

ORDINANCE NO. 88-2018 (AS AMENDED 12/18/2018)

Offered by All of Council

AN ORDINANCE TO AMEND ORDINANCE NO. 87-2018 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 ADJUST THE PAY RANGES BY 2.5% FOR 2019, TO PLACE ADMINISTRATIVE STAFF OF STEPS, TO ADJUST DIRECTORS/CHIEFS' PAY RANGES BY \$2,000, TO CREATE THE POSITION AND PAY OF AN ASSISTANT FIRE CHIEF, AND TO AMEND ANY OTHER ORDINANCES NOT CONSISTENT, 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 24, 2018 through December 23, 2019 attached hereto and made a part hereof and the pay periods for officers and employees shall be in accordance therewith from and after December 24, 2018.
- SECTION 2. Ordinance No. 87-2018 and all other Ordinances or part of schedules which are not consistent with the terms of this Ordinance are hereby repealed.
- SECTION 3. This Ordinance adjusts the pay ranges effective December 24, 2018, to reflect a 2.5% increase for 2019 comparable to the bargaining unit employees' wage increases.
- SECTION 4. This Ordinance places the Administrative Assistants and the full-time Custodian on a seven-step salary range to place the last five non-exempt employees on steps like the rest of the non-exempt employees.
- SECTION 5. This Ordinance also adjusts most of the directors' and chiefs' pay ranges by \$2,000 to partially reach a competitive range to retain or attract qualified and effective directors.
- SECTION 6. This Ordinance also creates the position and pay of an Assistant Fire Chief.
- 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

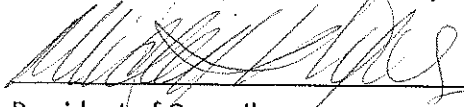
12/19/18 8:30 a.m.

Ordinance 88-2018

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.

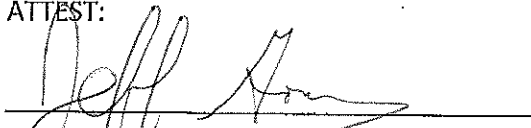
PASSED:

12-18-18

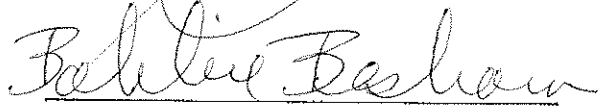


President of Council

ATTEST:



Clerk of Council



Mayor

Schedule of Positions and Compensation
 Effective December 24, 2018 through December 23, 2019

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<u>LEGISLATIVE EMPLOYEES:</u>			
President of Council	8,800	338.46	
Council Members	8,250	317.31	
Clerk of Council	10,716 - 17,682	412.15 - 680.08	
<u>ADMINISTRATION EMPLOYEES:</u>			
Mayor/Safety Director	75,643	2,909.35	
HR, Policy & Records Coordinator	41,342 - 70,052	1,590.08 - 2,694.31	19.88 - 33.68
Part-time Information Technology Coord.			17.23 - 22.97
Mayor's Assist./Court Clerk	26,499 - 53,464	1,019.19 - 2,056.31	12.74 - 25.70
<u>ADMINISTRATIVE ASSISTANTS:</u>			
Mayor, Finance, Fire, Zoning, Service			
96 Months	53,467	2,056.42	25.71
84 Months	50,096	1,926.77	24.08
72 Months	46,725	1,797.12	22.46
60 Months	43,354	1,667.46	20.84
48 Months	39,983	1,537.81	19.22
36 Months	36,612	1,408.15	17.60
24 Months	33,241	1,278.50	15.98
12 Months	29,870	1,148.85	14.36
Beginning Rate	26,499	1,019.19	12.74
<u>FINANCE/TAX DEPARTMENT:</u>			
Finance Director/Tax Administrator	72,034 - 93,805	2,770.54 - 3,607.88	34.63 - 45.10
Assistant Finance/Tax Administrator	58,721 - 81,052	2,258.50 - 3,117.38	28.23 - 38.97
<u>FIRE DEPARTMENT:</u>			
Fire Chief	72,034 - 93,805	2,770.54 - 3,607.88	34.63 - 45.10
Assistant Fire Chief	69,900 - 91,000	2,688.46 - 3,500.00	33.61 - 43.75
Fire Captain***			
Fire Medic Lieutenant***			
Fire Medic - 36 Month***			
Fire Medic - 27 Month***			
Fire Medic - 18 Month***			
Fire Medic - 9 Month***			
Fire Medic in Training***			
Part-Time Fireperson in Training	Hourly Rate: 16.88	Plus \$33.76 per Training Ses.	
Part-Time Paramedic in Training	Hourly Rate: 18.49	Plus \$36.98 per Training Ses.	
Part-Time Fireperson	Hourly Rate: 22.41	Plus \$44.82 per Training Ses.	
Part-Time Paramedic	Hourly Rate: 24.02	Plus \$48.04 per Training Ses.	
Fire Lieutenant - Part Time	Hourly Rate: 25.60	Plus \$51.20 per Training Ses.	
Fire Captain - Part Time	Hourly Rate: 27.22	Plus \$54.44 per Training Ses.	
Assistant Fire Chief - Part Time	Hourly Rate: 28.83	Plus \$57.66 per Training Ses.	

*** For these positions refer to the applicable Collective Bargaining Unit Agreement.

Schedule of Positions and Compensation
 Effective December 24, 2018 through December 23, 2019

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<u>POLICE DEPARTMENT:</u>			
Police Chief	72,034 - 93,805	2,770.54 - 3,607.88	34.63 - 45.10
Police Sergeant***	*** For these positions refer to the applicable Collective Bargaining Unit Agreement.		
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	61,933 - 93,805	2,382.04 - 3,607.88	29.78 - 45.10
Economic Development Coordinator	10,506	404.09	
Part-time Board Secretary		\$120/meeting all inclusive	
<u>RECREATION DEPARTMENT:</u>			
Maximum hours part-time employees can work are 28 hours/week unless authorized by the Mayor, eff. 2017.			
Recreation Director	36,772 - 68,291	1,414.31 - 2,626.58	17.68 - 32.83
Recreation Assistants (Part-time)			Min Wg - 21.78
<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			13.34 - 24.08
Human Services Assistant (Part-time)			Min Wg - 22.32

Schedule of Positions and Compensation
 Effective December 24, 2018 through December 23, 2019

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
SERVICE DEPARTMENT:			
Service Director/P.E.	76,650 - 105,000	2,948.08 - 4,038.46	36.85 - 50.48
Service Director	72,034 - 93,805	2,770.54 - 3,607.88	34.63 - 45.10
Assistant Service Director	62,213 - 81,070	2,392.81 - 3,118.08	29.91 - 38.98
Division Supervisor:			
96 Months	70,738	2,720.69	34.01
84 Months	68,582	2,637.77	32.97
72 Months	66,430	2,555.00	31.94
60 Months	64,276	2,472.15	30.90
48 Months	62,121	2,389.27	29.87
36 Months	59,969	2,306.50	28.83
24 Months	57,814	2,223.62	27.80
12 Months	55,660	2,140.77	26.76
Beginning Rate	53,506	2,057.92	25.72
Maintenance, Road Mechanic & Sewer Maint. Supervisor			
96 Months	66,073	2,541.27	31.77
84 Months	62,909	2,419.58	30.24
72 Months	59,746	2,297.92	28.72
60 Months	56,581	2,176.19	27.20
48 Months	53,420	2,054.62	25.68
36 Months	50,257	1,932.96	24.16
24 Months	47,094	1,811.31	22.64
12 Months	43,930	1,689.62	21.12
Beginning Rate	40,767	1,567.96	19.60
Maintenance Technician/FT Custodian			
96 Months	57,917	2,227.58	27.84
84 Months	55,296	2,126.77	26.58
72 Months	52,675	2,025.96	25.32
60 Months	50,052	1,925.08	24.06
48 Months	47,430	1,824.23	22.80
36 Months	44,809	1,723.42	21.54
24 Months	42,188	1,622.62	20.28
12 Months	39,565	1,521.73	19.02
Beginning Rate	36,944	1,420.92	17.76

Schedule of Positions and Compensation
 Effective December 24, 2018 through December 23, 2019

	<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		
Part-time Service Employee			Min Wg - 16.26
Custodian (Part-time)			Min Wg - 15.68
<u>OTHER:</u>			
Mayor's Court Magistrate	\$175 per Session payable Bi-Weekly		
Director of Law	\$5,550/month & other compensation as authorized by the Mayor, payable monthly.		