

CITY OF KETTERING  
CITY COUNCIL  
WORKSHOP MINUTES  
June 25, 2024

The Council of the City of Kettering, Ohio, met in a workshop session on Tuesday, June 25, 2024, in the Deeds Conference Room, Kettering Government Center, 3600 Shroyer Road. The meeting came to order at 6:00 p.m.

Council members present included Mayor Lehner, Vice Mayor Fisher, Ms. Duvall, Mr. Scott, Mr. Suddith and Mr. Sullivan. Mrs. Hall had an excused absence.

Staff members present included City Manager Matt Greeson, Assistant City Manager Steve Bergstresser, Assistant City Manager Bryan Chodkowski, Law Director Ted Hamer, Public Service Director Dave Duritsch, Fire Chief Mitch Robbins, Assistant Chief Mike Miller, Assistant Chief Brian Beaver, Police Chief Chip Protsman, Economic Development Manager Amy Schrimpf, Community Information Manager Mary Azbill and Clerk of Council Amy Hayslip.

Mr. Sterling Abernathy was also in attendance.

Mayor Lehner introduced Bryan Chodkowski, the City's new Assistant City Manager.

At 6:02 p.m., Vice Mayor Fisher made a motion to enter Executive Session under Section 121.06 (k) of the Codified Ordinances for the purposes of Property Matters, seconded by Ms. Duvall. The motion passed unanimously upon roll call.

At 6:27 p.m., the Council exited Executive Session and went back on public record.

Background: Rumpke 5-year contract – Mr. Duritsch began the presentation with a background of the waste removal services contract. In August 2019 a request for proposals for waste removal services was distributed; four bids were received in September 2019. Rumpke was the lowest bidder and we entered into a 5-year contract for July 1, 2020 – June 30, 2025. We are entering year 5 of the original contract.

Proposal: 1-year contract extension: We have an option for two 1-year extensions of the contract. The city has to provide written notice that we are utilizing the extension option to Rumpke by July 15 of the current term.

Current Guidelines: City staff is meeting with Rumpke in July to discuss potential service guideline changes. Options to be discussed: cart contents only program; overage bags vs. additional cart; "bundled" yard waste option; lawn bags and maximum number of items to be placed at curb each week.

Expectations: Review current complaints/issues to clarify/simplify services to residents. Any concerns from City Council?

Vice Mayor Fisher asked how much rate will increase Mr. Duritsch said that each July Rumpke is allowed to increase rate.

Mr. Scott asked if we should put out another RFP or go to Rumpke to lock in the rate.

Ms. Duvall asked if Public Service gets a lot of complaints about Rumpke Mr. Duritsch we don't receive as many complaints as we do questions about clarifications needed.

Mr. Greeson mentioned that Rumpke dominates the region – Dayton, Cincinnati and Columbus.

Mr. Suddith asked why we can't get smaller containers less than 65 gallons. Mr. Bergstresser answered that with other contracts we had a limited volume user program; we tried to streamline when we went to Rumpke. Residents can use any size of car but have to pay basic rate. We also have a senior service rate and a disabled rate.

Additional comments made from Council on having a better understanding now; more communication and clarity from Rumpke.

Mayor Lehner asked Council if there was any objection to extend the contract for one year. There were no objections.

Mr. Greeson said if there are no objections we will go ahead and reply to Rumpke to extend 1 year.

Kettering Fire Department Overtime and History

Fire Chief Robbins began the presentation with Fire Protection History.

KFD was a combination Fire Department with Full-Time members and volunteers (1980's).

Career covered Monday – Friday and volunteers covered nights and weekends.

Medics have been staffed 24/48 work schedule since 1972 for EMS.

In 2000 the first career fire engine was placed in service at FS-33 with (2) Full-time FF/P and 1 Captain per shift.

#### Supervision for Organization

In 2009 the Shift Commander position was created (BC's or Battalion Chiefs). There were 7 fire stations at that time. Volunteer responses had numerous "failed to respond". BC's attempted to organize volunteer staff to remain in-service. Increased response times due to volunteers from other companies responding with other stations to keep units in-service.

#### Part-time In-House Program Established (Chief Miles)

Established in 2010 to cover OOS gaps from the volunteer ranks; entire West side of the city had been covered by one volunteer station; Career engine from FS-33 extended response to West side of City; FS-36 also OOS in increasing numbers; 2011 increase 24-hr staffed engines with FT and PT members; Volunteer stations in-service when available.

#### Increase to 24-hr Staffing for Fire Protection

December of 2013 Career and part-time station integrated and staffed 24-hrs. (Chief Jones); (4) station model; end of the volunteer firefighter program.

#### Modernization Plan 2013-2014

Matrix Report – 3<sup>rd</sup> party study on KFD (2007); GIS study for response times (2014); Went from (7) fire stations to (4); Integrated facilities for in-house staffing; 30 Million dollar project to build state of the art facilities; Zero general funds from the City (EMS billing revenues); Debt services to be paid back by EMS funds.

#### July 2015 Presentation to City Council (Chief Jones)

In 2014 City Council approved the hiring of (6) new career firefighters/paramedics; "Conversion to 24-hr. response model created a 42% increase in OT to cover part-time vacancies"; Justification for a 3<sup>rd</sup> medic (M-34) due to increased run volume for EMS alarms; 1.35 Staffing rate discussed, based on San Francisco Fire Department study on staffing levels vs. leave; Consideration of OT vs. new positions also studied; Department still depends on numerous part-time firefighter/EMT positions; Review of Insurance Services Organization (ISO) ratings; NFPA 1710 Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations and Special Operations to the Public by Career Fire Departments.

#### July 2016 Presentation to City Council at Council Retreat (Chief Butts)

Number of part-time firefighter/EMT's for staffing

2013 =51

2015 =36

2016 =19

City Council instructed Chief Butts to comeback w/ a proposal to resolve this issue

OT summary for presentation

2016 OT = \$1,386,610

Up to \$2,000,000 w/out new full-time positions

#### November 2016 Presentation at Workshop (Chief Butts)

Presentation to hire (13) new career firefighters and to promote (4) Captains

Utilize \$1,042,220 from part-time budget to offset some of the cost

Additional \$812,920

Proposal to reduce part-time firefighter/EMT's from (5) per shift to (2) per shift

Modernization Plan highlights discussed

Response times

7,456 alarms in 2013 w/ avg. response time of 7 min. 39 seconds

8,565 alarms in 2016 w/ avg. response time of 5 min. 26 seconds

2 min. 13 seconds in improved response times

ISO rating from class III to a class II

Savings to home owners and businesses on their property insurance

Order-in environment for career firefighters

Morale

#### August 2017 Presentation at Council Retreat (Chief Butts)

Update given on hiring and promotional process

All parts of new staffing model should be in place by year-end

August to date OT = \$1.1 million

Year-end projection = \$1.36 million

(5) Part-time members in process for Columbus and Springfield

Reduced number of part-time candidates from 19 to 14

City Council instructed monthly OT reports

#### August 2018 Presentation to City Manager

OT for covering part-time firefighters decreasing

Career OT increasing due to non-personal leave

(4) Vacancies due to SL/IL/AL

Part-time numbers continued to decrease  
June of 2018 (5) current part-time members total  
Proposal for (6) new career members to completely eliminate part-time program  
Budget impact of \$813,501  
Completed mid-year 2019

#### Overtime History

Fire Department OT budget has been \$350,000-\$435,000 for more than 15 years  
Compounding 2.5% pay increases every year  
In comparison to overall personnel budget, the OT budget has not increased proportionally  
Requires operational cuts to reduce appropriation  
Finance Department has acknowledged need to increase in OT budget to eliminate requirement of appropriations at year-end for OT  
Chief Butts estimated OT budget needed to be \$750,000 in 2019

#### Services Cut to Reduce OT

Car seat fitting  
Bike helmet fitting  
CPR  
Bike team  
Pub-ed  
Open-houses during fire prevention week

#### 2024 OT Factors

2023 Local 2150 Contract negotiations  
(7) EDO's to reduce work week from 51 hrs. to 48 hrs.  
Reduced wages over contract to offset additional OT costs  
2.5% vs 3.5%  
OT estimation for EDO's an additional \$98,820 in OT  
Recruitment and retention initiative  
Negotiated 4 contracts in a row  
Previous EDO's scheduled by employee; now scheduled by management  
(5) Vacancies at beginning of year; Filled 4/20/24; Budgeted salaries vs vacancy OT = \$213,915  
(2) non-birthing parent leave  
(1) bonding leave  
On-duty injury leave  
Multiple off-duty injuries  
Multiple surgeries  
Additional Retirement; Filled 5/20/24 (but still non-operational)

#### City Events Covered on OT

Fraze Pavilion  
(17) events for EMS standby previously covered by Doctor's Group at KHN  
(7) events covered last year for 2023 cost of \$5,753.36  
Charge back goes to GF  
Go 4th  
2023 cost of \$8,131.12  
Holiday at Home  
2023 cost of \$5,300.82

#### Events Covered on OT w/Charge backs to General Fund

NCR fireworks - 2023 cost of \$2,616.16  
Dayton Country Club fireworks - 2023 cost of \$2,398.44  
EMS standby at Fairmont football games - 2023 cost of \$4,283.84  
AlterFest - 2023 Cost of \$3,612.22  
Large scale exercise Fairmont schools 2024 (no charge-back) - Projected cost of ????

2024 KFD Overtime (YTD through 5/19/24) – 5,896 hours (\$446,347)

Mr. Scott asked if OT is paid to staff active in a run during shift change. Chief Robbins answered yes. Business of KFD is 87% EMS.

The City Council Workshop Meeting adjourned at 7:29 p.m.

ATTEST:

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PEGGY LEHNER  
MAYOR

AMY J. HAYSLIP  
CLERK OF COUNCIL