

ORDINANCE NO. 87 – 2020

Offered by All of Council

AN ORDINANCE AMENDING ORDINANCE NO. 59-2019 AND ADOPTING A SCHEDULE OF POSITIONS, SALARY RATES AND WAGES AND TO OTHERWISE FIX AND DETERMINE COMPENSATION FOR PERSONNEL OF THE VILLAGE OF RICHFIELD FOR 2021, ADJUSTING THE PAY RANGES BY 2.5% FOR 2021, REPEALING ANY OTHER ORDINANCE NOT CONSISTENT WITH THIS ORDINANCE, AND DECLARING AN EMERGENCY

WHEREAS, Council previously adopted Ordinance No. 59-2019 setting forth the Schedule of Positions and Compensation for Village personnel; and

WHEREAS, Council desires to adopt the Schedule of Positions and Compensation for Village personnel for the year 2021; and

WHEREAS, this Ordinance modifies the Schedule of Positions and Compensation by replacing the current classification titles within the Service Department with accurate and current classification titles in order to reflect the current composition of the Service Department; and

WHEREAS, the modification of the Service Department's classification titles within the Schedule of Positions and Compensation will result in a certain employee being grandfathered within the new "Crew Leader, Vehicle and Property Maintenance Mechanic, and Utility Maintenance Technician" classification title.

NOW, THEREFORE BE IT ORDAINED by the Council of the Village of Richfield, Ohio, State of Ohio that:

SECTION 1. The Schedule of Positions and Compensation, bearing a date of December 21, 2020 through December 19, 2021 attached hereto as Exhibit A and made a part hereof is hereby adopted.

SECTION 2. The pay periods for officers and employees of the Village shall be in accordance with the attached Schedule of Positions and Compensation from and after December 21, 2020.

SECTION 3. Ordinance No. 59-2019 and all other Ordinances or part of schedules which are not consistent with the terms of this Ordinance are hereby repealed.

SECTION 4. This Ordinance adjusts the pay ranges effective December 21, 2020, to reflect a 2.5% increase for 2021 comparable to the bargaining unit employees' wage increases.

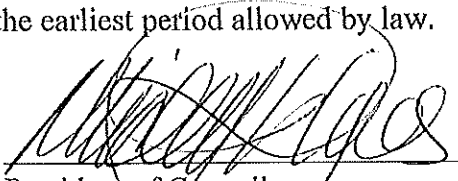
SECTION 5. The new classification titles for Service Department employees set forth in the attached Schedule of Positions and Compensation is hereby adopted.

Randy Shero, a Road Maintenance Technician in the Village's Service Department, is grandfathered, within the "Crew Leader, Vehicle and Property Maintenance Mechanic, and Utility Maintenance Technician" compensation schedule despite his classification as a Road Maintenance Technician. Mr. Shero shall continue to receive compensation commensurate with said compensation schedule until his separation of employment. Thereafter, the position shall return to and receive compensation commensurate with the proper classification compensation schedule of Road Maintenance Technician.


SECTION 6. It was found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal actions, were in meetings open to the public, in compliance with legal requirements, including Section 121.22 of the Ohio Revised Code.

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.

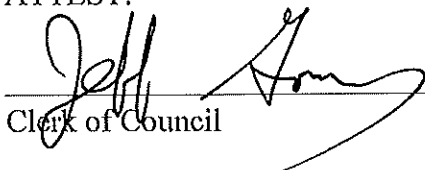
PASSED: 12-1-2020



President of Council



Mayor

ATTEST:


Clerk of Council

Date: 12/10/2020

Schedule of Positions and Compensation
Effective December 21, 2020 through December 19, 2021

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<u>LEGISLATIVE EMPLOYEES:</u>			
President of Council	8,974	345.15	
Council Members	8,413	323.57	
Clerk of Council	11,286 - 18,622	434.08 - 716.23	
<u>ADMINISTRATION EMPLOYEES:</u>			
Mayor/Safety Director	79,085	3,041.73	
HR, Policy & Records Coordinator	43,541 - 73,777	1,674.65 - 2,837.58	20.93 - 35.47
Part-time Information Technology Coord.			18.14 - 24.19
Mayor's Assist./Court Clerk	27,909 - 56,307	1,073.42 - 2,165.65	13.42 - 27.07
<u>ADMINISTRATIVE ASSISTANTS:</u>			
Mayor, Finance, Fire, Zoning, Service			
96 Months	56,310	2,165.77	27.07
84 Months	52,761	2,029.27	25.37
72 Months	49,210	1,892.69	23.66
60 Months	45,660	1,756.15	21.95
48 Months	42,110	1,619.61	20.24
36 Months	38,559	1,483.04	18.54
24 Months	35,009	1,346.50	16.83
12 Months	31,458	1,209.92	15.12
Beginning Rate	27,909	1,073.42	13.42
<u>FINANCE/TAX DEPARTMENT:</u>			
Finance Director/Tax Administrator	75,865 - 98,795	2,917.88 - 3,799.81	36.47 - 47.50
Assistant Finance/Tax Administrator	61,844 - 85,363	2,378.61 - 3,283.19	29.73 - 41.04
<u>FIRE DEPARTMENT:</u>			
Fire Chief	75,865 - 98,795	2,917.88 - 3,799.81	36.47 - 47.50
Assistant Fire Chief	73,618 - 95,841	2,831.46 - 3,686.19	35.39 - 46.08
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: 17.77	Plus \$35.54 per Training Ses.
Part-Time Paramedic in Training		Hourly Rate: 19.47	Plus \$38.94 per Training Ses.
Part-Time Fireperson		Hourly Rate: 23.60	Plus \$47.20 per Training Ses.
Part-Time Paramedic		Hourly Rate: 25.30	Plus \$50.60 per Training Ses.
Fire Lieutenant - Part Time		Hourly Rate: 26.96	Plus \$53.92 per Training Ses.
Fire Captain - Part Time		Hourly Rate: 28.67	Plus \$57.34 per Training Ses.
Assistant Fire Chief - Part Time		Hourly Rate: 30.36	Plus \$60.72 per Training Ses.

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

Schedule of Positions and Compensation
Effective December 21, 2020 through December 19, 2021

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<u>POLICE DEPARTMENT:</u>			
Police Chief	75,865 - 98,795	2,917.88 - 3,799.81	36.47 - 47.50
Assistant Police Chief	73,618 - 95,841	2,831.46 - 3,686.19	35.39 - 46.08
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)***			
<hr/>			
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	65,227 - 98,795	2,508.73 - 3,799.81	31.36 - 47.50
Economic Development Coordinator	11,065	425.58	
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	38,728 - 71,923	1,489.54 - 2,766.27	18.62 - 34.58
Recreation Assistants (Part-time)			Min Wg - 22.94
<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			14.05 - 25.36
Human Services Assistant (Part-time)			Min Wg - 23.50

Schedule of Positions and Compensation
Effective December 21, 2020 through December 19, 2021

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
SERVICE DEPARTMENT:			
Service Director/P.E.	80,727 - 110,585	3,104.88 - 4,253.27	38.81 - 53.17
Service Director	75,865 - 98,795	2,917.88 - 3,799.81	36.47 - 47.50
Assistant Service Director	65,522 - 85,382	2,520.08 - 3,283.92	31.50 - 41.05
Division Supervisor:			
96 Months	74,500	2,865.38	35.82
84 Months	72,230	2,778.08	34.72
72 Months	69,963	2,690.88	33.64
60 Months	67,695	2,603.65	32.55
48 Months	65,425	2,516.35	31.45
36 Months	63,158	2,429.15	30.36
24 Months	60,889	2,341.88	29.27
12 Months	58,621	2,254.65	28.18
Beginning Rate	56,351	2,167.35	27.09
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<i>Crew Leader, Vehicle and Property Maintenance Mechanic, Utility Maintenance Technician</i>			
96 Months	69,587	2,676.42	33.45
84 Months	66,255	2,548.27	31.85
72 Months	62,924	2,420.15	30.25
60 Months	59,590	2,291.92	28.65
48 Months	56,261	2,163.88	27.05
36 Months	52,930	2,035.77	25.45
24 Months	49,599	1,907.65	23.84
12 Months	46,266	1,779.46	22.24
Beginning Rate	42,935	1,651.35	20.64
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<i>Grounds Maintenance Technician, Road Maintenance Technician, FT Custodian</i>			
96 Months	60,998	2,346.08	29.32
84 Months	58,237	2,239.88	28.00
72 Months	55,477	2,133.73	26.67
60 Months	52,714	2,027.46	25.34
48 Months	49,952	1,921.23	24.01
36 Months	47,192	1,815.07	22.68
24 Months	44,432	1,708.92	21.36
12 Months	41,669	1,602.65	20.03
Beginning Rate	38,909	1,496.50	18.70

Schedule of Positions and Compensation
Effective December 21, 2020 through December 19, 2021

	<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 - 17.11
Custodian (Part-time)			Min Wg - 16.51
<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.	