

North Canton City Council
Personnel and Safety Committee

Ordinance No. 13 - 2020

An ordinance amending Chapter 155, Personnel Regulations, Part One - Administrative Code of the Codified Ordinances of the City of North Canton, to adjust the titles and compensation of certain employees, and repealing any legislation inconsistent herewith.

WHEREAS, due to the shifting of certain duties and responsibilities, titles and compensation levels relative to those duties and responsibilities require corresponding adjustments; and

WHEREAS, the City is obligated to timely provide compensation to its full and part-time employees at reasonable, local market rates.

NOW, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH CANTON, COUNTY OF STARK, AND STATE OF OHIO:

Section 1. That Chapter 155 Personnel Regulations of Part One, Administrative Code, specifically, COMPENSATION, be, and the same is hereby amended to read as follows:

COMPENSATION

Full-Time Schedule of Compensation: Full-time employees shall be paid an amount equal to or less than the amount set forth in the following schedule:

| <u>Position</u> | <u>Maximum Bi-Weekly Compensation</u> |
|--|---------------------------------------|
| Director of Administration | \$4,423.08 |
| Director of Finance | \$4,423.08 |
| Director of Law | \$4,423.08 |
| City Engineer | \$4,423.08 |
| <i>Chief of Fire & EMS</i> | \$3,653.85 |
| <i>Chief of Police</i> | \$3,653.85 |
| Superintendent - Drinking Water Plant | \$3,269.23 |
| Superintendent - Streets & Sewers | \$3,269.23 |
| Superintendent - Water Distribution & Parks | \$3,269.23 |
| <i>Deputy Director of Administration and Development</i> | \$3,076.93 |
| <i>Deputy Director of Finance</i> | \$3,076.93 |

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| <i>Operations Managers:</i> | \$3,076.93 |
| <i>Drinking Water Plant</i> | |
| <i>Parks, Rec & Building Maint.</i> | |
| <i>Streets & Sewer</i> | |
| <i>Water Distribution</i> | |
| Construction Engineer | \$2,560.00 |
| Clerk of Council/Law Dept. | \$2,115.38 |

| <u>Position</u> | <u>Maximum Hourly Rate</u> |
|-----------------------------------|----------------------------|
| <i>Accountant/Payroll Manager</i> | \$29.81 |
| <i>Accountant</i> | \$27.40 |
| <i>Administrative Specialist</i> | \$26.44 |
| <i>Client Coordinator</i> | \$25.96 |
| <i>Administrative Assistant</i> | \$24.04 |

To fill a position listed in the preceding schedule, the Mayor (or in the case of a Council/Law/Finance position, City Council) shall post the open position for a minimum of two weeks on the City's website, bulletin boards in each City facility, and in a local newspaper. The posting may also be advertised on websites and/or in trade publications relevant to the position.

Part-Time Schedule of Compensation: Part-Time employees shall be paid an amount equal to or less than the amount set forth in the following schedule:

| <u>Position</u> | <u>Hourly Rate</u> |
|--|--------------------|
| <u>Public Safety - Fire / EMS</u> | |
| <i>Assistant Fire Chief</i> | \$ 18.50 |
| <i>Fire Captain</i> | \$ 18.00 |
| <i>Paramedic</i> | \$ 18.00 |
| <i>Firefighter - Paramedic</i> | \$ 18.00 |
| <i>Firefighter - Basic</i> | \$ 16.00 |
| <i>Firefighter</i> | \$ 16.00 |
| <i>Basic</i> | \$ 16.00 |
| <u>Public Safety - Police / Dispatch</u> | |
| <i>Auxiliary Police</i> | \$ 11.54 |
| <i>School Crossing Guard</i> | \$ 12.66 |
| <u>Special Patrolman</u> | |
| <i>0- 12 months</i> | \$ 19.63 |
| <i>After 1 year</i> | \$ 22.73 |

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| After 2 years | \$ 23.67 |
| <u>Radio Dispatcher C</u> | |
| 0 – 12 months | \$ 18.40 |
| After 1 year | \$ 20.71 |
| After 2 years | \$ 22.01 |
| <u>General</u> | |
| Payroll Manager /Admin Assist. | \$ 19.47 |
| Client Coordinator | \$ 14.00 |
| Casual Labor | \$ 13.59 |
| Seasonal Casual Labor | \$ 13.59 |
| Intern (Non-Accredited) | \$ 13.59 |

- A. That there be and is hereby established an overtime rate of time and one-half after a scheduled eight hours or working a holiday for part-time police officers and part-time radio dispatchers. *All other hourly employees shall be allowed and paid extra compensation at a) the rate of 1 ½ times the employee's regular hourly rate or b) compensatory time computed at the same rate to be taken in the future as approved in advance when required to perform services in excess of regularly scheduled services. For the purposes of administering overtime, an employee must actually work or be on authorized paid leave, with the exception of sick leave, in excess of 40 hours in any work week. Upon accumulation of 40 hours of compensatory time, all further overtime worked by the employee shall be compensated in the form of overtime pay and may not be added to the employee's compensatory time bank.*
- B. Effective January 1 of each year, any employees receiving minimum wage shall have their hourly compensation automatically adjusted to reflect the applicable Federal or State minimum wage, whichever is higher.

Section 2. That any and all legislation inconsistent herewith, be, and is hereby repealed.

Section 3. That if a provision of this ordinance is or becomes illegal, invalid, or unenforceable, that shall not affect the validity or enforceability of any other provision of this ordinance.

Passed by Council this 6th day of April, 2020

Stephan B. Wilder
Stephan B. Wilder, Mayor

Signed: 4-6, 2020

Attest:

Benjamin R. Young
Benjamin Young, Clerk of Council