

ORDINANCE NO: 74-21

FIRST READING: 10.11.21

SECOND READING: 10.25.21

THIRD READING: 11.8.21

BY: MICHAEL P. O'DONNELL

AN EMERGENCY ORDINANCE AMENDING ORDINANCE 83-20 FOR 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heretofore adopted by the City of Rocky River or parts of Ordinances inconsistent herewith shall be and are hereby repealed.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: November 8th, 2021

James W. Moran
JAMES W. MORAN
PRESIDENT OF COUNCIL

PRESENTED

TO MAYOR: November 8th, 2021 APPROVED: November 8th, 2021

ATTEST:

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 8th day of November, 20 21.

Andrew G. Pease
ANDREW D. BEMER
DIRECTOR OF LAW

City of Rocky River } ss
County of Cuyahoga }

APPROVED AS TO FORM:

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. 74-21 ADOPTED BY THE COUNCIL OF SAID CITY ON THE 8th DAY OF November, 20 21 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. 74-21

IN WITNESS WHEREOF, I HAVE HEREUNTO SUBSCRIBED MY NAME AND AFFIXED MY OFFICIAL SEAL THIS 8th DAY OF November, 20 21.

Andrew G. 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	\$9,378.10	\$30.00
	Secretary		
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
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	\$53,444.08	
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	\$61,978.80	\$11.13	\$22.51 per hour
	Food Service Coordinator		\$8.80	\$21.57 per hour
	Custodian			
	Custodian/Housekeeper (part-time)		\$8.80	\$20.27 per hour
	Instructors (part-time)		\$8.80	\$54.27 per hour
	Drivers, Clerks and Kitchen (part-time)		\$8.80	\$16.34 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	\$24.73	\$26.64 per hour
	Recreation Facilities Coordinator			
	Recreation Grade A	Step 1	Step 2	Step 3
	Recreation Grade B	\$23.95	\$24.34	\$24.70
	Supervisors - Facility, Rink, Aquatics (part-time)	\$22.12	\$22.89	\$23.76
	Life Guard (part-time)			\$25.05
	Assistant - Youth Sports, Rink, Kids Cove (part-time)		\$10.00	\$15.00 per hour
	Clerks - Welcome Desk, Pool, Rink, Concession (part-time)		\$9.25	\$11.30 per hour
	Program Supervisor - Fitness, Concession, Youth, Sports, Membership (part-time)		\$8.80	\$11.30 per hour
	Custodian/Housekeeper (part-time)		\$8.80	\$11.30 per hour
	Instructors - Various (part-time)		\$10.00	\$20.00 per hour
	Maintenance Technician (part-time)		\$8.80	\$18.00 per hour
	Administrative Assistant (part-time)		\$8.80	\$30.00 per hour
	Temporary/Seasonal Labor - A - Paid Interns		\$11.00	\$15.00 per hour
	Temporary/Seasonal Labor - B - Parks & Grounds		\$12.00	\$20.00 per hour
			\$9.00	\$15.00
			\$9.50	\$13.50
Recreation Grade A - Facility Maintenance Crew Leader				
	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	\$53,444.08	\$13.35	\$15.98 per hour
	Fire Hydrant Painter (Seasonal)			

Department	Position	Compensation	
		Not to exceed	Maximum
Police Division	Chief	\$107,222.88	
	Lieutenant/Executive Staff Assistant	\$104,607.69	
	Lieutenants	\$104,607.69	
	Sergeant	\$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
WWTP	School Guards (seasonal)		\$12.30 per hour
	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

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*	
Recreation Facilities Coordinator	\$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 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.