

ORDINANCE NO. 12-2024 (AMENDED)

INTRODUCED BY: Council as a Whole

AN ORDINANCE ESTABLISHING THE WAGES, BENEFITS AND OTHER CONDITIONS OF EMPLOYMENT FOR NON-UNION EMPLOYEES

WHEREAS, Council originally adopted Ordinance 07-2016 (as amended), which established a comprehensive personnel ordinance for wages and compensation for non-union positions of employment in the City; and

WHEREAS, in order to consolidate, track, and provide a single source of reference identifying those positions of employment, both full time and part time for non-union employees, it is appropriate to reconstitute and restate the comprehensive grid schedule for non-union employees in one ordinance. Now therefore,

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF OLMSTED FALLS, OHIO, THAT:

SECTION 1. (A) That the positions and rates of compensation for the respective positions of employment of non-union employees of the City are hereby established as shown below in the schedule of Positions and Rates of Compensation, effective January 1, 2021, and retroactive thereto.

Position Full Time	Range of Compensation
Director of Service; Public Works	\$60,000 - \$100,000
Asst. Director of Finance	\$35,000 - \$80,000
Clerk of Council/Clerk of Court Court/Executive Legal Assistant	\$30,000 - \$80,000
Fire Chief	\$70,000 - \$110,000
Police Chief	\$75,000 - \$110,000
Police Lieutenant	\$65,000 - \$95,000
Asst. Fire Chief	\$65,000 - \$95,000
Director of Economic Development	\$45,000 - \$75,000
Administrative/Executive Assistant	\$30,000 - \$55,000
Director of Finance	\$75,000 - \$110,000
Secretary/Clerk	\$29,000 - \$52,000

Position* Part Time	Range of Compensation
Finance Director	\$35,000 - \$70,000
Staff Accountant – Finance Department	\$18.00 - \$40.00 per hour
Law Director	\$60,000 - \$90,000
Asst. Law Director/Prosecutor	\$30,000 - \$55,000
Safety Director	\$5,000 - \$45,000
Chief Building Official	\$30,000 - \$50,000
Building Administrator/Inspector	\$40.00 - \$60.00 per hour
Records Coordinator	\$15.00 - \$26.00 per hour
Community Officer	\$15.00 - \$25.00 – per hour
Custodian	\$15.00 - \$25.00 – per hour
PT Firefighter - See Section 2	See Section 2
Secretary	\$15.00 - \$25.00 – per hour
Seasonal Service Worker/Laborer	\$14.00 - \$20.00 per hour

***NOTE:** If any part time positions identified above is filled by any then current employee of the City of Olmsted Falls who will, as a result of such additional part time appointment, be employed in more than one (1) position with the City, then the compensation for such additional appointed position shall be not more than at a rate of pay that is within the range that is Fifty Percent (50%) of the range of compensation identified above for such additional part time position.

(B) The compensation for each position may be adjusted by the Mayor within the range of compensation listed in Section 1(A). For any position listed in Section 1(A) at the maximum range of compensation listed above:

- (1) Annually, City Council, at its first regular meeting, shall review and may increase the annual base wage of each non-bargaining full-time and part-time employee by a simple majority vote. Such annual increase for employees holding positions listed in Section 1(A), above, who are at the maximum range of compensation listed for those positions shall not exceed the prior year’s weighted average of the City’s bargaining unit employees’ cost of living base wage increase.

SECTION 2. PART TIME FIRE DEPARTMENT PERSONNEL

(A) Commencing January 1, 2021, the compensation of the part-time fire personnel on the active-duty roster of the City of Olmsted Falls who are certified as Firefighter/Paramedic shall be at the following rates of pay and shall be paid in the following manner:

Hours	Rate of Pay
Probation Year Up to 432 hours per year	\$5.00 below hourly rate of a 3 year full time firefighter
433 – 864 hours per year	\$5.00 below hourly rate of a 4 year full time firefighter
Over 864 hours per year	\$5.00 below hourly rate of a 5 year full time firefighter

(B) Any Firefighter called in for Emergency Backfill, shall be compensated for a minimum of two (2) hours and be paid at one and one-half times for each occurrence.

(C) Firefighters may also attend 14 hours per year of on station training not during their regular shift with the Olmsted Falls Fire Department outside of normal working hours, and be paid at one and one-half times for each training session if the Chief approves and determines that the training is beneficial to the department.

(D) Effective January 1, 2019, any Firefighter that works on the following holidays shall be paid at one and one-half times his total hourly rate: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and Martin Luther King, Jr. Day.

(E) Based on the Federal Fair Labor Standards Act, effective January 1, 2002, any Firefighter that works hours over the following schedule shall be compensated at one and one-half times their total hourly rate: 106 hours in a 14-day cycle.

(F) All current part-time personnel of the Fire Department are entitled to a uniform allowance equal to 50% of full-time firefighters per year. The uniform allowance shall be disbursed in accordance with the Standard Operating Guidelines of the Department as approved by the Fire Chief and Director of Finance.

SECTION 3. NON-EXEMPT EMPLOYEES

The benefits afforded non-exempt employees pursuant to applicable provisions of Title Six, Administrative Part Two (Chapters 230-259), and where applicable, Chapters 1440 and 1442 of the Codified Ordinances, and the prior ordinances, respectively, adopted by Council establishing rates of pay and other benefits for such respective employees shall continue in full force and effect except as modified hereby, and shall be effective January 1, 2019 as follows:

(A) The Chief of Police shall be entitled to all employee benefits provided for in the current collective bargaining agreement entered into by the city and the Ohio Patrolman’s Benevolent Association for Sergeants, and additionally, a sum of \$300 above the uniform allowance.

(B) The Chief of Fire shall be entitled to all employee benefits consistent with the current employment contract entered into by the City and the International Association of Firefighters Local 2373 for the firefighters. The Chief of Fire shall also receive fifteen (15) days of vacation for the first ten (10) years,

which shall be accumulative for only 365 days, unless provided otherwise by express written approval of the Mayor.

(C) The Service Director shall be entitled to all employee benefits consistent with the current collective bargaining agreement entered into by the city and The American Federation of State, County and Municipal Employees, AFL-CIO and its Ohio Council 8 Local 2681.

(a) According to the Fair Labor Standards Act, covered non-exempt employees must receive overtime pay for hours worked over 40 per work week (any fixed and regularly recurring period of 168 hours – seven consecutive 24 hour periods) at a rate not less than one and one-half times the regular rate of pay.

SECTION 4. NON-UNION EMPLOYEES

All other full-time non-union employees, shall be entitled to the following employee benefits consistent with those current provisions of the Collective Bargaining Agreement entered into by the City and the American Federation of State, County & Municipal Employees, AFL-CIO and its Ohio Council 8 Local 2681:

- Holidays
- Longevity
- Vacations
- Sick Leave
- Earned Time
- Funeral Leave
- Jury Duty/Witness Leave
- Leave of Absence
- Percentage Base Wage Cost of Living Increase (This does not include equity increases, market increases, or other adjustments to base wages that unionized employees may receive.)

SECTION 5. PERSONAL DAYS.

Full-time employees will receive five (5) paid Personal Days off per year in addition to the above holidays. For employees hired after January 1st, they will receive one (1) personal day for each complete four (4) month period. Personal Days will be granted upon advance notice, provided that sufficient manpower is available. All unused time as of December 31st of each year will be paid to the employee on the last regular payroll of January of the following year. Payment will be made at the regular rate as of December 31st for the hours that remain the bank of hours.

SECTION 6. MISCELLANEOUS.

Other items, such as mileage allowance and jury duty, shall be as outlined for all full-time employees of the City.

SECTION 7. All benefits specifically identified herein shall supersede any such salary/benefits provided for in the City’s Employee Policy Manual.

SECTION 8. All prior legislation inconsistent with this legislation in whole or in part are hereby repealed to the extent necessary to avoid conflict with this legislation.

SECTION 9. The Council finds and determines that all formal actions of this Council relating to the adoption of this Ordinance have been taken at open meetings of this Council; and that deliberations of this Council and of its committees, resulting in such formal action, took place in meetings open to the public, in compliance with all statutory requirements including the requirements of Section 121.22 of the Ohio Revised Code.

SECTION 10. This Ordinance shall take effect at the earliest time allowed by law, but retroactive to January 1, 2024.

Cornel Munteanu, President of Council

PASSED: _____

APPROVED: _____
James P. Graven, Mayor *Date*

APPROVED AS TO FORM: _____
Max Rieker, Director of Law

ATTEST: _____
Angela Mancini, Clerk of Council

First Reading: _____

Second Reading: _____

Third Reading: _____

	Yea	Nay
Munteanu	_____	_____
Chitester	_____	_____
Coy	_____	_____
McFadden	_____	_____
Wolanin	_____	_____
Gluss	_____	_____
Saari	_____	_____