

ORDINANCE NO. 121-16

AN ORDINANCE ESTABLISHING THE COMPENSATION AND TERMS OF EMPLOYMENT OF THE CHIEF OF POLICE AND ONE POLICE CAPTAIN NOT A MEMBER OF THE F.O.P. LODGE NO. 3 BARGAINING UNIT OF THE CITY OF LORAIN AND REPEALING ORDINANCE NUMBERS 113-01, 227-02, 186-03 (SECTION IV) AND 19-08 AND ALL OTHER ORDINANCES IN CONFLICT HEREWITH

WHEREAS, the City of Lorain has two full-time, permanent employees working in the position of Police Chief and Police Captain who are not members of a collective bargaining unit and whose terms and conditions of employment are not the subject of any agreement and;

WHEREAS, The City of Lorain desires to make fair provisions for the compensation and terms of employment of said employees.

NOW, THEREFORE BE IT ORDAINED BY THE COUNCIL OF THE CITY OF LORAIN, COUNTY OF LORAIN AND STATE OF OHIO.

SECTION I. That the provisions of this ordinance shall, except as otherwise provided herein, apply to the positions of permanent full time Police Chief and Police Captain designated by the Police Chief to act in his absence pursuant to State Employment Relations Board Order No. 86-REP-1-0020. Upon the effective date of this Ordinance, any Ordinance or parts thereof in conflict herewith shall be repealed.

SECTION II. That the compensation and terms of employment for said Police Captain shall be those provided to said Police Captain by applicable state law except as otherwise specifically provided for in this Ordinance.

SECTION III. That said Police Captain shall be entitled to the same economic benefits provided to members of the FOP Lodge No. 3 pursuant to the "Promoted Officers Collective Bargaining Agreement" (CBA) except he/she shall not be entitled to the non-economic rights and privileges of the CBA including but not limited to the right to file grievances pursuant to Article 9 of the CBA.

Said compensation and terms of employment are more fully set forth in Exhibit A hereto titled "Section 15.3.9".

SECTION IV The compensation of terms of employment for Police Chief shall be those provided to said employee by applicable state law except as otherwise specifically provided for in this ordinance.

The Police Chief shall be entitled to the same economic benefits provided to members of the FOP Lodge No. 3 pursuant to the Promoted Officers Collective Bargaining Agreement (CBA) except he/she shall not be entitled to the non-economic rights and privileges of the CBA including but not limited to the right to file grievances pursuant to Article 9 of the CBA.

The Police Chief shall be paid an annual salary of \$101,464.11. The Chief of Police shall not receive overtime compensation. *The annual salary increase shall be effective January 1, 2017* Amended 11/21/16

Said compensation and terms of employment are more fully set forth in Exhibit B hereto titled "Section 15.3.10".

*
AMENDED
11-21-16

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SECTION V. The City of Lorain shall provide the Police Chief and Police Captain with a city vehicle. The Police Chief and Police Captain shall be subject to Internal Revenue Code requirements for taxable use of an employer provided vehicle.

SECTION VI. That Ordinance Numbers 113-01, 227-02, 186-03 (Section IV), 019-08 and all other ordinances or parts of ordinances in conflict herewith are expressly repealed.

SECTION VII. This ordinance shall take effect upon the earliest date provided by law.

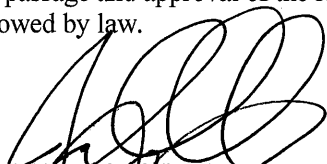
SECTION VIII. That it is found and determined that all formal actions of this Council concerning and relating to the passage of this ordinance were adopted in an open meeting of this Council and that all deliberations of this Council and of any of its committees that resulted in such formal actions were in meetings open to the public and in compliance with all legal requirements, including Section 121.22, Ohio Revised Code.


SECTION IX. That this ordinance shall take effect upon its passage and approval of the Mayor, and be in force from and after the earliest period allowed by law.

PASSED: November 21, 2016

ATTEST: Bruce Dill CLERK

APPROVED: November 21st, 2016



PRESIDENT OF COUNCIL


MAYOR

Exhibit A

Section 15.3.9

Police Captain

The Police Captain shall be entitled to the economic benefits provided to bargaining unit members pursuant to the FOP Lodge #3 "Promoted Officers Collective Bargaining Agreement" (CBA) except that he/she shall not be entitled to the non-economic rights and privileges of the CBA including but not limited to

- (1) The right to file grievances as provided in Article 9 of the CBA.

As additional compensation, the Police Captain shall have the use of a city vehicle for purposes of the business of the Lorain Police Department.

Exhibit B

Section 15.3.10

Police Chief

The Police Chief shall be entitled to the same economic benefits provided to bargaining unit members pursuant to the FOP Lodge No. 3 "Promoted Officers Collective Bargaining Agreement" (CBA) except that he/she shall not be entitled to the non-economic rights and privileges of the CBA including but not limited to the right to file grievances as provided in Article 9 of the CBA.

As additional compensation, the Chief of Police shall have the use of a city vehicle for purposes of the business of the Lorain Police Department.

Proposed Ordinance for LPD Leadership Change in Salary

			Current rank differential	
Patrolman - Academy	\$ 17.80	\$ 37,033.43		
Patrolman - Probationary	\$ 21.29	\$ 44,281.61	19.6%	
Patrolman C	\$ 23.74	\$ 49,377.90	11.5%	
Patrolman B	\$ 24.97	\$ 51,938.47	5.2%	
Patrolman A	\$ 26.20	\$ 54,488.67	4.9%	
Sergeant	\$ 30.39	\$ 63,206.85	16.0%	
Lieutenant	\$ 35.25	\$ 73,319.95	16.0%	
Captain - Union	\$ 40.89	\$ 85,050.99	16.0%	OT - Overtime eligible
Captain - Non Union	\$ 40.89	\$ 85,050.99	16.0%	OT - Currently not eligible
Police Chief	\$ 40.13	\$ 83,475.62	2% less than captains	

Police Chief PROPOSAL TO 4-16	\$ 101,440.00	\$16,964.38 more than the chief and 19% more than captains
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\$ 17,988.38



CITY OF LORAIN

City Council Regular Meeting

9. d.

Meeting Date: 11/21/2016

Submitted by: Michele Beko

AGENDA ITEM DESCRIPTION OR LEGISLATION TITLE

AN ORDINANCE ESTABLISHING THE COMPENSATION AND TERMS OF EMPLOYMENT OF THE CHIEF OF POLICE AND ONE POLICE CAPTAIN NOT A MEMBER OF THE FOP LODGE NO. 3 BARGAINING UNIT OF THE CITY OF LORAIN AND REPEALING ORDINANCE NUMBERS 113-01, 227-02, 186-03 (SECTION IV) AND 19-08 AND ALL OTHER ORDINANCES IN CONFLICT HEREWITH

PURPOSE AND BACKGROUND:

TO PROVIDE FOR THE COMPENSATION AND TERMS OF EMPLOYMENT FOR THE POLICE CHIEF AND POLICE CAPTAIN THAT ARE NOT MEMBERS OF THE FOP LODGE NO. BARGAINING UNIT

RECOMMENDATION TO COUNCIL:

CONSIDERATION FOR PASSAGE

Fiscal Impact

Funds Available In Current Year Budget (Y/N): Y

Estimated Cost: \$40,739.00

Estimated Completion Date:

List Source of Funding: POLICE

Fund & Expense Account Number: 101-S400-POLICE ACCTS

Financing Requirements (Bonds, Loans, Lease, etc.):

Attachments

LEGISLATION

EXHIBITS (3)

Form Review

Inbox
Auditor

Reviewed By
Karen Shawver

Date
11/17/2016 02:35 PM

Legal Patrick Riley
Form Started By: Michele Beko
Final Approval Date: 11/18/2016

11/18/2016 10:13 AM
Started On: 11/09/2016 03:36 PM

ORDINANCE NO. **12** - *lp*

AN ORDINANCE ESTABLISHING THE COMPENSATION AND TERMS OF EMPLOYMENT OF THE CHIEF OF POLICE AND ONE POLICE CAPTAIN NOT A MEMBER OF THE F.O.P. LODGE NO. 3 BARGAINING UNIT OF THE CITY OF LORAIN AND REPEALING ORDINANCE NUMBERS 113-01, 227-02, 186-03 (SECTION IV) AND 19-08 AND ALL OTHER ORDINANCES IN CONFLICT HEREWITH

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SECTION I. That the provisions of this ordinance shall, except as otherwise provided herein, apply to the positions of permanent full time Police Chief and Police Captain designated by the Police Chief to act in his absence pursuant to State Employment Relations Board Order No. 86-REP-1-0020. Upon the effective date of this Ordinance, any Ordinance or parts thereof in conflict herewith shall be repealed.

SECTION II. That the compensation and terms of employment for said Police Captain shall be those provided to said Police Captain by applicable state law except as otherwise specifically provided for in this Ordinance.

SECTION III. That said Police Captain shall be entitled to the same economic benefits provided to members of the FOP Lodge No. 3 pursuant to the "Promoted Officers Collective Bargaining Agreement" (CBA) except he/she shall not be entitled to the non-economic rights and privileges of the CBA including but not limited to the right to file grievances pursuant to Article 9 of the CBA.

Said compensation and terms of employment are more fully set forth in Exhibit A hereto titled "Section 15.3.9".

SECTION IV The compensation of terms of employment for Police Chief shall be those provided to said employee by applicable state law except as otherwise specifically provided for in this ordinance.

The Police Chief shall be entitled to the same economic benefits provided to members of the FOP Lodge No. 3 pursuant to the Promoted Officers Collective Bargaining Agreement (CBA) except he/she shall not be entitled to the non-economic rights and privileges of the CBA including but not limited to the right to file grievances pursuant to Article 9 of the CBA.

The Police Chief shall be paid an annual salary of \$101,464.11. The Chief of Police shall not receive overtime compensation. *The annual salary increase shall be effective January 1, 2017* Amended 11/21/16,0)

Said compensation and terms of employment are more fully set forth in Exhibit **B4q9** hereto titled "Section 15.3.10".

SECTION V. The City of Lorain shall provide the Police Chief and Police Captain with a city vehicle. The Police Chief and Police Captain shall be subject to Internal Revenue Code requirements for taxable use of an employer provided vehicle.

SECTION VI.

That Ordinance Numbers 113-01, 227-02, 186-03 (Section IV), 019-08 and all other ordinances or parts of ordinances in conflict herewith are expressly repealed.

This ordinance shall take effect upon the earliest date provided by law.

That it is 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 and in compliance with all legal requirements, including Section 121.22, Ohio Revised Code.

SECTION VII. SECTION VIII.

That this ordinance shall take effect upon its passage and approval of the Mayor, and be in force from and after the earliest period allowed by L. w.

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SECTION IX.

PASSED: NUthet W^e I, 2016

• Exhibit A Section

15.3.9 Police

Captain

The Police Captain shall be entitled to the economic benefits provided to bargaining unit members pursuant to the FOP Lodge #3 "Promoted Officers Collective Bargaining Agreement" (CBA) except that he/she shall not be entitled to the non-economic rights and privileges of the CBA including but not limited to

- (1) The right to file grievances as provided in Article 9 of the CBA.

As additional compensation, the Police Captain shall have the use of a city vehicle for purposes of the business of the Lorain Police Department.

Exhibit B

Section 15.3.10

Police Chief

The Police Chief shall be entitled to the same economic benefits provided to

bargaining unit members pursuant to the FOP Lodge No. 3 "Promoted Officers Collective Bargaining Agreement" (CBA) except that he/she shall not be entitled to the non-economic rights and privileges of the CBA including but not limited to the right to file grievances as provided in Article 9 of the CBA.

As additional compensation, the Chief of Police shall have the use of a city vehicle for purposes of the business of the Lorain Police Department.

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RECOMMENDATION TO

COUNCIL: CONSIDERATION

FOR PASSAGE

Fiscal Impact

Funds Available In Current Year Budget (YIN): Y

Estimated Cost: \$40,739.00

Estimated Completion Date:

List Source of Funding: POLICE

Fund & Expense Account Number: 101-S400-POLICE

ACCTS Financing Requirements (Bonds, Loans, Lease, etc.):

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LEGISLATION

EXHIBITS (3)

Form Review

Inbox	Reviewed By	Date
Auditor	Karen Shawver	11/17/2016 02:35 PM
Legal	Patrick Riley	11/18/2016 10:13 AM
Form Started By: Michele Beko		Started On: 11/09/2016 03:36 PM Final Approval Date:
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