

**BEREA CITY COUNCIL**  
*City of Berea, Ohio*

**ORDINANCE NO. 2023-55**

By: Councilwoman Mary K. Brown      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 BEREА, 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of the City of Berea, attached hereto as Exhibit "A" and incorporated herein as if fully rewritten, is hereby expressly repealed.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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*City of Berea, Ohio*

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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.

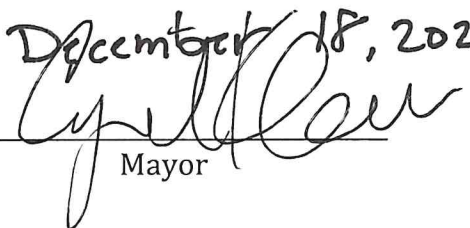
PASSED: December 18, 2023

  
\_\_\_\_\_  
President Pro Tempore of Council

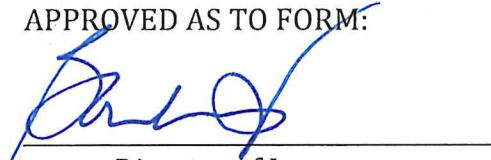
ATTEST:

  
\_\_\_\_\_  
Clerk of Council

APPROVED:

  
\_\_\_\_\_  
Mayor

APPROVED AS TO FORM:

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

## 175.10 COMPENSATION CLASSIFICATION SCHEDULE AND COMPENSATION 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	13	11
	Operator/Clerk Typist	16	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	29	29
	Parking Control Monitor	12	10
	Auxiliary Exterior Code Enforcement Officer	--	14
<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
<b>Public Service</b>	Water Plant Operator I	19	19
	Lead Water Operator		23
<b>Building, Engineering &amp; Planning</b>	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
<b>Recreation &amp; Community Services</b>	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
<b>General Clerical</b>	Administrative Secretary	18	16
	Secretary II	16	14
	Secretary I	14	12
<b>Community Development</b>	Administrator of Community Development	28	26
<b>Council</b>	Clerk of Council	21	19
<b>Municipal Court</b>	Judicial and Clerk of Court Employees	See C.O. 181.12	

**CHAPTER 175.10**  
**COMPENSATION SCHEDULE**  
**2022 - 2024**

Grade	Low Salary	High Salary
1	17,679	28,188
2	18,564	29,597
3	19,491	31,077
4	20,466	32,631
5	21,489	34,263
6	22,562	35,977
7	23,690	37,789
8	24,875	39,663
9	26,119	41,647
10	27,425	43,729
11	28,796	45,915
12	30,236	48,212
13	31,749	50,624
14	33,336	53,155
15	35,002	55,811
16	36,752	58,603
17	38,590	61,534
18	40,520	64,611
19	42,546	67,841
20	44,673	71,234
21	46,907	74,795
22	49,253	78,536
23	51,715	82,463
24	54,302	86,582
25	57,016	90,914
26	59,868	95,459
27	62,861	100,231
28	66,002	105,245
29	69,304	110,507
30	72,768	116,033
31	76,407	121,834
32	80,228	127,927
33	78,258	126,021

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