AN ORDINANCE FOR THE PURPOSE OF
APPROVING AND IMPLEMENTING THE
POLICIES AND PROCEDURES FOR
NON-BARGAINING UNIT EMPLOYEES AND
OFFICIALS OF THE CITY OF WARREN,
OHIO AS DEVELOPED AND PROPOSED BY
THE ADMINISTRATION OF THE CITY, AND
DECLARING AN EMERGENCY.

ORDINANCE NO. 2680/16

WHEREAS, negotiations with various labor unions in the City
of Warren are proceeding; and

WHEREAS, collective bargaining agreements have been entered
into with AFSCME Local 2501, OBPA-Gold and OBPA-Blue; and

WHEREAS, not all non-elected employees and officials of the
City of Warren, Ohio are covered by and under said agreements or
other collective bargaining agreements; and

WHEREAS, the Administration of the City of Warren has
developed and proposed a document titled "Policies and
Procedures for Non-Bargaining Personnel" which relates to those
non-elected employees and officials not otherwise covered by and
under the aforementioned agreements or other collective
bargaining agreements; and

WHEREAS, this Council desires to approve and ordain as law
said "Policies and Procedures for Non-Bargaining Personnel"; NOW
THEREFORE

BE IT ORDAINED by the Council of the City of Warren,
State of Ohio:

Section 1: That the document titled "Policies and
Procedures for Non-Bargaining Personnel" which was developed and
proposed by the Administration of the City of Warren and which
relates to pay, benefits and other terms and conditions of
employment of certain non-elected employees and officers of the
City of Warren be, and is, effective January 1, 2017, approved
and ordained as to those employees and officials expressly
covered by said "Policies and Procedures for Non-Bargaining
Personnel". A copy of said "Policies and Procedures for Non-
Bargaining Personnel" is attached hereto as "EXHIBIT A". Said
"EXHIBIT A" is hereby incorporated within this Ordinance as if
fully rewritten herein.

Section 2: That the City Auditor be, and hereby is,
authorized and directed to pay those employees and officials
covered by this Ordinance. Said employees and officials shall
be paid only the compensation and pay set forth in the
appropriate sections of the aforementioned "Policies and
Procedures for Non-Bargaining Personnel".

Section 3: That the Director of Public Service and
Safety shall have the responsibility of administering the pay
plan and the provisions of the aforementioned "Policies and
Procedures for Non-Bargaining Personnel" in those departments
under the direction and supervision of the Director of Public
Service and Safety, and the responsible department heads and
officials outside the Safety and Service Departments of the City
shall have the direction and supervision of the pay plan in
their respective offices or departments.
Section 4: That, effective January 1, 2017, Ordinance No.12526/14 and the "Policies and Procedures for Non-Bargaining Personnel" approved and ordained therein, as amended, shall be repealed in their entirety.

Section 5: That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, welfare and safety, and for the further reason that the wages and terms and conditions of employment of the employees and officials covered by the aforementioned "Policies and Procedures for Non-Bargaining Personnel" should be brought up-to-date without any undue delay and in a timely fashion. WHEREFORE, this Ordinance shall take effect and be in force from and after the date of its passage by a vote of two-thirds of all members elected to Council and approval by the Mayor.

Passed in Council this 27th day of October, 2016.

SIGNED: [Signature]

PRESIDENT OF COUNCIL

ATTEST: [Signature]

CLERK

FILED WITH THE MAYOR: 10-12-16

DATE APPROVED: 10-12-16

MAYOR, CITY OF WARREN, OHIO