

CITY OF CHEVIOT
STATE OF OHIO

ORDINANCE NO. 15 - 12

TO INCREASE THE WAGE RATES OF THE PART-TIME POLICE OFFICERS IN THE CITY OF CHEVIOT, AND TO DECLARE AN EMERGENCY.

WHEREAS, the City of Cheviot has determined that wage increases for part-time police officer are necessary;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CHEVIOT, STATE OF OHIO, TWO-THIRDS OF ALL MEMBERS THEREOF CONCURRING, THAT:

Section 1. The wage rates for part-time police officers in the City of Cheviot shall be as follows:

- A. Pay Grade I will be equivalent to **50%** of the Cheviot Patrol Officers Probationary Rate (as listed in the full-time CBA) *during field training*. A minimum of 300 hours shall continue to be required for the completion of field training. Officers unable to satisfy the field training requirements within the time allotted will be dismissed, or may continue at their own expense at the discretion of the Chief of Police.
- B. Pay Grade II will be equivalent to **65%** of the Cheviot Patrol Officers Probationary Rate for *the remainder of the first two (2) years*.
- C. Pay Grade III will be equivalent to **70%** of the Cheviot Patrol Officers Probationary Rate after *having completed two (2) years of service, but have less than five (5) years of service*.
- D. Pay Grade IV will be equivalent to **80%** of the Cheviot Patrol Officers Probationary Rate after *having completed five (5) years of service, but have less than ten (10) years of service*.
- E. Pay Grade V will be equivalent to **90%** the Cheviot Patrol Officers Probationary Rate after *having completed ten (10) or more years of service*.

Moving from one pay grade to another will be effective with the beginning of the pay period following the anniversary date.

The Chief of Police may decide, with the approval of the Safety Service Director and Mayor, to assign a newly hired part-time officer (following the completion of field training) a Pay Grade beyond that of a new hire. This could be done in an instance where said officer has experience and/or specialized training that would be of great benefit to the citizens, the Department, and the City.

The Chief of Police may also decide, with the approval of the Safety Service Director and Mayor, to pay a part-time officer a premium of an extra \$ 0.25 - \$ 1.00 per hour above their assigned rate. This could be offered where exceptional qualifications or

experience warrant it, and where those skills are being put to use to benefit the City. (Example: Part-time officer with prior training is capable of performing the job of Investigator, when the City has need of those skills.)

The two (2) exceptions listed above may, under exceptional circumstances, be implemented simultaneously. However, as stated, the approval of the Safety Service Director and Mayor would be required.

Section 2. Holiday Pay: Part-time officers shall be compensated at one and one-half (1 ½) times their normal rate of pay when working on the following holidays: *New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Eve Day, and Christmas Day.*

Section 3. The pay rates enumerated in this ordinance shall become effective with the pay period beginning April 11, 2015, and remain in effect unless modified by this Council. Council reserves the right to freeze the rates of pay if at some point fiscal conditions warrant the change.

Section 4. The work conditions enumerated in Sections 3, 4, 5, and 6 of Cheviot Ordinance No. 07-39, passed on December 18, 2007, with regard to call-in pay, training pay, clothing, equipment, park details, special details, and work requirements, shall remain in full force and effect, and are unchanged by this ordinance.

Section 5. This ordinance is hereby declared to be an emergency measure for the health safety, and welfare of the citizens of Cheviot and shall take effect immediately. The emergency is necessary in order to allow the City to keep and attract qualified part-time police personnel.


Deborah McKinney Slaughter
President of Council

Date passed

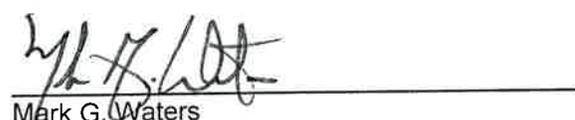
Samuel D. Keller
Mayor

Date approved

Attest:

Approved as to form:


Jenny Eilermann
Clerk of Council


Mark G. Waters
Law Director

CERTIFICATION OF PUBLICATION

I, Jenny Eilermann, Clerk of the Council of the City of Cheviot, Ohio, hereby certify that the foregoing ordinance, or a succinct summary, was published in the Western Hills Press, a newspaper of general circulation in the City of Cheviot, once per week for two consecutive weeks, in accordance with Section 731.21 of the Ohio Revised Code, on the following dates:

1. 4/22, 2015, and
2. 4/29, 2015.



Jenny Eilermann
Clerk of Council