

RECORD OF PROCEEDINGS

Minutes of

SPRINGFIELD TOWNSHIP TRUSTEES

Meeting

GOVERNMENT FORMS & SUPPLIES 844-224-3338 FORM NO. 10148

Held _____ October 23, 2023 20_____

The Board of Trustees met in a Special session with the following members present:

Mrs. Amy M. Carns
Mr. Paul L. Gleisinger
Mr. Don A. Daugherty

Interim Chief Adam Spellman

The Special meeting was called to order at 6:45p.m. by Trustee Carns.
The Pledge of Allegiance was recited.

Present: FF Collin McBride, Lt John Gray, FF Dustin Gray, FF Mike Wilson, FF Josh Bradley, FF Dennis Gast, FF Nathan Volz, FF Colton Shelton

Trustees opened the floor to discussion regarding the Wage and Benefits package. The discussion is as follows:

- McBride: Why did you do away with floating holidays?
 - Trustee Daugherty: We were trying to keep full-time personnel present to cover needed shifts because there were so many open shifts.
- Wilson: 1-week vacation for the first 5 years employed is not enough to work another job to pay for our families. We were always compensated on the low end but offered a lot of time off, but this has been changing. “They” have offered help over the years, but it’s fallen on deaf ears. The Board should recognize them as a Union so we are both protected and so we have assistance with negotiations.
- Bradley: What is the motive for taking away the holidays?
 - Trustee Daugherty: We are saving money to put towards more full-time people.
 - Josh went on to say that overtime went up (pay period #17) by 51%, but regular salary went down (for the entire staff) because full-time firefighters were not replaced. Even though salary went up 10%, overall staff expense went down (18 line guys to 16 line guys). Now we only have 15 line guys, not including Mullins, so why take away more days of ours to fix a problem that the Board created?
 - Trustee Gleisinger stated that minimum manning of 4 to minimum manning of 5 is what caused the additional overtime. Chief Carey increased it to 6 via a memo without Board approval.
- J. Gray: How was I supposed to fill my shift with 6 people when there are only 4 on my shift?
- Wilson: Most city departments are heading towards Kelly Days for recruitment and retention. Why would we be moving away from it?
- Trustee Daugherty: The SAFER Grant will change most aspects of this situation.

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- IC Spellman: Taking care of employees is key. People need time off to spend with their families. We got nothing for working during COVID. We put our lives on the line daily, and there are dangers to overworking. We could experience health problems due to the stress and overwork.
- Bradley: Now that you brought minimum manning back down from 6 to 5, the overtime issues should be fixed. Why would you still want to take away our vacation time? Trustee Daugherty replied, saying that we would be saving around \$44,000 to put towards another full-time position.
- J. Gray: So, you're deducting 96 hours from my time off? Trustee Rose stated that our full-time staff, with Kelly Days, get 17 plus weeks off plus vacation and holidays, for which we need to fill their spot. This has been causing overtime and making scheduling difficult, resulting in mandates. I believe we need more full-time staff present to cover the workload we are carrying. John responded by saying that he gave you 32 years of his life, and he is only at 192 hours of time off. You are taking out of his pockets what he needs to care for his family.
- Gast: In April, I had 40 years in the fire service. Sometimes, a call comes in, and I don't even want to go because of PTSD. The things we deal with and the things we've seen affect us in a lot of ways. It takes a toll on our health.
- Volz: Fire departments down south do not have Kelly Days, but they have more time off. A 2080 employee working 9-5 each day is the same amount of work as 48 hours plus Kelly for those in the fire service.
- J. Gray: I worked several holidays this year, which equates to just 8 hours extra pay. Trustee Gleisinger said that it's 12 hours extra pay. John stated by saying, so my holidays are taken away because I get 12 hours extra pay? Trustee Daugherty said that's not how he looks at it.
- Bradley: You guys don't seem to care. Amy has been typing the whole time. (She is taking the minutes) She replied by saying I am frustrated that this has been going on for the 4 years that I've been here. We've never gotten a consensus from the full-time staff of what they want. We've asked several times, and never gotten a straight response on what the asks are. We've had many meetings and heard a lot of complaints, but never found a reasonable solution.
- D. Gray: Not pro-union, but if the township would use the Union, they could forgo the cost of the consultant and go through this process on the Union's dime. This process would actually get completed with a contract that would be set for 3 years. Unfortunately, these discussions have been going on for more than 4 years.
- J. Gray: He questioned Trustee Gleisinger on the amount of time he gets off at the city vs what we get here. He replied by saying that they get 256 vacation days plus 104 holidays, but that is because we are a city. If the fire department were a city department, you'd get more. He went on to say that he plans to make this a full-time department.

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- Wilson: There is additional stress in having to constantly train people and oversee them while on calls. Time off is very important for those who have been here awhile. He went on to ask, why aren't we getting more grants? We should have someone constantly writing grants. Has anyone approached the city about new funding? Trustee Carns said that she has met with Mayor Hutchinson and Safety Director Knapp and let them know how new developments affect our workload and income. Going forward, when they receive a request for an abatement from a prospective business, they will notify us, and we will have the opportunity to request an exception to the agreement.
- IC Spellman: Final thought. Please consider giving more time in vacation instead of the floating holidays if they are being taken away. Take away the holiday pay because they would rather have the time off than the pay.

Motion #171-2023: Trustee Daugherty made a motion to go into executive session at 8:23pm to discuss the appointment, employment, dismissal, discipline, promotion, demotion or compensation of an employee or official, or the investigation of charges or complaints against an employee, official, licensee or student, unless the employee, official, licensee or student requests a public hearing, seconded Trustee Carns, motion carried.

Motion #172-2023: Trustee Daugherty made a motion to return to regular session at 8:47pm, seconded by Trustee Carns, motion carried.

Motion #173-2023: There being no further business to come before the Board, Trustee Carns made a motion to adjourn, seconded by Trustee Daugherty, motion carried.

The meeting adjourned at 8:49pm.

APPROVED Ameyn Carns

ATTESTED Paul Fleming

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