

# COUNCIL CHAMBER

City of Berea, Ohio

ORDINANCE No. 2016-98

By Nick Haschka Sponsored By Mayor Cyril M. Kleem

## AN ORDINANCE

AMENDING AND RECONSTITUTING SECTION 175.10, COMPENSATION SCHEDULE, OF CHAPTER 175, CLASSIFICATION AND COMPENSATION, OF TITLE VIII, PERSONNEL PLAN AND SECTION 181.10, WATER PLANT EMPLOYEES; SHIFT DIFFERENTIAL, TO PROVIDE AN UPDATED CLASSIFICATION SCHEDULE AND TO PROVIDE SUPPLEMENTAL COMPENSATION FOR CURRENT AND FUTURE EMPLOYEES OF THE DEPARTMENT OF PUBLIC SERVICE, DIVISION OF WATER, AND EXPRESSLY REPEALING EXISTING SECTIONS 175.10 AND 181.10 OF THE CODIFIED ORDINANCES OF THE CITY OF BEREA.

WHEREAS, provisions of the Codified Ordinances of the City of Berea, which establishes the classification schedule for employees of the Department of Public Service, Division of Water, was last updated prior to 2001; and

WHEREAS, the existing classification schedule does not reflect changes to the job classification required to maintain the effective and efficient operation of the water plant; and

WHEREAS, employees of the Division of Water do not receive additional compensation for obtaining additional licenses that benefit the City; and

WHEREAS, employees should receive supplemental compensation for 24-hour shift work, training and upon obtaining additional licenses.

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of the City of Berea, attached hereto as Exhibit "A" and incorporated herein as if fully rewritten, is hereby expressly repealed.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, attached hereto as Exhibit "B" and incorporated herein as if fully rewritten, is hereby approved and adopted.

**SECTION 3.** That existing Section 181.10 of the Personnel Plan of the Codified Ordinances of the City of Berea, which has heretofore read as follows:

### 181.10 WATER PLANT EMPLOYEES; SHIFT DIFFERENTIAL

Employees at the Water Plant who are required to work an evening or night shift shall be entitled to a shift differential according to the following schedule: For the hours of 2 - 10 pm, each employee shall receive an additional Thirty Five Cents (35 cents) per hour; for the hours of 10 pm - 6 am, each employee shall receive an additional Sixty Five Cents (65 cents) per hour.

shall be, and the same is hereby amended and reconstituted to, read as follows:

### 181.10 WATER PLANT PERSONNEL; SHIFT DIFFERENTIAL; SUPPLEMENTAL COMPENSATION

- (a) Employees at the Water Plant who are required to work an evening or night shift shall be entitled to a shift differential according to the following schedule:
1. For the hours of 2 - 10 pm, each employee shall receive an additional Fifty Cents (50 cents) per hour; and
  2. For the hours of 10 pm - 6 am, each employee shall receive an additional Seventy Five Cents (75 cents) per hour.

# COUNCIL CHAMBER

City of Berea, Ohio

ORDINANCE No. 2016-98

By Haschka Sponsored By Mayor Kleem

- (b) Employees shall receive an increase of Fifty Cents (50 cents) per hour upon obtaining a Water Operator II, III or IV license. The City shall reimburse the employee for the examination fee upon receipt of a passing grade.
- (c) Any employee, other than a Director, Assistant Director, Engineer, Superintendent or Assistant Superintendent, shall receive one hour at their overtime rate of pay during such time the employee actively trains a new employee


**SECTION 4.** That any change in compensation as a result of the passage of this Ordinance shall take effect on January 29, 2017.

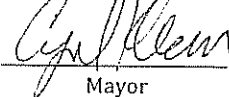
**SECTION 5.** That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

**SECTION 6.** That this Ordinance shall take effect and be in force from and after the earliest period allowed by law.

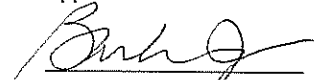
PASSED: December 19, 2016

ATTEST: Alyssa  
Clerk of Council

  
\_\_\_\_\_  
President of Council

APPROVED: December 20, 2016  
  
\_\_\_\_\_  
Mayor

Approved as to Form:

  
\_\_\_\_\_  
Director of Law

175.10 CLASSIFICATION SCHEDULE

<u>Department</u>	<u>Position</u>	Employees Hired or Promoted On or Before 12/31/2004	Employees Hired or Promoted On or After 1/1/2005
<b>Mayor/ Law</b>	Director of Law	30	28
	Assistant Director of Law/Prosecutor	17	15
	Administrative Assistant to the Mayor	21	19
	Executive Secretary	20	18
	Assistant to the Director of Law	9	7
	Second Assistant Director of Law	11	9
	Internal Auditor	28	26
<b>Finance</b>	Director of Finance	33	31
	Assistant Director of Finance	30	28
	Accounting Supervisor	28	26
	Systems Administrator	30	28
	Purchasing Clerk	15	13
	Account Clerk II/Payroll Clerk	14	12
	Account Clerk I	11	9
	Computer Terminal Operator Operator/Clerk Typist	13 16	11 14
<b>Public Safety</b>	Director of Public Safety	--	15
	Chief of Police	31	31
	Police Lieutenant	29	29
	Animal Warden	12	10
	School Guards	3	1
	Chief of Fire	31	31
	Assistant Chief of Fire Parking Control Monitor	29 12	29 10
<b>Public Service</b>	Director of Public Service	33	31
	Assistant Director of Public Service	28	26
	Public Works Superintendent	27	25
	City Properties Custodian	15	13
	Assistant Public Works Superintendent	23	21
	Water Treatment Superintendent	28	30
	Water Plant Operator II	20	20
	Plant Equipment Mechanic Water Service Technician	19 18	19 18

<u>Department</u>	<u>Position</u>	Employees Hired or Promoted On or Before 12/31/2004	Employees Hired or Promoted On or After 1/1/2005
Public Service	Water Plant Operator I	19	19
Building, Engineering & Planning	Director of Building, Engineering & Planning	33	31
	Building and Zoning Administrator	28	26
	Building Inspector	23	21
	Housing Inspector	16	14
	City Engineer	30	30
	Assistant City Engineer	21	21
Recreation & Community Services	Director of Recreation & Community Services	28	28
	Assistant Recreation Director	21	21
	Recreation Business Manager	18	18
	Recreation Supervisor	18	18
	Aquatics Supervisor	16	16
General Clerical	Administrative Secretary	18	16
	Secretary II	16	14
	Secretary I	14	12
Community Development	Administrator of Community Development	28	26
Council	Clerk of Council	21	19
Municipal Court	Judicial and Clerk of Court Employees	See C.O. 181.12	

## Compensation Schedule

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

175.10 CLASSIFICATION SCHEDULE

<u>Department</u>	<u>Position</u>	Employees Hired or Promoted On or Before 12/31/2004	Employees Hired or Promoted On or After 1/1/2005
<b>Mayor/ Law</b>	Director of Law	30	28
	Assistant Director of Law/Prosecutor	17	15
	Administrative Assistant to the Mayor	21	19
	Executive Secretary	20	18
	Assistant to the Director of Law	9	7
	Second Assistant Director of Law	11	9
	Internal Auditor	28	26
<b>Finance</b>	Director of Finance	33	31
	Assistant Director of Finance	30	28
	Accounting Supervisor	28	26
	Systems Administrator	30	28
	Purchasing Clerk	15	13
	Account Clerk II/Payroll Clerk	14	12
	Account Clerk I	11	9
	Computer Terminal Operator Operator/Clerk Typist	13 16	11 14
<b>Public Safety</b>	Director of Public Safety	--	15
	Chief of Police	31	31
	Police Lieutenant	29	29
	Animal Warden	12	10
	School Guards	3	1
	Chief of Fire	31	31
	Assistant Chief of Fire Parking Control Monitor	29 12	29 10
<b>Public Service</b>	Director of Public Service	33	31
	Assistant Director of Public Service	28	26
	Public Works Superintendent	27	25
	City Properties Custodian	15	13
	Assistant Public Works Superintendent	23	21
	Water Treatment Superintendent	28	30
	Water Plant Operator II	20	20
	Plant Equipment Mechanic	19	19
	Water Service Technician	18	18

<u>Department</u>	<u>Position</u>	Employees Hired or Promoted On or Before 12/31/2004	Employees Hired or Promoted On or After 1/1/2005
Public Service	Water Plant Operator I	19	19
	Lead Water Operator		23
Building, Engineering & Planning	Director of Building, Engineering & Planning	33	31
	Building and Zoning Administrator	28	26
	Building Inspector	23	21
	Housing Inspector	16	14
	City Engineer	30	30
	Assistant City Engineer	21	21
Recreation & Community Services	Director of Recreation & Community Services	28	28
	Assistant Recreation Director	21	21
	Recreation Business Manager	18	18
	Recreation Supervisor	18	18
	Aquatics Supervisor	16	16
General Clerical	Administrative Secretary	18	16
	Secretary II	16	14
	Secretary I	14	12
Community Development	Administrator of Community Development	28	26
Council	Clerk of Council	21	19
Municipal Court	Judicial and Clerk of Court Employees	See C.O. 181.12	

## Compensation Schedule

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