

AN ORDINANCE AMENDING SECTION 147.04 OF CHAPTER 147 ("DIVISION OF FIRE") TO PROVIDE EMPLOYMENT PROVISIONS FOR FIRE MEDICS AND DECLARING AN EMERGENCY.

WHEREAS, the Finance Director and the Fire Chief have recommended amendments to Section 147.04 of Chapter ("Division of Fire") to provide employment provisions for Fire Medics.

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Richfield, Summit County, State of Ohio:

SECTION 1. That Section 147.04 be amended to read as follows:

"147.04 FIRE MEDICS.

(a) Application. This section shall apply and be in force only with respect to employees within the Division of Fire who have been appointed and who otherwise qualify for the employee classification of full-time Fire Medics.

(b) Standard Work Requirements.

(1) The standard work period shall consist of nineteen days for full-time Fire Medics.

A. Regular Fire Medics shall work 144 hours in 19 days (52.85 hours per average week and 2,756 hours annually).

~~B. Swing-man Fire Medics shall work 120 hours in 19 days (44.25 hours average per week and 2,306 hours annually).~~

(2) The Fire Chief shall be responsible for all scheduling.

(3) Any day off with pay shall be considered a work day.

(4) The standard work period shall consist of a seven-day work week for the Assistant Chief.

A. Assistant Chief shall work 40 hours in a seven-day work week (2,080 hours annually).

(c) Employment Policy.

(1) Beginning July 11, 1983, to qualify for all compensation and benefits hereinafter provided, each employee shall have completed and submitted an employment application form before the commencement of employment. The Fire Chief shall review the employment application forms of all qualified applicants and make recommendations to the Mayor before employment. The Mayor may give credit for previous experience toward starting salary schedules. The employment application form of each person employed, bearing the approval of the Mayor, shall be kept in the personnel file of such employee.

(i) Longevity Compensation.

- (1) Employees shall receive additional compensation for a continuous period of time in service in accordance with the following schedule:

<u>Years of Service</u>	<u>Compensation Per Month</u>
5 through 9	\$3.00
10 through 14	4.00
15 through 19	5.00
20 or more	6.00

- (2) The total amount for additional compensation shall be due and payable on the regularly scheduled date of pay immediately after the anniversary date of employment.
- (3) Notwithstanding any of the foregoing, the maximum annual additional compensation due and payable to any employee shall not be more than one thousand four hundred and forty dollars (\$1,440).
- (4) The length of service shall be computed on the basis of the employee's anniversary date.

(j) Overtime Pay and Policy. Overtime shall be paid on the biweekly pay following the end of the work period. Overtime shall be determined as follows:

- (1) Regular Fire Medic hourly rate = Annual salary divided by 2,756 times 1.5. Overtime paid on hours worked beyond 144 hours in 19 days.
- ~~(2) Swing-man Fire Medic hourly rate = Annual salary divided by 2,306 times 1.5. Overtime paid on hours worked beyond 120 hours in 19 days.~~
- (32) Overtime rate for Assistant Fire Chief shall be determined as follows: Annual salary divided by 2,080 times 1.0. Overtime is paid on hours worked beyond 40 hours in a seven-day week.

The Fire Chief shall approve all overtime hours paid and shall keep all necessary records. The Fire Chief shall make a recommendation to the Mayor as to whether or not the employees shall be paid in cash or in compensatory time off. The Mayor shall determine the time and form of payment, whether in case or compensatory time off.

(k) Uniform and Clothing Allowances.

- (1) The Village shall provide allowances for authorized uniforms, special clothing and equipment for employees who may require special clothing and equipment in performance of their Municipal duties, and the Village shall provide for the maintenance and replacement of clothing and equipment as determined by Council on an annual basis.
- (2) All clothing and allowances shall be by purchase order approved by the Director of Public Service, the Mayor and the Fire Chief. Payment shall be made directly to the vendor.

(l) Employee Expenses and Mileage Reimbursement.

(1) ~~An employee who is required to use a personal vehicle in the performance of Municipal duties, other than transportation to and from his place of work, shall be reimbursed therefor at the rate of twenty cents (20¢) per mile upon approval of the Mayor. A record indicating the date, time and purpose of such use and the number of miles driven shall be submitted.~~ The following is hereby adopted as the expense reimbursement travel policy for all employees in the Fire Department:

A. Mileage -- as permitted by Internal Revenue Service.

B. Hotel -- reasonable reimbursement as determined by the Finance Director.

C. Meals -- \$35.00 per day.

D. Tips -- None.

E. Phone -- for business purposes only.

F. Parking -- reasonable reimbursement as determined by the Finance Director.

(2) Employees shall be reimbursed or advanced for necessary and reasonable expenses incurred in the performance of Municipal duties upon proof thereof and upon the approval of the Mayor.

(m) Employee Insurance. Employees shall receive life, group, dental, hospital and surgical and vision insurance coverage under such amounts and under such terms as Council may authorize and they shall receive supplemental benefits under the Ohio State Firemen's Association Group Accident Insurance Plan.

(n) Volunteer Fireman. Whenever a volunteer fireman acts as a substitute for a full-time Fire Medic, the volunteer fireman shall be paid in accordance with the pay scale ordinance."

SECTION 2. That Section 147.04 as it existed prior to the effective date of this Ordinance be, and the same hereby is, repealed.

SECTION 3. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety and welfare and for the further reason that it is immediately necessary in order to provide necessary employment compensation for Fire Medics in the Fire Department; wherefore, provided this Ordinance receives the affirmative vote of two-thirds of the members of Council elected or appointed, it shall take effect immediately upon its passage and execution

by the Mayor; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED: February 20, 2001

Michael Klyos
President of Council

Donald W. Jensen
Mayor

Dated: 2/26/2001

ATTEST:
Carol Gibson
Clerk of Council