

FIRST READING: 11.27.17
SECOND READING: 12.11.17
THIRD READING: 12.18.17

ORDINANCE NO: 104-17

BY: JAMES W. MORAN

AN EMERGENCY ORDINANCE CREATING POSITIONS AND FIXING OR
ESTABLISHING THE ANNUAL SALARIES AND HOURLY RATES COMMENCING
JANUARY 1, 2018 FOR THE APPOINTED EMPLOYEES IN THE SEVERAL DIVISIONS
AND DEPARTMENTS OF THE CITY OF ROCKY RIVER

WHEREAS: the City has created positions, fixed the annual salaries and hourly rates, and adopted collective bargaining agreements, for the appointed employees in the divisions and departments of the City of Rocky River who provide municipal services for the year commencing January 1, 2018, and

WHEREAS: the City Administration and Council deem it is necessary, proper, and in the best interests of providing municipal services to fix and establish the compensation of City employees:

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF ROCKY RIVER, COUNTY CUYAHOGA, STATE OF OHIO:

SECTION 1. - That positions and compensation of annual salaries and hourly rated employees in the several divisions and departments of the City of Rocky River shall be pursuant to any collective bargaining agreements and per the attached Exhibit A, commencing January 1, 2018.

SECTION 2. - That the Clerk of Council is hereby directed to send a certified copy of this Ordinance to the Ohio Police & Fire Pension Fund.

SECTION 3. - That all Ordinances heretofore adopted by the City of Rocky River or parts of Ordinances inconsistent herewith shall be and are hereby repealed.

SECTION 4. - That this Ordinance is hereby declared to be an emergency measure, necessary for the immediate preservation of public peace, health and safety, and for the further reason that pay rates be established immediately for the orderly operations of all municipal departments and divisions, and provided it receives the affirmative vote of two-thirds (2/3) of all members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise it shall take effect and be in force from and after the earliest period allowed by law.

PASSED: December 18th, 2017

JAMES W. MORAN
PRESIDENT OF COUNCIL

PRESENTED

TO MAYOR: December 18th, 2017

APPROVED: December 18th, 2017

PAMELA E. BOBST
MAYOR

SAN G. PEASE
CLERK OF COUNCIL

ATTEST:

the undersigned clerk of council of the city of Rocky River, do hereby certify that publication of the foregoing ordinance was duly made by posting a true copy thereof in the lobby of the Rocky River City Hall, in accordance with the charter of Rocky River, commencing on the 18th day of December, 20 17.

APPROVED AS TO FORM:

ANDREW D. BEMER
DIRECTOR OF LAW

City of Rocky River } ss
County of Cuyahoga }

THE UNDERSIGNED CLERK OF THE COUNCIL OF THE CITY OF ROCKY RIVER, OHIO DOES HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND CORRECT COPY OF ORDINANCE NO. 104-17 ADOPTED BY THE COUNCIL OF SAID CITY ON THE 18th DAY OF December, 20 17 THAT THE PUBLICATION OF SUCH ORDINANCE HAS BEEN MADE AND CERTIFIED OF RECORD ACCORDING TO LAW. THAT NO PROCEEDINGS LOOKING TO A REFERENDUM UPON SUCH ORDINANCE HAVE BEEN TAKEN. THAT SUCH ORDINANCE AND THE CERTIFICATE OF PUBLICATION THEREOF, ARE OF RECORD IN ORDINANCE RECORD NO. 104-17

IN WITNESS WHEREOF, I HAVE HEREUNTO SUBSCRIBED MY NAME AND AFFIXED MY OFFICIAL SEAL THIS 18th DAY OF December, 20 17.

CLERK OF COUNCIL OF THE CITY OF ROCKY RIVER, OHIO

Department	Position	Compensation		
		Not to exceed	Per Meeting	Per Month
Council	Clerk of Council	\$33,638.71		
Boards & Commissions				
Board of Zoning & Building Appeals	Members		\$50.00	
	Secretary (exc. Director or Commissioner)		\$50.00	
Design and Construction Board of Review	Members		\$50.00	
	Secretary (exc. Director or Commissioner)		\$50.00	
Civil Service Commission	Members	\$8,687.31		\$30.00
	Secretary			
Planning Commission	Members (exc. Mayor)		\$50.00	
	Secretary (exc. Director or Commissioner)		\$50.00	
Parks & Recreation Commission	Members		None	None
Board of Tax Review	Members		None	None
Administration				
		Compensation		
		Not to exceed	Minimum	Maximum
Office of the Mayor	Executive/Legal Asst to Mayor & Law Dept	\$59,571.48		
Office of the Law Director	Assistant Law Director	\$30,289.40		
Assistant Law Director shall also assist the enforcement of the Municipal Income Tax Code, Building Code, Fire Prevention Code, and the Development Code; shall assist the Director of Law in the trial of civil actions, and shall perform such other services as may be prescribed by the Director of Law that are consistent with the position. For the performance of these services, such Assistant Law Director shall be paid as outside legal counsel at the rate of \$100.00 per hour.				
Office of the Director of Public Safety-Service	Director	\$101,807.96		
	Safety Service Coordinator	\$54,112.73		
	Public Works Coordinator/Inspector/ GIS Specialist	\$72,797.81		
	Receptionists		\$9.64	\$18.48 per hour
Office of Finance	Director	\$101,807.96		
	Finance Manager	\$57,566.73		
	Finance Clerk	\$49,507.39		
	Sewer Charge Administrator/Finance Clerk Secretary (part-time)	\$49,507.39		
	Secretary (part-time)		\$10.17	\$20.36 per hour
	Finance Clerk (part-time)		\$10.17	\$20.36 per hour
Office of Human Resources				
Director		\$77,715.08		
Municipal Information Technologist		\$74,000.00		
Office of Engineering/Building	Building Commissioner	\$93,843.54		
	Building Inspector	\$62,970.78		
	Administrative Assistant	\$49,507.36		
	Inspectors (part-time)		\$9.47	\$21.13 per hour
Public Buildings	Facility & Maintenance Mgr.		\$26.98	\$30.22 per hour
	Maintenance Coordinator		\$26.97	\$28.77 per hour
	Custodians		\$19.85	\$22.68 per hour
	Custodians (part-time)		\$8.30	\$16.44 per hour
	Temporary Labor		\$8.30	\$16.47 per hour

Department		Compensation		
Department	Position	Not to exceed	Minimum	Maximum
Department of Senior Services	Director of Senior Services	\$79,766.99		
	Program Coordinator	\$53,028.33		
	Administrative Assistant	\$49,507.39		
	Transportation/Gift Shop Coordinator	\$49,507.39		
	Food Service Coordinator		\$10.31	\$20.86
	Custodian (full-time)		\$8.30	\$19.98
	Social Worker (part-time)		\$16.15	\$23.72
	Custodian/Housekeeper (part-time)		\$8.30	\$19.78
	Instructors (part-time)		\$8.30	\$54.27
	Van Drivers, Clerks and Kitchen (part-time)		\$8.30	\$15.51

Department of Recreation					
	Director	\$93,843.54			
	Maintenance Manager	\$55,033.79			
	Civic Center Manager	\$61,148.37			
	Recreation Supervisor	\$56,075.30			
	Program Supervisor	\$53,028.36			
	Aquatics Manager	\$52,077.15			
	Administrative Coordinator	\$52,077.15			
	Administrative/IT Coordinator	\$44,556.65			
	Facility Supervisor		\$22.92	\$24.68	per hour
	Supervisors (part-time)		\$8.30	\$26.27	per hour
	Life Guards (part-time)		\$8.30	\$15.51	per hour
	Rink Guards (part-time)		\$8.30	\$12.92	per hour
	Skate Shop (part-time)		\$8.30	\$12.92	per hour
	Cashiers (part-time)		\$8.30	\$12.92	per hour
	Clerks (part-time)		\$8.30	\$19.38	per hour
	Concession Personnel (part-time)		\$8.30	\$12.92	per hour
	Custodian/Housekeeper (part-time)		\$8.30	\$20.18	per hour
	Instructors (part-time)		\$8.30	\$55.36	per hour
	Temporary Labor		\$8.30	\$13.69	per hour
	Recreation Grade A		Step 1	Step 2	Step 3
	Recreation Grade B		\$22.20	\$22.55	\$22.88
			\$20.50	\$21.21	\$22.01
			\$22.20	\$22.55	\$22.88
	Temporary Labor (Parks) - A	\$11.01	\$11.77	\$12.48	\$13.21
	Temporary Labor (Parks) - B	\$9.40	\$9.56	\$9.92	\$10.26
Recreation Grade A - Facility Maintenance Crew Chief					
Recreation Grade B - Custodians					

Fire Division					
	Chief	\$99,324.85			
	Captains	\$96,268.66			
	Lieutenants	\$85,193.50			
	Firefighter (after 2 years)	\$75,060.35			
	Firefighter (after 1 year)	\$66,167.27			
	Firefighter (starting)	\$57,417.98			
	Firefighter - Temporary	\$51,242.87			
	Fire Prevention Officer	\$85,193.50			
	Administrative Assistant	\$49,507.39			

Compensation

Department	Position	Not to exceed	Minimum	Maximum	
Police Division	Chief	\$99,324.85			
	Lieutenant/Executive Staff Assistant	\$96,902.29			
	Lieutenants	\$96,902.29			
	Sergeant	\$85,754.24			
	Hired after 1/1/09				
	Patrol Officer - after 4 years of service	\$75,554.40			
	Patrol Officer - after 3 years of service	\$70,670.32			
	Patrol Officer - after 2 years of service	\$66,047.03			
	Patrol Officer - after 1 year of service	\$61,783.93			
	Patrol Officer - starting	\$57,796.02			
	Police Dispatcher	\$43,582.89			
	Police Secretary	\$43,582.89			
	Juvenile Diversion Manager/VSC	\$64,198.97			
	Animal Control Officer/C.S.O.		\$16.73	\$125.00	per mtg
	Community Service Officer (part-time)		\$16.73	\$28.77	per hour
	Dispatcher (part-time)		\$16.73	\$19.49	per hour
	Security Patrol (seasonal)		\$12.83	\$19.10	per hour
	School Guards (seasonal)			\$17.61	per hour
				\$10.50	per hour

WWTP				
	Superintendent	\$88,305.03		
	Assistant Superintendent -	\$74,124.17		
	Operations and Maintenance			
	Mtce. Foreman & Electrician		\$29.05	
	Probationary rate		\$26.99	
	Operators			
	III		\$27.66	
	Probationary rate		\$26.62	
	II		\$26.39	
	Probationary rate		\$25.36	
	I - after 1 year		\$25.26	
	Probationary rate		\$21.99	
	Maintenance Mechanic			
	III - after 3 years		\$28.00	
	II - after 2 years		\$26.77	
	I - after 1 year		\$25.41	
	Probationary rate		\$22.22	
	Instrumentation Maint. Tech.		\$28.00	
	Lab Tech		\$28.59	
	Probationary rate		\$25.38	
	Attendant/Clerk/Lab Tech Asst		\$22.74	
	Probationary rate		\$19.86	
	Temporary Labor		\$9.60	\$12.00 per hour

Compensation

Department	Position	Not to exceed	Minimum	Maximum			
Service Division	Commissioner	\$93,843.54					
	Traffic Engineer	\$70,619.05					
	Administrative Coordinator	\$56,852.80					
	Lead Supervisor	A	\$30.48	\$31.35			
	Lead Supervisor	B	\$29.56	\$30.36			
Service Grade A	Service Grade Service Grade Service Grade Service Grade Service Grade Service Grade Service Grade Service Grade Temporary Labor w/CDL Temporary Labor w/o CDL, Summer or General Labor (part-time)	Step	1	2	3	4	
		A					\$27.36
		B					\$25.41
		C					\$24.75
		D					\$23.24
		E					\$22.69
		F	\$20.53	\$20.92	\$21.39		\$22.01
		G	\$14.55	\$15.77	\$17.35		\$18.20
		A	\$15.55				
		B	\$10.50	\$11.20	\$11.88		\$12.59
		C	\$8.74	\$9.10	\$9.45		\$9.77
		Skilled Laborers (Mechanics, Carpenters, Electricians, Playground Inspectors, Painters and Welders)					
		Traffic Signal Technicians					
Service Grade B	Semi-Skilled Laborers - Crew Chiefs						
	Signs/Marking Specialists						
Service Grade C	Special Equipment Operators (Arborist, Backhoe Operator Driver, Vacall Operator Driver, Sweeper Operator Driver, Sewer Jet Operator, Brush Truck Operator Driver and White Goods Operator Driver)						
	Service Grades D, E, F and G						
General Laborers							

ADDITIONAL CRITERIA

Rate Calculation

Bi-Weekly Rate

The respective salaries set forth herein shall be paid in equal bi-weekly installments. To compute the bi-weekly salary, the annual salary shall be divided by the factor of 26.

Hourly Rate

To calculate the hourly rate, the bi-weekly salary shall be divided by a factor of 80 hours. This hourly rate shall be used to calculate the overtime rate.

Hourly Rate - Fire Division

To calculate the hourly rate for employees assigned to platoon duty in the Fire Division, the bi-weekly salary shall be divided by a factor of 99.6 hours.

Overtime

Union Employees - Specific guidelines covering the payment of overtime compensation and compensatory time are covered in the respective collective bargaining agreements.

Non-Union Employees - Overtime compensation and compensatory time for employees not covered by a collective bargaining agreement are governed by the FLSA and Employee Handbook policy.

Directors, Commissioners, and Chiefs of Divisions and Departments - Within the demands of duties of the office, Directors, Commissioners and Chiefs of Divisions and Departments shall maintain their usual business hours within their respective areas of supervision of city offices and shall be reasonably accessible to the public and City officials. Overtime shall not be paid to Directors, Commissioners, or Chiefs of Divisions and Departments.

Shift Premium Pay

All bargaining unit full-time employees of the Service Department will be paid premium pay of an additional \$0.50 per hour for all such employees working second, third, and swing shift.

UNIFORM ALLOWANCE

Following are the uniform allowances for full-time employees:

Department/Position Title	Uniform Allowance Amount per year
Police Division	
Chief	\$500 + uniforms provided
Police Operations Manager/VSC	\$500 + uniforms provided
Police Secretary/ FT Dispatcher	\$500 + uniforms provided
Animal Control Officer/C.S.O.	\$500 + uniforms provided
Fire Division	
Chief	\$500 - uniforms not provided
Public Buildings *	
Facility & Maintenance Manager	\$700 if uniforms not provided
Maintenance Coordinator	\$700 if uniforms not provided
Custodians	\$700 if uniforms not provided
Recreation Department*	
Facility Supervisor	\$700 if uniforms not provided
Maintenance Manager	\$700 if uniforms not provided

Senior Center
Custodian (full-time) \$700 if uniforms not provided

Service Division*
Commissioner \$700 if uniforms not provided
Lead Supervisors \$700 if uniforms not provided
Traffic Engineer \$700 if uniforms not provided
Administrative Coordinator \$700 if uniforms not provided
Bargaining Unit Employees \$700 if uniforms not provided

WWTP
Superintendent \$200 for work shoe allowance + uniforms provided
Assistant Superintendent \$200 for work shoe allowance + uniforms provided
Bargaining Unit Employees \$450 + work shirts and pants provided

The uniform allowance shall be paid to employees once per year and shall be prorated to the date of termination for any reason.

*Those employees who choose to have uniforms furnished by the City at no cost, shall receive \$450 instead of \$700 annually. Such employees shall notify the City by December 15 of each year of this decision; such notification cannot be changed until the following December.

LONGEVITY

To be eligible for longevity payments, the employee must have five (5) full years of full-time service and be on the active payroll on December 1 of each year. However, benefits will be prorated for an employee who retires with more than 25 years of service, leaves under the disability provisions of the pension program, or dies while still on the active payroll. Prorated benefits shall be payable in a lump sum within 30 days after the separation date to the employee or in the event of death, to the surviving spouse, dependent children or heirs designated in the estate, in that order named.

The amount of longevity payment is based on the following schedules and a date of hire either before or after January 1, 2003.

Employees hired before January 1, 2003:

Years of Service	Percentage of Applicable Annual Salary or Wage
6-7	1.0%
8-9	1.5%
10-11	2.0%
12-13	2.5%
14-15	3.0%
16-17	3.5%
18-19	4.0%
20 to retirement	4.5%

(The amount of the longevity payment is based on the annual salary or wages as of December 1 and for hourly-rated employees, is computed as a factor of 2080 times the hourly rate. The annual salary or wage amount does not include extra part-time work or overtime.)

Employees hired after January 1, 2003:

Years of Service	Amount
5-6	\$600.00
7	\$700.00
8	\$800.00
9	\$900.00
10	\$1,000.00
11	\$1,100.00
12	\$1,200.00
13	\$1,300.00
14	\$1,400.00
15	\$1,500.00
16	\$1,600.00
17	\$1,700.00
18	\$1,800.00
19	\$1,900.00
20	\$2,000.00
21	\$2,100.00
22	\$2,200.00
23	\$2,300.00
24	\$2,400.00
25 to retirement	\$2,500.00

The number of years of service as of December 1 of each year is based on full years; any fraction of a year is disregarded.

The longevity benefit will be paid on or before December 15 of each year.

FIREARM CERTIFICATION

The Chief of Police shall receive firearm certification pay in accordance with the current collective bargaining agreement for Officers of the Police Division.

EDUCATIONAL DIFFERENTIAL

The Chiefs of Police and Fire shall receive educational differential pay in accordance with the current collective bargaining agreements for the Police and Fire Divisions.