

CITY OF BEDFORD, OHIO

ORDINANCE NO. 9974-22

AN ORDINANCE AMENDING ORDINANCE NO. 9849-21 AUTHORIZING THE CITY MANAGER AND THE FINANCE DIRECTOR TO MODIFY THE WAGE AND BENEFITS FOR SAFETY FORCES LATERAL TRANSFERS AND DECLARING AN EMERGENCY.

WHEREAS, there is a changing environment surrounding the ability of the City to attract qualified Police and Fire Candidates to fill vacancies, and

WHEREAS, the Administration and Civil Service Commission recommends that the City of Bedford offer incentives to Police and Fire Lateral Candidates to continue to maintain a high level of service to the public, and

WHEREAS, the Fraternal Order of Police and IAFF consent to the modification as stated herein and in the amended rules of the Municipal Civil Service Commission of Bedford, Ohio.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Bedford, County of Cuyahoga, and the State of Ohio:

Section 1. That the City Manager and Finance Director are hereby authorized to adopt the following policy so as to modify the compensation of Police and Fire Lateral transfers from the terms of the Union Contract as follows:

- a.) The Police and Fire/EMS personnel of another entity must have worked within the past two years and have, one-year full-time experience or part-time equivalent experience (2080 hrs. for Police and 2496 hrs. for Fire/EMS); therefore, only when police and fire lateral transfer employees are hired that their compensation is to equal the number of years of experience up to the pay scale of 3 years. This scale is in accordance with the most recent collective bargaining agreement between the City of Bedford, Fraternal Order of Police George Murray Lodge No. 67, and Bedford Firefighters Local 1683. No starting salary would exceed the three-year Schedule A identified in the most recent CBA.
- b.) Seniority for Lateral Entry Patrol and Fire/EMS personnel will be based only upon the date of hire with the City of Bedford.
- c.) Lateral Entry Police and Fire personnel will be allowed to take two weeks of vacation after a 90-day period of working with the City of Bedford instead of waiting one year, however, no prior job seniority will be allowed for time taken and if the employee leaves within one year of hire the employee must pay back (claw back provision) to the city any vacation pay taken before the one-year work anniversary date.

Section 2. That the Finance Director is authorized to alter the pay of incoming Police and Fire lateral transfers from the Union Contract as stated above.

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Section 3. That actions of this Council concerning and relating to the passage of this legislation were adopted in an open meeting of this Council and that all deliberations 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 4. This Ordinance is hereby determined to be an emergency measure necessary for the preservation of the public peace, health, safety, and welfare of the City in order to maintain the quality and competency of the Bedford Police Department and the Bedford Fire Department.

WHEREFORE, this Ordinance shall take effect and be in force immediately upon its passage.

Stanley C. Koci, Mayor – President of Council

Tracy M. Simons, Clerk of Council

Prepared and approved as to legal content by: _____
John J. Montello, Law Director

PASSED: May 16, 2022