

CITY OF KETTERING
CITY COUNCIL
WORKSHOP MINUTES
August 14, 2018

The Council of the City of Kettering, Ohio met in a workshop session on Tuesday, August 14, 2018 in the Kettering Meeting Room, 3600 Shroyer Road, Kettering Government Center. The meeting came to order at 6:00 p.m.

Council Members Present included Mayor Patterson, Vice Mayor Lautar, Mr. Duke, Mr. Wanamaker, Mr. Klepacz, Mr. Scott and Mrs. Fisher.

Staff Members Present: City Manager Mark Schwieterman, Assistant City Manager Steve Bergstresser, Law Director Ted Hamer, Police Chief Chip Protsman, Fire Chief Tom Butts, Assistant Fire Chief Mike Miller, Assistant Fire Chief Mitch Robbins, Human Resource Director Sara Mille Klein and Economic Development Manager Gregg Gorsuch.

Mr. Sterling Abernathy was also in attendance.

At 6:01 p.m. Vice Mayor Lautar made a motion to enter into executive session under Section 121.06 (k) of the Codified Ordinances for purposes of Labor Negotiations; the motion was seconded by Mr. Klepacz. The motion passed by a unanimous roll call vote.

At 6:13 p.m. Council exited the executive session and went back on the public record.

Administrative Services Director Drew Miller arrived at the meeting at 6:11 p.m.

Agenda Review – Mr. Schwieterman reviewed the agenda for this evening’s meeting with the Council members.

Police Overtime Presentation – Chief Protsman reviewed the Police Department overtime costs for 2017. He noted manpower and court time make up approximately 56% of the overtime costs. He stated year to date 2018 the Police Department overtime costs are down 9.44% from 2017. He also noted from 1/1/18 to 7/31/18 manpower shortage made up 44% of the overtime costs and court time made up 14% of the overtime expenses. Next Chief Protsman reviewed a bar chart of overtime costs for years 2013 through 2017 and year to date 2018. Chief Protsman displayed a graph showing court security and dispatch overtime costs year to date 2016 and 2017 and 2018 year to date. He also reviewed the staffing levels for patrol staff and full-time dispatch staff for 2017 and 2018. He noted full strength patrol staff is 54 officers, the department has averaged 5 officers out on injury/sick leave from January through July of 2018, and he stated that is a typical situation. Mrs. Fisher asked if we need to hire more officers because we typically have 5 officers out of commission. Chief Protsman said staff could take a look at that. Chief

Protsman noted as a general rule, overtime is assigned on a first-come, first serve basis but may be based upon seniority depending upon circumstances.

Fire Department Overtime Presentation – Chief Butts discussed the Fire Department’s November 2016 plan to reduce overtime, which was to hire 13 additional career firefighters and promote 9 Captains to offset part time firefighter shortages. That plan was designed to work with a minimum of strength of 20 part time firefighters. In November of 2016 the Department has 19 part time firefighters. By December of 2017 the Department was down to 13 part time fire fighters. Chief Butts noted it is very difficult to keep part time firefighters because they typically get offered a career firefighter position soon after they are hired as a part time firefighter. However, in the first quarter of 2018 the plan was in place and everything was going well, overtime pay was down. During the second quarter of 2018 several regional Fire Departments began a campaign to hire career firefighters. He noted as of today the Department only has 5 part time firefighters. He also noted the number of firefighters on sick/injury leave has dramatically increased in the second quarter of 2018. The overtime expense has drastically increased due to the number of part time firefighters decreasing greatly and the high number firefighters on sick/injury leave. Chief Butts stated the Department has come up with a staffing plan they feel will reduce overtime. The plan is to hire 6 additional career firefighters and promote the flex firefighter position to flex Captain Position. This plan eliminates all reliance on part time firefighters to fill everyday operations. The plan also reduces all leave ratios for all work groups, firefighters, Captains and Battalion Captains. Chief Butts noted the total budget impact of the proposed plan would be \$723,501. Mr. Lautar asked if the Fairmont high school firefighter program will help the situation. Chief Butts replied the high school program is going in the right direction, but the State of Ohio is looking at increasing the number of training hours required for certification. The high school graduates would be eligible to be hired as career firefighters, but would need additional training for EMS/paramedic certification etc. Mayor Patterson asked what is the total Fire Department budget now and what would that budget look like if we adopt the proposed plan. Mr. Schwieterman said staff will produce those numbers and bring this topic back before Council at a future Workshop Meeting.

Officer DeSalvo – Mr. Schwieterman noted the officer who was involved in a Police shooting has been cleared by the Grand Jury and he will be returning to his normal duties.

The workshop meeting adjourned at 7:22 p.m.

ATTEST:

DONALD E. PATTERSON
MAYOR

LASHAUNAH D. KACZYNSKI
Clerk of Council