

ORDINANCE NO. 2011-14-R&C

ORDINANCE AUTHORIZING THE MUNICIPAL MANAGER TO EXECUTE AN OVERTIME RATE AGREEMENT FOR THE SPOILS FIELD MANAGER POSITION AND DECLARING AN EMERGENCY

WHEREAS, an employee of the Service Department, Mike Caster, works full time in said department for the Village of Greenhills and also works seasonal hours at Spoils Field for the Village of Greenhills, and

WHEREAS, it is appropriate to clarify the roles and to outline the compensation for the seasonal work performed.

NOW, THEREFORE, be it ordained by Council for the Village of Greenhills, State of Ohio, six members elected thereto concurring.

SECTION 1.

The Municipal Manager is hereby authorized to execute the attached Overtime Rate Agreement which outlines the compensation to be paid to said employee depending on the work being performed.

SECTION 2.

This ordinance is hereby declared to be an emergency ordinance necessary for the public health, safety, and welfare and shall take effect immediately. The reason for said emergency is the need to execute the Overtime Rate Agreement prior to the work being performed and at the earliest possible date for the uninterrupted provision of services.

Passed this 19th day of April, 2011.

Fred Murrell, MAYOR /s/

Kathryn L. Lives, CLERK OF COUNCIL /s/

Ordinance No. 2011-14-R&C
OVERTIME RATE AGREEMENT

This Overtime Rate Agreement is entered into by and between the Village of Greenhills, Ohio (the "Village") and Michael Caster ("Employee") on this ___ day of April, 2011.

WHEREAS, the Village employs Employee in two separate capacities as a full-time Service Foreman and a part-time Spoils Field Manager; and

WHEREAS, the Village and Employee recognize that these two jobs are compensated at two different rates; and

WHEREAS, the parties acknowledge that Employee is entitled to overtime pay when the two jobs combined together result in Employee working in excess of 40 hours in any week; and

WHEREAS, it is the intent of the parties to agree in advance of any work being performed that Employee will be paid overtime at the overtime rate for the type of work that is performed during the overtime hours.

NOW, THEREFORE, the parties mutually agree as follows:

1. The full-time position of Service Foreman shall be compensated at the regular rate of \$20.00 per hour and the overtime rate of \$30.00 per hour.

2. The part-time position of Spoils Field Manager shall be compensated at the regular rate of \$9.50 per hour and the overtime rate of \$14.25 per hour.

3. Employee hereby agrees that he shall be paid overtime at one and a half times the regular rate for the type of work that is performed during the overtime hours.

a. By way of example only, if Employee works 35 hours as Service Foreman and 12 hours as Spoils Field Manager in one week, Employee shall be compensated for 35 hours at the regular rate of \$20.00, and shall be compensated for 5 hours at the regular rate of \$9.50 and 7 hours at the overtime rate of \$14.25.

b. As a further example, if Employee works 42 hours as Service Foreman and 8 hours as Spoils Field Manager in one week, Employee shall be compensated for 40 hours at the regular rate of \$20.00, and shall be compensated for 2 hours at the overtime rate of \$30.00 and 8 hours at the overtime rate of \$14.25.

4. This Agreement constitutes the entire agreement between the parties as to the applicable overtime rates for work performed by Employee.

VILLAGE OF GREENHILLS:

EMPLOYEE:

Evonne Kovach
Municipal Manager

Michael Caster