

ORDINANCE O-2021-3

AN ORDINANCE AMENDING THE CURRENT PAY ORDINANCE TO ESTABLISH AND REVISE THE SALARIES AND WAGES OF FULL-TIME AND PART-TIME EMPLOYEES WITHIN THE VILLAGE OF WINDHAM, COUNTY OF PORTAGE AND STATE OF OHIO, REPEALING ALL PRIOR INCONSISTENT ORDINANCES, AND DECLARING AN EMERGENCY.

WHEREAS, the Village of Windham employs a significant number of full-time and part-time employees within the Village; and

WHEREAS, the Village has experienced difficulty in hiring and retaining employees, specifically police officers, because of the low wages paid by the Village; and

WHEREAS, the Village Council wishes to set forth the salaries and wages of the Village of Windham full-time and part-time employees that are in effect as of the first pay following February 28, 2021 Council meeting as is set forth below; and

NOW THEREFORE BE IT ORDAINED by the Council of the Village of Windham two thirds or more of the members elected thereto concurring that:

SECTION 1: The current pay ordinance is hereby amended as follows: That the compensation levels of the following employees of the Village of Windham are set as follows effective with passage of this Ordinance and signature of the Mayor or at such other time set forth below:

<u>POSITION</u>	<u>ANNUAL SALARY</u>
Police Chief (effective 4/1/17)	40,000.00 to 65,000.00
Village Fiscal Officer	30,600.00 to 50,000.00
Village Fiscal Officer In Training	30,600.00
Village Administrator (part time)	6,936.00 to 22,000.00

<u>POSITION</u>	<u>MONTHLY SALARY</u>
Zoning Inspector (part time)	300.00 to 600.00
Mayor	990.33
Council President	300.00
Council Member	225.00

<u>POSITION</u>	<u>HOURLY COMPENSATION</u>
Police Lieutenant	18.00 to 28.00
Police Sergeant	18.00 to 27.00
Police Detective	18.00 to 26.00
Full Time Patrolman	18.00 to 24.00
Part-time Patrolman (Probation period)	Uncompensated
Part-time Patrolman (Probation end to 6 months)	15.00
Part-time Patrolman (after 6 months)	15.50
Part-time Patrolman (after 1 year)	16.00 to 20.00
Temporary Part-time Office Personnel	Ohio Minimum Wage to 12.00
General Office Help (part-time)	9.88 to 15.00
Administrative Assistant	15.00 to 22.00
Utilities Clerk	11.00 to 18.00
Utilities Clerk (part time)	11.00 to 15.00
Water Superintendent 1*	18.00 to 30.00
Sewer Superintendent 1*	18.00 to 30.00
Specialist – Sewer Superintendent 1*	22.00 to 30.00
Specialist – Sewer Superintendent 2*	23.00 to 30.00
Water & Sewer Operator (full time) *	14.00 to 26.00
Water & Sewer Operator (part time) *	12.00 to 22.00
Water, Sewer & Street Dept. Laborer	12.00 to 24.00
Seasonal Part-time laborer (max 4 mos/yr)	Ohio Minimum Wage to 12.00

*Note: Indicates that \$1.00 per hour, per qualified water/sewer license will be paid (see O-2003-30 and O-2003-31). Also, \$0.50 will be paid for each lab license.

Note: An additional \$0.05 per hour, or the salaried equivalent, shall be paid to any full time and part time employee with an accredited Associates Degree. An additional \$0.10 per hour, or the salaried equivalent, shall be paid to any full time and part time employee with an accredited Bachelors Degree. An additional \$0.15 per hour, or the salaried equivalent, shall be paid to any full time and part time employee with an accredited Masters Degree.

In addition to the hourly rates established a longevity rate for full time and part time employees (see codified ordinance Section 155.07) shall be applied at a rate of \$0.03 per hour per year for hourly employees and \$2.40 per pay period per year for salaried employees. Longevity increases will be paid in the pay period which includes the employee anniversary date. Pay increases based upon length of time in the position will be paid for the entire pay period which includes the anniversary of start time.

longevity calculation

years of service	additional hourly amount	additional salaried pay amount
1	0.03	2.40
2	0.06	4.80
3	0.09	7.20
4	0.12	9.60
5	0.15	12.00
6	0.18	14.40
7	0.21	16.80
8	0.24	19.20
9	0.27	21.60
10	0.30	24.00
11	0.33	26.40
12	0.36	28.80
13	0.39	31.20
14	0.42	33.60
15	0.45	36.00
16	0.48	38.40
17	0.51	40.80
18	0.54	43.20
19	0.57	45.60
20	0.60	48.00
21	0.63	50.40
22	0.66	52.80
23	0.69	55.20
24	0.72	57.60
25	0.75	60.00
26	0.78	62.40
27	0.81	64.80
28	0.84	67.20
29	0.87	69.60
30	0.90	72.00
31	0.93	74.40
32	0.96	76.80
33	0.99	79.20
34	1.02	81.60
35	1.05	84.00
36	1.08	86.40
37	1.11	88.80
38	1.14	91.20
39	1.17	93.60
40	1.20	96.00

SECTION 2: It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its Committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements including §121.22 of the Revised Code of the State of Ohio.

SECTION 3: This Ordinance is hereby declared to be an emergency measure, immediately effective upon passage by at least two-thirds of the members elected to the Windham Village Council, so that the Village can hire and retain necessary personnel, including but not limited to Safety Force personnel now, so as to preserve the public peace, health, or safety and general welfare of the citizens of the Village of Windham.

Passed on First Reading February 23, 2021

Vote of Council: Ayes: 6
 Nays: 0

ATTEST:

APPROVED:

Cheree M. Taylor
Clerk of Council

Don Marshall
Mayor, Village of Windham

I, Cheree Taylor, Fiscal Officer of the Village of Windham, Ohio hereby certify that this Ordinance was duly published by public posting at predesignated posting places.

Cheree M. Taylor
Cheree Taylor, Fiscal Officer, Windham Village

Approved as to Legal Form:

Thomas Reitz
Solicitor, Thomas Reitz

