

ORDINANCE NO: 76 -2022
INTRODUCED BY: Mayor Thomas

AN ORDINANCE AMENDING ORDINANCE NO. 31-2022 (THE CITY'S "PAY AND BENEFITS ORDINANCE") TO ADD THE FULL-TIME POSITION OF HUMAN RESOURCE DIRECTOR TO THE LIST OF FULL-TIME POSITIONS FOR WHICH THE MAYOR MAY GRANT ADDITIONAL VACATION DAYS.

WHEREAS, the Mayor has recommended, and this Council has determined that it is necessary to amend the "Pay and Benefits Ordinance" last adopted by this Council on April 26, 2022, pursuant to Ordinance No. 31-2022, so as to add the full-time position of Human Resource Director to the list of full-time upper City management positions to which the Mayor, in her or his discretion, may grant additional vacation days;

NOW, THEREFORE, Be it Ordained by the Council of the City of Richmond Heights, State of Ohio, that:

Section 1: Existing Section 12, Paragraph A., Vacation, subdivision 2, of Ordinance No. 31-2022, "An Ordinance Fixing the Salary, Compensation, Bonds, Vacations, Sick Leave and Rates of Pay of Various Offices, Boards, Commissions and Departments of the City of Richmond Heights; Repealing Previous Pay Schedule Ordinances; and Declaring an Emergency", is hereby amended to the following extent:

"Section 12: REGULAR FULL-TIME EMPLOYEE BENEFITS

A. VACATION

1. Each full-time employee of the City of Richmond Heights, including full-time hourly rate employees, shall be entitled to the following vacation, excluding legal holidays, with full pay for continuous service as follows.

Time of Continuous Service for Full-Time Employees

90 days up to 1 year	1 Calendar Week*
1-5 years	2 Calendar Weeks
6 years	2 Calendar Weeks 1 Day
7 years	2 Calendar Weeks 2 Days
8 years	2 Calendar Weeks 3 Days
9 years	2 Calendar Weeks 4 Days
10 years	3 Calendar Weeks
11 years	3 Calendar Weeks + 1 Day
12 years	3 Calendar Weeks + 2 Days
13 years	3 Calendar Weeks + 3 Days
14 years	3 Calendar Weeks + 4 Days
15 years	4 Calendar Weeks
16 years	4 Calendar Weeks 1 Day
17 years	4 Calendar Weeks 2 Days
18 years	4 Calendar Weeks 3 Days

19 years
20 or more years

4 Calendar Weeks 4 Days
5 Calendar Weeks

*Note: During the first year of a full-time employee's employment with the City, and after successfully completing a ninety (90)-day probationary period, the employee may have one (1) day of vacation time, two (2) additional days of vacation after 180 days of continuous service, and two (2) more days of vacation after 270 days of continuous service, the scheduling of which shall be approved by the employee's supervisor.

2. Each full-time employee of the City of Richmond Heights in the position of Director of Finance; Economic and Community Development Director; Chief of Police; Chief of Fire; Commissioner of Building, Zoning and Housing; **Human Resources Director**; and Director of Public Service and Properties shall, at a minimum, be entitled to the vacation benefits in paragraph one (1) above; however, the Mayor, at his/her sole discretion, may grant additional vacation days up to five (5) calendar weeks in total, to any employees in any of the five (5) positions set forth in this paragraph. Those employees who were receiving more than five (5) but no more than six (6) calendar weeks of vacation per year on April 22, 2014 shall continue to receive that amount of vacation time after April 22, 2014.

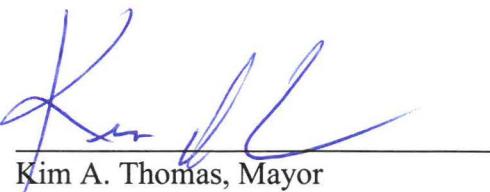
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Section 2: Existing Section 12, Paragraph A., Vacation, subdivision 2, of Ordinance No. 31-2022 is hereby repealed.

Section 3: 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 and in compliance with all legal requirements.

Section 4: This Ordinance shall take effect and be in force from and after the earliest period allowed by law.

PASSED: June 14, 2022



Kim A. Thomas, Mayor

APPROVED: June 14, 2022

ATTEST: Betsy Traben
Betsy Traben
Clerk of Council



Bobby Jordan
President of Council