

ORDINANCE NO. 932-07-2024

AN ORDINANCE ESTABLISHING A HIRING BONUS PROGRAM FOR THE ROAMING SHORES POLICE DEPARTMENT AND DECLARING AN EMERGENCY.

WHEREAS, for the purpose of competitively compensating and attracting sworn officers of the Roaming Shores Police Department, the Council wishes to establish a Hiring Bonus Program for lateral transfers; and

WHEREAS, the Mayor, Administrator, and Chief of Police have expressed concerns regarding the Department's ability to recruit new personnel as a result of historically low police academy enrollment; and

NOW, THEREFORE, BE IT ORDAINED, by the Council of the Village of Roaming Shores, in the County of Ashtabula, State of Ohio, as follows:

SECTION 1. Hiring Bonus Program (New Employees Over Two-Years Experience). The Chief of Police shall be authorized to offer all new full-time sworn Police Officers hired after the adoption of this ordinance a ten-thousand dollar (\$10,000) hiring bonus as distributed in §3.

SECTION 2. Eligibility. To be eligible for the Hiring Bonus Program (Over Two-Years Experience), a full-time Police Officer must be currently certified as an Ohio Peace Officer as defined in Ohio Administrative Code §109.71 and be a lateral transfer having in excess of two (2) years of full-time experience (over 4,160 hours) prior to their employment with the Village of Roaming Shores.

SECTION 3. Payment Schedule.

The payment of hiring bonuses for the Hiring Bonus Program (Over Two-Years Experience) shall be as follows:

- a) \$2,000 given at six months or upon the completion of the probationary period.
- b) \$1,000 following the first (1) anniversary of §3(a).
- c) \$1,500 following the second (2) anniversary of §3(a).
- d) \$2,000 following the third (3) anniversary of §3(a).
- e) \$3,500 following the fourth (4) anniversary of §3(a)

SECTION 4. Hiring Bonus Program (New Employees Under Two-Years Experience). The Chief of Police shall be authorized to offer all new full-time sworn Police Officers hired after the adoption of this ordinance a five-thousand dollar (\$5,000) hiring bonus as distributed in §6.

SECTION 5. Eligibility. To be eligible for the Hiring Bonus Program (Under Two-Years Experience), a full-time Police Officer must be currently certified as an Ohio Peace Officer as defined in Ohio Administrative Code §109.71 and have (2) years or less of full-time experience (4,160 hours or less) as a certified Ohio Peace Officer prior to their employment with the Village of Roaming Shores. New officers with no law enforcement experience shall be eligible for this program.

SECTION 6. Payment Schedule.

The payment of hiring bonuses for the Hiring Bonus Program (Under Two-Years Experience) shall be as follows:

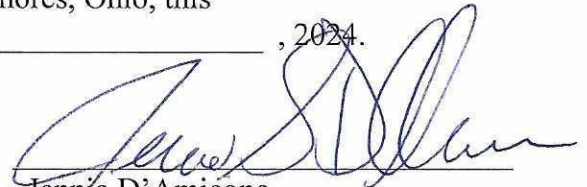
- a) \$1,500 given at six months or upon the completion of the probationary period.
- b) \$1,500 following the first (1) anniversary of §6(a).
- c) \$2,000 following the second (2) anniversary of §6(a).

SECTION 7. This Council finds and determines that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and of any committees that resulted in those formal actions were in meetings open to the public in compliance with the law.


SECTION 8. This ordinance is deemed to be an emergency for the health, safety, and welfare of the residents of the Village, to attract additional officers to the Roaming Shores Police Department, and shall take effect immediately after passage.

ADOPTED by the Council of the Village of Roaming Shores, Ohio, this

2nd day of July, 2024.


Jennie D'Amicone
Mayor

ATTEST:


Kerri Philips
Clerk-Treasurer

APPROVED as to form and legality:


Christopher Newcomb, Esq.
Solicitor

Clerk's Publication Statement:

I hereby certify that a summary of the foregoing ordinance was published twice by the Jefferson Gazette News on the following dates, _____ and _____.

Kerri Philips
Clerk-Treasurer