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# City of Willoughby Hills

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## ORDINANCE NO. 2019-58

### **AN ORDINANCE AMENDING ORDINANCE NO. 2019-36 TO PROVIDE CRITERIA FOR ANNUAL UNIFORM ALLOWANCE AND TO ELIMINATE THE PROVISION OF AN ACTING SHIFT OFFICER AND REPEALING CONFLICTING LEGISLATION.**

**WHEREAS**, the Personnel Relations Committee of Council met on April 23<sup>rd</sup> 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**, in as much as it is very competitive market place for part-time firefighters, the Committee also unanimously agreed that a \$1.50 incentive per hour for paramedics should be granted as this would bring the City more in line with surrounding communities; and

**WHEREAS**, the position of Assistant Fire Chief has remained vacant since January 31, 2018 and there is no intention to fill it, the hourly rate for that position is set to zero; and

**WHEREAS**, the Fire Chief recommends the Mayor and Council work together with the Fire Department to create a new position in the place of Assistant Fire Chief to better meet the needs of the City; and

**WHEREAS**, in his Memo to Mayor Weger, dated May 7, 2019, the Fire Chief Gandee recommended the annual uniform allowance be based on hours work to ensure that all part-time firefighters are properly outfitted.

**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:

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

Part-Time Position	Hourly Rate	Paramedic	Annual Uniform Allowance		
		Hourly Rate	Total	Paid to Employee (A)	City Purchase (B)
Assistant Fire Chief	\$0	\$0	\$0	\$0	\$0
Firefighter Class A	\$18.40	\$19.90	\$1,100	\$550	\$550
Firefighter Class B	\$18.40	\$19.90	\$1,100	\$550	\$550
Firefighter Class C	\$17.84	\$19.34	\$650	\$250	\$400
Firefighter Class D	\$16.42	\$17.92	\$650	\$250	\$400
Firefighter Class E	\$14.44	\$15.94	\$0*	\$250	\$0
*Total Annual Uniform Allowance \$250					

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

Part-Time Position	Hourly Rate	Paramedic	Annual Uniform Allowance		
		Hourly Rate	Total	Paid to Employee (A)	City Purchase (B)
Assistant Fire Chief	\$0	\$0	\$0	\$0	\$0
Firefighter Class A	\$18.77	\$20.27	\$1,100	\$550	\$550
Firefighter Class B	\$18.77	\$20.27	\$1,100	\$550	\$550
Firefighter Class C	\$18.20	\$19.70	\$650	\$250	\$400
Firefighter Class D	\$16.75	\$18.25	\$650	\$250	\$400
Firefighter Class E	\$14.73	\$16.23	<del>\$0</del> *	\$250	\$0
*Total Annual Uniform Allowance \$250					

The 2019 Operating Budget specifically provides for the compensation of the position of Full Time Police Chief to be funded by and through the Safety Forces Fund #234.

**Holiday Compensation.** Part-time members of the Fire Department who are scheduled for and actually work the holidays as listed below 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.

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

**Call-In Duty.** For Call-In Duty, part-time members of the Fire Department shall be compensated as follows:

1. Minimum payment – Two (2) hours paid at the firefighter's hourly rate of pay listed in with Section 141.03.
2. After two hours worked – After the completion of the second hour, the firefighter shall be paid at the rate of one and one-half times the firefighter's regular rate of pay, rounded up to the next half hour.
3. If called in within two hours of the firefighter's scheduled duty, the firefighter shall receive call in pay only for that period of time commencing with the firefighter's arrival and ending with the beginning of the firefighter's scheduled duty. The firefighter shall not be eligible for any minimum call-in pay.

**Annual Uniform Allowance.** Effective January 1, 2020, part-time firefighter clothing allowance shall be issued in the form of a purchase order of uniform items approved by department policy or by special approval of the Fire Chief. Part-time firefighter clothing allowance compensation shall be based on total hours worked for each employee from the previous year from January 1 to December 31.

Hours Worked	Clothing Allowance
624 and below	\$ 450.00
625 – 1248	\$ 650.00
1249 – 1872	\$ 850.00
1873 +	\$1,050.00

~~**Acting Shift Officer.**— Part time members of the Fire Department who are designated by the Fire Chief or the Chief's designee to temporarily assume the duties of the Shift Officer and who perform these duties shall be entitled to an additional one dollar and seventy five cents (\$1.75) per hour.~~

**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 (b) of Section 141.03 – Part-Time Firefighters as contained in Ordinance No. 2017-52 and Ordinance No. 2017-15.

**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 shall be in full force and take effect at the earliest time permitted by law.

PASSED: July 25, 2019

Submitted to the Mayor for his approval  
on this 25 day of July, 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  
July 25, 2019

Robert M. Weger  
Robert M. Weger  
Mayor