

NANCY E. FELLOWS
President of Council

JOHN PLECNIK
Vice President of Council

VICTORIA ANN SAVAGE, CMC
Clerk of Council

City of Willoughby Hills

ORDINANCE NO. 2016-25

Council
CHRISTOPHER L. BIRO
DAVID M. FIEBIG
JENNIFER SOMMERS GREER
CHRISTOPHER HALLUM
JANET R. MAJKA

AN ORDINANCE PROVIDING FOR THE WAGES AND BENEFITS OF THE PART-TIME HOURLY MEMBERS OF THE POLICE DEPARTMENT OF THE CITY OF WILLOUGHBY HILLS; REPEALING CONFLICTING LEGISLATION AND DECLARING AN EMERGENCY.

WHEREAS, Ordinance No. 2013-50 adopted by the Council of the City of Willoughby Hills on December 2, 2013 provided for the terms of employment with respect to wages, hours and other terms and conditions of employment for all full-time employees employed in the Police Department occupying the position of Police Officer, excluding all part-time, seasonal, and temporary and probationary employees; and

WHEREAS, Ordinance No. 2013-51 adopted by the Council of the City of Willoughby Hills on December 2, 2013 provided for the terms of employment with respect to wages, hours and other terms and conditions of employment for all full-time employees employed in the Police Department occupying the position of Police Sergeant, excluding all part-time, seasonal, and temporary and probationary employees; and

WHEREAS, Ordinance No. 2013-52 adopted by the Council of the City of Willoughby Hills on December 2, 2013 provided for the terms of employment with respect to wages, hours and other terms and conditions of employment for all full-time employees employed in the Police Department occupying the position of Police Dispatcher, excluding all part-time, seasonal, and temporary and probationary employees; and

WHEREAS, the Council of the City of Willoughby Hills deems it to be in the best interest of the City to continue harmonious and cooperative relations with the part-time and probationary members of the Police Department by providing for fair and just wages to insure the orderly and uninterrupted efficient operations of government while promoting individual efficiency and service to the citizens of Willoughby Hills; and

WHEREAS, in as much as the Mayor recently took a unilateral action to grant 3% raises to the majority of non-union employees in City Hall, the fixed compensation provided within this ordinance for the Part-Time Hourly Members of the Police Department represents a three percent increase.

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

SECTION 1. In accordance with Section 3.32 of the City Charter, Council has fixed the compensation for the **Part-Time Hourly Members of the Police Department** as follows:

Classification of and Compensation for the Part-Time Hourly Members of the Police Department

Class 1 Police Officer	\$ 24.43	Class 1 Dispatcher	\$ 20.01
Class 2 Police Officer	\$ 22.44	Class 2 Dispatcher	\$ 18.53
Class 3 Police Officer	\$ 20.80	Class 3 Dispatcher	\$ 17.16
Class 4 Police Officer (Off Probation)	\$ 19.15	Class 4 Dispatcher	\$ 15.88
Probationary	\$ 16.63	Probationary	\$ 14.71

SECTION 2. Part-time hourly members of the Police Department are to receive overtime pay upon the completion of more than 86 hours worked in a two (2) week pay period.

SECTION 3. The probationary period for part-time hourly members of the Police Department will be in effect from the date of hire and will continue for a period of twelve (12) months after being released from their field training program.

SECTION 4. Part-time hourly members of the Police Department shall be paid one and one-half times their regular hourly rate for all hours worked on Christmas Day (December 25th), Thanksgiving Day (4th Thursday of November), New Years Day (January 1st), Labor Day, the Fourth of July, and for any other holiday for which full time Police receive one and one-half times pay.

SECTION 5. Upon recommendation of the Chief of Police, at his discretion, the Safety Director, and approval by the Mayor, part-time hourly members shall receive a uniform allowance. To receive the allowance, the member must have completed six (6) full months of scheduled duty. Payment will be five hundred twenty-five dollars (\$525.00). Part-time hourly members of the Police Department, after one year of service, who have worked at least 1560 hours in a calendar year, shall receive an annual clothing allowance of one thousand and fifty dollars (\$1050.00). This clothing allowance shall be paid in two (2) equal installments beginning with the first pay in May, and the first pay in September. *(Any initial startup purchase will be deducted from first payment received after six (6) months of employment)*

SECTION 6. Part-time hourly members of the Police Department, after one year of service, who have worked at least 1560 hours in a calendar year, will be entitled to paid personal time totaling 32 hours commencing on January 1st of the following year. All personal time shall be taken during the calendar year of entitlement and shall not accrue from year to year. Such compensation is to be paid at the part-time hourly member's normal rate of pay, with prior approval of the Chief of Police.

SECTION 7. All compensation shall be by direct deposit. However, should an employee be disadvantaged by direct deposit as determined in the sole discretion of the Mayor, the Mayor shall provide an exemption from direct deposit.

SECTION 8. Where a part-time hourly member of the Police Department is required to appear in Court pertaining to departmental matters, he or she is to be paid for a minimum of four (4) hours at the established hourly rate for said part-time member. For other call-ins, members shall receive a minimum of three (3) hours pay.

SECTION 9. Part-time hourly members have the option to enroll in the City's deferred compensation program.

SECTION 10. Part-time hourly members are automatically enrolled in the Public Employees Retirement System (PERS).

SECTION 11. Part-time hourly members are NOT ENTITLED to hospitalization, vacations, holidays or sick time.

SECTION 12. 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 13. 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 of 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 14. 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 insofar as it provides for the usual daily operation of the Police Department, and further provides for an increase in compensation for the part-time hourly members of the Police Department to be effective the first pay date after passage; wherefore, this Ordinance shall be in full force and effect from and after its adoption and approval by the Mayor.

PASSED: _____, 2016

Nancy E. Fellows
President of Council

Submitted to the Mayor for his approval
on this _____ day of _____, 2016

Approved by the Mayor

ATTEST:

_____, 2016

Victoria Ann Savage, CMC
Clerk of Council

Robert M. Weger
Mayor