

**ORDINANCE NO. 2021-46**

**AN ORDINANCE AUTHORIZING THE CITY TO IMPLEMENT  
AN INCENTIVE PAY SCHEDULE IN THE FIRE DEPARTMENT  
FROM OCTOBER 1, 2021 TO DECEMBER 26, 2021, AND  
DECLARING AN EMERGENCY.**

WHEREAS, the City of Willowick has previously implemented an incentive pay schedule in the Fire Department as a result of a staffing shortage that existed for weekend shifts during the months of May, 2021 to September 2021;

WHEREAS, it has been determined that a staffing shortage will exist for weekend shifts during the months of October 2021 to December 2021, which must be resolved to ensure that the minimum staffing requirements of the City are met in the best interests of the department and the community; and

WHEREAS, the City has determined and upon request of the Fire Chief, that in an effort to meet the safety needs of the community from October 1, 2021 to December 26, 2021, it is in the best interests of the City of Willowick and the citizens it serves to implement an incentive pay schedule for weekend shifts filled by firefighters in the Fire Department (defined as Friday at 6:00 p.m. to Sunday at 6:00 p.m.) from October 1, 2021 to December 26, 2021 at the additional hourly rate of \$8.00/hour, excluding holiday shifts.

WHEREAS, the incentive pay schedule total payments from October 1, 2021 to December 26, 2021 authorized herein shall not exceed \$31,680.00.

NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILLOWICK, COUNTY OF LAKE, AND STATE OF OHIO:

**Section 1:** The Finance Director is hereby authorized to remit payments to those City firefighters working weekend shifts (Friday at 6:00 p.m. to Sunday at 6:00 p.m.) from October 1, 2021 to December 26, 2021 at the additional hourly rate of \$8.00/hour up to a maximum of \$31,680.00, during said period. Weekend incentive pay shall not be paid in addition to any holiday time earned during this period.

**Section 2:** That the Mayor is authorized to execute any and all necessary documents effectuating the incentive pay schedule reflected herein.

**Section 3.** All formal actions of this Council concerning the passage of this Ordinance were adopted in an open meeting, and that all deliberations of this Council, or any of its Committees, which resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Chapter 107 of the Codified Ordinances and Section 121.22 of the Ohio Revised Code.

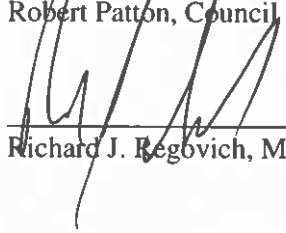
**Section 4.** This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, welfare and dignity of the residents of the City of Willowick, insofar as it provides for the usual daily operation of the City and its Fire Department and that it ensures the orderly and uninterrupted efficient operation of the safety forces of the City.

**WHEREFORE,** this Ordinance shall be in full force and effect immediately upon its passage by Council and approval by the Mayor.

Adopted by Council: 7/21, 2021

  
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Robert Patton, Council President

Submitted to the Mayor: SEP 21, 2021

  
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Richard J. Regovich, Mayor

Approved by the Mayor: SEP 21, 2021

ATTEST: Angela Trend  
Angela Trend, Clerk of Council