

VILLAGE OF GRAFTON
ORDINANCE NO. 20-007

INTRODUCE BY:
MOTION BY: DUKLES
SECONDED BY: STRAH

AN ORDINANCE PROVIDING A WAGE AND SALARY SCHEDULE FOR ALL
VILLAGE EMPLOYEES AND DECLARING AN EMERGENCY

WHEREAS, the 2020 fiscal budget has been prepared and which necessitates a new schedule for wages and salaries paid to all Village employees, and

WHEREAS, it is in the best interest of the citizens of the Village of Grafton, that the wage and salary ordinance coincide with the financial budget of the Village:

BE IT THEREFORE ORDAINED BY THE COUNCIL OF THE VILLAGE OF GRAFTON, LORAIN COUNTY AND THE STATE OF OHIO;

Section 1 That the following schedule of wages and salaries shall be the basis for the payment of all Village employees effective April 1, 2020 until further action of the Village Council.

THE SALARY AND WAGE SCHEDULE FOR ALL GRAFTON VILLAGE EMPLOYEES SHALL BE AS FOLLOWS:

EMPLOYEE	RATE OF PAY
Village Administrator	\$ <u>85,000.00</u> /yr
Village Secretary	\$ <u>17.51</u> /hr
Magistrate	\$ <u>560.00</u> /monthly
Special Projects Coordinator	\$ <u>30.90</u> /hr

All full-time employees receive paid vacation and hospitalization, with a co-payment to be paid by the employee unless otherwise noted.

POLICE DEPARTMENT

Chief of Police Allowance \$ 64,272.00 /yr \$800 Uniform

Part-Time Administrative Assistant \$ 17.99 /hr

The Sergeant, full-time and part-time police officers' wages and uniform allowances are determined by the Agreements with the Ohio Patrolmen's Benevolent Association beginning January 1, 2020 through December 31, 2022. The wages and allowances effective as of January 1, 2020 are as follows:

Sergeant

Sergeant (first year in rank) 5% rank differential \$ 23.92 /hr

Sergeant (after one year in rank) 10% rank differential \$ 25.06 /hr

Full-Time

Entry Rate \$ 20.06 /hr

After one year \$ 20.86 /hr

After two years \$ 21.68 /hr

After three years \$ 22.78 /hr

Sergeants and Full-Time officers shall receive an annual uniform allowance of \$800.00 made available as of April 1, 2020 to be utilized through a purchase requisition (voucher) system.

Part-Time

Start \$ 15.40 /hr

After one year and 1200 hours worked, but no later than after two years \$ 16.50 /hr

After two years and 2400 hours worked, but no later than after four years \$ 18.00 /hr

Part-Time officers shall receive an annual uniform allowance made available as of April 1, 2019 to be utilized through a purchase requisition (voucher) system as follows:

Part-Time officers who worked less than 500 hours the previous year \$400.00

Part-Time officers who worked 500 hours or more the previous year \$500.00

Newly hired employees shall be provided with uniform and equipment necessary to outfit an officer up to a cost of \$1,000.00 through the purchase requisition system.

If any police officer terminates employment prior to one year of service, all uniforms and equipment provided shall be returned to the Village and the Village is entitled to reimbursement for items that cannot be utilized by a new employee.

Training Wage \$ 8.70 /hr

FIRE & EMT DEPARTMENT

Chief \$ 12,000.00 /yr

Assistant Fire Chief \$ 3,600.00 /yr

Captain \$ 2,000.00 /yr

Lieutenant \$ 1,200.00 /yr

EMT Coordinator \$ 600.00 /yr

Fire Safety Inspector \$ 15.00 /hr

FIREFIGHTER WAGES

36-Hour \$ 9.00 /hr

FF 1 \$ 11.00 /hr

FF 2 \$ 12.00 /hr

EMT WAGES

Basic \$ 11.00 /hr

Intermediate \$ 13.00 /hr

Paramedic \$ 15.00 /hr

CROSS-TRAINED

FF 1 & EMT Basic \$ 13.00 /hr

FF 1 & EMT Intermediate \$ 14.00 /hr

FF 1 & Paramedic \$ 16.00 /hr

FF 2 & EMT Basic \$ 14.00 /hr

FF 2 & EMT Intermediate \$ 15.00 /hr

FF 2 & Paramedic \$ 16.00 /hr

SERVICE DEPT. SUPT.	\$ <u>61,800.00</u> /yr	\$275.00 Clothing Allowance
Assistant Superintendent	\$ _____	Same as Supt.
STREET DEPT.		
Laborer III	\$ <u>17.51</u> /hr	Same as Supt.
Laborer II	\$ <u>16.48</u> /hr	Same as Supt.
Laborer I	\$ <u>15.45</u> /hr	Same as Supt.
Part-Time Service Dept.	\$ <u>12.36</u> /hr	
Temporary/Seasonal	\$ <u>9.27</u> /hr	
Temporary/Seasonal after 1 year	\$ <u>10.00</u> /hr	
Temporary/Seasonal after 2 years	\$ <u>11.50</u> /hr	
Part-Time Snow Removal	\$ <u>16.00-17.50</u> /hr	No Benefits

\$1.00/hr raise with Water Distribution License

SEWER DEPARTMENT

WWTP Manager	\$ <u>26.78</u> /hr	\$100.00 Clothing Allowance
WWTP Operator III	\$ <u>22.66</u> /hr	Same as Mgr.
WWTP Operator II	\$ <u>20.60</u> /hr	Same as Mgr.
WWTP Operator I	\$ <u>18.54</u> /hr	Same as Mgr.
WWTP Laborer	\$ <u>-0-</u>	Same as Mgr.

*\$1.00/hr raise for WWTP Operator with designation of Plant Maintenance Manager

*\$2.00/hr raise after passing Class I, II, III, IV license for Wastewater

*Cannot be combined with more than 1 Operator of Record classification (Water Distribution or Plant Maintenance Manager)

UTILITIES

Clerk \$ 14.94 /hr

ELECTRIC DEPARTMENT

The Electric Department wages are determined by Agreement with the International Brotherhood of Electrical Workers (IBEW) effective April 1, 2018 through March 31, 2021. The wages for 2019 are as follows:

Lead Lineman \$ 28.68 /hr

Lineman \$ 24.81 /hr

Lineman Apprentice IV \$ 20.76 /hr

Lineman Apprentice III \$ 19.65 /hr

Lineman Apprentice II \$ 17.97 /hr

Lineman Apprentice I (Entry) \$ 16.62 /hr

Groundman \$ 13.83 /hr

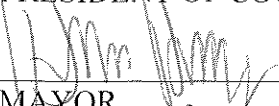
All full-time bargaining unit members shall be provided with uniforms that meet the safety standards required of the position held. Full-time employees shall be paid a boot allowance of \$100.00 per contract year.

Section 2 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 that resulted in such formal action were in meetings open to the public, in compliance with all requirements of the Ohio Revised Code.

Section 3 That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, safety and welfare of the citizens of Grafton, Ohio. The emergency being the immediate necessity of adopting an ordinance to provide for the public health within the Village of Grafton, Ohio.

Section 4 That this Ordinance shall take effect and be enforced beginning April 1, 2020.


PRESIDENT OF COUNCIL


MAYOR


CLERK-TREASURER

3-17-2020
DATE PASSED

3-17-2020
DATE APPROVED

3-17-2020
DATE ATTESTED

APPROVED AS TO FORM BY: 
GRETCHEN A HOLDERMAN, LAW-DIRECTOR

Motion to waive 3 readings: DUKLES
Seconded by: STRAH