

AMENDED ORDINANCE NO. 76-22

FIRST READING: 11.14.22

SECOND READING: 11.28.22

THIRD READING: 12.19.22

BY: JAMES W. MORAN

AN EMERGENCY ORDINANCE CREATING POSITIONS AND FIXING OR
ESTABLISHING THE ANNUAL SALARIES AND HOURLY RATES COMMENCING
JANUARY 1, 2023 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, 2023,
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, 2023.

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Ordinances inconsistent herewith shall be and are hereby repealed.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 19th, 2022

JAMES W. MORAN

PRESIDENT OF COUNCIL

PRESENTED

TO MAYOR: December 19th, 2022 APPROVED: December 19th, 2022

ATTEST:

JAMES W. MORAN

JAMES W. MORAN

CLERK OF COUNCIL

APPROVED AS TO FORM:

City of Rocky River } ss
County of Cuyahoga }

THOMAS G. O'SHEA
DIRECTOR OF LAW

PAMELA E. BOBST

PAMELA E. BOBST

MAYOR

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 19th day of December, 2022.

Thomas G. O'Shea

Clerk of Council of the City of Rocky River, Ohio

IN WITNESS WHEREOF, I HAVE HEREUNTO SUBSCRIBED
MY NAME AND AFFIXED MY OFFICIAL SEAL THIS 19th DAY OF
December, 2022.

James W. Moran

Department	Position	Compensation	
		Not to exceed	Per Meeting Per Month
Council	Clerk of Council	\$36,490.71	
Boards & Commissions	Members		\$50.00
	Secretary (exc. Director or Commissioner)		\$75.00
	Members		\$50.00
	Secretary (exc. Director or Commissioner)		\$75.00
	Members	\$9,925.08	\$30.00
	Secretary		
Planning Commission	Members (exc. Mayor)		\$50.00
Parks & Recreation Commission	Secretary (exc. Director or Commissioner)		\$75.00
	Members		None
Board of Tax Review	Members		None
Administration		Not to exceed	Minimum Maximum
Office of the Mayor	Executive/Legal Asst to Mayor & Law Dept	\$68,059.23	
Office of the Law Director	Assistant Law Director	\$41,200.00	
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	\$116,313.55	
	Safety Service Coordinator	\$61,822.72	
	Public Works Coordinator	\$70,581.19	
	Public Works Inspector (part-time)		\$15.87 \$22.93
Office of Finance	Receptionists		\$12.50 \$20.04 per hour
	Director	\$116,313.55	
	Assistant Director	\$92,000.00	
	Finance Manager	\$70,581.19	
	Finance Clerk	\$57,619.53	
Office of Human Resources	Sewer Charge Administrator/Finance Clerk	\$56,561.20	
	Director	\$88,787.94	
Information Technology	Municipal Information Technologist Technology Assistant	\$84,543.52	\$18.54 \$27.81 per hour
Office of Engineering/Building	Director - Planning and Community Development	\$92,000.00	
	Building Commissioner	\$107,507.98	
	Building Inspector	\$71,942.86	
	Planning and Zoning Coordinator	\$59,497.11	
	Administrative Assistant	\$56,561.20	\$12.50 \$23.56 per hour
	Inspectors (part-time)		
Public Buildings	Director of Public Facilities and Maintenance	\$76,890.74	
	Maintenance Coordinator		\$29.91 \$32.87 per hour
	Event Coordinator		\$18.50 \$28.54 per hour
	Custodians		\$22.02 \$25.91 per hour
	Custodians (part-time)		\$10.10 \$18.82 per hour
Department of Senior Services	Director of Senior Services	\$91,132.19	
	Program Coordinator	\$60,583.81	
	Administrative Assistant	\$56,561.20	
	Transportation/Gift Shop Coordinator	\$56,561.20	
	Social Worker	\$65,593.71	\$12.50 \$23.82 per hour
	Food Service Coordinator		\$10.10 \$25.91 per hour
	Custodian		\$10.10 \$20.27 per hour
	Custodian/Housekeeper (part-time)		\$10.10 \$54.27 per hour
Department of Recreation	Instructors (part-time)		\$10.10
	Drivers, Clerks and Kitchen Assistant (part-time)		\$10.10 \$17.28 per hour
	Director	\$107,214.38	
	Assistant Director	\$75,000.00	
	Manager, Sports & Leagues	\$64,064.91	
	Manager, Fitness & Community Programs	\$64,064.91	
	Manager, Aquatics & Safety	\$64,064.91	
	Recreation Program Coordinator	\$59,497.11	
	Marketing & Membership Coordinator	\$59,497.11	
	Administrative Coordinator	\$56,561.20	\$25.47 \$28.19 per hour
	Recreation Facilities Coordinator		
	Recreation Grade A	Step 1	Step 2 Step 3 Step 4
	Recreation Grade B	\$25.35 \$23.41	\$25.76 \$26.14 \$25.14 \$26.51 \$26.09
	Supervisors - Assistant, Facility, Rink, Aquatics (part-time)		\$10.10 \$20.00 per hour
	Life Guard (part-time)		\$10.10 \$18.00 per hour
	Assistant - Youth Sports, Rink, Kids Cove (part-time)		\$10.10 \$15.00 per hour
	Clerks - Welcome Desk, Pool, Rink, Concession (part-time)		\$10.10 \$15.00 per hour
	Program Supervisor - Fitness, Concession, Youth, Sports, Membership (part-time)		\$10.10 \$20.00 per hour
	Custodian/Housekeeper (part-time)		\$10.10 \$18.00 per hour
	Instructors/Trainers - Various (part-time)		\$10.10 \$30.00 per hour
Recreation Grade A - Recreation Field and Maintenance Lead Recreation Grade B - Custodians	Maintenance Technician (part-time)		\$10.10 \$20.00 per hour
	Administrative Assistant (part-time)		\$12.00 \$20.00 per hour
	Temporary/Seasonal Labor - A - Paid Interns		\$10.10 \$15.00
	Temporary/Seasonal Labor - B - Parks & Grounds		\$10.10 \$15.00
Fire Division	Chief	\$113,476.66	
	Captains	\$109,985.02	
	Lieutenants	\$97,331.88	
	Firefighter (after 2 years)	\$85,754.96	
	Firefighter (after 1 year)	\$75,594.79	
	Firefighter (starting)	\$65,598.90	
	Firefighter - Temporary	\$57,116.05	
	Fire Prevention Officer	\$97,331.88	
	Administrative Assistant	\$56,561.20	\$13.35 \$17.00 per hour
	Fire Hydrant Painter (Seasonal)		

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For Firefighters Hired After 1/1/2023	
Firefighter (after 3 years)	\$85,754.96
Firefighter (after 2 years)	\$79,244.01
Firefighter (after 1 year)	\$71,391.00
Firefighter (starting)	\$64,316.22

Department	Position	Compensation	
		Not to exceed	Maximum
Police Division	Chief	\$113,476.66	
	Lieutenant/Executive Staff Assistant	\$110,708.93	
	Lieutenants	\$110,708.93	
	Sergeant	\$97,972.51	
	Patrol Officer - after 4 years of service	\$86,319.39	
	Patrol Officer - after 3 years of service	\$80,739.43	
	Patrol Officer - after 2 years of service	\$75,457.41	
	Patrol Officer - after 1 year of service	\$70,586.90	
	Patrol Officer - starting	\$66,030.80	
	Police Dispatcher	\$49,792.57	
	Police Secretary	\$49,792.57	
	Jailer	\$53,560.00	
	Police Operations Manager/YSC	\$73,346.04	
	Juvenile Diversion Coordinator		\$125.00 per mtg
	Animal Control Officer/C.S.O.		\$32.88 per hour
	Community Service Officer (part-time)		\$22.27 per hour
	Jailer (part-time)		\$18.05 per hour
	Dispatcher (part-time)		\$25.75 per hour
	School Guards (seasonal)		\$21.83 per hour
			\$15.00 per hour

WWTP	Superintendent	\$111,124.13	
	Assistant Superintendent - Operations and Maintenance	\$95,249.25	
	Pre-Treatment and Lab. Coordinator	\$74,000.00	
	Administrative Assistant	\$56,561.20	

Crew Leader of Maintenance		\$34.50
Probationary rate		\$32.08
Crew Leader of Operations		\$33.02
Probationary rate		\$30.68

Operators		
III		
Probationary rate		\$31.46
		\$30.27
II		
Probationary rate		\$30.00
		\$28.84
I - after 1 year		
Probationary rate		\$28.73
		\$25.00

Maintenance Mechanic		
III - after 60 months		\$31.84
II - after 36 months		\$30.44
I - after 12 months		\$28.89
Probationary rate		\$25.26

Instrumentation Maint. Tech.		\$31.84
Probationary rate		\$29.25

Lab Tech		\$32.51
Probationary rate		\$28.86

Temporary Labor	\$11.00	\$15.00	per hour
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Department	Position	Compensation	
		Not to exceed	Maximum
Service Division	Commissioner	\$107,181.75	
	Lead Supervisor - Traffic	\$80,680.86	
	Administrative Coordinator	\$64,953.18	
	Lead Supervisor	A	\$34.81
	Lead Supervisor	B	\$33.77
			\$35.81
			\$34.68
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Directors, Commissioners, and Chiefs of Divisions and Departments	Directors, Commissioners, and Chiefs of Divisions and Departments		
	Directors, Commissioners, and Chiefs of Divisions and Departments		
	Directors, Commissioners, and Chiefs of Divisions and Departments		
	Directors, Commissioners, and Chiefs of Divisions and Departments		
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	Directors, Commissioners, and Chiefs of Divisions and Departments		

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 reflected 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 \$0.75 per hour for all such employees working second, third, and swing shift.

Shift Premium Pay
Any employee assigned to the primary rescue squad during their shift shall receive an hourly increase of two dollars (\$2.00) per hour. Personnel on overtime will not receive this increase.

UNIFORM ALLOWANCE
Following are the uniform allowances for full-time employees:

<i>Department/Position Title</i>	<i>Uniform Allowance Amount per year</i>
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 *	
Director of Public Facilities & Maint.	\$900 if uniforms not provided
Maintenance Coordinator	\$900 if uniforms not provided
Custodians	\$900 if uniforms not provided
Recreation Department*	
Recreation Facilities Coordinator	\$900 if uniforms not provided
Safety Service Department	
Public Works Coordinator	\$400 if uniforms not provided
Senior Center	
Custodian (full-time)	\$900 if uniforms not provided
Service Division*	
Commissioner	\$900 if uniforms not provided
Lead Supervisors	\$900 if uniforms not provided
Traffic Engineer	\$900 if uniforms not provided
Administrative Coordinator	\$900 if uniforms not provided
Bargaining Unit Employees	\$900 if uniforms not provided
WWTP	
Superintendent	\$900 if uniforms not provided
Assistant Superintendent	\$900 if uniforms not provided
Pre-Treatment and Lab. Coord.	\$900 if uniforms not provided
Bargaining Unit Employees	\$900 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 \$650 instead of \$900 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.

<i>Employees hired before January 1, 2003:</i>	<i>Percentage of Applicable Annual Salary or Wage</i>
Years of Service	
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.)

<i>Employees hired after January 1, 2003:</i>	<i>Amount</i>
Years of Service	
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.

COMMERCIAL DRIVER'S LICENSE STIPEND
The Lead Supervisors of the Service Department shall receive the following stipend for maintaining the required Commercial Driver's for their position:
Class A CDL: \$300.00
Class B CDL: \$200.00
This amount will be paid annually in the month of January

WASTEWATER ANALYST LICENSURE STIPEND
The Pre-Treatment and Laboratory Coordinator of the Wastewater Treatment Plant shall receive the following stipend for maintaining Wastewater Analyst Licensure for their position:
Level IV: \$1,500.00
This amount will be paid annually in the month of January