

THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 14-141

INTRODUCED BY: Mayor Stefanik, Marnecheck

AN ORDINANCE ESTABLISHING VARIOUS BENEFITS FOR REGULAR PART TIME EMPLOYEES OF THE CITY OF NORTH ROYALTON, AND DECLARING AN EMERGENCY

WHEREAS: The City of North Royalton desires to establish benefits for regular part time employees.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH ROYALTON,
COUNTY OF CUYAHOGA AND STATE OF OHIO, THAT:

Section 1. An employee covered by this ordinance shall be defined as a regular part time employee who is not covered by any collective bargaining agreement and refers to the following positions only: Human Resource Specialist, Law Department Clerical, Office on Aging Van Drivers, Payroll Coordinator, Building Department Certified Inspectors, Parks and Recreation. Temporary or seasonal (summer) employees shall not be entitled to any benefits under this ordinance.

Section 2. Regular part time employees shall be entitled to accrue sick leave, on a pro-rata basis and funeral leave for immediate family only.

Section 3. Sick leave shall be defined as an absence with pay necessitated by: (1) illness or injury to the employee; (2) exposure by the employee to a contagious disease communicable to other employees; and/or (3) serious illness, injury or death in the employees immediate family.

Section 4. Any abuse of sick leave or the patterned use of sick leave shall be just and sufficient cause for discipline as may be determined at the sole discretion of the employer.

Section 5. When the use of sick leave is due to illness, injury or death in the immediate family, "immediate family" shall be defined to only include the employee's spouse and children, parents and parents in law.

Section 6. This Ordinance shall supersede all previously adopted Ordinances in direct conflict herewith.

Section 7. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements.

Section 8. This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the city, and for the further reason that it is immediately necessary to establish benefits for regular part time employees.

THEREFORE, provided this Ordinance receives the affirmative vote of two-thirds of all members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

/s/ Larry Antoskiewicz
PRESIDENT OF COUNCIL

APPROVED: /s/ Robert Stefanik
MAYOR

DATE PASSED: December 16, 2014

DATE APPROVED: December 17, 2014

ATTEST: /s/ Laura J. Haller
DIRECTOR OF LEGISLATIVE SERVICES

First reading suspended
Second reading suspended
Third reading December 16, 2014

YEAS: Antoskiewicz, Nickell, Petrusky, Langshaw,
Marnecheck, Muller, Kasaris

NAYS: none