

CHRISTOPHER HALLUM  
President of Council

MICHAEL KLINE  
Vice President of Council

JOANNE E. MONACO  
Clerk of Council

# City of Willoughby Hills

*Council*  
NANCY E. FELLOWS  
JOE JARMUSZKIEWICZ  
DANIEL KNECHT  
TANYA TAYLOR DRAPER  
DANIEL S. ZEGARAC

## ORDINANCE NO. 2020-54

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**AN ORDINANCE AUTHORIZING AND DIRECTING THE MAYOR TO EXECUTE AN AGREEMENT BETWEEN THE CITY OF WILLOUGHBY HILLS AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 3058-2, OHIO COUNCIL 8 & AFL-CIO ON BEHALF OF THE EMPLOYEES WHO WORK IN THE CLASSIFICATIONS SET FORTH IN SERB CERTIFICATION NO. 2016-REP-06-0060 AND DECLARING AN EMERGENCY.**

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**WHEREAS**, Ohio Law and public policy created by the General Assembly permits public employees to form unions and negotiate labor agreement governing the terms and conditions of employment with their employer; and

**WHEREAS**, Mayor G. Andrew Gardner, serving as the Chief Executive Officer of the City of Willoughby Hills, has the sole authority and responsibility to serve as the City's "public employer" who engages in negotiations and acts separately and apart from the legislative body; and

**WHEREAS**, on February 14, 2019, Council adopted Ordinance No. 2019-10 establishing the first Collective Bargaining Agreement (CBA) covering employees in the bargaining unit that is represented by AFSCME, Local 3058-2, Ohio Council 8, for the period January 1, 2017 through December 31, 2019 (retroactive following State Employment Board of Relations (SERB) Opinion, Case Number 2017-MED-02-0136); and

**WHEREAS**, the American Federation of State, County, and Municipal Employees, ("AFSCME") Local 3058-2, Ohio Council 8, AFL-CIO is the sole and exclusive bargaining agent with respect to wages, hours and other terms and conditions of employment, as provided by the State Employment Relations Act, for all employees who work in the following classifications set forth in SERB Certification No. 2016-REP-06-0060: Community Service Officer, Building and Zoning Clerk, Building/Service Department Clerk, Clerk-Recreation Commission, Clerk Stenographer, Finance Assistant, Clerk of Courts, Deputy Clerk of Courts, Property Staff Member, Fire Secretary and Executive Administrative Assistant; excluding all confidential, management level and supervisor employees as defined in the Act; all seasonal and casual employees as defined by the Board; and employees represented in any other bargaining unit; and

**WHEREAS**, this Agreement (**EXHIBIT 1**) addresses all matters pertaining to wages, hours, or terms and other conditions of employment mutually expressed between the City of Willoughby Hills and the AFSCME, Local 3058-2, Ohio Council 8, AFL-CIO, and conforms to the terms agreed upon during the collective bargaining negotiations and agreement to both parties by way of the "Tentative Agreement" (**EXHIBIT 2**); and

**WHEREAS**, the Council and the Administration of the City of Willoughby Hills deems it to be in the best interest of the City to enter into this Agreement reached through collective bargaining to continue harmonious and cooperative relations with employees of the Administration Department and to ensure the orderly and uninterrupted efficient operation of government while promoting individual efficiency and service to the citizens of Willoughby Hills.

**NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF WILLOUGHBY HILLS, COUNTY OF LAKE, STATE OF OHIO THAT:**

**SECTION 1.** The Mayor is hereby authorized and directed to enter into an agreement with the AFSCME, Local 3058-2. Ohio Council 8, AFL-CIO in compliance with the terms of the *“Agreement between The City of Willoughby Hills and the American Federation of State, County, and Municipal Employees, Local 3058-2 and Ohio Council 8, AFL-CIO, effective January 1, 2020 through December 31, 2022”*, for the employees serving in the following classifications set forth in SERB Certification No. 2016-REP-06-0060:

- Community Service Officer
- Building and Zoning Clerk
- Building/Service Department Clerk
- Clerk-Recreation Commission
- Clerk Stenographer
- Finance Assistant
- Clerk of Courts
- Deputy Clerk of Courts
- Property Staff Member
- Fire Secretary
- Executive/Administrative Assistant

**SECTION 2.** All ordinances or parts thereof in conflict with the provisions of this ordinance are hereby repealed as of the effective date of this ordinance.

**SECTION 3.** The actions of this Council concerning and relating to the passage of this legislation were conducted in lawful meetings of this Council and that all deliberations of this Council and any of its committees that resulted in such formal action were in compliance with all legal requirements including Chapter 107 of the Codified Ordinances of the City of Willoughby Hills.

**SECTION 4.** This Ordinance constitutes an emergency measure in that the same provides for the immediate preservation of the public peace health, safety and welfare of the inhabitants of the City of Willoughby Hills and further provides for the usual daily operation of the Administration Department and further reason being that it will immediately ensure the orderly and uninterrupted efficient operations of the City; wherefore, this Ordinance shall be in full force and effect from and after its adoption and approval by the Mayor.

PASSED: \_\_\_\_\_, 2020

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**Christopher Hallum**  
*President of Council*

Submitted to the Mayor for his approval  
on this \_\_\_\_\_ day of \_\_\_\_\_, 2020

Approved by the Mayor

ATTEST:

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\_\_\_\_\_, 2020

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**Joanne Monaco**  
*Clerk of Council*

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**G. Andrew Gardner**  
*Mayor*