

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the City of Berea, attached hereto as Exhibit "A" and incorporated herein as if fully rewritten, is hereby expressly repealed.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

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(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.

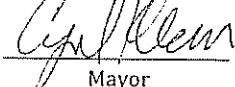
SECTION 6. That this Ordinance shall take effect and be in force from and after the earliest period allowed by law.

PASSED: December 19, 2016

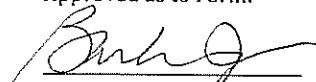


President of Council

ATTEST: Allyn Eason
Clerk of Council

APPROVED: December 20, 2016

Mayor

Approved as to Form:



Director of Law

175.10 CLASSIFICATION SCHEDULE

| <u>Department</u> | <u>Position</u> | <u>Employees Hired or Promoted On or Before 12/31/2004</u> | <u>Employees Hired or Promoted On or After 1/1/2005</u> |
|-----------------------|---------------------------------------|--|---|
| Mayor/ Law | 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 |
| Finance | 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 | 13 | 11 |
| | Operator/Clerk Typist | 16 | 14 |
| Public Safety | 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 | 29 | 29 |
| | Parking Control Monitor | 12 | 10 |
| Public Service | 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> | <u>Employees Hired or Promoted On or Before 12/31/2004</u> | <u>Employees Hired or Promoted On or After 1/1/2005</u> |
|--|--|--|---|
| 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 | |

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 |

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| Public Service | Water Plant Operator I | 19 | 19 |
| | Lead Water Operator | | 23 |
| Building, Engineering & Planning | Director of Building, Engineering & Planning | 33 | 31 |
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| | Building Inspector | 23 | 21 |
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