

# THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 19-114

INTRODUCED BY: Mayor Stefanik

## AN ORDINANCE ESTABLISHING RATES OF COMPENSATION FOR THE CITY OF NORTH ROYALTON NON-UNION EMPLOYEES DURING CALENDAR YEAR 2020, AND DECLARING AN EMERGENCY

WHEREAS: The Administration has established new rates of compensation for non-union employees not covered by collective bargaining agreements; and

WHEREAS: Council desires to approve these new rates of compensation.

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

Section 1. All officers and employees occupying the classifications (job titles) listed in Exhibit A shall receive compensation payments in accordance with the hourly rates of pay as specified in Exhibit A beginning January 1, 2020.

Section 2. In the event an employee is promoted from one job title to a higher rated job title, the employee shall be paid the rate of pay that is next greater than the rate of pay being received by the employee prior to promotion. The employee will then advance through the various pay raises for the job, if any, on an annual basis.

Section 3. Any employee whose employment is terminated, and who is later rehired shall be paid at the "beginning" as though they are a new employee, unless otherwise classified by the department head, with the exception of the part-time Recreation Department employees. Council provides that wage increases for part-time Recreation Department employees who are rehired for consecutive years shall take effect on the anniversary date of employment.

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 fitting and proper to increase the compensation of the effected 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: December 3, 2019

DATE APPROVED: December 4, 2019

ATTEST: /s/ Dana A. Schroeder  
DIRECTOR OF LEGISLATIVE SERVICES

First reading suspended  
Second reading suspended  
Third reading December 3, 2019

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

NAYS: none

ABSENT: Hannan