

ORDINANCE NO: 83-20
FIRST READING: 11.9.20
SECOND READING: 11.23.20
THIRD READING: 12.14.20
BY: MICHAEL P. O'DONNELL

AN EMERGENCY ORDINANCE CREATING POSITIONS AND FIXING OR
ESTABLISHING THE ANNUAL SALARIES AND HOURLY RATES COMMENCING
JANUARY 1, 2021 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, 2021,
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, 2021.

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Ordinances inconsistent herewith shall be and are hereby repealed.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 14th, 2020

JAMES W. MORAN
PRESIDENT OF COUNCIL

PRESENTED

TO MAYOR: December 14th, 2020 APPROVED: December 14th, 2020

WITNESSETH:

JUSAN G. PEASE
CLERK OF COUNCIL

PAMELA E. BOBST
MAYOR

APPROVED AS TO FORM:

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. 83-20 ADOPTED BY THE COUNCIL OF SAID CITY
ON THE 14th DAY OF December 20 20 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. 83-20

ANDREW D. BEMER
DIRECTOR OF LAW

IN WITNESS WHEREOF, I HAVE HEREUNTO SUBSCRIBED
MY NAME AND AFFIXED MY OFFICIAL SEAL THIS 14th DAY OF
December 20 20.

Andrew D. Bemmer
CLERK OF COUNCIL OF THE CITY OF ROCKY RIVER, OHIO

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 14th day of December, 20 20.

Andrew D. Pease
Clerk of Council of the City of Rocky River, Ohio

Department	Position	Compensation		
		Not to exceed	Per Meeting	Per Month
Council	Clerk of Council	\$34,479.68		
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	\$9,378.10		
Planning Commission	Members (exc. Mayor)		\$50.00	
	Secretary (exc. Director or Commissioner)		\$75.00	
Parks & Recreation Commission	Members		None	None
Board of Tax Review	Members		None	None
Administration				
		Not to exceed	Minimum	Maximum
Office of the Mayor	Executive/Legal Asst to Mayor & Law Dept	\$64,308.44		
Office of the Law Director	Assistant Law Director	\$32,697.94		
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	\$109,903.44		
	Safety Service Coordinator	\$58,415.63		
	Public Works Coordinator	\$66,691.42	\$15.41	\$22.26
	Public Works Inspector (part-time)		\$10.15	\$19.46 per hour
Office of Finance	Director	\$109,903.44		
	Finance Manager	\$66,691.42		
	Finance Clerk	\$54,444.08		
	Sewer Charge Administrator/Finance Clerk	\$54,444.08		
Office of Human Resources	Director	\$83,894.77		
Information Technology	Municipal Information Technologist	\$79,884.27		
Office of Engineering/Building	Building Commissioner	\$101,583.14		
	Building Inspector	\$67,978.04		
	Planning and Zoning Coordinator	\$56,218.18		
	Administrative Assistant	\$53,444.08	\$9.98	\$22.26 per hour
Public Buildings	Inspectors (part-time)			
	Facility & Maintenance Mgr.		\$28.41	\$34.93 per hour
	Maintenance Coordinator		\$29.11	\$31.06 per hour
	Event Coordinator		\$18.50	\$26.97 per hour
	Custodians		\$21.43	\$24.49 per hour
	Custodians (part-time)		\$8.80	\$17.78 per hour

Department	Position	Compensation		
		Not to exceed	Minimum	Maximum
Department of Senior Services	Director of Senior Services	\$86,109.83		
	Program Coordinator	\$57,244.99		
	Administrative Assistant	\$53,444.08		
	Transportation/Gift Shop Coordinator	\$53,444.08		
	Social Worker			
	Food Service Coordinator		\$11.13	\$22.51 per hour
	Custodian		\$8.80	\$21.57 per hour
	Custodian/Housekeeper (part-time)			
	Instructors (part-time)		\$8.80	\$20.27 per hour
	Drivers, Clerks and Kitchen (part-time)		\$8.80	\$54.27 per hour
Department of Recreation	Director	\$101,305.72		
	Assistant Director	\$66,010.72		
	Manager, Sports & Fitness	\$60,534.25		
	Manager, Fitness & Community Programs	\$60,534.25		
	Manager, Aquatics & Safety	\$60,534.25		
	Administrative Coordinator	\$56,218.18		
	Marketing & Membership Coordinator	\$56,218.18		
	Recreation Facilities Coordinator		\$24.73	\$26.64 per hour
	Recreation Grade A	Step 1	Step 2	Step 3
	Recreation Grade B	\$23.95 \$22.12	\$24.34 \$22.89	\$24.70 \$23.76
	Supervisors - Facility, Rink, Aquatics (part-time)		\$10.00	\$15.00 per hour
	Life Guard (part-time)		\$9.25	\$11.30 per hour
	Assistant - Youth Sports, Rink, Kids Cove (part-time)		\$8.80	\$11.30 per hour
	Clerks - Welcome Desk, Pool, Rink, Concession (part-time)		\$8.80	\$11.30 per hour
	Program Supervisor - Fitness, Concession, Youth, Sports, Membership (part-time)		\$10.00	\$20.00 per hour
	Custodian/Housekeeper (part-time)		\$8.80	\$18.00 per hour
	Instructors - Various (part-time)		\$8.80	\$30.00 per hour
	Maintenance Technician (part-time)		\$11.00	\$15.00 per hour
	Administrative Assistant (part-time)		\$12.00	\$20.00 per hour
	Temporary/Seasonal Labor - A - Paid Interns			\$9.00 \$15.00
Recreation Grade A - Facility Maintenance Crew Leader				\$9.50 \$13.50
Recreation Grade B - Custodians				
Fire Division	Chief	\$107,222.88		
	Captains	\$103,923.67		
	Lieutenants	\$91,967.85		
	Firefighter (after 2 years)	\$81,028.94		
	Firefighter (after 1 year)	\$71,428.71		
	Firefighter (starting)	\$61,983.70		
	Firefighter - Temporary	\$53,968.35		
	Fire Prevention Officer	\$91,967.85		
	Administrative Assistant		\$13.35	\$15.98 per hour
	Fire Hydrant Painter (Seasonal)	\$53,444.08		

Department	Position	Compensation	
		Not to exceed	Maximum
Police Division	Chief		
	Lieutenant/Executive Staff Assistant	\$107,222.88	
	Lieutenants	\$104,607.69	
	Sergeant	\$104,607.69	
		\$92,573.18	
	Patrol Officer - after 4 years of service	\$81,562.27	
	Patrol Officer - after 3 years of service	\$76,289.83	
	Patrol Officer - after 2 years of service	\$71,298.90	
	Patrol Officer - after 1 year of service	\$66,696.81	
	Patrol Officer - starting	\$62,391.80	
	Police Dispatcher	\$47,048.47	
	Police Secretary	\$47,048.47	
	Police Operations Manager/YSC	\$69,303.89	
	Juvenile Diversion Coordinator		\$125.00 per mtg
	Animal Control Officer/C.S.O.		\$31.06 per hour
	Community Service Officer (part-time)		\$21.04 per hour
	Dispatcher (part-time)		\$20.62 per hour
	School Guards (seasonal)		\$12.30 per hour
WWTP	Superintendent		
	Assistant Superintendent -	\$95,326.81	
	Operations and Maintenance	\$80,018.31	
	Pre-Treatment and Lab. Coordinator		
	Administrative Assistant	\$68,390.40	
		\$45,210.00	
	Crew Leader of Ops & Crew Leader of Mntce.		\$31.21
	Probationary rate		\$28.99
	Operators		
	III		\$29.72
	Probationary rate		\$28.60
	II		\$28.35
	Probationary rate		\$27.25
	I - after 1 year		\$27.14
	Probationary rate		\$23.62
	Maintenance Mechanic		
	III - after 60 months		\$30.08
	II - after 36 months		\$28.76
	I - after 12 months		\$27.30
	Probationary rate		\$23.87
	Instrumentation Maint. Tech.		
	Probationary rate		\$30.08
			\$27.64
	Lab Tech		
	Probationary rate		\$30.71
			\$27.27
	Temporary Labor		
		\$10.11	\$12.64 per hour

Department	Position	Compensation		
		Not to exceed	Minimum	Maximum
Service Division	Commissioner	\$101,274.89		
	Traffic Engineer	\$76,234.48		
	Administrative Coordinator	\$61,373.57		
	Lead Supervisor	A	\$32.90	\$33.84
	Lead Supervisor	B	\$31.91	\$32.77
		Step	1	2
				3
				4
	Service Grade	A		\$29.53
	Service Grade	B		\$27.43
Service Grade A	Service Grade	C		\$26.72
	Service Grade	D		\$25.09
	Service Grade	E		\$24.50
	Service Grade	F	\$22.16	\$22.58
	Service Grade	G	\$15.70	\$17.02
	Service Grade	A	\$17.90	\$19.66
	Temporary Labor w/CDL	B	\$11.32	\$12.09
	Temporary Labor w/o CDL, Summer or	C	\$8.80	\$9.82
	General Labor (part-time)			\$10.20
				\$10.54
Service Grade A				
Skilled Laborers (Mechanics, Carpenters, Electricians, Playground Inspectors, Painters and Welders)				
Traffic Signal Technicians				
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, Semi-Truck, Brush Truck Operator Driver and White Goods Operator Driver)				
Service Grades D, E, F and G				
General Laborers				

ADDITIONAL CRITERIA

Interim or Acting Assignment (Assuming Responsibilities of a Position Temporarily)

An employee may be placed in an interim or acting position (exempt) by the designated authority and the pay will be reflectrf as presented in this wage ordinance.

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	\$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	\$800 if uniforms not provided
Assistant Superintendent	\$800 if uniforms not provided
Pre-Treatment and Lab. Coord.	\$800 if uniforms not provided
Bargaining Unit Employees	\$800 if uniforms not 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.

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.