

CITY OF TWINSBURG, OHIO

ORDINANCE 11-2008

AN ORDINANCE AMENDING SALARIES, WAGES AND EMPLOYMENT DESCRIPTIONS FOR CERTAIN EMPLOYEES OF THIS CITY AND UPDATING CLASSIFICATIONS OF EMPLOYEES AS OF JANUARY 1, 2008, TO BE KNOWN AS THE 2008 SALARY ORDINANCE

WHERE AS, the Administration of the City of Twinsburg has recommended to Council that certain amendments be made to that legislation providing for the compensation of City employees; and

WHEREAS, Council has determined that it is appropriate to amend said salary ordinance in accordance with the recommendations of the Administration.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Twinsburg, County of Summit and State of Ohio:

SECTION I: That the following schedule of compensation for salary increases and employee classifications is hereby **effective January 1, 2008**:

- A. All present employees, except all Department Heads and certain Management Staff, shall occupy a step position in the below schedule as heretofore determined by prior enactments and administrative actions there under.
- B. Upon the expiration of 12 months after the anniversary date of their hire, all employees shall, be eligible to be advanced to the next pay step or within the range depending on performance.
- C. New employees shall be placed in a step or within a range agreed upon by the Department Head and Mayor for the position, which shall be determined based upon past experience or education-training.
- D. Newly promoted employees may be placed at a salary step or range equal to or no greater than two salary steps higher than the salary of the employee at the time of the promotion.
- E. New employees or those newly promoted may advance to the next step or within the range after six months for good performance with the Mayor's approval.
- F. Regular Part Time Employees may work up to 32 hours per week on a regular basis year-round. These employees may work full-time during seasonal periods.
- G. All increases listed herein are effective as specified; however, nothing herein shall be taken as a restriction upon future legislative action by Council to alter or amend the contents of this Ordinance.
- H. Personnel within the jurisdiction of contracts between the City of Twinsburg and the various labor unions which represent City personnel shall be compensated in accordance with the terms and conditions of such contracts.

ADMINISTRATION

	<u>2008</u>	<u>2009</u>	<u>2010</u>
Mayor	\$88,436	\$91,531	\$94,535
		<u>RANGE</u>	
Chief of Fire		\$70,420	\$94,950
Chief of Police		\$71,909	\$95,752
Director of Community Planning and Development		\$68,619	\$92,582
Director of Finance		\$65,703	\$86,431
Director of Human Resources		\$54,036	\$89,860
Director of Parks and Recreation		\$63,138	\$83,057
Director of Public Works		\$70,971	\$94,518
Golf Course Manager		\$45,615	\$60,005
Golf Course Superintendent		\$56,033	\$73,709

ADMINISTRATIVE STAFF

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Secretary to Mayor	\$21.70	\$22.19	\$22.68	\$23.15	\$23.64	\$24.12
2009	\$22.46	\$22.97	\$23.47	\$23.96	\$24.47	\$24.96
2010	\$23.25	\$23.77	\$24.29	\$24.80	\$25.32	\$25.83

FINANCE DEPARTMENT

Assistant Finance Director	\$29.92	\$30.59	\$31.26	\$31.92	\$32.58	\$33.25
2009	\$30.97	\$31.66	\$32.35	\$33.04	\$33.72	\$34.41
2010	\$32.05	\$32.77	\$33.49	\$34.19	\$34.90	\$35.62

DEPARTMENT OF HUMAN RESOURCES AND INFORMATION TECHNOLOGY**Division of Human Resources**

Benefits Administrator	\$19.89	\$20.49	\$21.10	\$21.74	\$22.39	\$23.52
2009	\$20.59	\$21.21	\$21.84	\$22.50	\$23.17	\$24.34
2010	\$21.31	\$21.95	\$22.61	\$23.28	\$23.98	\$25.19

Division of Information Technology

Senior Network Administrator	\$33.59	\$34.33	\$35.08	\$35.83	\$36.58	\$37.32
2009	\$34.76	\$35.53	\$36.30	\$37.09	\$37.86	\$38.63
2010	\$35.98	\$36.78	\$37.57	\$38.38	\$39.18	\$39.98
Network Administrator	\$23.75	\$24.47	\$25.20	\$25.96	\$26.73	\$27.54
2009	\$24.58	\$25.32	\$26.08	\$26.87	\$27.67	\$28.51
2010	\$25.45	\$26.21	\$27.00	\$27.81	\$28.64	\$29.50

DEPARTMENT OF COMMUNITY PLANNING AND DEVELOPMENT

Part Time City Planner - Per Hour						\$20.00
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Division of Building and Zoning

Building Commissioner					\$58,004	\$76,303
Part Time Building Inspector - Per Hour						\$15.66
Plumbing Inspector - Per Inspection						\$35.00

Division of Engineering

Municipal Engineer, P.E.					\$68,314	\$89,865
Assistant Director of Engineering	\$29.92	\$30.59	\$31.26	\$31.92	\$32.58	\$33.25
2009	\$30.97	\$31.67	\$32.35	\$33.04	\$33.72	\$34.42
2010	\$32.05	\$32.77	\$33.48	\$34.19	\$34.90	\$35.62

DEPARTMENT OF SAFETY**Division of Police**

Police Lieutenant	\$33.00	\$33.60	\$34.20	\$34.80	\$35.39	\$37.87
2009	\$34.15	\$34.77	\$35.39	\$36.01	\$36.63	\$39.20
2010	\$35.35	\$35.99	\$36.63	\$37.28	\$37.91	\$40.57
Terminal Agency Coordinator	\$21.17	\$21.79	\$22.33	\$22.90	\$23.49	\$24.12
2009	\$21.91	\$22.55	\$23.11	\$23.70	\$24.31	\$24.96
2010	\$22.68	\$23.34	\$23.92	\$24.53	\$25.16	\$25.84
Part Time Police Officer - Per Hour						\$19.62
Part Time Dispatcher - Per Hour						\$16.53
Part Time Records Clerk - Per Hour						\$13.46
Head Dispatcher - Additional Per Hour						\$1.95

Division of Fire

Assistant Fire Chief	\$32.47	\$33.19	\$33.92	\$34.63	\$35.36	\$36.08
2009	\$33.60	\$34.35	\$35.10	\$35.84	\$36.59	\$37.34
2010	\$34.78	\$35.56	\$36.33	\$37.10	\$37.87	\$38.65
Captain, Firefighter II, Paramedic (2080 hrs)	\$28.55	\$30.09	\$31.42	\$32.53	\$33.85	\$35.18
2009	\$29.54	\$31.14	\$32.52	\$33.67	\$35.04	\$36.41
2010	\$30.58	\$32.23	\$33.66	\$34.85	\$36.27	\$37.69
Captain, Firefighter II, Paramedic (2496 hrs)	\$23.78	\$25.08	\$26.19	\$27.11	\$28.21	\$29.32
2009	\$24.62	\$25.96	\$27.10	\$28.06	\$29.20	\$30.35
2010	\$25.48	\$26.86	\$28.05	\$29.04	\$30.22	\$31.41
Part Time - 1st Year						\$16.96
Part Time - 2nd Year additional						\$1.09
Part Time - Certification 1C Card additional						\$0.27
Part Time - Certification Medical Rescue additional						\$1.09

DEPARTMENT OF PUBLIC WORKS**Division of Service**

General Superintendent	\$30.07	\$30.73	\$31.40	\$32.07	\$32.74	\$33.41
2009	\$31.12	\$31.80	\$32.50	\$33.20	\$33.88	\$34.58
2010	\$32.21	\$32.92	\$33.64	\$34.36	\$35.07	\$35.79
Working Foreman	\$25.13	\$25.74	\$26.36	\$26.98	\$27.60	\$28.77
2009	\$26.01	\$26.64	\$27.28	\$27.93	\$28.57	\$29.78
2010	\$26.92	\$27.57	\$28.24	\$28.90	\$29.57	\$30.82

Division of Wastewater Treatment

Wastewater Treatment Superintendent	\$31.27	\$31.96	\$32.65	\$33.35	\$34.05	\$34.74
2009	\$32.36	\$33.08	\$33.80	\$34.51	\$35.24	\$35.96
2010	\$33.49	\$34.24	\$34.98	\$35.72	\$36.48	\$37.22
Chief Operator	\$27.21	\$28.16	\$29.12	\$30.09	\$31.05	\$32.63
2009	\$28.16	\$29.15	\$30.14	\$31.14	\$32.14	\$33.78
2010	\$29.15	\$30.17	\$31.20	\$32.23	\$33.26	\$34.96
Certification - Ohio EAP Class II additional						\$0.12
Certification - Ohio EPA Class III additional						\$0.24

DEPARTMENT OF PARKS AND RECREATION

Activities Coordinator	\$18.96	\$19.55	\$20.11	\$20.72	\$21.34	\$22.41
2009	\$19.62	\$20.24	\$20.81	\$21.45	\$22.09	\$23.19
2010	\$20.31	\$20.94	\$21.54	\$22.20	\$22.86	\$24.00
Athletic/Fitness Supervisor	\$19.84	\$20.45	\$21.05	\$21.68	\$22.33	\$23.45
Center Manager					\$44,387	\$63,814
Working Foreman	\$25.13	\$25.74	\$26.36	\$26.98	\$27.60	\$28.77
2009	\$26.01	\$26.64	\$27.28	\$27.93	\$28.57	\$29.78
2010	\$26.92	\$27.57	\$28.24	\$28.90	\$29.57	\$30.82
Part Time Fitness Employee I	\$8.05	\$8.37	\$8.71	\$9.06	\$9.42	\$9.79
Part Time Fitness Employee II	\$8.69	\$9.04	\$9.40	\$9.78	\$10.17	\$10.58
Part Time Fitness Employee III	\$9.39	\$9.77	\$10.16	\$10.56	\$10.98	\$11.42
Part Time Fitness Supervisor	\$10.80	\$11.23	\$11.68	\$12.15	\$12.63	\$13.14
Bus/Van Driver	\$9.98	\$10.38	\$10.79	\$11.23	\$11.68	\$12.14

GOLF COURSE

Clubhouse Manager	\$14.26	\$14.75	\$15.17	\$15.62	\$16.09	\$16.91
Assistant Golf Pro	\$11.52	\$12.11	\$12.48	\$12.84	\$13.23	\$13.61

PART TIME ALL DEPARTMENTS

Part Time Clerk/Receptionist	\$11.75	\$12.16	\$12.59	\$13.03	\$13.48	\$14.23
Part Time Custodian	\$10.80	\$11.19	\$11.58	\$11.99	\$12.40	\$13.08
Part Time Laborer	\$8.04	\$8.45	\$8.86	\$9.26	\$9.69	\$10.29
Part Time Secretary	\$13.13	\$13.60	\$14.07	\$14.56	\$15.07	\$15.91
Part Time Intern - Per Hour						\$10.00

SEASONAL ALL DEPARTMENTS

Seasonal Employee I	\$7.00	\$7.28	\$7.57	\$7.87	\$8.19	\$8.52
Seasonal Employee II	\$7.35	\$7.64	\$7.95	\$8.27	\$8.60	\$8.94
Seasonal Employee III	\$7.72	\$8.03	\$8.35	\$8.68	\$9.03	\$9.39
Seasonal Employee IV	\$8.10	\$8.43	\$8.76	\$9.12	\$9.48	\$9.86
Seasonal Manager	\$8.51	\$8.85	\$9.20	\$9.57	\$9.95	\$10.35

LEGISLATIVE

Clerk of Council	\$23.90	\$24.44	\$24.96	\$25.49	\$26.02	\$26.56
2009	\$24.73	\$25.29	\$25.84	\$26.38	\$26.93	\$27.49
2010	\$25.60	\$26.18	\$26.74	\$27.31	\$27.87	\$28.45
Deputy Clerk of Council	\$14.47	\$14.98	\$15.51	\$16.05	\$16.61	\$17.53
2009	\$14.98	\$15.50	\$16.06	\$16.61	\$17.19	\$18.15
2010	\$15.50	\$16.04	\$16.62	\$17.20	\$17.79	\$18.78
Part Time Boards/Commissions Secretary	\$14.47	\$14.98	\$15.51	\$16.05	\$16.61	\$17.53
2009	\$14.98	\$15.50	\$16.06	\$16.61	\$17.19	\$18.15
2010	\$15.50	\$16.04	\$16.62	\$17.20	\$17.79	\$18.78

President of Council	The term beginning as of December 1, 2007	\$11,139
	The term beginning as of December 1, 2009	\$11,695
Councilperson	The term beginning as of December 1, 2005	\$10,300
	The term beginning as of December 1, 2007	\$10,609
	The term beginning as of December 1, 2009	\$11,139

MEMBERS OF BOARDS AND COMMISSIONS

Board Chairpersons	Per Meeting:	\$67.00
Planning Commission	Per Meeting:	\$57.00
Civil Service Commission	Per Meeting:	\$57.00
Board of Building & Zoning Code Appeals	Per Meeting:	\$57.00
Architectural Review Board	Per Meeting:	\$57.00
Parks and Recreation Commission	Per Meeting:	\$57.00
Recycle Commission	Per Meeting:	\$57.00
Cable Representative	Per Meeting:	\$57.00
Beautification Commission	Per Meeting:	\$57.00
Golf Course Advisory Board	Per Meeting:	\$57.00
Ward Districting Commission	Per Meeting:	\$57.00
Charter Review Commission	Per Meeting:	\$57.00
Environmental Commission	Per Meeting:	\$57.00
Capital Improvement Advisory Board	Per Meeting:	\$57.00

LUMP SUM PAYMENTS

SECTION I

All lump sum payments shall be credited to the employees hourly rate in accordance with Section 147.18 of the Codified Ordinances of the City of Twinsburg.

SECTION II

That this Ordinance shall constitute continued authorization for the employment of persons now employed by the City in the positions set forth in Section I above and the authority to continue its positions for the employment of suitable persons in the future.

SECTION III

That any provisions of Ordinances and Resolutions inconsistent herewith shall no longer be effective.

SECTION IV

It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in open meeting or meetings of this Council, and that all deliberations of this Council were in meetings open to the public and in full compliance with all legal requirements, including without limitations, those set forth in Section 121.22 of the Ohio Revised Code.

SECTION V

That this Ordinance is hereby declared to be an emergency measure, necessary for the immediate preservation of the public peace, health, safety welfare and convenience of the citizens of the City of Twinsburg, and for the additional reason that it is necessary to make immediate adjustments to salaries, and provided it receives the affirmative vote of five or more members of Council, it shall take effect and be in force immediately upon its passage and approval of the Mayor; otherwise, it shall take effect and be in force at the earliest period allowed by law.

PASSED: _____

APPROVED: _____

Robert L. McDermott, President of Council

Submitted to the Mayor for approval this

_____ day of _____ 2008

Approved by the Mayor _____ 2008

Katherine A. Procop, Mayor

ATTEST:

Marie K. Weaver, Deputy Clerk of Council

1st Reading _____

2nd Reading _____

3rd Reading _____

Passed: _____

Yes _____ No _____

CERTIFICATE OF POSTING

I, Marie K. Weaver, Deputy Clerk of Council, of the City of Twinsburg, State of Ohio, do hereby certify that publication of the foregoing ordinances, resolutions was duly made by posting true copies thereof at five of the most public places in said City as determined by Section 113.02 of the Codified Ordinances of the City of Twinsburg; each for a period of fifteen days commencing on the _____ day of _____, 2008

Marie K. Weaver, Deputy Clerk of Council

