

THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 05-118

INTRODUCED BY: Mayor Luks

AN ORDINANCE AMENDING ORDINANCE 01-120 ESTABLISHING VARIOUS BENEFITS FOR ALL FULL-TIME NON-UNION EMPLOYEES OF THE CITY OF NORTH ROYALTON, SECTIONS 2, 3, AND 4, AND DECLARING AN EMERGENCY

WHEREAS: The Administration proposes to amend Ordinance 01-120 which established benefits for all full-time non-union employees of the City of North Royalton by amending Sections 2, 3, and 4; and

WHEREAS: Council desires to provide for these amendments.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH ROYALTON, COUNTY OF CUYAHOGA AND STATE OF OHIO, THAT:

Section 1. Ordinance 01-120, Section 2, Holidays, third paragraph, is hereby amended to hereinafter read as follows:

In order to receive the benefits of the aforementioned holiday, each employee must work the regularly scheduled day both preceding and succeeding paid particular holiday, unless on a prior approved vacation, or any type of paid leave, excluding sick leave. ***However, if the employee is hospitalized or on approved sick leave from a known serious illness at this time, the employee shall be paid for the holiday instead of sick leave.***

Section 2. Ordinance 01-120, Section 3, Vacation, second paragraph, is hereby amended to hereinafter read as follows:

Earned vacation shall be awarded on the employee's anniversary date but may be available for use in the calendar year beginning January. Vacation time must be used in the calendar year or it shall be forfeited. Employees who retire/separate from service who use vacation leave before their anniversary date of earned vacation shall have their final salary adjusted/reduced for such advanced vacation pay. ~~Employees shall have until June 30, 2002 to use remaining vacation time normally earned through their anniversary date of 2001. This provision does not relieve the employee's requirement to use their 2002 vacation leave from January through December 31, 2002.~~

Section 3. Ordinance 01-120, Section 4, Insurances, paragraph (d) is hereby amended to hereinafter read as follows:

- (d) As soon as practicable, the prescription coverage shall be a managed care plan and co-pays shall be subject to the following:
 - i. If generic drugs are available and the employee chooses such generic drugs, the prescription co-pay shall be Five Dollars (\$5.00);
 - ii. If the physician dispenses the drug only as prescribed or if only a name brand is available, the co-pay shall be Ten Dollars (\$10.00);
 - iii. ~~If the employee chooses a name brand drug where generic is available, the prescription co-pay shall be Fifteen Dollars (\$15.00).~~

Section 4. Ordinance 01-120 is hereby amended as provided for herein and all other provisions of Ordinance 01-120 shall remain in full force and effect.

Section 5. These amendments shall be retroactive to January 1, 2005.

Section 6. This Ordinance shall supersede all previously adopted Ordinances in direct conflict herewith.

Section 7. 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.

Section 8. This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the city, and for the further reason that it is immediately necessary to amend Ordinance 01-120 to provide for the necessary amendments to the benefits for all full-time non-union employees of the City of North Royalton

THEREFORE, provided this Ordinance receives the affirmative vote of two-thirds of all members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

/s/ Robert A. Stefanik
PRESIDENT OF COUNCIL

APPROVED: /s/ Cathy Luks
MAYOR

DATE PASSED: July 19, 2005

DATE APPROVED: July 20, 2005

First reading suspended
Second reading suspended
Third reading July 19, 2005

ATTEST: /s/ Laura J. Haller
DIRECTOR OF LEGISLATIVE SERVICES

YEAS: Stefanik, Bobulsky, Gentile, Willey,
Koch, Zaccardelli, Uffman-Kirsch

NAYS: none