

AN ORDINANCE
REGARDING RATES OF COMPENSATION
FOR THE OFFICERS AND EMPLOYEES OF
THE GENERAL ADMINISTRATION DEPARTMENT
AND THOSE EMPLOYEES OF THE CITY NOT COVERED BY
SEPARATE LABOR CONTRACT FOR THE CALENDAR YEAR 2023
AND THEREAFTER AND REPEALING ORDINANCE 19-106
AS AMENDED BY ORDINANCE 21-34 AND ORDINANCE 21-121,
AND DECLARING AN EMERGENCY.

BE IT ORDAINED by the Council of the City of Bay Village, Ohio:

SECTION 1. That compensation to be paid to the NON-EXEMPT categorized officers and employees of the GENERAL ADMINISTRATION DEPARTMENT and those employees not covered by separate labor contract effective January 1, 2023 and thereafter shall be:

**NON-EXEMPT WAGE/SALARY STRUCTURE FOR
NON-BARGAINING EMPLOYEES**

PAYGRADE	MINIMUM	MIDPOINT	MAXIMUM
7	\$58,699 (28.2207)	\$70,444 (33.8672)	\$84,536 (40.6422)
6	48,918 (23.5182)	58,699 (28.2207)	70,444 (33.8672)
5	40,765 (19.5988)	48,918 (23.5183)	58,699 (28.2207)
4	33,972 (16.3325)	40,765 (19.5988)	48,918 (23.5183)
3	28,309 (13.6102)	33,972 (16.3325)	40,765 (19.5988)
2	23,591 (11.3417)	28,309 (13.6102)	33,972 (16.3325)
1	(minimum wage)	23,591 (11.3417)	28,309 (13.6102)

Non-exempt employees hired in one of the following employment categories shall be positioned in one of the above paygrade levels, as determined by the Department Director and the Human Resource Director, and will be subject to the above wage/salary structure:

- Full-time – employees scheduled to work 37.5 to 40 hours per week.
- Statutory Full-time – employees scheduled to work more than 29 hours but less than 40 hours per week.
- Regular Part-time – employees scheduled to work a set number of hours per week not to exceed 29 hours per week.
- Intermittent Part-time – employees scheduled to work sporadic hours during a week not to exceed 29 hours per week.
- Seasonal – employees scheduled to work any number of hours per week for a specified period not to exceed six (6) consecutive months per year.

If an employee's rate of pay at the time of assignment to a job classification exceeds the maximum of the paygrade range for that job classification, the employee's rate of pay, at the Administration's discretion, may be retained. However, the employee will not receive or be eligible

for a rate change until the employee vacates that classification or the salary structure maximum is revised and exceeds the employee's rate of pay.

If an employee's rate of pay at the time of assignment to a job classification is below the minimum of the paygrade range for that job classification, the employee's rate of pay, at the Administration's discretion, may be adjusted between the minimum and the midpoint of the paygrade range at the time of assignment or receive six (6) month incremental increases until the employee's rate of pay is within the paygrade range.

NON-EXEMPT EMPLOYEE JOB CLASSIFICATION PAYGRADES

JOB CLASSIFICATION	PAYGRADE
Deputy Police Officer	7
School Resource Officer	7
Executive Assistant	6
Assistant to Director	6
Property Maintenance Inspector	6
Administrative Assistant	4
Office Coordinator	4
Recreation Supervisor	4
Police Dispatcher	4
Jailer	3
Receptionist/Clerk	3
Seasonal "A"	3
School Guard	3
Part-time	2
Seasonal "B"	2
Senior Van Driver	2
Seasonal "C"	1

SECTION 2. That compensation to be paid to the EXEMPT categorized officers and employees of the GENERAL ADMINISTRATION DEPARTMENT and those employees not covered by separate labor contract effective January 1, 2023 and thereafter shall be:

EXEMPT EMPLOYEE SALARY STRUCTURE

PAYGRADE	MINIMUM	MIDPOINT	MAXIMUM
8	\$97,304 (46.7806)	\$116,764 (56.1367)	\$140,117 (67.3641)
7	81,090 (38.9855)	97,304 (46.7806)	116,764 (56.1367)
6	67,575 (32.4878)	81,090 (38.9855)	97,304 (46.7806)
5	56,312 (27.0730)	67,575 (32.4878)	81,090 (38.9855)
4	46,927 (22.5610)	56,312 (27.0730)	67,575 (32.4878)
3	39,102 (18.7992)	46,927 (22.5610)	56,312 (27.0730)
2	32,585 (15.6660)	39,102 (18.7992)	46,927 (22.5610)
1	27,155 (13.0551)	32,585 (15.6660)	39,102 (18.7992)

Exempt employees hired in one of the following employment categories shall be positioned in one of the above paygrade levels, as determined by the Department Director, Human Resource Director and/or the Mayor, and will be subject to the above salary structure:

- Full-time – employees scheduled to work 40 hours per week.
- Statutory Full-time – employees scheduled to work more than 29 but less than 40 hours per week.
- Regular Part-time – employees scheduled to work a set number of hours per week not to exceed 29 hours per week.
- Intermittent Part-time – employees scheduled to work sporadic hours during a week not to exceed 29 hours per week.

If an employee's rate of pay at the time of assignment to a job classification exceeds the maximum of the paygrade range for that job classification, the employee's rate of pay, at the Administration's discretion, may be retained. However, the employee will not receive or be eligible for a rate change until the employee vacates that job classification or the salary structure maximum is revised and exceeds the employee's rate of pay.

If an employee's rate of pay at the time of assignment to a classification is below the minimum of the paygrade range for that job classification, the employee's rate of pay may be adjusted between the minimum and midpoint of the paygrade range at the time of assignment or receive six (6) month incremental increases until the employee's rate of pay is within the paygrade range.

EXEMPT EMPLOYEE JOB CLASSIFICATION PAYGRADES

JOB CLASSIFICATION	PAYGRADE
Chief of Police	8
Fire Chief	8
Building Director	7
Director of Public Services & Properties	7
Finance Director	7
Director of Community Services	6
Director of Recreation	6
Human Resources Director	6
Infrastructure Manager	6
Projects Coordinator	6
Project Manager	6
Public Works Supervisor	6
Public Works Supervisor of Operations	6
Sewer Maintenance Supervisor	6
Assistant Director of Recreation	5
Clerk of Council	5
Finance Assistant	5
Urban Forestry Manager	5
Administrative Project Leader	4
Assistant Director of Community Services	4

SECTION 3. The individual who serves as Safety Director shall be compensated at an annualized amount of \$5,000.00.

SECTION 4. The individual who serves as the Civil Service Secretary shall be compensated at an annualized amount of \$8,000.00.

SECTION 5. The Administration and Council will meet bi-annually to review the salary and wage administration.

SECTION 6. Ordinance 19-106 as amended by Ordinance 21-34 and Ordinance 21-121 are hereby repealed effective January 1, 2023.

SECTION 7. That it is found and determined that all formal actions concerning and relating to the adoption of this ordinance were adopted in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 8. That this ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare, and for the further reason that it is necessary to provide for compensation in conformance with agreements reached during labor negotiations and to secure adequate personnel for the City's needs, wherefore this ordinance shall be in full force and take effect immediately upon its passage and approval by the Mayor.

PASSED: December 19, 2022


CLERK OF COUNCIL


PRESIDENT OF COUNCIL

APPROVED: December 19, 2022


MAYOR

120622 jt