

TO: Village Council and Mayor Brown
FROM: Finance Committee, Rob Bartlett - Chair
RE: School Resource Officer to Full Time Role
DATE: April 26, 2021

The Finance Committee met on Friday, April 16, 2021 at 2:00 pm via video to discuss a request by Chief Hines to make the School Resource Officer a full-time employee role. Present at the meeting were Finance Committee members Rob Bartlett, Kelly Rankin and Joe Stelzer, Mayor Bill Brown, and Police Chief Rick Hines.

Chief Hines shared with the Committee that the School Resource Officer (S.R.O.) role is currently considered a part-time role, and as such, cannot participate in the Village's health care plan. S.R.O. Romano has received an offer to work elsewhere that would allow him to participate in their health care plan. However, he would prefer to continue to stay in his current role as S.R.O. if it were possible for him to have access to the Village's health care plan. S.R.O. Romano has even volunteered to reduce his hourly pay by \$4.00/hour in order to offset some of the cost of him joining our health care plan.

Chief Hines also reached out to Lance Hollander from the Mariemont School District, because the Mariemont School District currently covers 80% of the cost of the S.R.O. Mr. Hollander said they would very much like to keep S.R.O. Romano as well, to the point they would be willing to pay \$8,000/year more to help cover the health care costs. The added benefit of keeping S.R.O. Romano is he also fills in on our police department during the summer when many of our officers take vacations. Paying S.R.O. Romano's lower rate versus having to pay one of current officers overtime to fill in for vacations saves the Village money as well.

Assuming that S.R.O. Romano chose our Gold A plan (which is the middle of the three plans), and after taking into account the reduction in pay of \$4.00/hour and the additional \$8,000 payment by the Mariemont School District, the net cost increase for the Village is roughly \$2,000/year, so the cost sharing between the Village and the School District is 20%/80%, consistent with the overall agreement.

The Finance Committee recommends that Council approve making the School Resource Officer role a full-time role versus a part-time role, which requires a change in the Village salary ordinance. Furthermore, because S.R.O. Romano currently has an offer to work elsewhere, the Committee is recommending this change be made on an emergency basis so we can keep S.R.O. Romano in our organization.

Respectfully Submitted,

Rob Bartlett, Chairman

Kelly Rankin, Vice-Chairman

Joe Stelzer, Member