

ORDINANCE NO. 11 - 2023

AN ORDINANCE APPROVING AN AMENDMENT TO A LABOR AGREEMENT WITH THE OHIO PATROLMAN'S BENEVOLENT ASSOCIATION RELATED WAGE RATES FOR NEW EMPLOYEES; AND DECLARING AN EMERGENCY

WHEREAS, the Village and Ohio Patrolman's Benevolent Association (OPBA) entered into a certain collective bargaining agreement (CBA) effective January 1, 2022; and

WHEREAS, the CBA, at Article 35, § 2, contemplates that the parties may mutually agree to amendments during the term of the CBA; and

WHEREAS, the CBA, at Article 15, § 1, states that newly hired officers may not be compensated higher than the Step 3 wage rate; and

WHEREAS, the Village and OPBA mutually recognize that the labor market for law enforcement officers has tightened such that recruitment of officers with experience is frustrated by the Village's inability to hire experienced officers at a starting wage rate above Step 3; and

WHEREAS, the Village and OPBA's respective negotiators have a tentative agreement for an amendment to the CBA that would afford the Village the ability to hire experienced officers at a wage rate higher than Step 3; this proposed amendment now is before the Council for its approval.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF MADISON, COUNTY OF LAKE, STATE OF OHIO, THAT:

SECTION 1. That the following paragraph of Section 1 of Article 15 of the CBA is hereby amended as shown herein below by adding the text shown in bold type (to wit: **abc**), the text to be removed/replaced shown as strike-through (to wit: ~~abc~~), and all existing text to remain unmodified by this amendment shown in normal font without emphasis:

"Newly hired employees shall start at Step 1 and advance to the next step of the respective scale on their anniversary date of hire. The Chief of Police, in consultation with the Mayor, may place a newly hired employee at a step other than Step 1, ~~but not to exceed Step 3~~, based on the employee's prior experience, specialized skills, and/or educational background. **A new employee's placement may not exceed Step 3, unless they possess a minimum of one year of full time experience as a police officer.**"

All other existing text of Section 1 of Article 15 is and shall remain unmodified by this amendment.

SECTION 2. The Mayor is hereby authorized to sign this amendment to the CBA on behalf of the Village upon the event of its co-approval by the OPBA.

SECTION 3. 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, including § 121.22 of the Ohio Revised Code.

SECTION 4. This Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the Village and for the further reason that it is necessary to address employee recruitment for the Police Department; WHEREFORE, this Ordinance shall be in full force and effect immediately upon its adoption if adopted by the affirmative vote of at least four members of Council and otherwise at the earliest time provided by Ohio law.

PASSED: March 13, 2023



Mark V. Vest,
President of Council

Attested:



Kristie M. Crockett,
Fiscal Officer / Clerk of Council

Approved:



Sam Britton Jr.,
Mayor

3/13/2023
Date