

BEFORE MUNICIPAL COUNCIL OF THE MUNICIPALITY OF MONROEVILLE

AN ORDINANCE OF MUNICIPAL)
COUNCIL OF THE MUNICIPALITY OF)
MONROEVILLE AMENDING THE)
ADMINISTRATIVE CODE TO INCLUDE)
THE IMPLEMENTATION OF A POLICY)
GOVERNING REDUCTION IN LABOR)
FORCE)

Ordinance No. 1517

AND NOW, on March 11, 1986, it is ORDAINED AND ENACTED by Municipal Council of the Municipality of Monroeville as follows:

Section 1: The Administrative Code, Ordinance No. 1510, Chapter 201, is amended by adding thereto Section 4, to be entitled "Reduction In Labor Force Policy", having as language thereof the language as set forth in the attachment.

Section 2: The Administrative Code, Ordinance No. 1510, as amended, is hereby re-enacted, together with the within amendment, and any Ordinance or part of an Ordinance in conflict with any of the provisions of this Ordinance is hereby repealed to the extent of such conflict. Resolution No. 81-71 is repealed.

MUNICIPALITY OF MONROEVILLE

Attest:

By Washington C. Ables

By Henry O. Dale

ENTERED INTO LEGAL BOOK ON: March 21, 1986

CHAPTER 201. MUNICIPAL MANAGER

Section 4.

Reduction In Labor Force Policy. Where not covered by state law or specific collective bargaining contract provisions, the following policy and procedure shall be utilized when, for reasons of economy, it is deemed necessary to reduce the size of the municipal labor force:

- A. The first classification of employees to be furloughed are temporary or part-time non-resident employees in reverse order of seniority.
- B. The second classification of employees to be furloughed are probationary full-time non-resident employees in reverse order of seniority.
- C. The third classification of employees to be furloughed are regular full-time non-resident employees utilizing performance rating by job class whereby the non-resident employee receiving the lowest performance evaluation is furloughed, followed by the next lowest, provided that where equal performance ratings exist, the furlough will be in reverse order of seniority.
- D. The fourth classification of employees to be furloughed are temporary or part-time resident employees in reverse order of seniority.
- E. The fifth classification of employees to be furloughed are probationary full-time resident employees in reverse order of seniority.
- F. The sixth classification of employees to be furloughed are regular full-time resident employees utilizing performance rating by job class whereby the resident employee receiving the lowest performance evaluation is furloughed, followed by the next lowest, provided that where equal performance ratings exist, the furlough will be in reverse order of seniority.
- G. The term "seniority" when used herein shall mean continuous employment with the Municipality starting from the date of hire.
- H. Recall from furlough shall be in reverse order of furlough.

- I. Furloughs shall not exceed a period in excess of two (2) years, and to the extent an employee on furlough has not been recalled for any work within a two (2) year period, such employee shall be considered terminated and not subject to recall.