

**ORDINANCE NO. 59-2011**

Offered by All of Council

**AN ORDINANCE TO ADOPT A SCHEDULE OF POSITIONS, SALARY RATES AND WAGES AND TO OTHERWISE FIX AND DETERMINE COMPENSATION FOR PERSONNEL OF THE VILLAGE OF RICHFIELD, TO AMEND ORDINANCE NO. 56-2010 AND OTHER ORDINANCES NOT CONSISTENT.**

Be it ordained by the Council of the Village of Richfield, Ohio, State of Ohio:

**SECTION 1. Schedule of Positions, Salary Rates and Wages:**

The Schedule of positions and compensation, bearing a date of January 2, 2012 through December 30, 2012 attached hereto and made a part hereof and the pay periods for officers and employees shall be in accordance therewith from and after January 2, 2012.

**SECTION 2. Ordinance No. 56-2010 and all other Ordinances or part of schedules which are not consistent with the terms of this Ordinance are hereby repealed.**

**SECTION 3. In accordance with Section 4.12 of the Charter of the Village of Richfield, this Ordinance No. 59-2011 shall take effect and be in force upon the approval of the Mayor; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.**

PASSED: 12-6-11

Debra Desbana

President of Council

[Signature]

Mayor

Dated: 12/9/2011

ATTEST:

Carolyn E. Sullivan

Clerk of Council

**TO: Village Council  
Mayor Mike Lyons  
William Hanna**

**CC: Carolyn Sullivan**

**FROM: Sandy Turk, Finance Director**

**RE: 2012 Schedule of Positions & Salary Rates Ordinance for November 1, 2011  
Council Meeting**

**Date: October 29, 2011**

<b>ACTION BEING REQUESTED</b>	<b>TYPE OF REQUEST</b>
<b>Approval</b>	<b>Ordinance</b>

The Finance Department requests that the attached ordinance establishing the 2012 Schedule of Positions, Salary Rates and Wages have its first reading at the November 1, 2011 Council meeting and adoption at the December 6, 2011 Council meeting.

The ordinance maintains the schedule of positions and compensation at the 2011 compensation levels. Compensation is a topic of discussion during the two labor agreement negotiations. This ordinance may be modified to conform to the two labor agreements once agreements are reached and adopted by Council. The proposed 2012 budget reflects 0% increases for all Village employees. Exhibit A lists the positions by department and the annual, bi-weekly, and hourly compensation for the position.

Let me know if you have any questions.

Attachment - Authorizing Ordinance  
Exhibit A

Schedule of Positions and Compensation  
Effective January 3, 2011 through December 30, 2012

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<b><u>LEGISLATIVE EMPLOYEES:</u></b>			
President of Council	5,000	192.31	
Council Members	4,500	173.08	
Clerk of Council	5,464 - 10,251	210.15 - 394.27	
<b><u>ADMINISTRATION EMPLOYEES:</u></b>			
Mayor/Safety Director	48,457	1,863.73	
Administrative Assistant	22,398 - 45,190	861.46 - 1,738.08	10.77 - 21.73
Mayor's Assist./Court Clerk	22,398 - 45,190	861.46 - 1,738.08	10.77 - 21.73
<b><u>FINANCE/TAX DEPARTMENT:</u></b>			
Finance Director/Tax Administrator	56,554 - 77,556	2,175.15 - 2,982.92	27.19 - 37.29
Assistant Finance/Tax Administrator	49,634 - 68,508	1,909.00 - 2,634.92	23.86 - 32.94
Finance Department Clerks	22,398 - 45,190	861.46 - 1,738.08	10.77 - 21.73
Tax Dept. Auditor/Clerks	22,398 - 45,190	861.46 - 1,738.08	10.77 - 21.73
<b><u>FIRE DEPARTMENT:</u></b>			
Fire Chief	56,554 - 77,556	2,175.15 - 2,982.92	
Fire Captain	54,511 - 67,496	2,096.58 - 2,596.00	26.21 - 32.45
Fire Medic Lieutenant	68,169	2,621.88	26.32
Fire Medic - 36 Month	60,865	2,340.96	23.50
Fire Medic - 27 Month	55,127	2,120.27	21.29
Fire Medic - 18 Month	53,133	2,043.57	20.52
Fire Medic - 9 Month	45,902	1,765.46	17.73
Fire Medic in Training	41,093	1,580.50	15.87
<i>(*Note: Annual Rate divided by 2,589.6 hours equals hourly rate for full-time Fire Dept. employees below Captain.)</i>			
Part-Time Paramedic	\$487.20 per 24 hour shift		
Part-Time Fireperson	Hourly Rate: 18.94	Plus \$37.88 per Training Ses.	
Part-Time Paramedic	Hourly Rate: 20.30	Plus \$40.60 per Training Ses.	
Fire Lieutenant - Part Time	Hourly Rate: 21.64	Plus \$43.28 per Training Ses.	
Fire Captain - Part Time	Hourly Rate: 23.01	Plus \$46.02 per Training Ses.	
Assistant Fire Chief - Part Time	Hourly Rate: 24.37	Plus \$48.74 per Training Ses.	

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	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<b><u>POLICE DEPARTMENT:</u></b>			
Police Chief	56,554 - 77,556	2,175.15 - 2,982.92	
Police Lieutenant	74,277	2,856.81	35.71
Police Sergeant	68,450	2,632.80	32.91
Patrolman - 36 Month (Full-time)	61,110	2,350.40	29.38
Patrolman - 24 Month (Full-time)	51,730	1,989.60	24.87
Patrolman - 12 Month (Full-time)	49,171	1,891.20	23.64
Patrolman - New hire (Full-time)	42,827	1,647.20	20.59
Patrolman - Part-Time	n/a	n/a	23.64
<b><u>DISPATCH DEPARTMENT:</u></b>			
Dispatch Supervisor	49,234	1,893.60	23.67
Dispatcher - 36 Month (Full-time)	43,950	1,690.40	21.13
Dispatcher - 24 Month (Full-time)	41,080	1,580.00	19.75
Dispatcher - 12 Month (Full-time)	40,310	1,550.40	19.38
Dispatcher - New hire (Full-time)	38,376	1,476.00	18.45
Dispatcher - 36 Month (Part-time)			19.00
Dispatcher - 27 Month (Part-time)			16.47
Dispatcher - 18 Month (Part-time)			14.52
Dispatcher - 9 Month (Part-time)			12.60
Dispatcher - New hire (Part-time)			10.64
<b><u>DOG WARDEN:</u></b>			
Dog Warden - 36 Month (Part-time)			19.00
Dog Warden - 27 Month (Part-time)			16.47
Dog Warden - 18 Month (Part-time)			14.52
Dog Warden - 9 Month (Part-time)			12.60
Dog Warden - New hire (Part-time)			10.64
<b><u>PLANNING/ZONING DEPARTMENT:</u></b>			
Planning/Zoning Director	48,016 - 77,556	1,846.77 - 2,982.92	
Part-time Board Secretary		\$120/meeting all inclusive	
Administrative Assistant	22,398 - 45,190	861.46 - 1,738.08	10.77 - 21.73
<b><u>RECREATION DEPARTMENT:</u></b>			
Recreation Director	25,953 - 51,031	998.19 - 1,962.73	
Recreation Assistants (Part-time)			Min Wg - 18.86
<b><u>HUMAN SERVICES DEPARTMENT:</u></b>			
Human Services Coordinator			11.27 - 20.36
Human Services Assistant (Part-time)			Min Wg - 18.86

Schedule of Positions and Compensation  
Effective January 3, 2011 through December 30, 2012

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<b>SERVICE DEPARTMENT:</b>			
Service Director	56,554 - 77,556	2,175.15 - 2,982.92	
Assistant Service Director	52,586 - 68,525	2,022.54 - 2,635.58	25.28 - 32.94
Administrative Assistant	22,398 - 45,190	861.46 - 1,738.08	10.77 - 21.73
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<b>Division Supervisor:</b>			
96 Months	59,791	2,299.65	28.75
84 Months	57,968	2,229.54	27.87
72 Months	56,149	2,159.58	26.99
60 Months	54,329	2,089.58	26.12
48 Months	52,508	2,019.54	25.24
36 Months	50,688	1,949.54	24.37
24 Months	48,867	1,879.50	23.49
12 Months	47,046	1,809.46	22.62
Beginning Rate	45,226	1,739.46	21.74
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<b>Maintenance, Road Mechanic &amp; Sewer Maint. Supervisor</b>			
96 Months	55,848	2,148.00	26.85
84 Months	53,174	2,045.15	25.56
72 Months	50,500	1,942.31	24.28
60 Months	47,825	1,839.42	22.99
48 Months	45,153	1,736.65	21.71
36 Months	42,479	1,633.81	20.42
24 Months	39,805	1,530.96	19.14
12 Months	37,132	1,466.62	18.33
Beginning Rate	34,458	1,325.31	16.56
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<b>Maintenance Technician</b>			
96 Months	48,954	1,882.85	23.53
84 Months	46,738	1,797.62	22.47
72 Months	44,523	1,712.42	21.41
60 Months	42,306	1,627.15	20.34
48 Months	40,090	1,541.92	19.27
36 Months	37,875	1,456.73	18.21
24 Months	35,659	1,371.50	17.14
12 Months	33,443	1,286.27	16.08
Beginning Rate	31,227	1,201.04	15.01

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	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
Service Dept. Stand By Time:			
Emerg. Snow Removal Full-Time Employees	\$500 /year payable April 1		
Highway Maintenance Supervisor	\$750 /year payable April 1		
Road Mechanic Supervisor	\$750 /year payable April 1		
Sewer Technicians	\$750 /year payable April 1		
Janitor (Full-time)	20,162 - 48,970	775.46 - 1,883.46	9.69 - 23.54
Part-time Service Employee			Min Wg - 13.74
Janitor (Part-time)			Min Wg - 13.58
<u>OTHER:</u>			
Mayor's Court Magistrate	\$150 per Session payable Bi-Weekly		
Director of Law	\$18,000 per year and such other compensation as authorized by the Mayor, payable monthly.		