

1st reading 9-1-24
2nd reading ~~SUSPENDED~~
3rd reading
Voted on 9-1-24
Ayes: 6 Nays: 0
PASSED X DEFEATED

08/28/2024

ORDINANCE NO. 2024-20

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

WHEREAS, the Orange Village Council desires to amend the positions and pay ranges for Orange Village police department and part-time administration employees, subject to the administration of such ranges by the Mayor; and

WHEREAS, Council desires to clarify additional compensation for EMT certifications and health insurance coverage for full-time employees.

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

SECTION 1. That, effective September 1, 2024, the following positions and ranges of compensation for Orange Village non-union 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 2024 in accordance with this Ordinance are hereby ratified.

SECTION 2. That employees in the police and service departments may receive additional compensation for EMT certifications, as requested by the department head and approved the Mayor, provided they meet the requirements for the certifications as provided in “Exhibit A”, which is appended to this Ordinance and incorporated into this Ordinance by reference

SECTION 3. That Architectural Board of Review members are listed under “Exhibit A” to indicate their monthly compensation previously established which is appended to this Ordinance and incorporated in this Ordinance by reference.

SECTION 4. That Orange Village shall provide and maintain health insurance benefits to all eligible employees, including the Mayor, listed under “Exhibit B”, which is appended to this Ordinance and incorporated in this Ordinance by reference.

SECTION 5. That any Ordinance or part of an Ordinance that conflicts with this Ordinance is repealed.

SECTION 6. 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 7. 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 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: September 4, 2024



Council President

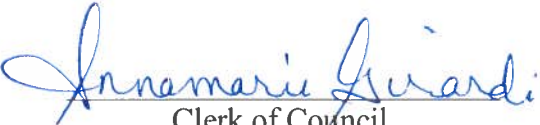
Submitted to the Mayor for

approval on this 4th day of September, 2024

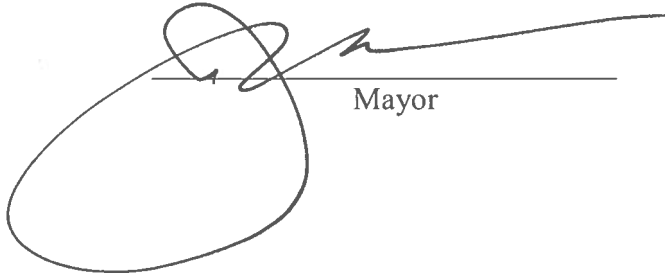
Approved by the Mayor this

4th day of September, 2024

ATTEST:



Clerk of Council



Mayor

EXHIBIT A

<u>DEPARTMENT/POSITION</u>	SALARY RANGE	
	<u>Minimum</u>	<u>Maximum</u>
<u>FULL-TIME EMPLOYEES:</u>		
<u>POLICE DEPARTMENT</u>		
Chief of Police ⁰ (1)(7)	\$62,000	\$150,000
Deputy Chief of Police ⁰ (2)(7)	\$56,000	\$125,000
Police Lieutenant ⁰ (2)(7)	\$56,000	\$125,000
Clerk of Mayor’s Court/Administrative Police Secretary	\$19,000	\$70,000
Sergeants	As established by current union contract	As established by current union contract
Patrol Officers (full-time)	As established by current union contract	As established by current union contract
<u>SERVICE DEPARTMENT</u>		
Service Director ⁰ (8)	\$46,000	\$150,000
Crew Leader (3)(8)	\$36,000	\$100,000
Maintenance Worker-Class A (3)(8)	\$33,000	\$83,000
Maintenance Worker-Class B (3)(8)	\$25,000	\$60,000
<u>BUILDING DEPARTMENT</u>		
Chief Building Official ⁰	\$70,000	\$140,000
Assistant Building/Housing Inspector	\$45,000	\$95,000
Building Department Administrative Assistant	\$20,000	\$70,000
<u>ADMINISTRATION</u>		
Treasurer/Tax Administrator ⁰	\$85,000	\$150,000
Assistant Treasurer ⁰	\$25,000	\$95,000
Finance Administrator	\$25,000	\$85,000
Executive Assistant to the Mayor ⁰	\$20,000	\$90,000

(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.

(7) Full-time members of the Police Department, except the Clerk of Mayor’s Court/Administrative Secretary, who are not members of the Collective Bargaining Unit, shall be deemed Police/Safety Officers and shall receive additional compensation equal to, or in same manner as, members of the union agreement for maintaining an EMT certification. Each Police/Safety Officer shall be responsible for maintaining the required certifications and perform the required duties of Police/Safety Officer to receive the additional compensation. The range of the certifications are \$1,200 to \$3,200 as determined in the union agreement. This additional compensation is in addition to the minimum and maximum ranges listed above.

(8) Each full-time member of the Service Department who responds to emergency fire and/or rescue calls during normal work schedules, maintains certifications and is a member of good standing with the Fire Department, as set forth in the rules and regulations promulgated by the Fire Chief, shall receive additional compensation. The range of certifications are \$1,400 - \$3,200 as determined by Codified Ordinance 139.05, as amended. This additional compensation is in addition to the minimum and maximum ranges listed above.

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>	<u>2024</u>	<u>2025</u>
5 to 9 years	\$1,650.00	\$1,850.00	\$1,850.00
10 to 14 years	\$1,700.00	\$1,900.00	\$1,900.00
15 to 19 years	\$1800.00	\$2,000.00	\$2,000.00
20 to 21 years	\$2,150.00	\$2,350.00	\$2,350.00
22 or more years	\$2,650.00	\$2,850.00	\$2,850.00

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.

HEALTH INSURANCE

Effective January 1, 2013, Orange Village shall provide and maintain medical/hospitalization, dental, vision, 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.

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
1) Employee	\$87	\$100	\$100
2) Employee with Spouse	\$140	\$160	\$160
3) Employee with Child	\$112	\$125	\$125
4) Family	\$194	\$225	\$225

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) upon submission of the Explanation of Benefits (EOB) after all applicable insurance adjustments have been confirmed as made.