

VILLAGE OF McDONALD, OHIO

ORDINANCE NO.

AN ORDINANCE FOR THE PURPOSE OF AMENDING ORDINANCE NUMBER 3129-13, AS AMENDED BY ORDINANCE NUMBER 3150-14 (THE “SALARY ORDINANCE”) TO PROVIDE FOR THE WAGES OF CERTAIN SALARIED AND HOURLY EMPLOYEES TO BE INCREASED; TO PROVIDE ALL OTHER SALARIES OF CERTAIN OFFICERS AND EMPLOYEES TO REMAIN THE SAME, REAFFIRMED AND RATIFIED; AND FOR THE FINAL PURPOSE OF REPEALING ANY AND ALL OTHER ORDINANCES OR RESOLUTIONS IN CONFLICT THEREWITH.

WHEREAS, the Finance Committee studied the present hierarchy of employees, along with the wages, salaries, and rates of pay related thereto, and made a recommendation to Council for certain changes related to that hierarchy of employees and certain changes related to the wages, salaries, and rates of pay; and

WHEREAS, Council for the Village of McDonald desires to amend the Salary Ordinance based upon the recommendations of the Finance Committee.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF McDONALD, TRUMBULL COUNTY, STATE OF OHIO, that:

Clause I. Ordinance No. 3129-13, and as amended by Ordinance No. 3150-14, which presently reads in pertinent part as follows:

VILLAGE ADMINISTRATOR

Section I. That the salary of the Village Administrator be and the same is hereby set at a biweekly rate of \$2001.81.

POLICE DEPARTMENT

Section II. That the salary of the Chief of Police be and the same is hereby set at a biweekly rate of \$1,913.27.

Section II A. That the hourly rate of pay for a Chief of Police on probation for a period of six (6) months from the date of appointment be and the same is hereby set at \$22.56.

Section III. That the hourly rate of pay of the Lieutenant of Police be and the same is hereby set at \$21.53.

Section IIIA. That the hourly rate of pay of a Police Lieutenant on probation for a period of six (6) months period from the date of appointment be and the same is hereby set at \$20.52.

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Section IV. That the hourly rate of pay of the Sergeant/Detective of Police be and the same is hereby set at \$19.39.

Section V. That the hourly rate of pay of all Regular Police Patrolmen be and the same is hereby set at \$19.39.

Section VI. For Public Safety & Service Officer and Dispatchers:

(1) That the hourly rate of pay of the Public Safety and Service Officer be and the same is hereby set at \$19.39.

(2) That the hourly rate of pay of the Jail Administrator and Security Manager/Patrolman be and the same is hereby set at \$19.39.

(3) That the hourly rate of pay of the Part-time Jailor be and the same is hereby set as follows:

(a) For the first 520 hours of employment, \$7.93; and

(b) After the first 520 hours of employment and thereafter \$8.42.

Section VII. That the hourly rate of pay of a Cadet Patrolman for a period of six (6) months from the date of appointment be and the same is hereby set at \$14.97. The option of waiving the second six months of probationary period will be on the recommendation to the Safety Committee, Police Chief and Mayor.

Section VIII. That the hourly rate of pay for the Permanent Part-time Patrolman be and the same is hereby set at \$14.11.

Section IX. That the hourly rate of pay for the Special Patrolman be and the same is hereby set at \$10.29.

STREET DEPARTMENT/WATER DEPARTMENT/WASTE WATER DEPARTMENT

Section X. That the salary of the General Operations Foreman be and the same is hereby set at a biweekly rate of \$1,706.34.

Section XI. That the hourly rate of pay of the Street and Water Department Foreman be and the same is hereby set at \$19.39.

Section XII. That the hourly rate of pay of the operator of heavy-duty equipment such as Back Hoe, Street Sweeper, or Hi-Lift be and the same is hereby set at \$18.46.

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The hourly rate of pay of newly hired employees, to work as an operator of heavy-duty equipment such as: Back Hoe, Street Sweeper, or Hi-Lift shall be paid as follows:

1. for the first full year of employment, sixty percent (60%) of full wage; and
2. after one (1) full year of employment, seventy percent (70%) of full wage; and
3. after two (2) full years of employment, eighty percent (80%) of full wage; and
4. after three (3) years of employment ninety percent (90%) of full wage; and
5. after four (4) years of employment full wage which is \$18.46 an hour.

Section XIII. That the hourly rate of pay of the SKILLED LABORER with one (1) or more years experience with the Village, or a specific job assignment requiring specialized skills be and the same is hereby set at \$16.97.

The hourly rate of pay of newly hired employees, on or after January 1, 1999, to work as a SKILLED LABORER, shall be paid as follows:

1. for the first full year of employment, sixty percent (60%) of full wage; and
2. after one (1) full year of employment, seventy percent (70%) of full wage; and
3. after two (2) full years of employment, eighty percent (80%) of full wage; and
4. after three (3) full years of employment, ninety percent (90%) of full wage; and
5. after four (4) full years of employment, full wage at the current rate of \$16.97.

Section XIV. That the hourly rate of pay of the MECHANIC be and the same is hereby set at \$18.61.

The hourly rate of pay of newly hired MECHANIC, be and the same is hereby set as follows:

1. for the first full year of employment, sixty percent (60%) of full wage; and
2. after one (1) full year of employment, seventy percent (70%) of full wage; and
3. after two (2) full years of employment, eighty percent (80%) of full wage; and
4. after three (3) full years of employment, ninety percent (90%) of full wage; and

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5. after four (4) full years of employment, full wage at the current rate or \$18.61.

Section XV. That the hourly rate of pay for PART-TIME HELP in the Street Department and Water Department be and the same is hereby set as follows:

1. for the first 520 hours of employment, \$7.93, and
2. After the first 520 hours of employment, and thereafter, \$8.98.

Section XVI. That the hourly rate of pay of the LABORERS be and the same is hereby set as \$14.76.

That the hourly rate of pay of the newly hired LABORER be and the same is hereby set as follows:

1. for the first full year of employment, sixty percent (60%) of full wage; and
2. after one (1) full year of employment, seventy percent (70%) of full wage; and
3. after two (2) full years of employment, eighty percent (80%) of full wage; and
4. after three (3) full years of employment, ninety percent (90%) of full wage; and
5. after four (4) full years of employment, full pay at the current rate of \$14.76.

The employee holding a wastewater collection license for the benefit of the Village will receive \$0.50 an hour compensation based on 2,080 hours.

The employee holding a water distribution license for the benefit of the Village will receive \$0.35 an hour compensation based on 2,080 hours.

Any employee holding a wastewater collection license or a water distribution license will receive \$0.20 an hour compensation based on 2,080 hours.

Section XVII. That the Village Administrator of the Village of McDonald, Ohio, is hereby authorized to assign a job classification to the foregoing hourly-rated employees (sections 9 through 15 inclusive) in accordance with their work experience, time on the job, and type of license, if any, held by the respective employees.

INCOME TAX DEPARTMENT

Section XVIII. That the monthly salary of the Village INCOME TAX ADMINISTRATOR be and the same is hereby set the same salary, namely:

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1. for the first three months of employment, as Tax Director seventy-five percent (75%) of full wage; and
2. after the first three months of employment as Tax Director and thereafter, \$1060.90.

Section XIX. That the hourly wage of the ADMINISTRATIVE ASSISTANT be and the same is hereby set based on a 37.5 hour work week: of

1. for the first 520 hours of work performed as Administrative Assistant, eighty percent (80%) of full wage; and
2. after the first 520 hours of worked performed, and thereafter, \$16.19.

Section XX. That the hourly wage of the PERMANENT PART TIME ADMINISTRATIVE ASSISTANT be and the same is hereby set at \$13.05.

Section XXI. That the hourly wage of the Temporary PART-TIME FILE CLERK be and the same is hereby set at the \$8.36.

SECRETARY/CLERK OF COURT/OFFICE MANAGER,
RECEPTION OFFICE STAFF

Section XXII. That the monthly salary of the MAYOR'S SECRETARY/CLERK OF COURT/OFFICE MANAGER, based on 40 hours per week, be and the same is hereby set as follows:

1. for the first six months of employment, fifty-five percent (55%) of full wage; and
2. for the second six months of employment, seventy percent (70%) of full wage; and
3. for the second year of employment paid at eighty-five percent (85%) of full wage; and
4. after the second year of employment and thereafter, paid at a biweekly rate of \$1392.58

Section XXIII. That the hourly rate of pay for the FULL-TIME SECRETARY/RECEPTIONIST/WATER BILLING ADMINISTRATIVE ASSISSTANT be and the same is hereby set as follows:

1. for the first 365 hours of employment \$7.93; and
2. after the first 365 hours of employment and thereafter, \$13.05.

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Section XXIV. That the hourly rate of pay for the PART-TIME SECRETARY/RECEPTIONIST be and the same is hereby set as follows:

1. for the first 365 hours of employment \$7.93; and
2. after the first 365 hours of employment and thereafter, \$10.57

Section XXV. That the hourly rate of pay for the PART-TIME VILLAGE OFFICE AID, be and the same is hereby set at the minimum federal wage.

Section XXVI. That the hourly rate of pay for the PART-TIME ADMINISTRATIVE ASSISTANT/PAYROLL CLERK, be and the same is hereby set as follows:

1. for the first six months of employment as Part-time Administrative Assistant/Payroll Clerk Eighty percent (80%) of the full wage (as defined in number 3 below); and
2. for the second six months of employment as Part-time Administrative Assistant/Payroll Clerk Ninety percent (90%) of the full wage; and
3. after one year of employment as Part-time Administrative Assistant/Payroll Clerk and thereafter, \$15.35, which is the full wage.

MISCELLANEOUS

Section XXVII. That the hourly rate of pay for the ICE POND ATTENDANT be and the same is hereby set at the minimum federal wage.

Section XXVIII. That the hourly rate of pay for the PARK/RECREATION SUPERVISOR be and the same is hereby set at \$7.93 an hour. This amount may be increased to \$10.61 an hour based upon the experience of the applicant at the discretion of the Village Administrator.

Section XXIX. That the hourly rate of pay for the PARK/RECREATION ATTENDANTS be and the same is hereby set at the minimum wage pursuant to law.

Section XXX. That the hourly rate of pay for the POOL DIRECTOR, WARM WATER POOL INSTRUCTOR, AND/OR AEROBIC INSTRUCTOR be and the same is hereby set at \$10.61 an hour.

Section XXXI. That the rate of pay for the LIFE GUARDS be and the same is hereby set at the minimum wage pursuant to law.

be and the same is hereby amended to read as follows:

VILLAGE ADMINISTRATOR

Section I. That the salary of the Village Administrator be and the same is hereby set at a biweekly rate of \$2,081.60

POLICE DEPARTMENT

Section II. That the salary of the Chief of Police be and the same is hereby set at a biweekly rate of \$1,990.40.

Section II A. That the hourly rate of pay for a Chief of Police on probation for a period of six (6) months from the date of appointment be and the same is hereby set at \$22.56.

Section III. That the hourly rate of pay of the Lieutenant of Police be and the same is hereby set at \$22.18.

Section III A. That the hourly rate of pay of a Police Lieutenant on probation for a period of six (6) months period from the date of appointment be and the same is hereby set at \$20.52.

Section IV. That the hourly rate of pay of the Sergeant/Detective of Police be and the same is hereby set at \$19.39.

Section V. That the hourly rate of pay of all Regular Police Patrolmen be and the same is hereby set at \$19.97.

Section VI. For Public Safety & Service Officer and Dispatchers:

(1) That the hourly rate of pay of the Public Safety and Service Officer be and the same is hereby set at \$19.39.

(2) That the hourly rate of pay of the Jail Administrator and Security Manager/Patrolman be and the same is hereby set at \$19.39.

(3) That the hourly rate of pay of the Part-time Jailor be and the same is hereby set as follows:

(a) For the first 520 hours of employment, at the minimum wage pursuant to law; and

(b) After the first 520 hours of employment and thereafter \$8.42.

Section VII. That the hourly rate of pay of a Cadet Patrolman for a period of six (6) months from the date of appointment be and the same is hereby set at \$14.97. The option of waiving the second six months of probationary period will be on the recommendation to the Safety Committee, Police Chief and Mayor.

Section VIII. That the hourly rate of pay for the Permanent Part-time Patrolman be and the same is hereby set at \$14.11.

Section IX. That the hourly rate of pay for the Special Patrolman be and the same is hereby set at \$12.00.

STREET DEPARTMENT/WATER DEPARTMENT/WASTE WATER DEPARTMENT

Section X. That the salary of the General Operations Foreman be and the same is hereby set at a biweekly rate of \$1,757.60.

Section XI. That the hourly rate of pay of the Street and Water Department Foreman be and the same is hereby set at \$19.39.

Section XII. That the hourly rate of pay of the operator of heavy-duty equipment such as Back Hoe, Street Sweeper, or Hi-Lift be and the same is hereby set at \$19.01.

The hourly rate of pay of a newly hired employee to work as an operator of heavy-duty equipment such as Back Hoe, Street Sweeper, or Hi-Lift shall be and the same is hereby set as follows:

1. for the first full year of employment, sixty percent (60%) of full wage; and
2. after one (1) full year of employment, seventy percent (70%) of full wage; and
3. after two (2) full years of employment, eighty percent (80%) of full wage; and
4. after three (3) full years of employment ninety percent (90%) of full wage; and
5. after four (4) full years of employment, a full wage of \$19.01 per hour.

Section XIII. That the hourly rate of pay of the SKILLED LABORER with one (1) or more years experience with the Village or a specific job assignment requiring specialized skills be and the same is hereby set at \$17.48.

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The hourly rate of pay of a newly hired employee, on or after January 1, 1999, to work as a SKILLED LABORER, shall be and the same is hereby set as follows:

1. for the first full year of employment, sixty percent (60%) of full wage; and
2. after one (1) full year of employment, seventy percent (70%) of full wage; and
3. after two (2) full years of employment, eighty percent (80%) of full wage; and
4. after three (3) full years of employment, ninety percent (90%) of full wage; and
5. after four (4) full years of employment, a full wage of \$17.48 per hour.

Section XIV. That the hourly rate of pay of the MECHANIC be and the same is hereby set at \$18.61.

The hourly rate of pay of a newly hired MECHANIC be and the same is hereby set as follows:

1. for the first full year of employment, sixty percent (60%) of full wage; and
2. after one (1) full year of employment, seventy percent (70%) of full wage; and
3. after two (2) full years of employment, eighty percent (80%) of full wage; and
4. after three (3) full years of employment, ninety percent (90%) of full wage; and
5. after four (4) full years of employment, a full wage of \$18.61 per hour.

Section XV. That the hourly rate of pay for PART-TIME HELP in the Street Department and Water Department be and the same is hereby set as follows:

1. for the first 520 hours of employment, at the minimum wage pursuant to law, and
2. after the first 520 hours of employment, and thereafter, \$8.98.

Section XVI. That the hourly rate of pay of the LABORERS be and the same is hereby set as \$14.76.

That the hourly rate of pay of the newly hired LABORER be and the same is hereby set as follows:

1. for the first full year of employment, sixty percent (60%) of full wage; and

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2. after one (1) full year of employment, seventy percent (70%) of full wage; and
3. after two (2) full years of employment, eighty percent (80%) of full wage; and
4. after three (3) full years of employment, ninety percent (90%) of full wage; and
5. after four (4) full years of employment, a full wage of \$14.76 per hour.

The employee holding a wastewater collection license for the benefit of the Village will receive \$0.50 an hour compensation based on 2,080 hours.

Any employee holding a water distribution license for the benefit of the Village will receive \$0.35 an hour compensation based on 2,080 hours.

Any employee holding a wastewater collection license or a water distribution license will receive \$0.20 an hour compensation based on 2,080 hours.

Section XVII. That the Village Administrator of the Village of McDonald, Ohio, is hereby authorized to assign a job classification to the foregoing hourly-rated employees (sections X through XVI, inclusive) in accordance with their work experience, time on the job, and type of license, if any, held by the respective employees.

INCOME TAX DEPARTMENT

Section XVIII. That the person appointed as the Village INCOME TAX ADMINISTRATOR is hereby entitled to a wage of \$1.00 per hour in addition to that person's other wage for his or her other employment position with the Village.

Section XIX. That the hourly wage of the ADMINISTRATIVE ASSISTANT be and the same is hereby set based on a 37.5 hour work week as follows:

1. for the first 520 hours of work performed as Administrative Assistant, eighty percent (80%) of full wage; and
2. after the first 520 hours of worked performed, and thereafter, a full wage of \$16.19 per hour.

Section XX. That the hourly wage of the PERMANENT PART TIME ADMINISTRATIVE ASSISTANT be and the same is hereby set at \$13.05.

Section XXI. That the hourly wage of the Temporary PART-TIME FILE CLERK be and the same is hereby set at the \$8.36.

SECRETARY/CLERK OF COURT/OFFICE MANAGER,
RECEPTION OFFICE STAFF

Section XXII. That the monthly salary of the MAYOR'S SECRETARY/CLERK OF COURT/OFFICE MANAGER, based on 40 hours per week, be and the same is hereby set as follows:

1. for the first six months of employment, fifty-five percent (55%) of full wage; and
2. for the second six months of employment, seventy percent (70%) of full wage; and
3. for the second year of employment, eighty-five percent (85%) of full wage; and
4. after the second year of employment and, thereafter, a full wage paid at a biweekly rate of \$1,448.00.

Section XXIII. That the hourly rate of pay for the FULL-TIME SECRETARY/RECEPTIONIST/WATER BILLING ADMINISTRATIVE ASSISTANT be and the same is hereby set as follows:

1. for the first 365 hours of employment at the minimum wage pursuant to law; and
2. after the first 365 hours of employment and thereafter, \$13.44.

Section XXIV. That the hourly rate of pay for the PART-TIME SECRETARY/RECEPTIONIST be and the same is hereby set as follows:

1. for the first 365 hours of employment at the minimum wage pursuant to law; and
2. after the first 365 hours of employment and thereafter, \$10.57.

Section XXV. That the hourly rate of pay for the PART-TIME VILLAGE OFFICE AID, be and the same is hereby set at the minimum wage pursuant to law.

Section XXVI. That the hourly rate of pay for the PART-TIME ADMINISTRATIVE ASSISTANT/PAYROLL CLERK, be and the same is hereby set as follows:

1. for the first six months of employment, eighty percent (80%) of the full wage; and
2. for the second six months of employment, ninety percent (90%) of the full wage; and
3. after one year of employment, a full wage of \$15.35 per hour.

MISCELLANEOUS

Section XXVII. That the hourly rate of pay for the ICE POND ATTENDANT be and the same is hereby set at the minimum wage pursuant to law.

Section XXVIII. That the hourly rate of pay for the PARK/RECREATION SUPERVISOR be and the same is hereby set at the minimum wage pursuant to law. This amount may be increased to \$10.61 an hour based upon the experience of the applicant at the discretion of the Village Administrator.

Section XXIX. That the hourly rate of pay for the PARK/RECREATION ATTENDANTS be and the same is hereby set at the minimum wage pursuant to law.

Section XXX. That the hourly rate of pay for the POOL DIRECTOR, WARM WATER POOL INSTRUCTOR, AND/OR AEROBIC INSTRUCTOR be and the same is hereby set at \$10.61 an hour.

Section XXXI. That the rate of pay for the LIFE GUARDS be and the same is hereby set at the minimum wage pursuant to law.

Section XXXII. Notwithstanding anything herein to the contrary, if any of the aforementioned hourly pay rates are below the Federal or State of Ohio minimum wage rates in effect at present or as amended after passage of the this Ordinance, any such rate shall be increased to the minimum wage pursuant to law.

Clause II. This Ordinance recognizes and references McDonald Village Ordinance 2836-00 regarding the salary reduction method for OPERS (see attached copy).

Clause III. That any Ordinance or Resolution, or parts thereof, including Ordinance No. 3129-13, inconsistent or in conflict with the provisions of this amending Ordinance are hereby repealed.

Clause IV. That the passage of this Ordinance and all deliberations relating to the passage of this Ordinance were held in open meetings in accordance with the provisions of Ohio Revised Code Section 121.22.

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Clause V. This Ordinance shall be in full legal force and effect from and after January 1, 2017. Further, for purpose of clarity, the provisions of these amendments, unless specifically stated therein, will apply prospectively from and after January 1, 2017, and not retroactively prior to January 1, 2017.

Passed in Council this _____ day of _____, 2016.

Mayor

Attest to:

Fiscal Officer