

**AN ORDINANCE ENACTING CHAPTER 149.06 OFFICER TRAINING PAYMENT AND REIMBURSEMENT OF THE CODIFIED ORDINANCES OF THE CITY OF WICKLIFFE, OHIO**

**WHEREAS**, Council has made various recommendations relative to establishing regulations for Police Officer Training and Reimbursement and has determined that these recommendations would be in the best interest of the City of Wickliffe.

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

**SECTION 1.** That Section 149.06 Officer Training Payment and Reimbursement of the City of Wickliffe, Codified Ordinances is hereby enacted to read as follows:

**A. TRAINING OF THE EMPLOYEE**

1. The City shall pay the training expenses for Employees to attend a Certified Police Academy to achieve certification as an Ohio peace officer as soon as the Employee is accepted into the program. Total training expenses (“Total Training Expenses”) represent the estimated actual costs incurred by the City for the Employee’s tuition while attending the Academy.
2. In the event the Employee elects not to complete the Academy training program, the Employee shall be released from employment with the City, and the Employee shall reimburse the City for Total Training Expenses incurred to date in accordance with the reimbursement obligations set forth in Section B below.
3. In the event the Employee fails to obtain state certification within ninety (90) days of completion of the Academy, the Employee shall reimburse the City for Total Training Expenses incurred to date in accordance with the reimbursement obligations set forth in Section B below.

**B. REIMBURSEMENT TO CITY**

1. In consideration of the expenditures incurred by the City to train the Employee as a certified peace officer, the Employee shall serve as a full-time peace officer for the City for at least four (4) years from the date upon which the Employee graduates from the Academy and has met all other criteria needed to receive proper certification as a peace officer (the “Reimbursement Period”).
2. If any of the following occurs during the Reimbursement Period:
  - a. the Employee voluntarily resigns from the City of Wickliffe Police Department; or
  - b. the Employee is dismissed during the probationary period established and set forth in the Collective Bargaining Agreement (“CBA”) or
  - c. the Employee is terminated.

THEN the Employee shall reimburse the City the Agreed Reimbursement Amount, being the Total Training Expenses less any applicable credits thereto, in the manner set forth below:

<b>Years of Service Following Approved Training</b>	<b>Amount of Reimbursement</b>
0-1 year	100% of Agreed Amount
Over 1 year, but less than 2 years	75% of Agreed Amount
Over 2 years, but less than 3 years	50% of Agreed Amount
Over 3 years, but less than 4 years	25% of Agreed Amount
More than 4 years	No reimbursement required

3. In the event the Employee is required to make reimbursement payments hereunder, one hundred percent (100%) of the total reimbursement is due within thirty (30) days from the date of resignation, dismissal, or termination.
4. Until such time as the City has been reimbursed in full by the Employee in accordance with the terms of this Agreement, the Employee shall have an ongoing duty to notify the City of any change in the Employee's place of residence and place of employment. Such notice shall be in writing and shall be made no later than fifteen (15) calendar days from the date of any such change in place of residence.

**SECTION 2.** 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 of any of its committees that resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Passed: March 10<sup>th</sup>, 2025

Attest: Clerk of Council

Submitted to the Mayor for approval on

March 10<sup>th</sup>, 2025

First Reading February 10<sup>th</sup>, 2025

Second Reading February 24, 2025

Third Reading March 10<sup>th</sup>, 2025

Edward A. Fink  
Council President – Presiding Officer

Approved: March 10<sup>th</sup>, 2025

March 10<sup>th</sup>, 2025  
Mayor

Passed March 10<sup>th</sup>, 2025

Yes 4 No 3

I, Sandra J. Fink, Clerk of Council of Wickliffe, Ohio, hereby certify the foregoing is a true copy of Ordinance No. 2025-04 enacted by Council at its regular meeting on March 10, 2025.

Sandra J. Fink, Clerk of Council