

BEREA CITY COUNCIL

City of Berea, Ohio

ORDINANCE NO. 2025-21

By: Councilman Rick Skoczen 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 BEREА, 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of the City of Berea, attached hereto as Exhibit "A" and incorporated herein as if fully rewritten, is hereby expressly repealed.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

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

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: April 21, 2025

ATTEST: [Signature]
Clerk of Council

[Signature]
President of Council
APPROVED: April 28, 2025
[Signature]
Mayor

APPROVED AS TO FORM: [Signature], 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
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	31
	Purchasing Clerk	15	13
	Account Clerk II/Payroll Clerk	14	12
	Account Clerk I	11	9
	Computer Terminal Operator	13	11
Public Safety	Operator/Clerk Typist	16	14
	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	30
	Parking Control Monitor	12	10
Public Service	Auxiliary Exterior Code Enforcement Officer	--	14
	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	31
	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	20
Municipal Court	Judicial and Clerk of Court Employees	See C.O. 181.12	

Exhibit B

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