

ORDINANCE NO. 63-2021

**TITLE: AMENDING ORDINANCE NO. 37-2021
EMPLOYEES NOT INCLUDED IN NON-BARGAINING PAY GRADES**

AN ORDINANCE AMENDING ORDINANCE NO. 37-2021, “EMPLOYEES NOT INCLUDED IN NON-BARGAINING PAY GRADES,” IN ORDER TO INCREASE THE PAY SCALE OF SEASONAL AND DEPARTMENT OF PUBLIC SAFETY EMPLOYEES RETROACTIVE TO MAY 17, 2021, AND DECLARING AN EMERGENCY.

WHEREAS, Council recognizes the need to update the Parks and Recreation and Service Department Seasonal Employees and certain Department of Public Safety Employee wages.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Barberton, State of Ohio:

That Council hereby amends Ordinance No. 37-2021 which now reads as follows:

Temporary Clerk of Council	\$ 19.00 per hour
Civil Service Commission Members	\$ 250.00 per month
Civil Service Commission Secretary	\$ 11.50 per hour
Part time Assistant to Manager of Water Treatment	\$ 26.92
Part time Building Official	\$ 50.00 per hour
Part time Prosecutor	\$10,037.77
Part time Assistant Probation Officer	\$ 15.00 per hour
Part time Stormwater Utility Engineer	\$ 25.75 per hour

Department of Public Safety

Part time Dispatcher/Jailor	\$ 15.00 per hour
Part time Juvenile Diversion Officer	\$ 14.30 per hour
Part time Reserve Police Officers	\$ 17.85 per hour
Part time Reserve Volunteer Police Officers	- - -
Part time Firefighter II	\$ 13.00 per hour
Part time Firefighter II / EMT-B	\$ 15.00
Part time Firefighter II / EMT-P (2-5 yrs. exp)	\$ 16.00
Part time Firefighter II / EMT-P (<5 yrs. exp)	\$ 17.00
Lead School Crossing Guard	\$ 13.00 per hour
School Crossing Guards	\$ 10.00 per hour

Parks and Recreation employees who are promoted to a higher paying position will start the new position in Range 1 of the pay scale. If the beginning pay range is less than or equal to their current rate, the employee will remain in their current range.

Parks and Recreation pay scale shall be based on previous experience and education as follows:

	<u>Parks and Recreation</u>				
	Range 1	Range 2	Range 3	Range 4	Range 5
Driver	\$ 8.80	\$ 8.90	\$ 9.40	\$ 9.90	\$10.40
Park Leader 1	\$ 8.80	\$ 9.30	\$ 9.80	\$10.30	\$10.30
Park Leader 2	\$11.00	\$11.50	\$12.00	\$12.50	\$13.00
Maintenance Worker	\$ 8.80	\$ 8.90	\$ 9.40	\$ 9.90	\$10.40
Specialist 1	\$ 9.00	\$ 9.50	\$10.00	\$10.50	\$11.00
Specialist 2	\$11.00	\$11.50	\$12.00	\$12.50	\$13.00
Supervisor	12.00	12.50	13.00	13.50	14.00
Program Instructor	13.00	14.00	15.00	16.00	17.00

Miscellaneous Employees

Part time Construction Inspectors	\$18.73 per hour
Work Experience Internship – Level I	\$ 8.80 per hour

Work Experience Internship – Level II	\$ 8.80 per hour - \$ 9.75 per hour
Work Experience Internship – Level III	\$10.00 per hour - \$11.50 per hour
Work Experience Internship – Level IV	\$12.00 per hour - \$13.50 per hour

Seasonal Employees

Seasonal Employees will be placed in one of the following pay ranges based on their experience:

	Range 1	Range 2	Range 3	Range 4	Range 5
Clerk	\$8.80	\$8.85	\$9.35	\$ 9.85	\$10.35
Laborer	\$8.80	\$9.30	\$9.80	\$10.30	\$10.80

Be and the same is hereby amended by showing said amendments in bold:

SECTION 1. That Council hereby authorizes the following in order to increase the pay scale of Seasonal and Department of Public Safety Employees retroactive to May 17, 2021.

Temporary Clerk of Council	\$ 19.00 per hour
Civil Service Commission Members	\$ 250.00 per month
Civil Service Commission Secretary	\$ 11.50 per hour
Part time Assistant to Manager of Water Treatment	\$ 26.92
Part time Building Official	\$ 50.00 per hour
Part time Prosecutor	\$10,037.77
Part time Assistant Probation Officer	\$ 15.00 per hour
Part time Stormwater Utility Engineer	\$ 25.75 per hour

Department of Public Safety

Part time Dispatcher/Jailor	\$ 17.00 per hour
Part time Juvenile Diversion Officer	\$ 16.30 per hour
Part time Reserve Police Officers	\$ 20.00 per hour
Part time Reserve Volunteer Police Officers	- - -
Part time Firefighter II	\$ 13.00 per hour
Part time Firefighter II / EMT-B	\$ 15.00
Part time Firefighter II / EMT-P (2-5 yrs. exp)	\$ 16.00
Part time Firefighter II / EMT-P (<5 yrs. exp)	\$ 17.00
Lead School Crossing Guard	\$ 15.00 per hour
School Crossing Guards	\$ 13.00 per hour

Miscellaneous Employees

Part time Construction Inspectors	\$18.73 per hour
Work Experience Internship – Level I	\$10.00 per hour
Work Experience Internship – Level II	\$10.50 per hour - \$11.50 per hour
Work Experience Internship – Level III	\$12.00 per hour - \$13.50 per hour
Work Experience Internship – Level IV	\$13.00 per hour - \$14.50 per hour

Level IV Experience Internships are reserved for students in graduate school, law school or equivalent level educational program.

Newly Hired Parks and Recreation Seasonal Candidates

Newly hired seasonal candidates should be hired at Range 1 unless the candidate possesses documented special skills, certifications, education or experience within the position sought.

Returning Seasonal Employees

Returning seasonal employees may be hired between Range 2 and Range 5 with prior City of Barberton seasonal experience depending on the number of seasons worked. Second year: Range 2, Third year; Range 3, etc. Range 5 is the

highest wage paid regardless of prior City experience beyond 5 years. Experience need not be consecutive years of employment as a seasonal employee.

Example:

2020 Jane earned \$11.00 as a Seasonal Park Leader (Range 1)

2021 Jane is returning as a Seasonal Park Leader 1 and should be paid \$11.25 (Range 2)

Parks and Recreation Seasonal Employees Hourly Wage Scale

	<u>Range 1</u>	<u>Range 2</u>	<u>Range 3</u>	<u>Range 4</u>	<u>Range 5</u>
Driver	\$10.00	\$10.50	\$11.00	\$11.50	\$12.00
Park Leader 1	\$11.00	\$11.25	\$11.50	\$11.75	\$12.00
Park Leader 2	\$12.00	\$12.25	\$12.50	\$13.00	\$13.50
Maintenance Worker	\$13.00	\$13.50	\$13.75	\$14.25	\$14.75
Specialist 1	\$11.00	\$11.25	\$11.50	\$11.75	\$12.00
Specialist 2	\$12.00	\$12.25	\$12.50	\$13.00	\$13.50
Supervisor	\$13.75	\$14.00	\$14.25	\$14.50	\$14.75
Program Instructor	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00

Service Department Seasonal Employees Hourly Wage Scale

	<u>Range 1</u>	<u>Range 2</u>	<u>Range 3</u>	<u>Range 4</u>	<u>Range 5</u>
Clerk	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00
Laborer	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00

SECTION 2. That the Director of Finance is hereby directed to draw his warrants in payment thereof.

SECTION 3. That this ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, convenience and welfare of the City of Barberton and the inhabitants thereof, for the reason that seasonal employees are needed, and provided it receives the necessary votes required by the City Charter, shall be in full force and effect from and after its passage and approval; otherwise to be in full force and effect from and after the earliest period allowed by law.

Passed _____ 2021

Clerk of Council

President of Council

Approved _____ 2021

Mayor