



City of Mentor-on-the-Lake

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AGENDA REGULAR MEETING OF COUNCIL CITY OF MENTOR-ON-THE-LAKE July 23rd, 2024 7:00 p.m.

CALL TO ORDER: PLEDGE OF ALLEGIANCE

ROLL CALL:

Ward 4: DESIREA THOMPSON, Vice President
At Large: MICHELLE MOORE
Ward 2: SKIP GRAY
At Large: KEVIN BITTNER
Ward 1: JEANNIE WONG
At Large: JIM LUNDER
Ward 3: ROB JOHNSON, President

APPROVAL OF MINUTES: Regular Meeting- July 9th, 2024

CORRESPONDENCE:

ADMINISTRATIVE AND DEPARTMENT HEAD REPORTS:

Mayor & Safety Director - Mr. Eva
Administrative Director – Ms. Martin
Law Director - Mr. Lyons

QUESTIONS TO ADMINISTRATION AND DEPARTMENT HEADS:

BOARD/COMMITTEE/COMMISSION REPORTS:

Parks and Recreation Committee Sunday, July 14th, 2024 at 9:00 A.M.

OPEN TO THE PUBLIC TO SPEAK:

LEGISLATION BEFORE COUNCIL:

RESOLUTION NO. 2024-R-25 (THIRD READING) (REFERRED TO ORDINANCE COMMITTEE)
A RESOLUTION APPROVING A RETIRE/REHIRE POLICY FOR ELIGIBLE CITY EMPLOYEES.

ORDINANCE NO. 2024-O-15
**AN ORDINANCE AMENDED ORDINANCE 250.14 LONGEVITY COMPENSATION
AND DECLARING AN EMERGENCY**

OLD BUSINESS:

NEW BUSINESS:

OPEN TO THE PUBLIC TO SPEAK:

ANNOUNCEMENTS AND SETTING OF MEETINGS:

Parks and Recreation Committee
Ordinance Committee

Thursday, July 25th, 2024 at 6:30 P.M.
Monday, August 12th, 2024 at 6:30 P.M.

ADJOURNMENT:

The next **REGULAR AGENDA MEETING** will be held on
Thursday, August 22nd, 2024, at 6:00 P.M.

The next **REGULAR MEETING OF COUNCIL** will be held on
Tuesday, August 27th 2024, at 7:00 P.M.

ORDINANCE NO. 2024-O-15

**AN ORDINANCE AMENDED ORDINANCE 250.14 LONGEVITY COMPENSATION
AND DECLARING AN EMERGENCY**

WHEREAS, The City currently has an ordinance that provides additional compensation for City employees based on their years of service; and

WHEREAS, the ability to retain qualified employees is very important to the Administration and to Council and the Administration and Council wish to modify this Ordinance in order to improve the City's existing longevity compensation policy.

NOW THEREFORE, BE IT ORDAINED by the Council of the City of Mentor on the Lake, County of Lake and State of Ohio, as follows:

Section 1. That Codified Ordinance 250.14 is hereby amended and as amended reads as follows:

250.14 LONGEVITY COMPENSATION.

(a) All full-time employees shall be paid for longevity of service. The following annual amount that will be paid at the end of the year as a lump sum payment with taxes and OPERS taken out according to the following schedule:

Full Time Years with the City	Amount
5 to 9	\$550.00 annually
10 to 14	\$1,100.00 annually

15 to 19	\$1,650.00 annually
20+ years	\$2,100.00 annually

(b) All part-time employees shall be paid for longevity of service the following annual amount that will be paid at the end of the year as a lump sum payment with taxes and OPERS taken out, provided that the part-time employee in any such year has worked 500+ hours in order to qualify for the longevity pay. Part-time employees shall be paid based on the following schedule:

Part-time /Full Time Years with the City	Amount
5 to 9	\$275.00 annually
10 to 14	\$550.00 annually
15 to 19	\$825.00 annually
20+ years	\$1,050.00 annually

(c) For the purposes of Section (b) above, a Part-time employee is an employee who is currently working 500+ hours a year for the City. A Part-time Year with the City is defined as any year in which a person who is now a Part-time Employee has worked 500+ hours in a year for the City. Any year in which a Part-time Employee has worked less than 500 hours in a year for the City shall not count for the purposes of calculating this longevity pay.

(d) For the purposes of Section (a) above, Employees shall not be paid for longevity of service for any period when they are on unpaid leave or not regularly scheduled as a full-time employee. During any period that this exception applies, an appropriate proration of payment shall be made to the date that such exception begins. Employees enrolled in the previous Longevity Compensation plan will remain in that plan and not be eligible to receive the lump sum payment.

(e) The purpose of this section is to encourage loyalty to the City and provide stability and continuity within the City administration. Therefore, the calculation for seniority for the longevity compensation provided herein shall only be computed from the date of re-employment with the City, in the case of any

employee who voluntarily terminates his or her employment with the City and then becomes re-employed by the City.

Section 2. That 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 Section 121.22 of the Ohio Revised Code.

Section 3. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the health, safety and welfare of the residents of Mentor on the Lake for the reason that it is necessary to have a longevity pay policy that rewards those employees who stay with the City over long periods of time. Said Ordinance is necessary for the immediate preservation of the public health, safety and welfare of the inhabitants of the City of Mentor-on-the-Lake, Ohio.

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

ROBERT JOHNSON
PRESIDENT OF COUNCIL

DAVID R. EVA
MAYOR

Dated: _____

ADOPTED: _____

ATTEST: _____
Clerk of Council