

RECORD OF ORDINANCES

Ordinance No. _____, Passed _____, 20____

ORDINANCE M-18

An Ordinance amending Section 151.02(g), Section 151.02(j), and Section 151.02(k) of the Codified Ordinances of the City of Orrville, Ohio, regarding overtime, repealing all legislation inconsistent herewith, and declaring an emergency.

BE IT ORDAINED by the Council of the City of Orrville, Ohio:

Section 1: That Section 151.02 of the Codified Ordinances of the City of Orrville, Ohio, relating to overtime shall be amended to read as follows:

- (g) Full-time Police Department personnel, excluding probationary employees, may earn compensatory time off in lieu of monetary overtime compensation. Such compensatory time shall be calculated in the same fashion as overtime in accordance with subsections (e) and (f) hereof. The maximum amount of compensatory time an employee may use in one calendar year is one hundred twenty (120) hours and the maximum amount an employee may have banked at any one time shall not exceed four hundred eighty (480) hours. Compensatory time shall be scheduled the same as vacation time. The City will honor requests for the use of compensatory time within a reasonable period of time after the request has been made as long as said request does not unduly disrupt the normal operation of the department or cause the payment of overtime. Whenever practical, compensatory time is to be used within one (1) year of the date it has been earned or it is subject to being cashed out at the current hourly rate of pay. Employees may cash out compensatory time no more than four (4) times each calendar year by submitting a request on the City's Leave Form. Each request must be in increments of forty (40) hours. In addition, upon the retirement or termination of an employee, all banked compensatory time shall be cashed out at the employee's final regular rate of pay.

(j) Call-In Pay for Police Department Personnel.

- (1) Police Department employees called to work at a time other than their regularly scheduled working hours or on a day off shall receive a minimum of three hours work or three hours pay in lieu thereof, at the applicable overtime premium. However, when employees are called in immediately prior (three hours or less) to the start of their scheduled shift, they will be paid for actual time worked if less than one hour and for three (3) hours if more than one (1) hour. If the court time occurs on a paid day off, an appropriate amount of leave time shall be restored to the employee. It is understood the employee is required to contact the court/prosecutor's office no sooner than twenty-four (24) hours prior to his/her scheduled appearance to determine if the officer is still required to appear. Court time shall not be paid to employees during regularly scheduled working hours. Any compensation received from any other source other than the City of Orrville for an appearance in court shall be turned in to the Finance Department.
- (2) Effective January 1, 2019, Police Department employees required to appear in court at a time other than normal daily working hours or on a day off, as part of their official duties as a police officer for the City of Orrville, shall receive a minimum of three (3) hours pay at the applicable overtime rate regardless of the hearing location or jurisdiction. However, when employees are scheduled to appear in court immediately prior (three (3) hours or less) to the start of their scheduled shift, they will be paid for actual time worked if less than one hour and for three (3) hours if more than one (1) hour. If the court time occurs on a paid day off, an appropriate amount of leave time shall be restored to the employee. It is understood the employee is required to contact the court/prosecutor's office no sooner than twenty-four (24) hours prior to his/her scheduled appearance to determine if the officer is still required to appear. Court time shall not be paid to employees during regularly scheduled working hours. Any compensation received from any other source other than the City of Orrville for an appearance in court shall be turned in to the Finance Department.

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(3) Police Department employees required to attend firearms training, departmental meetings, or other departmental training held in Orrville other than normal daily working hours or on a day off, shall receive three (3) hours pay at the applicable overtime premium. All departmental training or staff meetings must have the prior approval of the Chief of Police.

(k) Training Pay for Police Department Personnel.

(1) Effective January 1, 2019, a Police Officer who has been assigned by the Chief to train another employee, shall be compensated at his/her regular rate plus two dollars (\$2.00) per hour for all hours worked fulfilling training duties provided a minimum of four (4) hours in a twenty-four (24) hour period are worked in such assignment.

Section 2: That all legislation inconsistent herewith is hereby repealed; and

Section 3: That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of said City, and for the further reason that it is necessary to comply with the labor contracts effective as of January 1, 2019, and therefore, this Ordinance shall be effective immediately after its passage and approval by the Mayor.

Passed this 3rd day of December _____, 2018.

Attest: _____
President of Council

Jeanne Blank
Clerk of Council

Approved: _____
Mayor

Date 12/13/18