

# City of Willoughby Hills

## **ORDINANCE NO. 2016-54 – AMENDED**

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### **AN ORDINANCE FIXING THE COMPENSATION FOR THE POSITION OF POLICE CHIEF; REPEALING CONFLICTING LEGISLATION AND DECLARING AN EMERGENCY.**

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**WHEREAS**, Section 2.21 of the Charter of the City of Willoughby Hills states in part that “The Mayor shall appoint the heads of all Departments of the Municipality, including but not limited to the Department of Law, Department of Finance, Department of Public Safety, Police Department, Fire Department, Department of Public Service, the City Engineer, the Road Supervisor, Recreation Coordinator, City Prosecutor and Building Commissioner subject to confirmation of such appointment by an affirmative vote of four (4) or more members of Council...”; and

**WHEREAS**, in accordance with Section 2.27 of the Charter of the City of Willoughby Hills the Mayor shall have the duty and responsibility to recommend to Council the amount of pay for various positions; the annual salary presented within this ordinance was recommended by the Mayor on June 9, 2016 and yet again on October 21, 2016; and

**WHEREAS**, Section 3.32 of the Charter of the City of Willoughby Hills states that “Council shall by ordinance fix the salary or compensation of every officer and employee of the Municipality”; and

**WHEREAS**, in view of the fact that on April 10, 2016 the Mayor independently 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 Police Chief 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.            COMPENSATION.**

In accordance with Section 3.32 of the City Charter, Council has fixed the compensation for the position of **Full Time Police Chief** as follows:

**Section 1.1    Annual Salary.            \$99,000.00**

**Section 1.2    Educational Pay.**    Any and all additional compensation for educational certificates/degrees authorized by Section 157.19 has been include in the annual salary of this position.

#### **SECTION 2.            STAFFING LEVEL.**

The required staffing level for said position shall be **(1) Full Time Police Chief**.

#### **SECTION 3.            GENERAL EMPLOYMENT PROVISIONS.**

**Section 3.1    General Employment Provisions.**    The Chief of Police’s employment shall be governed by Chapter 157 – General Employment Provisions of the Codified Ordinances of the City of Willoughby Hills. Chapter 157 provides additional benefits including but not limited to: pension plan, vacation, holidays, sick leave, longevity compensation, insurance, travel expense, personal days, jury service, military service, funeral leave, uniform allowance, additional compensation, Family Medical Leave Act (FMLA), injury leave and direct deposit of payroll.

**Section 3.2 Vacation Service Credit.** In recognition of the current Police Chief, Christopher J. Collins' Ohio public service with the Lake County Narcotics Agency from April 1, 1991 through June 28, 2000, Chief Collins shall receive a net service credit of eight (8) years in addition to his actual continuous service time with the City for the purpose of calculating vacation benefits in accordance with the vacation provision detailed in Section 157.05.

**Section 3.3 Holidays.** Subject to the approval of the Safety Director and based upon the staffing needs of the Police Department, the Chief of Police shall have the option of banking the holidays granted in Section 157.06 for use at a later date at the rate of eight (8) hours for each holiday granted. Any unused Holiday Leave remaining to the Chief's credit as of December 31<sup>st</sup> each year shall be forfeited without compensation.

**SECTION 4.** All Ordinances, or parts thereof in conflict with the provisions of this Ordinance be, and are hereby repealed as of the effective date of this Ordinance.

**SECTION 5.** All the actions of this Council concerning and relating to the passage of this legislation were conducted in an open meeting of this Council and that all deliberations of this Council and any of its committees that resulted in such formal action were held in compliance with all legal requirements including Chapter 107 of the Codified Ordinances of the City of Willoughby Hills.

**SECTION 6.** This Ordinance constitutes an emergency measure in that the same provides for the immediate preservation of the public peace, 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 Police Chief with said increase to be effective retroactive to April 10, 2016; wherefore this Ordinance shall be in full force and effect from and after its adoption and approval by the Mayor.

PASSED: November 10, 2016

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

Submitted to the Mayor for his approval on this 10 day of November, 2016

Approved by the Mayor  
November 10, 2016

ATTEST:

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

Robert M. Weger  
Robert M. Weger  
**Mayor**