

SUGARCREEK TOWNSHIP
RESOLUTION NO. 2011.12.19.02

IN RE: Promotion to Full-time Lieutenant – Drue E. Kinney

WHEREAS, the continuing need exists to maintain proper staffing within the Sugarcreek Township Fire Department; and

WHEREAS, a vacancy exists within the classification of Full-time Lieutenant; and,

WHEREAS, the vacancy was posted internally for applicants in accordance with Township policy and the current labor contract; and

WHEREAS, an assessment center was conducted with the applicants, which included testing in basic exercises and a review board along with personal interviews with the Fire Chief; and,

WHEREAS, it was determined that Firefighter Drue E. Kinney would be the best candidate for the position; and,

WHEREAS, Firefighter Drue E. Kinney was appointed a full-time firefighter with Sugarcreek Township on March 19, 2001; and,

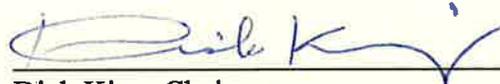
WHEREAS, Firefighter Kinney meets all the requirements for this promotion and accepts full responsibility for the position; and,

WHEREAS, funds for this position were allocated out of the 2011 Fire Budget and will continue to be allocated in 2012,

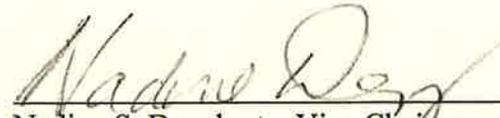
WHEREAS, Chief Randall J. Pavlak requests in his December 8, 2011, correspondence that full-time Firefighter Drue E. Kinney be promoted to the position of full-time Lieutenant,

NOW THEREFORE, BE IT RESOLVED, that Firefighter Drue E. Kinney shall be promoted to the position of full-time Lieutenant for the Fire Department effective January 9,

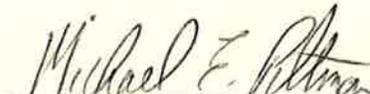
2012, at a rate of \$17.30 per hour, payable on a bi-weekly basis, and subject to a one (1) year probationary period ending January 9, 2013, subject to the conditions of the offer of employment.



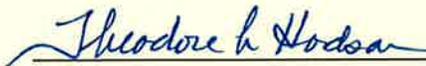
Dick King, Chairperson



Nadine S. Daugherty, Vice Chairperson



Michael E. Pittman, Trustee



Theodore L. Hodson, Fiscal Officer



Sugarcreek Township

FIRE DEPARTMENT
4398 Clyo Rd.
Dayton, Ohio 45459

Randall J. Pavlak
FIRE CHIEF

Fire Admin: 848-7344 • NON-EMERGENCY PHONE (937) 848-2727

Date: December 8, 2011
To: Barry Tiffany, Administrator
From: Randy Pavlak, Fire Chief
Re: Promotions

As you are aware we conducted the promotional testing to establish a list and to determine personnel to fill the vacant positions in our organization. FF Kinney finished #1 on the Full-time Lieutenant exam, FF Smith finished #1 on the Part-time Lieutenant exam and FF Leach finished #1, FF Rentz #2, FF Gaylor #3 and FF Fazio #4 on the Full-time Firefighter Exam. Currently there are no open/vacant positions for Fulltime Firefighter. These candidates are on a list by ranking should a position open. The list is good for one (1) year.

Please present to the Board of Trustees the following promotional positions:

I am recommending we promote Lt. Terry Trepanier to Fire Marshall effective 12/19/2011. FF Drue Kinney to Full-time Lieutenant, effective 1/9/2012 and FF Shawn Smith to Part-time Lieutenant effective 1/9/2012. All of these positions were funded in the 2011 budget and will continue to be funded in 2012 and beyond.

These promotions will fill the vacant positions that are open from personnel leaving and fulfill our needs for proper employee supervision in 2012. Filling these positions leaves one (1) Part-time Lieutenant position still vacant. We did not get a 2nd qualified candidate in this testing round. We are implementing an Officer Training Program with 4 to 6 candidates in it to cover this spot. This program will give the candidates the knowledge and experience to grow into a sound, reliable and productive Lieutenant during the 12-18 month program. Once they complete the program, they will be eligible to take the promotional exam. This program will greatly benefit our department and help grow our employees.

If you have any questions, please let me know.

Sincerely,

Randall J. Pavlak
Fire Chief