

ORDINANCE NO: 101-23

FIRST READING: 11.13.23
SECOND READING: 11.27.23
THIRD READING: 12.11.23

BY: JAMES W. MORAN

AN EMERGENCY ORDINANCE CREATING POSITIONS AND FIXING OR ESTABLISHING THE ANNUAL SALARIES AND HOURLY RATES COMMENCING JANUARY 1, 2024 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, 2024, 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, 2024.

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heretofore adopted by the City of Rocky River or parts of Ordinances inconsistent herewith shall be and are hereby repealed.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 11th, 2023

JAMES W. MORAN

JAMES W. MORAN
PRESIDENT OF COUNCIL

PRESENTED

TO MAYOR: December 11th, 2023

APPROVED: December 11th, 2023

ATTEST:

Angela G. Pease
SUSAN G. PEASE
CLERK OF COUNCIL

Pamela E. Bobst
PAMELA E. BOBST
MAYOR

APPROVED AS TO FORM:

Michael O'Shea
MICHAEL O'SHEA
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. 101-23 ADOPTED BY THE COUNCIL OF SAID CITY ON THE 11th DAY OF December, 2023 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. 101-23

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 11th day of December, 2023.

Angela G. Pease
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 11th DAY OF December, 2023.

Angela G. Pease
CLERK OF COUNCIL OF THE CITY OF ROCKY RIVER, OHIO

EXHIBIT "A"

Ord:
101-23
Exhibit A

Department	Position	Compensation Not to exceed	Per Meeting	Per Month
Council	Clerk of Council	\$37,585.43		
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	\$10,222.83		
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	Position	Compensation Not to exceed	Per Hour Minimum	Per Hour Maximum
Office of the Mayor	Executive/Legal Asst to Mayor & Law Dept	\$75,101.00		
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.	Assistant Law Director	\$42,436.00		
Office of the Director of Public Safety-Service	Director	\$122,199.02		
	Safety Service Coordinator	\$66,000.00		
	Public Works Coordinator	\$72,698.63		
	Sewer Program Coordinator	\$64,000.00		
	Public Works Inspector (part-time)		\$15.87	\$23.62
Office of Finance	Receptionists		\$15.00	\$20.64
	Director	\$119,802.96		
	Assistant Director	\$94,760.00		
	Finance Manager	\$76,800.00		
Office of Human Resources	Finance Clerk	\$59,348.12		
	Sewer Charge Administrator/Finance Clerk	\$58,258.04		
	Director	\$91,451.58		
Information Technology	Municipal Information Technologist	\$87,079.83	\$19.10	\$28.64
	Technology Assistant			
Office of Engineering/Building	Director - Planning and Community Development	\$94,760.00		
	Building Commissioner	\$110,733.22		
	Building Inspector	\$76,101.15		
	Property Maintenance Inspector	\$56,000.00		
	Planning and Zoning Coordinator	\$64,000.00		
	Administrative Assistant	\$58,258.04		
Public Buildings	Inspectors (part-time)		\$15.00	\$24.27
	Director of Public Facilities and Maintenance	\$79,197.46		
	Maintenance Coordinator		\$29.91	\$33.86
	Event Coordinator		\$18.50	\$29.40
	Custodians		\$22.02	\$26.69
	Custodians (part-time)		\$15.00	\$20.27

Department of Senior Services	Position	Compensation Not to exceed	Per Hour Minimum	Per Hour Maximum
Department of Senior Services	Director of Senior Services	\$93,866.16		
	Program Coordinator	\$64,000.00		
	Administrative Assistant	\$58,258.04		
	Transportation/Gift Shop Coordinator	\$58,258.04		
	Social Worker	\$67,561.52		
	Food Service Coordinator		\$15.00	\$24.53
	Instructors (part-time)		\$10.45	\$54.27
Drivers, Clerks and Kitchen Assistant (part-time)			\$10.45	\$18.00

Department of Recreation	Position	Compensation Not to exceed	Per Hour Minimum	Per Hour Maximum
Department of Recreation	Director	\$110,430.81		
	Assistant Director	\$77,250.00		
	Manager, Sports & Leagues	\$65,986.86		
	Manager, Fitness & Community Programs	\$65,986.86		
	Manager, Aquatics & Safety	\$65,986.86		
	Recreation Program Coordinator	\$61,282.02		
	Marketing & Membership Coordinator	\$61,282.02		
	Administrative Coordinator	\$58,258.04		
	Recreation Facilities Coordinator		\$25.47	\$29.04

	Step 1	Step 2	Step 3	Step 4
Recreation Grade A - Recreation Field and Maintenance	\$26.11	\$26.53	\$26.92	\$27.31
Recreation Grade B - Custodians	\$24.11	\$24.96	\$25.89	\$26.87

Supervisors - Assistant, Facility, Rink, Aquatics (part-time)
Life Guard (part-time)
Assistant - Youth Sports, Rink, Kids Cove (part-time)
Clerks - Welcome Desk, Pool, Rink, Concession (part-time)
Program Supervisor - Fitness, Concession, Youth, Sports, Membership (part-time)
Custodian/Housekeeper (part-time)
Instructors/Trainers - Various (part-time)
Maintenance Technician (part-time)
Administrative Assistant (part-time)

Temporary/Seasonal Labor - A - Paid Interns
Temporary/Seasonal Labor - B - Parks & Grounds

Fire Division	Position	Compensation Not to exceed	Per Hour Minimum	Per Hour Maximum
Fire Division	Chief	\$116,880.96		
	Captains	\$113,284.57		
	Lieutenants	\$100,251.84		
	Firefighter (after 2 years)	\$88,327.61		
	Firefighter (after 1 year)	\$77,862.63		
	Firefighter (starting)	\$67,566.87		
	Firefighter - Temporary	\$58,829.53		
	Fire Prevention Officer	\$100,251.84		
	Administrative Assistant	\$58,258.04		
	Fire Hydrant Painter (Seasonal)		\$15.00	\$17.50

For Firefighters Hired After 1/1/2023

Firefighter (after 3 years)	\$88,327.61
Firefighter (after 2 years)	\$81,621.33
Firefighter (after 1 year)	\$73,532.73
Firefighter (starting)	\$66,245.71

EXHIBIT "A"

Police Division	Position	Compensation Not to exceed	Per Hour Minimum	Per Hour Maximum	Per Meeting
WWTP	Chief	\$116,880.96			
	Lieutenant/Executive Staff Assistant	\$114,030.20			
	Lieutenants	\$114,030.20			
	Sergeant	\$100,911.69			
	Patrol Officer - after 4 years of service	\$88,908.97			
	Patrol Officer - after 3 years of service	\$83,161.62			
	Patrol Officer - after 2 years of service	\$77,721.13			
	Patrol Officer - after 1 year of service	\$72,704.51			
	Patrol Officer - starting	\$68,011.73			
	Police Dispatcher	\$59,740.00			
	Administrative Coordinator	\$64,953.18			
	Jailer	\$59,740.00			
	Police Operations Manager/YSC	\$75,546.42	\$32.70	\$42.74	\$125.00
	School Year Only SRO				
	Juvenile Diversion Coordinator				
	Animal Control Officer/C.S.O.		\$18.59	\$33.87	
	Marine Patrol Officer (part-time)		\$32.70	\$42.74	
	Community Service Officer (part-time)		\$18.59	\$22.94	
	Jailer (part-time)		\$18.59	\$26.52	
	Administrative Assistant (part-time)		\$16.00	\$22.66	
	Dispatcher (part-time)		\$23.69	\$28.72	
	School Guards (seasonal)		\$10.45	\$15.45	
	Superintendent	\$114,457.85			
	Assistant Superintendent - Operations and Maintenance	\$98,106.72			
	Pre-Treatment and Lab. Coordinator	\$76,220.00			
	Administrative Assistant	\$58,258.03			
	Crew Leader of Maintenance			\$35.54	
	Probationary rate			\$33.04	
	Crew Leader of Operations			\$34.01	
	Probationary rate			\$31.60	
	Operators				
	III			\$32.40	
	Probationary rate			\$31.18	
	II			\$30.90	
	Probationary rate			\$29.71	
	I - after 1 year			\$29.59	
	Probationary rate			\$25.75	
	Maintenance Mechanic				
	III - after 60 months			\$32.80	
	II - after 36 months			\$31.35	
	I - after 12 months			\$29.76	
	Probationary rate			\$26.02	
	Instrumentation Maint. Tech.			\$32.80	
	Probationary rate			\$30.13	
	Lab Tech			\$33.49	
	Probationary rate			\$29.73	
	Temporary Labor		\$15.00	\$18.00	

Service Division	Position	Compensation Not to exceed	Per Hour	
			Minimum	Maximum
	Commissioner	\$110,397.20		
	Administrative Coordinator	\$64,953.18		
	Lead Supervisor	A		\$36.88
	Lead Supervisor	B	\$34.78	\$35.72
		Step	1	2
			3	4

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/excavator, VacAll Operator Driver, Sweeper Operator Driver, Sewer Jet Operator, Skid Steer Loader Operator, Semi-Truck, Brush Truck Operator Driver and Bulk 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 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:

Department/Position Title	Uniform Allowance Amount per year
Police Division	
Chief	\$500 + uniforms provided
Police Operations Manager/YSC	\$500 + uniforms provided
Administrative Coordinator	\$500 + uniforms provided
FT Dispatcher	\$500 + uniforms provided
Animal Control Officer/C.S.O.	\$500 + uniforms provided
FT Jailer	\$500 + uniforms provided
Fire Division	
Chief	\$500 + uniforms provided
Public Buildings *	
Director of Pub. Fac. & Maint.	\$900 if uniforms not provided
Maintenance Coordinator	\$900 if uniforms not provided
Custodians	\$900 if uniforms not provided
Recreation Department*	
Recreation Facilities Coord.	\$900 if uniforms not provided
Safety Service Department	
Public Works Coordinator	\$400 if uniforms not provided
Sewer Program Coordinator	\$400 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.

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.

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

CAR ALLOWANCE

Safety Service Director - \$600.00 per month