

THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 18-72

INTRODUCED BY: Mayor Stefanik

AN ORDINANCE AMENDING ORDINANCE 14-141 ESTABLISHING VARIOUS BENEFITS FOR REGULAR PART TIME EMPLOYEES OF THE CITY OF NORTH ROYALTON, SECTION 1 AND SECTION 6, AND DECLARING AN EMERGENCY

WHEREAS: Ordinance 14-141 established benefits for regular part time employees; and

WHEREAS: It is necessary to amend Ordinance 14-141 to further clarify the benefits available to this employment classification; 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 14-141, Section 1 is hereby amended as follows:

Section 1. An employee covered by this ordinance shall be defined as a regular part time employee who is not covered by any collective bargaining agreement and refers to the following positions only: Human Resource Specialist, *Confidential Secretary*, Clerical, Office on Aging Van Drivers, Payroll Coordinator, Building Department Certified Inspectors, Parks and Recreation. Temporary or seasonal (summer) employees shall not be entitled to any benefits under this ordinance.

Section 2. Ordinance 14-141 is hereby amended by creating a new Section 6 which shall read as follows, and all subsequent sections of Ordinance 14-141 shall be renumbered accordingly:

Section 6. Effective July 1, 2018*, regular part time employees that average a minimum of twenty two hours (22) hours per week per year and have 1 year of continuous service with a minimum total of 1,144 hours worked, shall be awarded vacation time as long as they remain eligible (average 22 hours of work per week) based on length of service as follows:

Vacation Credit for permanent part time employees

<i>After one (1) year of employment</i>	<i>24 hours</i>
<i>After three (3) years of employment</i>	<i>48 hours</i>
<i>After five years of employment</i>	<i>72 hours</i>

**(Vacation credit prorated for 2018)*

Earned vacation shall be awarded on the employee's anniversary date but will be available for use in the calendar year on January 1st. Employees who retire/separate from service and who have used vacation leave before their anniversary date of earned vacation shall have their final salary adjusted/reduced for such advanced vacation pay.

Vacation time shall be taken at a time approved of by the Department Head based upon staffing needs, any full time employee leave, or seniority will govern. Vacation time shall be used in 8 hours increments.

Any vacation time that is unused shall be deemed forfeited unless otherwise approved by the Mayor due to staffing issues or other extreme circumstances.

Section 3. Ordinance 14-141 is hereby amended as provided for herein and all other provisions of Ordinance 14-141 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 1 and to create Section 6 of Ordinance 14-141 to clarify those positions which qualify under the classification of regular part time employees.

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