

# COUNCIL CHAMBER

City of Berea, Ohio

ORDINANCE No. 2019-45

By Nick Haschka Sponsored By Mayor Cyril M. Kleem

## AN ORDINANCE

**AMENDING AND RECONSTITUTING SECTION 175.10, COMPENSATION CLASSIFICATION AND COMPENSATION SCHEDULES, OF CHAPTER 175, CLASSIFICATION AND COMPENSATION, OF TITLE VIII, PERSONNEL PLAN, OF THE CODIFIED ORDINANCES OF THE CITY OF BEREA TO PROVIDE AN UPDATED COMPENSATION SCHEDULE FOR CURRENT AND FUTURE CITY EMPLOYEES, EXPRESSLY REPEALING EXISTING SECTION 175.10 OF THE CODIFIED ORDINANCES, AND DECLARING AN EMERGENCY.**

WHEREAS, Section 175.10 of the Codified Ordinances of the City which establishes the compensation schedule for City employees has not been updated since 2016, and said Section should be repealed and reconstituted to provide an updated compensation schedule for current and future City employees.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Berea, State of Ohio:

**SECTION 1.** That existing Section 175.10 of the Personnel Plan of the Codified Ordinances of the City of Berea, attached hereto as Exhibit "A" and incorporated herein as if fully rewritten, is hereby expressly repealed.

**SECTION 2.** That the revised and reconstituted Section 175.10 of the Personnel Plan of the Codified Ordinances of the City of Berea, attached hereto as Exhibit "B" and incorporated herein as if fully rewritten, is hereby approved and adopted.

**SECTION 3.** That it is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

**SECTION 4.** That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, property, health, safety and welfare, or providing for the usual daily operation of a municipal department, and for the further reason that the amended wage scales should be applicable to existing and future employees of the City at the earliest possible time. Therefore, provided this Ordinance receives the affirmative vote of two-thirds of all members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

PASSED: May 6, 2019

ATTEST: [Signature]  
Clerk of Council

APPROVED: May 16, 2019  
[Signature]  
Mayor

[Signature]  
President of Council

Approved as to Form:

[Signature]  
Director of Law

Exhibit "A"

EMPLOYEES HIRED OR PROMOTED  
2016 - 2018

Grade	Low Salary	High Salary
1	17,679	24,170
2	18,564	25,377
3	19,491	26,646
4	20,466	27,979
5	21,489	29,378
6	22,562	30,847
7	23,690	32,401
8	24,875	34,008
9	26,119	35,709
10	27,425	37,494
11	28,796	39,369
12	30,236	41,338
13	31,749	43,406
14	33,336	45,576
15	35,002	47,854
16	36,752	50,247
17	38,590	52,760
18	40,520	55,399
19	42,546	58,168
20	44,673	61,077
21	46,907	64,130
22	49,253	67,338
23	51,715	70,705
24	54,302	74,237
25	57,016	77,951
26	59,868	81,848
27	62,861	85,940
28	66,002	90,239
29	69,304	94,751
30	72,768	99,488
31	76,407	104,462
32	80,228	109,686
33	78,258	108,053

Exhibit "B"

COMPENSATION SCHEDULE  
2019 - 2021

Grade	Low Salary	High Salary
1	17,679	25,861
2	18,564	27,153
3	19,491	28,511
4	20,466	29,937
5	21,489	31,434
6	22,562	33,006
7	23,690	34,669
8	24,875	36,388
9	26,119	38,208
10	27,425	40,118
11	28,796	42,124
12	30,236	44,231
13	31,749	46,444
14	33,336	48,766
15	35,002	51,203
16	36,752	53,764
17	38,590	56,453
18	40,520	59,276
19	42,546	62,239
20	44,673	65,352
21	46,907	68,619
22	49,253	72,051
23	51,715	75,654
24	54,302	79,433
25	57,016	83,407
26	59,868	87,577
27	62,861	91,955
28	66,002	96,555
29	69,304	101,383
30	72,768	106,452
31	76,407	111,774
32	80,228	117,364
33	78,258	115,616