

VILLAGE OF BOSTON HEIGHTS	Codified?	First Reading <u> X </u>	Waiver 3-Reading Rule _____
ORDINANCE NO: <u> 2018-4-2 </u>	Yes _____	Second Reading _____	Yes <u> X </u>
INTRODUCED BY <u> R. ANTAL </u>	No <u> X </u>	Third Reading _____	No _____

AN ORDINANCE REGARDING COMPENSATION FOR EMPLOYEES OF THE VILLAGE OF BOSTON HEIGHTS, AND DECLARING AN EMERGENCY

BE IT ORDAINED by the Council of the Village of Boston Heights, County of Summit, Ohio:

Section 1: Department head employees shall be by Ordinance, approved by the Council of the Village of Boston Heights.

Section 2: Pay levels are established job classifications as outlined in this Ordinance. Job descriptions for each position shall be found in the Fiscal Office and/or the individual departments and shall be given to each applicable employee for their records.

Section 3: Except as otherwise provided herein, by law, or act of Village Council, employees shall:

1. Read and sign the Employee Manual (Ordinance #2012-12-27);
2. Read and sign the Job Description (Ordinance # _____)
3. Time cards shall reflect the start and end time of actual hours worked.

Section 4: All Village employees, unless otherwise noted, shall be compensated as outlined in this Ordinance and will have a performance evaluation to determine any increase in hourly rate. All employees shall be paid for time worked with the decision of the Mayor. Exception is when an employee is called in for an emergency, that employee shall be paid a minimum of two (2) hours as outlined in the Employee Handbook. All increases in pay shall be scheduled the first day of the next pay period.

Section 5: The job classifications and pay range per hour are as follows:

A. MAYOR'S OFFICE:

EXECUTIVE ASSISTANT TO THE MAYOR: The rate of pay for the Executive Assistant to the Mayor shall be as noted in the following range and determined by the Mayor:

\$15.00 - \$22.00

B. FISCAL OFFICE:

FISCAL OFFICER: The rate of pay for the Fiscal Officer for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$19.00 - \$30.00

ASSISTANT FISCAL OFFICER: The rate of pay for the Assistant Fiscal Officer for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$14.00 – \$20.00

C. MAYOR’S CLERK OF COURTS:

CLERK OF COURTS: The rate of pay for the Clerk of Courts for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$19.00 - \$30.00

ASSISTANT CLERK OF COURTS: The rate of pay for the Assistant Clerk of Courts for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$14.00 - \$20.00

D. POLICE DEPARTMENT:

CHIEF OF POLICE: The rate of pay for the Chief of Police for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$28.00 – 38.00

LIEUTENANT (FULL TIME): The rate of pay for the Lieutenant for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$25.00 – \$30.00

LIEUTENANT (PART TIME): The rate of pay for the Part Time Lieutenant for the Village of Boston Heights shall be noted in the following range and determined by the Mayor:

\$16.50 - \$28.00

SERGEANT (FULL TIME): The rate of pay for the Sergeant for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$23.00 - \$28.00

SERGEANT (PART TIME): The rate of pay for the Sergeant for the Village of Boston Heights shall be noted in the following range and determined by the Mayor:

\$16.50 - \$26.00

POLICE OFFICER (FULL TIME): The rate of pay for full time police officers for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$20.00 - \$26.00

PART TIME POLICE OFFICER: The rate of pay for the Part Time Police Officer after completion of the Training Period for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$14.00 - \$18.00

AUXILIARY POLICE OFFICER (PART TIME): The rate of pay for the Auxiliary Police Officer (Part Time) during the training period for the Village of Boston Heights shall be as noted in the following rate and determined by the Mayor:

\$13.00

NOTE: PART TIME POLICE OFFICERS SHALL BE PAID 1 ½ TIMES THEIR REGULARLY HOURLY RATE WHEN WORKING A HOLIDAY

All members of the Police Department shall be compensated two (2) hours of work time for "court time" when not on the normal schedule to work for the Police Department.

All members of the Police Department shall be compensated up to twenty (20) hours per year of work time (straight time) for attendance at any required training sessions within the Police Department when not on the normal schedule to work for the Police Department.

E. SERVICE DEPARTMENT:

SERVICE SUPERINTENDENT: The rate of pay for the Service Superintendent for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$20.00 - \$25.00

SERVICE FOREMAN: The rate of pay for the Service Foreman for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$15.00 - \$20.00

TRUCK DRIVER/LABORER: The rate of pay for the CDL Truck Driver/Laborer for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$14.00 - ~~\$20.00~~

CASUAL LABORER (PART TIME): The rate of pay for the Part Time Casual Laborer for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$11.00 - \$15.00

TRUCK DRIVER/LABORER (PART TIME): The rate of pay for the CDL Truck Driver/Laborer (Part Time) for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$12.50 - \$18.00

MECHANIC/TRUCK DRIVER/LABORER: The rate of pay for the Mechanic (Part Time) for the Village of Boston Heights shall be as noted in the following range and determined by the Mayor:

\$12.50 - \$20.00

F. CEMETERY

The rate of pay for the Cemetery Sexton for the Village of Boston Heights shall be as noted in the following rate and determined by the Mayor: (Effective January 1, 2017).

\$50.00 Per Month

Section 5: This Ordinance shall be effective and shall take effect _____ and/or at any time amendments become necessary.

Section 6: That all Resolutions and Ordinances which are in conflict with this Ordinance are hereby replaced and/or amended.

Section 7: That this Council hereby finds and determines that all formal actions relative to the adoption of this Ordinance were taken in an open meetings of this Council and that all deliberations of this Council which resulted in formal action were taken in meetings open to the public, in full compliance with the applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 8: That this Ordinance is hereby declared to be an emergence measure necessary for the immediate preservation of public peace, health and safety and to institute without delay fair and equitable pay plans for the employees who serve the various municipal departments and shall take effect and be in force October 1, 2016, unless otherwise noted, and pay increases will be effective on the first day of the following pay period, and at any time amendments become necessary.

PASSED:



BILL GONCY, MAYOR

ATTEST



BETTY KLINGENBERG

I, BETTY KLINGENBERG, Fiscal Officer and Clerk of the Village of Boston Heights, Summit County, Ohio do hereby certify that the foregoing **Ordinance No. 2018 -4-2** was duly passed by the Council of the Village of Boston Heights, County of Summit, State of Ohio at a meeting of Council on this **10th day of April, 2018.**