

ORDINANCE 2014- 09

**AN ORDINANCE ESTABLISHING PAY RATES, AND POSITIONS FOR EMPLOYEES OF THE
CITY OF NEWTON FALLS, OHIO.**

THE COUNCIL FOR THE CITY OF NEWTON FALLS, STATE OF OHIO, HEREBY ORDAINS:

SECTION I: PERSONNEL CLASSIFICATION

1. Regular, temporary, Provisional and Seasonal Employees

<u>Position Title</u>	<u>Pay Rate or Range</u>
Accounting Division Administrator	\$20.48 - \$21.73 (Hourly)
Chief of Police	\$61,385.58 (Salary)
City Clerk	\$20.23 - \$22.10 (Hourly)
Electric Division Superintendent	\$22.94 - \$25.07 (Hourly)
Finance Director	\$63,777.66(Salary)
Income Tax Administrator	\$20.48 - \$21.73 (Hourly)
Maintenance Superintendent	\$22.94- \$25.07 (Hourly)
Utility Division Administrator	\$20.48 - \$21.73 (Hourly)
Water Treatment Superintendent	\$22.94 - \$25.07 (Hourly)
Water Pollution Control Superintendent	\$22.94 - \$25.07 (Hourly)
Crew Chief	\$20.76 - \$23.77 (Hourly)
Other Positions as Specified in Attachments	

Part-time Positions

Community Center Director	\$11.06 - \$11.91 (Hourly)
Laborers	\$8.21 - \$8.83 (Hourly)
Meter Readers	\$8.65 - \$9.32 (Hourly)
Police Officer-Part-Time	\$11.34 - \$14.08 (Hourly)
Senior Citizens Services Coordinator	\$9.42 - \$10.00 (Hourly)
Van Driver	\$9.41 - \$10.00 (Hourly)
Zoning Administrator	\$13.47 - \$15.47 (Hourly)
Administrative Assistant	\$9.95 - \$14.08 (Hourly)
Custodian	\$8.00 - \$10.50 (Hourly)
Accounting Clerk/Deputy Clerk	\$9.95 - \$14.08 (Hourly)

2. Part-Time Police Department

Upon the effective date of this ordinance, part-time police and dispatchers shall be paid according to the following schedule:

Entry level	\$11.34
After 2 years of service	\$12.80
After 5 years of service	\$14.08

SECTION II: PREMIUM PAY

A. Premium Pay

1. All full-time non-union employees shall be eligible to receive premium pay for each and every license or certificate that he/she holds, in accordance with the following rates, as authorized by the City Manager. The following premium rates shall be paid to qualified employees for all paid time, including overtime, vacation time off, & personal days, and sick leave, beginning with the first shift following receipt by the City of the license or certificate, as follows:

<u>Division(s):</u>	<u>License/Certificate</u>	<u>Supervisors</u>	<u>Non-Supervisor</u>
Electric	Journeyman Lineman	\$1.20/hour	\$1.00/hour
Utilities/Public Works	CDL	\$0.36/hour	\$0.25/hour
Wastewater & Water	Class I - Operator	\$0.36/hour	\$0.30/hour
	Class II- Operator	\$0.66/hour	\$0.60/hour
	Class III - Operator	\$1.20/hour	\$1.00/hour
	Class IV – Operator	\$2.50/hour	\$2.10/hour
Back Flow Testing		\$0.30/hour	\$0.25/hour
BUSTR Operator	Class A	\$0.30/hour	
City Clerk	CMC	\$0.36/hour	same
City Clerk	MMC	\$0.66/hour	same
Full-Time Patrol Officers	OIC	N/A	\$0.30/hour
Police Patrol-As Assigned	Detective	N/A	\$1.00/hour

In exchange for premium pay, any such employee shall be available for any assignment for which he/she is qualified by virtue of said license or certificate.

2. Education Bonus Compensation. In addition to the above wages, any full-time employee qualified in at least four(4) of the following categories and assignments shall receive sixteen(16) hours of Personal Time to be taken in eight (8) hour increments; with eight (8) of those hours taken from January-June, and the other eight (8) hours taken from July-December.

Catagories:

LEADS	40 Hour Interview Certification
CPR/First Aid Certification	911 Certification
Voice Stress Analyzer	CCH Certification
Traffic Accident Investigation	EMT Certification
Range Officer	Evidence/Investigation
Radar Certification	Jailer Certification
Finger Print Classification	

B. Shift Differential

All hourly Superintendents shall receive a shift differential of thirty-five cents (\$0.35) for all hours worked during a normal schedule shift commencing between 3:00 p.m. and 10:59 p.m. and a differential of forty cents (\$0.40) for all hours worked during a normally scheduled shift commencing between 11:00 p.m. and 6:59 a.m.

C. Acting City Manager Pay

Any city employee assigned to temporarily work in the capacity of Acting City Manager shall receive an additional \$5.00 in pay per hour for all hours worked in the above capacity.

SECTION III : LONGEVITY PAY

Upon completion of five years of service, longevity shall be paid, for years of regular full-time service with the City of Newton Falls as follows:

Years complete	Hourly Rate	Years complete	Hourly Rate
5	\$0.30	23	\$0.66
6	\$0.32	24	\$0.68
7	\$0.34	25	\$0.70
8	\$0.36	26	\$0.72
9	\$0.38	27	\$0.74
10	\$0.40	28	\$0.76
11	\$0.42	29	\$0.78
12	\$0.44	30	\$0.80
13	\$0.46	31	\$0.82
14	\$0.48	32	\$0.84
15	\$0.50	33	\$0.86
16	\$0.52	34	\$0.88
17	\$0.54	35	\$0.90
18	\$0.56	36	\$0.92
19	\$0.58	37	\$0.94
20	\$0.60	38	\$0.96
21	\$0.62	39	\$0.98
22	\$0.64	40	\$1.00

This rate shall be added to the employee's base rate and paid on all hours in pay status.

SECTION IV: NON-USE OF SICK LEAVE BENEFIT

Each full-time employee shall be paid fifty dollars (\$50.00) for the first calendar quarter, sixty dollars (\$60.00) for the second consecutive calendar quarter, eighty dollars (\$80.00) for the third consecutive calendar quarter, and one hundred dollars (\$100.00) for the fourth consecutive calendar quarter & every consecutive calendar quarter thereafter in which he/she does not use sick leave.

PASSED IN COUNCIL THIS _____ DAY OF JUNE 2014

Mayor, Lyle A. Waddell

ATTEST: _____
City Clerk/Clerk of Council
Kathleen M. King