



City of North Royalton

Mayor Robert A. Stefanik

13834 Ridge Road • North Royalton, OH 44133
440-237-5686 ext.129 fax: • 440-877-1176

Law Department

Thomas A. Kelly
Law Director
and Chief Prosecutor

Donna M. Vozar
Assistant Law Director
and 1st Assistant Prosecutor

James J. McDonnell
2nd Assistant Prosecutor

M E M O

To: North Royalton City Council
CC: North Royalton Civil Service Commission
From: Mayor Robert Stefanik; North Royalton Law Department
Date: February 3, 2014
Re: Job Abolishments/Layoffs – Police Department (Dispatch)

SUMMARY:

In 2012, the Ohio Legislative passed legislation requiring the State of Ohio to pare down the Public Safety Answer Points (PSAPs) by 2018. It is uncontroverted that Cuyahoga County has the most PSAPs in the state. In essence, this will require consolidation of dispatch services. Ohio Substitute House Bill 360 mandates that the 45 dispatch centers supporting 54 jurisdictions located in Cuyahoga County be downsized to 4, with one center being Cleveland, by 2018. Municipalities which do not consolidate will be penalized through the loss of 911 wireless revenue. In an effort to comply with Sub. H.B. 360, the City of North Royalton has explored options in consolidating dispatch serves with other municipalities.

The City currently employs eight (8) full-time Dispatchers and three (3) part-time Dispatchers. Full-time employees are represented by the Ohio Patrolmen's Benevolent Association (OPBA) through a Collective Bargaining Agreement (CBA). These employees did not take civil service examinations when they were hired nor have they been classified as civil service employees. The CBA contains a Management Rights provision, Article 5.01, which grants the City the right to, *inter alia*:

12) establish, expand, transfer and/or consolidate work processes and facilities 13) consolidate, merge, or otherwise transfer any and all of its facilities, property, processes work with or to any other municipality or entity or effect or change in any respect the legal status, management or responsibility of such property, facilities, processes or work; 14) terminate or eliminate all or any part of its work or facilities.

Part-time dispatchers are not represented. They were appointed by the City and part-time dispatchers like full-time dispatchers have not taken any examinations. As such, they have not been recognized as being civil service

employees under the Charter, Ordinances or the North Royalton Civil Service Commission Rules.

After consultation with the Director of Public Safety, the Mayor has proposed an abolishment of all full-time and part-time Dispatchers due to Substitute House Bill 360, the CBA between the City and the OPBA and its home rule authority under the City Charter.

Classification	# of Positions Being Abolished	Reason for Layoff
Full-time Dispatcher	8	Reorganization for efficient operation of Appointing Authority; Compliance with Sub. H.B. 360; CBA with OPBA; reasons for economy
Part-time Dispatcher	3	Reorganization for efficient operation/efficiency; Compliance with Sub. H.B. 360; reasons for economy

POLICE DISPATCHERS (FULL-TIME & PART-TIME)

STATEMENT OF RATIONALE FOR ABOLISHMENT

Reorganization for efficient operation of Appointing Authority/City operations as well as reasons for economy:

Under Ohio law, civil service employees may be laid off due to abolishment of positions for any one or combination of reason including the reorganization of the appointing authority, for reasons of economy or for lack of work. While full-time dispatchers are employees of a collective bargaining agreement and part-time dispatchers are appointed employees and neither have been recognized or classified as civil service employees, the civil service rationale for the layoffs of the employees remains the same. The abolishments are due to the reorganization for efficient operation of the City of North Royalton as mandated by Sub. H.B. 360 as well as for reasons of overall efficiency and economy. Further, the CBA between the City and OPBA specifically permits the City transfer dispatcher operations to another municipality.

Next, the City has extensively discussed and negotiated with the City of Strongsville regarding Dispatch operations as a result of the PSAPs requirements. Anticipated costs of dispatch services will drastically decrease by entering into a contract with Strongsville. Under a contract, the City would pay Strongsville \$40,000 per month or \$480,000 the first year of consolidated operations. Currently, the City’s cost for dispatch operations is approximately \$660,000 per year. Consequently, for reasons of economy, the dispatch operations should be abolished.

The Mayor, Safety Director, Law Director, Assistant Law Director, Finance Director and outside special counsel have met with the OPBA and the full-time Dispatchers on two dates to discuss the effects of the decision to contract out dispatching services to the City of Strongsville and to discuss the implementation process of consolidated services and to otherwise comply with the general dictates of Sub. H.B. 360.

Accordingly, it is being recommended that all the full-time Dispatchers and part-time Dispatcher positions be abolished and the employees occupying these positions be laid off. Employees should be given a 21-day notification prior to the effective date of the layoff. Further, this Statement of Rationale would comply with any necessary civil service law and regulation.

REINSTATEMENT RIGHTS

While the employees impacted by the job abolishments/layoffs do not enjoy or have specific civil service rights, it is recommended that such individuals be placed on a layoff list and treated to the same extent as civil service employees. Consequently, it is recommended that in the event the City discontinues consolidated dispatch services or the contracting out for dispatch services and retains employees to dispatch solely for North Royalton, the laid off employees would be recalled and offered reemployment, first all full-time Dispatchers then all part-time Dispatchers, for the same length of time as set forth in the North Royalton Civil Service Commission Rules and Regulations.