

ORDINANCE O-2017-3

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 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 1, 2017 unless set forth otherwise 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)	45,000.00
Village Fiscal Officer	30,600.00 to 43,450.00
Village Fiscal Officer In Training	30,600.00
Utilities Clerk Specialist (part time)	6,000.00
Village Administrator (part time)	6,936.00

<u>POSITION</u>	<u>MONTHLY SALARY</u>
Zoning Inspector (part time)	300.00 to 600.00

<u>POSITION</u>	<u>HOURLY COMPENSATION</u>
Police Lieutenant (effective 4/1/17)	17.00
Police Lieutenant (effective 11/1/17)	17.20
Police Sergeant (effective 4/1/17)	16.00
Police Sergeant (effective 11/1/17)	16.42
Police Detective (effective 4/1/17)	16.00
Police Detective (effective 1/11/17)	16.42
Full Time Patrolman (effective 4/1/17)	15.50
Full Time Patrolman (effective 11/1/17)	15.90
Part-time Patrolman (Probation period)	Uncompensated
Part-time Patrolman (Probation end to 6 months, effective 4/1/17)	12.00
Part-time Patrolman (after 6 months, effective 4/1/17)	12.50
Part-time Patrolman (after 1 year, effective 4/1/17)	13.00
Part-time Patrolman (after 2 years, effective 4/1/17)	13.25
Safety Clerk (effective 4/1/17)	12.50
Temporary Part-time Office Personnel	Ohio Minimum Wage to 9.88
Utilities Clerk	9.88 to 14.28
Utilities Clerk (part time)	12.00

Water Superintendent 2*	19.67
Sewer Superintendent 1*	19.37
Sewer Superintendent 2*	19.67
Specialist – Sewer Superintendent 1*	22.92
Specialist – Sewer Superintendent 2*	23.23
Water & Sewer Operator 1*	15.30
Water & Sewer Operator 2*	15.62
Water & Sewer Operator in Training (part time)	12.25
Water & Sewer Operator in Training 1*	13.06
Water & Sewer Operator in Training (with lab license)	14.57
Water & Sewer Specialist (part time)	17.50
Water, Sewer & Street Dept. Laborer	12.94 to 16.56
Seasonal Part-time laborer (max 4 mos/yr)	Ohio Minimum Wage to 9.88
School Crossing Guard (effective 1/1/17)	Ohio Minimum Wage

*Note: 1 indicates with one qualified license (see O-2003-30 and O-2003-31)
2 indicates with two qualified licenses (see O-2003-30 and O-2003-31)

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

In addition to the hourly rates established a longevity rate for full 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

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 necessary for the preservation of the public, peace, health and safety of this municipality and to provide for the financial health of the Village. Wherefore, provided it receives the affirmative vote of at least two-thirds of its members elected or appointed to this Council, this Ordinance shall take effect and be in force immediately upon its passage by Council and approval of the Mayor; otherwise, it shall take effect as of the first pay period following February 1, 2017 or at such other later date as is set forth in the applicable section of this Ordinance.

Passed as an emergency this 24th day of January, 2017

Vote of Council: Ayes: 5
 Nays: 0

ATTEST:

APPROVED:

 Clerk of Council

 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 Taylor, Fiscal Officer, Windham Village

Approved as to Legal Form:

Solicitor, Thomas Reitz