

THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 18-71

INTRODUCED BY: Mayor Stefanik

AN ORDINANCE AMENDING ORDINANCE 15-119 ESTABLISHING VARIOUS BENEFITS FOR ALL FULL TIME NON UNION EMPLOYEES OF THE CITY OF NORTH ROYALTON, SECTION 4 INSURANCE AND SECTION 11 OVERTIME FOR NON SALARIED PERSONNEL, AND DECLARING AN EMERGENCY

WHEREAS: Ordinance 15-119 established benefits for all full time non union employees; and

WHEREAS: It is necessary to amend Section 4 and Section 11 of Ordinance 15-119 to provide for updated benefit coverage information; and

WHEREAS: Council desires to provide for this amendment.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH ROYALTON, COUNTY OF CUYAHOGA AND STATE OF OHIO, THAT:

Section 1. Ordinance 15-119, Section 4 is hereby amended as follows:

Section 4. Insurance: The Employer shall provide each employee with medical, vision, and dental coverage, either individual or family as appropriate, as selected by the Employer.

~~Effective January 1, 2016 and thereafter employees' shall contribute 12% of the health insurance premium per month. In 2016 the employee contribution under a family plan shall not exceed \$160 per month, in 2017 the employee contribution under a family plan shall not exceed \$180 per month; in 2016 the employee contribution under an individual plan shall not exceed \$60 per month, in 2017 not to exceed \$66 per month.~~

~~All employees shall complete the Health Risk Assessment/Wellness Program.~~

Effective January 1, 2018 and thereafter employees' *monthly* contribution for family or individual coverage shall be:

Family: \$199.36
Individual: \$74.17

Effective January 1, 2019:
Family: \$210.00
Individual: \$ 79.00

Effective January 1, 2020:
Family: \$220.00
Individual: \$83.00

All Employee insurance premium contributions shall be by payroll deduction. In the event that an employee is not receiving a paycheck said employee will be permitted to voluntarily pay his/her portion of the premium directly to the City for so long as said person is employed.

The Employer shall provide life insurance in the amount of Fifteen Thousand Dollars (\$15,000.00) for each employee.

The Employer shall continue to provide liability insurance in the present amount, providing such insurance continues to be available.

Section 2. Ordinance 15-119, Section 11 is hereby amended as follows:

Section 11. Overtime for Non-Salaried Personnel: The standard work week for full time *non-salaried* personnel shall be forty (40) hours per week, eight (8) hours per day.

Any hours actually worked in excess of eight (8) hours per day or forty (40) hours per week shall be compensated at one and one-half (1-1/2) times the hourly rate, excluding Department Heads. Employees have the right to elect compensatory time in lieu of overtime. Employees may accrue up to one hundred twenty (120) hours of compensatory time.

In the event overtime hours are available, any overtime hours assigned may be paid in additional wages at the scheduled overtime rates or the employee may elect to use compensatory time off at a future date. Hours of overtime worked shall be accumulated at the rate of one (1) hour of overtime equaling one and one-half (1-1/2) hours of accumulated compensatory time.

Section 3. Ordinance 15-119 is hereby amended as provided for herein and all other provisions of Ordinance 15-119 shall remain in full force and effect.

Section 4. This Ordinance shall supersede all previously adopted Ordinances in direct conflict herewith.

Section 5. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted 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 in meetings open to the public in compliance with all legal requirements.

Section 6. This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the city, and for the further reason that it is immediately necessary to amend Section 4 and Section 11 of Ordinance 15-119 to provide for updated benefit information.

THEREFORE, provided this Ordinance receives the affirmative vote of two-thirds of all members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

/s/ Larry Antoskiewicz
PRESIDENT OF COUNCIL

APPROVED: /s/ Robert A. Stefanik
MAYOR

DATE PASSED: June 19, 2018

DATE APPROVED: June 20, 2018

ATTEST: /s/ Laura J. Haller
DIRECTOR OF LEGISLATIVE SERVICES

First reading suspended
Second reading suspended
Third reading June 19, 2018

YEAS: Antoskiewicz, Nickell, Petrusky,
Marnecheck, Hannan, Kasaris

NAYS: none

ABSENT: Langshaw