSS2B	Soundoff Si...	2	EA	Window Shroud Kit (narrow) not for use with Grille Stud Mount - Black	
EMPS2STS2B	Soundoff Si...	2	EA	mpower® 4" Fascia Light w/ Stud Mount, 18" hard wire w/ sync option, SAE Class 1 & CA Title 13, 9-32 Vdc, Black Housing, 6 LED, Single Color - Blue	Rear hatch - window
PMP2WSSSB	Soundoff Si...	2	EA	Window Shroud Kit for 4" Light w/ Stud Mount - Black	
ETSA461HPP	Soundoff Si...	1	EA	nERGY 400 Series Handheld Remote Siren, 10-16v - 100 watt single-tone	
ETSS100J	Soundoff Si...	1	EA	100J Series Composite Speaker w/ Universal Bail Bracket - 100 watt	



# Quote

Page 2 of 2

## Parr Public Safety Equipment

6106 Bausch Rd  
 Galloway OH 43119  
 United States  
 (866) 320-7277  
 www.parrpse.com

Date	7/15/2025
Estimate #	EST46353

Item #	Vendor	Qty	U	Description	Note
Installation / In Shop		1	EA	Installation / In Shop 12	
Installation Supplies		1	EA	Misc installation hardware, wire, connectors, breakers/fuses, supplies	
Freight		1	EA	Freight Added at Time of Shipment	
WARRANTY		1		WE SOLDER AND HEAT SHRINK ALL CONNECTIONS AND WARRANTY WIRING FOR THE LIFE OF THE VEHICLE. ALL EQUIPMENT PURCHASED FROM PARR PUBLIC SAFETY WILL BE COVERED UNDER THE MANUFACTURERS WARRANTY AT NO COST FOR LABOR DURING THAT PERIOD. CUSTOMER PROVIDED EQUIPMENT INSTALLED WILL HAVE ALL LABOR WARRANTIED FOR 90 DAYS THEN NORMAL LABOR RATES WILL INCUR.	

<b>Total</b>	<b>\$3,451.25</b>
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NOTICE: Quote is only valid for 30 days from the issued date. Once order has been approved by customer and items are ordered, any changes or deletions will be subject to a 20% restocking charge. Prices and availability are subject to change without notice. Although we strive for accuracy, mistakes do happen. In the event of an incorrect price, you will be notified and given the option to accept the corrected price or cancel the order.





**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Jeremy Hamel, Treatment Superintendent  
Department: Public Utilities

**Subject:**

Water Division Raw Water Well #7 Inspection

**Legislation Title:**

\$10,780 - Water Division-Raw Water Well #7 Inspection (Public Utilities)

**Recommendation:**

It is recommended that the city council authorize an appropriation in the amount of \$10,780.00 for the Raw Water Well #7 inspection at the Water Treatment Plant.

**Discussion:**

Fairfield's Water Division pumps, treats and distributes about 6 million gallons of drinking water each day. Fairfield utilizes six raw water / groundwater production wells to supply water to its Water Treatment Plant. This project will include a full-service inspection of Well #7 and determine any needs for long or short-term maintenance. This ensures the reliability and consistent operation of our pumping process to the Water Treatment Plant. National Water Services has been selected to complete the planned maintenance service.

**Financial Impact:**

An appropriation in the amount of \$10,780.00 is being requested for inspection of the Raw Water Well #7 at the Water Treatment Plant.

Funding for this project was included in the approved 2026-2030 Capital Improvement Program (CIP) under project 6WT01, Maintain Raw Water Production Wells. The funding source is the Water Surplus Fund, 605.

**Emergency Provision:**

*No*

**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. 04162630\_City of Fairfield Well #7 Pump Inspection Proposal (04.16.26)



National Water Services, LLC  
 3949 Dayton Park Dr., Suite E  
 Dayton, Ohio 45414  
 Office: (937) 235-1030  
 Fax: (937) 237-1067

April 16, 2026

City of Fairfield  
 5021 Groh Lane  
 Fairfield, Ohio 45014  
 Attn: Jeremy Hamel

Subject: Well #7 Pump Inspeccion

Quote #: 041626-30

Mr. Hamel,

National Water Services LLC (NWS) is pleased to provide the following proposal for the removal and inspection of Well No. 7's pumping unit. The scope of work is as follows:

**General Assumptions**

- The Owner Will Assist With Any Necessary Lock-Out/Tag-Out (LOTO)
- The Owner Will Assist With Isolation Valve Operation
- The Owner Will Assist With Any Unwiring & Rewiring of Electrical Equipment
- The Owner Is Responsible For Collecting Any Water Quality/Bac-T Samples & Associated Costs
- The Owner Will Coordinate Powerline Coverings & De-Energizing W/ Utility Company
- The Jobsite Is Free of Overhead Obstacles Complying with OSHA Standard 1926.1408
- Site Restoration If Necessary Is The Responsibility of Others

**Project Budget**

Line Item #	Description	UOM	Qty.	Unit Price	Extended Price
1	Labor, Equipment & Material To Pull & Set One (1) 10" x 110' Line Shaft Turbine Pump	LS	1	\$9,780.00	\$9,780.00
2	Perform Pump Inspection & Issue Report *Any Repairs To Be Quoted Separately*	LS	1	\$1,000.00	\$1,000.00
<b>Contract Total:</b>					<b>\$10,780.00</b>



National Water Services, LLC  
3949 Dayton Park Dr., Suite E  
Dayton, Ohio 45414  
Office: (937) 235-1030  
Fax: (937) 237-1067

National Water Services LLC appreciates the opportunity to provide the City of Fairfield with this proposal. Should you have any questions regarding the report, please feel free to contact me at any time of your convenience on my cell phone (937) 602-4286.

Sincerely,

**National Water Services LLC**

A handwritten signature in blue ink, appearing to read "Josh Gavin".

Josh Gavin, Operations Manager



1. Proposal is based upon a 4 Day X 10 Hr, weekly work schedule, with Saturdays reserved as "make up" for any weather delay.

2. Proposal does not include costs to relocate, remove, abandon or replace existing buried utilities, conduits, vaults, other systems unless explicitly included in the proposal.

3. Proposal does not include costs to locate, demolish, remove or dispose of structures, foundations, piping, piling, wreckage, buried trash or other man-made obstructions which may be encountered while excavating on this project unless explicitly included in the proposal.

4. Proposal requires an equitable contract adjustment for any delay or impact caused by parties other than NWS, or any unforeseen site conditions, which may inhibit work.

5. Unless explicitly stated otherwise, Proposal requires that excess excavated material, including dirt, be left on site within 10' of excavation.

6. Proposal does not include rock removal unless explicitly included in the proposal.

7. Trench Shoring is not included, excavations shall be benched unless explicitly included in the proposal.

8. Subcontractors will not be signatory to project labor agreements unless explicitly included in the proposal.

9. Proposal requires Contractor and Subcontractors will utilize pre-existing, established project management, field supervision and labor work forces, and will follow "open shop" labor practices with regards to project staffing and work rules.

10. Proposal requires that NWS and Subcontractor work force will spend no more than 3 hours in project-specific orientation and safety training, prior to beginning work on the project.

11. Proposal includes cost for applicable standard insurance coverages but does not include cost for Builders Risk, Pollution, environmental, or Longshoreman insurance.

12. Proposal requires that the End User obtains all permits, including Rail Road Right Away, USOCE Permits etc.. Any and All Required Permits shall be furnished by others.

13. Proposal does include Local and State Sales Tax for permanent materials unless explicitly included in the proposal.

14. Unless the Proposal so requires, NWS and Subcontractors shall not be signatory to project labor agreements.

15. The Pump removal cost provided in your quotation represents cost associated with removing an intact assembly. If any component of the pumping unit assembly is detached such as the Oil Tube connection(s), line shaft connection(s) and column or drop pipe connection throughout the setting, the removal operation shall be suspended and the end user's representative will be notified. In such an event, NWS's crew will be demobilized, the client/end user will bare the expense of 50% of the original quoted removal cost. NWS's representative will develop a plan for removal of the detached assembly and furnish cost to the client/end user for remobilization, fabricating the retrieval devices and a per hour cost for removal efforts. NWS explicitly excludes any guarantee of success pertaining to retrieval. It also excludes any and all damage to the well, it's pumping unit or attachments during retrieval efforts.

16. Furnishing a Well Pump without NWS obtained Capacity Data:  
NWS is not responsible for Pumping Unit Performance in relationship with a wells capacity when data is obtained by others and provided to NWS and/or a recommendation has been made to clean the well by NWS.

17. Unless NWS has a current ongoing agreement with owner to maintain well capacity NWS excludes any guarantee of a wells ability to maintain capacity after a well cleaning or well revitalization.

18. Ingress and Egress: NWS removes Pumping Units and Drills Wells with rubber tire equipment. It is not responsible for cost associated with site access or site reclamation. Provisions shall be specifically included in your quotation for this if included in your proposal.

19. Test Drilling: NWS specifically excludes any guarantees, warranties, or promises regarding the quantity and quality of water produced by the Project.

20. EXCEPT FOR THE EXPRESS REPRESENTATIONS AND WARRANTIES SET FORTH IN THE PROPOSAL OR IN THIS DOCUMENT: (i) NEITHER PARTY HERETO NOR ANY PERSON ACTING ON SUCH PARTY'S BEHALF HAS MADE OR MAKES ANY EXPRESS OR IMPLIED REPRESENTATION OR WARRANTY WHATSOEVER, EITHER ORAL OR WRITTEN, WHETHER ARISING BY LAW, COURSE OF DEALING, COURSE OF PERFORMANCE, USAGE OF TRADE, OR OTHERWISE, ALL OF WHICH ARE EXPRESSLY DISCLAIMED; AND (ii) EACH PARTY HERETO ACKNOWLEDGES THAT IT HAS NOT RELIED UPON ANY REPRESENTATION OR WARRANTY MADE BY THE OTHER PARTY, OR ANY OTHER PERSON ACTING ON SUCH OTHER PARTY'S BEHALF, EXCEPT AS SPECIFICALLY PROVIDED IN THE PROPOSAL OR THIS DOCUMENT IN ENTERING INTO THIS WAIVER. THIS WAIVER OF CLAIMS INCLUDES, BUT IS NOT LIMITED TO, A WAIVER OF ANY CLAIMS REGARDING THE WARRANTIES OF FITNESS FOR A PARTICULAR PURPOSE, OR THE WARRANTY OF MARKETABILITY.

21. The Terms and conditions of work to be performed by NWS are expressly limited to the Proposal and this document. NWS field workers expressly lack the authority to bind NWS, or to amend any term, condition, or scope of performance related to the Proposal. The terms of this document, or the Proposal, shall only be amended by the express written consent of NWS officers, directors, or the sales representative(s) who submitted the Proposal.

#### **NATIONAL WATER SERVICES, LLC**

A Fully Licensed - Tennessee, Alabama, Mississippi, Arkansas & West Virginia Municipal and Utility General & Building Construction Contractor

AND A Licensed - TN, AL, MS, KY, IN, OH, AR, WV, GA & IL Well Driller and Pump Installer

WEB; [www.national-water.com](http://www.national-water.com)



**Terms and Conditions**

The contract price for this project has been calculated based on the current prices for the component materials. However, the market for these materials that are herein specified is considered to be volatile. i

National Water Services, LLC is pleased to quote these services and products for your application. This quotation is valid for **30 DAYS** from the date of this quotation.

Pursuant to General Contractors being provided being furnished quotations from NWS, we understand there is a potential for your award to be delayed up and until the expiration of your Bid Bond - 60 days. As a result NWS shall hold pricing for a 60 day period from the original bid date of the project. Specifically pertaining to material sales on Bid Build Projects, NWS shall furnish to you an itemized quotation separating the quoted components from start up and commissioning. Each shall be invoiced as follows: Material-net 60 day terms from the delivery date. Commissioning and Start Up-net 60 day terms from the event, neither supplied materials or Start Up and Commissioning shall be subject to Retainage.

**PRICE AND PAYMENT**

Unless otherwise agreed by National Water Services, LLC in writing, prices quoted - special packaging or any sales, use, excise, VAT or similar taxes. Taxes imposed by any federal, state, county, city or municipal law on the Goods will be added to the invoice unless a fully completed and executed tax exemption certificate is received by National Water Services, LLC with the executed purchase or contract order. Unless otherwise agreed by National Water Services, LLC in writing, payment terms are net thirty (30) days from the date of invoice. CLIENT SHALL PAY A LATE CHARGE OF ONE AND ONE-HALF PERCENT (1.50% ) PER MONTH ON ALL AMOUNTS NOT PAID WHEN DUE. Client waives its right to set-off against claims it may have against National Water Services, LLC and acknowledges that it may not suspend its payment obligations. National Water Services, LLC reserves the right to withhold shipment or to require other adequate assurances of performance of Clients payment obligations. Client shall be liable for all expenses, including attorneys' fees, relating to the collection of past due amounts.

Thank You,

**NATIONAL WATER SERVICES, LLC**

NWS Rep: Josh Gavin

Acceptance Of The Terms and Conditions

Client: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

Project: \_\_\_\_\_

Date: \_\_\_\_\_

Purchase Order# \_\_\_\_\_



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Mandi Brock, Parks & Recreation Director  
Department: Parks & Recreation

**Subject:**

Painting Aquatic Center

**Legislation Title:**

\$11,000 - Aquatic Center repairs (Parks & Recreation)

**Recommendation:**

It is recommended that City Council authorize an appropriation of \$11,000 from the Capital Fund to paint the aquatic center to preserve and enhance the facility's overall condition, appearance, and longevity.

**Discussion:**

The Parks Department requests approval to repaint the aquatic center building to refresh its appearance and maintain the facility's quality. Repainting will improve aesthetics, extend the life of the building surfaces, and better align the facility with the City's standards. The funding for this project is programmed in 2026-2030 as CIP 6RC06.

**Financial Impact:**

\$11,000 from the Recreational Facility Fund as CIP 6RC06.

**Emergency Provision:**

No

**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. Aquatic Center Quote 1
2. Aquatic Center Painting Quote

We exist to help companies protect and enhance their most valuable assets.

Oct. 6, 2025

Proposal: A - 12811

City of Fairfield

**Attn: Rodney Jones**

1741 W Texas Street

Fairfield, California 94533

**Site Location:** 2605 Augusta Blvd. Fairfield, OH 45014

Proposal: Aquatic center - Exterior

Hello Rodney,

We hereby propose to complete the above referenced project, according to the following specifications.

### **Metal Surfaces**

- 1.10 SSPC-SP12, LP WC Low-Pressure Water Cleaning. Water cleaning performed at pressures less than 5,000 psig.
- 1.16 Apply prime coat only to necessary areas including but not limited to bare steel, corroded areas, rigging scrapes, burnishes, welds and fasteners.
- 1.19 Apply (2) two finish coats to all surface areas.
- 1.25 Finish coat to match new color scheme.
- 1.27 Coating to be applied using spray application.

### **Masonry Surfaces**

- 5.07 SSPC-SP12, LP WC Low-Pressure Water Cleaning. Water cleaning performed at pressures less than 5,000 psig.
- 5.14 Apply prime coat only to necessary areas including but not limited to bare steel, corroded areas, rigging scrapes, burnishes, welds and fasteners.
- 5.17 Apply (2) two finish coats to all surface areas.

Proposal is valid for 30 days

---

We exist to help companies protect and enhance their most valuable assets.

- 5.22 Finish coat to match new color scheme.
- 5.23 Coating to be applied using brush and roll application.
- 5.24 Coating to be applied using spray application.

Proposal is valid for 30 days

We exist to help companies protect and enhance their most valuable assets.

**Total Cost Labor and Material Equipment:**

Total \$8,980.00

Includes,

- Up to (2) finish coats
- Equipment & lift needed for access
- Application of up to (3) colors on CMU and (1) on metal & siding
- SW Superpaint (Satin) on CMU
- SW Multi-Surface Acrylic on Soffits, Siding, and Fascia
- Colors matched to mural
- CMU on North, East, & West faces
- (2) coats on Soffit and Fascia on lower elevation (dark blue)
- Coating downspouts to match up to (3) surrounding colors
- Coating of (2) Roll down doors, (1) man door, and (1) swing door.

*Excludes:* prefinished dormer siding and fascia coating

Soffit & Fascia Repair \$1,600.00

- Remove and Replace existing damaged aluminum soffit
- Remove and Replace damaged fascia coil stock
- Tighten up all loose fascia

Caulking \$2,000.00

Remove and replace exterior caulking (block to slab)

Dormer Coating \$1,400.00

Clean, Prep. and (2) coat dormers to one of the provided colors

\*If a **3rd coat** is needed for color coverage on CMU \$2,000 in labor, materials, sundries, and equipment will be added for a new total of **\$10,980**

Proposal is valid for 30 days



# Brian Bros. Painting & Restoration, LLC

4808 W. Versailles Rd. • Piqua, Ohio 45356 • (937) 773-3458 • Fax: (937) 773-5736

September 5, 2025

Proposal Submitted To: City of Fairfield  
8870 North Gilmore Rd.  
Fairfield, Ohio 45014

Re: Aquatic Center located at 2605 Augusta Blvd. Painting Project for North, East and West Sides.

#### Areas of Work:

Preparation and painting of block walls on North, East and West sides of building, 17 vents and 5 roof gables.

Alternate One- Painting of soffits and gutters.

#### Surface Preparation

Contractor is to remove loose paint, chalk, dirt, mildew and any other contaminates with RP-01-72 power wash and hand tool cleaning to assure good paint adhesion.

#### Paint System

- Apply two coats of Sherwin Williams Loxon XP to block areas.
- Apply one full coat of Sherwin Williams Pro-Cryl Primer to vents.
- Apply one full coat of Sherwin Williams Super Paint finish to vents, roof gables, soffits and gutters.

This price includes all labor, materials, services, supplies, equipment and lifts to complete all preparation and painting.

**Block Wall, Vents and Roof Gable Price \$14,300.00**

**Alternate One Soffit and Gutter Price \$1200.00**

Respectfully Submitted,

Brian Toopes  
Brian Bros. Painting & Restoration, LLC



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Gillian Hart, Sustainability Manager  
Department: City Manager's Office - COO

**Subject:**

Appropriation for improvements as related to implementation of Fairfield Sustains initiatives.

**Legislation Title:**

\$18,500 - Fairfield Sustains: Composting Shelter (City Manager's Office - Sustainability)

**Recommendation:**

It is recommended that City Council approve an appropriation of \$18,500.00 for a shelter to house community composting bins.

**Discussion:**

This project directly advances the goals outlined in the Resource Conservation framework of Fairfield Sustains, which promises to increase overall waste reduction by 10% from baseline by 2030, community wide. The requested appropriations will advance this action by providing all Fairfield residents with a convenient, effective, and free method for diverting food scraps from the landfill, thereby supporting city-wide sustainability goals and offering diverse waste diversion services to every household. It is anticipated this pilot program will be made available to the community summer 2026.

The requested appropriations will be used to procure and install a secure, custom-designed outdoor shelter. This structure is paramount, functioning as a vital protective measure that shields the primary five (5) 64-gallon collection carts from weather, ensuring optimal material quality and operational reliability year-round.

The shelter will be purchased from Weaver Barns. A proposal for pricing is attached for council review.

**Financial Impact:**

An appropriation in the amount of \$18,500.00 is being requested for a composting shelter, including limited contingency.

Funding for this project is included in the 2026-2030 Capital Improvement Program as 6CM07 – Sustainability Improvements. The funding source is the Sustainability Fund (416).

**Emergency Provision:**

No

**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. City of Fairfield Weaver Barns Quote
2. Freedom Room Shelter Quote

Name City of Fairfield  
 Name City of Fairfield  
 Phone 513-858-8350  
 Phone  
 Email ghart@oh.gov  
 Email gillianghart@gmail.com  
 Salesperson Mitchell Crawford



**Weaver Barns** Ltd.  
 "everyone needs a little structure in their life"

Weaver Barns of Cincinnati  
 5852 Dixie Hwy  
 Fairfield, OH 45014  
 513-390-3724

# Quote 50152

Quote Date 12/3/2025

Site Ready Date

Delivery Date

Arrival Time

Crew

Bill To

Ship To

## Structure

12x18	Lakewood	Solid Pine	Assembled on Site	Sidewall 8	Roof Pitch 2	\$12,192.00
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## Finish / Features

Stain	Timber	Ceiling	Anchor Type Anchor	Feature Choice Horizontal	\$2190.00
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## Structural

1	Pressure Treated Posts, Beams, Brackets	\$1,219.00	\$1,219.00
1	Closed CeilingTnG Pine	\$609.00	\$609.00

## Roof

1	Drip Edge	\$0.00	\$0.00
1	Metal Roof	\$0.00	\$0.00

## Pavilion

20	Gutters & Downspouts	\$22.00	\$440.00
7	Pavilion Wood Trim Base	\$50.00	\$350.00

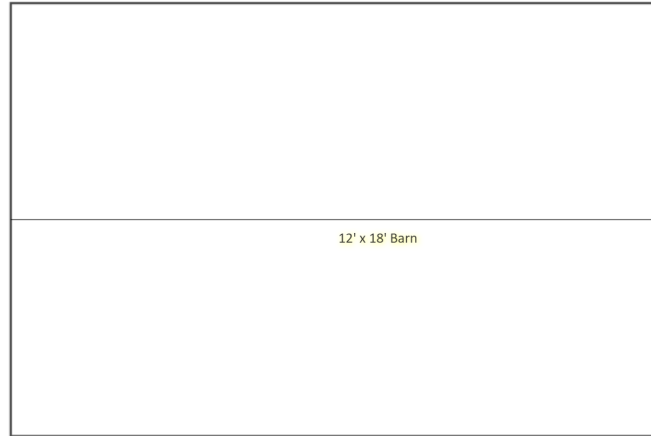
	<b>Options Total</b>	\$4,808.00
	<b>Options Credits</b>	\$0.00
	<b>Sub Total After Options</b>	\$17,000.00
	<b>December Special</b>	-\$850.00
	<b>Subcontractor Total</b>	
	<b>Delivery</b>	\$0.00
	<b>Sub Total Before Tax</b>	\$16,150.00
	<b>Tax ( )</b>	\$0.00
	<b>Sub Total After Tax</b>	\$16,150.00
	<b>Deposit</b>	
_____	<b>Balance Due</b>	\$16,150.00

Initials

## Notes



## Visual Design



\_\_\_\_\_  
Initials



# Example Construction Contract

This Agreement is made between Weaver Barns and City of Fairfield on 12/3/2025 appearing on the order to perform the work as listed on the order form attached. You certify that you are qualified to and authorize Weaver Barns and its employees, dealers and subcontractors' access to the property on the ship- too address on the order to fulfil any needs. You also release them from any and all liabilities including but not limited to damage to your driveway, lawn, septic systems, piping etc. You acknowledge that you have the right to enter into this contract and your electronic signature is as binding as a physical one.

**Permits:** Customer is responsible for all Building Permits.

**Quote:** Free

**Placing the Order:** A 10% Deposit is required to place an order.

**Final Payment:** Final payment is due (COD) on the day of the delivery. Please remit payment to Weaver Barns and deliver to the onsite Builder or Delivery Person. All pricing on an order with a deposit, is good for 6 Months from the time which the order was placed.

**Delivery Complications:** If the product has been loaded for delivery for the following day and needs to be postponed due to your request a \$150 'reloading fee' will apply. If your site is inadequate when we arrive and we need to return on a different day there will be a 'return trip' fee assessed of a minimum of \$250 and a maximum of \$550 depending on your location.

**Cancelation:** If an order is canceled within 6 months of the initial Order the deposit will be refunded in full if the order has not been finalized\*. Once the order has been finalized or 6 months has passed from the original order date (Whichever comes first) the 10% Deposit (of the subtotal before tax) becomes nonrefundable. These funds are available to be used towards Weaver Barns product for 2 years after the deposit was given, after 2 years it will become the property of Weaver Barns and is not usable towards any product.

\*If internal drawings or stamped drawings were made (within the 6 months period or pre finalization) for this project a fee will be assessed which the deposit will be applied to.

- **Assemble on Site Delivery:** The crew delivering this structure will back in to the building site. Unless a carry charge is selected, you give your consent to do this while releasing them from any liabilities with ruts or damage to your yard. If this is not an option, a carry charge fee will apply.

---

Customer Signature

---

Customer Printed Name



Give Us A Ring  
512-777-0154

# Freedom Room Cart Items

Subtotal  
**\$23,562.00**

Checkout



**Glazier Hideaway Pavilion**

**Price** ~~\$23,599.95~~ \$21,562.00

**Size** 16 x 16

**Wood Type** Premium Douglas Fir

**SKU**

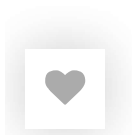
Quantity

**\$23,562.00**

x

★ FR Reviews

Enter a gift note or special delivery instructions below:



Chat <sup>1</sup>

Special instructions

Subtotal

\$23,562.00

Taxes and [shipping](#) calculated at checkout

Checkout

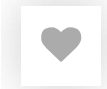


[Continue shopping >](#)

Shipping will be calculated when shipping address is entered in checkout.

★ FR Reviews

COMPANY



## CUSTOMER SUPPORT

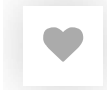
### DROP US A LINE

512-777-0154

### Have a question?

Support@FreedomRoom.com

### Austin, TX



★ FR Reviews

1

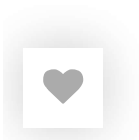
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★ FR Reviews





**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Brian Rose, Fleet & Facilities Manager  
Department: Public Works

**Subject:**

Purchase of Staff Vehicle Truck #7032 (Police)

**Legislation Title:**

\$75,000 - purchase & outfitting of a Staff Vehicle Truck #7032 for the Police Department (Public Works)

**Recommendation:**

It is recommended that the City Council authorize and direct the preparation of legislation authorizing the appropriation of funding as detailed in the Financial Impact section from the Capital Improvement Fund for this purchase.

**Discussion:**

This request is for the purchase of a 2026 Ford F-150 Pickup. 4WD, Crew Cab Pickup Truck with outfitting to be used by the Police Department as a staff vehicle and to haul crime scene evidence when needed. This vehicle will replace vehicle #705, a 2010 Toyota Tacoma Pickup Truck, due to age and condition. The old unit will be auctioned. Three quotes were obtained for this purchase: one from Cronin Ford for \$56,843, one from Kerry Ford for \$60,731, and one from Beau Townsend Ford for \$56,550. Beau Townsend Ford was chosen due to price. A vehicle of equal value could also be chosen from multiple vendors if this vehicle is unavailable at the time of purchase.

**Financial Impact:**

\$75,000 from the Capital Fund (\$56,550 for the Truck + \$18,450 for contingencies, outfitting, truck vault, and City fleet needs).

This vehicle is listed in the 2026 CIP as 6FT74 Replacement of Staff Vehicle (Police) \$140,000

**Emergency Provision:**

*No*

**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. Beau Townsend
2. Cronin
3. Kerry





Prepared by: Colt Walden

04/17/2026

Beau Townsend Ford | 1020 W. National Rd. Vandalia Ohio | 453771025

---

2026 F-150 4x4 SuperCrew Cab 5.5' box 145" WB XLT (W3L)

Price Level: 640

---

Re: Vehicle Proposal 04/17/2026

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To Whom It May Concern,

Thank you very much for your interest in acquiring a vehicle from our dealership. We concur that your interest is well deserved. We hope that an outstanding product lineup and our dedication to customer service will enhance your ownership experience should you decide to buy a vehicle from us.

Attached, please find additional information that I hope will assist you in making a more informed decision. Please feel free to contact me at any time as I would truly appreciate the opportunity to be of service to you.

Sincerely,

**Colt Walden**

937-264-2126



Prepared by: Colt Walden

04/17/2026

Beau Townsend Ford | 1020 W. National Rd. Vandalia Ohio | 453771025

## 2026 F-150 4x4 SuperCrew Cab 5.5' box 145" WB XLT (W3L)

Price Level: 640

### As Configured Vehicle

Code	Description
<b>Base Vehicle</b>	
W3L	Base Vehicle Price (W3L)
<b>Packages</b>	
302A	<p><b>Equipment Group 302A Mid</b></p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> <li>- <i>Transmission: Electronic 10-Speed Automatic</i> <i>Includes SelectShift with progressive range select and selectable drive modes: normal, ECO, sport, tow/haul, slippery, deep snow/sand and mud/rut.</i></li> <li>- <i>Tires: 275/65R18 BSW A/T</i></li> <li>- <i>Radio: AM/FM Stereo w/SiriusXM 360L</i> <i>Includes 7 speakers and auxiliary audio input jack. Note: includes a three (3)-month prepaid subscription. Service is not available in Alaska and Hawaii. Note: all SiriusXM services require a subscription, sold separately by SiriusXM after the trial period. Your SiriusXM service will automatically stop at the end of your trial unless you decide to subscribe. If you decide to continue service, the subscription plan chosen will automatically renew and be charged according to your chosen payment method at the then-current rates. Fees and taxes apply. See the SiriusXM customer agreement &amp; privacy policy at <a href="http://www.siriusxm.com/">http://www.siriusxm.com/</a> for full terms and how to cancel, which includes online methods or calling 1-866-635-2349. Available in the 48 contiguous United States, D.C., and Puerto Rico (with coverage limits and capable receiver). Visit <a href="http://www.siriusxm.com/FAQS">http://www.siriusxm.com/FAQS</a> for most current service area information. Availability of some services and features is subject to device capabilities and location restrictions. All fees, content and features are subject to change. SiriusXM, Pandora and all related logos are trademarks of Sirius XM Radio Inc. and its respective subsidiaries.</i></li> <li>- <i>Ford Connectivity Package (1-Year Included)</i> <i>Includes (features may vary by make and model) unlimited Wi-Fi hotspot, audio and video streaming, voice assistant and entertainment. Included for one-year from warranty start date. Requires activation via Ford app with credit card authorization; customer may cancel at any time. Evolving technology/cellular networks/vehicle capability may limit functionality and prevent operation of connected features. Ford may temporarily slow data speeds if such data usage reaches or exceeds 50GB within a billing cycle or due to network limitations. If a customer uses more than 50% of their data usage in a roaming country during a 60-day period, Ford may remove or limit the customer's data plan.</i></li> <li>- <i>SYNC 4 w/Enhanced Voice Recognition</i> <i>Includes 12" center display, wireless phone connection, cloud connected, AppLink with App catalog, 911 Assist, Apple CarPlay and Android Auto compatibility, digital owners manual and conversational voice command recognition.</i></li> <li>- <i>Body-Color Door Handles</i></li> <li>- <i>Black Platform Running Boards</i></li> <li>- <i>Wrapped Steering Wheel</i></li> <li>- <i>Dual-Zone Electronic Automatic Temperature Control (DEATC).</i></li> <li>- <i>Ford Connectivity Package (1-Year Included)</i></li> </ul>

Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.



Prepared by: Colt Walden

04/17/2026

Beau Townsend Ford | 1020 W. National Rd. Vandalia Ohio | 453771025

## 2026 F-150 4x4 SuperCrew Cab 5.5' box 145" WB XLT (W3L)

Price Level: 640

### As Configured Vehicle (cont'd)

Code	Description
	<p><i>Includes (features may vary by make and model) unlimited Wi-Fi hotspot, connected navigation, audio and video streaming, voice assistant and entertainment. Included for one-year from warranty start date. Requires activation via Ford app with credit card authorization; customer may cancel at any time. Evolving technology/cellular networks/vehicle capability may limit functionality and prevent operation of connected features. Ford may temporarily slow data speeds if such data usage reaches or exceeds 50GB within a billing cycle or due to network limitations. If a customer uses more than 50% of their data usage in a roaming country during a 60-day period, Ford may remove or limit the customer's data plan.</i></p> <ul style="list-style-type: none"> <li>- Ford Co-Pilot360 Assist 2.0</li> <li><i>Includes AEB oncoming.</i></li> <li>- 360 Degree Camera</li> <li>- Adaptive Cruise Control w/Stop &amp; Go</li> <li><i>Includes lane centering and predictive speed assist.</i></li> <li>- Front Parking Sensors</li> <li>- Towing Technology</li> <li><i>Includes pro trailer back up assist and pro trailer hitch assist.</i></li> <li>- Power Glass Heated Sideview Mirrors</li> <li><i>Includes manual-folding, turn signals, high-intensity LED security approach lamps, LED sideview mirror spotlights and chrome skull caps.</i></li> <li>- Auto-Dimming Rearview Mirror</li> <li>- Remote Start System w/Remote Tailgate Release</li> <li>- Heated Front Seats</li> <li>- Intelligent Access w/Push Button Start</li> <li><i>Includes approach detection.</i></li> <li>- Power-Sliding Rear Window</li> <li>- 400W Pro Power Onboard (Cab &amp; Bed)</li> </ul>
<b>Powertrain</b>	
995	<p><b>Engine: 5.0L V8</b></p> <p><i>Includes auto start-stop technology.</i></p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> <li>- 50-State Emissions</li> <li><i>Standard equipment on 2.7L (99P) and 5.0L V8 (995). Automatically added to 3.5L Ecoboost (998) and 3.5L PowerBoost full hybrid (99D) orders from dealers located in the following California emissions states: California, Massachusetts, New York, Oregon, Pennsylvania, Vermont and Washington. Available 3.5L Ecoboost (998) and 3.5L PowerBoost full hybrid (99D) option for dealers in federal states for all order types (retail / stock / fleet): Arizona, Connecticut, Delaware, Idaho, Maine, Maryland, Montana, New Hampshire, New Jersey, Nevada, Ohio, Rhode Island and West Virginia. Available option for dealers located in all states for retail orders. Available option for dealers located in all states for commercial / rental fleet orders. Available option for dealers located in all states for government fleet orders with ship-to addresses in California emissions states.</i></li> <li>- GVWR: 7,100 lbs Payload Package</li> </ul>
44G	<p><b>Transmission: Electronic 10-Speed Automatic</b></p> <p><i>Includes SelectShift with progressive range select and selectable drive modes: normal, ECO, sport, tow/haul, slippery, deep snow/sand and mud/rut.</i></p>
XL6	<b>Electronic Locking w/3.73 Axle Ratio</b>
NONGV1	<b>GVWR: 7,100 lbs Payload Package</b>

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Prepared by: Colt Walden

04/17/2026

Beau Townsend Ford | 1020 W. National Rd. Vandalia Ohio | 453771025

2026 F-150 4x4 SuperCrew Cab 5.5' box 145" WB XLT (W3L)

Price Level: 640

## As Configured Vehicle (cont'd)

Code	Description
<b>Wheels &amp; Tires</b>	
STDTR	Tires: 275/65R18 BSW A/T
NONWL2	Wheels: 18" Gloss Black
<b>Seats &amp; Seat Trim</b>	
F	<p>Unique Sport Cloth 40/Console/40 Front-Seats</p> <p><i>Includes power driver/manual passenger lumbar, flow-through console with floor shift and two (2) USB charge only ports.</i></p>
<b>Other Options</b>	
145WB	145" Wheelbase
STDRD	<p>Radio: AM/FM Stereo w/SiriusXM 360L</p> <p><i>Includes 7 speakers and auxiliary audio input jack. Note: includes a three (3)-month prepaid subscription. Service is not available in Alaska and Hawaii. Note: all SiriusXM services require a subscription, sold separately by SiriusXM after the trial period. Your SiriusXM service will automatically stop at the end of your trial unless you decide to subscribe. If you decide to continue service, the subscription plan chosen will automatically renew and be charged according to your chosen payment method at the then-current rates. Fees and taxes apply. See the SiriusXM customer agreement &amp; privacy policy at <a href="http://www.siriusxm.com/">http://www.siriusxm.com/</a> www.siriusxm.com for full terms and how to cancel, which includes online methods or calling 1-866-635-2349. Available in the 48 contiguous United States, D.C., and Puerto Rico (with coverage limits and capable receiver). Visit <a href="http://www.siriusxm.com/FAQS">http://www.siriusxm.com/FAQS</a> for most current service area information. Availability of some services and features is subject to device capabilities and location restrictions. All fees, content and features are subject to change. SiriusXM, Pandora and all related logos are trademarks of Sirius XM Radio Inc. and its respective subsidiaries.</i></p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> <li>- Ford Connectivity Package (1-Year Included) <ul style="list-style-type: none"> <li><i>Includes (features may vary by make and model) unlimited Wi-Fi hotspot, audio and video streaming, voice assistant and entertainment. Included for one-year from warranty start date. Requires activation via Ford app with credit card authorization; customer may cancel at any time. Evolving technology/cellular networks/vehicle capability may limit functionality and prevent operation of connected features. Ford may temporarily slow data speeds if such data usage reaches or exceeds 50GB within a billing cycle or due to network limitations. If a customer uses more than 50% of their data usage in a roaming country during a 60-day period, Ford may remove or limit the customer's data plan.</i></li> </ul> </li> <li>- SYNC 4 w/Enhanced Voice Recognition <ul style="list-style-type: none"> <li><i>Includes 12" center display, wireless phone connection, cloud connected, AppLink with App catalog, 911 Assist, Apple CarPlay and Android Auto compatibility, digital owners manual and conversational voice command recognition.</i></li> </ul> </li> </ul>
53T	<p>Tow/Haul Package</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> <li>- Integrated Trailer Brake Controller</li> <li>- Electronic Locking w/3.73 Axle Ratio</li> </ul>

Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.



Prepared by: Colt Walden

04/17/2026

Beau Townsend Ford | 1020 W. National Rd. Vandalia Ohio | 453771025

## 2026 F-150 4x4 SuperCrew Cab 5.5' box 145" WB XLT (W3L)

Price Level: 640

### As Configured Vehicle (cont'd)

Code	Description
193	<b>XLT Black Appearance Package</b> <i>Includes:</i> <ul style="list-style-type: none"> <li>- Wheels: 18" Gloss Black</li> <li>- 6" Black Running Boards</li> <li>- Body-Color Front &amp; Rear Bumpers</li> <li>- Body-Color Door Handles</li> <li>- Gray Box Side Decal</li> <li>- Black Exterior Badging</li> <li>- Black Grille</li> <li>- Dark Interior Appliques</li> <li>- Unique Sport Cloth 40/Console/40 Front-Seats</li> </ul> <i>Includes power driver/manual passenger lumbar, flow-through console with floor shift and two (2) USB charge only ports.</i>
18B	<b>Black Platform Running Boards</b>
47R	<b>Tray Style Floor Liner w/Carpet Mats</b>
67T	<b>Integrated Trailer Brake Controller</b>
67Q	<b>Driver's Side SecuriCode Keyless-Entry Keypad (67Q)</b>
PAINT	<b>Monotone Paint Application</b>

### Fleet Options

WARANT	<b>Fleet Customer Powertrain Limited Warranty</b> <b>Requires valid FIN code.</b> <i>Ford is increasing the 5-year 60,000-mile limited powertrain warranty to 5-years, 100,000 miles. Only Fleet purchasers with a valid Fleet Identification Number (FIN code) will receive the extended warranty. When the sale is entered into the sales reporting system with a sales type fleet along with a valid FIN code, the warranty extension will automatically be added to the vehicle. The extension will stay with the vehicle even if it is subsequently sold to a non-fleet customer before the expiration. This extension applies to both gas and diesel powertrains. Dealers can check for the warranty extension on eligible fleet vehicles in OASIS. Please refer to the Warranty and Policy Manual section 3.13.00 Gas Engine Commercial Warranty. This change will also be reflected in the printed Warranty Guided distributed with the purchase of every new vehicle.</i>
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### Exterior Color

JS_01	<b>Iconic Silver Metallic</b>
-------	-------------------------------

### Interior Color

FB_01	<b>Black w/Unique Sport Cloth 40/Console/40 Front-Seats</b>
-------	---

Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.



Prepared by: Colt Walden

04/17/2026

Beau Townsend Ford | 1020 W. National Rd. Vandalia Ohio | 453771025

2026 F-150 4x4 SuperCrew Cab 5.5' box 145" WB XLT (W3L)

Price Level: 640

## Pricing Summary - Single Vehicle

	<b>MSRP</b>
<i>Vehicle Pricing</i>	\$64,965.00
<b>Subtotal</b>	<b>\$64,965.00</b>
 <i>Pre-Tax Adjustments</i>	
<b>Description</b>	<b>MSRP</b>
45 DAY TEMP TAG AND TITLE FEE	\$41.00
GOVERNMENT PRICE CONCESSIONS #22505T	-\$3,500.00
BEAU TOWNSEND FORD DISCOUNT	-\$4,956.00
<b>Total</b>	<b>\$56,550.00</b>

\_\_\_\_\_  
Customer Signature

\_\_\_\_\_  
Acceptance Date

Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.

# 2025 Ford F-150 XLT

New 163 views in the past 7 days

[Track Price](#) [Save](#)



**\$56,843** \$70,775 MSRP<sup>1</sup>

- [Confirm Availability](#)
- [Value Your Trade](#)
- [Chat With Us](#)

## Price details

MSRP <sup>1</sup>	\$70,775
Cronin Savings	-\$7,932
Sale Price <sup>**</sup>	\$62,843
Factory Rebates	-\$6,000
<b>Cronin Price</b>	<b>\$56,843</b>

[Cronin Ford Inc](#) **Call 877-729-2873**  
[Location Details](#) We're here to help

[TEXT](#)

# 2026 Ford F-150 XLT Truck V8 4WD

New 5 views in the past 7 days

Track Price

Save

Play Video / Interactive 360°



Right by You!

155 West Kemper  
Cincinnati, Oh 45246  
513-776-3748

**\$57,871** \$65,080 MSRP<sup>1</sup>

Finance  
**\$587 / mo**

Cash  
**\$60,371**

[Explore More Specials](#)

Personalize Payment >

Ask a Question >

Get E Price >

Check/Confirm Availability >

Kerry Ford Inc Call 513-776-3748





**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Brian Rose, Fleet & Facilities Manager  
Department: Public Works

**Subject:**

Public Works Repairs and Upgrades

**Legislation Title:**

\$85,000 - Public Works Building Repairs and Upgrades (multiple vendors; Public Works)

**Recommendation:**

It is recommended that the City Council authorize and direct the preparation of legislation authorizing the appropriation of funding as detailed in the Financial Impact section from the Capital Improvement Fund for this purchase.

**Discussion:**

This request is for the purchase of (4) 19,000 lb. mobile lift columns that can lift up to and including a fire truck for repairs. This equipment is being purchased through Snap-On Industrial with contracts held with Sourcewell joint purchasing program, contract #013020-SNP, utilizing Ohio Revised Code Section 9.48 (B)(2) allowing for the purchase of contract items through a joint purchasing program operated by or through a national or state association of political subdivisions in which the City is a member thereof. This request also includes exterior painting at the Public Works Buildings to keep the buildings in good repair.

**Financial Impact:**

\$85,000 from the Capital Fund (\$61,576 for the lifts + \$13,937 Public Works exterior painting + \$9,487 for contingencies, and City Wide Facility needs).

This project is listed in the 2026 CIP as 6FC61 Public Works Repairs and Upgrades (\$180,000)

**Emergency Provision:**

*No*

**Rule Suspension Requested:**

No

**ATTACHMENTS:**

1. Quote IMP-001626534
2. sslr23032-CLHM
3. Public Works Bldg Out Painting



# Quote

**Submit to** Snap-on Industrial  
 3011 IL RTE 176, Door 1  
 Crystal Lake, IL 60014  
 877-740-1900

**Quote Number** IMP-001626534  
**Quote Date** 3/24/2026  
**Quote Expiration Date** 5/23/2026  
**Customer Name** FAIRFIELD, CITY OF FAIRFIELD, CITY  
**Customer BP** 201459402  
**Contact Information:**  
**Name** Joe McQueen  
**E-mail** jmcqueen@fairfield-city.org  
**Phone Number** 513-867-4239  
**Sales Rep** LANGHALS, ADAM  
**Mobile #** 513-582-5300  
**E-mail Address** Adam.T.Langhals@snapon.com

**Ship Via** 1 - UPS GROUND  
**Payment Terms** P30 - NET 30 DAYS  
**Ship to** 201459402  
 FAIRFIELD, CITY OF FAIRFIELD, CITY  
 8870 N GILMORE RD  
 FAIRFIELD OH 45014  
**Bill to** 201459393  
 DO NOT MAIL DO NOT MAIL  
 5350 PLEASANT AVE accounting@fairfieldoh.gov  
 FAIRFIELD OH 45014

Line Number	Part Number	Description	COO	Quantity	Unit Net Price	Line Total
1	CHG1444319162	MOBILE COLUMN LIFT PACKAGE	USA	1	\$61,575.45	\$61,575.45

Notes: Package includes; (4) CLHM-190 mobile column lifts in color blue, (1) set of two CLHM-EL90-LP lower profile end lift adaptors, (1) CLHM-CART storage cart. Price includes delivery. Estimated lead time is 2-3 weeks ARO.

**Total Weight** 1.00 lbs  
**Sub Total** \$61,575.45  
**Shipping** \$0.00  
**Tax** \$0.00

---

**Grand Total** \$61,575.45

Quote Notes: \*\*\* Items quoted in accordance with Sourcewell Contract 013020-SNP - Vehicle Lifts, Garage and Fleet Maintenance Equipment. \*\*\*

Tax and freight shown are estimates.

Applicable tax and freight will be charged to the Customer's account.

The sale of product is subject to Snap-on Industrial's standard terms and conditions of sale. Placement of an order is Customer's assent to these terms and conditions and Snap-on hereby objects to any additional and/or different terms, which may be contained in any Customer forms or other documents. No such additional terms will be of any force or effect.

Custom tool kits, tool designs and prints that have been approved and ordered cannot be canceled or refunded.

The sale of product is subject to Customer meeting Snap-on Industrial's credit approvals. Financing through Snap-on Credit LLC is available on most purchases. Ask your Sales Rep for more information.

\*Please provide vendor and pricing information to customer service on this part number.

# HD MOBILE COLUMNS CLHM

Our MobileHD columns are capable of lifting **14,000 or 19,000 lbs. per column** on any solid surface. Built with a heavy-duty tow handle for comfortable maneuverability.

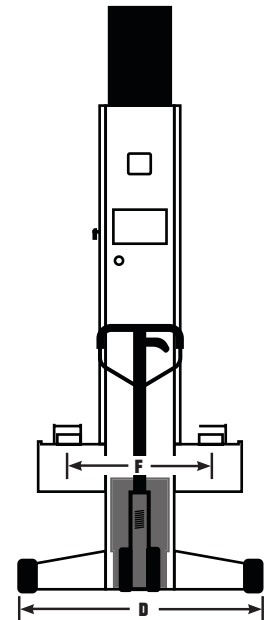
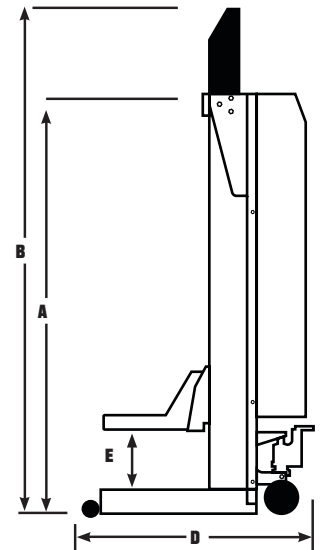
## REQUIREMENTS

- 14' 8" MINIMUM**
- 14' RECOMMENDED**
- 28' RECOMMENDED**
- BATTERY**



## SPECIFICATIONS

MODEL NUMBER	CLHM-140	CLHM-190	CLHM-190W
Description	Heavy-Duty	Heavy-Duty	Wide Heavy-Duty
Lifting Capacity	<b>14,000 lbs.</b>	<b>19,000 lbs.</b>	
Height of Lift Unit (A)	88½"		
Overall Height of Lift Unit at Full Rise (B)	157½"		
Width of Lift Unit (C)	44¼"		
Length of Lift Unit (D)	53¾"		
Max. Lift Height 4+ Units (E)	69"		
Max. Lift Height (with 2 units)	32"		
Wheel Diameter (F)	Min. 5" - Max. 24½"		Min. 4" - Max. Determined by tire diameter
Max. Hydraulic System Operating Pressure	2,180 psi	2,600 psi	
Lift Speed (Max. Load)	60" per minute		
Weight of Lift Unit	1,485 lbs.	1,510 lbs.	1,575 lbs.
Footprint of Lift Unit	650 sq. in.		705 sq. in.
Ground Pressure for each Lift (Max. Load)	23.8 psi	31.6 psi	29.2 psi
Turning Radius of Lift Unit	47"		
Operating Peak Power	4HP		
Operating Voltage	24 VDC Nominal		26 VDC Nominal
Charger Voltage Required	120 VAC @ 60 Hz		122 VAC @ 60 Hz
Charger Amps Required	1.3 amps		2.3 Amps
ALI® Certified	<input checked="" type="checkbox"/>		



# CDA PROPERTIES, LLC

# Estimate

4044 Huston Rd.  
 Hamilton, OH 45013  
 513-310-3841

Date	Estimate #
3/16/2026	1247

Name / Address
City of Fairfield Attn: Brian Rose 8870 N. Gilmore Rd. Fairfield, OH 45014

Description	Total
<b>PUBLIC WORKS BUILDING: EXTERIOR PAINTING</b>  1) Building #1: a. Paint Truck Wash Wall Light Grey 80' x 24' b. Paint Lettering Black c. Paint Compressor Room Bump Out Walls Light Grey 80' x 24' d. Paint Large Overhead Garage Door Metal Trim  2) Buildings 2, 3, 4, 5  a. Paint Building's Main Doors and Frames Dark Grey to Match Building #1 (5) b. Paint Metal Garage Door Trim on Buildings 2, 3, 4, 5 (5)  Prior to Painting On All Buildings: a. Minor Scraping on Walls and Metal Garage Door Frames b. Paint Rusted Area's of Metal Frame with Oil Based Primer as Needed  Labor, Materials and 45' Lift Rented from BobCat Enterprizes for 1 week to complete job	13,937.00
Thank you for the opportunity to service the City of Fairfield.	<b>Total</b> \$13,937.00



**City Council Communication  
Regular Meeting - April 27, 2026**

Submitted by: Chad Cooper, Interim Fire Chief  
Department: Fire

**Subject:**

Medication vaults and key secure device replacement

**Legislation Title:**

\$37,000 - Medication vaults and key-secure devices (Fire)

**Recommendation:**

This request is for the purchase of medication vaults and key-secure devices. This equipment would replace medication vaults and key-secure devices on apparatuses with unsupported software. An appropriation of \$37,000 is requested for this project.

**Discussion:**

Background/Synopsis:

This request is for the purchase of medication vaults and key-secure devices to replace units operating on unsupported software. Medication vaults, used on medic units, ensure the secure storage and accountability of narcotic medications administered in the field. Key-secure devices, deployed on all fire and EMS apparatus, provide controlled access to a master key to access property-specific keys, reducing the need for forcible entry. Both systems utilize unique user PINs, enabling accurate access tracking and ensuring accountability and compliance.

**Financial Impact:**

Financial Impact:

\$37,000.00 from the Capital Improvement Fund, project 6FD05

**Emergency Provision:**

*Emergency Provision Explanation:*

*Yes. To provide for the health and safety of firefighters and the public.*

**Rule Suspension Requested:**

Yes

**ATTACHMENTS:**

1. KNOX
2. Fire Knox Labor Estimate



Knox Company  
 1601 W Deer Valley Rd  
 Phoenix AZ 85027  
 United States

**Quote# QT-KA-72732**

**QUOTED TO:**

CUS106175  
 FAIRFIELD FIRE DEPT  
 5350 PLEASANT AVE  
 FAIRFIELD OH 45014-3567  
 UNITED STATES  
 BUTLER

**SHIP TO:**

FAIRFIELD FIRE DEPT  
 375 NILLES RD  
 FAIRFIELD OH 45014-2601  
 UNITED STATES  
 BUTLER

Valid Through	Sales Rep	Terms	PO #	Shipping Method
8/2/2026	Larry Lulich	N30 - Net 30		Ground Shipping < 75 LBS

Item	Description	Quantity	Units	Rate	Amount
KSM-200K1	KeySecure® 5, 1 MKEY, 1 PLUG, WIFI, ETHERNET, USB, W/ ANT.	14	EA	\$1,122.00	\$15,708.00
Installation Address: Primary System Code Role: PS-37-0086-09-87-BOXES					
KLS-MB-60	MOUNTING BRACKET 60° ANGLE, KeySecure® 5 & 6	14	EA	\$87.00	\$1,218.00
Installation Address: Primary System Code Role: PS-37-0086-09-87-BOXES					
5541	MedVault® 2.75 Large, MECHANICAL OVERRIDE, STD DOOR, WIFI STD, SURFACE	5	EA	\$2,320.00	\$11,600.00
Installation Address: Primary System Code Role: PS-37-0086-09-87-EMS01					
KSM-200AC	AC ADAPTER, WALL MOUNT, KeySecure®5 & 6	1	EA	\$0.00	\$0.00
Installation Address: Primary System Code Role: PS-37-0086-09-87-BOXES					

Memo: PO # required for processing

<b>Subtotal</b>	<b>\$28,526.00</b>
<b>Tax Amount</b>	<b>\$0.00</b>
<b>Shipping and Handling</b>	<b>\$700.00</b>

**Total \$29,226.00**



QT-KA-72732

TERMS AND CONDITIONS

All pricing is subject to change and is based on the stated quantity shipping all at one time. All shipping and handling fees, if provided, are estimates based on ground service to the "SHIP TO" address shown above. Knox will provide you a firm cost for shipping and handling fees when your order is placed. Knox provides detailed installation instructions with each Knox product. However, Knox is not responsible for actual installation. After your order is shipped, items on the order can be returned to Knox for a refund, or credit, of the product price less a 25% restocking fee IF: 1) a request to return the product is received within 90 days of the order's invoice date, 2) the product(s) are in new condition [have not been used, installed, or modified] and 3) the order's invoice has been paid in full. Before shipping products or equipment for return or exchange, you must obtain a Return Authorization Number. Call 800-552-5669 for an Authorization number.

SALES TAX DISCLAIMER: Knox collects sales tax as mandated by local laws, based on an order's delivery address, in all US and Canadian jurisdictions. If you are sales tax exempt, please provide a valid sales tax exemption certificate at the time the order is placed or quoted. Knox will charge sales tax if no sales tax exemption is received within 48 hours after the order is placed.

Please provide a purchase order number.

By signing, you accept this Quotation and Terms, including the product configuration and payment terms indicated above.

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Signature / Date



Joseph McQueen  
**Fairfield Public Works Garage**  
8870 N. Gilmore Road  
Fairfield, OH 45014  
(513) 867-4239  
[JMcqueen@fairfieldoh.gov](mailto:JMcqueen@fairfieldoh.gov)

**Fire Vehicle Repair Estimate**

**Bill to** Fairfield Fire Department  
375 Nilles Road  
Fairfield, OH 45014  
(513) 867-5379  
[RMccreadie@fairfieldoh.gov](mailto:RMccreadie@fairfieldoh.gov)

**Estimate No** 2026001  
**Date** 2/4/2026

Description	Quantity	Unit Price	Amount
Removal of old Knox KeySecure and Install of new KeySecure, 2 hours per vehicle (13 vehicles total)	13	\$440.00	\$5,720.00
Removal of old Knox MedVault and Install of new MedVault, 1 hour per Medic Unit (4 vehicles total)	4	\$220.00	\$880.00
<b>Total</b>			<b>\$6,600.00</b>

Estimate is based on Fire Department supplying new Knox KeySecure units (13) and new Knox MedVaults (4) prior to installation date(s). Any additional items will be over and above this stated estimate.