Thu, 12/11/2025 08:54:07 AM SERB



MOU#2025-1

# Letter of Agreement

This agreement is made by and between the Ashtabula Township Trustees and the employees of the Ashtabula Township Fire Department IAFF Local 2710. This agreement becomes effective upon the date of signature by all parties.

**Agreement**

## Full-time FF/EMT-B Provisional Hiring Requirements

The Ashtabula Township Fire Department would like to exercise the option for a full-time position to be offered provisionally to a **candidate** meeting the requirements listed below.

Eligibility for this position would require that the interested candidate would have Level II Firefighter and EMT-Basic certifications valid in the state of Ohio and be enrolled in a Paramedic program at the time of appointment. Additionally, the candidate must produce a current physical agility certificate from Auburn Career Center or Tri-C Community College with a time no greater than 4 minutes and 30 seconds. To maintain full-time employment, the candidate must obtain their Paramedic certification within one year from the time of appointment.

Once a candidate has met all hiring requirements, they would be placed on D shift (float) or what shift is deemed necessary by management and follow the schedule and pay scale as laid out in the Local #2710 labor contract. Refer to **Article 16 Wages.** FIREFIGHTER/P (Provisional) START **Level** $45,770.33**.** The standard one-year probationary period would be followed, however, if Paramedic certification was completed prior to the

one-year period, the wage would increase to the commensurate step. Throughout the completion of Paramedic class, the candidate would function on shift as additional personnel and would not be counted as minimum staffing. No monetary compensation will be offered for classroom or clinical hours, however the candidate will be permitted to leave as needed for class or clinical requirements and return to duty when finished. Once necessary duties and training are completed, the shift officer will afford the candidate the appropriate time needed to study for class. If Paramedic certification is not obtained within one year of appointment, the candidate's tenure as a full-time employee would be terminated.

**Scope of Agreement**

This agreement constitutes the complete understanding of the parties and merges and supersedes all other discussions, agreements, and understandings, either written or oral between the parties with respect to the subject matter thereof. This letter of agreement may be used by either party only to enforce its provisions and will not be used in any unrelated hearing, grievance, arbitration or negotiation.

Modification of this agreement may be made by mutual written agreement of the parties. Such amendment is effective upon the date of approval by both parties.

**Termination and Modification**

This agreement shall remain in effect through the duration of the 2024-2027 Collective Bargaining Agreement.

WHEREAS the parties hereto have executed this agreement as of the day and year written.

Ashtabula Township

Joseph J. Pete

Trustee

Stephen J. McClure

Trustee

Bambi Paulchel

Trustee

Robert S. Dirk
Fiscal Officer

I.A.F.F. Local 2710

Justin McNeil

I.A.F.F. Local 2710

Wayne Lomas

I.A.F.F. Local 2710

Eric Scott

I.A.F.F. Local 2710

# Letter of Agreement

This agreement is made by and between the Ashtabula Township Trustees and the employees of Ashtabula Township Fire Department IAFF Local 2710. This agreement becomes effective upon the date of signature by all parties.

## Agreement

The parties have agreed upon the creation of a fourth shift working 24 hours on and 48 hours off. The flex schedule (D shift- float-flex) will contain one or more bargaining unit employees working independent of the three-platoon system (A, B, and C shift)

Selection for the D Shift

1. All employees hired after the creation of this MOU will be placed on D shift.
2. D shift will be part of the bargaining unit.

Removal from the D shift

1. A new hire will remain on the D shift until an opening becomes available on A, B, or C shift, through retirement, severance of employment by the employee or the employer, a leave of absence, or an extended period of (un)scheduled sick leave.
2. If more than one employee is on the D shift, the senior employee will move to A, B, or C shift first.
3. An employee moving to the D shift to cover an extended sick time (no less than two months) fill will return to D shift when the injured employee returns to work with medical clearance.

## Scope of Agreement

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**Termination and Modification**

This agreement shall remain in effect through the duration of the 2024-2027 Collective Bargaining Agreement.

WHEREAS the parties hereto have executed this agreement as of the day and year written below:

September 10, 2025

Ashtabula Township

Joseph J. Pete

Trustee

Stephen J. McClure

Trustee

Bambi Paulchel

Trustee

Robert S. Dilke
Fiscal Officer

I.A.F.F. Local #2710

Justin McNeil

I.A.F.F. Local #2710

Wayne Lomas

I.A.F.F. Local #2710

Eric Scott

I.A.F.F. Local #2710