

COUNCIL CHAMBER

City of Berea, Ohio

ORDINANCE No. 2020-48

By Rick Skoczen Sponsored By Mayor Cyril M. Kleem
AN ORDINANCE

APPROVING A HAZARD PAY SUPPLEMENT FOR CERTAIN NON-UNION MEMBERS OF THE SPECIAL EVENT STAFF, DEPARTMENT OF PUBLIC SERVICE AND THE DEPARTMENT OF PUBLIC SAFETY, DIVISIONS OF POLICE AND FIRE, AND DECLARING AN EMERGENCY.

WHEREAS, in the City of Berea and across Cuyahoga County there is a current threat of an acutely hazardous disease, illness, or health condition; specifically, COVID-19, that is believed to be caused by the appearance of a novel infectious agent; and

WHEREAS, on March 9, 2020, Governor Mike DeWine, signed an Executive Order declaring a State of Emergency for the entire State of Ohio in relation to COVID-19 pursuant to the Governor's authority vested in him by the Constitution, the laws of the State of Ohio and in accordance with Revised Code section 5502.22; and

WHEREAS, currently, the Ohio Department of Health reports that over 170,000 Ohioans have tested positive for COVID-19 and that 5,005 Ohioans have died due to COVID-19; and

WHEREAS, this threat has already impacted the daily lives of the citizens of the City of Berea by disrupting employment and schools, and has substantially threatened to impair the functioning of city government and its ability to protect the lives and property of the citizens of the City of Berea; and

WHEREAS, certain non-union employees in the Special Events Staff, Departments of Public Service and Public Safety have worked throughout the pandemic, exposing them disproportionately to members of the public who may be infected with COVID-19 or to raw sewage or to surfaces and items that might have been contaminated putting them at a higher risk of contracting the disease; and

WHEREAS, the City recognizes that certain employees should be eligible for a One-Thousand Dollar (\$1,000) hazard pay supplement based on the frequency of interaction with the general public, both inside and outside of City buildings, as well as, other City employees who have increased exposure to COVID-19 in the performance of the employee's job duties; and

WHEREAS, the Mayor, the Director of Public Safety and the Director of Public Service recommend that the Council of the City of Berea approve the proposed Hazard Pay Agreements.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Berea, State of Ohio:

SECTION 1. That the Council of the City of Berea finds that certain employees, as designated on Exhibit "A", and incorporated herein by reference, performed hazardous work involving a physical hardship due to COVID-19 throughout the pandemic.

SECTION 2. That each employee designed on Exhibit "A", be paid a supplement of One-Thousand Dollars (\$1,000) in recognition of their performance of hazardous work during the pandemic.

SECTION 3. That 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 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.

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SECTION 4. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, property, health, safety and welfare, or providing for the usual daily operation of a municipal department, and for the further reason that such payments to these employees should be made as expeditiously as possible in order to allow the Finance Department to complete the hazard pay supplement prior to all other end of year payments that must be processed in the final two months of the year. 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.

PASSED: October 19, 2020

[Signature]
President of Council

ATTEST: [Signature]
Clerk of Council

APPROVED: [Signature] October 21, 2020
[Signature]
Mayor

Approved as to Form:

[Signature]
Director of Law

EXHIBIT A

Department of Public Safety, Division of Fire

- Chief Mark Kaufhold

Department of Public Safety, Division of Police

- Chief Dan Clark
- Lieutenant Tom Walker
- Lieutenant Aaron Krouse

Department of Public Service

- Superintendent Paul Chontos
- Patrick Lane

Department of Public Service, Division of Water

- Brandon Bennitt
- Richard Bics
- Ryan Burt
- Aaron Dusky
- Dave Erne
- Michael Hall
- Shane Tome
- Andrew Verbus

Special Event Staff

- Megan Pochatek