

**AN EMERGENCY ORDINANCE
PERTAINING TO THE WAGES, BENEFITS,
AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT
FOR EMPLOYEES OF MAYFIELD VILLAGE, OHIO,
FOR THE CALENDAR YEARS 2017-2019,
REPEALING ALL ORDINANCES INCONSISTENT HEREWITH**

BE IT ORDAINED BY THE COUNCIL OF MAYFIELD VILLAGE, OHIO, THAT:

SECTION 1. Effective January 1, 2017 and retroactive to that date, compensation for employees of Mayfield Village is hereby established as set forth in Exhibit 1 and below:

Part-Time Firefighter Station Duty

The rates below apply to station duty, drill and/or training whenever on scheduled station duty. Those on scheduled station duty time are not entitled to the call out pay provision. All part-time firefighters are eligible to work station duty at their assigned rate of pay and rank.

	2017	2018	2019
First Class Firefighter	\$ 22.33	\$ 23.00	\$ 23.69
First Class Firefighter with Paramedic Certificate	\$ 24.68	\$ 25.42	\$ 26.18
Second Class Firefighter	\$ 19.07	\$ 19.64	\$ 20.23
Second Class Firefighter with Paramedic Certificate	\$ 21.42	\$ 22.07	\$ 22.73
Third Class Firefighter	\$ 14.56	\$ 15.00	\$ 15.45
Third Class Firefighter with Paramedic Certificate	\$ 16.92	\$ 17.43	\$ 17.95
Fourth Class Firefighter	\$ 12.35	\$ 12.72	\$ 13.10
Fourth Class Firefighter with Paramedic Certificate	\$ 14.69	\$ 15.13	\$ 15.59

Second through fourth class firefighters shall follow National Fire Protection Association Standard 1001 for promotional tests beginning January 1, 2000. Those persons having at least two (2) years of full-time experience as a Firefighter/Paramedic may waive the time requirement and test out at each level of proficiency.

Second Class Firefighter

Following N.F.P.A. 1001 as a guideline for competence, this position would be available to a candidate 24 months from the time of appointment to the Fire Department.

Third Class Firefighter

Following the N.F.P.A. 1001 as a guideline for competence, this position would be available to a candidate 12 months from the time of appointment to the Fire Department.

Fourth Class Firefighter

Following the N.F.P.A. 1001 as a guideline for competence, this position would be available to a candidate 6 months from the time of appointment to the Fire Department.

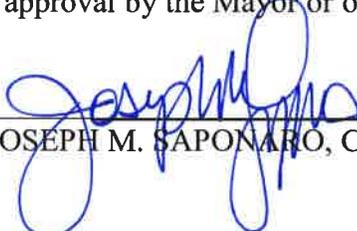
Part-Time Firefighters Call Pay Schedule

For responses to shift or general recalls, or any other emergency or manpower call-in sanctioned in accordance with Mayfield Village Fire Department Rules and Regulations, Standard Operating Procedures, and or Standard Operating Guidelines, responding members shall receive a minimum pay of one (1) hour of overtime compensation calculated at one and one-half (1½) times their assigned rate of pay and every hour thereafter will be paid at their assigned rate of pay provided that the responding member arrives to the station within thirty (30) minutes of the official call-in time recorded in dispatch. In instances of responses prior to the beginning of an individual's assigned shift, the individual may sign a call-in sheet if the official call-in time is greater than or equal to thirty (30) minutes prior to the beginning of their assigned shift time. If any assistance is rendered by the member within the thirty minute period prior to the beginning time of the shift, the member may sign in early for the shift and be compensated accordingly. For shift or general recalls, or any other emergency or manpower call-in lasting longer than two hours, the Fire Chief may permit exceptions to the thirty minute response time.

SECTION 2. All prior Ordinances, inconsistent with this Ordinance, in whole or in part, are repealed.

SECTION 3. The Council finds and determines that all formal actions of this Council relating to the adoption of this Ordinance have been taken at open meetings of this Council; and that deliberations of this Council and of its committees, resulting in such formal action, took place in meetings open to the public, in compliance with all statutory requirements including the requirements of Section 121.22 of the Ohio Revised Code.

SECTION 4. This Ordinance is hereby declared to be an emergency measure immediately necessary for the health, safety and welfare of the residents of Mayfield Village, Ohio, for the reason that the enactment hereof will provide reasonable compensation for the services rendered by the employees of the Municipality. It shall, therefore, take effect immediately upon the passage by the affirmative vote of not less than five (5) members elected to Council and approval by the Mayor or otherwise at the earliest time allowed by law.



JOSEPH M. SAPONARO, Council President

First Reading: March 20 2017

Second Reading: April 17 2017

Third Reading: Suspended 2017

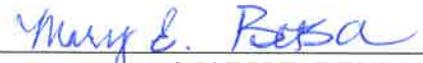
PASSED: April 17 2017

APPROVED: 

BRENDA T. BODNAR, Mayor

APPROVED AS TO FORM: 

JOSEPH W. DIEMERT, JR., Law Director

ATTEST: 

MARY E. BETSA, Clerk of Council

MAYFIELD VILLAGE - 2017 Wage Ordinance

WAGE RANGES BY DEPARTMENT

Position	Low Salary Range	2016 High Salary	Low Hourly Range	2016 High Hourly	2017 Salary Range	2017 Hourly Range	2018 Salary Range	2018 Hourly Range	2019 Salary Range	2019 Hourly Range
Dispatch & Communication										
Commun. Supervisor	\$46,469.00	\$56,010.97	\$22.34	\$26.93	\$57,551.27	\$27.67	\$59,277.81	\$28.50	\$61,056.14	\$29.35
Radio Dispatcher	\$41,431.00	\$52,704.91	\$19.92	\$25.34	\$54,154.29	\$26.04	\$55,778.92	\$26.82	\$57,452.29	\$27.62
Part-Time Radio Dispatcher	\$19.68	\$24.07	\$19.68	\$24.07	\$24.73	\$24.73	\$25.47	\$25.47	\$26.23	\$26.23
Fire										
Chief	\$86,856.00	\$120,104.80	\$41.76	\$57.74	\$121,305.85	\$58.32	\$122,518.91	\$58.90	\$123,744.09	\$59.49
Assistant Fire Chief/Fire Marshal	\$90,069.00	\$106,643.00	\$43.30	\$51.27	\$108,643.00	\$51.27	\$109,842.29	\$52.81	\$113,137.56	\$54.39
Exec. Assistant	\$47,435.00	\$60,230.10	\$22.81	\$28.96	\$61,886.43	\$29.75	\$63,743.02	\$30.65	\$65,655.31	\$31.57
Part-Time Firefighter - Refer to Ordinance										
Service										
Service Director	\$86,856.00	\$120,104.80	\$41.76	\$57.74	\$121,305.85	\$58.32	\$122,518.91	\$58.90	\$123,744.09	\$59.49
Exec. Assistant	\$45,882.00	\$60,230.10	\$22.06	\$28.96	\$61,886.43	\$29.75	\$63,743.02	\$30.65	\$65,655.31	\$31.57
Part-Time Clerical	\$15.18	\$17.35	\$15.18	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35
Foreman	\$66,523.00	\$76,021.00	\$31.98	\$36.55	\$78,111.58	\$37.55	\$80,454.93	\$38.88	\$82,868.58	\$39.84
Full-Time Class A Skilled (3rd year)	\$59,662.00	\$68,180.41	\$28.68	\$32.78	\$70,055.37	\$33.68	\$72,157.03	\$34.69	\$74,321.74	\$35.73
Full-Time Class B Skilled (2nd year)	\$53,049.00	\$60,623.22	\$25.50	\$29.15	\$62,290.36	\$29.95	\$64,159.07	\$30.85	\$66,083.84	\$31.77
Full-Time Class C Skilled (Probationary)	\$46,379.00	\$53,000.89	\$22.30	\$25.48	\$54,458.41	\$26.18	\$56,092.17	\$26.97	\$57,774.93	\$27.78
Part-Time Skilled	\$11.00	\$18.00	\$11.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00
Part-Time Seasonal	\$11.00	\$14.50	\$11.00	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50
Part-Time Class A Seasonal (3rd year)	\$14.33	\$0.00	\$14.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Part-Time Class B Seasonal (2nd year)	\$13.66	\$0.00	\$13.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Part-Time Head Custodian	\$21.16	\$23.24	\$21.16	\$23.24	\$23.88	\$23.88	\$24.60	\$24.60	\$25.33	\$25.33
Part-Time Custodian	\$18.06	\$19.84	\$18.06	\$19.84	\$19.84	\$19.84	\$19.84	\$19.84	\$19.84	\$19.84
Part-Time Emergency Employee	\$22.32	\$24.52	\$22.32	\$24.52	\$24.52	\$24.52	\$24.52	\$24.52	\$24.52	\$24.52
	\$22.32	\$25.51	\$22.32	\$25.51	\$26.21	\$26.21	\$26.99	\$26.99	\$27.80	\$27.80

See Note 2 Below.

See Note 2 Below.

See Note 1 Below.

See Note 1 Below.

See Note 1 Below.

Note 1: This classification only applies to employees actively on staff at January 1, 2014. Prior Village seasonal employees returning in 2014 and thereafter are grandfathered in at their prior hourly rate if that rate exceeds the Part-Time Seasonal rate above.

Note 2: In 2017, Directors at the top of the range at 12/31/2016 will receive a 1% salary wage increase and a 1.75% stipend (\$2,101.83) payable equally throughout the year. The wage increase and stipend are calculated on 2016's wages. In 2018, Directors at the top of the range at 12/31/2017 will receive a 1% salary wage increase and a 2.00% stipend (\$2,426.12) payable equally throughout the year. The wage increase and stipend are calculated on 2017's wages. In 2019, Directors at the top of the range at 12/31/2018 will receive a 1% salary wage increase and a 2.00% stipend (\$2,450.38) payable equally throughout the year. The wage increase and stipend are calculated on 2018's wages.

MAYFIELD VILLAGE - 2017 Wage Ordinance

WAGE RANGES BY DEPARTMENT

Position	Low Salary	2016 High Salary	Low Hourly	2016 High Hourly	2017 Salary	2017 Hourly	2018 Salary	2018 Hourly	2019 Salary	2019 Hourly
	Range		Range		Range	Range	Range	Range	Range	Range
Administration										
Director of Administration	\$86,856.00	\$120,104.80	\$41.76	\$57.74	\$121,305.85	\$58.32	\$122,518.91	\$58.90	\$123,744.09	\$59.49
Econ. Dev. Coordinator	\$44,840.00	\$56,935.47	\$21.56	\$27.37	\$56,935.47	\$27.37	\$56,935.47	\$27.37	\$56,935.47	\$27.37
IT Coordinator	\$44,840.00	\$60,230.10	\$21.56	\$28.96	\$65,230.10	\$31.36	\$67,187.00	\$32.30	\$69,202.81	\$33.27
Receptionist/Assistant	\$34,713.00	\$50,404.50	\$16.68	\$24.24	\$51,790.62	\$24.90	\$53,344.34	\$25.65	\$54,944.67	\$26.42
Building										
Bldg. Commissioner	\$86,856.00	\$120,104.80	\$41.76	\$57.74	\$121,305.85	\$58.32	\$122,518.91	\$58.90	\$123,744.09	\$59.49
Exec. Assistant	\$47,435.00	\$60,377.52	\$22.81	\$29.03	\$62,037.90	\$29.83	\$63,899.04	\$30.72	\$65,816.01	\$31.64
Part-Time Inspector	\$29.98	\$47.96	\$29.98	\$47.96	\$47.96	\$47.96	\$47.96	\$47.96	\$47.96	\$47.96
Finance										
Director of Finance	\$86,856.00	\$120,104.80	\$41.76	\$57.74	\$121,305.85	\$58.32	\$122,518.91	\$58.90	\$123,744.09	\$59.49
Exec Asst/Accounts Payable Clerk/Clerk of Council	\$55,755.00	\$69,738.01	\$26.81	\$33.53	\$71,655.81	\$34.45	\$73,805.48	\$35.48	\$76,019.65	\$36.55
Payroll/Accounts Receivable Clerk	\$47,435.00	\$60,230.10	\$22.81	\$28.96	\$61,886.43	\$29.75	\$63,743.02	\$30.65	\$65,655.31	\$31.57
Recreation										
Recreation Director	\$86,856.00	\$120,104.80	\$41.76	\$57.74	\$121,305.85	\$58.32	\$122,518.91	\$58.90	\$123,744.09	\$59.49
Asst. Rec. Director	\$46,924.00	\$59,582.15	\$22.56	\$28.65	\$61,220.66	\$29.43	\$63,057.28	\$30.32	\$64,948.99	\$31.23
Youth/Adult Sports Coordinator	\$34,759.00	\$44,135.22	\$16.71	\$21.22	\$45,348.94	\$21.80	\$46,709.41	\$22.46	\$48,110.69	\$23.13
Human Services										
Admin. Assistant	\$44,839.00	\$56,934.33	\$21.56	\$27.37	\$58,500.02	\$28.13	\$60,255.03	\$28.97	\$62,062.68	\$29.84
Police										
Chief	\$86,856.00	\$120,104.80	\$41.76	\$57.74	\$121,305.85	\$58.32	\$122,518.91	\$58.90	\$123,744.09	\$59.49
Exec. Assistant	\$47,435.00	\$60,230.10	\$22.81	\$28.96	\$61,886.43	\$29.75	\$63,743.02	\$30.65	\$65,655.31	\$31.57
Secretary	\$41,127.00	\$52,221.51	\$19.77	\$25.11	\$53,657.61	\$25.80	\$55,267.33	\$26.57	\$56,925.35	\$27.37
Part-Time Clerical	\$15.18	\$17.35	\$15.18	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35
Part-Time Police Officer	\$22.01	\$28.47	\$22.01	\$28.47	\$29.25	\$29.25	\$30.13	\$30.13	\$31.03	\$31.03
Auxiliary Police	\$17.62	\$20.14	\$17.62	\$20.14	\$20.69	\$20.69	\$21.31	\$21.31	\$21.95	\$21.95
Reserve Police	\$21.37	\$24.42	\$21.37	\$24.42	\$24.42	\$24.42	\$24.42	\$24.42	\$24.42	\$24.42
Police Mechanic	\$24.53	\$28.03	\$24.53	\$28.03	\$28.80	\$28.80	\$29.67	\$29.67	\$30.56	\$30.56
Asst. Police Mechanic	\$17.97	\$20.54	\$17.97	\$20.54	\$21.10	\$21.10	\$21.73	\$21.73	\$22.39	\$22.39

See Note 2 Below.

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