

## Health and Safety Committee Meeting 9/11/2023

Those present:

Rick Aspiras Jr., Darrell Mosley II, John Lorson, Bev Squirrell, Patty Carr, Kyle Shanklin, CJ Handwerk, Dave Handwerk, Phil McFarren, Chris Bishop, Steve Wheeler

Meeting began at 7:10pm.

### **First issue: The purchase of a new fire truck.**

Chief Bishop discussed the purchasing of a new fire truck. Right now our truck has a 85 foot ladder. The new truck will have a ladder of 100 feet. This would be the best solution to meet the growing needs of Orrville's residents and businesses.

The cost of the truck is \$2,000,000 and it will take four years to get it. Once the PO is in order, the price will be locked in. The pre-built will not start until 2 years from the time we order it. If we wait, the price will increase 1.7% each quarter, with the new quarter being November 1, 2023.

Steve discussed the \$206,000 discount if we agree to purchase this quickly. Janet, Steve and Chief have met with the bond council for financing. Janet discussed the boilerplate agreement. The wording in this agreement is not subject to changes. If there needs to be litigation, it will be in Virginia.

Pierce is the company we are looking to purchase from. The truck would need to be paid in full 15 days after we sign, however, one concern is that the money would not be held in escrow. There have been 6 other municipalities that have already agreed to these terms.

Pierce is a big distributor. Pierce has consolidated with other companies and is owned by Oshkosh. They have a backlog of 4,000 trucks. We have a relationship with Pierce as they have been in business for a long time.

If we do not take the discount, the truck would have to be paid 45 days prior to delivery. Investing the money may not make up the difference of the discount.

Our Utilities Department has offered to finance at market rate for 10 years. That rate is between 4.625%-4.8%. This would be a fixed rate and would be paid off early. If we do this, we keep the investment local and do not have to hire a broker.

There is a one year warranty on the truck and 10 years for certain items. The warranty starts when the truck is delivered.

This truck comes with new safety items and can be set up in 17 seconds. One person can do it using a remote. It is also much more stable than our current truck. The chassis will be military grade.

The hope would be to sell the old truck because smaller communities are buying used trucks as they wait for their trucks to be built. There could be a possibility of selling the old truck for \$200,000.

This will be on the Council agenda for Monday, September 18 for the second reading. It is important to vote on this as there is a deadline prior to the increase.

## **Second Issue: Resolution establishing rates of pay for the firemen of the City of Orrville**

Steve shared that the volume of calls are increasing and the age of the volunteers is also increasing. Some of the EMTs are 70 years and older. There is a need for people to respond on the day shift.

Two thirds of the calls are from 5AM - 5PM. Coverage is needed for this time. On September 1, 2023, members could start signing up for a 12 hour shift and be at the station. Daytime staffing that is on station will be paid hourly for their 12 hour shift. The sign ups are by highest attendance for the priority shift. There is a \$25.00 stipend to sign up for calls but to be at home, etc. These folks are paid \$25.00 to sign up and if there is a call, are paid at the 2 hour rate. The rate structure needed to change as some of the firefighters were making the same as the lifeguards at the park.

Everyone at the station has been cooperating and thinks this is a good idea. They have met as a department and everyone is on board with these changes. This is a benefit for our members and hopefully will engage the younger members and encourage people to stay for longer lengths of time.

There will be 3 phases for this resolution.

Phase 1 - Classification/hours. This will be seasonal as hours do not need to be limited nor is there overtime pay. There is a lot of flexibility. No benefits will be included in this phase. The seasonal status can last for 180 days. Management will use this time to measure performance and commitment of those who sign up.

Phase 2 will be permanent part-time. All members will have to apply for these positions. Job positions will be posted and there is a hiring process. Each member will have a physical and will need a clean bill of health. This phase might cost about \$600,000. At this point, the members may choose to unionize. There is money in the EMS fund to cover maybe 3 years of expenses.

When things switch from seasonal to part time, there will have to be benefits included.

Phase 3 will be conversion of staff to full-time, adding 25% of retirement costs, living quarters and financing will be in line with these changes. There is a grant the city can apply for.

Phil pulled comps from Wayne and Stark counties. He wanted to keep the wages in the 80th percentile in order to retain members.

As of 9/11/23, the members have answered 815 calls. The private companies are disappearing, and our department keeps getting busier and busier.

The cost of hiring someone is about \$15,000, which includes training, schooling and gear. This resolution would cut down on the turn-over of members.

Phil will present the resolution with the correct figures at the council meeting on Monday. This is in regards to Phase 1 of this process. He would like it to pass on the first reading, as it is really what is best for the members, department, and city.

Rick asked about uniforms and attire. This is part of the budget and these will be provided to the members. They are wearing the department's shirts and there will be a dress code.

Meeting was adjourned at 8:45pm.