

**AN ORDINANCE AMENDING SECTION 145.09 OF
THE ADMINISTRATIVE CODE TO UPDATE THE
UNIFORM AND CLOTHING ALLOWANCE;
AND DECLARING AN EMERGENCY**

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Brecksville,
County of Cuyahoga, and State of Ohio, that:

SECTION 1. That Sections 145.09 be amended to read as follows:

“Sec. 145.09 Uniform And Clothing Allowance.

(a) * * * * (no change)

(b) * * * * (no change)

(c) The city shall provide for the replacement and maintenance of authorized clothing and equipment as set forth herein:

~~(1) The "Clothing Replacement Account" previously established for each full-time employee of the Safety Department requiring uniforms, special clothing and equipment shall be eliminated as of December 31, 2007. Any unused balance remaining in each such account as of December 7, 2007 shall be forfeited to the city.~~

~~(1.5) The "Work Boot and Clothing Account" previously established for each full-time and permanent nonseasonal part-time employee of the Service Department who requires special clothing or equipment shall be eliminated as of December 31, 2007. Any unused balance remaining in each such account as of December 7, 2007 shall be forfeited to the city.~~

~~(2) Authorized special clothing and equipment of all other full-time, part-time or temporary city employees requiring same shall be replaced by the city when deemed necessary by the head of each department with the approval of the Mayor.~~

~~(3) In the event that replacement of authorized clothing and equipment is necessary due to loss or damage which the employee's department head and Mayor determine is the result of negligence on the part of the employee, the Mayor may assess a portion of the cost thereof to such employee.~~

~~(4) Commencing in January of 2019, the following employees shall be entitled to a clothing and equipment replacement and maintenance allowance as follows:~~

~~Full-time firemen\$1,200.00 each~~

~~Full-time Animal Warden\$500.00~~

~~Nonbargaining unit full-time police personnel\$1,200.00 each~~

~~(5) Commencing in January of 2013, the following employees shall be entitled to a clothing and equipment replacement allowance as follows:~~

~~Full-time Service Department employees\$600.00 each~~

~~In January of 2016, \$600 was paid and in September of 2016, an additional \$150 will be paid to the following employees entitled to a clothing and equipment replacement allowance as follows:~~

~~———— Full-time Service Department employees\$750.00 each~~

~~—Commencing in January 2017, the following employees shall be entitled to a clothing and equipment replacement allowance as follows:~~

~~Employees (excluding Administrative Assistants and Clerks)\$900.00 each~~

Commencing in January of 2024, the following employees shall be entitled to a clothing and equipment replacement and maintenance allowance as follows:

Full-time firemen\$1,600.00 each

Nonbargaining unit full-time police personnel\$1,600.00 each

Full-time Service Department employees (excluding Administrative Assistants and Clerks)\$1,300.00 each

- (62) The payment of the amounts provided in subsections (4) and (5) above shall be made in January, ~~except for the September 2016 payment~~, of each year in accordance with the procedures adopted by the Mayor. Employees who have been employed by the city for less than one year shall receive payment on a pro rata basis in December of the first year of employment. Employees who leave the employ of the city for any reason shall have this payment pro rated on the basis of the amount of time worked during the year of departure. The employee's final paycheck shall be adjusted to reflect the application of this provision.
- (73) The city shall provide appropriate means for the maintenance of authorized clothing and equipment provided for full-time employees of the Service Department and other full-time city employees. A similar provision may be made for part-time and temporary employees if deemed necessary by the Mayor and Council.
- (d) All employees are expected to wear the appropriate uniforms, clothing and equipment as specified in this section, above. Each employee is responsible to make certain that the uniforms, clothing and equipment being worn is in good repair, clean and in a presentable condition. Failure of an employee to abide by these provisions may result in disciplinary action.”

SECTION 2. That Section 145.09 as it existed prior to the effective date of this Ordinance be, and the same hereby is, repealed.

SECTION 3. The Council declares this Ordinance to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare, the reason for the emergency is to update the Uniform and Clothing Allowance, therefore, said Ordinance shall be in full force and effect immediately upon its adoption by this Council and approval by the Mayor, otherwise, from and after the earliest period allowed by law.

PASSED: _____

APPROVED:_____

MAYOR

CLERK OF COUNCIL