

**CITY OF KIRTLAND**

**ORDINANCE NUMBER 23-O-54**

**AN ORDINANCE AMENDING SECTION 254.29 OF THE CODIFIED ORDINANCES OF THE CITY OF KIRTLAND REGARDING COMPENSATORY TIME, AND DECLARING AN EMERGENCY.**

**WHEREAS**, Ordinance No. 22-O-8 was passed on January 19, 2022, establishing Kirtland Code of Ordinance §254.29 relating to compensatory time and Ordinance No. 22-O-17 was passed on February 23, 2022, amending said ordinance; and

**WHEREAS**, the City of Kirtland desires to hire and retain the most qualified, best candidates available; and

**WHEREAS**, the City believes that compensatory time helps both the City and the individual employee and would like to extend this benefit to its hourly employees; and

**WHEREAS**, the City has determined that, due in part to busy seasons wherein employees can accrue significant hours of overtime to be converted into compensatory time, the accumulated hours of compensatory time should be increased from eighty to one hundred four hours; and

**WHEREAS**, the City feels it is in both the employees' and City's best interest to modify said ordinance to change the fiscal year for compensatory time.

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the City of Kirtland, County of Lake, State of Ohio, that:

**SECTION I:** Codified Ordinance Section 254.29, enacted by Ordinance No. 22-O-8, amended by Ordinance No. 22-O-17, is hereby amended to read as follows:

**§ 254.29 COMPENSATORY TIME**

All full-time, hourly employees who are not subject to a collective bargaining agreement and have earned overtime shall have the option to take the time earned as paid overtime or as compensatory time. Compensatory time shall be credited at one and one-half (1 ½) hours for every one (1) hour of overtime worked. An employee shall not be permitted to accumulate more than one hundred four (104) hours of compensatory time. For purposes of compensatory time only, the fiscal year shall start on October 1 and shall end on September 30. At the end of the fiscal year, employees may cash in their compensatory

time for payment at their current rate of pay. Employees may carry over to the next fiscal year a maximum of forty (40) hours.

**SECTION II:**

(a) 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 action were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

(b) This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety and welfare of the City, and for the further reason to appropriately compensate and retain its workforce; wherefore, this Ordinance shall be in full force and effect immediately upon its passage by the affirmative vote of five members of Council and approval by the Mayor, otherwise this Ordinance shall be in effect from and after its adoption at the earliest period allowed by law.

First Reading: \_\_\_\_\_  
Second Reading: \_\_\_\_\_  
Third Reading: \_\_\_\_\_

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

\_\_\_\_\_  
President of Council

Submitted to the Mayor for his  
Approval on this \_\_\_\_\_ day of  
\_\_\_\_\_, 2023.

ATTEST:

Approved by the Mayor this \_\_\_\_\_ day  
of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Clerk of Council  
Amend 254.29 Compensatory Time – 2023

\_\_\_\_\_  
Mayor Kevin F. Potter