

DATE:	<u>December 18, 2023</u>	1 ST READING:	<u>December 18, 2023</u>
INTRODUCED BY:	<u>Mayor Corcoran</u>	2 ND READING:	<u>Dispensed</u>
REFERRED BY:	<u></u>	3 RD READING:	<u>Dispensed</u>
TEMPORARY NO:	<u>T 142-2023</u>	ADOPTED:	<u>December 18, 2023</u>
		EMERGENCY:	<u>December 18, 2023</u>
		EFFECTIVE:	<u>December 18, 2023</u>

RESOLUTION NO. 1623-2023

A RESOLUTION AMENDING RESOLUTION 1431-2018 APPROVING AN ADVANCE FROM THE GENERAL FUND OF THE CITY OF NORTH RIDGEVILLE, OHIO, AND DECLARING AN EMERGENCY.

WHEREAS, on September 4, 2018, City Council adopted Resolution 1431-2018 advancing \$775,000 from the General Fund to the ODNR Flood Control Grant Fund with the expectation of repayment from the Ohio Department of Natural Resources for the Mills Creek Conservation and Flood Control Area project; and

WHEREAS, on February 1, 2021, City Council adopted Resolution 1510-2021 approving a partial repayment of the advance to the General Fund in the amount of \$383,000; and

WHEREAS, the Mills Creek Conservation and Flood Control Area project cost estimate has increased significantly requiring additional resources for the completion of the project; and

WHEREAS, City Council deems it appropriate to change the fund advance in the amount of \$775,000 to a permanent fund transfer from the General Fund due to the increase in project costs. At the completion of the project, any funds remaining shall be transferred back to the General Fund up to the full amount of the initial transfer.

NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. The Director of Finance is hereby authorized to change the advancement of funds from the General Fund to the ODNR Flood Control Grant in the amount of \$775,000 to a permanent transfer.

SECTION 2. At the completion of the Mills Creek Conservation and Flood Area project, any funds remaining shall be repaid to the General Fund up to the full amount of the initial transfer.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution 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, and in compliance with all legal requirements, including §121.22 of the Ohio Revised Code.

SECTION 4. This Resolution is hereby declared to be an emergency measure, the emergency being in order to provide the Department of Finance with the resources necessary to meet its obligations. Wherefore, this Resolution shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 18, 2023



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 27, 2023



Kevin Corcoran
MAYOR

DATE:	<u>December 18, 2023</u>	1 ST READING:	<u>December 18, 2023</u>
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TEMPORARY NO:	<u>T 145-2023</u>	ADOPTED:	<u>December 18, 2023</u>
		EMERGENCY:	<u>December 18, 2023</u>
		EFFECTIVE:	<u>December 18, 2023</u>

RESOLUTION NO. 1625-2023

A RESOLUTION IMPOSING AN IMMEDIATE MORATORIUM ON THE ISSUANCE AND PROCESSING OF PERMITS ALLOWING RETAIL DISPENSARIES, CULTIVATORS, PROCESSORS, OR OTHER NORTH RIDGEVILLE BUSINESS INTENDING TO PROCESS, PROVIDE, OR SELL MARIJUANA WITHIN THE CITY OF NORTH RIDGEVILLE, OHIO, AND DECLARING AN EMERGENCY.

WHEREAS, Ohio voters approved State Issue 2 on November 7, 2023, adopting proposed legislation authorizing the cultivation, sale and use of marijuana products for recreational purposes; and

WHEREAS, pursuant to the operation of Article II, Section 1b of the Ohio Constitution, the proposed legislation now approved by Ohio voters will automatically be incorporated into the Ohio Revised Code as Sections 3780.01 through 3780.99 and became effective on December 7, 2023, with no further action required by the Ohio General Assembly (the “Act”); and

WHEREAS, upon the passage of Issue 2, members of the Ohio General Assembly have already expressed an intention to amend the Act but have not yet clarified whether the Act will be repealed, modified, or materially altered; and

WHEREAS, Section 3780.03 of the Act provides that a newly created “Division of Cannabis” shall adopt rules establishing standards and procedures for the implementation of the adult use marijuana program, including licensing requirements for cultivators, processors, and retailers; and

WHEREAS, the Act, as currently constituted, provides the Division of Cannabis a period of nine months after December 7, 2023, to implement rules and regulations regarding the adult use marijuana program; and

WHEREAS, Council and the Mayor intend to adopt legislation that provides for the orderly implementation of adult use of cannabis in the City consistent with State laws and regulations; and

WHEREAS, pursuant to the Ohio Constitution and local ordinances, City Council possesses the inherent power to enact appropriate planning, zoning, and business regulation laws that further the health, safety, welfare, comfort and peace of its citizens, including restricting, prohibiting and/or regulating certain business uses; and

WHEREAS, at least until such time as regulations are adopted, the amendments to the Act are adopted and the City has had an opportunity to study the foregoing, Council has determined it to be in the best interests of the community health, safety, and welfare to impose an immediate moratorium on any cultivation, processing, or retail dispensing of marijuana for adult use business purposes in any form within the City of North Ridgeville, except as required by the Act.

NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. Except as required by the Act, the Mayor and Council hereby impose an immediate moratorium on the issuance and processing of any permits for cultivators, processors, retail dispensaries, or other North Ridgeville business intending to process, provide or sell marijuana as defined in Sections 3780.01 through 3780.99 of the Ohio Revised Code.

SECTION 2: The purpose of this moratorium is to allow the City Administration and Council to consider amendments to pertinent Codified Ordinances, including the North Ridgeville Zoning Code, to prepare regulations which may be necessary, and to determine where and whether to allow, limit or prohibit cultivators, processors, and retail dispensaries in the City.

SECTION 3. Council and the Mayor hereby direct and order that no permits for cultivators, processors, retail dispensaries, or other businesses intending to process, provide, or sell marijuana shall be issued or processed by the City during the moratorium, except as may be required by the Act with respect to existing dispensaries of marijuana products for medical use in keeping with existing ordinances.

SECTION 4. The moratorium shall be in effect for a period beginning from the effective date of this Resolution through the earlier of September 9, 2024, until changes are enacted to amend the Codified Ordinance of the City of North Ridgeville to address these issues, or until Council approves legislation explicitly revoking this moratorium, whichever occurs first.

SECTION 5. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were conducted 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 accordance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 6. This Resolution is hereby declared to be an emergency measure, the emergency being in order to address the recreational usage of marijuana while the State of Ohio works out the regulation for recreational. Wherefore, this Resolution shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 18, 2023



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 27, 2023



Kevin Corcoran
MAYOR

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TEMPORARY NO:	<u>T 143-2023</u>	ADOPTED:	<u>December 18, 2023</u>
		EMERGENCY:	<u>December 18, 2023</u>
		EFFECTIVE:	<u>December 18, 2023</u>

RESOLUTION NO. 1624-2023

A RESOLUTION AUTHORIZING FUND TRANSFERS, AND DECLARING AN EMERGENCY.

WHEREAS, on February 1, 2021, City Council adopted Resolution 1510-2021 approving a partial repayment of an advance to the General Fund from the ODNR Flood Control Grant Fund in the amount of \$383,000; and

WHEREAS, due to increases in project cost estimate, City Council deems it appropriate to transfer these funds back to the ODNR Flood Control Grant Fund as a permanent transfer. At the completion of the Mills Creek Conservation and Flood Control Area project, any funds remaining shall be transferred to the General Fund up to the full amount of the initial transfer.

NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. The Director of Finance is authorized to transfer funds not to exceed the following amounts:

<u>From</u>	<u>To</u>	<u>Amount</u>
General Fund (101)	ODNR Flood Control (434)	383,000

SECTION 2. At the completion of the Mills Creek Conservation and Flood Control Area project, any funds remaining shall be transferred to the General Fund up to the full amount of the initial transfer.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution 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, and in compliance with all legal requirements, including §121.22 of the Ohio Revised Code.

SECTION 4. This Resolution is hereby declared to be an emergency measure, the emergency being in order to provide the Department of Finance with the resources necessary to meet its obligations. Wherefore, this Resolution shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 18, 2023



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 27, 2023



Kevin Corcoran
MAYOR

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TEMPORARY NO:	<u>T 141-2023</u>	ADOPTED:	<u>December 18, 2023</u>
		EMERGENCY:	<u>December 18, 2023</u>
		EFFECTIVE:	<u>December 18, 2023</u>

ORDINANCE NO. 6125-2023

AN ORDINANCE AMENDING ORDINANCE NO. 6086-2023 REGARDING SLUDGE HAULING, BY INCREASING THE AMOUNT FROM \$400,000.00 TO \$500,000.00 ANNUALLY, AND DECLARING AN EMERGENCY.

WHEREAS, Ordinance No. 6040-2023 was passed on February 6, 2023, authorizing the Mayor to enter into an agreement with a properly certified sludge hauler in an amount not to exceed \$260,000.00 annually; and

WHEREAS, due to an increase of costs in the sludge hauling process, Ordinance No. 6040-2023 was amended by increasing the annual amount to \$400,000.00 (Ordinance No. 6086-2023); and

WHEREAS, costs have increased once again, therefore the amount needs to be increased.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. Ordinance No. 6086-2023 is hereby amended by increasing the “not to exceed” amount from \$400,000.00 to \$500,000.00 for the yearly sludge hauling process.

SECTION 2. All other sections, terms and provisions of Ordinance Nos. 6086-23 and 6040-2023 not specifically modified or affected by this amending Ordinance shall remain in full force and effect.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were conducted 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 accordance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 4. This Ordinance is hereby declared to be an emergency measure, the emergency being in order to improve the health, safety, and welfare of the Citizens of the City of North Ridgeville. Wherefore, this Ordinance shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 18, 2023



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 27, 2023



Kevin Corcoran
MAYOR

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REFERRED BY:	<u></u>	3 RD READING:	<u>Dispensed</u>
TEMPORARY NO:	<u>T 144-2023 Amended</u>	ADOPTED:	<u>December 18, 2023</u>
		EMERGENCY:	<u>December 18, 2023</u>
		EFFECTIVE:	<u>December 18, 2023</u>

Amended on the floor on 12-18-2023

ORDINANCE NO. 6126-2023

AN ORDINANCE AMENDING ORDINANCE NUMBER 6031-2022 OF THE CITY OF NORTH RIDGEVILLE, OHIO, PROVIDING APPROPRIATIONS FOR THE PERIOD COMMENCING JANUARY 1, 2023, AND ENDING DECEMBER 31, 2023, AND DECLARING AN EMERGENCY.

WHEREAS, it is necessary to amend the appropriations for certain funds and appropriate other amounts for the operations of the City of North Ridgeville, Ohio.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO:

SECTION 1. That to provide for current and other expenditures for the City of North Ridgeville, Ohio, for the period commencing January 1, 2023, and ending December 31, 2023, Ordinance No. 6031-2022 be and the same is hereby supplemented in the following amounts so that from and after the effective date of the Ordinance, the appropriation Ordinance shall include the following, being adjusted for the similar terms in the preceding appropriation Ordinance.

SECTION 2. That there be appropriated from the respective funds listed below, the amounts as follows:

<u>Fund</u>		<u>Personal</u>		<u>Transfers</u>	
<u>Number</u>	<u>Fund</u>	<u>Services</u>	<u>Other</u>	<u>and Advances</u>	<u>Total</u>
	<u>General Fund</u>				
101	General Government	-	14,000	383,000	397,000
Total General Fund		<u>-</u>	<u>14,000</u>	<u>383,000</u>	<u>397,000</u>
	<u>Enterprise Funds</u>				
610	Water	1,200	-	-	1,200
640	Sewer	2,500	-	-	2,500
670	French Creek WWTP	-	78,350	-	78,350
680	French Creek R & I	-	196,750	-	196,750
Total Enterprise Funds		<u>3,700</u>	<u>275,100</u>	<u>-</u>	<u>278,800</u>
	<u>Internal Service Funds</u>				
730	City Garage	-	35,000	-	35,000
Total Internal Service Funds		<u>-</u>	<u>35,000</u>	<u>-</u>	<u>35,000</u>
Total All Funds		<u>3,700</u>	<u>324,100</u>	<u>383,000</u>	<u>710,800</u>

SECTION 3. That the Director of Finance of the City of North Ridgeville is hereby authorized to draw warrants on the treasury of the City of North Ridgeville for payments on any of the foregoing appropriations, upon receiving proper certification and vouchers therefore, approved by officers authorized by law to approve the same or by an ordinance or resolution of Council to make the expenditure and provide that no warrants may be drawn or paid for salaries or wages, except to persons employed by authority of or in accordance with law or Ordinance.

SECTION 4. That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were 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 accordance with all legal requirements.

SECTION 5. This Ordinance is hereby declared to be an emergency measure, the emergency being in order to provide the Department of Finance with the resources necessary to meet its obligations and follow appropriation guidelines. Wherefore, this Ordinance shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 18, 2023



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 27, 2023



Kevin Corcoran
MAYOR

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TEMPORARY NO:	<u>T 147-2023</u>	ADOPTED:	<u>December 18, 2023</u>
		EMERGENCY:	<u>December 18, 2023</u>
		EFFECTIVE:	<u>December 18, 2023</u>

ORDINANCE NO. 6127-2023

AN ORDINANCE AMENDING ORDINANCE NO. 6080-2023 WHICH AUTHORIZED THE MAYOR TO ADVERTISE FOR BIDS AND ENTER INTO A CONTRACT ACCORDING TO LAW AND IN A MANNER PRESCRIBED BY LAW WITH THE LOWEST AND BEST BIDDER FOR THE REPLACEMENT AND UPGRADE OF THE COMPLETE MIX TANK AERATION AND MIXING SYSTEMS FOR THE FRENCH CREEK WASTEWATER TREATMENT PLANT, BY INCREASING THE DOLLAR AMOUNT FROM \$6.7 MILLION DOLLARS TO \$8,284,679.00, AND DECLARING AN EMERGENCY.

WHEREAS, Ordinance No. 6080-2023 was passed by City Council by emergency on June 5, 2023, for the upgrade of the Complete Mix Tank Aeration system at the French Creek Wastewater Treatment Plant due to the aeration system failing; and

WHEREAS, due to increased costs, the amount of Ordinance No. 6080-2023 needs to be amended.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. Due to increased costs, Ordinance No. 6080-2023 is hereby amended from \$6.7 million dollars to \$8,284,679.00 for the upgrade of the Complete Mix Tank Aeration system at the French Creek Wastewater Treatment Plant.

SECTION 2. All other sections, terms and provisions of Ordinance No. 6080-2023 not specifically modified or affected by this amending Ordinance shall remain in full force and effect.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were conducted 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 accordance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 4. This Ordinance shall take effect and be in full force from and after the earliest period allowed by law. This Ordinance is hereby declared to be an emergency measure, the

emergency being in order to move forward with the project. Wherefore, this Ordinance shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 18, 2023



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 27, 2023



Kevin Corcoran
MAYOR

DATE:	<u>December 4, 2023</u>	1 ST READING:	<u>December 4, 2023</u>
INTRODUCED BY:	<u>Mayor Corcoran</u>	2 ND READING:	<u>December 18, 2023</u>
REFERRED BY:	<u></u>	3 RD READING:	<u>Dispensed</u>
TEMPORARY NO:	<u>T 137-2023</u>	ADOPTED:	<u>December 18, 2023</u>
		EMERGENCY:	<u>December 18, 2023</u>
		EFFECTIVE:	<u>December 18, 2023</u>

ORDINANCE NO. 6128-2023

AN ORDINANCE AMENDING EXHIBITS A, B AND C OF ORDINANCE NUMBER 6065-2023 BY UPDATING FULL AND PART TIME CLASSIFICATIONS AND SECTION 8 VACATION AND DECLARING AN EMERGENCY.

WHEREAS, the Administration desires to amend Exhibit A to revise the salary schedule for various job classifications within the Division of Engineering reflecting those classifications' required education, experience, and supervisory responsibilities; and

WHEREAS, the Administration desires to amend Exhibit A to remove the classifications of Resident Project Representative and Licensed Building Inspector as both classifications are part of the American Federation of State, County and Municipal Employees (AFSCME) union and should not be presented as non-bargaining; and

WHEREAS, Council and the Administration desires to amend Exhibit B to revise the salary schedule for various part-time classifications within the Division of Park and Recreation and add the classifications Camp Director, Assistant Camp Director, and Concession Manager to assist in recruitment for summer programming staff as discussed during 2023 Finance Committee meetings; and

WHEREAS, the Administration desires to amend Exhibit C Section 8 – Vacation to maintain parity with the American Federation of State, County, and Municipal Employees (AFSCME) for non-bargaining and union new hires, the new language shall be retroactive to January 1, 2023.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. The salary schedule for various full-time job classifications in the Division of Engineering are hereby replaced with the new salary schedule presented in Exhibit A. The classifications of Resident Project Representative and Licensed Building Inspector are hereby removed from Exhibit A.

SECTION 2. The salary schedule for the part-time classifications of Laborer and Concession Supervisor are hereby replaced with the new salary schedule presented in Exhibit B. The classifications of Camp Director, Assistant Camp Director, and Concession Manager and their salary schedules are hereby added to Exhibit B.

SECTION 3. Exhibit C Section 8 Vacation is hereby amended removing the proration of vacation for new hires and replaced with forty (40) hours upon completion of probation as stated in the section. This change shall be retroactive to January 1, 2023.

SECTION 4. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were conducted 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 accordance with all legal requirements, including §121.22 of the Ohio Revised Code.

SECTION 5. This Ordinance is hereby declared to be an emergency measure to allow the legislation to be retroactive to January 1, 2023. Wherefore, this Ordinance shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 18, 2023



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 27, 2023



Kevin Corcoran
MAYOR

EXHIBIT A: Full Time Employee Classifications

	<u>From</u>	<u>To</u>	<u>Pay Type</u>
Office of Mayor			
Mayor	See Ord. 6064-2023		Salary
Administrative Assistant to Mayor	58,218.00	72,227.69	Hourly
Administrative Assistant	50,034.50	62,061.88	Hourly
Finance Department			
Director of Finance	97,392.00	135,275.00	Salary
Assistant Director of Finance	69,895.45	100,000.00	Salary
Payroll Administrator	61,806.96	76,690.15	Hourly
Accounts Payable Clerk	52,079.04	64,594.71	Hourly
Administrative Assistant	50,034.50	62,061.88	Hourly
Law Department			
Assistant Director of Law/Prosecutor	84,649.65	101,400.00	Salary
Clerk of Mayor's Court	43,905.52	78,842.07	Salary
Administrative Assistant	50,034.50	62,061.88	Hourly
Public Works Department			
Director of Public Works	97,392.00	135,275.00	Salary
Streets Foreman	74,828.56	92,880.89	Hourly
Water and Sewage Foreman	74,828.56	92,880.89	Hourly
Stormwater Foreman	74,828.56	92,880.88	Hourly
Grounds Maintenance Supervisor	59,531.19	73,860.53	Hourly
Assistant Grounds Maintenance Supervisor	55,273.95	68,602.54	Hourly
Superintendent of FCWWTP	75,308.16	123,600.00	Salary
Assistant Superintendent of FCWWTP	81,231.96	100,842.71	Hourly
Laboratory Manager	60,372.56	72,238.59	Hourly
French Creek Class IV Foreman	78,610.67	97,583.46	Hourly
French Creek Class III Foreman	75,989.40	94,324.23	Hourly
French Creek Foreman	74,828.56	92,880.89	Hourly
Administrative Assistant	50,034.50	62,061.88	Hourly
Community Services Department			
Director of Community Services	97,392.00	135,275.00	Salary
Director of Parks and Recreation	57,862.26	84,545.54	Salary
Program Supervisor	38,210.88	57,400.00	Hourly
Administrator of Office of Older Adults	48,132.81	74,726.63	Salary
Case Manager	47,504.00	58,877.11	Hourly
Information Technology Manager	75,000.00	110,000.00	Salary
Information Technology Specialist	62,139.77	77,103.97	Salary
Planning and Development Department			
Director of Planning and Development	97,392.00	135,275.00	Salary
Office Administrator	53,029.14	65,875.93	Salary
City Engineer	86,025.18	112,000.00	Salary
Assistant City Engineer	82,800.95	98,928.64	Salary
Civil Engineer II (PE)	76,000.00	91,700.00	Salary
Civil Engineer I (EI)	65,000.00	78,700.00	Salary
Chief Resident Project Representative	73,500.00	87,700.00	Hourly
Chief Building Official	61,642.20	107,000.00	Salary
Assistant Chief Building Official	69,590.64	86,356.85	Salary
Zoning Inspector	57,781.97	71,685.57	Hourly
Police Department			
See Ord. 4497-2008			
Fire Department			
See Ord. 4496-2008			
Administrative Assistant	52,102.76	66,870.18	Hourly
Office of Council			
Assistant Clerk of Council	55,978.85	69,449.71	Salary
Deputy Clerk of Council	50,034.50	62,052.52	Hourly

Amended 12/04/2023

EXHIBIT B: Part Time Employee Classifications

	<u>A</u>	<u>B</u>	<u>C</u>
Director of Law	<i>See Ord. 3480-99 and 3481-99</i>		
Secretary/Admin Support	16.76	16.16	15.62
Bailiff	27.71	27.06	26.45
Laborer	<i>12.90</i>	<i>12.41</i>	<i>11.94</i>
Licensed Building Inspector	33.49	32.84	32.17
Zoning Inspector	26.62	26.05	25.45
Resident Project Representative	34.49	33.16	31.89
Safetyville Instructor	26.89		
Humane Officer	20.59	19.65	19.01
Dispatcher	20.31	19.60	16.88
Crossing Guard	15.91	15.45	15.00
Program and Events Coordinator	17.12	16.73	16.34
South Central Park Manager	14.67	14.29	13.89
Shady Drive Complex Manager	14.67	14.29	13.89
Site Supervisor	12.45	11.95	11.48
Crew Leader	12.45	11.95	11.48
<i>Camp Director</i>	<i>14.77</i>	<i>14.41</i>	<i>14.06</i>
<i>Assistant Camp Director</i>	<i>12.77</i>	<i>12.46</i>	<i>12.16</i>
Camp Counselor	11.31	10.94	10.55
<i>Concession Manager</i>	<i>12.55</i>	<i>12.24</i>	<i>11.95</i>
Concession Supervisor	<i>11.27</i>	<i>11.05</i>	<i>10.83</i>
Cashier	10.62	10.36	10.10
Scorekeeper	10.62	10.36	10.10
Case Manager	18.48	17.91	17.31
Cook	17.56	16.94	16.35
Van Driver	14.16	13.68	13.17

EXHIBIT CSECTION 1 - HOURS OF WORK

The work period shall generally be 40 hours of work over a seven (7) day period, starting at 12:01 a.m. Sunday to 12:00 p.m. midnight Saturday, but may be varied at the discretion of the Mayor/designee. Employees shall generally be scheduled for five (5) eight (8) hours workdays within the applicable seven (7) day period, which may be varied from time to time, at the discretion of the Mayor/designee. An employee's scheduled hours of work shall be inclusive of a paid 30-minute lunch period.

Employees may be scheduled to start their shift as early as 7:00 a.m. and end as late as 5:00 p.m. if necessary due to the nature of their assignment, and as approved by their immediate supervisor with consent of the Mayor/designee.

SECTION 2 - PROBATIONARY PERIOD

Employees designated as non-exempt and covered pursuant to the FLSA shall be required to serve a probationary period of 120 calendar days. During said period, the Employer shall have the right to discipline or discharge such employees and any such action shall not be appealable to any Civil Service Commission. During their probationary period, employees shall not be paid bereavement or holidays. If an employee is discharged during their probationary period, they shall not be eligible to be paid for any accrued but unused vacation.

SECTION 3 - OVERTIME ELIGIBILITY

Employees designated as non-exempt and covered pursuant to the FLSA shall be paid for all time actually worked in excess of eight (8) hours in one (1) day as applicable to scheduled daily hours. The overtime rate will be one and one-half (1½) times the employee's regular rate. Leave banks may be used towards 40 hours work week but not for purposes of overtime calculation in an 8- or 10-hour day. All overtime must be pre-approved by area supervisor prior to working. Employees may, at their option, elect to accumulate up to a maximum of 240 hours of overtime in compensatory time in lieu of cash payment for overtime. Said compensatory time may be taken, at the discretion of the employee, as time off with pay when approved by the department head. Any hours earned which will result in the number of accumulated hours exceeding 240 hours must be paid. Employees may be paid any of the hours in the overtime bank up to the maximum, at their discretion, by submitting the leave cash out form in Precinct Manager. Payment will be paid in the next pay period following the notification.

Employees designated as exempt and non-covered pursuant to the FLSA shall not be eligible for overtime.

SECTION 4 - SICK LEAVEA. Definition of Sick Leave

Sick leave shall be defined as an absence with pay necessitated by:

- (1) Illness or injury to the employee;
- (2) Disabilities due to pregnancy or delivery of child;
- (3) For bonding with a newborn or adopted child of the employee for a period not to exceed two (2) weeks from the date of the child's birth;
- (4) Exposure of the employee to contagious disease deemed communicable to other employees

- and determined to be a health and safety issue by the Mayor/designee;
- (5) Illness, injury or death in the employee's immediate family.

B. Definition of Immediate Family

Where the use of sick leave is due to illness or injury to the employee's immediate family, "immediate family" shall be defined to include only the employee, employee's spouse, employee's children, and employee's parents.

C. Accumulation of Sick Leave

Employees shall earn sick leave at the rate of four and six-tenths (4.6) hours for every 80 hours worked in active pay status and shall accumulate such sick leave for future use to an unlimited amount. Employees shall not accrue sick leave as a result of any separation payout made pursuant to subsection D below.

D. Payment Upon Separation

Upon the occurrence of any of the following events, an employee who has not less than ten (10) years of continued service with the Employer shall be entitled to a cash payment of the value of the herein defined amount of earned and unused sick leave hours:

- (1) Retirement of the employee;
- (2) Disability retirement of the employee;
- (3) Death of the employee; and
- (4) Separation from employment for any reason except termination for cause.

Any employee qualifying pursuant to the above provisions of this article shall be entitled to receive a cash payment equal to his/her hourly base rate of pay at that time of the occurrence of an above-listed event multiplied by ninety percent (90%) of the total number of accumulated but unused hours earned by the employee as certified by the Finance Director, provided that such resulting number of hours to be paid shall not exceed 1,000 hours of pay. If the qualifying employee is deceased, the payment shall be made pursuant to the provisions of the Ohio Revised Code 2113.04.

E. Reporting Off Work

An employee who is to be absent on sick leave shall notify their supervisor of such absence and the reason therefore at least one-half (1/2) hour prior to each day he/she is absent, except in unusual circumstances or with permission of the Mayor/designee. Failure to properly report off work shall be cause for discipline.

F. Charging of Sick Leave

Sick leave may be used in any segments. The Finance Department shall be responsible for tracking sick leave usage and balances.

G. Documentation Justifying Use of Sick Leave

Before an absence may be charged against accumulated sick leave, the Employer may require such proof

of illness/injury of the employee, or of a qualifying family member of the employee, as may be satisfactory to justify the use of sick leave, or may require the employee to be examined by a physician, paid for by the Employer and selected by the Mayor/designee. In any event, an employee absent on sick leave must supply a written and signed statement on a form provided by the Employer attesting to his/her illness to be eligible for payment of sick leave. For an absence in excess of three (3) working days or for accumulated absences of five (5) or more days in a rolling 60-day period the Employee shall be required to present a doctor's certificate at the employee's expense to justify the use, and payment of sick leave or receive approval from the Mayor/designee.

If the employee fails to submit proof of illness/injury of the employee or a qualifying family member of the employee upon request, or in the event that upon such proof as is submitted or upon the report of medical examination, the Mayor/designee finds that there is no satisfactory evidence of illness/injury of the employee or of a qualifying relative of the employee sufficient to justify the employee's absence, such leave shall be considered unauthorized leave and may be without pay. Unauthorized absence without leave may subject the employee to discipline.

H. Return to Duty Medical Examination

The Mayor/designee may require an employee who has been absent due to personal illness or injury, prior to and as a condition of his/her return to duty, to be examined by a physician designated by the Employer (at the Employer's expense) to establish that the employee is mentally and physically capable of performing the essential functions of his/her position and that his/her return to duty will not jeopardize the health and safety of the employee or other employees.

I. Fitness for Duty Medical Examination

If the Employer has a reasonable basis for believing that an employee is no longer mentally and/or physically capable of performing the essential functions of his/her position or poses a threat to himself or others, the Employer may order an examination by an appropriately qualified medical professional at the Employer's expense. Upon receipt of the medical professional's opinion on fitness for work which disqualifies the employee for return to work, the Employer and the employee will meet to discuss possible alternatives and/or accommodations.

J. Discipline

An employee must comply with all rules and regulations on sick leave in order to receive sick leave pay. Falsification of sick leave documents, or abuse of sick leave as determined by the Employer, is grounds for disciplinary action.

SECTION 5 - PAID SICK LEAVE DONATION

A. Policy: It shall be the policy of the Employer that employees with accumulated Sick Leave may donate paid Sick Leave to a fellow employee who, in strictly serious or catastrophic cases, is in need of assistance and has exhausted all of their available leave/time.

B. Purpose: The purpose of this program is to:

- (1) allow employees to voluntarily provide assistance to their co-workers who are in critical need of leave due to circumstances necessitating the use of Sick Leave as set forth in Section 4(A)

- above (Sick Leave);
 - (2) establish strict guidelines for the implementation of donation of paid Sick Leave time; and
 - (3) to protect the investment the Employer has made in an employee in an effort to retain that employee.
- C. Eligibility: An employee is eligible, after one year of service, to apply for the benefit of this policy. The employee must apply through the Mayor. ALL of the following must apply to the circumstances of the recipient employee:
- (1) the employee is not eligible for Worker's Compensation benefits;
 - (2) the employee has not been disciplined at any level for patterned use of sick leave within the previous three (3) years;
 - (3) the employee has exhausted all accrued time available to him/her including sick time, personal time, comp time, and vacation time; and
 - (4) the employee can, if requested, provide documentation through medical records that there is a bona fide medical reason for his/her inability to work.
- D. Duration: The maximum length of time that an employee may receive benefits under this program is eight (8) pay periods.
- E. Participation of Donor Employee:
- (1) An employee is eligible after one (1) year of service and may choose to participate in the sick leave donation program.
 - (2) An employee must have and maintain a minimum of eight weeks (320 hours) of accumulated Sick Leave to be eligible to participate as a donor.
 - (3) An employee who is donating paid leave may donate up to 40 hours of sick leave per donee per incident, in increments no less than eight (8) hours. An employee may donate to an eligible recipient employee repeatedly.
- F. Application Review: Upon receiving an application for sick leave donation, the Mayor shall review the application and:
- (1) Evaluate whether there has or has not been any documented disciplinary action at any level for the patterned use of sick leave or abuse of sick leave within the previous three (3) years by the donor employee in their department; and
 - (2) Verify that the cause of absence is not work-related.
 - (3) The application is then forwarded to the Finance Director for review and verification that the employee has no time (of any nature) available to the credit of their account. The application is then forwarded to the Mayor's Office for approval or denial. If all eligibility requirements have been met and the application is approved, the application shall be returned to the Finance Director for disbursement proceedings. Transfer Participation Forms are to be distributed to all Department and Division_Heads and Area Stewards for leave donations. If any eligibility requirement is not met, the application is denied and returned to the applicant who shall be advised as to the reason for denial.
- G. Disbursement of Donated Sick Leave: Upon receiving an approved application, the Finance Department shall credit the employee approved for the donation of sick time hours under this policy and disburse in the following manner:

- (1) Any time the employee has accrued shall be used first; and
- (2) Then on a rotating basis from employees that have signed up to donate; the first person submitting paperwork to donate shall be docked first, then the next person, and so on. Any donor employee's accumulated paid leave shall be reduced in eight (8) hour increments.

The transfer of benefits shall be calculated on a prorated basis to be determined by the rate of pay of the donor employee for the donee employee.

- H. Recovery of Donated Sick Leave: In the event that an employee who has received benefits under this program are reimbursed in any manner for the lost work time covered by this benefit, the employee must reimburse the Employer for the pay that was received. The donor employee shall be credited with the hours donated.
- I. Unexpended balance of donated Sick Leave: An employee receiving donated Sick Leave who returns to work may retain up to 40 hours of donated Sick Leave. Donated Sick Leave will not be eligible for cash conversion by the recipient.

SECTION 6 – LEAVE OF ABSENCE

An employee shall be granted a leave of absence of 40 hours with pay in the event of the death of a spouse, mother, father, stepchild or child. The employee shall be granted a leave of absence of three (3) days with pay in the event of the death of the employee's stepmother, stepfather, brother, sister, grandparents, grandchildren, mother-in-law, father-in-law, spouse's grandparents, brother-in-law, sister-in-law, daughter-in-law or son-in-law. The employee shall be entitled to 40 hours when said death is outside the State of Ohio. Leave granted under this article shall be taken in consecutive work time (hours/days), and must include the date of the funeral or memorial services. Employee shall be allowed, at the sole discretion of the Mayor/designee to add time to a funeral leave, which time shall be deducted from his/her accumulated sick leave.

SECTION 7 - HOLIDAYS

Employees shall receive a holiday benefit for the following holidays below. The holiday benefit shall be an employee's full day's pay based on their scheduled shift.

New Years Day	Veteran's Day
Martin Luther King Day	Thanksgiving Day
Presidents Day	Day after Thanksgiving
Good Friday	Christmas Eve Day
Memorial Day	Christmas Day
Independence Day	Labor Day

Overtime eligible employees who work on any of the above designated holidays will receive the holiday benefit plus double their regular rate of pay for all hours actually worked. Employees called in on a non-scheduled day, who work the actual day of the holiday and the week-day date on which the same holiday is recognized by the Federal government shall receive double their regular rate of pay for all hours actually worked.

In order to be eligible for any of the paid holidays, the employee must actually work their last schedule day before the holiday and immediately after the holiday. Vacation, compensatory time and personal time (if applicable) shall be considered time worked. Sick leave shall be considered time worked only when a licensed doctor's certificate is supplied.

If any of the above holidays fall on a Sunday, the following Monday shall be observed as the holiday. If any of the above holidays fall on a Saturday, the preceding Friday shall be observed as the holiday.

Employees hired after June 1, 2020 shall not receive personal time. Employees hired prior to this date shall follow the personal time procedures outlined in the AFSCME contract.

SECTION 8 - VACATION

A. Accrual Amount

Employees shall be granted the following vacation leave with full pay each year based upon their length of employment with the Employer, as follows:

Less than 1 year	= Pro-rated 2 weeks based upon hire date <u>40 hours</u>
1 to 4 years	= 10 days, 80 hours, or 2 weeks
5 to 9 years	= 15 days, 120 hours, or 3 weeks
10 to 14 years	= 20 days, 160 hours, or 4 weeks
15 to 19 years	= 25 days, 200 hours, or 5 weeks
20 and over	= 30 days, 240 hours, or 6 weeks

Employees designated as non-exempt and covered pursuant to the FLSA shall become eligible for vacation leave ~~calculated on a pro-rata basis based upon date of hire~~ upon completion of probation. Vacation leave shall be taken no later than the employee's anniversary date.

Employees designated as exempt and non-covered pursuant to the FLSA shall become eligible for vacation leave upon hire. Vacation leave shall be taken no later than the employee's anniversary date.

In order to attract qualified candidates at the time of hiring, the Mayor shall have the authority to grant a newly hired exempt employee vacation credit. At the Mayor's discretion, the employee shall have a specific number of years credited to him/her and shall be placed on the vacation schedule above. The employee shall then progress forward accordingly on the vacation schedule with the credited time applied in the same manner as if it had accrued by term of service. Any vacation service credit shall be documented in writing and placed in the employee's personnel file by the Finance Director.

B. Carryover of Vacation

An employee shall be permitted to carry over up to 40 hours of vacation for use within six (6) months of the employee's anniversary date and upon approval of the department head.

C. Cash Out of Vacation

An employee who has five (5) or more years of service shall be permitted to cash in accrued vacation time, not to exceed one-half of the employee's annual vacation accrual. Vacation cash out requests shall be made once per calendar year at the end of the anniversary period. Employees shall submit a leave cash out form

in the timekeeping system during the pay period in which their anniversary date occurs requesting cash out of allowable vacation time.

Employees designated as exempt and non-covered pursuant to the FLSA shall be permitted to cash out any vacation time remaining on the employee's account on his/her anniversary date after any carry forward, up to but not exceeding one half (1/2) of the employee's annual vacation allowance.

D. Scheduling of Vacation

Employees shall be allowed to take their vacation in any increment, not to exceed two (2) consecutive weeks, unless an exception is approved by the Mayor/designee in advance of the proposed vacation. Vacation leave shall be requested at least 48 hours in advance.

E. Payment Upon Separation

If an employee eligible to receive vacation is separated from employment voluntarily or involuntarily prior to taking his/her vacation, he/she shall receive any fully earned but unused vacation leave accrued under Section A above. If the employee is deceased, the payment shall be made pursuant to the provisions of Ohio Revised Code §2113.04.

SECTION 9 - UNPAID LEAVES OF ABSENCE

A. Medical Leave of Absence

An employee who has completed his/her probationary period and who has exhausted all available leave balances shall be granted a leave of absence for a period not to exceed 180 days because of personal illness or injury or on account of pregnancy upon the request of the employee with sufficient supporting medical evidence. The length of the leave granted will be based upon the Employer's review of the supporting medical evidence. Such leave shall be without pay or benefits except that health insurance shall be provided during leaves of 180 days or less. Any leave granted under this Section may be extended at the discretion of the Mayor.

B. Military Leave

See Ordinance Ord. 4032-2004.

SECTION 10 - INSURANCE PROGRAMS

The City shall provide medical, dental and prescription Insurance Programs as determined by the Mayor/designee to all full-time employees and non-full-time employees as otherwise required by law. All employees enrolled in the Insurance Programs shall contribute monthly toward the premium cost for said insurance at the rate established by the Mayor/designee. The applicable employee contribution for any Insurance Program will be determined by using the actuarially calculated based COBRA rates if any. The employee contribution will be at the percentages defined above of those COBRA rate figures rounded to the nearest dollar. These figures may be adjusted based upon updates to the base COBRA rate. Employee contributions shall be withheld in equal or roughly equal monthly installments from the first two payrolls paid each month. Contributions withheld for each month will be for that month's enrollment (i.e., amounts withheld in January will be for January enrollment).

SECTION 11 - LIFE INSURANCE

Employees shall be supplied life insurance in the amount equal to that which is provided to members of the AFSCME bargaining unit for life insurance pursuant to the terms of the collective bargaining agreement. Said life insurance shall be provided at no cost to the employee.

SECTION 12 - SCHOOL COST REIMBURSEMENT

An employee who takes an Employer-approved college course, or work-related training course, or seminar, shall be reimbursed the actual costs of such training course, including the cost of course textbooks verifiable by receipt in an amount not to exceed the non-taxable limit established by the Internal Revenue Service per year. In order to be reimbursed, the employee must receive a grade of "C" or better, or the equivalent. As a condition precedent to any reimbursement, the Employee will enter into a contract with the City agreeing to maintain employment with the City for a period of two (2) years after the last reimbursement payment. Failure to do so will mandate reimbursement by Employee to the City for any and all previously made reimbursement payments.

The employee must obtain written approval of the Mayor or his designee in advance of enrollment to be reimbursed.

SECTION 13 - TRACKING OF LEAVE

The Finance Director shall track all leave balances (accumulation and use of leave) in accordance with the rules established by the applicable sections above and/or any policies and procedures established by the Mayor, including but not limited to the City of North Ridgeville Employee Handbook as amended from time to time by the Mayor.

SECTION 14 - PENSION PICK-UP

Employees designated as exempt and non-covered pursuant to the FLSA shall be eligible for Pension pick-up based on the following:

- A. The Employer's method of payment of salary and the provision of fringe benefits for all employees who are members of OPERS (referred to herein as "Covered Employees") shall be modified as follows, in order to provide for a salary reduction pick-up and, for certain Covered Employees, a fringe benefit pick-up of employee contributions to OPERS, in accordance with Code Section 414(h)(2) and the rulings thereunder.
- B. The total annual salary and salary per pay period for each Covered Employee shall be the salary otherwise payable per-ordinance and applicable Employer policies. Such total annual salary and salary per pay period of each Covered Employee shall be payable by the Employer in two parts: (1) deferred salary and (2) cash salary. A Covered Employee's deferred salary shall be equal to the percentage of his/her total annual salary or salary per pay period which is required to be paid to OPERS as an employee contribution under OPERS; and such amount shall be paid by the Employer directly to OPERS on behalf of the said employee as a "salary reduction pick-up" of the OPERS employee contribution of said employee. A Covered Employee's cash salary shall be equal to his/her total annual salary or salary per pay period less the amount of the salary reduction pick-up for said employee and shall be payable to him, subject to applicable payroll deductions. Notwithstanding the preceding, as an additional fringe benefit of employment on behalf of Covered Employees the Employer shall pay

directly to OPERS, as an employee contribution under OPERS, an amount equal to four (4%) percent of the salary of such employees in lieu of such amount being deducted from the total annual salary or salary per pay period of such employees and paid to OPERS as deferred salary pursuant to the salary reduction pick-up. The payment of the said amount in lieu of part of the salary reduction pick-up is hereinafter referred to as the "fringe benefit pick-up." The cash salary of Covered Employees entitled to the fringe benefit pick-up shall be the total annual salary or salary per pay period of such employees less the remaining salary reduction pick-up, subject to applicable payroll deductions.

- C. The salary reduction pick-up, but not the fringe benefit pick-up, shall be included in the Covered Employee's total annual salary for the purpose of computing daily rate of pay, for determining paid salary adjustments to be made due to absence, or for any similar purpose.
- D. The salary reduction pick-up and fringe benefit pick-up by the Employer of a Covered Employee's contributions to OPERS shall be mandatory for all Covered Employees. No Covered Employees shall have the option of choosing the pick-up amounts directly instead of having them paid by the Employer to OPERS.
- E. The Employer shall fulfill its income tax reporting and withholding responsibilities for each Covered Employee in such manner as is required by applicable federal, state, and local laws and regulations as they may exist at the time of such reporting and withholding, it being the Employer's understanding that the fringe benefit pick-up is not subject to any income or employment taxes; and that federal and Ohio income tax laws and regulations presently require it to report as an employee's gross income his/her total annual salary less the amount of the salary reduction pick-up (i.e., his/her cash salary) while applicable federal employment tax laws (i.e., the Medicare tax law) require it, and municipal income tax laws may require it to report as an employee's gross income his/her total annual salary including the amount of the salary reduction pick-up.
- F. The Employer shall take all acts necessary and appropriate to ensure the continued implementation of this resolution, including but not limited to, making applications to the Internal Revenue Service and the Board administering the OPERS program to determine the requirements of the Internal Revenue Service and such Board in connection with such pick-up plan. The Employer reserves the right to modify the terms of this pick-up to the extent it reasonably deems is necessary for obtaining the approval of OPERS and/or the Internal Revenue Service.
- G. Pension pick-up as set forth above shall apply to the position of Mayor beginning the term following the adoption of this Ordinance.

Employees designated as non-exempt and covered pursuant to the FLSA shall not be eligible for Pension pick-up.

- A. The Employer's method of payment of salary and the provision of fringe benefits for all employees who are members of OPERS (referred to herein as "Covered Employees") shall be in accordance with Code Section 414(h)(2) and the rulings thereunder. The provisions of this Article shall become effective for the first payroll period beginning after the first date this contract is ratified by the Union and is approved by the City Council.
- B. The salary reduction pick-up, shall be included in the Covered Employee's total annual salary for the purpose of computing daily rate of pay, for determining paid salary adjustments to be made due to absence, or for any similar purpose.

- C. The salary reduction pick-up is mandatory for all covered employees.
- D. The Employer shall fulfill its income tax reporting and withholding responsibilities for each Covered Employee in such manner as is required by applicable federal, state and local laws and regulations as they may exist at the time of such reporting and withholding
- E. The Employer shall take all acts necessary and appropriate to ensure the continued implementation of this resolution, including but not limited to, making applications to the Internal Revenue Service and the Board administering the OPERS program to determine the requirements of the Internal Revenue Service and such board. The Employer reserves the right to modify the terms of this pick-up to the extent it reasonably deems is necessary for obtaining the approval of OPERS and/or the Internal Revenue Service; and if approval of OPERS and/or the Internal Revenue Service cannot be obtained for the terms of this pick-up, the parties shall meet and negotiate pursuant to the severability clause.

SECTION 15 - LONGEVITY

- A. For all employees hired after March 1, 2014, covered by this Ordinance, longevity shall be paid according to the following schedule. Longevity will be paid in a lump sum within the pay period in which the employee's anniversary falls. Longevity shall continue to be awarded on the employee's successive anniversary date in accordance with this schedule.

5th Anniversary	\$ 800.00	15th Anniversary	\$2,000.00
6th Anniversary	\$ 800.00	16th Anniversary	\$2,100.00
7th Anniversary	\$ 800.00	17th Anniversary	\$2,200.00
8th Anniversary	\$1,300.00	18th Anniversary	\$2,300.00
9th Anniversary	\$1,400.00	19th Anniversary	\$2,400.00
10th Anniversary	\$1,500.00	20th Anniversary	\$2,500.00
11th Anniversary	\$1,600.00	21th Anniversary	\$2,600.00
12th Anniversary	\$1,700.00	22th Anniversary	\$2,700.00
13th Anniversary	\$1,800.00	23th Anniversary	\$2,800.00
14th Anniversary	\$1,900.00	28th Anniversary	\$3,000.00

For all employees hired after the adoption of this agreement, upon an employee's 23rd anniversary date and every year up to his/her 28th anniversary, the employee shall receive \$2,800.00 annually. Upon his/her 28th anniversary date and thereafter, the employee shall receive \$3,000.00 annually. In no event shall the maximum amount paid under this Section exceed \$3,000.00 annually, to any single employee.

Any employee hired prior to March 14, 2014 shall follow the longevity schedule outlined in Article 25 of the AFSCME bargaining agreement.

Employees listed in Exhibits A and B shall follow the City of North Ridgeville's employee handbook for conditions of employee not covered herein.

DATE:	<u>November 6, 2023</u>	1 ST READING:	<u>November 6, 2023</u>
INTRODUCED BY:	<u>Councilman Jacobs</u>	2 ND READING:	<u>December 4, 2023</u>
REFERRED BY:	<u>Administrative</u>	3 RD READING:	<u>December 18, 2023</u>
TEMPORARY NO:	<u>T 115-2023</u>	ADOPTED:	<u>December 18, 2023</u>
		EMERGENCY:	<u>December 18, 2023</u>
		EFFECTIVE:	<u>December 18, 2023</u>

Administrative Committee on 11-20-2023
Committee Report to Council on 12-04-2023

ORDINANCE NO. 6129-2023

AN ORDINANCE AMENDING THE NUMBERING SYSTEM FOR THE CITY OF NORTH RIDGEVILLE LEGISLATION STARTING IN THE YEAR 2024, AND DECLARING AN EMERGENCY.

WHEREAS, the City desires to amend the numbering system for legislation to remove temporary numbers and have a simplified sequence.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. The numbering system for City legislation is hereby amended as follows:

Starting January 1, 2024, all new legislation introduced shall be numbered sequentially as "2024-1", "2024-2", "2024-3", etc., and retain its original number assignment after adoption.

Temporary ordinance numbers with a "T" prefix shall no longer be used after December 31, 2023.

SECTION 2. All permanent legislation adopted in 2023 and prior shall retain its current numbering format with a four-digit year and sequential number.

SECTION 3. The Clerk of Council shall be responsible for implementing this new numbering format and maintaining the official records of all City legislation.

SECTION 4. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were conducted 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 accordance with all legal requirements, including §121.22 of the Ohio Revised Code.

SECTION 5. This Ordinance is hereby declared to be an emergency measure, the emergency being in order to start using the numbering sequence in the first meeting of 2024.

Wherefore, this Ordinance shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 18, 2023



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 27, 2023



Kevin Corcoran
MAYOR

DATE:	<u>November 20, 2023</u>	1 ST READING:	<u>November 20, 2023</u>
INTRODUCED BY:	<u>Councilman Abens</u>	2 ND READING:	<u>December 04, 2023</u>
REFERRED BY:	<u>Administrative</u>	3 RD READING:	<u>December 18, 2023</u>
TEMPORARY NO:	<u>T 124-2023</u>	ADOPTED:	<u>December 18, 2023</u>
		EFFECTIVE:	<u>January 17, 2024</u>

Introduced to the Administrative Committee on 11-20-2023 (No report needed)

ORDINANCE NO. 6130-2023

AN ORDINANCE AMENDING ORDINANCE NO. 4268-2006, NO. 2752-93, NO. 1922-84, NO. 1559-79, AND NO. 1275-77 PROVIDING FOR SALARY CHANGES FOR COUNCIL MEMBERS AND COUNCIL PRESIDENT EFFECTIVE JANUARY 1, 2026.

WHEREAS, The Council of the City of North Ridgeville has not approved a salary increase since May 1, 2006; and

WHEREAS, The Council of the City of North Ridgeville desires to provide salary increases for members of the City Council to attract new candidates to represent the City At Large or Ward; and

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. That section of Ordinance 4268-2006 which amended Ordinance No. 2752-93, which amended Ordinance No. 1922-84, which amended Ordinance 1559-79, which amended Ordinance 1275-77 as it relates to the salary of the North Ridgeville Municipal Council, shall be amended as follows:

Effective January 1, 2026, the salary of each member of the City Council shall be increased by \$2,000 over the prior year's level.

Effective January 1, 2027, and each year thereafter, the salary of each member of the City Council shall be increased by 2% over the prior year's level.

Effective January 1, 2026, the President of the City Council shall receive an additional premium of \$2000 annually paid in addition to the annual salary specified above.

SECTION 2. That in all other respects any and all ordinances in conflict with this ordinance, or parts thereof, are hereby expressly repealed.

SECTION 3. The Director of Finance is authorized to take all actions necessary to implement the salary increases provided for herein.

SECTION 4. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were conducted 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 accordance with all legal requirements, including §121.22 of the Ohio Revised Code.

SECTION 5. This Ordinance shall take effect and be in full force from and after the earliest period allowed by law.

PASSED: December 18, 2023



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 27, 2023



Kevin Corcoran
MAYOR

DATE:	<u>November 20, 2023</u>	1 ST READING:	<u>November 20, 2023</u>
INTRODUCED BY:	<u>Mayor Corcoran</u>	2 ND READING:	<u>December 04, 2023</u>
REFERRED BY:	<u></u>	3 RD READING:	<u>December 18, 2023</u>
TEMPORARY NO:	<u>T 132-2023</u>	ADOPTED:	<u>December 18, 2023</u>
		EFFECTIVE:	<u>January 17, 2024</u>

Introduced on the floor on 11-20-2023

ORDINANCE NO. 6131-2023

AN ORDINANCE AMENDING CIVIL SERVICE RULES AND REGULATIONS ON CERTAIN MATTERS AND, IN SOME INSTANCES, DIFFERING FROM STATE REGULATIONS BY EXERCISING THE POWER OF LOCAL SELF-GOVERNMENT CONTAINED IN THE NORTH RIDGEVILLE CHARTER.

WHEREAS, the North Ridgeville City Charter provides in Section 1.2 that all such powers (of local self-government) shall be exercised in the manner prescribed by this Charter or by Ordinance of the Council created hereby. The powers of the Municipality may also be exercised, except as a contrary intent or implication appears in this Charter or in the Ordinances of Council, in such manner as may now or hereafter be provided by the general laws of Ohio; and

WHEREAS, pursuant to Article X of the North Ridgeville City Charter, the City of North Ridgeville Civil Service Commission (“the Commission”) shall provide by rule for the ascertainment of merit and fitness as the basis for appointment or promotion in the classified civil service and provide other rules, regulation and bylaws it deems necessary to conduct its business; and

WHEREAS, pursuant to the Charter and similar ordinances, the Commission may adopt, amend or expand its Rules and Regulations from time to time as deemed necessary for efficient operation and may differ from and/or contradict existing State regulations as permitted by the reservation of authority in the Charter of the City of North Ridgeville and/or by Ordinance; and

WHEREAS, in keeping with this reservation of authority in the Charter of the City of North Ridgeville, on or about August 28, 2023, the Commission amended its Rules and Regulations to include a “Rule of Three” with regards to promotional examinations for classified civil servants which is in conflict with state law.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. Pursuant to the City Charter and in conflict with state law, Rule VIII, paragraph two, shall be added to allow the appointing authority to receive the top three candidates from which to choose for promotional purposes as opposed to having no option except to appoint the candidate with the highest test score only and giving the appointing authority up to sixty (60) days in which to make the decision. It shall state as follows:

“One of three (3) certified to be appointed.

Upon receipt from the Commission of a list of the top three (3) ranked eligible candidates for a promotional level position, the appointing authority shall fill such position forthwith, but in no event shall it be more than 60 days, by appointment from one of the three persons certified to the appointing authority and shall forthwith report to the Commission the name of such appointee, the title of the position, the duties and responsibilities of the same, the salary or compensation thereof and such other information as the Commission may require in order to keep its roster. “

SECTION 2. The Commission may recommend amendments and/or modifications to the “Rule of Three” set forth above as it deems necessary to conduct its business.

SECTION 3. The modifications to Civil Service Rules and Regulations herein, being purely procedural or remedial in nature and, additionally neither impairing nor decreasing any vested right or accrued substantive right, and having been adopted by the Civil Service Commission on August 28, 2023, are hereby additionally and specifically made retroactive to August 28, 2023.

SECTION 4. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were conducted 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 accordance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 5. This Ordinance shall take effect and be in full force from and after the earliest period allowed by law.

PASSED: December 18, 2023



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 27, 2023



Kevin Corcoran
MAYOR