

ORDINANCE NO. 2019-22

Introduced By: Mayor Michael Dylan Brennan

AN ORDINANCE REPEALING PREVIOUS NON-BARGAINING EMPLOYEE COMPENSATION AND FRINGE BENEFIT ORDINANCES, AND DECLARING AN EMERGENCY, AS AMENDED

WHEREAS, portions of the compensation and fringe benefit ordinances previously adopted by Council for directors, pool and recreation employees, and other non-bargaining employees are significantly out of date;

WHEREAS, the Mayor is in the process of administratively adopting a new "Employee Policies and Procedures Manual";

WHEREAS, portions of the compensation and fringe benefit ordinances previously adopted by Council conflict with the new "Benefits Chapter," which will be part of the new "Employee Policies and Procedures Manual";

WHEREAS, Council desires for the new "Employee Policies and Procedures Manual" to apply to all employees under Council's appointing authority and wishes to repeal provisions of prior ordinances in conflict with the Manual;

NOW, THEREFORE BE IT ORDAINED BY THE COUNCIL OF THE CITY OF UNIVERSITY HEIGHTS, OHIO THAT:

Section 1. Council acknowledges the administrative adoption of the City's Employee Policies and Procedures Manual, including provisions thereof establishing policy regarding certain employee benefits, and hereby repeals any provisions in previously adopted ordinances in conflict therewith, including, but not necessarily limited to, Sections 9, 10, 11, 12, 13 and 15 of Ordinance 2008-41 and Sections 6, 7, 8, 9, 10, and 11 of Ordinance 2009-16.

Section 2. The remaining sections and provisions of Ordinances 2008-41 and 2009-16, respectively, not repealed above shall remain in full force and effect, except as otherwise amended by any subsequent ordinance.

Section 3. Council directs the new "Employee Policies and Procedures Manual" shall apply to all employees under the appointing authority of Council, including the Clerk of Council, Law Director and Prosecutor. This provision shall apply to the new adopted "Benefits Chapter," as well as all forthcoming chapters and any future amendments.

Section 4. The Council finds and determines that all formal actions of this Council relating to the adoption of this Ordinance have been taken at open meetings of this Council, and that deliberations of this Council and of its committees, resulting in such formal action, took place in meetings open to the public, in compliance with all statutory requirements including the requirements of Section 121.22 of the Ohio Revised Code.

Section 5. This Ordinance is declared to be an emergency measure necessary for the preservation of the public peace, safety, health and welfare of the citizens of the City of University Heights. It shall therefore become effective upon its passage by the affirmative vote of not less than five (5) members of Council and approval of the Mayor; otherwise, it shall become effective at the earliest time allowed by law.

City of University Heights, Ohio


Michael Dylan Brennan, Mayor

First Reading: May 6, 2019

Passed: May 20, 2019

Attest: 
Kelly M. Thomas, Clerk of Council

Approved
as to form: 
Luke F. McConville, Law Director