

EMERGENCY ORDINANCE NO. 2023-22

AN ORDINANCE SUPPLEMENTING PERSONNEL POLICY 2-2 (B) TO PROVIDE FOR ADDITIONAL WAGES FOR SALARIED PERSONNEL DEPLOYED TO WORK UNDER A STATE OR FEDERAL DECLARED EMERGENCY CONDITION AND DECLARING AN EMERGENCY.

WHEREAS, Council, through the adoption of Emergency Ordinance No. 2023-19, adopted certain policies related to staff benefits, compensation, and accrued leave; and

WHEREAS, certain salaried (exempt) staff are deployed to assist in state or federal declared emergency conditions; and

WHEREAS, Council deems it necessary to establish a policy addressing additional wages for these deployments due to current staff being on standby for current state and federal declared emergencies.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MONROE, STATE OF OHIO, THAT:

SECTION 1: Personnel Policy 2-2 (b) is hereby supplemented to read as follows:

- “5. Where salaried (exempt) employee(s) of the City of Monroe are traveling outside of Monroe, Ohio Under O.R.C. 5502.35; to work under state or federal declared emergency conditions, said employee will be entitled to overtime at a rate determined as follows: divide the employee’s annual salary by the sum of 2080 hours and multiply that dividend by 1.5. This will equal the rate of expected reimbursement (from either OEMA, EMAC, FEMA, etc.) for any work exceeding eight (8) hours per day (40 hours per week). Work hours are determined by the employee(s) normal scheduled work hours.”

SECTION 2: This measure is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare and further for the reason that Council deems it necessary to establish payment for additional wages prior to staff being deployed. Therefore, this measure shall take effect and be in full force from and after its passage.

PASSED: September 12, 2023

ATTEST:



Clerk of Council

APPROVED:



Mayor