

ORDINANCE NO. 2024-15

**AN ORDINANCE PROVIDING FOR THE COMPENSATION AND OTHER EMPLOYMENT PROVISIONS
FOR PART-TIME FIREFIGHTERS OF THE CITY OF WICKLIFFE, OHIO
AND REPEALING ANY AND ALL OTHER ORDINANCES OR PARTS THEREOF
THAT MAY BE INCONSISTENT WITH THIS ORDINANCE**

WHEREAS, Council of the City of Wickliffe, Ohio feels it to be in the best interest of the City and to the orderly operation of all departments of the City to adjust the salaries of certain employees of the City.

**NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF WICKLIFFE,
COUNTY OF LAKE, STATE OF OHIO:**

SECTION 1. SALARY SCHEDULE

Upon passage of this ordinance, employees classified as Part-time Firefighters shall be entitled to pay in accordance with the following schedule, effective January 1, 2024.

(A) Probationary employees shall receive the rate of \$19.26 per hour. The Employer may hire new employees above the entry-level probationary rate based upon the employees' qualifications and experience.

(B) Non-probationary employees shall receive the rate of \$21.58 per hour.

(C) Employees that have been employed for the department greater than thirty-six (36) months shall receive the rate of \$23.02 per hour.

(D) Employees who possess and maintain valid paramedic licensure and certification shall receive an additional \$2.00 per hour. All employees shall be required to obtain paramedic licensure in the State of Ohio within two years of hire. This requirement may be waived by the Fire Chief, in writing, for a specific purpose that is deemed by the Fire Chief to benefit the department.

(E) Employees who possess and maintain a valid State of Ohio Fire Safety Inspector certification and are assigned fire prevention activities by the Fire Chief shall receive an additional \$2.00 per hour while assigned.

(F) Employees who are assigned by the Fire Chief to a regularly scheduled shift in excess of seven hundred fifty (750) hours in a year shall be paid an additional \$0.75 per hour.

(G) Employees who are assigned by the Fire Chief to a regularly scheduled shift in excess of one thousand one hundred fifty (1,150) hours in a year shall be paid an additional \$1.50 per hour.

(H) With the approval of the Fire Chief, an applicant may be hired as a Part-time Firefighter at an agreed upon rate, for purposes of providing specific services to the Department on a part time basis. Certain hiring requirements may be waived in order to recruit and hire the applicant to best fill the need of the desired service(s) and/or position.

(I) The work period for all Part-time Firefighters shall be a twenty-eight (28) day, two-hundred-twelve (212) hour period, consistent with the Fair Labor Standards Act.

(J) Any Employee currently receiving additional pay for hours worked in excess of seven hundred and fifty (750) or one-thousand, one-hundred and fifty (1,150) in the year 2023 shall continue to receive said pay for the remainder of the calendar year 2024, only.

SECTION 2. HAZARDOUS MATERIAL TECHNICIANS

Part-time Firefighters who are trained and certified as hazardous material technicians as of the effective date of this agreement shall be paid four hundred dollars (\$400.00) per year on or about the anniversary date of each contract year of this Agreement provided such Firefighter has worked a minimum of one thousand (1,000) hours for the contract year. In addition to these requirements the Part-time Firefighter shall be a member of the county's hazardous materials team for the City of Wickliffe Fire Department and meet their annual minimum training requirements.

SECTION 3. LIFE INSURANCE

Each Part-time Firefighter shall be entitled to be covered by the group life insurance policy covering the full-time employees of the City of Wickliffe. The cost of the premium for such group term life insurance policy for each of the Part-time Firefighter shall be paid for by the City of Wickliffe.

SECTION 4. HOLIDAY PAY

Employees shall be paid at twice their regular rate of pay for hours worked from 12:01 am to 12:00 midnight on the following holidays: Independence Day, Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve. Employees shall be paid time and one-half for each hour worked between the hours of 12:01 am to 12:00 midnight on the following holidays: New Year's Day, Easter Sunday, Memorial Day, Labor Day, and Veterans Day.

SECTION 5. CLOTHING ALLOWANCE

(A) Each and every Part-time Firefighter shall receive a clothing allowance of five hundred dollars (\$500.00) for each year of this ordinance on the current voucher system. Such said monies will be made available on the first working day of the calendar year.

(B) Monies to be used to purchase items of clothing listed in the clothing/uniform requirements of S.O.P. 404.00.

(C) The Employer shall supply all initially issued turn out gear and replace such gear, due to normal wear and tear, at no cost to the employee. All gear that is issued shall meet or exceed NFPA standards.

(D) Uniform allowance pursuant to Sections (A) and (B) shall be on a voucher system, i.e. the Employer shall establish a list of stores for employees to purchase uniforms through purchase orders. Vouchers under Section (A) shall be issued once a year and all vouchers shall be valid for a period of eleven (11) months from the date of issuance expiring November 30 of each year.

(E) All uniforms and accessories shall be approved by the Employer and all turnout gear shall be turned in to the Employer upon the employee's termination of employment from the Employer.

SECTION 6. CALL-IN PAY

Upon response to all pager recalls/telephone recalls, a minimum of two (2) hours pay shall be allowed for all pager recalls/telephone recalls, and two (2) additional hours of pay for any portion of the second hour worked. Employees shall be compensated in one-quarter (1/4) hour increments for time worked thereafter.

SECTION 7. DEFERRED COMPENSATION

The Employer shall provide employees with payroll deductions for those employees who elect to participate in Ohio Public Employees Deferred Compensation Program.

SECTION 8. PROBATIONARY PERIOD

(A) All newly hired employees will be required to serve a probationary period of eighteen (18) months from the date of hire, excluding any time on an unpaid leave of absence. During such period, the Employer shall have the right to discipline or discharge such employee(s) and any such action shall not be appealable through any grievance or appeal procedures herein contained nor shall be appealable through any civil service commission. The Employer may shorten or waive this period.

(B) If an employee is discharged or quits while on probation and is later rehired, he shall be considered a new employee and shall be subject to the provisions of Section 8 (A), above.

SECTION 9. SENIORITY

Seniority shall be defined as an employee's uninterrupted length of continuous service with the City of Wickliffe Fire Department from the last date of hire as a part-time employee.

I, Sandra J. Fink, Clerk of Council of Wickliffe, Ohio, hereby certify the foregoing is a true copy of Ordinance No. 2024-15 enacted by Council at its regular meeting on April 22, 2024.
Sandra J. Fink, Clerk of Council

SECTION 10. INJURY LEAVE

(A) When an employee is injured or exposed to a contagious disease in the line of duty, the employee shall be paid the exclusionary days under Workers' Compensation for those days the employee would have been previously scheduled to work.

(B) When any subsequent payment to the employee by Workers' Compensation for those exclusionary days are paid, such payment shall be provided as reimbursement to the City.

SECTION 11. DRUG & ALCOHOL TESTING/DRUG-FREE WORKPLACE POLICY

The City of Wickliffe is a drug-free workplace. All safety-sensitive employees are subject to pre-employment, random, post-accident, reasonable suspicion, return-to-duty, and follow-up testing.

SECTION 12. That any and all changes to this ordinance require amendment by Council.**SECTION 13.** That this ordinance repeals any and all other ordinances or parts thereof that may be inconsistent with this ordinance.**SECTION 14.** That it is hereby found and determined that all formal actions of this Council concerning and relating to the passage 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 including Section 121.22 of the Ohio Revised Code.

Passed: April 22nd, 2024

Attest: [Signature]
Clerk of Council

Submitted to the Mayor for approval on
April 22nd, 2024

First Reading March 25th, 2024

Second Reading April 8th, 2024

Third Reading April 22nd, 2024

[Signature]
Council President – Presiding Officer

Approved: April 22nd, 2024

[Signature]
Mayor

Passed April 22nd, 2024

Yes 5 No 1

I, Sandra J. Fink, Clerk of Council of Wickliffe, Ohio, hereby certify the foregoing is a true copy of Ordinance No. 2024-15 enacted by Council at its regular meeting on April 22, 2024.
Sandra J. Fink, Clerk of Council