

BEREA CITY COUNCIL

City of Berea, Ohio

ORDINANCE NO. 2023- __

By: _____

Sponsor: Mayor Cyril M. Kleem

AN ORDINANCE

AMENDING AND RECONSTITUTING SECTION 175.10, COMPENSATION CLASSIFICATION SCHEDULE AND COMPENSATION SCHEDULE, OF CHAPTER 175, CLASSIFICATION AND COMPENSATION, OF TITLE VIII, PERSONNEL PLAN, OF THE CODIFIED ORDINANCES OF THE CITY OF BEREA, IN ORDER TO BETTER ATTRACT AND RETAIN QUALIFIED AND HIGHLY SKILLED EMPLOYEES, AND 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 establishes the compensation classification schedule and compensation schedule for employment positions within the City; and

WHEREAS, it is increasingly difficult to attract highly skilled candidates for certain positions without changing the classification schedule; and

WHEREAS, in order to retain highly skilled employees in certain positions, it is necessary to revise the compensation classification schedule; and

WHEREAS, upon review of all relevant factors, the compensation classification schedule should be revised and reconstituted in order to provide changes in the classifications for the positions of Systems Administrator, Assistant Chief of Fire, Water Treatment Superintendent and Clerk of Council.

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the City of Berea, attached hereto as Exhibit "A" and incorporated herein as if fully rewritten, is hereby expressly repealed.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

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SECTION 3. 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 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 compensation classification and compensation schedule should be in place by January 1, 2024 in order to provide wage increases for existing employees and to be able to recruit for certain other positions. 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:

President of Council

ATTEST: _____

Clerk of Council

APPROVED:

Mayor

APPROVED AS TO FORM:

Director of Law