

BEREA CITY COUNCIL

City of Berea, Ohio

ORDINANCE NO. 2025- __

By: _____ Sponsor: Mayor Cyril M. Kleem

AN ORDINANCE

AMENDING AND RECONSTITUTING SECTION 175.10, COMPENSATION CLASSIFICATION SCHEDULE OF CHAPTER 175, CLASSIFICATION AND COMPENSATION, AND ENACTING NEW SECTION 181.13 OF TITLE VIII, PERSONNEL PLAN, OF THE CODIFIED ORDINANCES OF THE CITY OF BERE, IN ORDER TO MAINTAIN A REASONABLE RANK DIFFERENTIAL BETWEEN THE POLICE CHIEF, FIRE CHIEF AND ASSISTANT FIRE CHIEF AND THEIR SUBORDINATE RANKS , 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 appropriate that the wages of Police Chief, Fire Chief and Assistant Fire Chief exceed the hourly wages of those employees holding a subordinate rank; and

WHEREAS, to retain and, in the future, attract highly qualified public safety professionals it is necessary to enact a new section of the Personnel Plan to address the wages of these critical positions; and

WHEREAS, to enact a new section 181.13 of the Personnel Plan to address these wages, it is necessary to amend and reconstitute the compensation classification schedule to remove these positions from the schedule.

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of the City of Berea, attached hereto as Exhibit "A" and incorporated herein as if fully rewritten, is hereby expressly repealed.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 new section 181.13 of the Personnel Plan be enacted as follows:

181.13 Wages of Police Chief, Fire Chief and Assistant Fire Chief

(a) The hourly wage of the Police Chief and Fire Chief may be from 5 – 10% more than the wage of a Police Lieutenant with the professional wages supplement, as set forth in their collective bargaining agreement. The yearly salary shall be determined by multiplying the hourly rate times 2080 hours.

(b) The hourly wage of the Assistant Fire Chief may be from 2 – 4% more than the wage of a Police Lieutenant, with the professional wage supplement, as set forth in their collective bargaining agreement. The yearly salary shall be determined by multiplying the hourly rate times 2080 hours.

SECTION 4. 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 5. 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 when the 2025 annual budget is approved in order to provide wage increases for existing personnel. 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