

**FAIRFIELD TOWNSHIP  
RESOLUTION NO. 24-151**

**RESOLUTION TO AUTHORIZE PAY RAISE FOR RESOURCE OFFICER CHUCK O'BRYON.**

**WHEREAS:** Butler Tech has requested a pay increase for Resource Officer Chuck O'Bryon; and

**WHEREAS:** Mr. O'Bryon's wages and benefits as the School Resource Officer are paid by Butler Tech;

**NOW, THEREFORE, BE IT RESOLVED,** by the Board of Trustees of Fairfield Township, Butler County, Ohio, as follows;

**SECTION 1:** The Board approves the pay increase for Chuck O'Bryon to \$46.50 per hour effective November 1, 2024, per attached Exhibit "A".

**SECTION 2:** The Board hereby dispenses with the requirement that this resolution be read on two separate days, pursuant to RC 504.10, and authorizes the adoption of this resolution upon its first reading.

**SECTION 3** This resolution is the subject of the general authority granted to the Board of Trustees through the Ohio Revised Code and not the specific authority granted to the Board of Trustees through the status as a Limited Home Rule Township.

**SECTION 4:** That it is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were taken in meetings open to the public, in compliance with all legal requirements including §121.22 of the Ohio Revised Code.

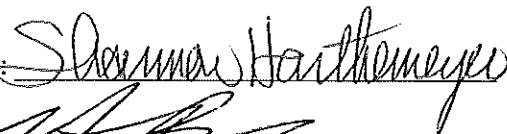
**SECTION 5:** This resolution shall take effect at the earliest period allowed by law.

**Adopted:** November 12, 2024

**Board of Trustees**

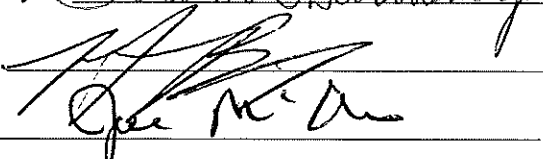
**Vote of Trustees**

Shannon Hartkemeyer:



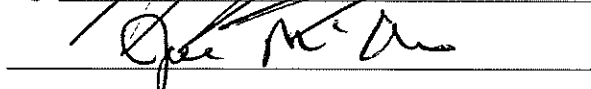
yes

Michael Berding:



Abstain

Joe McAbee:



yes

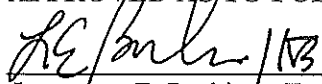
**AUTHENTICATION**

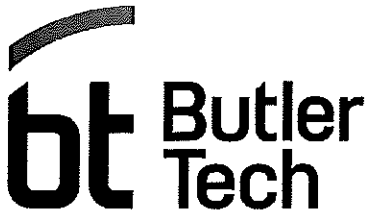
This is to certify that this is a resolution which was duly passed and filed with the Fairfield Township Fiscal Officer this 12th day of November, 2024.

**ATTEST:**

  
Shelly Schultz, Fairfield Township Fiscal Officer

**APPROVED AS TO FORM:**

  
Lawrence E. Barbieri, Township Assistant Law Director



10/30/2024  
Chief Robert Chabali  
Fairfield Twp Police Department  
6485 Vonnie Vale Ct.  
Fairfield Twp., OH 45011

Chief Chabali,

In response to your letter of 9/17/2024 discussing the pay discrepancy for Officer Chuck O'Bryon, Butler Tech agrees to the hourly rate increase from \$36.75 per hour, to \$46.50 per hour, which as you stated makes him appropriately paid for his experience and the position. Butler Tech will also continue to pay his fringe benefits as noted.

This pay rate change is requested to go into effect beginning 11/1/2024.

Sincerely,

A handwritten signature in black ink, appearing to read 'David W. Plotts'.

David W. Plotts  
Executive Director of Business Operations, Butler Tech

9-17-2024

Kristen,

As discussed, I am providing you with the following supporting information related to Chuck O'Bryon's salary:

- As it relates to your Initial question whether the MOU addresses wages, it does not. It describes who the department can designate as an School Resource Officer (SRO) - a full time or part time officer as SRO; however, no mention of monetary compensation.
  - IV. Organizational Structure
    - A. Composition  
The SRO Program will consist of full time/part-time Police Department Personnel that are certified Peace Officers for the State of Ohio and meet all requirements as set forth by the Board and the Fairfield Township Police Department's Rules and Regulations.
    - B. Officer Recruitment & Selection  
School officials and the Fairfield Township Police Department office shall agree on guidelines for the selection of officers to serve as SROs. The ultimate selection process and appointment of the SRO is completed by the law enforcement agency.
- Based on his years in the State Patrol, his rank of Lieutenant and serving as a Post Commander for his last several years, Chuck's experience, knowledge, people skills, ability to problem solve and his management and leadership skills are very significant. I am not aware of any other School Resource Officer who has all these attributes. The State Patrol currently has 1200 troopers; however, it is authorized at 1,625, and he was part of the Patrol when they were at their highest numbers.
- I have attached several Butler Tech Activity Logs submitted by Chuck for your review. As you can see and have personally experienced, Chuck interacts in a positive manner with students and staff and, based on his experience is able to professionally deal with a multitude of issues, including criminal matters. He works with our investigators to formulate charges when needed. Additionally, he is able to deescalate situations and routinely provide guidance to the students.
- Chuck contacted the School Resource Officer at the city of Monroe who advised him he handles the Natural Science Center Campus which has approximately 200 students and has a line item budget of \$65,000.00 for 2025. He makes \$42.00/hour, which is their fulltime police officer rate for Monroe. It is unknown whether Monroe City Schools pay for his fringe benefits. He also contacted the SRO at West Chester who handles 400 students and earns \$46.50/hour. Their line item budget for West Chester is \$88,705.00 for 2024 and \$93,406.00 for 2025.

- Chuck's current hourly wage is \$36.75 per hour plus the \$1,392.00/month stipend for 10 months. He averages close to 1450 hours/year, and his wage include \$53,000.00 + \$13,920.00, or \$66,920.00. He is dealing with 1,400 students (1200 at the DRL Campus and approximately 200 students at the School of Arts). Additionally, the District Office is located in the Fairfield Township Campus which he also covers. As you can see, he makes less per hour and is responsible for significantly more students and staff.
- I am including contract language from the current Fairfield Township Fraternal Order of Police (FOP) Collective Bargaining Agreement for Sergeants (we do not have any other contractual rank), which states the following: Step 1 (Start): The rate of pay for this step shall be 10% higher than a top step Fairfield Township Police Officer not including applicable longevity. Step 2 (6 months): The rate of pay for this step shall be sixteen (16%) higher than a top Fairfield Township Police Officer not including longevity.
- I have attached Article 6 WAGES from the Officers' Collective Bargaining Agreement for your review. As you can see, officers who have over 5 ½ years' hourly wage is currently \$42.44/hour, effective April 1, 2024. Effective April 1, 2025, officers who have 6 ½ years with our department will make \$44.56/hour. Effective April 1, 2025, officers in our department with 7 ½ years will make \$46.79/hour.

Effective April 1, 2024, rates of pay for bargaining unit employees shall increase by 10% and shall be as follows:

	0-1 Year	1-2 Years	2-3 Years	3-4 Years	4-5 Years	5+ Years
Hourly	\$30.61	\$32.74	\$35.02	\$37.52	\$40.00	\$42.44

Effective April 1, 2025, rates of pay for bargaining unit employees shall increase by 5% and shall be as follows:

	0-1 Year	1-2 Years	2-3 Years	3-4 Years	4-5 Years	5-6 Years	6+ Years
Hourly	\$32.14	\$34.37	\$36.78	\$39.40	\$42.00	\$43.28	\$44.56

Effective April 1, 2026, rates of pay for bargaining unit employees shall increase by 5% and shall be as follows:

	0-2 Year	2-3 Years	3-4 Years	4-5 Years	5-6 Years	6-7 Years	7+ Years
Hourly	\$33.75	\$36.09	\$38.61	\$41.37	\$44.10	\$45.44	\$46.79

- Based on Chuck's years of service, rank and experience at the State Patrol, the above 16% would place his hourly wage at \$46.79 x 16% = \$54.27/hour. However, this is not what I am suggesting.

- I have attached an additional document from a recent newspaper article, which shows different wages for School Resource Officers (SROs). As you can see, it is very difficult to figure out what formula the listed jurisdictions in Butler County, which I highlighted in yellow, used to compile wages. The range is from a minimum of \$31.00/hour (Talawanda) to a maximum of \$112,000.00 paid by Middletown. However, this does not break down actual per hour pay nor any fringe benefits.
- Theoretically, if Chuck came to our agency as a lateral police officer and was assigned as the SRO, he would be making \$45.44 based on Collective Bargaining Agreement, Section 1: Wage Rates, which states in part...The Chief, in his/her sole discretion, will determine the step of which a lateral entry will begin. No lateral entry may begin at the top step. Thus, as a police officer rank (Chuck would actually be brought in as a Sergeant minimally), he would be making \$45.44/hour minimally. I would suggest matching the highest paid wage, which is West Chester's Officer at \$46.50, based on Chuck's capabilities as mentioned in my second bullet point. Butler Tech would also be responsible for paying fringe benefits (insurance) during his assignment to the school. He was hired in August 2022.