

**ORDINANCE NO. 6, 2017**

**AN ORDINANCE APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE VILLAGE OF ST. BERNARD, OHIO AND ST. BERNARD, OHIO FIREFIGHTERS IAFF LOCAL 450, AND DECLARING AN EMERGENCY**



**WHEREAS**, The Village agrees to abide by all terms of the Memorandum of Understanding signed with St. Bernard Firefighters, IAFF Local 450, regarding the Alternative Staffing Plan; and

**WHEREAS**, the Village is entering into this Memorandum of Understanding as a way to help the Village better manage the budget; now therefore

**BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF ST. BERNARD, STATE OF OHIO:**

**Section 1.** The Village Council does hereby ratify the attached Memorandum of Understanding between the Village of St. Bernard and St. Bernard Firefighters IAFF Local 450 which implements the Alternate Staffing Plan.

**Section 2.** That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety. The reason for the emergency is the immediate need to update the Codified Ordinances of St. Bernard. Therefore, this Ordinance shall take effect immediately by and upon its passage, and the approval of two-thirds of the members of said Council. However, this Ordinance shall take effect on the earliest date provided by law if approved by no more than a majority of the members of Council and in that event the emergency provisions herein are set at naught.

Passed this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

\_\_\_\_\_  
President of Council

ATTEST:

\_\_\_\_\_  
Clerk of Council

Approved this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

\_\_\_\_\_  
Mayor

I, M. SUE KATHMAN, CLERK OF COUNCIL, VILLAGE OF ST. BERNARD, STATE OF OHIO, DO HEREBY testify that the publication of Ordinance No. 6, 2017, was made by posting true copies of the same in the most public places designated by Council: St. Bernard Square Bus Stop; Vine Street and Washington Avenue; Bertus Street Park; Greenlee Avenue and Johnson Alley; Park on Heger Drive; each for a period of fifteen (15) days or more commencing \_\_\_\_\_, 2017.

ATTEST: \_\_\_\_\_ DATE \_\_\_\_\_  
Clerk of Council

Approved as to form \_\_\_\_\_ Date \_\_\_\_\_  
Director of Law

 ORIGINAL

MEMORANDUM OF UNDERSTANDING  
REGARDING  
ALTERNATIVE STAFFING PROGRAM  
BETWEEN  
THE VILLAGE OF ST. BERNARD  
AND  
IAFF LOCAL 450

**I. Purpose**

This Memorandum of Understanding (MOU) establishes a program to use current employees of the St. Bernard FD to provide staffing in lieu of replacing retiring Firefighters. IAFF Local 450 has offered and by this MOU the Village accepts the Alternative Staffing Program.

**II. Authorities**

The Village of St. Bernard enters into this MOU in its capacity as the sole entity who may bargain with IAFF Local 450. IAFF Local 450 enters into this MOU as the sole and exclusive bargaining agent for members of IAFF Local 450.

**III. Background**

In an effort to operate the St. Bernard Fire Department in a more efficient and economical way, the Village was strongly considering not filling a number of vacancies with new full time firefighters, but instead either hiring part-time firefighters or not filling the vacancies at all. In an effort to prevent either one of these scenarios, Local 450 proposed an Alternative Staffing Program (ASP).

**IV. Substance of agreement**

The Village and Local 450 enter into this MOU to allow current employees of the St. Bernard FD to provide staffing in lieu of hiring new firefighters at this time. The Village and Local 450 agree as follows:

- A. The Fire Chief or his/her designee is the administrator of the Alternate Staffing Program (ASP).
- B. When shift staffing falls below 6 Firefighters due to Kelly Day, Vacation Day, Longevity Vacation Day or Sick Leave (2 shifts or less) the Village agrees to use the ASP to bring the shift to 6 Firefighters for the day. In the event the shift staffing falls below 6 Firefighters due to Long Term Sick Leave or Long Term Injury Leave the Village shall not be required to, but may, at their discretion use the ASP to bring the shift to 6 Firefighter for the day.

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Vice President

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Safety Director