

1st reading 11-1-23  
2nd reading SUSPENDED  
3rd reading 11-8-23  
Voted on  
Ayes 5 Nays 0  
PASSED X DEFEATED

11/2/2023

**ORDINANCE NO. 2023-21  
(AS AMENDED)**

**AN ORDINANCE  
PROVIDING COMPENSATION AND BENEFITS FOR  
VILLAGE EMPLOYEES, REPEALING CERTAIN  
ORDINANCES, AND DECLARING AN EMERGENCY.**

WHEREAS, the Orange Village Council desires to amend the pay ranges for Orange Village employees, subject to the administration of such ranges by the Mayor; and

WHEREAS, Council desires to establish longevity pay and health premium contributions for full-time employees.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF ORANGE VILLAGE, CUYAHOGA COUNTY, STATE OF OHIO:**

SECTION 1. That, effective January 1, 2023, the following ranges of compensation of Orange Village employees are established as provided in "Exhibit A", which is appended to this ordinance and incorporated in this ordinance by reference. The Mayor is authorized to determine the specific salary of each employee in the Village within the pay range for the employee's classification. Payments made in the year 2023 in accordance with this ordinance are hereby ratified.

SECTION 2. That, effective January 1, 2023, full-time employees of Orange Village shall receive additional "longevity" compensation in accordance with the schedule established in "Exhibit B", which is appended to this ordinance and incorporated in this ordinance by reference.

SECTION 3. That, effective January 1, 2023, full-time employees of Orange Village shall be eligible to receive health insurance benefits. Employees who take the health insurance offered by the Village shall pay, on a pre-tax basis, a monthly contribution in accordance with the schedule established in "Exhibit C", which is appended to this ordinance and incorporated in this ordinance by reference.

SECTION 4. That any ordinance or part of an ordinance that conflicts with this ordinance is repealed.

SECTION 5. That actions of this Council concerning and relating to the passage of this legislation 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 Chapter 105 of the Codified Ordinances of Orange Village.

SECTION 6. That this ordinance constitutes an emergency measure in that the same provides for the immediate preservation of the public peace, health, safety and welfare of the inhabitants of

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(AS AMENDED)**

**# 2**

Orange Village and, further, this ordinance provides for establishing the titles and timely compensation of Village employees; wherefore, this ordinance shall be in full force and effect from and after its adoption and approval by the Mayor, provided it receives the affirmative vote of five (5) members of Council, otherwise it shall take effect and be in force from and after the earliest period allowed by law.


PASSED: November 8, 2023

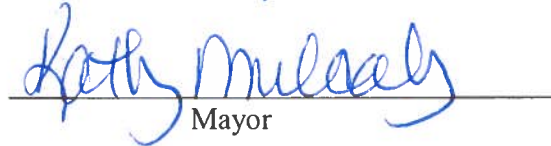
  
Council President

Submitted to the Mayor for approval  
on this <sup>th</sup>8 day of November, 2023

Approved by the Mayor this  
8<sup>th</sup> day Nov, 2023

ATTEST:

  
Clerk of Council

  
Mayor

**EXHIBIT A**

<b><u>DEPARTMENT/POSITION</u></b>	<b><u>SALARY RANGE</u></b>	
	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
<b><u>FULL-TIME EMPLOYEES:</u></b>		
<b><u>POLICE DEPARTMENT</u></b>		
Chief of Police <sup>0</sup> (1)	\$62,000	<del>\$140,000</del> \$150,000
Police Lieutenant <sup>0</sup> (2)	\$56,000	<del>\$116,000</del> \$125,000
Police Secretary	\$19,000	<del>\$63,000</del> \$70,000
Sergeants	As established by current union contract	As established by current union contract
Full-time Patrol Officers (full-time)	As established by current union contract	As established by current union contract
<b><u>SERVICE DEPARTMENT</u></b>		
Service Director <sup>0</sup>	\$46,000	<del>\$125,000</del> \$150,000
Crew Leader (3)	\$36,000	<del>\$91,000</del> \$100,000
Maintenance Worker-Class A (3)	\$33,000	\$83,000
Maintenance Worker-Class B (3)	\$25,000	\$60,000
<b><u>BUILDING DEPARTMENT</u></b>		
Chief Building Official <sup>0</sup>	\$70,000	<del>\$120,000</del> \$140,000
Assistant Building/Housing Inspector	\$45,000	\$95,000
Building Department Administrative Assistant	\$20,000	<del>\$63,000</del> \$70,000
<b><u>ADMINISTRATION</u></b>		
Treasurer/Tax Administrator <sup>0</sup>	\$85,000	<del>\$140,000</del> \$150,000
Assistant Treasurer <sup>0</sup>	\$25,000	<del>\$75,000</del> \$95,000
Finance Administrator	\$25,000	<del>\$75,000</del> \$85,000
Executive Assistant to the Mayor <sup>0</sup>	\$20,000	<del>\$80,000</del> \$90,000
Building Department Administrative Assistant	<del>\$20,000</del>	<del>\$63,000</del>
Clerk of Council/Office of Administrative Assistant	\$29,000	\$50,250

(1): The symbol <sup>0</sup> shall be used to designate full time Village employees who are not eligible for the overtime pay provisions found at Section 147.19 of the Orange Village Codified Ordinances.

(2): Salary Range shall include an officer rank differential of 14%.

(3): Call-in Pay: Full-time Service employees who are called in during non-scheduled hours shall receive a minimum of three (3) hours of pay providing such times do not abut the employee's scheduled hours of work.

**PART-TIME EMPLOYEES:**

<b><u>DEPARTMENT/POSITION</u></b>	<b><u>SALARY RANGE</u></b>	
	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
<b><u>POLICE DEPARTMENT</u></b>		
Police Investigator	\$35/hour	\$55/hour
<del>Part-time</del> Patrol Officer (part-time)	\$20/hour	\$45/hour
IT/Security Officer	\$10,000	\$46,000
<b><u>FIRE DEPARTMENT</u></b>		
Fire Chief <sup>0</sup>	\$30,000	\$70,000
Assistant Fire Chief~(4)(5)	\$4,000 and \$20/hour	\$23,000 and \$40/hour
Fire Captain~(4)(5)	\$3,000 and \$20/hour	\$10,500 and \$40/hour
Fire Lieutenant ~(4)(5)	\$2,500 and \$20/hour	\$8,700 and \$40/hour
Fire Fighter~(5)(6)	Minimum Wage	<del>\$45/hour</del> \$40/hour

<u>DEPARTMENT/POSITION</u>	<u>SALARY RANGE</u>	
	<u>Minimum</u>	<u>Maximum</u>
<b><u>ADMINISTRATION</u></b>		
IT/Security Officer	\$10,000	\$46,000
Professional/Managerial	\$12/hour	\$83/hour
Technical/Skilled Craft	\$10/hour	\$50/hour
Administrative/Clerical	Minimum Wage	<del>\$28/hour</del> \$30/hour
Seasonal Help	Minimum Wage	<del>\$21/hour</del> \$25/hour
Clerk of Council	As set by Council	As set by Council

(4): The symbol ~ shall be used for those part-time fire employees that shall receive a salary stipend in addition to an hourly rate within the minimum and maximum ranges listed above.

(5): All-Call: Part-time fire employees who are called in under an "All Call" during non-scheduled hours shall receive a minimum of \$21.40 of pay for up to 1 hour, and then \$5.35 for every 15-minute increments thereafter, providing such times are not during the employee's scheduled hours of work.

Weekend Differential: (Effective June 1, 2023) Part-time fire employees working Saturday and Sunday from 0700-1900 will be paid at a rate of one and a quarter (1 ¼) of their hourly rate. The hourly rate used in determining the weekend differential shall include any shift leader pay.

Training Pay: (Effective June 1, 2023) Upon prior approval and authorization by the Fire Chief, members of the Fire Department shall be paid additional compensation for their attendance at fire/safety schools, seminars and other courses designed to improve their skills as fire and or Emergency Medical Technician-Ambulance officer. Attending training during non-scheduled hours shall receive their hourly rate of pay for the hours of training and shall clock in and out for each training.

(6) Officer in Charge: (Effective January 1, 2024) Part-time fire employees who the Fire Chief, or his designee, has approved as "Officer in Charge (OIC)" during their scheduled hours of work, shall receive an increase from \$1 per hour to \$3 per hour for the hours performing those duties during their shift.

## EXHIBIT B

### ADDITIONAL COMPENSATION/BENEFITS FOR ORANGE VILLAGE EMPLOYEES

#### LONGEVITY.

1. Full-time employees hired prior to January 1, 1998, shall be eligible in accordance with the following longevity schedule for their years of full-time, continuous service with the Village:

Years of Service	Percent of Base Annual Compensation
After five years	2%
After ten years	3%
After fifteen years	4%
After twenty years	6%
After twenty-five years	8%

2. Full-time employees hired on or after January 1, 1998, shall be eligible in accordance with the following longevity schedule for their years of full-time continuous service with the Village:

Years of Service	Annual Payment		
	<u>2023</u> <del>2020</del>	<u>2024</u> <del>2023</del>	<u>2025</u> <del>2022</del>
5 to 9 years	\$ <del>1,650</del> 1,450.00	\$ <del>1,850</del> 1,550.00	\$ <del>1,850</del> 1,650.00
10 to 14 years	\$ <del>1,700</del> 1,500.00	\$ <del>1,900</del> 1,600.00	\$ <del>1,900</del> 1,700.00
15 to 19 years	\$ <del>1800</del> 1,600.00	\$ <del>2,000</del> 1,700.00	\$ <del>2,000</del> 1,800.00
20 to 21 years	\$ <del>2,150</del> 1,950.00	\$ <del>2,350</del> 2,050.00	\$ <del>2,350</del> 2,150.00
22 or more years	\$ <del>2,650</del> 2,450.00	\$ <del>2,850</del> 2,550.00	\$ <del>2,850</del> 2,650.00

3. Longevity amounts shall be determined on the employee's employment anniversary date and shall be paid at the end of each calendar year. **Payment for longevity shall be prorated based on the period worked that calendar year if an employee is separated from employment prior to the date payment would otherwise be made.**

## EXHIBIT C

### HEALTH INSURANCE

Effective January 1, 2013, Orange Village shall provide and maintain medical/hospitalization, dental and life insurance coverage for all eligible employees, **including the Mayor**, upon the terms and conditions set forth in this section and except as otherwise provided **in the Codified Ordinances herein**.

If an employee's spouse is eligible for employer-subsidized group health care and/or dental/**vision** coverage the employee's spouse must enroll for the coverage and may not be enrolled in the Orange Village health coverage offered pursuant to this section. The Orange Village Plan Administrator has discretion to determine whether your spouse's employer provides coverage as described herein.

Employees who take the insurance offered herein shall, on a pre-tax basis, make monthly contributions based upon the following schedule:

Classification	2023	2024	2025	Range of Contribution
1) Employee	\$87	\$100	\$100	<del>\$50 to \$200</del>
2) Employee with Spouse	\$140	\$160	\$160	<del>\$100 to \$400</del>
3) Employee with Child	\$112	\$125	\$125	<del>\$80 to \$320</del>
4) Family	\$194	\$225	\$225	<del>\$150 to \$600</del>

~~The specific amount of the contribution shall be determined by administration at the time the compensation of the employees is established pursuant to the salary ranges previously determined by Council and in accordance with the Village' budget process.~~

Employees will be responsible for deductibles and copays in accordance with the health insurance summary plan documents. Orange Village shall reimburse eligible employees for in-network deductibles for medical health insurance (not dental or vision insurance deductibles) in excess of \$200 (single) and \$400 (employee/child, employee/spouse, or family) annually. Employees must submit an Explanation of Benefits (EOB) to the Finance Department. Reimbursement will occur after the EOB is submitted to the Finance Department and all applicable insurance adjustments have been confirmed.