

City of Willoughby Hills

ORDINANCE NO. 2019-35

AN ORDINANCE FIXING THE COMPENSATION FOR THE PART-TIME HOURLY MEMBERS OF THE POLICE DEPARTMENT; REPEALING CONFLICTING LEGISLATION AND DECLARING AN EMERGENCY.

WHEREAS, the Personnel Relations Committee of Council met on April 23rd to continue the discussion about nonunion raises and the Committee unanimously agreed that all nonunion employees should be kept on par with their union colleagues and receive a 2% raise for 2018 and a 2% raise for 2019 because they also didn't receive raises in 2018 or 2019; and

WHEREAS, Section 3.32 of the Charter of the City of Willoughby Hills requires that the Council fix by ordinance the compensation of every officer and employee of the Municipality.

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

1.1 Retro to January, 2018 said hourly rate shall reflect a 2% increase:

Class 1 Patrol Officer	\$ 25.44	Class 1 Dispatcher	\$ 20.81
Class 2 Patrol Officer	\$ 23.36	Class 2 Dispatcher	\$ 19.28
Class 3 Patrol Officer	\$ 21.64	Class 3 Dispatcher	\$ 17.85
Class 4 Patrol Officer (Off Probation)	\$ 19.92	Class 4 Dispatcher	\$ 16.53
Probationary	\$ 17.31	Probationary	\$ 15.30

1.2 Retro to January, 2019 said hourly rate shall reflect an additional 2% increase:

Class 1 Patrol Officer	\$ 25.95	Class 1 Dispatcher	\$ 21.23
Class 2 Patrol Officer	\$ 23.83	Class 2 Dispatcher	\$ 19.66
Class 3 Patrol Officer	\$ 22.07	Class 3 Dispatcher	\$ 18.21
Class 4 Patrol Officer (Off Probation)	\$ 20.32	Class 4 Dispatcher	\$ 16.86
Probationary	\$ 17.66	Probationary	\$ 15.61

The 2019 Operating Budget specifically provides for the compensation of the position of the part-time hourly members of the Police Department to be funded by and through the Safety Forces Fund #234.

Probationary Period. 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.

Overtime. In accordance with Section 7(k) of the Fair Labor Standards Act (FLSA), part-time hourly members of the Police Department must receive overtime after 86 hours worked during a 14-day work period.

Holiday Compensation. Part-time hourly members of the Police Department shall be paid one and one-half times their regular hourly rate for all hours worked for any holiday for which Full-Time Police receive one and one-half times pay including the following holidays:

New Year's Day	Independence Day
Presidents Day	Labor Day
Good Friday	Veterans Day
Easter	Thanksgiving Day
Memorial Day	Christmas Day

Uniform Allowance. Part-time hourly members of the Police Department shall receive a uniform allowance. Six (6) full months of scheduled duty must be completed before a part-time member is eligible to receive a clothing allowance in the amount of five hundred seventy-five dollars (\$575.00). 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 one hundred fifty dollars (\$1,150.00). 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)*

Leave. Part-time hourly members of the Police Department are not entitled to vacation, sick or holiday leave.

Personal Leave. After one year of service, part-time members of the Police Department who have worked at least one thousand five hundred sixty (1,560) hours in the previous calendar year will be entitled to thirty-two (32) hours of paid personal leave commencing on January 1st of the current year. All personal leave shall be taken during the calendar year of entitlement. Unused personal leave shall not accrue from year to year and may not be paid out in cash. Such compensation is to be paid at the part-time member's normal hourly rate of pay. The use of personal leave shall be scheduled in advance and subject to the approval of the Chief of Police based upon the staffing needs of the Police Department.

Court Appearance. When a part-time hourly member of the Police Department is required to appear in court pertaining to departmental matters, the member 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.

Healthcare Insurance. Part-time members of the Police Department are entitled to healthcare insurance in accordance with the requirements of the Federal Affordable Care Act.

Pension. Part-time hourly members are automatically enrolled in the Public Employees' Retirement System (PERS) as required by Section 145.03(A) of the Ohio Revised Code.

Deferred Compensation Program. Part-time hourly members have the option to enroll in the City's Deferred Compensation Program.

Direct Deposit. 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 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; specifically, Subsection (d) of Section 139.02 – Rules, Regulations and Compensation as contained in Ordinance No. 2017-50 and Ordinance No. 2017-14.

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 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 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, insofar as it provides for the usual daily operation of a municipal department, and further provides for the fixed compensation for the part-time hourly members of the Police Department to be granted commencing with the first pay following the passage of said ordinance; wherefore, this ordinance shall be in full force and take effect from and after its adoption and approval by the Mayor.

PASSED: May 9, 2019

Submitted to the Mayor for his approval
on this 9 day of May, 2019

ATTEST:

Victoria Ann Savage
Victoria Ann Savage, CMC
Clerk of Council

Nancy E. Fellows
Nancy E. Fellows
President of Council

Approved by the Mayor

May 9, 2019

Robert M. Weger
Robert M. Weger
Mayor