

THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 22-194

INTRODUCED BY: Mayor Antoskiewicz

AN ORDINANCE AMENDING ORDINANCE 21-181 ESTABLISHING VARIOUS BENEFITS FOR REGULAR PART TIME EMPLOYEES OF THE CITY OF NORTH ROYALTON, SECTIONS 6, 8 AND 9, AND DECLARING AN EMERGENCY

WHEREAS: Ordinance 21-181 established benefits for regular part time employees; and

WHEREAS: It is necessary to amend Ordinance 21-181 to clarify those positions which qualify under the classification of regular part time employees.; and

WHEREAS: Council desires to provide for these amendments.

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 21-181, effective January 1, 2023, Section 6 is hereby amended as follows:

Section 6. ~~Vacation and Personal Days~~ **Time**

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 **and personal** 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

After one (1) year of employment	24 hours
After three (3) years of employment	48 hours
After five (5) years of employment	72 hours

Personal days

~~Regular permanent part time employees that average a minimum scheduled twenty two hours (22) hours per week shall be entitled to 24 hours of personal days~~ **time**.

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. Personal time may be utilized in one hour increments.

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

Section 2. Ordinance 21-181, effective January 1, 2023, Section 8 is hereby amended as follows:

Section 8. **Holidays**

Regular permanent part time employees that average a minimum scheduled twenty two hours (22) hours per **week and have one year of continuous service with a minimum total of 1,144 hours worked** shall be entitled to three (3) - 8 hour floating holidays per year (not applicable to seasonal (summer) employees.; ~~effective January 2022. Regular permanent part time employees are entitled to one (1) prorated floating holiday for the remainder of 2021.~~

Section 3. Ordinance 21-181, effective January 1, 2023, Section 9 is hereby amended as follows:

Section 9. **Uniform allowance**

Nonunion part time fire, **SRO police officers** and building inspectors are eligible for a clothing allowance as follows:

Fire inspector -\$300 yearly
Building inspector -\$150 yearly

Part-time SRO - \$500 yearly; and if applicable, an additional \$425.00 (every 5 years) towards the cost of individual bullet proof vest providing that such individual(s) receiving such contribution shall be required to wear the vest or refund such monies to the Employer. Vests will be replaced every five (5) years or as approved by the Employer.

Yearly uniform allowance payments are paid one half in January and second payment in July. Employees are entitled to the uniform allowance provided that they remain actively employed for the payment period. In the event an employee leaves employment, for any reason, prior to the end of the uniform allowance period the employee shall return on a prorated basis the advanced uniform allowance.

Section 4. Ordinance 21-181 is hereby amended as provided for herein and all other provisions of Ordinance 21-181 shall remain in full force and effect.

Section 5. This Ordinance shall supersede all previously adopted Ordinances in direct conflict herewith.

Section 6. 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 7. 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 Sections 6, 8 and 9 of Ordinance 21-181 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/ Paul F. Marnecheck
PRESIDENT OF COUNCIL

APPROVED: /s/ Larry Antoskiewicz
MAYOR

DATE PASSED: December 20, 2022

DATE APPROVED: December 21, 2022

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

First reading suspended
Second reading suspended
Third reading December 20, 2022

YEAS: Marnecheck, Nickell, Barath, Krejci,
Dietrich, Carbone-McDonald, Wos

NAYS: none