

THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 21-34

INTRODUCED BY: Mayor Antoskiewicz

AN ORDINANCE ESTABLISHING RATES OF COMPENSATION FOR THE CITY OF NORTH ROYALTON NON-UNION EMPLOYEES DURING CALENDAR YEAR 2021, AND DECLARING AN EMERGENCY

WHEREAS: The Administration proposes 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 full-time non-union employees, including but not limited to: Department Directors, Chief of Fire, Chief of Police, Police Lieutenants, and all other non-union personnel not enumerated herein in active pay status as of January 1, 2021 shall receive a lump sum amount of \$1,000 as a bonus which shall not be computed in any overtime compensation calculation. The lump sum bonus shall be paid by February 26, 2021 to all eligible employees. All active part-time non-union employees who worked 24 or more hours per week in 2020 shall receive a \$500 lump sum bonus. Active part-time non-union employees who worked between 15-23 hours per week in 2020 shall receive a \$250 lump sum bonus. Active part-time non-union employees who worked less than 15 hours per week in 2020 shall receive a \$100 lump sum bonus. In determining hours per week for 2020, the employee's total annual hours in paid status (working or on paid leave) shall be divided by 52 to reach the average per week. Active paid-time non-union employees will be paid by February 26, 2021.

The 2020 wage rates will remain in effect until increased as stated herein:

Effective the first full pay period in July 2021, all employees will receive a wage increase of 1.25% over 2020 rate as more fully reflected in the Wage Schedule as specified in Exhibit A attached hereto.

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 affected 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/ Paul F. Marnecheck
PRESIDENT OF COUNCIL

APPROVED: /s/ Larry Antoskiewicz
MAYOR

DATE PASSED: February 2, 2021

DATE APPROVED: February 3, 2021

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

First reading suspended
Second reading suspended
Third reading February 2, 2021

YEAS: Marnecheck, Fenos, Barath, Krejci
Dietrich, Weimer, Vos

NAYS: none