

ORDINANCE NO. 23-18

AN ORDINANCE ESTABLISHING WAGES AND SALARIES FOR NON-COLLECTIVE BARGAINING UNIT EMPLOYEES OF THIS CITY, REPEALING ORDINANCE NO. 22-48, AND DECLARING AN EMERGENCY.

WHEREAS, it is the opinion of this Council that the wages and salaries for non-collective bargaining unit employees should be specified in a single Ordinance.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF ONTARIO, STATE OF OHIO:

SECTION 1. THAT the following pay scales per hour are hereby established for all employees:

Department Clerk	
01/01/2023	01/01/2024
\$27.27	\$28.09

Office Personnel	
1 Employee (Anniversary date 11/25/2013)	
1/1/2023	01/01/2024
\$26.36	\$26.76

Office Personnel				
	Starting Rate	12-24 Months	24-36 Months	After 36 Months
1/1/2023	\$19.90	\$21.40	\$22.80	\$24.00
1/1/2024	\$20.49	\$22.04	\$23.48	\$24.72

Department Head	
1/1/2023	1/1/2024
\$34.59	\$35.63

Office Personnel that are moved into the Department Clerk position will receive the Department Clerk wage.

Deputy Auditor/Zoning Inspector				
	Starting Rate	12-24 Months	24-36 Months	After 36 Months
1/1/2023	\$21.65	\$22.88	\$24.13	\$25.40
1/1/2024	\$22.29	\$23.57	\$24.86	\$26.16

	Salary	Salary Range
Engineer – Part-time Less than 30 hours per week.	Up to \$46,800 per year	
Engineer – Full-time		\$55,000 to \$70,000 per year

	Starting Rate	12-24 Months	24-36 Months
Inflow & Infiltration Specialist Full-time Salary based on 32 hours per week. See description in Working Ordinance.	\$45,000 (per year)	\$46,125 (per year)	TBD

	1 st Year	5 th Year	6 th Year
Service-Safety Director	\$59,748	\$62,500	\$750 increase and each year thereafter

Police Captain wage is 9% higher than Lieutenant, which matches the wage gap language for separation in rank as defined in the Collective Bargaining Agreement.

Police Chief wage is 10% higher than Captain.

Non-Union Streets, Parks, Sewer and Water Employees Hired After 02-21-2013						
	Starting Rate	12-24 Months	24-36 Months	36-48 Months	48-60 Months	After 60 Months
1/1/2023	\$20.25	\$21.65	\$22.88	\$24.13	\$25.40	\$27.63
1/1/2024	\$20.86	\$22.29	\$23.57	\$24.86	\$26.16	\$28.46
1/1/2025	\$21.48	\$22.96	\$24.28	\$25.60	\$26.94	\$29.31

Non-Union Streets, Parks, Sewer and Water Employees Hired Prior To 02-21-2013			
	1/1/2023	1/1/2024	1/1/2025
	\$28.27	\$29.12	\$30.00

SECTION 3. THAT each Civil Service Commission member shall be paid \$1,800.00 per year.

SECTION 4. THAT each Planning Commission Member shall be paid \$150.00 per meeting attended by said member.

SECTION 5. THAT the following pay scale is hereby established for elected officials.

	1 st Year	5 th Year	9 th Year	13 th Year	17 th Year
Mayor	\$56,650	\$59,500	\$62,500	\$65,500	\$68,500
Law Director	\$46,350	\$49,500	\$52,500	\$55,500	\$58,500
Auditor	\$40,000	\$48,000	\$51,000	\$54,000	\$57,000
Treasurer	\$21,300	\$23,000	\$24,500	\$26,000	\$27,500
Council President	\$6,144	3 rd Year \$6,451	5 th Year \$6,774	7 th Year \$7,112	9 th Year \$7,468
Council At-Large and Ward	\$5,566	\$6,123	\$6,735	\$7,409	\$8,150

For purposes of this Section only, years of service means contiguous terms with no more than one (1) four (4) year absence between terms. For example, should a member of council lose an election or not run for re-election prior to receiving the salary in his or her 5th year but win the next election four (4) years later for the same position classification, that council person will be eligible for the 5th Year salary and not the 1st Year salary. However, should that Council person be re-elected more than four (4) years later to the same position classification that Council person shall restart at the 1st Year salary as shown in the table above.

SECTION 6. THAT CDL License holders will receive an additional Nineteen Dollars (\$19.00) when their license is renewed (every four years).

SECTION 7. THAT any Service Department employee who holds a Class I Water Distribution License shall receive an additional payment of Twenty-Five Dollars (\$25.00) per month. Any Service Department employee who holds a Class II Water Distribution License shall receive an additional payment of Twenty-Five Dollars (\$25.00) per month.

SECTION 8. THAT any Service Department employee who holds a Class I Water Supply License shall receive an additional payment of Thirty Dollars (\$30.00) per month. Any Service Department employee who holds a Class II Water Supply License shall receive an additional payment of Sixty Dollars (\$60.00) per month.

SECTION 9. THAT any Water Department Employee that holds a Lab Certification receives an additional payment of \$25.00 per month.

SECTION 10. THAT any Service Department employee who holds a Class I and Class II Water Supply System Licenses and is listed through the E.P.A. as Water Plant Operator of Record shall receive an additional payment of Twenty-Five Dollars (\$25.00) per month.

SECTION 11. THAT any Service Department employee who holds a Sewer Class I Collections License shall receive an additional payment of Thirty Dollars (\$30.00) per month. Any Service Department employee who holds a Sewer Class II Collections License shall receive an additional payment of Sixty Dollars (\$60.00) per month.

SECTION 12. THAT any Clerk of Court who holds a Certified Clerk of Court Certification through The Association of Mayor's Court Clerks of Ohio shall receive an additional payment of Thirty Dollars (\$30.00) per month. Any Clerk of Court who maintains the Certified Clerk of Court Certification an additional four years, and continues with annual training, shall receive an additional Sixty Dollars (\$60.00) per month.

SECTION 13. THAT any Clerk of Council who holds a Certified Municipal Clerk Certification through the International Institute of Municipal Clerks shall receive an additional payment of Thirty Dollars (\$30.00) per month. Any Clerk of Council who holds a Master Municipal Clerk Certification through the IIMC shall receive an additional Sixty Dollars (\$60.00) per month.

SECTION 14. THAT any employee who is eligible to receive the above listed achievement pay shall only receive pay for the highest level of certification acquired.

SECTION 15. The City will reimburse each employee for the cost of the training/certificate program for any of the above certifications/licenses, the first attempt of testing, and the successful attempt at testing if the employee is not successful on the first attempt. Any additional testing attempts will be at the employee's expense. The City will pay for any cost of re-certifying a prior obtained certification/license.

SECTION 16. THAT the Job Descriptions define the following as Exempt Positions and are not eligible for overtime:

Chief of Police
Police Captain
Service-Safety Director

SECTION 17. The Employer reserves the sole right and discretion to make available to the Chief of Police and Captain of Police all benefits available to the members of the Fraternal Order of Police ("F.O.P.") in the current F.O.P. Patrol Officers, Sergeants, and Lieutenants Collective Bargaining Agreement.

SECTION 18. The Employer reserves the sole right and discretion to make available to the Department Supervisors and Zoning Inspector all benefits available to the members of the American Federation of State, County and Municipal Employees ("A.F.S.C.M.E.") in the current A.F.S.C.M.E. Collective Bargaining Agreement. The Department Supervisors are working Supervisors and are eligible for overtime.

SECTION 19. THAT it is 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 action were in meetings open to the public, in compliance with all legal requirements including R.C. §121.22.

SECTION 20. THAT it is hereby determined that this Ordinance is an emergency measure necessary for the preservation of the public peace, health, safety and welfare of the residents of this City and for the further reason that the immediate effective date of this Ordinance is necessary so as to provide appropriate compensation for City employees, and shall therefore go into immediate effect provided it receives a two-thirds (2/3) vote of all members elected to this Council, otherwise it shall go into effect in thirty (30) days if passed by a majority vote of Council.

DATE: _____

Ayes _____ Nays _____ Abstain _____

Edward J. Gallo, President of Council

APPROVED AS TO FORM:

ATTEST:

Andrew J. Medwid, Law Director

Cathy VanAuker, Clerk of Council

APPROVED:

Randy E. Hutchinson, Mayor

Date