

FIRST READING: 3-4-19

SECOND READING: 3-11-19

THIRD READING: 3-25-19

ORDINANCE NO: 22-19

BY: MICHAEL P. O'DONNELL

AN EMERGENCY ORDINANCE AMENDING AMENDED ORDINANCE 13-19
CREATING POSITIONS AND FIXING OR ESTABLISHING THE ANNUAL SALARIES
AND HOURLY RATES COMMENCING JANUARY 1, 2019 FOR THE APPOINTED
EMPLOYEES IN THE SEVERAL DIVISIONS AND DEPARTMENTS OF THE CITY OF
ROCKY RIVER

WHEREAS: pursuant to Amended Ordinance No. 13-19, passed on February 11, 2019, the City Council has adopted the positions and fixed the annual salaries and hourly rates for the appointed employees in the divisions and departments created by the City Administration who provide municipal services for the year effective January 1, 2019 through December 31, 2019, and

WHEREAS: the City Administration and Council deem it is necessary to amend the provisions of Amended Ordinance No. 13-19 regarding the annual salaries and hourly rated employees of the Teamsters bargaining unit of the Service Department.

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, 2019.

SECTION 2. - 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heretofore adopted by the City of Rocky River or parts of Ordinances inconsistent herewith shall be and are hereby repealed.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: March 25, 2019

James W. Moran
JAMES W. MORAN

PRESIDENT OF COUNCIL

PRESENTED

TO MAYOR: March 25, 2019

APPROVED: March 25, 2019

ATTEST:

Mary Ellen Umerley
~~SUSAN G. PEASE~~ Mary Ellen Umerley
CLERK OF COUNCIL (Acting)

Pamela E. Bobst
PAMELA E. BOBST
MAYOR

City of Rocky River } ss
County of Cuyahoga }

APPROVED AS TO FORM:

Andrew D. Bemmer

ANDREW D. BEMER
DIRECTOR OF LAW

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. 22-19 ADOPTED BY THE COUNCIL OF SAID CITY ON THE 25th-DAY OF March, 2019 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. 22-19

IN WITNESS WHEREOF, I HAVE HEREUNTO SUBSCRIBED MY NAME AND AFFIXED MY OFFICIAL SEAL THIS 25th-DAY OF March, 2019.

Mary Ellen Umerley
CLERK OF COUNCIL OF THE CITY OF ROCKY RIVER, OHIO
Acting

I, the undersigned clerk of council of the city of Rocky River, State of Ohio, 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 25th day of March, 2019.

Mary Ellen Umerley
Acting 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)		\$75.00	
Design and Construction Board of Review	Members		\$50.00	
	Secretary (exc. Director or Commissioner)		\$75.00	
Civil Service Commission	Members			\$30.00
	Secretary	\$8,904.49		
Planning Commission	Members (exc. Mayor)		\$50.00	
	Secretary (exc. Director or Commissioner)		\$75.00	
Parks & Recreation Commission	Members		None	None
	Members		None	None
Board of Tax Review	Members		None	None
Administration				
Office of the Mayor	Executive/Legal Asst to Mayor & Law Dept	\$61,060.77		
	Assistant Law Director	\$36,811.30		
Office of the Law Director	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.			
	Director	\$104,353.16		
Office of the Director of Public Safety-Service	Safety Service Coordinator	\$55,465.55		
	Public Works Coordinator	\$74,617.76		
Office of Finance	Receptionists	\$9.88	\$18.94	per hour
	Director	\$104,353.16		
Office of Human Resources	Finance Manager	\$63,323.40		
	Finance Clerk	\$50,745.07		
Information Technology	Sewer Charge Administrator/Finance Clerk	\$50,745.07		
	Secretary (part-time)		\$10.42	\$20.36 per hour
Office of Engineering/Building	Finance Clerk (part-time)		\$10.42	\$20.36 per hour
	Director	\$79,657.96		
Public Buildings	Municipal Information Technologist	\$75,850.00		
	Building Commissioner	\$96,189.63		
Department of Senior Services	Building Inspector	\$64,545.05		
	Planning and Zoning Coordinator	\$53,379.08		
Public Buildings	Administrative Assistant	\$50,745.07	\$9.71	\$21.66 per hour
	Inspectors (part-time)			
Public Buildings	Facility & Maintenance Mgr.		\$27.65	\$30.98 per hour
	Maintenance Coordinator		\$27.64	\$29.49 per hour
Department of Recreation	Public Buildings/Event Coord. (part-time)		\$12.00	\$15.00 per hour
	Custodians		\$20.35	\$23.25 per hour
Department of Senior Services	Custodians (part-time)		\$8.55	\$16.88 per hour
	Temporary Labor		\$8.55	\$16.88 per hour
Department of Senior Services	Director of Senior Services	\$81,761.16		
	Program Coordinator	\$54,354.04		
Department of Senior Services	Administrative Assistant	\$50,745.07		
	Transportation/Gift Shop Coordinator	\$50,745.07		
Department of Senior Services	Food Service Coordinator		\$10.57	\$21.38 per hour
	Custodian (full-time)		\$8.55	\$20.48 per hour
Department of Senior Services	Social Worker (part-time)		\$16.55	\$24.31 per hour
	Custodian/Housekeeper (part-time)		\$8.55	\$20.27 per hour
Department of Senior Services	Instructors (part-time)		\$8.55	\$54.27 per hour
	Van Drivers, Clerks and Kitchen (part-time)		\$8.55	\$15.51 per hour
Department of Recreation	Director	\$96,189.63		
	Maintenance Manager	\$56,409.63		
Department of Recreation	Civic Center Manager	\$62,677.08		
	Recreation Supervisor	\$57,477.18		
Department of Recreation	Program Supervisor	\$54,354.07		
	Aquatics Manager	\$53,379.08		
Department of Recreation	Administrative Coordinator	\$53,379.08		
	Administrative/IT Coordinator	\$45,670.56		
Department of Recreation	Facility Supervisor		\$23.49	\$25.30 per hour
	Maintenance Coordinator		\$27.64	\$29.49 per hour
Department of Recreation	Supervisors (part-time)		\$8.55	\$26.93 per hour

	Life Guards (part-time)					
	Kid's Cove Assistant				\$8.55	\$15.90 per hour
	Youth Sports Asst./Rink Guards (part-time)				\$8.55	\$13.24 per hour
	Skate Shop Assistant (part-time)				\$8.55	\$13.24 per hour
	Cashiers (part-time)				\$8.55	\$13.24 per hour
	Clerks (part-time)				\$8.55	\$13.24 per hour
	Concession Personnel (part-time)				\$8.55	\$19.86 per hour
	Coordinators (part-time)				\$8.55	\$13.24 per hour
	Custodian/Housekeeper (part-time)				\$8.55	\$19.86 per hour
	Instructors (part-time)				\$8.55	\$20.68 per hour
	Temporary Labor				\$8.55	\$55.36 per hour
						\$14.03 per hour

Fire Division	Chief	\$101,807.97		
	Captains	\$98,675.38		
	Lieutenants	\$87,323.34		
	Firefighter (after 2 years)	\$76,936.86		
	Firefighter (after 1 year)	\$67,821.45		
	Firefighter (starting)	\$58,853.43		
	Firefighter - Temporary	\$52,523.94		
	Fire Prevention Officer	\$87,323.34		
	Administrative Assistant	\$50,745.07		

Department	Position	Compensation	
		Not to exceed	Minimum Maximum
Police Division	Chief	\$101,807.97	
	Lieutenant/Executive Staff Assistant	\$99,324.85	
	Lieutenants	\$99,324.85	
	Sergeant	\$87,898.10	
	Hired after 1/1/09		
	Patrol Officer - after 4 years of service	\$77,443.26	
	Patrol Officer - after 3 years of service	\$72,437.08	
	Patrol Officer - after 2 years of service	\$67,698.21	
	Patrol Officer - after 1 year of service	\$63,328.53	
	Patrol Officer - starting	\$59,240.92	
	Police Dispatcher	\$44,672.46	
	Police Secretary	\$44,672.46	
	Police Operations Manager/YSC	\$65,803.94	
	Juvenile Diversion Coordinator		
	Animal Control Officer/C.S.O.		
	Community Service Officer (part-time)		
	Dispatcher (part-time)		
	Security Patrol (seasonal)		
	School Guards (seasonal)		

WWTP	Superintendent	\$90,512.66		
	Assistant Superintendent - Operations and Maintenance	\$75,977.27		

Department	Position	Compensation	
		Not to exceed	Minimum Maximum
Service Division	Commissioner	\$96,189.63	
	Traffic Engineer	\$72,384.53	
	Administrative Coordinator	\$58,274.12	
	Lead Supervisor	A	\$31.24
	Lead Supervisor	B	\$30.30
			\$32.13
			\$31.11

		Step	1	2	3	4
Service Grade A Skilled Laborers (Mechanics, Carpenters, Electricians, Playground Inspectors, Painters and Welders) Traffic Signal Technicians	Service Grade	A				\$28.04
	Service Grade	B				\$26.05
	Service Grade	C				\$25.37
	Service Grade	D				\$23.82
	Service Grade	E				\$23.26
	Service Grade	F	\$21.04	\$21.44	\$21.92	\$22.56
	Service Grade	G	\$14.91	\$16.16	\$17.78	\$18.66
	Temporary Labor w/CDL	A	\$17.00			
	Temporary Labor w/o CDL, Summer or	B	\$10.76	\$11.48	\$12.18	\$12.90
	General Labor (part-time)	C	\$8.96	\$9.33	\$9.69	\$10.01
Service Grade B Crew Leader Signs/Marking Specialists						
Service Grade C Special Equipment Operators (Arborist, Backhoe Operator Driver, VacAll Operator Driver, Sweeper Operator Driver, Sewer Jet Operator, Skid Steer Loader 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/YSC	\$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	\$800 if uniforms not provided
Maintenance Coordinator	\$800 if uniforms not provided
Custodians	\$800 if uniforms not provided
Recreation Department*	
Facility Supervisor	\$800 if uniforms not provided
Maintenance Manager	\$800 if uniforms not provided
Senior Center	
Custodian (full-time)	\$800 if uniforms not provided
Service Division*	
Commissioner	\$800 if uniforms not provided
Lead Supervisors	\$800 if uniforms not provided
Traffic Engineer	\$800 if uniforms not provided
Administrative Coordinator	\$800 if uniforms not provided**
Bargaining Unit Employees	\$800 if uniforms not provided

WWTP

Superintendent \$450 for work shoe allowance + uniforms provided
Assistant Superintendent \$450 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 \$550 instead of \$800 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.

**In addition , a one time amount of \$700.00 to be paid for the 2017 calendar year

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 designaed 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.