ORDINANCE NO. 12-15

AN ORDINANCE AMENDING SECTION 167.071, 167.09, 167.11, AND 167.12 OF THE PAINESVILLE CODE OF 1998 RELATING TO THE CLASSIFICATION AND COMPENSATION PLAN, and DECLARING AN EMERGENCY

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PAINESVILLE, LAKE COUNTY, OHIO:

SECTION 1. That Section 167.071, 167.09, 167.11 and 167.12 is hereby amended to read as follows:

SECTION 167.071 COLLECTIVE BARGAINING AGREEMENTS

(a) The Collective Bargaining Agreement between the Painesville City Firefighters, IAFF, Local 434, and the City of Painesville, effective April 1, ~~2012~~ 2015, through March 31, ~~2015~~ 2018, is hereby adopted and incorporated into Chapter 167 of the Codified Ordinances of the City of Painesville as setting forth the applicable rates of compensation, benefit provisions, and working conditions for the members of that local.

(b) The Collective Bargaining Agreement between the Fraternal Order of Police, Ohio Labor Council and Lodge No. 90, and the City of Painesville, effective April 1, 2015, through March 31, 2018, is hereby adopted and incorporated into Chapter 167 of the Codified Ordinances of the City of Painesville, as setting forth the applicable rates of compensation, benefit provisions, and working conditions for the members of that lodge.

(c) The Collective Bargaining Agreement between the Fraternal Order of Police, Ohio Labor Council, and Lodge No. 90 sergeants and lieutenants, and the City of Painesville, effective April 1, 2015, through March 31, 2018, is hereby adopted and incorporated into Chapter 167 of the Codified Ordinances of the City of Painesville, as setting forth the applicable rates of compensation, benefit provisions, and working conditions for the members of that union.

(d) The Collective Bargaining Agreement between the International Union of Operating Engineers 18S and the City of Painesville, effective April 1, 2015 through March 31, 2018 is hereby adopted and incorporated into Chapter 167 of the Codified Ordinances of the City of Painesville, as setting forth the applicable rates of compensation, benefit provisions and working conditions for the members of that union.

(e) The Collective Bargaining Agreement between the International Brotherhood of Electrical Workers and the City of Painesville, effective April 1, 2015 through March 31, 2018 is hereby adopted and incorporated into Chapter 167 of the Codified Ordinances of the City of Painesville, as setting forth the applicable rates of compensation, benefit provisions, and working conditions for members of that union.

(f) The Collective Bargaining Agreement between the American Federation of State, County and Municipal Employees, Ohio Council 8 and the City of Painesville, effective April 1, ~~2012~~ 2015 through March 31, ~~2015~~ 2018, is hereby adopted and incorporated into Chapter 167 of the Codified Ordinances of the City of Painesville, as setting forth the applicable rates of compensation, benefit provisions, and working conditions for the members of that union.

(g) The City Manager is authorized and directed to execute the above Collective Bargaining Agreements.

SECTION 167.09 UNCLASSIFIED POSITIONS AND COMPENSATION

THE FOLLOWING SHALL COMPRISE THE UNCLASSIFIED POSITIONS OF THE CITY, WITH SUCH CHANGES AS MAY BE MADE FROM TIME TO TIME BY CITY COUNCIL, BY AMENDMENT TO THIS SECTION, ALONG WITH THE RATE OF PAY FOR SUCH OFFICIALS AND EMPLOYEES:

ELECTIVE OFFICIALS

PRESIDENT OF COUNCIL	$ 583.33	MONTHLY	
COUNCIL MEMBERS	$ 500.00	MONTHLY	

ADMINISTRATIVE OFFICIALS

CITY MANAGER

~~Effective July 1, 2013~~	~~4,700.00~~	~~BI-WEEKLY~~	~~(1)~~
Effective July 1, 2015	4,817.50	BI-WEEKLY	(1)
Effective July 1, 2016	4,937.94	BI-WEEKLY	(1)
Effective July 1, 2017	5,012.01	BI-WEEKLY	(1)

DIRECTOR OF LAW

Effective April 1, 2015	2,858.40	BI-WEEKLY	(1)
Effective April 1, 2016	2,929.86	BI-WEEKLY	(1)

Effective April 1, 2017	2,973.81	BI-WEEKLY	(1)
ASSISTANT LAW DIRECTOR/PROSECUTOR			
Effective April 1, 2015	1,429.18	BI-WEEKLY	
Effective April 1, 2016	1,464.91	BI-WEEKLY	
Effective April 1, 2017	1,486.88	BI-WEEKLY	
ASSISTANT LAW DIRECTOR			
Effective April 1, 2015	788.46	BI-WEEKLY	
Effective April 1, 2016	808.17	BI-WEEKLY	
Effective April 1, 2017	820.29	BI-WEEKLY	
CLERK OF COURT			
Effective April 1, 2015	2,585.58	BI-WEEKLY	(1) (3)
Effective April 1, 2016	2,650.22	BI-WEEKLY	(1) (3)
Effective April 1, 2017	2,689.97	BI-WEEKLY	(1) (3)
CLERK OF COUNCIL/COMMUNICATIONS COORDINATOR			
Effective April 1, 2015	1,576.93	BI-WEEKLY	(1)
Effective April 1, 2016	1,616.35	BI-WEEKLY	(1)
Effective April 1, 2017	1,640.60	BI-WEEKLY	(1)

OTHER POSITIONS

SCHOOL CROSSING GUARD	(2)
RECREATION ASSISTANT	(2)
CAMP COUNSELOR	(2)
SENIOR LEADER	(2)
RECREATION SPECIALIST	(2)
SENIOR (SEASONAL)	(2)
CO-OP STUDENT TRAINEE	(2)
CLERK TYPIST (SEASONAL/PART-TIME)	(2)
JUNIOR (SEASONAL)	(2)
PARKING ENFORCEMENT OFFICER	(2) (1)
SPECIAL POLICE OFFICER/COURT SECURITY OFFICER	(2)
PROBATION OFFICER	(2) (1)

(1) WHICH SHALL BE ADJUSTED BY INTERNAL REVENUE SERVICE (I.R.S.) APPROVED PUBLIC EMPLOYEES RETIREMENT SYSTEM (P.E.R.S.) EMPLOYER "PICK-UP" PLAN.
(2) AS DETERMINED BY THE CITY MANAGER.
(3) SUBJECT TO ANNUAL COST OF LIVING INCREASE AS ESTABLISHED FOR THE MUNICIPAL COURT JUDGE.

VOLUNTEER POSITIONS

VOLUNTEERS ARE NOT REGULAR EMPLOYEES OF THE CITY BUT PERFORM SERVICES FOR THE CITY ON AN "ON CALL", "AS AVAILABLE" BASIS.

SPECIAL POLICE OFFICER AND PART TIME FIREFIGHTER:

ENTRANCE	$10.34 PER HOUR
AFTER ONE (1) YEAR	$11.57 PER HOUR
AFTER THREE (3) YEARS	$13.34 PER HOUR

PART-TIME FIREFIGHTER PARAMEDIC

ENTRANCE	$11.39 PER HOUR
AFTER ONE (1) YEAR	$12.62 PER HOUR
AFTER THREE (3) YEARS	$14.39 PER HOUR

SECTION 167.11 SALARY AND HOURLY RATED EMPLOYEES

THE COMPENSATION PLAN FOR ALL SALARY AND HOURLY RATED EMPLOYEES FOR ALL NON-UNION POSITIONS, EXCEPT THOSE POSITIONS SPECIFICALLY DESIGNATED IN THE APPROPRIATE COMPENSATION SECTION, IS HEREBY ADOPTED ACCORDING TO THE FOLLOWING SCHEDULE, AS OF APRIL 1, 2015 AND MAY BE ADJUSTED BY THE PROVISIONS OF AN APPLICABLE EMPLOYER PENSION PICK-UP PLAN:

COMPENSATION PLAN EFFECTIVE APRIL 1, 2015 2.5%

BI-WEEKLY SALARY AND HOURLY RATES

GRADE			STEP 1 ENTR-ANCE RATE	STEP 2 AFTER 1 YEAR*	STEP 3 AFTER 2 YEARS*	STEP 4 AFTER 3 YEARS*	STEP 5 AFTER 4 YEARS*	STEP 6 AFTER 5 YEARS*
				INTERMEDIATE RATES	MAXIMUM			
1	HOURLY		11.2485	11.8113	12.4016	13.0219	13.6731	14.3568
2	HOURLY		11.8113	12.4016	13.0219	13.6731	14.3568	15.0743
3	HOURLY		12.4016	13.0219	13.6731	14.3568	15.0743	15.8280
4	HOURLY		13.0219	13.6731	14.3568	15.0743	15.8280	16.6197
5	HOURLY		13.6731	14.3568	15.0743	15.8280	16.6197	17.4501
6	HOURLY		14.3568	15.0743	15.8280	16.6197	17.4501	18.3226
7	HOURLY		15.0743	15.8280	16.6197	17.4501	18.3226	19.2395
8	HOURLY		15.8280	16.6197	17.4501	18.3226	19.2395	20.2012
9	HOURLY		16.6197	17.4501	18.3226	19.2395	20.2012	21.2111
10	HOURLY		17.4501	18.3226	19.2395	20.2012	21.2111	22.2717
11	HOURLY		18.3226	19.2395	20.2012	21.2111	22.2717	23.3853
12	HOURLY		19.2395	20.2012	21.2111	22.2717	23.3853	24.5550
13	HOURLY		20.2012	21.2111	22.2717	23.3853	24.5550	25.7821
14	HOURLY		21.2111	22.2717	23.3853	24.5550	25.7821	27.0714
15	HOURLY		22.2717	23.3853	24.5550	25.7821	27.0714	28.4254
16	HOURLY		23.3853	24.5550	25.7821	27.0714	28.4254	29.8459
17	HOURLY		24.5550	25.7821	27.0714	28.4254	29.8459	31.3385
18	HOURLY		25.7821	27.0714	28.4254	29.8459	31.3385	32.9053

COMPENSATION PLAN EFFECTIVE APRIL 1, 2016 2.5%

BI-WEEKLY SALARY AND HOURLY RATES

GRADE			STEP 1 ENTR-ANCE RATE	STEP 2 AFTER 1 YEAR*	STEP 3 AFTER 2 YEARS*	STEP 4 AFTER 3 YEARS*	STEP 5 AFTER 4 YEARS*	STEP 6 AFTER 5 YEARS*
				INTERMEDIATE RATES	MAXIMUM			
1	HOURLY		11.5298	12.1066	12.7117	13.3475	14.0149	14.7157
2	HOURLY		12.1066	12.7117	13.3475	14.0149	14.7157	15.4512
3	HOURLY		12.7117	13.3475	14.0149	14.7157	15.4512	16.2237
4	HOURLY		13.3475	14.0149	14.7157	15.4512	16.2237	17.0352
5	HOURLY		14.0149	14.7157	15.4512	16.2237	17.0352	17.8864
6	HOURLY		14.7157	15.4512	16.2237	17.0352	17.8864	18.7806
7	HOURLY		15.4512	16.2237	17.0352	17.8864	18.7806	19.7205
8	HOURLY		16.2237	17.0352	17.8864	18.7806	19.7205	20.7062
9	HOURLY		17.0352	17.8864	18.7806	19.7205	20.7062	21.7414
10	HOURLY		17.8864	18.7806	19.7205	20.7062	21.7414	22.8285
11	HOURLY		18.7806	19.7205	20.7062	21.7414	22.8285	23.9700
12	HOURLY		19.7205	20.7062	21.7414	22.8285	23.9700	25.1689
13	HOURLY		20.7062	21.7414	22.8285	23.9700	25.1689	26.4267
14	HOURLY		21.7414	22.8285	23.9700	25.1689	26.4267	27.7481
15	HOURLY		22.8285	23.9700	25.1689	26.4267	27.7481	29.1360
16	HOURLY		23.9700	25.1689	26.4267	27.7481	29.1360	30.5920
17	HOURLY		25.1689	26.4267	27.7481	29.1360	30.5920	32.1220
18	HOURLY		26.4267	27.7481	29.1360	30.5920	32.1220	33.7280

COMPENSATION PLAN EFFECTIVE APRIL 1, 2017 1.5%

BI-WEEKLY SALARY AND HOURLY RATES

GRADE			STEP 1 ENTR-ANCE RATE	STEP 2 AFTER 1 YEAR*	STEP 3 MAXIMUM AFTER 2 YEARS*	STEP 4 AFTER 3 YEARS*	STEP 5 AFTER 4 YEARS*	STEP 6 AFTER 5 YEARS*
				INTERMEDIATE RATES				
1	HOURLY		11.7027	12.2882	12.9023	13.5477	14.2252	14.9364
2	HOURLY		12.2882	12.9023	13.5477	14.2252	14.9364	15.6829
3	HOURLY		12.9023	13.5477	14.2252	14.9364	15.6829	16.4670
4	HOURLY		13.5477	14.2252	14.9364	15.6829	16.4670	17.2907
5	HOURLY		14.2252	14.9364	15.6829	16.4670	17.2907	18.1547
6	HOURLY		14.9364	15.6829	16.4670	17.2907	18.1547	19.0624
7	HOURLY		15.6829	16.4670	17.2907	18.1547	19.0624	20.0163
8	HOURLY		16.4670	17.2907	18.1547	19.0624	20.0163	21.0168
9	HOURLY		17.2907	18.1547	19.0624	20.0163	21.0168	22.0675
10	HOURLY		18.1547	19.0624	20.0163	21.0168	22.0675	23.1709
11	HOURLY		19.0624	20.0163	21.0168	22.0675	23.1709	24.3295
12	HOURLY		20.0163	21.0168	22.0675	23.1709	24.3295	25.5464
13	HOURLY		21.0168	22.0675	23.1709	24.3295	25.5464	26.8231
14	HOURLY		22.0675	23.1709	24.3295	25.5464	26.8231	28.1644
15	HOURLY		23.1709	24.3295	25.5464	26.8231	28.1644	29.5730
16	HOURLY		24.3295	25.5464	26.8231	28.1644	29.5730	31.0509
17	HOURLY		25.5464	26.8231	28.1644	29.5730	31.0509	32.6038
18	HOURLY		26.8231	28.1644	29.5730	31.0509	32.6038	34.2339

SECTION 167.12 ADMINISTRATION CLASS DEPARTMENT/DIVISION HEADS AND SENIOR SUPERVISORS

THE COMPENSATION PLAN FOR DEPARTMENT/DIVISION HEADS AND SENIOR SUPERVISORS AS DESIGNATED UNDER THE ADMINISTRATION CLASS, IN THE CLASSIFIED POSITIONS SECTION, IS HEREBY ADOPTED ACCORDING TO THE FOLLOWING SCHEDULE, WHICH MAY BE ADJUSTED BY THE PROVISIONS OF AN APPLICABLE EMPLOYER PENSION PICK-UP PLAN:

RATES EFFECTIVE APRIL 1, 2015 2.5%

GRADE		MINIMUM RATE	MAXIMUM RATE
19	Bi-Weekly	1943.37	2618.56
	Hourly	24.2921	32.7319
20	Bi-Weekly	2040.58	2749.52
	Hourly	25.5073	34.3690
21	Bi-Weekly	2195.40	2886.95
	Hourly	27.4425	36.0869
22	Bi-Weekly	2249.71	3031.30
	Hourly	28.1214	37.8912
23	Bi-Weekly	2362.17	3182.86
	Hourly	29.5271	39.7857
24	Bi-Weekly	2409.25	3246.30
	Hourly	30.1156	40.5787
25	Bi-Weekly	2529.68	3408.63
	Hourly	31.6210	42.6079
26	Bi-Weekly	2656.17	3579.05
	Hourly	33.2021	44.7381
27	Bi-Weekly	2788.97	3758.02
	Hourly	34.8621	46.9752

(NOTE: UPON APPROVAL OF CITY MANAGER ONLY)

RATES EFFECTIVE APRIL 1, 2016 2.5%

GRADE		MINIMUM RATE	MAXIMUM RATE
19	Bi-Weekly	1991.96	2684.02
	Hourly	24.8995	33.5502
20	Bi-Weekly	2091.59	2818.26
	Hourly	26.1449	35.2283
21	Bi-Weekly	2250.28	2959.12
	Hourly	28.1286	36.9890
22	Bi-Weekly	2305.96	3107.08
	Hourly	28.8245	38.8385
23	Bi-Weekly	2421.22	3262.43
	Hourly	30.2653	40.7804
24	Bi-Weekly	2469.48	3327.46
	Hourly	30.8685	41.5932
25	Bi-Weekly	2592.92	3493.85
	Hourly	32.4115	43.6731
26	Bi-Weekly	2722.57	3668.52
	Hourly	34.0321	45.8565
27	Bi-Weekly	2858.69	3851.97
	Hourly	35.7337	48.1496

(NOTE: UPON APPROVAL OF CITY MANAGER ONLY)

RATES EFFECTIVE APRIL 1, 2017 1.5%

GRADE		MINIMUM RATE	MAXIMUM RATE
19	Bi-Weekly	2021.84	2724.28
	Hourly	25.2729	34.0535
20	Bi-Weekly	2122.97	2860.53
	Hourly	26.5371	35.7567
21	Bi-Weekly	2284.04	3003.51
	Hourly	28.5505	37.5439
22	Bi-Weekly	2340.55	3153.69
	Hourly	29.2568	39.4211
23	Bi-Weekly	2457.54	3311.37
	Hourly	30.7193	41.3921
24	Bi-Weekly	2506.53	3377.37
	Hourly	31.3316	42.2171
25	Bi-Weekly	2631.82	3546.26
	Hourly	32.8977	44.3282
26	Bi-Weekly	2763.41	3723.55
	Hourly	34.5426	46.5444
27	Bi-Weekly	2901.57	3909.75
	Hourly	36.2697	48.8719

(NOTE: UPON APPROVAL OF CITY MANAGER ONLY)

SECTION II. That this Ordinance is passed as an emergency measure for the protection and preservation of the peace, health, safety and general welfare of the inhabitants of the City of Painesville, the emergency being the immediate necessity to amend the Classification and Compensation Plan for the affected employees, and therefore, this Ordinance shall be effective immediately.

PASSED: July 20, 2015
EFFECTIVE: July 20, 2015

Paul W. Hach, II
President of Council

ATTEST:

Tina B. Pomfrey
Acting Clerk of Council