

**ORDINANCE NO: 2019-87**  
**INTRODUCED BY: ADMINISTRATION**

**AN ORDINANCE AMENDING ORDINANCE NO. 2019-11 WHICH ESTABLISHED THE SALARY, COMPENSATION, AND HOURLY RATES OF PAY FOR BARGAINING EMPLOYEES IN THE VARIOUS OFFICES AND DEPARTMENTS, AND WHICH CONFIRMED LONGEVITY COMPENSATION, VACATIONS, HOLIDAYS AND OTHER BENEFITS, IN THE CITY OF LYNDHURST, OHIO, REPEALING CERTAIN SECTIONS OF ORDINANCE NO. 2019-11 INCONSISTENT HEREWITH, AND DECLARING AN EMERGENCY**

WHEREAS, Council previously enacted Ordinance No. 2019-11 establishing the salary, compensation, and hourly rates of pay for employees in the various offices and departments, including members of boards and commissions and confirming other specific matters related thereto effective January 1, 2019 unless otherwise specified in the applicable Collective Bargaining Agreement; now, therefore,

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF LYNDHURST, CUYAHOGA COUNTY, STATE OF OHIO**

**SECTION 1.** That salary, compensation and hourly rates of pay for bargaining unit employees of various offices and departments of the City of Lyndhurst are hereby fixed effective January 1, 2020, unless otherwise specified in the applicable Collective Bargaining Agreement, as follows, subject to the method of payment provided for in Section 12:

**A. SAFETY FORCES**

**SUBSECTION 1. POLICE DEPARTMENT:**

a.	Lieutenants	\$103,719.74 per annum
	Sergeants	\$92,607.10 per annum
	Patrolman with two years or more service in the Department	\$82,684.52 per annum
	Patrolman with more than one year but less than two years service in the Department	\$75,793.04 per annum
	Patrolman with more than six months but less than one year service in the Department	\$68,897.57 per annum
	Patrolman with less than six months service in the Department	\$64,468.75 per annum
	Members of the Police Department assigned to Detective Duties (in addition to regular salary)	\$150 per month
	Members of the Police Department assigned as Detective Bureau Commander and Traffic Bureau Commander (in addition to regular salary)	\$150 per month
b.	Dispatch Supervisor 1/1-12/31/20	\$27.94 to \$29.94 per hour
	Dispatch Coordinator 1/1-12/31/20	\$26.56 to \$28.56 per hour
	Community Relation Liaison 1/1-12/31/20	\$29.90 to \$31.90 per hour
	Police Secretary (Full – Time) 1/1-12/31/20	\$24.07 to \$26.07 per hour
	Police Secretary (Part – Time) 1/1-12/31/20	\$21.62 to \$23.62 per hour
c.	Police Radio Dispatcher	\$25.22 to \$27.22 per hour

- d. Shift differentials, overtime, uniform allowance vacations and holidays, sick leave, emergency pay leave, on-the-job injury leave, jury duty compensation, education premium, tuition reimbursement, remedial salary adjustment, longevity, life insurance and sick leave conversion shall be as provided in the Collective Bargaining Agreement.

**SUBSECTION 2. FIRE DEPARTMENT:**

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|----|---|--------------------|
| a. | Captain - Fire Prevention Officer   | \$99,255 per annum |
|    | Captains  | \$98,777 per annum |
|    | Lieutenants   | \$88,195 per annum |
|    | Firefighter with two years or more service in Dept. (Class A)                 | \$78,745 per annum |
|    | Firefighter with more than one year but less than two years service in Dept.  | \$72,159 per annum |
|    | Firefighter with more than six months but less than one year service in Dept. | \$65,602 per annum |
|    | Firefighter with less than six months service in Dept.                        | \$61,385 per annum |

Collective Bargaining Unit Members of the Fire Department certified as paramedics and assigned to paramedic duty (in addition to regular salary as stated in the Collective Bargaining Unit Agreements) 5% annual base pay

- b. Overtime for members of the Fire Department, Uniform Allowances Tours of Duty, Vacations and Holidays, Sick Leave, Sick Leave Conversion, Longevity, Emergency Paid Leave, and other benefits shall be as provided in the Collective Bargaining Agreement.

**SUBSECTION 3. DIRECTOR OF SAFETY** \$0 per annum (effective 1/23/02)

**SECTION 2.** That salary, compensation and hourly rates of pay for bargaining unit employees of various offices and departments of the City of Lyndhurst are hereby fixed effective January 1, 2020, unless otherwise specified in the applicable Collective Bargaining Agreement, as follows, subject to the method of payment provided for in Section 12:

**A. BUILDING DEPARTMENT.**

**SUBSECTION 1.**

- |                        |                                |
|------------------------|--------------------------------|
| Building Inspector     | \$46,350 to \$68,059 per annum |
| Housing Inspector      | \$43,260 to \$58,804 per annum |
| Clerk/Secretary        | \$30,663 to \$54,164 per annum |
| Custodians (full-time) | \$14.55 - \$32.28 per hour     |

**SUBSECTION 2.**

- a. The Inspectors (full-time) shall be reimbursed for dry cleaning upon presentation of invoices up to \$100.00 per person per year. Reimbursement upon presentation of invoices up to \$300.00 per person per year shall be

given for work shirts, work pants, or safety shoes.

- b. For the employees in the Building Department wages, overtime, remedial cash adjustment, longevity, certification adjustments, hospitalization, union standard premium, holidays, vacations, sick leave, sick leave conversion, and such other provisions shall be as provided in the Respective Collective Bargaining Agreement.

**B. SERVICE DEPARTMENT**

**SUBSECTION 1.** The Director of Public Service shall be reimbursed for dry cleaning upon presentation of invoices for such dry cleaning in the amount of \$10.00 with a maximum amount of \$100.00 per year.

**SUBSECTION 2. SERVICE DEPARTMENT EMPLOYEES**

- a. All employees in Department covered by Collective Bargaining Agreement \$20.00 to \$37.46 per hour
- b. General Foreman \$28.80 to \$39.00 per hour
- c. All Hospitalization, Shoe Allowance, Protective Eye Glasses, Remedial Salary Adjustment, Crew Leader Premium, General Foreman Premium, Commercial Driver's License Allowance and Sick Leave Conversion shall be as provided in the respective Collective Bargaining Agreement.

**SUBSECTION 3.** Overtime for employees in the Service Department, Uniform Allowance, Vacations and Holidays, Sick Leave, Call Back, and Emergency Paid Leave shall be as provided in the Collective Bargaining Agreement.

**C. CLERICAL EMPLOYEES IN THE VARIOUS DEPARTMENTS**

**SUBSECTION 1. FULL-TIME CLERKS / ACCOUNTANTS**

- a. Full time Clerks \$12.15 to \$25.00 per hour
- b. Full time Accountants \$10.15 to \$31.17 per hour
- c. For the employees in the Finance Department, wages, overtime, remedial cash adjustment, longevity, certification adjustments, hospitalization, education premium, union steward, holidays, vacations, sick leave, sick leave conversion, and such other provisions shall be as provided in the Respective Collective Bargaining Agreement.

**SECTION 3. DEFINITIONS:**

A full-time employee is defined as one who is employed to work a minimum of 40 hours per week on an annual basis.

A part-time employee is defined as one who is employed to work less than 40 hours per week on a permanent basis and is scheduled to work regularly scheduled hours, each week, and 52 weeks per year.

A seasonal employee is defined as one who is employed to work for a specified limited period of time regardless of the number of hours worked in one week.

Retirement is defined as withdrawal from employment with the City of Lyndhurst pursuant to and through an established retirement plan of Police and Fire Pension, P.E.R.S., Disability

Retirement, Death or any other lawful pension plan.

**SECTION 4. LONGEVITY:**

Longevity compensation shall be as provided in Codified Ord. 159.08

**SECTION 5. HOSPITALIZATION:**

Hospitalization shall be as provided in Codified Ord. 159.09 and in regard to any specific bargaining unit as provided in the Collective Bargaining Agreement entered into with said bargaining unit.

**SECTION 6. VACATIONS AND HOLIDAYS:**

Vacations and Holidays shall be as provided in Codified Ord.159.10 as amended to date.

**SECTION 7. OTHER HOLIDAY PROVISIONS:**

Other Holiday provisions shall be as provided in the respective Collective Bargaining Agreements and Codified Ord. 159.10 as modified to accommodate the agreements.

**SECTION 8. SICK LEAVE:**

Sick Leave shall be as provided in Codified Ord. 159.11 as amended to date or as provided in the Collective Bargaining Agreements.

**SECTION 9. EMERGENCY PAID LEAVE:**

Emergency Paid Leave shall be as provided in Codified Ord. 159.12, or as provided in the Collective Bargaining Agreements.

**SECTION 10. OVERTIME:**

Overtime shall be as provided in Codified Ord.159.14 unless modified by a collective bargaining agreement approved by Council, at which time the terms and conditions of said Collective Bargaining Agreement shall prevail.

**SECTION 11. COMPENSATION DURING JURY SERVICE:**

Jury Service Compensation shall be as provided in Codified Ord.159.07(c).

**SECTION 12. PAYMENT OF SALARIES AND COMPENSATION:**

Payment of Salaries and Compensation shall be as provided in Codified Ord. 159.07(a) as amended to date.

**SECTION 13. EFFECTIVE DATE:**

This Ordinance and provisions herein made with respect to compensation and other benefits shall be effective with the full pay period that includes January 1, 2020 unless a different effective date as to specific provisions is stated herein, in which case such specific effective date shall prevail.

This Ordinance shall apply only to bargaining unit persons who are employees of the City of Lyndhurst on and after the date of passage of this ordinance.

**SECTION 14. REPEAL OF PRIOR ORDINANCES:**

Any and all ordinances, or parts thereof, inconsistent herewith, and specifically Ordinance No. 2019-11 to the extent it is inconsistent herewith, are hereby repealed, otherwise, any provisions of such Ordinance not inconsistent herewith shall remain in full force and effect.

**SECTION 15.** Council finds and determines that all formal actions of this Council relating to the adoption of this Ordinance have been taken at open meetings of this Council; and that deliberations of this Council and of its committees, resulting in such formal action, took place in meetings open to the public, in compliance with all statutory requirements including the requirements of Section 121.22 of the Ohio Revised Code.

**SECTION 16.** This Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health and safety of the City of Lyndhurst and its inhabitants for the reason that compensation of the officers and employees of the City must be determined and fixed in order to provide for the current operation of the City Government. Therefore, this Ordinance shall take effect immediately upon the affirmative vote of not less than five (5) members elected to Council and signature by the Mayor or otherwise at the earliest time allowed by law and its provisions shall be effective as of January 1, 2020 unless stated otherwise herein.

PASSED: November 18, 2019

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**MAYOR**

\_\_\_\_\_  
**VICE MAYOR**

ATTEST: \_\_\_\_\_  
**Clerk of Council**

I, the undersigned Clerk of Council of the City of Lyndhurst, hereby certify that there is no newspaper published or having an office of publication in said City, and that I published the foregoing Ordinance by advertising the same by title on one day in each of two consecutive weeks in a newspaper of general circulation in said City on November 28, 2019 and December 5, 2019.

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**Clerk of Council**

First Reading: November 18, 2019

Second Reading: Suspended

Third Reading: Suspended