

**VILLAGE OF McDONALD, OHIO**

**ORDINANCE NO. 3281-23**

**AN ORDINANCE FOR THE PURPOSE OF AMENDING ORDINANCE NUMBER 3269-22 (THE "SALARY ORDINANCE") TO INCREASE THE SALARIES AND WAGES OF CERTAIN EMPLOYEES OF THE VILLAGE OF McDONALD, OHIO; AND FOR THE PURPOSE OF REPEALING ANY AND ALL OTHER ORDINANCES OR RESOLUTIONS IN CONFLICT THEREWITH, and declaring an emergency.**

WHEREAS, the Village of McDonald Police Department is a vital part of the services provided by the Village to the residents;

WHEREAS, due to the increasing shortage of police officers and the competition with local political subdivisions in the hiring of police officers, the McDonald Police Department has encountered difficulties in both the hiring of and the retention of police officers; and

WHEREAS, Council for the Village of McDonald desires to amend the Salary Ordinance to increase the salaries and wages for the Police Department to permit the Village to hire and retain police officers.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF McDONALD, TRUMBULL COUNTY, STATE OF OHIO, WITH AT LEAST TWO-THIRDS OF THE MEMBERS ELECTED THERETO CONCURRING that:

Clause I. Ordinance No. 3269-22, which presently reads in pertinent part as follows:

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VILLAGE ADMINISTRATOR

Section I. That the salary of the Village Administrator be and the same is hereby set at a biweekly rate of \$2,185.68.

POLICE DEPARTMENT

Section II. That the salary of the Chief of Police be and the same is hereby set at a biweekly rate of \$2,173.92.

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 \$24.74.

Section III. That the hourly rate of pay of the Lieutenant of Police be and the same is hereby set at \$24.34.

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 \$22.60.

Section IV. That the hourly rate of pay of the Sergeant/Detective of Police be and the same is hereby set at \$21.41.

Section V. That the hourly rate of pay of all Regular Police Patrolmen be and the same is hereby set at \$22.02.

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 \$21.41.
2. That the hourly rate of pay of the Jail Administrator and Security Manager/Patrolman be and the same is hereby set at \$21.41.
3. That the hourly rate of pay of the Part-time Jailer 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 \$8.84.

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 \$16.77. 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 \$14.82.

Section IX. That the hourly rate of pay for the Special Patrolman be and the same is hereby set at \$12.60.

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 \$1,937.88.

Section XI. That the hourly rate of pay of the Street and Water Department Foreman be and the same is hereby set at \$20.36.

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 \$20.96.

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 \$20.96 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 \$18.35.

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 \$18.35 per hour.

Section XIV. That the hourly rate of pay of the MECHANIC be and the same is hereby set at \$19.54.

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 \$19.54 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, \$9.43.

Section XVI. That the hourly rate of pay of the LABORERS be and the same is hereby set as \$15.50.

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, a full wage of \$15.50 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. Intentionally Omitted.

Section XIX. Intentionally Omitted.

Section XX. Intentionally Omitted.

Section XXI. Intentionally Omitted.

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 a full wage paid at a biweekly rate of \$1,520.40.

Section XXII A. That the hourly rate of pay of the ASSISTANT MAYOR'S SECRETARY/CLERK OF COURT/OFFICE MANAGER, if a person is appointed to this position, is hereby set as a full wage of \$15.75 per hour. This position may be a full or part time position.

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

1. for the first six months, \$12.60 per hour; and
2. after the first six months, \$14.18 per hour; and
3. after one (1) year of employment and thereafter or any earlier time, as decided by the Mayor in the Mayor's discretion, and thereafter, \$15.75 per hour

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, \$11.10.

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 \$16.12 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 \$11.14 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 \$11.14 an hour.

Section XXXII. 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. That the hourly rate of the SENIOR SERVICES DIRECTOR, a part time position, be and the same is hereby set at \$10.50 per hour. However, if the Village secures grant funding from the Trumbull County Senior Levy Commission sufficient to increase the hourly rate, the hourly rate may be increased up to \$12.60 per hour.

Section XXXIII. 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 this Ordinance, any such rate shall be increased to the minimum wage pursuant to law.

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VILLAGE ADMINISTRATOR

Section I. That the salary of the Village Administrator be and the same is hereby set at a biweekly rate of \$2,185.68.

POLICE DEPARTMENT

Section II. That the salary of the Chief of Police be and the same is hereby set at a biweekly rate of \$2,640.00.

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 \$33.00.

Section III. That the hourly rate of pay of the Lieutenant of Police be and the same is hereby set at \$30.00.

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 \$30.00.

Section IV. That the hourly rate of pay of the Sergeant/Detective of Police be and the same is hereby set at \$28.00.

Section V. That the hourly rate of pay of all Regular Police Patrolmen be and the same is hereby set at \$26.00.

Section VI. Intentionally omitted.

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 \$18.00. 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 \$18.00.

Section IX. That the hourly rate of pay for the Special Patrolman be and the same is hereby set at \$18.00.

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Section X. That the salary of the General Operations Foreman be and the same is hereby set at a biweekly rate of \$1,937.88.

Section XI. That the hourly rate of pay of the Street and Water Department Foreman be and the same is hereby set at \$20.36.

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 \$20.96.

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Section XXXIII. 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 this Ordinance, any such rate shall be increased to the minimum wage pursuant to law.

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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. 3269-22 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.

Clause V. To preserve the public peace, health, welfare and safety, and for the specific reason of effectuating the raises as soon as possible to permit the Police Department to attract new police officers for the safety of the Village and its residents, this Ordinance is hereby declared to be an emergency measure and shall take effect and be in full legal force and effect from and after the earliest period allowed by law.

Passed in Council this 18<sup>th</sup> day of May, 2023.

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Mayor

Attest to:

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Fiscal Officer