

ORDINANCE NO. 76 -2016 (AS AMENDED 12/16/2016)

Offered by All of Council

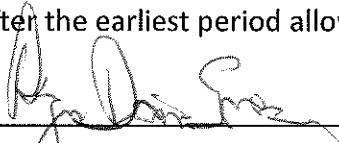
AN ORDINANCE TO ADOPT A SCHEDULE OF POSITIONS, SALARY RATES AND WAGES AND TO OTHERWISE FIX AND DETERMINE COMPENSATION FOR PERSONNEL OF THE VILLAGE OF RICHFIELD, TO AMEND ORDINANCE NO. 49-2016 AND OTHER ORDINANCES NOT CONSISTENT, TO INCREASE THE RECREATION DIRECTOR'S SALARY RANGE, TO CREATE AN ECONOMIC DEVELOPMENT COORDINATOR POSITION, TO LIMIT THE MAXIMUM HOURS PART-TIME RECREATION AND HUMAN SERVICES EMPLOYEES CAN WORK, AND DECLARING AN EMERGENCY.

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

- SECTION 1. The Schedule of Positions and Compensation, bearing a date of December 26, 2016 through December 24, 2017 attached hereto and made a part hereof and the pay periods for officers and employees shall be in accordance therewith from and after December 26, 2016.
- SECTION 2. Ordinance No. 49-2016 and all other Ordinances or part of schedules which are not consistent with the terms of this Ordinance are hereby repealed.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 incorporates two percent (2%) cost-of-living adjustment effective December 26, 2016 for all non-bargaining unit employees, excluding Council members and the Mayor whose salary is fixed by Ordinance No. 36-2015.
- SECTION 4. To increase the Recreation Director's salary range from \$28,653 - \$56,338 to \$35,000 - \$65,000.
- SECTION 5. To create and incorporate \$10,000 for an Economic Development Coordinator under the Planning/Zoning Department.
- SECTION 6. To incorporate under the Recreation and Human Services' Departments the statement that the maximum hours part-time employees can work are 28 hours per week unless authorized by the Mayor (effective 2017).
- SECTION 7. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety and welfare of the residents of the Village of Richfield, County of Summit, State of Ohio and for the further reason that it is immediately necessary in order to pay for services rendered; wherefore, provided this Resolution receives the affirmative vote of

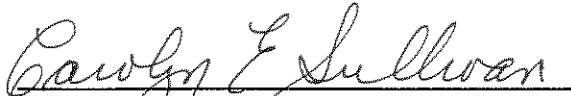
two-thirds of the members of Council elected or appointed, it shall take effect immediately upon its passage and execution by the Mayor; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED: 12-20-16




President of Council

ATTEST:



Clerk of Council



Mayor

Schedule of Positions and Compensation
 Effective December 26, 2016 through December 24, 2017

	<u>ANNUAL</u>		<u>BI-WEEKLY</u>		<u>HOURLY</u>
	Mid-Term	New-Term	Mid-Term	New-Term	
<u>LEGISLATIVE EMPLOYEES:</u>					
President of Council	5,000	8,000	192.31	307.69	
Council Members	4,500	7,500	173.08	288.46	
Clerk of Council	10,200 - 16,830		392.31 - 647.31		
<u>ADMINISTRATION EMPLOYEES:</u>					
Mayor/Safety Director	72,000		2,769.23		
HR, Policy & Records Coordinator	39,350 - 66,676		1,513.46 - 2,564.46		18.92 - 32.06
Administrative Assistant	25,222 - 50,888		970.08 - 1,957.23		12.13 - 24.47
Part-time Information Technology Coord.					16.40 - 21.86
Mayor's Assist./Court Clerk	25,222 - 50,888		970.08 - 1,957.23		12.13 - 24.47
<u>FINANCE/TAX DEPARTMENT:</u>					
Finance Director/Tax Administrator	63,685 - 87,334		2,449.42 - 3,359.00		30.62 - 41.99
Assistant Finance/Tax Administrator	55,892 - 77,146		2,149.69 - 2,967.15		26.87 - 37.09
Finance Department Clerks	25,222 - 50,888		970.08 - 1,957.23		12.13 - 24.47
Tax Dept. Auditor/Clerks	25,222 - 50,888		970.08 - 1,957.23		12.13 - 24.47
<u>FIRE DEPARTMENT:</u>					
Fire Chief	63,685 - 87,334		2,449.42 - 3,359.00		30.62 - 41.99
Fire Captain***					
Administrative Assistant	25,222 - 50,888		970.07 - 1,957.23		12.13 - 24.47
Fire Medic Lieutenant***					
Fire Medic - 36 Month***					
Fire Medic - 27 Month***					
Fire Medic - 18 Month***					
Fire Medic - 9 Month***					
Fire Medic in Training***					
*** For these positions refer to the applicable Collective Bargaining Unit Agreement.					
Part-Time Fireperson in Training	Hourly Rate:		16.07	Plus \$32.14 per Training Ses.	
Part-Time Paramedic in Training	Hourly Rate:		17.60	Plus \$35.20 per Training Ses.	
Part-Time Fireperson	Hourly Rate:		21.33	Plus \$42.66 per Training Ses.	
Part-Time Paramedic	Hourly Rate:		22.86	Plus \$45.72 per Training Ses.	
Fire Lieutenant - Part Time	Hourly Rate:		24.37	Plus \$48.74 per Training Ses.	
Fire Captain - Part Time	Hourly Rate:		25.91	Plus \$51.82 per Training Ses.	
Assistant Fire Chief - Part Time	Hourly Rate:		27.44	Plus \$54.88 per Training Ses.	

Schedule of Positions and Compensation
 Effective December 26, 2016 through December 24, 2017

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<u>POLICE DEPARTMENT:</u>			
Police Chief	63,685 - 87,334	2,449.42 - 3,359.00	30.62 - 41.99
Police Lieutenant***	*** For these positions refer to the applicable Collective Bargaining Unit Agreement.		
Police Sergeant***			
Patrolman - 36 Month (Full-time)***			
Patrolman - 24 Month (Full-time)***			
Patrolman - 12 Month (Full-time)***			
Patrolman - New hire (Full-time)***			
Patrolman - Part-Time 24-35 months***			
Patrolman - Part-Time 13-23 months***			
Patrolman - Part-Time new - 12 months***			
<u>DISPATCH DEPARTMENT:</u>			
Dispatch Supervisor***	*** For these positions refer to the applicable Collective Bargaining Unit Agreement.		
Dispatcher - 36 Month (Full-time)***			
Dispatcher - 24 Month (Full-time)***			
Dispatcher - 12 Month (Full-time)***			
Dispatcher - New hire (Full-time)***			
Dispatcher - 36 Month (Part-time)***			
Dispatcher - 27 Month (Part-time)***			
Dispatcher - 18 Month (Part-time)***			
Dispatcher - New hire (Part-time)***			
<u>DOG WARDEN:</u>			
Dog Warden - 36 Month (Part-time)***			
Dog Warden - 27 Month (Part-time)***			
Dog Warden - 18 Month (Part-time)***			
Dog Warden - 9 Month (Part-time)***			
<u>PLANNING/ZONING DEPARTMENT:</u>			
Planning/Zoning Director	54,070 - 87,334	2,079.62 - 3,359.00	26.00 - 41.99
Economic Development Coordinator	10,000	384.62	
Part-time Board Secretary		\$120/meeting all inclusive	
Administrative Assistant	25,222 - 50,888	970.08 - 1,957.23	12.13 - 24.47
<u>RECREATION DEPARTMENT:</u>			
Maximum hours part-time employees can work are 28 hours/week unless authorized by the Mayor, eff. 2017.			
Recreation Director	35,000 - 65,000	1,346.15 - 2,500.00	16.83 - 31.25
Recreation Assistants (Part-time)			Min Wg - 21.25
<u>HUMAN SERVICES DEPARTMENT:</u>			
Maximum hours part-time employees can work are 28 hours/week unless authorized by the Mayor, eff. 2017.			
Human Services Coordinator			12.69 - 22.92
Human Services Assistant (Part-time)			Min Wg - 21.25

Schedule of Positions and Compensation
 Effective December 26, 2016 through December 24, 2017

<u>SERVICE DEPARTMENT:</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
Service Director	63,685 - 87,334	2,449.42 - 3,359.00	30.62 - 41.99
Assistant Service Director	59,216 - 77,164	2,277.54 - 2,967.85	28.47 - 37.10
Administrative Assistant	25,222 - 50,888	970.08 - 1,957.23	12.13 - 24.47
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Division Supervisor:			
96 Months	67,330	2,589.61	32.37
84 Months	65,277	2,510.65	31.38
72 Months	63,229	2,431.88	30.40
60 Months	61,179	2,353.04	29.41
48 Months	59,128	2,274.15	28.43
36 Months	57,079	2,195.35	27.44
24 Months	55,028	2,116.46	26.46
12 Months	52,978	2,037.61	25.47
Beginning Rate	50,928	1,958.77	24.48
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Maintenance, Road Mechanic & Sewer Maint. Supervisor			
96 Months	62,889	2,418.81	30.24
84 Months	59,878	2,303.00	28.79
72 Months	56,867	2,187.19	27.34
60 Months	53,855	2,071.35	25.89
48 Months	50,846	1,955.61	24.45
36 Months	47,835	1,839.81	23.00
24 Months	44,824	1,724.00	21.55
12 Months	41,814	1,608.23	20.10
Beginning Rate	38,803	1,492.42	18.65
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Maintenance Technician			
96 Months	55,126	2,120.23	26.50
84 Months	52,631	2,024.27	25.30
72 Months	50,137	1,928.35	24.10
60 Months	47,640	1,832.31	22.90
48 Months	45,144	1,736.31	21.70
36 Months	42,650	1,640.38	20.50
24 Months	40,155	1,544.42	19.30
12 Months	37,659	1,448.42	18.11
Beginning Rate	35,164	1,352.46	16.91

Schedule of Positions and Compensation
Effective December 26, 2016 through December 24, 2017

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
Service Dept. Stand By Time:			
Emerg. Snow Removal Full-Time Employees	\$1,000 /year payable April 1		
Highway Maintenance Supervisor	\$1,000 /year payable April 1		
Road Mechanic Supervisor	\$1,000 /year payable April 1		
Sewer Technicians	\$1,000 /year payable April 1		
Janitor (Full-time)	22,704 - 55,144	873.23 - 2,120.92	10.92 - 26.51
Part-time Service Employee			Min Wg - 15.47
Janitor (Part-time)			Min Wg - 15.30
<u>OTHER:</u>			
Mayor's Court Magistrate		\$175 per Session payable Bi-Weekly	
Director of Law		\$2,500/month & other compensation as authorized by the Mayor, payable monthly.	

**TO: Village Council
Mayor Bobbie Beshara**

**CC: Carolyn Sullivan
Bill Hanna**

FROM: Sandy Turk, Finance Director

**RE: Ordinance 76 – 2016, as amended 12/16/2016 to Adopt Schedule of Positions
and Salary
Rates for the 12-20-16 Council Meeting**

Date: December 16, 2016

ACTION BEING REQUESTED		TYPE OF REQUEST	
First Reading		Authorizing Ordinance	

The Finance Department requests that amended Ordinance No. 76 - 2016 to adopt a Schedule of Positions, Salary Rates and Wages be read for its third time and consideration for adoption at the December 20, 2016 Council meeting.

This Ordinance incorporates a two percent (2%) cost-of-living adjustment effective December 26, 2016 for all members of the non-bargaining unit employees, excluding Council members and the Mayor whose salary is fixed by Ordinance No. 36-2015. The respective Collective Bargaining Unit Agreements define the collective bargaining unit employees' wages. The schedule also incorporates \$10,000 for an Economic Development Coordinator under Planning/Zoning Department and increases the Recreation Director's pay range from \$28,653 - \$56,338 to \$35,000 - \$65,000. Under the Recreation and Human Services' Departments it also incorporates the statement that the maximum hours part-time employees can work are 28 hours per week unless authorized by the Mayor (effective 2017).

Please let me know if you have any questions.

Attachment

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