RESOLUTION NO. 2024-11

A RESOLUTION TO REVISE WAGES AND BENEFITS FOR EMPLOYEES WITHIN THE SERVICE OF THE MIAMI VALLEY FIRE DISTRICT.

WHEREAS,   the City of Miamisburg, Ohio and Miami Township, Montgomery County, Ohio created the Miami Valley Fire District (the "District") consistent with Ohio Revised Code Section 505.371 via Joint Resolution, City Resolution No. 2786 and Township Resolution No. 121-2011; and

WHEREAS,   it is necessary to revise the compensation of employees within the service of the Miami Valley Fire District; and

WHEREAS,   it is necessary to revise benefits for employees within the service of the Miami Valley Fire District.

NOW, THEREFORE, BE IT RESOLVED BY THE MIAMI VALLEY FIRE DISTRICT BOARD OF TRUSTEES THAT:

Section 1.   Pay Plan.
Effective June 24, 2024, the following annual pay ranges are hereby established for select employees within the service of the Miami Valley Fire District.

	Minimum	Maximum
Assistant Chief	$119,000.00	$122,570.70
Battalion Chief	$104,512.40	$118,687.68
Human Resources Administrator	$74,276.80	$91,166.40
Finance Manager	$74,276.80	$91,166.40

The following hourly pay ranges are hereby established for select employees within the service of Miami Valley Fire District.

Firefighter/EMT (PT)	$ 17.77	$ 20.02
Firefighter/Paramedic (PT)	$ 20.02	$ 22.34
Paramedic (PT)	$ 17.77	$ 20.02
Administrative Assistant (PT)	$ 15.67	$ 20.90
Administrative Assistant (FT)	$ 17.85	$ 31.43

Section2.   Administration of the Pay Plan.
The Fire Chief is hereby authorized to issue regulations for the administration of the pay plan as set forth above.

Section 3. Holiday Pay.
The Miami Valley Fire District observes the following holidays:

New Year's Day	Veterans Day
Martin Luther King Day	Thanksgiving Day
Easter Sunday	Day after Thanksgiving
Memorial Day	Christmas Eve Day
Independence Day	Christmas Day
Labor Day	

Holiday compensation shall be paid according to District policy.

Section 4. Insurance

A. The Miami Valley Fire District shall offer medical coverage to all full-time employees. The District shall pay 80 percent of the monthly premium and the employee shall pay 20 percent of the monthly premium.

B. Life Insurance.
All regular full-time employees shall receive group life and Accidental Death and Dismemberment insurance paid by the District as follows:

Fire Chief	Twice Annual Base Earnings
Assistant Chief	$50,000
Battalion Chief	$50,000
Human Resources Administrator	$50,000
Finance Manager	$50,000
Lieutenant	$30,000
Firefighter/Paramedic (Full-time)	$25,000
Administrative Assistant (Full-time)	$25,000

Additional group life insurance maybe purchased by the employee in accordance with the insurance company's requirements.

Section 5. All authorized leave shall be paid according to the District policy.

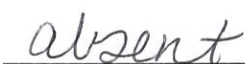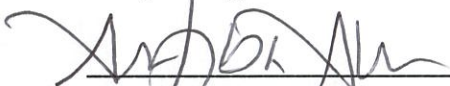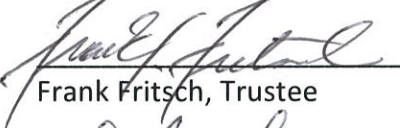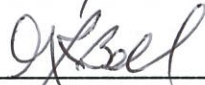**Section 6.** Staffing levels will be determined by the Fire Chief.

Section 7. Fire Chief shall establish policies concerning the administration of employee compensation and benefits. The Chief's policies will be incorporated into a Policy and Procedure Manual, a copy of which will be kept on file in the Chief's office.

Section 8. All expenses authorized in the District's policy are hereby approved.

Section 9.   This Board hereby finds and determines that all formal actions relative to the adoption of this resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Ohio Revised Code Section 121.22.

Section 10.   This resolution shall be in full force and effect June 13, 2024 and shall supersede any prior resolution or act of this Board, which may be inconsistent or duplicative with the provisions of this resolution.

Adopted this 13th day of June 2024.

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John Stalder, President   Yes/No

_____
Terry Posey, Trustee   Yes/No

_____
Ann-Lisa Allen, Trustee   Yes/No

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Frank Fritsch, Trustee   Yes/No

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Greg Bell, Trustee   Yes/No

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