

ORDINANCE NO. 96.22

**AN ORDINANCE ESTABLISHING THE ANNUAL BASE SALARY AND ECONOMIC BENEFITS OF THE POSITION OF CHIEF OF THE LORAIN POLICE DEPARTMENT**

**WHEREAS**, the annual compensation and economic benefits provided for the position of Chief of the Lorain Police Department are presently set forth in Ordinance No. 121-16; and

**WHEREAS**, pursuant to Ordinance No. 121-16, which provides that the Chief of the Lorain Police Department shall receive all Economic Benefits provided to members of the Fraternal Order of Police (FOP) promoted ranks pursuant to the "Collective Bargaining Agreement" (CBA), in effect between the City of Lorain and the FOP, which contains Article 14 which authorizes on-call incentive pay which has been raised as an issue regarding its applicability to the Chiefs annual compensation; an issue which must be determined by Lorain City Council as it is the compensating authority for the position of Chief of the Lorain Police Department; and,

**WHEREAS**, the Lorain City Council has determined that the compensation and benefits to be provided to the person employed by the City of Lorain as the Chief of Police in all regards must be reviewed and reconsidered so that the Annual Base Salary of the Chief of Police is the highest Annual Base Salary of all persons employed and appointed to positions in the Lorain Police Department; and,

**WHEREAS**, Lorain City Council has determined that in order to attract the best qualified persons to the position of Chief of Police of the Lorain Police Department it must recognize the Chief of Police as ranking officer in the Lorain Police Department and compensate the Chief of Police equitably and competitively.

***NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF LORAIN, STATE OF OHIO:***

**SECTION I.** The position of Chief of the Lorain Police Department shall be paid an Annual Salary of not less than Ninety Nine Thousand, Ninety Six Dollars and 00/100 ( \$99,096.00), nor more than One Hundred Twenty Five Thousand and 00/100 (\$125,000.00, as determined by Lorain City Council from time to time, by proper ordinance. such compensation is to be known as the Police Chief's Annual Salary.

**SECTION II.** The position of Chief of the Lorain Police Department shall be paid additional compensation in an amount equal to twelve percent (12%) of the Police Chief's Annual Salary. This additional compensation shall be known as Rank Differential Compensation.

**SECTION III.** The position of Chief of the Lorain Police Department shall receive an Annual Salary of not less than Ninety Nine Thousand, Ninety Six Dollars and 00/100 (\$99,096.00), nor

amended by substitution  
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more than One Hundred Twenty-Five Thousand and 00/100 (\$125,000.00) plus Rank Differential Compensation of twelve percent (12%) of the Police Chief's Annual Salary, the total compensation shall be known as the Police Chief's Annual Base Salary.

**SECTION IV.** In addition to the Police Chief's Annual Base Salary, 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) in effect between the City of Lorain and the FOP as of January 1 of each calendar year including any Economic Benefit made effective as of January 1 retroactively and including but not limited to annual wage increases and longevity compensation except that the Chief of the Lorain Police Department shall not receive the following described Economic Benefits:

- (1) Hours of Work, Overtime Compensation, and Incentive Time: The Chief of Police shall not receive overtime compensation nor incentive time, pursuant to Article 14 of the CBA.
- (2) Special Duty Compensation: The Chief of Police shall not receive any Special Duty Compensation or special assignment compensation paid to members of the FOP including but not limited to Article 21, Article 21.1, Article 21.5, Article 24 and Article 30 of the CBA;
- (3) Court Appearance, Call-In Assignment, and Voluntary Response: The Chief of Police shall not receive any Court Appearance, Call-In Assignment, and/or Voluntary Response compensation paid to members of the FOP, pursuant to Article 15 of the CBA;
- (4) Training Time, Stand-By and On Call Time: The Chief of Police shall not receive any compensation paid pursuant to the CBA in lieu of overtime such as "On Call" compensation, pursuant to Article 16 of the CBA.

**SECTION V.** The Chief of the Lorain Police Department shall not be entitled to any Non-Economic Benefit provided to members of the FOP pursuant to the CBA including but not limited to the right to file grievances against the City of Lorain.

**SECTION VI.** It is found and determined that all formal action 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 open meetings open to the public and in compliance with all legal requirements including Ohio Revised Code §121.22.

PASSED: June 20, 2022

  
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PRESIDENT OF COUNCIL

ATTEST: June 20, 2022

Breanna Duell  
CLERK

APPROVED: June 20, 2022

J. Bradley  
MAYOR



**CITY OF LORAIN**

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**City Council Regular Meeting**

**10. n.**

**Meeting Date:** 05/02/2022

**Submitted by:** Breanna Dull, Clerk of Council

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**AGENDA ITEM DESCRIPTION OR LEGISLATION TITLE**

**AN ORDINANCE ESTABLISHING THE ANNUAL BASE SALARY AND ECONOMIC BENEFITS OF THE POSITION OF CHIEF OF THE LORAIN POLICE DEPARTMENT**

**PURPOSE AND BACKGROUND:**

The annual compensation and economic benefits provided for the position of Chief of the Lorain Police Department are presently set forth in Ordinance No. 121-16. Pursuant to Ordinance No. 121-16, which provides that the Chief of the Lorain Police Department shall receive all Economic Benefits provided to members of the Fraternal Order of Police (FOP) promoted ranks pursuant to the "Collective Bargaining Agreement" (CBA), in effect between the City of Lorain and the FOP, which contains Article 14 which authorizes on-call incentive pay which has been raised as an issue regarding its applicability to the Chiefs annual compensation; an issue which must be determined by Lorain City Council as it is the compensating authority for the position of Chief of the Lorain Police Department. Lorain City Council has determined that the compensation and benefits to be provided to the person employed by the City of Lorain as the Chief of Police in all regards must be reviewed and reconsidered so that the Annual Base Salary of the Chief of Police is the highest Annual Base Salary of all persons employed and appointed to positions in the Lorain Police Department. Lorain City Council has determined that in order to attract the best qualified persons to the position of Chief of Police of the Lorain Police Department it must recognize the Chief of Police as ranking officer in the Lorain Police Department and compensate the Chief of Police equitably and competitively.

**RECOMMENDATION TO COUNCIL:**

Lorain City Council consider for passage

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**Fiscal Impact**

**Funds Available In Current Year Budget (Y/N):** TBD by Auditor

**Estimate of Total Expenditure:** TBD by Auditor

**List of Funding Source and/or Account Number:** TBD by Auditor

**Estimate of Incoming Revenue (fees, grants, etc.):**

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

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**Attachments**

Ordinance

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**Form Review**

**Inbox**

Auditor

Legal

Form Started By: Breanna Dull

Final Approval Date: 04/29/2022

**Reviewed By**

Anita Harper

Patrick Riley

**Date**

04/29/2022 01:57 PM

04/29/2022 02:10 PM

Started On: 04/28/2022 02:11 PM

VOTE ON PASSAGE					
	AYE	NAY		AYE	NAY
Fallis	✓		<del>Nutt</del>		
Dimacchia	✓		Moon		✓
Springowski	✓		<del>Carroll</del>		
Henley	✓		Shawver	✓	
Kempton	✓		Thornsberry	✓	
Carter		✓	Arredondo		