

**AGENDA
EUCLID CITY COUNCIL MEETING
MONDAY, MAY 16, 2022 AT 7:00 PM
EUCLID MUNICIPAL CENTER COUNCIL CHAMBER**

PERMISSIBLE PRELIMINARIES:

FIRST GAVEL

PLEDGE OF ALLEGIANCE

EUCLID CITY COUNCIL MEETING BUSINESS:

SECOND GAVEL

ROLL CALL OF MEMBERS

COMMUNICATIONS:

- None

COUNCIL MINUTES:

- None

ADMINISTRATION REPORTS & COMMUNICATIONS:

COMMITTEE DOCUMENTATION:

- Euclid City Council Work Session held; May 2, 2022
- Community Assets Committee; May 4, 2022
- Board of Control dated; May 2, 2022 and May 9, 2022
- Executive and Finance Committee held; May 11, 2022

COMMITTEE OF THE WHOLE FOR LEGISLATIVE MATTERS ONLY

LEGISLATION

ACTION

PROPOSED

1. An emergency ordinance approving the fees for the rental of the Shore Cultural Centre Auditorium as set forth in the Rental Guide and Policies. (Sponsored by Mayor Holzheimer Gail and Councilperson Jukic)

Ord.
(058-22)

Comment: This would approve the rental fees for Shore Cultural Centre Auditorium.

2. A resolution in support of the construction of a community recreation and wellness center in the City of Euclid and authorizing the Mayor or her designee to proceed with soliciting for proposals for the development of plans to design and build the facility that will be presented to Euclid City

Res.
(060-22)

Council for approval. (Sponsored by Mayor Holzheimer Gail and Councilperson Jukic)

Comment: This would support the construction of a community recreation and wellness center in the City of Euclid and authorizing the Mayor to proceed with soliciting for proposals

3. An emergency ordinance authorizing the Mayor of the City of Euclid to enter into a Purchase and Development Agreement to sell the property at 18951 Pasnow, Euclid, Ohio (PPN 641-10-071) to Rockliffe Properties, LLC for the construction of a new residential house for one dollar (\$1.00). (Sponsored by Mayor Holzheimer Gail) Ord. (056-22)

Comment: This would allow the sale of a land bank lot and the entering of a Purchase and Development Agreement.

4. An emergency ordinance authorizing the Mayor of the City of Euclid or her designee to enter into an agreement with Michigan Playgrounds, LLC dba Midstates Recreation for the design, supply and construction of recreational play structures for Tungsten Park in an amount not to exceed Two Hundred Twenty-Five Thousand Dollars and Zero Cents (\$225,000). (Sponsored by Mayor Holzheimer Gail and Councilperson Epps) Ord. (055-22)

Comment: This would approve the contract with Michigan Playgrounds, LLC for construction of Tungsten Park.

5. A resolution authorizing the Mayor of the City of Euclid or her designee to execute and submit a grant application the Ohio Department of Natural Resources NatureWorks (NatureWorks) grant program for improvements to Heritage Park. (Sponsored by Mayor Holzheimer Gail and Councilperson Caviness) Res. (054-22)

Comment: This would approve a grant application for improvements to Heritage Park.

6. An ordinance amending Section 121.15 "Clerk" of Chapter 121 "Council" and Section 125.06 "Minutes" of Chapter 125 "Open Meetings" of the Legislation Code of the Codified Ordinances of the City of Euclid to discontinue the transcription of verbatim minutes for regular or special council meetings and to allow summary minutes to be prepared. (Sponsored by Council President Mancuso) (Executive and Finance Committee sent to Council with recommendation for passage) Ord. (052-22)

Comment: This would discontinue the preparation of verbatim minutes for regular or special council meetings and allow summary minutes to be prepared.

7. An ordinance amending Sections 121.07 "Order of Business" and 121.18 "Committee of the Whole" and 121.20 "Council Members' Comments" of Chapter 121 "Council" of the Legislation Code of the Codified Ordinances of the Ord. (053-22)

City of Euclid to combine the Committee of the Whole for legislative matters and the public comment for the good of the City. (Sponsored by Council President Mancuso) (Executive and Finance Committee sent to Council with recommendation for passage)

Comment: This would combine both public committees of the whole at council meetings.

Third Reading

8. An emergency ordinance setting forth the amended list of holidays and amended vacation policy and setting the benefits and compensation to be paid City of Euclid personnel, other than employees of a collective bargaining unit, and rescinding Ordinance No. 170-2010 and all amendments thereto, and all other legislative enactments or administrative directives inconsistent hereto, and enacting in lieu thereof the within ordinance to be known and cited as the 2022 CONSOLIDATED COMPENSATION ORDINANCE. (Sponsored by Mayor Holzheimer Gail) (Sent to Executive and Finance Committee) (Referred back to Council by the Executive and Finance Committee with recommendation for passage with amendments) (Sent back to Executive and Finance Committee) (Executive and Finance Committee referred back to Council with amendments and recommendation for passage)

Ord.
(035a-22)

Comment: This amends the city's consolidated compensation ordinance.

CEREMONIAL RESOLUTION

A resolution recognizing June 3rd, 2022 as **National Gun Violence Awareness Day**, recognizing June as **National Gun Violence Awareness Month** and encouraging individuals to wear orange the first weekend in June to help raise awareness about gun violence and to honor the lives of gun violence victims and survivors. (Sponsored by Mayor Holzheimer Gail and All Members of Council)

Res.
(057-22)

A resolution of congratulations to **Little Giants**, located at 627 East 185th Street on celebrating their 5th Year Anniversary. (Sponsored by Mayor Holzheimer Gail and All Members of Council)

Res.
(059-22)

COMMITTEE OF THE WHOLE – PUBLIC PORTION

COUNCIL MEMBERS' COMMENTS

ADJOURNMENT

Ordinance No.

By: Mayor Holzheimer Gail and Councilperson Jukic

An emergency ordinance approving the fees for the rental of the Shore Cultural Centre Auditorium as set forth in the Rental Guide and Policies.

WHEREAS, one of the steps during the transition phase from private management to city management of Shore was to examine the rental process in totality; and

WHEREAS, Euclid City Council previously approved rental ranges of rooms at Shore, but this legislation is specific to the rental schedule for the Auditorium; and

WHEREAS, The Auditorium rental guide and policies were created by reviewing rental agreements for similar facilities in other communities while considering the specific needs and facility of Shore; and

WHEREAS, the rents for the Auditorium provided in the Rental Guide and Policies are as follows:

- Tier 1: Major Concerts (500+ people); \$350/hourly; \$175/hour rehearsal; \$1,000 security deposit
- Tier 2: Small Community Theater, Plays, Musicals (under 500 people); \$200/hourly; \$100/hour rehearsal; \$250 security deposit
- Tier 3: Shore Tenants; \$100/hourly; \$50/hour rehearsal; No security deposit

WHEREAS, the proposed rent schedule takes into account the special conditions of our facility and responds to the requests we have received thus far, and the rates are respectable, professional and appropriate at this time; and

WHEREAS, there have been a number of interested parties inquiring about the rental of the Auditorium and Euclid City Council therefore finds this ordinance constitutes an emergency measure in order to respond to the interested parties in quicker fashion regarding rental rates.

NOW, THEREFORE, be it ordained by the Council of the City of Euclid, State of Ohio:

Section 1: The fees for the rental of the Shore Cultural Centre Auditorium as set forth in the Rental Guide and Policies are hereby approved.

Section 2: That the final Rental Guide and Policies shall be in a form approved by the Director of Law.

Section 3: That 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, including Section 121.22 of the Ohio Revised Code.

Section 4: That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, safety and welfare of the citizens of the City of Euclid and, provided it receives the two-thirds vote of all members of Council elected thereto, shall be in full force and effect from and after the earliest period allowed by law.

Attest:

Clerk of Council

President of Council

Passed:

Approved:

Mayor

RESOLUTION OF CONGRATULATIONS

A resolution of congratulations to **Little Giants**, located at 627 East 185th Street on celebrating their 5th Year Anniversary and wish them continued success and growth in their future.

WHEREAS, **Little Giants** is the first 501(c)(3) nonprofit organization in Northeast Ohio to focus on comprehensive health and wellness issues amongst children and adolescents; and

WHEREAS, **Little Giants** strives to provide positive male role models for our youth; and

WHEREAS, **Little Giants** offers a variety of programs and services to our community including but not limited to: group fitness classes, strength conditioning, circuit training, dietary instruction, mentoring and Little Giants Boxing Academy; and

WHEREAS, **Little Giants** has been positively featured in numerous local TV, radio and social media outlets; and

WHEREAS, **Little Giants** has now reached full capacity and will soon begin an expansion project so no child or family is left behind.

NOW, THEREFORE BE IT RESOLVED:

Section 1: That the Mayor of the City of Euclid and the Euclid City Council hereby congratulate **Little Giants** on the celebration of their 5th Year Anniversary and wish them continued success and growth in their future.

Section 2: That this Resolution take immediate effect.

Resolution No.

By - Mayor Holzheimer Gail, Councilpersons
Mancuso, Caviness, Tolton, Epps,
Jarosz, McIntosh, Jukic, Wojtla, Steele.

Attest:

Clerk of Council

President of Council

Passed:

Approved:

Mayor

Resolution No.

By Mayor Holzheimer Gail and Councilperson Jukic

A resolution in support of the construction of a community recreation and wellness center in the City of Euclid and authorizing the Mayor or her designee to proceed with soliciting for proposals for the development of plans to design and build the facility that will be presented to Euclid City Council for approval.

WHEREAS, the City of Euclid is lacking in a recreational facility to serve our residents, and most importantly, our youth; and

WHEREAS, it is important to create a facility that addresses health and wellness issues in the community, physical activity, and social issues such as violence reduction, mentoring, digital access, and educational support; and

WHEREAS, the facility should be a community recreation and wellness center and the city should partner with local healthcare providers, medical professionals and other service providers to provide for those components of the facility; and

WHEREAS, the city should also partner with groups that assist the youth of our community such as Euclid PAL and provide them with permanent space within the facility; and

WHEREAS, this resolution is necessary to help initiate community discussions about the project and will help with approaching potential consultants or professionals about creating drawings and models to share with the public; and

WHEREAS, the COVID pandemic brought to light the impact of health disparities and the importance of access to community health and recreation programs, especially in communities like ours. ARPA funds provide us the opportunity to address this negative health impact as a community; and

WHEREAS, Euclid City Council is in support of the construction of a community recreation and wellness center, and the Mayor or her designee is authorized to proceed with development of plans to design and build to take this project through building and construction phase.

NOW, THEREFORE, be it resolved by the Council of the City of Euclid, State of Ohio:

Section 1: Euclid City Council supports the construction of a community recreation and wellness center in the City of Euclid and authorizing the Mayor or her designee to proceed with soliciting for proposals for the development of plans to design and build the facility that will be presented to Euclid City Council for approval.

Section 2: Funds for this project should be derived from the General Fund, Recreational Capital, any available grants and ARPA Funds.

Section 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this resolution 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, including Section 121.22 of the Ohio Revised Code.

Section 4: That this resolution shall take immediate effect.

Attest:

Clerk of Council

President of Council

Passed:

Approved:

Mayor

Ordinance No.

By: Mayor Holzheimer Gail

An emergency ordinance authorizing the Mayor of the City of Euclid to enter into a Purchase and Development Agreement to sell the property at 18951 Pasnow, Euclid, Ohio (PPN 641-10-071) to Rockliffe Properties, LLC for the construction of a new residential house for one dollar (\$1.00).

WHEREAS, Resolution No. 13-2000, passed by Euclid City Council on January 18, 2000, authorizes the Mayor of the City of Euclid to offer for sale the entire Village of Euclid property for private development, or to sell individual lots; and

WHEREAS, the City of Euclid acquired parcel 641-10-071 on May 6, 2009 and maintained the property in its landbank; and

WHEREAS, Euclid City Council, in Ord. 5-2019, authorized the sale of the property to Adam Metz, Property Improvement Specialist, LLC; and

WHEREAS, the partners at Property Improvement Specialist, LLC, have parted ways and one of the partners, who now owns Rockliffe Properties, LLC, wishes to build the same house that was approved by Architectural Review Board.

WHEREAS, the site is located in the Primary Investment Target Area identified in the City's Master Plan. Future use of the site for new infill housing is consistent with the objectives of the Plan; and

WHEREAS, an incentive of seven (7) year property tax abatement typical of new residential construction shall be granted by the City; and

WHEREAS, the proposed sale price is fair and just due to the conditions to be placed on the property sale; specifically, the buyer shall be required to construct a new residential home within six months of acquiring the property; and

WHEREAS, this matter is hereby declared an emergency in order to effectuate the sale of the property at the start of construction season and shall relieve the City of future maintenance by returning the site to productive use, creating new housing opportunities as well as anticipated income tax revenue.

NOW, THEREFORE, be it resolved by the Council of the City of Euclid, State of Ohio:

Section 1: That the Mayor of the City of Euclid is authorized to enter into a Purchase and Development Agreement to sell the property at 18951 Pasnow, Euclid, Ohio (PPN 641-10-071) to Rockliffe Properties, LLC for the construction of a new residential house for one dollar (\$1.00).

Section 2: That the Purchase and Development Agreement shall be approved by the Law Director.

Section 3: That 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, including Section 121.22 of the Ohio Revised Code.

Section 4: That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, safety and welfare of the citizens of the City of Euclid and, provided it receives the two-thirds vote of all members of Council elected thereto, shall be in full force and effect from and after the earliest period allowed by law.

Attest:

Clerk of Council

Passed:

President of Council

Approved:

Mayor

Ordinance No.

By – Mayor Holzheimer Gail and Councilperson Epps

An emergency ordinance authorizing the Mayor of the City of Euclid or her designee to enter into an agreement with Michigan Playgrounds, LLC dba Midstates Recreation for the design, supply and construction of recreational play structures for Tungsten Park in an amount not to exceed Two Hundred Twenty-Five Thousand Dollars and Zero Cents (\$225,000).

WHEREAS, Tungsten Park's Playground was selected for replacement in December 2021 by Euclid City Council's Programming and Recreation Committee as this location was deemed most impactful, most likely to be well utilized, in a Low-to-Moderate income census tract, and in the state of greatest disrepair among comparable city-owned locations. Since the equipment was installed in the early 2000's, the way children of all ages and abilities play has evolved, as has the equipment, to include accessible and inclusive features as well as new products for agility; and

WHEREAS, Ordinance 13-2022 authorized the Mayor or her designee to solicit proposals for new park playground equipment, and Michigan Playgrounds, LLC dba Midstates Recreation provided a proposal that well-served the needs of the city, residents and children who will use that playground; and

WHEREAS, in addition to new playground equipment, the park shall receive a poured-in-place rubber surface under and around the equipment which enhances safety and reduced maintenance as compared to wood or rubber mulch. The location shall also receive park furniture and concrete walkways; and

WHEREAS, this ordinance is hereby declared to be an emergency in that it provides for the health and safety of the community and it will allow administration to commence the park playground reconstruction project in a timely manner.

NOW, THEREFORE, be it ordained by the Council of the City of Euclid, State of Ohio:

Section 1: That the Mayor of the City of Euclid or her designee is hereby authorized to enter into an agreement with Michigan Playgrounds, LLC dba Midstates Recreation for the design, supply and construction of recreational play structures for Tungsten Park in an amount not to exceed Two Hundred Twenty-Five Thousand Dollars and Zero Cents (\$225,000).

Section 2: That the cost for procuring and installing equipment, furniture, rubber surfacing, concrete as well as demolition of the existing playgrounds shall not exceed \$225,000.00, of which no more than \$200,000 shall come from the Community Development Block Grant, Parks and Playground Budget, and no more than \$25,000 shall come from American Rescue Plan Act (ARPA) funds.

Section 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this resolution 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, including Section 121.22 of the Ohio Revised Code.

Section 4: That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, safety and welfare of the citizens of the City of Euclid and, provided it receives the two-thirds vote of all members of Council elected thereto, shall be in full force and effect from and after the earliest period allowed by law.

Attest:

Clerk of Council

President of Council

Passed:

Approved:

Mayor

Resolution No.

By: Mayor Holzheimer Gail and Councilperson Caviness

A resolution authorizing the Mayor of the City of Euclid or her designee to execute and submit a grant application the Ohio Department of Natural Resources NatureWorks (NatureWorks) grant program for improvements to Heritage Park.

WHEREAS, the State of Ohio through the Department of Natural Resources administers financial assistance to political subdivisions, including the NatureWorks, to rehabilitate existing recreational areas; and

WHEREAS, the NatureWorks application has a deadline of June 1, 2022; and

WHEREAS, NatureWorks offers reimbursements of up to seventy-five percent (75%) of eligible project costs or \$150,000.00; and

WHEREAS, match requirements are 25% local funds for the NatureWorks; and

WHEREAS, the City's 2017 Master Plan includes goals for enhancing existing neighborhood parks and providing youth recreation and engagement opportunities; and

WHEREAS, funding available through NatureWorks would be used to implement public improvements at Heritage Park, furthering the goals of the Master Plan and ensuring equitable access to high quality public recreation facilities.

NOW, THEREFORE, be it resolved by the Council of the City of Euclid, State of Ohio:

Section 1: That this Council authorizes the Mayor or her designee to execute and submit a NatureWorks Grant application for improvements to Heritage Park for a total reimbursable amount up to One Hundred Fifty Thousand and 00/100 Dollars (\$150,000.00).

Section 2: That funds to pay for the match will be derived from local funds.

Section 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this resolution 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, including Section 121.22 of the Ohio Revised Code.

Section 4: That this resolution shall take immediate effect.

Attest:

Clerk of Council

President of Council

Passed:

Approved:

Mayor

Ordinance No.

By – Council President Mancuso

An ordinance amending Section 121.15 "Clerk" of Chapter 121 "Council" and Section 125.06 "Minutes" of Chapter 125 "Open Meetings" of the Legislation Code of the Codified Ordinances of the City of Euclid to discontinue the transcription of verbatim minutes for regular or special council meetings and to allow summary minutes to be prepared.

WHEREAS, Verbatim minutes for regular and special Euclid City Council meetings have been required by ordinance since 1975; and

WHEREAS, considering advancements in technology and the availability of links and copies to the videos of the Euclid City Council meetings, the necessity of verbatim minutes has become obsolete; and

WHEREAS, it is also not a productive use of the Clerk of Council's time to transcribe verbatim minutes; and

WHEREAS, summary minutes of the Euclid City Council meetings will include: members present, legislation, formal actions taken by the body and a summary of the comments of the body, administration and the public;

NOW, THEREFORE, be it ordained by the Council of the City of Euclid, State of Ohio:

Section 1: That Section 121.15 "Clerk" of Chapter 121 "Council" of the Legislation Code of the Codified Ordinances of the City of Euclid is hereby amended to read as follows:

121.15 CLERK

(e) Minutes of regular or special Council meetings shall be transcribed ~~verbatim~~ in a summary format. Minutes or summary documentation of the regular or special meetings of Council committees shall consist of a summary of the discussion of the committee meeting agenda items, and formal actions taken by the body unless requested to be verbatim by a majority thereof. Committee meeting minutes may be prepared by Chairperson of the Council committee or his or her designee and shall be filed with the Clerk of Council after approval. Verbal comments by any single person during the Committee of the Whole may be paraphrased, or described or identified, but need not be recorded in literal detail in the meeting minutes documentation.

Section 2: That Section 121.15 "Clerk" of Chapter 121 "Council" of the Legislation Code of the Codified Ordinances of the City of Euclid is hereby amended to read as follows:

125.06 MINUTES.

Verbatim Summary minutes shall be taken for all regular and special meetings of Council, and shall be filed with the Clerk of Council after approval. There will be summary documentation for all committees and other decision-making bodies of the City that will constitute minutes and shall be filed with the Clerk of Council after approval. The minutes or summary documentation shall reflect the business, if any, conducted, except with respect to executive sessions where the summary documentation shall reflect only the general subject discussed.

Section 3: That Section 121.15 "Clerk" of Chapter 121 "Council" and Section 125.06 "Minutes" of Chapter 125 "Open Meetings" of the Legislation Code of the Codified Ordinances of the City of Euclid are hereby amended.

Section 4: That 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, including Section 121.22 of the Ohio Revised Code.

Section 5: That this ordinance shall be in full force and effect from and after the earliest period allowed by

law.

Attest:

Clerk of Council

President of Council

Passed:

Approved:

Effective:

Mayor

Ordinance No.

By – Council President Mancuso

An ordinance amending Sections 121.07 “Order of Business” and 121.18 “Committee of the Whole” and 121.20 “Council Members’ Comments” of Chapter 121 “Council” of the Legislation Code of the Codified Ordinances of the City of Euclid to combine the Committee of the Whole for legislative matters and the public comment for the good of the City.

WHEREAS, many members of the public attend our council meetings to discuss or comment on pieces of legislation on the agenda and matters concerning the good of the City; and

WHEREAS, currently in Council’s order of business, there are two Committees of the Whole—one for legislative matters and one for public comment for the good of the City; and

WHEREAS, if someone has an issue for the good of the city, that Committee of the Whole is not until the end of the council meeting and members of the public must sit through the entire meeting before being able to speak; and

WHEREAS, it is the intention of Euclid City Council to consolidate the two Committees of the Whole and allow the public to speak on both agenda items and matters for the good of the during the first Committee of the Whole.

NOW, THEREFORE, be it ordained by the Council of the City of Euclid, State of Ohio:

Section 1: That Section 121.07 “Order of Business” of Chapter 121 “Council” of the Legislation Code of the Codified Ordinances of the City of Euclid is hereby amended to read as follows:

121.07 ORDER OF BUSINESS.

The order of business at meetings of Council shall be as follows:

- (a) Pledge of Allegiance to the flag.
- (b) Roll call of members by the Clerk.
- (c) Disposal of the journal of the preceding minutes.
- (d) Reports and communications from Mayor and administration.
- (e) Communications, petitions, memorials and certifications.
- (f) Reports and summary documentation of all committees.
- (g) Committee of the Whole for legislative matters **only and public comment**
- (h) Legislation.
- ~~(i) Committee of the Whole.~~
- (j) Council members’ Comments.
- (k) Miscellaneous business.
- (l) Adjournment.

The President of Council shall at any time by majority of vote of all members elected thereto permit a member to introduce any business out of the regular order.

Section 2: That 121.18 “Committee of the Whole” of Chapter 121 “Council” of the Legislation Code of the Codified Ordinances of the City of Euclid is hereby amended to read as follows:

121.18 COMMITTEE OF THE WHOLE.

Council shall go into the Committee of the Whole at regular meetings pursuant to the order of business for the purpose of encouraging public participation in addressing Council and the administration. Advocacy by members of the public for a political candidate is prohibited, but advocacy by members of the public for or against

a political issue is permitted. The public shall speak to legislation on the agenda and to the good of the City, but no person shall speak for more than five minutes ~~total for both matters on either matter.~~ Persons speaking shall remain polite and courteous, at all times respecting the office being addressed and the decorum of the meeting. Vulgar or foul language and public remarks tending to embarrass or humiliate or which are personal in nature, are at all times out of order. ~~All questions regarding legislation shall be addressed during the discussion of the particular piece of legislation.~~ All questions for the good of the city shall be answered immediately after ~~they have been asked,~~ and the person speaking has completed his or her remarks. Time limits established herein may be extended by majority vote of the members of Council after request is made by a person prior to the commencement of an address to the body.

Section 3: That 121.20 "Council Members' Comments" of Chapter 121 "Council" of the Legislation Code of the Codified Ordinances of the City of Euclid is hereby amended to read as follows:

121.20 COUNCIL MEMBERS' COMMENTS.

Council members' comments would directly follow the ~~second Committee of the Whole~~ completion of the legislative Agenda.

Section 4: That Sections 121.07 "Order of Business" and 121.18 "Committee of the Whole" and 121.20 "Council Members' Comments" of Chapter 121 "Council" of the Legislation Code of the Codified Ordinances of the City of Euclid are hereby amended.

Section 5: That 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, including Section 121.22 of the Ohio Revised Code.

Section 6: That this ordinance shall be in full force and effect from and after the earliest period allowed by law.

Attest:

Clerk of Council

President of Council

Passed:

Approved:

Effective:

Mayor

Ordinance No.

By –Mayor Holzheimer Gail

An emergency ordinance setting forth the amended list of holidays and amended vacation policy and setting the benefits and compensation to be paid City of Euclid personnel, other than employees of a collective bargaining unit, and rescinding Ordinance No. 170-2010 and all amendments thereto, and all other legislative enactments or administrative directives inconsistent hereto, and enacting in lieu thereof the within ordinance to be known and cited as the 2022 CONSOLIDATED COMPENSATION ORDINANCE.

WHEREAS, June 19th, also known as Juneteenth, was declared a national holiday by President Biden on June 18, 2021, and Euclid City Council should follow the President's order and declare Juneteenth a holiday for City employees; and

WHEREAS, additionally, non-union employees used to be able to carry over two (2) years of accumulated vacation time; and

WHEREAS, for financial considerations, all accrued vacation time must be used by December 31, 2024; and city employees will no longer be able to carry over vacation time except for one (1) week and must use that week in the following year; and

WHEREAS, the City of Euclid undertook a salary study to ascertain appropriate compensation levels for described positions within the City of Euclid, and as such, the salary ranges and described positions need adjustment; and

WHEREAS, the subject matter of this ordinance constitutes an emergency in that the same provides for the preservation of the public welfare and safety and for the usual daily operation of municipal departments and the compensation and working conditions of municipal employees and shall be effective immediately.

NOW, THEREFORE, be it ordained by the Council of the City of Euclid, State of Ohio:

Section 1: That this ordinance be, and it is hereby ordained by the Council of the City of Euclid to be hereafter known and cited as the 2022 CONSOLIDATED COMPENSATION ORDINANCE to be effective immediately. That there is adopted herein a Classification Plan and Compensation within the said Plan as hereinafter defined and set forth.

(. 1) Compliance with All Regulations

Practices described in this ordinance are subject to all applicable federal and State of Ohio laws and regulations.

(. 2) Description of Positions.

All positions in the municipal service except those of the President and Members of Council, the Mayor, the Municipal Court Judge, employees of the Municipal Court, members of a collective bargaining unit and the appointed officials in other positions listed in Section 4 below shall be grouped into descriptions and each shall include those positions sufficiently similar in respect to their duties and responsibilities so that the same rates of compensation are applicable to positions requiring similar requirements as to training, experience, knowledge, and personal qualities. These positions, with exceptions as above, shall be known as "Described Positions" of the City.

(. 3) Initial Placements Under the Compensation Plan.

The Mayor is hereby authorized to classify all of the employees of the City of Euclid in accordance with this compensation structure.

(. 4) Preparation and Content of Job Descriptions.

Job descriptions shall be prepared and maintained, under the direction of the Mayor, for all described positions. These descriptions shall define the duties of all positions and the desirable qualifications for successful performance of such duties. These descriptions shall define whether the position is classified or unclassified. A description of a classified position shall also designate the type of classification for the position. The description shall further designate whether the position is exempt from the provisions of the Fair Labor Standards Act. In addition to

the qualifications as set forth in the job descriptions, it shall be understood that all positions require: United States citizenship, and in positions involving the operation of a motor vehicle, a vehicle operator's license issued by the State of Ohio.

(. 5) Adoption of Description Plan.

Description of positions as set forth in Section 3 are hereby adopted and shall constitute the description plan on the basis of which such positions shall be described.

Section 2: ADMINISTRATION AND MAINTENANCE OF JOB DESCRIPTIONS.

(. 1) Responsibilities of the Mayor.

The Mayor shall be responsible for, but may designate to a qualified person or persons, the work of administering and maintaining the job descriptions. The Mayor shall direct necessary review and preparation of reports recommending appropriate action to assure that the descriptions are kept current and that the important changes in duties and responsibilities in any existing positions and of such new positions as are created and reflected. The Mayor shall provide for the re-allocation of any position from one description to another whenever a change in duties and/or responsibilities of a position make the job to which the position has been previously allocated is no longer applicable. Any proposed re-allocation shall be made with the knowledge of the employee concerned and his Department Head.

(. 2) Changes Requiring Approval by the City Council.

The approval of the City Council shall be obtained for the establishment of any new described positions. Such change shall take the form of amendments to this ordinance.

Section 3: DESCRIBED POSITIONS.

(. 1) Described positions of the City shall be included in the following plan with such changes as may be recommended by the Mayor from time to time and effected by the City Council through amendments to this ordinance. The assigned job grade refers to and determines the appropriate wage range, or salary for the given position as described in Section 5 of this ordinance.

(. 2) Described positions are contained in Exhibit A which is attached hereto and incorporated by reference herein.

Section 4: NON-DESCRIBED POSITIONS.

(. 1) Compensation for non-described positions is set forth in Section 9 of this ordinance.

(. 2) Non-described positions are as follows:

<u>Position</u>	<u>Required Number</u>
President of Council	1
Members of Council	8
Mayor	1
Planning & Zoning Commission Members	5
Recreation Commission Members	5
Architectural Review Board Members	3
Civil Service Commission Members	3
Charter Review Commission Members	9

Section 5: DEFINITION AND ADOPTION OF THE COMPENSATION PLAN.

(. 1) Compensation Schedules.

All City employees occupying a position set forth in Section 3 of this ordinance shall be paid a wage rate, or salary, associated with the Job Grade of their assigned position according to Exhibit B A which is attached hereto and incorporated herein. ~~The hourly wage range within each Job Grade is described in Exhibit B.~~ The Mayor shall have the authority, subject to the procedures and requirements of this ordinance, to advance or reduce to set an individual employee's wage rate, or salary, to higher or lower steps within the assigned Job Grade.

Should an employee reach the maximum compensation in their Job Grade, they will be given a two

hundred and fifty dollar (\$250.00) continuous service payment for every year they are at maximum. When the maximum wage ranges are adjusted by Euclid City Council and an employee's salary is back in range, the continuous service payment terminates.

(. 2) Full-time Basis of Compensation Schedules.

The bi-weekly rates are based on full-time employment at normal working hours of forty (40) hours per week for the respective described positions. Salaries for part-time positions shall be as provided in Section 8, or as provided in applicable provisions for the non-described positions. In cases where a portion of the compensation is paid to an employee by another governmental agency, such portion shall be deducted from the rates prescribed for the purpose of computing the amount to be paid by the City.

(. 3) Working Hours.

Working hours for all exempt salaried, professional, supervisory, and administrative positions are not based on a fixed number of hours or work per week and shall not be adjusted with variations in work schedules.

(. 4) Retirement

An employee's retirement shall become official upon notification to the City of an employee's intent to retire and verification and approval from PERS that the employee has been granted retirement.

Section 6: ENTRANCE SALARY RATES.

(. 1) Starting Rate on Initial Employment.

Original employment to any position shall be made at the minimum salary rate established for that job grade. The Mayor, upon recommendation of the Department Head, may approve initial compensation at a rate higher than the minimum rate in the salary schedule for the position when the needs of the service make such action necessary; provided that any such exception is based on the outstanding and unusual character of the employee's pertinent experience and ability over and above the minimum qualifications specified for the class.

(. 2) Starting Pay in Interchanging or Temporary Assignments

Whenever the Mayor assigns an employee to duty for a duration in excess of thirty days, in a position not normally held by him, he may receive the entrance rate in the schedule established for such position, or such other rate within the applicable schedule as he may be entitled to by reason of crediting him in his new position with respect to the character and nature of the position to which the employee is assigned. At the conclusion of the assignment, the employee will return to his former rate and position.

Section 7: PROBATION AND ADVANCEMENT WITHIN A CLASSIFICATION RANGE.

(. 1) Probation Period.

After initial appointment or promotion to a described position, the first 90 calendar days of service in the position to which appointed or promoted shall be considered the probation period. An employee's probationary period may be extended for any reasonable length of time at the discretion of his/her Director. In the event that the employee does not satisfactorily complete this probation period, he shall be separated from the service. In the case of promotion or transfer from another position, the Mayor, with the approval of the Director, may allow the employee to return to the prior position if it is available. The employee's pay rate will be adjusted to the prior rate. An increase within a classification range shall not constitute a promotion within the meaning of this section.

(. 2) Recommendation of Advancement in Pay Rate Within a Classification Range.

The Department Head concerned shall recommend in writing to his Director, who in turn shall recommend to the Mayor, the advancement in pay rate to any employee in his Department, who, in his opinion, has met the requirements of advancement. In the case of advancement, upon completion of the probationary period, the recommendation shall include a certification that the probationary period has been successfully completed. In the case of subsequent advancements, the recommendation shall include a certification that the employee's service has been entirely satisfactory for at least three months immediately prior to the effective date of the recommended advancement in pay rate.

Section 8: PART TIME, TEMPORARY, AND SEASONAL EMPLOYEES.

(. 1) Definition of Full-time and Part-time Employees

Full-time employees shall be defined as those having regular employment averaging at least thirty (30) hours per week. Any employee averaging fewer than thirty (30) hours per week shall be considered a part-time employee. Any non-regular employee should be considered a temporary or seasonal employee.

(. 2) Temporary or Seasonal Employees.

Except as stated in Section 6.1, any temporary or seasonal employee shall be compensated no less than minimum wage and no more than the maximum allowable wage for their positional job grade level as defined in Exhibit B. A temporary or seasonal employee may be advanced in pay based upon meritorious service in the same manner as other employees. The Mayor, upon recommendation of the Department Head, may approve initial compensation at a rate higher than the minimum rate in the salary schedule for the position when the needs of the service make such action necessary; provided that any such exception is based on the outstanding and unusual character of the employee's pertinent experience and ability over and above the minimum qualifications specified for the class.

(. 3) Benefit Exclusions.

Except as otherwise provided, part-time, seasonal or temporary employees, shall be excluded from participating in the City of Euclid's Group Insurance Plans, longevity pay, holiday pay and vacation pay. However, any regular part-time employee scheduled for twenty (20) to thirty (30) hours per week shall be entitled to and receive prorated vacation pay as defined in Section 13.

Section 9: COMPENSATION OF NON-DESCRIBED POSITIONS.

(. 1) The following shall be the rate of pay for officials and employees in non-described positions:

<u>POSITION</u>	<u>ANNUAL SALARY</u>
President of Council	\$13,000.00
Members of Council	\$11,000.00
Mayor	\$85,000.00

<u>POSITION</u>	<u>COMPENSATION</u>
Planning & Zoning Commission Members	\$125.00 Bi-Weekly
Civil Service Commission Members	\$211.41 Bi-Weekly
Recreation Commission Members	\$ 50.00 Per Meeting
Architectural Board of Review Members	\$125.00 Bi-Weekly
Charter Review Commission Members	\$ 50.00 Per Meeting

(. 2) The bi-weekly stipend for salary personnel who are on an annual wage scale shall be computed as follows: Annual wage divided by the number of days in the current year multiplied by the number 14 shall equal the bi-weekly pay. There will be a final paycheck dated December 31st of each year which shall include the last days of that year, not previously paid, plus any odd pennies necessary to balance the annual pay. It should be noted that a Leap Year contains 366 days as compared to 365 days in a normal year, thus all computations shall be done annually on January 1 of each year. This procedure shall have uniform application on all payrolls of the City.

For elected officials, the final paycheck shall be issued at the end of the official's elective term or by November 30 of each year. The salaries of all Members of Council shall be paid bi-weekly on a pro-rata basis in the event an elected term is shortened or lengthened for any reason.

(. 3) In addition to the compensation listed above, the Mayor shall be entitled to three (3) weeks paid vacation per year. The Mayor shall be required to pay his/her employee contribution to PERS.

The Mayor shall be provided with an automobile and fuel for use in the Mayor's official duties. In addition the Mayor shall be permitted to use said automobile for personal use provided the City is given evidence of adequate insurance coverage covering said personal use paid for by the Mayor in sufficient amounts to fully indemnify the City in the event of an accident.

Section 10: OVERTIME WORK.

(. 1) Overtime Administration.

In an emergency a Department Head may prescribe, with the approval of the Mayor, reasonable periods of

overtime work to meet operational needs. Such overtime shall be reported and justified as required by the Mayor.

(. 2) Compensation of Hourly Rate Overtime Work.

Only non-exempt employees that qualify for overtime shall be paid for authorized overtime at the rate of one and one-half times their regular rate, for those hours worked in excess of forty (40) hours per week.

(. 3) Minimum Time for Emergency Call-Outs.

Hourly employees who are called in to perform emergency overtime work shall be paid for each call-in not less than the equivalent of three hours straight time pay.

(. 4) Minimum Time for Standby Hourly Paid Employees.

Minimum time for standby hourly paid employees who are ordered to standby on Sundays and holidays for possible call-in shall be paid for each such day not less than the equivalent of three hours straight time pay. In the event of a call-in, no standby compensation shall be due, or payable, under this paragraph for such day.

Section 11: UNIFORMS.

(. 1) The City shall provide a uniform for such appointee who is required to wear a regulation uniform while on duty. The employee shall be responsible for any item of his or her uniform that is lost or stolen.

(. 2) The City will provide uniforms for each School Guard at the time of appointment. The uniform must meet the requirements of the traffic Supervisor. The School Guard shall be responsible for any part of the uniform that is lost or stolen. All uniforms remain the property of the City of Euclid.

(. 3) The City shall provide uniforms for each auxiliary policeman. All uniforms remain the property of the City of Euclid and shall conform to the rules promulgated by the Director of Public Safety.

(. 4) The City may, at the discretion of the Mayor, provide a uniform allowance for the Chief of Police and the Executive Officer of the Police Department. Said uniform allowance shall be as provided by the respective bargaining agreement.

(. 5) The City may, at the discretion of the Mayor, provide a uniform allowance for the Chief of the Fire Department and the Assistant Chief of the Fire Department. Said uniform allowance shall be as provided by the respective bargaining agreement.

Section 12: HOLIDAYS.

(. 1) The following days are hereby declared holidays for City employees.

The first day in January (New Years Day)
Martin Luther King Day
The third Monday of February (President's Day)
The Friday before Easter (Good Friday)
The last Monday of May (Memorial Day)
June 19th (Juneteenth)
The fourth day of July (Independence Day)
The first Monday in September (Labor Day)
The second Monday in October (Columbus Day)
The Thursday in November designated "Thanksgiving Day"
The Friday after Thanksgiving
The twenty-fourth of December (Christmas Eve)
The twenty-fifth of December (Christmas Day)
Three Personal Days - All Employees of the City of Euclid may take three days off with pay as holidays at any time during the year, subject to the approval of the Department Head for the purpose of maintaining a proper schedule so as not to interfere with the daily operation of any department within the City.

An employee required to work on any Holiday due to emergency or other reason shall receive holiday pay and their regular pay rate for actual hours worked.

New employees shall be entitled to pro-rated personal days in their first calendar year determined by their

hire date. Days are credited as follows:

- (a) Hired after January 1 but before April 30 - 3 days
- (b) Hired after May 1 but before August 31 - 2 days
- (c) Hired after September 1 but before December 31 - 1 day

(. 2) When any holiday listed above falls on a Sunday, the following business day shall be considered a holiday. If any of the above listed holidays falls on a Saturday, the Friday immediately preceding shall be celebrated as the holiday. In addition to the above, any day may be designated as a holiday by proclamation of the Mayor and approval by Council.

(. 3) Advancement of holidays is prohibited.

Section 13: VACATIONS.

(. 1) Years of Service Defined.

Years of service for the purpose of this section shall mean continuous, uninterrupted service except neither military service, authorized sick leave, nor vacations shall be considered as interruptions in service.

(. 2) Amount of Vacation Pay.

Amount of vacation pay in the case of salaried employees shall be the regular compensation fixed for such position. For purposes of this compensation, all full-time non-union employees shall receive credit for limited benefit purposes for prior government employment with the state, an agency of the state or local subdivision of the state. Specifically, credit will be given for vacation purposes and computation of continuous service only. Previous service will have no affect or bearing on appointment, rank, promotion, or layoff from any department or employment within the City of Euclid.

(. 3) Unused Accumulated Vacation.

The Mayor is hereby authorized to pay any employee for all or part of accumulated but unused vacation provided the particular employee has accumulated the vacation but has been unable to take time off for a period of not less than one (1) year after the vacation time was earned. The Mayor may make said payments with the Director or Chief involved and only upon the written request of the employee. The intent of this section is to compensate those employees who due to the nature and responsibilities of their position have been unable to schedule and enjoy their vacation time off during the twelve (12) months after the vacation was earned. Any prior payments made to compensate employees for accumulated vacation are hereby ratified and approved.

(. 4) Vacations - Duration.

- (a) Each full-time employee shall be entitled to and shall receive a two (2) week vacation after completion of his or her first full year of service and each year thereafter.
- (b) When an employee has completed five (5) years of continuous service, the employee shall be entitled to and receive an annual three (3) week vacation.
- (c) When an employee has completed ten (10) years of continuous service, the employee shall be entitled to and receive an annual four (4) week vacation.
- (d) An employee hired on or after January 1, 2011, shall be entitled to no more than four (4) weeks of vacation on an annual basis regardless of prior government service.
- (e) An employee hired on or before January 1, 2000, but who has not yet completed fifteen (15) years of continuous service, shall be entitled to and receive a maximum annual five (5) week vacation upon completion of their twentieth (20th) year and thereafter.
- (f) An employee hired prior to January 1, 2011, and with exception as provided in (e), above, who has earned four (4) or more weeks of vacation will maintain, but not increase, that annual vacation accrual for

the duration of his or her employment with the City.

Vacation shall be taken at a time scheduled and approved by the official to whom the employee reports. Said official shall keep appropriate records of vacation or leave granted.

(. 5) In general, an employee may not accumulate vacation time or personal holidays and such vacation time and personal holidays earned shall be taken in the year in which it is earned. In no event shall earned vacation time or personal holidays be accumulated and unused for more than two (2) years after it was earned.

Starting January 1, 2022, employees who were hired before January 1, 2022 with accrued vacation time must use all accrued vacation time in their bank except for one week (five working days) two weeks (10 working days) by December 31, 2024. If accrued vacation time is not used by December 21, 2024, the accrued vacation time is lost. Beginning on January 1, 2022, vacation time must be used in the year it is earned except for one week (five working days) two weeks (10 working days). The maximum amount of vacation days allowed to accrue will be five (5) ten (10) days. Personal holidays earned shall be taken in the year in which the personal holiday is earned. Any accrued vacation in excess of five (5) ten (10) days or personal time not used by the end of the year it is earned is lost and will not be paid to the employee.

(. 6) The Chief of Police, the Executive Officer of the Police Department, Chief of Fire and the Assistant Chief of Fire shall have the option of accumulating all of the vacation eligibility earned in the final three (3) years of employment prior to retirement. Any vacation time accumulated in anticipation of retirement shall be paid in a lump sum payment upon retirement.

(. 7) Advancement of vacation time is permitted only upon written request from the employee with written approval of the Director and only if the advancement occurs no earlier than thirty (30) days prior to the date such vacation time is earned. Advancement of vacation is discretionary with each director and shall only be made for good cause.

(. 8) Vacation accrues on the employee's anniversary date of hire. Employees will be credited with vacation each January 1. However, if the employee separates from service with the City prior to the anniversary date, any used but un-accrued vacation time will be deducted from the employee's final compensation payment. In the event that an employee's separation is due to retirement or a layoff, the employee shall receive any earned but unused vacation time on a pro-rata basis based on the employee's anniversary date of hire.

(. 9) In the event that an employee separates from service with the City with any negative balance of sick, vacation, personal, or holiday hours, the employee must reimburse the City the compensation paid for those hours used.

Section 14: SICK LEAVE.

(. 1) Computation.

Each full-time employee shall be entitled to sick leave of one and one-fourth (1 1/4) work days with pay for each completed month of service. Each full calendar month of service shall be deemed a completed month of service.

(. 2) Unused Sick Leave.

Unused sick leave shall be unlimited in its accumulation.

(. 3) Accumulation of Sick Leave During Authorized Absence.

Employees absent from work on authorized holidays, during sick leave, vacation, disability leave, or on special leave of absence with pay, shall continue to accumulate sick leave at the regularly prescribed rate during such absence as though they were present for duty.

(. 4) Allowance of Sick Leave.

An employee eligible for sick leave with pay may use such sick leave only for absence due to illness, injury, exposure to contagious disease which could be communicated to other employees or illness within the employee's immediate family. Immediate family is defined as spouse, child or parent, including foster parent, stepmother, stepfather, mother-in-law, father-in-law, grandchildren, stepchildren, foster children, sister or brother, sister-in-law and brother-in-law.

(. 5) Minimum Units.

Absence for a fraction or part of a day that is chargeable to sick leave in accordance with these provisions shall be charged proportionately in an amount not smaller than one (1) hour.

(. 6) Required Reports.

Sick leave, with pay, in excess of three (3) consecutive working days, for reasons of illness or injury shall be granted only after presentation of a health care provider's certification of their inability to work on the days claimed, and their ability to safely resume performing all the functions of their position. When sick leave is requested to care for a member of the employee's immediate family, the employee's supervisor may require a physician's statement stating that the presence of the employee is necessary for the care of the ill family member. Falsification of either a written statement or a physician's statement shall be grounds for disciplinary action, including dismissal. Any employee fraudulently obtaining sick leave, or Director or Supervisor falsely certifying a sick leave allowance for absence from work for other reasons, may be disciplined.

(. 7) Sick Leave Credit.

An employee who is laid off from his position may, if reappointed within twelve (12) months, have available for his necessary use any unused sick leave existing at the time of his layoff. Any employee who transfers from one position to another position, or from another public agency in the State of Ohio, shall be credited with the unused balance of his accumulated sick leave, not in excess of the actual limit effective for employees covered by this ordinance provided the time between separation, reappointment or transfer does not exceed ten (10) years.

(. 8) Sick Leave Payout Upon Retirement.

The City shall pay to an employee who retires from service with the City of Euclid, or to the estate of a person so deceased while an employee of the City, a sum in accordance with the following schedule:

Years of Service City of Euclid	Qualified Public Service	Maximum Accumulated Sick Leave Payout
Less than 5 years	Less than 10 years	320 hours
5 or more years but less than 10 years	10 or more years but less than 15 years	480 hours
10 or more years but less than 15 years	15 or more years but less than 20 years	640 hours
15 or more years but less than 20 years	20 or more years but less than 25 years	800 hours
20 or more years	25 or more years	960 hours

The above schedule shall not apply to employees hired on or after January 1, 2005. Employees of the City of Euclid hired on or after January 1, 2005, who retire from service with the City of Euclid will receive payment for accumulated sick leave in an amount not to exceed 240 hours.

Qualifying public service shall include service with the City of Euclid, political subdivisions of the State of Ohio, or service with the State of Ohio. No other government service shall be included in computing qualified public service.

(. 9) Payment of Retirement Sick Leave Payout.

- (a) Payment of sick leave payout upon retirement and approval and notification to the City of the retirement from PERS shall be made in accordance with the minimum requirements of Ohio Revised Code Section 124.39.
- (b) The rate of pay for sick leave payout shall be the pay rate at the time of the employee's retirement.
- (c) The total amount of an employee's sick leave payout is subject to the payout schedule in Section 14.8 of this ordinance.

(d) Sick leave payout may be paid in a lump sum. The Administration may, in its discretion, extend sick leave payouts over a period of twenty-four (24) months according to the following procedure.

1. Upon retirement, the employee shall receive one-fourth ($\frac{1}{4}$) of the sick leave payout to which the employee is entitled under Section 14.8 of this ordinance.
2. The City shall divide the remaining sick leave payout into four equal payments, payable at six-month intervals. The final payment shall be made no later than twenty-four (24) months after the employee's retirement date.

(. 10) Lump Sum Sick Leave Payout upon Death

Payment of accumulated sick leave to the estate of a person so deceased while an employee of the City shall be in a lump sum and not subject to a payment schedule.

(. 11) Advancement of Sick Time.

Advancement of unearned sick time is prohibited.

Section 15: WORKERS' COMPENSATION WAGE CONTINUATION.

(. 1) Worker's Compensation Offset.

It is the intention of the City that no employee, except as allowed by law, receive more than their regular salary. Any employee absent as the result of a job-related illness or injury and who receives compensation under the Workers' Compensation Law of the State of Ohio shall receive only that portion of his regular salary that, together with the payments received under the Workers' Compensation Law, will equal his regular salary at the time the injury is sustained. The City reserves the right to pay to the injured worker wages in lieu of compensation. The City recognizes that wages in lieu of compensation is not appropriate in every workers' compensation claim and therefore the City's payment of same to the injured worker is the sole option of the City on a claim-by-claim basis. If wages are paid in lieu of compensation, the claim, if allowed, will be processed as either a medical only or lost time claim as if compensation had been paid so there is no prejudice in any regard to the rights of the injured worker. However, the payment of wages in lieu of compensation by the City shall not be construed as an acceptance of the claim by the City and shall not foreclose the City from exercising its right to contest the allowance of the claim. The City shall timely notify the injured worker in writing of the exercise of its option to pay wages in lieu of compensation and, in like manner, of its decision to terminate same.

Any employee receiving compensation under Workers' Compensation who reimburses the City for any amount the City paid, pursuant to this Section, shall not be charged sick leave for any time he/she shall be absent because of such job-related illness or injury.

The City's payment to an employee under this Section shall continue during the time the employee is receiving payments under Workers' Compensation Law, but in no event for more than six (6) months from the date of injury. Thereafter, any employee unable to return to work may, at his option, use his accrued sick and vacation leave. If an employee is unable to return to work or if he/she could demonstrate a need for further leave of absence, the employee is able to apply for FMLA Leave with or without pay. At the completion of the leave, the employee shall be permitted to return to active employment without any loss of seniority.

(. 2) Transitional Duty.

It is the policy of the City to return employees who are temporarily unable to perform the duties of their position due to a work-related injury or work-related illness, and an allowed Bureau of Workers' Compensation Claim, to productive work as soon as possible during their recovery. The City will make a reasonable effort to establish Transitional Duty assignments whenever possible based upon workloads and medical considerations. An employee who is offered Transitional Duty shall be required to accept that offer in order to retain employment with the City.

Section 16: SPECIAL LEAVE.

(. 1) Authorization by Mayor.

The Mayor may authorize special leaves of absence with or without pay for renewable periods not to exceed one year. The employee shall not qualify for medical or other benefits unless specifically requested by the employee and approved by the Mayor.

(. 2) The City Council, upon recommendation of the Mayor, may grant leaves of absence with or without

pay in excess of the limitations above for purposes that are deemed beneficial to the City service.

Section 17: BEREAVEMENT LEAVE.

All employees of the City who suffer the loss of immediate members of their family, defined as: spouse, child or parent, including foster parent, stepmother, stepfather, mother-in-law, father-in-law, grandmother, grandfather, grandfather-in-law, grandmother-in-law, grandchildren, step-children, foster children, sister or brother, sister-in-law, and brother-in-law, shall be granted up to three (3) days bereavement leave, provided that the employee was absent for purposes of bereavement. The intent of this section is to allow employees to be with their families during a time of loss. In the event a death occurs on a non-working day, bereavement leave as provided in this section shall begin on the employee's next scheduled working day. The Director having management responsibility with reference to the employee is given authority under extreme circumstances to allow one extra day bereavement leave without charge.

Section 18: ABSENCE WITHOUT LEAVE.

An employee who is absent from duty shall report to his or her supervisor prior to the date of absence, when possible, and in no case later than noon on the first day of absence. All unauthorized and unreported absences shall be considered absence without leave and a deduction of pay shall be made for the period of absence. Such absence may be the ground of disciplinary action.

Section 19: EXPENSES.

(. 1) In the event that an employee uses his personal automobile for business in the interest of the City of Euclid, he or she may be entitled to submit a statement for reimbursement of automobile mileage at the current maximum rate permitted by the Internal Revenue Service (as determined on January of each year), and further, when trips are taken in the interest of the City, the employee shall be entitled to reimbursement for such necessary expense items as are thus incurred. Such reimbursement shall be paid from the City Treasury upon presentation to the Director of Finance by the Mayor, or his designee, of an itemized expense list and appropriate evidence of payment.

(.2) City employees may receive reimbursement for allowable expenses incurred while traveling out of the City on official City business. Employees are eligible for expense reimbursement only when travel has been authorized, in writing, by the Mayor or his designee, and with appropriate receipts documenting claims expenses.

(.3) For expenses incurred on City business other than when traveling, each employee shall receive reimbursement for reasonable expenditures for meals, refreshments, or other amenities directly related to the performance of that employee's public responsibilities. Such allowable expenditures must be authorized by the Mayor and must be authorized by the Mayor or said employee's respective Director or Chief. No expenditures for alcoholic beverages will be reimbursed by the City.

(.4) Each official designated by the Mayor may be issued a credit card, on behalf of the City, to be used for the purchase of goods, services or materials needed for the benefit of the public.

Section 20: PUBLIC EMPLOYEES RETIREMENT SYSTEM.

(. 1) Contribution to the Public Employees Retirement System shall be paid by the employee and the City in accordance with Section 145.47 and 145.48 of the Ohio Revised Code.

(. 2) All employees contributing into the Public Employees Retirement System shall be permitted to incorporate some or all of his or her earned vacation time into said pension fund after completing 25 years of service within the Public Employees Retirement System.

(.3) The maximum amount of convertible vacation leave per year is the amount the employee earns in one year. Vacation time converted must have been earned in the year that it is converted or the year before.

(.4) Vacation time is converted on a last in, first out basis, that is, the time being converted is considered to be the vacation time earned most recently. Employees eligible to participate in the conversion of vacation time must notify the Director of Finance in writing by December 15 in order to convert vacation time in the following year.

(.5) There are no restrictions on the number of times an employee may convert vacation time into the public Employees Retirement System pension fund.

Section 21: GROUP LIFE INSURANCE.

Under authority of Section 3917.01 of the Ohio Revised Code, all full-time non-union employees shall be eligible for participation in the City's Group Life Insurance policy. The City shall pay the premiums on coverage so

long as the employee remains a full-time employee of the City and continues participation in such group life insurance policy. Retirees may participate in the group life insurance plan provided they pay the costs arising there from.

Section 22: LONGEVITY PAY.

(. 1) All full time employees hired after December 31, 1995, shall not be eligible for longevity pay and shall not be entitled to longevity pay based on prior governmental service.

(.2) City employees who have earned longevity pay shall retain that salary payment in accordance with the program guidelines in place as of December 31, 2010. An employee's percentage rate will be capped at their percentage rate as of January 1, 2011 for the duration of their employment with the City. Longevity shall be capped at Seven Thousand Five Hundred Dollars (\$7,500.00) per year.

Each full-time employee of the City of Euclid, excluding elected officials, shall receive as additional salary payment in recognition of service or longevity on or about December 23rd of each year, except that in the event an employee of the City retires during any year prior to December 23rd, such employee's longevity pay shall be prorated to the effective date of retirement of that employee for the year of retirement only.

Except as provided above, longevity pay shall be computed on a percentage basis depending on years of service in accordance with the following schedule:

(A)	Five or more years	3.5% of employee's base salary
(B)	Ten or more years	5.0% of employee's base salary
(C)	Fifteen or more years	6.5% of employee's base salary
(D)	Twenty or more years	8.0% of employee's base salary

(. 3) Base Pay Defined.

In order to determine the base pay of any employee for longevity pay, the following formula which is based on the average number of hours each member works, namely 2,080 hours per year, shall be used.

(a) Hourly Paid Employees.

The base hourly rate shall be multiplied by 2,080. No overtime or premium hourly rate shall be used in making this computation.

(b) Bi-Weekly Paid Employees.

The bi-weekly rate shall be divided by 80 and then multiplied by 2,080

(. 4) Interruption of Service.

The Mayor is given authority to determine whether interruptions in service constitute a breach of years of completed service and he may for good cause shown regard certain interruptions as not constituting an interruption in service for longevity pay.

Section 23: HEALTH BENEFITS.

(. 1) Each full-time employee, the Mayor, and the Municipal Court Judge, and all full-time Municipal Court employees shall have the option of participating in a group health insurance plan. The Employer shall have the discretionary authority to choose the insurance carrier. The Mayor will have the authority to establish any contributory rates for employees.

(. 2) Under the group health insurance plan, the employees shall be liable for the payment of any contributory, deductibles and/or co-payments as described in the plan, for properly submitting claims on a timely basis, and for providing all necessary information for the processing of claims.

(. 3) Each full-time employee shall have the option of participating in a group dental plan, on either an individual or family basis, subject to the employees being solely liable for the payment of any deductibles or co-payments required under the plan.

(. 4) Each full-time employee shall have the option of participating in a group vision care plan, on either an individual or family basis, subject to the employees being solely liable for the payment of any deductibles or co-payments required under the plan.

Section 24: PERSONNEL.

Discretion is hereby given to the Mayor as to the number of employees to be hired by the City of Euclid in described positions.

Section 25: BONDS.

(. 1) All employees whose positions are listed in both the described and undescribed sections herein shall be bonded at the expense of the city for faithful performance of duty.

(. 2) Payment of Premiums.

The premiums of all bonds filed by the officers or employees of the City of Euclid shall be paid from the City Treasury.

(. 3) Form of Bond.

The form of bonds shall be approved by the Director of Law and he is hereby given discretion to recommend to the Board of Control for their action a blanket bond, when and if that blanket bond applied to the bonding requirements of the City of Euclid.

(. 4) Surety.

The Mayor shall approve the surety on all bonds except that the Council shall approve the surety on the Mayor's Bond.

Section 26: PERSONNEL MANUAL.

The City of Euclid's Personnel Policies and Procedures Manual is hereby adopted. The Mayor and his/her designee are hereby authorized to amend such manual as necessary.

Section 27: PRIOR ORDINANCES REPEALED.

Ordinances No. 227-1996, 288-1998, 193-2004, 129-2005, 170-2010 and all amendments thereto, and all other prior ordinances which are inconsistent herewith are repealed, as are all other legislative enactments or administrative directives which are inconsistent with provisions herein. Codified Ordinances 131.04, 141.09, and 143.07 remain in full force and effect.

Section 28: That 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 of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 29: That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace safety and welfare of the citizens of the City of Euclid and provided it received the two-thirds vote of all members of Council elected thereto, shall be in full force and effect from and after the earliest period allowed by law.

Attest:

Clerk of Council

President of Council

Passed:

Approved:

Mayor

Exhibit "A"

Job Grade	Position Title	Wage Range Per Years of Service/Prior Experience	
		Min	Max
1	Mayor		
2		\$88,000	\$132,000
	Administrative Director		
	Finance Director		
	Public Service Director		
	Law Director		
	P & D Director		
	Rec Director		
	Asst to the Mayor		
3		\$76,500	\$103,500
	Asst Director, Plan & Dev		
	Asst Director, Public Works		
	Asst Director, Finance		
	Asst Law Director		
	Prosecutor		
	HR Manager		
	Superintendent WWTP		
	Superintendent Public Works		
4		\$61,560	\$79,200
	Senior Center Manager		
	Finance Manager		
	Housing Manager		
	Public Works Manager		
	Rec Center Manager		
	Stormwater Manager		
	Econ Development Manager		
	Planning Manager		
	Community Dev Manager		
	Shore Cultural Manager		
	Sewer Manager		
	Street Manager		
	Fleet Manager		
	Zoning Commissioner		
5		\$55,575	\$71,500
	Tax Administrator		
	Finance/Payroll Administrator		
	IT Administrator		
	Community Policing/Crime Analytics Specialist		
	Communication Administrator		
6		\$43,335	\$58,850
	Weatherization Specialist		
	Accounting Specialist		
	Audio Video Specialist		
	Rec Program Coordinator		
	Zoning Coordinator		
	Activities Coordinator		
	Planning & Dev Coordinator		
	Prosecutor's Office Coordinator		

	Nutrition Supervisor		
	Administrative Assistant I		
7		\$41,040	\$52,800
	Accounts Receivable/Payable Clerk I		
	Tax Clerk I		
	IT Desktop Support		
	Clerk of Council		
	Administrative Assistant II		
8		\$34,200	\$47,300
	Accounting Clerk II		
	Tax Clerk II		
	Administrative Assistant III		
	Property & Evidence Tech		
	Aquatics Supervisor		
	Building Assistant, Shore		
9		\$21,216	\$31,000
	Animal Control Clerk		
	Receptionist		
	Van Driver		
	Kitchen Aid		
	Seasonal Recreation		
	Intern		
	Crossing Guard		

RESOLUTION OF RECOGNITION

A resolution recognizing June 3rd, 2022 as **National Gun Violence Awareness Day**, recognizing June as **National Gun Violence Awareness Month** and encouraging individuals to wear orange the first weekend in June to help raise awareness about gun violence and to honor the lives of gun violence victims and survivors.

WHEREAS, in 2016, Congresspersons joined together to introduce a resolution establishing the first Friday in June as **National Gun Violence Awareness Day** and designating June as **National Gun Violence Awareness Month** thereby bringing attention to the issue of gun violence and honoring the thousands of Americans who are victims of gun violence every year, including Hadiya Pendleton who was shot and killed in Chicago, Illinois on January 29, 2013; and

WHEREAS, this year, people across the United States will recognize **National Gun Violence Awareness Day** on June 3, 2022 and wear orange in tribute to Hadiya and other victims of gun violence. Wear Orange Weekend (June 3-5, 2022) was inspired by a group of Hadiya's friends who asked their classmates to commemorate her life by wearing orange. They chose this color because hunters wear orange be visible to other hunters when out in the woods and orange is a color that symbolizes the value of human life; and

WHEREAS, according to the Ohio Coalition Against Gun Violence, the CDC, Ohio Department of Health, in 2021 there were 853 homicides/murders in Ohio and 1,798 injuries due to gun violence. Guns are used more often in suicide than in homicides and are the most common method of suicide in Ohio and the U.S. In Ohio, five people die from suicide every day – and one youth dies from suicide every 33 hours; and

WHEREAS, the Mayor and Euclid City Council are grateful for community efforts such as The Nonviolence Ministry of Our Lady of the Lake and the Guns to Gardens: National Buyback Day at the Church of the Epiphany on June 11, 2022; and

WHEREAS, Euclid City Council, the Mayor and her Administration renew their commitment to reduce gun violence and pledge to do all they can to keep firearms out of the wrong hands, encourage responsible gun ownership to help keep our residents and children safe.

NOW, THEREFORE BE IT RESOLVED:

Section 1: June 3rd, 2022 is recognized as **National Gun Violence Awareness Day**, we recognize June as **National Gun Violence Awareness Month** and encourage individuals to wear orange the first weekend in June to help raise awareness about gun violence and to honor the lives of gun violence victims and survivors.

Section 2: That this Resolution take immediate effect.

Resolution No.

By - Mayor Holzheimer Gail, Councilpersons Mancuso, Caviness, Tolton, Epps, Jarosz, McIntosh, Jukic, Wojtila, Steele.

Attest:

Clerk of Council

President of Council

Passed:

Approved:

Mayor

RESOLUTION OF CONGRATULATIONS

A resolution of congratulations to **Little Giants**, located at 627 East 185th Street on celebrating their 5th Year Anniversary and wish them continued success and growth in their future.

WHEREAS, **Little Giants** is the first 501(c)(3) nonprofit organization in Northeast Ohio to focus on comprehensive health and wellness issues amongst children and adolescents; and

WHEREAS, **Little Giants** strives to provide positive male role models for our youth; and

WHEREAS, **Little Giants** offers a variety of programs and services to our community including but not limited to: group fitness classes, strength conditioning, circuit training, dietary instruction, mentoring and Little Giants Boxing Academy; and

WHEREAS, **Little Giants** has been positively featured in numerous local TV, radio and social media outlets; and

WHEREAS, **Little Giants** has now reached full capacity and will soon begin an expansion project so no child or family is left behind.

NOW, THEREFORE BE IT RESOLVED:

Section 1: That the Mayor of the City of Euclid and the Euclid City Council hereby congratulate **Little Giants** on the celebration of their 5th Year Anniversary and wish them continued success and growth in their future.

Section 2: That this Resolution take immediate effect.

Resolution No.

By - Mayor Holzheimer Gail, Councilpersons Mancuso, Caviness, Tolton, Epps, Jarosz, McIntosh, Jukic, Wojtila, Steele.

Attest:

Clerk of Council

President of Council

Passed:

Approved:

Mayor