

THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 23-158

INTRODUCED BY: Mayor Antoskiewicz

AN ORDINANCE AMENDING ORDINANCE 15-119 ESTABLISHING VARIOUS BENEFITS FOR ALL FULL TIME NON-UNION EMPLOYEES OF THE CITY OF NORTH ROYALTON, SECTION 3 VACATION AND SECTION 4 INSURANCE, 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 3 of Ordinance 15-119 to clarify vacation; credit for part time service; 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 3 is hereby amended effective 1/1/2024 as follows:

Section 3. Vacation: All full-time employees shall earn and be entitled to paid vacation in accordance with the following schedule:

Length of Full-time Service*	Weeks
After one (1) year	Two (2)
After five (5) years	Three (3)
After ten (10) years	Four (4)
After fifteen (15) years	Five (5)
After twenty (20) years	Six (6)

Earned vacation shall be awarded on the employee's anniversary date but may be available for use in the calendar year beginning January. Vacation time must be used in the calendar year or it shall be forfeited. Employees who retire/separate from service who use vacation leave before their anniversary date of earned vacation shall have their final salary adjusted/reduced for such advanced vacation pay. The employee's department head shall assign vacation periods for all members of the department to insure adequate departmental work assignments. If an employee with at least one (1) year of employment, terminated his/her employment, he/she shall be eligible to receive payment for all earned and accrued, but unused, vacation time. In the case of death of the employee, said vacation time will be paid to the employee's estate. Upon completion of ten (10) years of service, a non-union employee may reserve two (2) weeks of vacation per year, not to exceed ten (10) weeks, effective January 1, 2016 to be paid out on retirement at the rate of pay when banked.

Employees must use at least two weeks of vacation leave each year. The employee may convert up to one week (5 days) of unused vacation to a cash payment. Such payment will be made in the first pay in February at the prior year's rate of pay (year of unused vacation).

Full time nonunion employees, who previously were part time employees for at least three full years, shall be entitled to a maximum of one additional vacation week (40 hours) after the 4th year of full-time employment (for a total of 3 weeks rather than 2 weeks as set forth in Section 3) At year 5 the full-time benefits ordinance shall control.

However, if an employee is unable to use vacation days due to unforeseeable circumstances beyond the employee's control, vacation days may be carried over to the next year only, with prior approval of the Mayor or Finance Director.

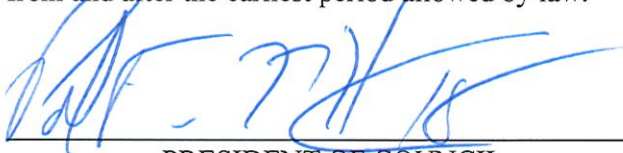
Section 2. Ordinance 15-119 is hereby amended as provided for herein and all other provisions of Ordinance 15-119 shall remain in full force and effect.

Section 3. This Ordinance shall supersede all previously adopted Ordinances in direct conflict herewith.

Section 4. 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 5. 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 3 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.



PRESIDENT OF COUNCIL

APPROVED 

MAYOR

DATE PASSED: December 19, 2023 DATE APPROVED: Dec. 20, 2023

ATTEST: 

ACTING DIRECTOR OF LEGISLATIVE SERVICES

YEAS: Marnecheck, Nickell, Barath, Krejci,
Dietrich, Wos

NAYS: none