

## **ORDINANCE NO. 16-22**

### **AN ORDINANCE TO AMEND ORDINANCE NO. 122-19 ESTABLISHING COMPENSATION FOR THE PART-TIME, UNCLASSIFIED SEASONAL LIFEGUARD POSITION FOR THE CITY OF AVON AND DECLARING AN EMERGENCY**

**WHEREAS**, the part-time, unclassified position of Seasonal Lifeguard is set forth in '256.04 of the Codified Ordinances; and

**WHEREAS**, Council established a pay range for said position with Ordinance No. 41-15; and

**WHEREAS**, Council subsequently amended Ord. No. 41-15 to increase the pay range in Ordinance No. 122-19; and

**WHEREAS**, the Administration now recommends further amendment to Ord. No. 122-19 such that the starting pay for this position be established as a set sum over and above the State's Minimum Wage (currently at \$9.30) based upon the individual's years of experience; and

**WHEREAS**, Council, upon recommendation of the Administration, finds adoption of the amendment and the new compensation being proposed for the part-time, unclassified position of Seasonal Lifeguard to be reasonable and in the best interests of the health, safety and welfare of the citizens of Avon in maintaining well-qualified, efficient and productive workforce.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON, LORAIN COUNTY, OHIO:**

Section 1 - That effective with the first pay period following passage of this Ordinance, the part-time, unclassified position of Seasonal Lifeguard in their first year of hire shall be paid an hourly rate equal to the then current State of Ohio minimum wage plus Thirty Percent (30%). A Seasonal Lifeguard in their second year of hire shall be paid an hourly rate equal to the then current State of Ohio minimum wage, plus Thirty Percent (30%), plus \$1.00 Dollar more per hour. Seasonal Lifeguard in their third year shall be paid an hourly rate equal to the then current State of Ohio minimum wage, plus Thirty Percent (30%), plus \$2.00 Dollars more per hour. Seasonal Lifeguard in their fourth year shall be paid an hourly rate equal to the then current State of Ohio minimum wage, plus Thirty Percent (30%), plus \$3.00 Dollars more per hour. At their fifth year and any year thereafter, Seasonal Lifeguard would receive all of year four compensation plus the percentage increase (if any) non-bargaining unit employees receive at the beginning of said year.

Section 2 - That the Finance Director is hereby authorized to appropriate funds necessary to meet the compensation established for this position as set forth in Section 1, above.

Section 3 - That it is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance 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 actions were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 4 - That this Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, safety and welfare of the citizens of the City of Avon, the immediate emergency being the necessity to amend the range of compensation for the part-time, unclassified position of Seasonal Lifeguard thus maintaining a well-qualified, efficient and productive workforce; therefore, this Ordinance shall be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: \_\_\_\_\_ DATE SIGNED: \_\_\_\_\_

By: \_\_\_\_\_  
Brian Fischer, Council President

DATE APPROVED BY THE MAYOR: \_\_\_\_\_

\_\_\_\_\_  
Bryan K. Jensen, Mayor

APPROVED AS TO FORM:

\_\_\_\_\_  
John A. Gasior, Law Director  
City of Avon, Ohio

ATTEST:

\_\_\_\_\_  
Barbara Brooks, Clerk of Council

Posted: \_\_\_\_\_  
In Five Places as  
Provided by Council

Prepared By:  
John A. Gasior, Esq.  
Law Director