

ORDINANCE NO. 13-20

AN ORDINANCE ESTABLISHING THE TERMS OF COMPENSATION PAID TO THE POLICE DEPARTMENT'S K-9 HANDLER FOR THE HANDLER'S OFF-THE-CLOCK TIME SPENT FEEDING, EXERCISING, TRAINING, AND GROOMING THE K-9, AND DECLARING AN EMERGENCY

WHEREAS, the City of Uhrichsville Police Department utilizes a K-9 and has designated one of the Department officers as the K-9 Handler; and

WHEREAS, pursuant to the provisions of the Fair Labor Standards Act, a K-9 Handler is to be compensated for that officer's off-the-clock time spent feeding, exercising, training and grooming the K-9.

WHEREAS, pursuant to the provisions of the Fair Labor Standards Act, such compensation is to be calculated based on all the time spent performing K-9 activities which are reasonably related to maintaining the K-9 for the job. There is no "industry standard" recognized by the law as to such compensation.

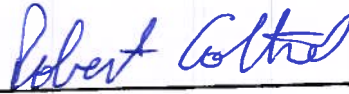
WHEREAS, Council for the City of Uhrichsville recognizes the need to establish an appropriate compensation arrangement with the K-9 Handler for such off-the-clock time.

NOW THEREFORE BE IT ORDAINED BY THE COUNCIL OF THE CITY OF UHRICHSVILLE, OHIO that:

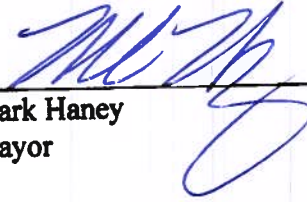
SECTION 1. The Mayor of the City of Uhrichsville is hereby authorized and directed to execute the attached Memorandum Of Understanding with The Fraternal Order of Police, Ohio Labor Council, Inc. in regard to the compensation to be afforded to the K-9 Handler for such off-the-clock time spent caring for the K-9.

SECTION 2. This Ordinance is hereby declared to be an emergency measure, immediately necessary for the preservation of the public peace, health and safety of the residents of the City of Uhrichsville, Ohio.

PASSED this 28th day of May, 2020.



Robert Buck Cottrell
President of Council



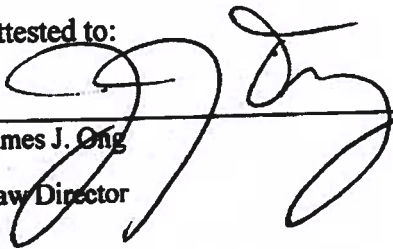
Mark Haney
Mayor

Certified by:



Trisha Addison
Clerk

Attested to:



James J. Ong
Law Director

MEMORANDUM OF UNDERSTANDING

Now come the parties hereto, **THE CITY OF UHRICHSVILLE, OHIO** (hereinafter referred to as "Uhrichsville") and **THE FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.** (hereinafter referred to as "Union") and hereby memorialize their agreed-upon understanding of the rights and obligations as called for under Article 21 of the Agreement entered into by and between the parties on December 21, 2018, for the bargaining period of January 1, 2018 through December 31, 2020.

Article 21 of the Agreement lists the wage rates for Officers and Sergeants of the Police Department.

A member of Union has requested, and Uhrichsville has agreed, that a compensation arrangement be established for the off-the-clock time spent by the K-9 Handler caring for the K-9. Such compensation arrangement would be in addition to the wage rate outlined in Article 21 of the Agreement.

Effective January 1, 2020, the K-9 Handler shall receive 4 hours of compensation time each week for the K-9 Handler's off-the-clock time spent performing K-9 activities which are related to maintaining the K-9 for the job. Additionally, the K-9 Handler shall be permitted to use a Police Department vehicle to transport the K-9 to all necessary training sessions and veterinarian appointments.

Union agrees and acknowledges that this Memorandum Of Understanding fully addresses the requirement of the Fair Labor Standards Act to compensate a K-9 Handler for off-the-clock time spent maintaining the K-9 for the job. Union acknowledges that the K-9 Handler has previously received appropriate compensation for off-the-clock time spent maintaining the K-9