

# City of Willoughby Hills

## ORDINANCE NO. 2016-26

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

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**WHEREAS**, Ordinance No. 2014-58 adopted by the Council of the City of Willoughby Hills on September 11, 2014 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 Fire Department in the classification of Fire Fighter, Lieutenant and Captain excluding the Fire Chief, secretary, the civilian employees, part-time, seasonal, and temporary employees with respect to wages, benefits, hours, and other terms and conditions of employment; 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 Fire 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 Fire 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 Fire Department** as follows:

**SECTION 2.** Part-time hourly members of the Fire Department shall receive an annual uniform allowance in accordance with Fire Department Directives and the following schedule:

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

**Assistant Fire Chief** **\$ 18.47**

**Uniform Allowance** of up to five hundred dollars and in accordance with City and Fire Department requisition and purchase policies.

**Part-Time Fire Fighter Class A** **\$ 17.69**

Consistent with current practice, shall be entitled to **Paid Personal Time Off** totaling one hundred and twenty (120) hours on January 1<sup>st</sup> of each year. The personal time shall be paid at their normal hourly rate for such employee. All personal time shall be taken during the calendar year of entitlement and shall not accrue from year to year.

**Uniform Allowance** of up one thousand one hundred dollars (\$1,100) as a uniform maintenance allowance to be paid annually. Payment shall be made on the first pay in May. Fifty percent shall be paid by Purchase Order directly to a vendor approved by the Fire Chief. The employee can also choose to have up to one hundred percent of the uniform maintenance paid directly to an approved vendor. The balance of the uniform allowance shall be paid directly to the employee. Purchase Orders shall be used or closed by November 15<sup>th</sup> of the calendar year it was opened. Unused portions of the purchase orders shall not be refunded to the employee.

**Part-Time Fire Fighter Class B****\$ 17.69**

Uniform Allowance of up to one thousand one hundred dollars (\$1,100) as a uniform maintenance allowance to be paid annually. Payment shall be made on the first pay in May. Fifty percent shall be paid by Purchase Order directly to a vendor approved by the Fire Chief. The employee can also choose to have up to one hundred percent of the uniform maintenance paid directly to an approved vendor. The balance of the uniform allowance shall be paid directly to the employee. Purchase Orders shall be used or closed by November 15<sup>th</sup> of the calendar year it was opened. Unused portions of the purchase orders shall not be refunded to the employee.

**Part-Time Fire Fighter Class C****\$ 17.15**

**Uniform Allowance** of up to six hundred and fifty dollars (\$650) as a uniform maintenance allowance to be paid annually. Payment shall be made on the first pay in May. Four hundred dollars (\$400) shall be paid by Purchase Order directly to a vendor approved by the Fire Chief. The employee can also choose to have up to one hundred percent of the uniform maintenance paid directly to an approved vendor. The balance of the uniform shall be paid directly to the employee. Purchase Orders shall be used or closed by November 15<sup>th</sup> of the calendar year it was opened. Unused portions of the purchase orders shall not be refunded to the employee.

**Part-Time Fire Fighter Class D****\$ 15.78**

**Uniform Allowance** of up to six hundred and fifty dollars (\$650) as a uniform maintenance allowance to be paid annually. Payment shall be made on the first pay in May. Four hundred dollars (\$400) shall be paid by Purchase Order directly to a vendor approved by the Fire Chief. The employee can also choose to have up to one hundred percent of the uniform maintenance paid directly to an approved vendor. The balance of the uniform allowance shall be paid directly to the employee. Purchase Orders shall not be refunded to the employee.

**Part-Time Fire Fighter Class E****\$ 13.88**

**SECTION 3.** For Call-in Duty, the part-time members of the Fire Department shall receive a minimum of two hours pay. After the second hour Firefighters shall be paid at one and one-half times their regular rate of pay rounded up to the next half hour. Firefighters, who are called in within two hours of scheduled duty, shall receive call-in pay only for that period of time commencing with the call-in and terminating with the beginning of the scheduled duty and shall not be eligible for any minimum call-in pay.

**SECTION 4.** Part-time Fire Fighters who are designated by the Fire Chief or his designee to temporarily assume the duties of the Shift Officer and who perform these duties shall be entitled to an additional one dollar seventy-five cents per hour.

**SECTION 5.** Part-time Fire Fighters who are designated by the Fire Chief or his designee to temporarily assume the duties of the Shift Officer and who perform these duties shall be entitled to an additional one dollar seventy-five cents per hour.

**SECTION 6.** Part-time Firefighters who are scheduled to and actually work New Years Day, Good Friday, Easter, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Christmas Eve and Christmas holidays shall be compensated at the rate of one and one half times their base rate of pay for all hours actually worked between 8:00 a.m. of the holiday and 8:00 a.m. the following day.

<b><u>SECTION 7.</u></b>	Educational Pay:	Shall be allowed at the discretion of the Fire Chief:		
	Training Certificate	\$150.00	Bachelor Degree	\$375.00
	Associate Degree	\$250.00	Master Degree	\$500.00

**SECTION 8.** All compensation shall be by direct deposit. However, should an employee be disadvantaged by direct deposit as determined in the sole discretion of the Safety Director, the Safety Director shall provide an exemption from direct deposit.

**SECTION 9.** 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 10.** 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 11.** 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 Fire Department, and further provides for an increase in compensation for the part-time hourly members of the Fire Department with said increase to be effective as of 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

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**Nancy E. Fellows**  
*President of Council*

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

Approved by the Mayor

ATTEST:

\_\_\_\_\_, 2016

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**Victoria Ann Savage, CMC**  
*Clerk of Council*

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**Robert M. Weger**  
*Mayor*