

ORDINANCE NO. 2010 - 28

**DETERMINING COMPENSATION FOR THE CITY OF MASON FIRE DEPARTMENT, AMENDING ORDINANCE NO. 2003-118, AND DECLARING AN EMERGENCY**

WHEREAS, Ordinance 2003-118 previously determined the compensation of certain members of the Mason Fire Department; and

WHEREAS, it is now necessary to make certain amendments to said compensation structure.

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

Section 1. That Section 5 of Ordinance 2003-118 is hereby amended such that the starting compensation for all Part-Time Firefighters shall be as follows:

- A. Ohio State Certified, Firefighter Level I & Emergency Medical Technician- Basic - \$11.50/hr.
- B. Ohio State Certified, Firefighter Level II & Emergency Medical Technician- Basic - \$12.00/hr.
- C. Ohio State Certified, Firefighter Level I & Emergency Medical Technician- Paramedic - \$13.50/hr.
- D. Ohio State Certified, Firefighter Level II & Emergency Medical Technician- Paramedic - \$14.00/hr.

Section 2. That the Fire Chief shall have the authority to determine the compensation category for all Part-Time Firefighters as provided for in Section 1 herein based upon any applicable interdepartmental protocols, policies and procedures.

Section 3. That Section 11 of Ordinance 2003-118 is hereby amended to read as follows:


- (a) That the City Manager shall be authorized to establish and maintain an incentive plan fund from which he may pay Regular Part-Time employees an attendance bonus and grant paid time off as follows:
  - (1) Upon completion of a six-month period of working the regular three day shift rotation without an absence, a payment equal to \$.50 for each hour worked during the six month period, to be paid within thirty days after the end of the six month period.
  - (2) Upon completion of a second and third consecutive six month period of working the regular three day shift rotation without an absence, a payment equal to \$1.00 for each hour worked during the six month period, and an award of twenty-four (24) hours of paid time off which, when used thereafter, shall not be deemed an absence for purposes of eligibility for the attendance bonus.
  - (3) Upon completion of a fourth consecutive six month period, and for each consecutive six month period thereafter, of working the regular three day shift rotation without an absence, a payment

equal to \$1.50 for each hour worked during the six month period, and an award of two (2) twenty-four (24) hours of paid time off which, when used thereafter, shall not be deemed an absence for purposes of eligibility for the attendance bonus. The City Manager is also authorized to spend up to \$50 per month on employees qualifying under this paragraph, toward a health and wellness program, or other health related program(s).

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

Section 4. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and general welfare and shall be effective immediately upon its passage. The reason for said declaration of emergency is the need to establish the rates of compensation at the earliest possible date in order to have the Mason Fire Department fully staffed.

Passed this 22<sup>nd</sup> day of February, 2010.

  
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Mayor

Attest:

  
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Clerk of Council