

ORDINANCE NO.: 112 -2019
INTRODUCED BY: Lentine

AN ORDINANCE AMENDING SECTION 141.08, "UNIFORMS AND EQUIPMENT", OF THE CODIFIED ORDINANCES TO ADD PROVISIONS FOR THE REIMBURSEMENT OF UNIFORM COSTS FOR PART-TIME POLICE OFFICERS WHO SEPARATE FROM CITY EMPLOYMENT WITHIN ONE YEAR OF DATE OF HIRE.

WHEREAS, it is necessary for the City to provide uniforms to part-time police officers to enable said officers to properly perform their duties as employees of the Division of Police;

WHEREAS, the cost of police uniforms is a significant expense, and because uniforms are specifically sized to each individual, it is difficult to reuse them upon an officer separating from City employment;

WHEREAS, to help defray the cost of uniforms for part-time police officers who vseparate from employment within one (1) year of their date of hire, it is necessary to amend Section 141.08, "Uniforms and Equipment", of the Codified Ordinances of the City of Richmond Heights to require part-time police officers who voluntarily separate from employment or are terminated for cause within one (1) year of their date of hire to reimburse the City for the cost of City-issued uniforms on a depreciating cost basis calculated according to length of service.

NOW, THEREFORE, be it ordained by the Council of the City of Richmond Heights, Ohio, Cuyahoga County, State of Ohio that:

Section 1. Subdivision (c) of Section 141.08, titled "Uniforms and Equipment", of the Codified Ordinances of the City of Richmond Heights is hereby amended to provide as follows:

141.08 UNIFORMS AND EQUIPMENT.

(a) Council shall determine proper and necessary uniform and equipment requirements for the Division of Police so as to enable the Division or the members thereof to perform their respective duties.

(b) The City shall provide and furnish the Division of Police with required equipment upon the request of the Chief of Police and approval of the Safety Director.

(1) The Chief of Police shall be responsible for police equipment and upon his receiving a proper receipt for same, may issue items of equipment to the members of the Division of Police for their use while on duty.

(2) All equipment issued may be called in by the Chief of Police at any time and for any reason and shall be called in for his inspection at least once every six months.

(3) Any member of the Division to whom equipment has been issued, shall be responsible for keeping the same in good order and condition at all times while the same is in his possession and he shall be personally liable for any improper use or failure to exercise proper care of the same.

(c) The City shall provide and furnish to all part-time, seasonal and temporary employees of the Division of Police with uniforms as Council shall deem proper or necessary to enable such

members of the Division to perform their respective duties, upon the request of the Chief of Police and approval by the Safety Director. The Chief of Police shall be responsible for police uniforms and, upon his the Chief having receiving received a proper receipt for same, may issue uniforms to such members of the Division of Police for their use while on duty.

If any part-time police officer voluntarily separates from City employment or the officer's employment is terminated for cause within one (1) year of the officer's date of hire, the officer will be responsible for reimbursement of the cost of any City-issued uniforms, as follows:

- (1) If the last date of employment is within one (1) month of his/her date of hire, he/she shall be responsible for reimbursement to the City of the full amount of the cost of such City-issued uniforms.**
- (2) If the last date of employment is between one (1) month and three (3) months of his/her date of hire, he/she shall be responsible for reimbursement to the City of seventy-five percent (75%) of the cost of such City-issued uniforms.**
- (3) If the last date of employment is between three (3) months and six (6) months of his/her date of hire, he/she shall be responsible for reimbursement to the City of fifty percent (50%) of the cost of such City-issued uniforms.**
- (4) If the last date of employment is between six (6) months and nine (9) months of his/her date of hire, he/she shall be responsible for reimbursement to the City of twenty-five percent (25%) of the cost of such City-issued uniforms.**
- (5) If the last date of employment is between nine months and one (1) year of his/her date of hire, he/she shall be responsible for reimbursement to the City of ten percent (10%) of the cost of such City-issued uniforms.**

(d) All uniforms issued may be called in by the Chief of Police at any time and for any reason and shall be called in for his inspection at least once in every six months.

Any member of the Division to whom uniforms have been issued, shall be responsible for keeping the same in good order and condition at all times while the same is in his possession and he shall be personally liable for improper usage or failure to exercise proper care of the same.

Section 2. Existing Section 141.08, "Uniforms and Equipment" of the Codified Ordinances of the City of Richmond Heights is hereby repealed.

Section 3. This Ordinance shall take effect and be in force at the earliest time permitted by law.

PASSED: _____

Nov. 26, 2019


David H. Roche, Mayor

APPROVED: _____

Nov. 26, 2019

ATTEST: _____


Betsy Traben
Clerk of Council


Eloise Cotton-Henry
President of Council