

North Canton City Council
Personnel and Safety Committee

ORDINANCE 67 - 2020

An ordinance amending Chapter 155, Personnel Regulations, of the Codified Ordinances of the City of North Canton, specifically Section 155.04 Compensation, subsections (f) and (g), to adjust the titles and maximum compensation rates of certain public employees.

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, THEREFORE, 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 the Codified Ordinances of the City of North Canton, specifically Section 155.04(f) Full-Time Schedule of Compensation be and is hereby amended to read as follows:

(f) 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:

Position	2021 Maximum Annual Compensation
Director of Administration	\$118,450.00
Director of Finance	\$118,450.00
Director of Law	\$118,450.00
City Engineer	\$118,450.00
Chief of Fire and Emergency Medical Services	\$97,850.00
Chief of Police	\$97,850.00
Superintendent of Drinking Water Plant	\$87,550.00
Superintendent of Streets and Sewers	\$87,550.00
Superintendent of Water Distribution and Parks	\$87,550.00
Fire Battalion Chief	\$87,550.00
Deputy Director of Administration and Development	\$82,400.00
Deputy Director of Finance	\$82,400.00
Operations Manager (Drinking Water Plant, Parks, Recreation and Building Maintenance, Streets and Sewer, or Water Distribution)	\$82,400.00
Construction Engineer	\$68,557.00
Clerk of Council or Law Department	\$56,650.00
Assistant Clerk of Council	\$34,000.00

Position	2021 Maximum Hourly Rate
Accountant/Payroll Manager	\$30.70
Accountant	\$28.22
Administrative Specialist	\$27.23
Client Coordinator	\$26.74
Administrative Assistant	\$24.76

Section 2. That Chapter 155, Personnel Regulations, of the Codified Ordinances of the City of North Canton, specifically Section 155.04(g) Part-Time Schedule of Compensation be and is hereby amended to read as follows:

(g) 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:

Position	2021 Maximum Hourly Rate
Public Safety – Fire/EMS	
Assistant Chief	\$19.06
Fire Captain	\$18.54
Paramedic	\$18.54
Firefighter – Paramedic	\$18.54
Firefighter – basic	\$16.48
Firefighter	\$16.48
Basic	\$16.48
Public Safety – Police/Dispatch	
School Crossing Guard	\$13.04
Special Patrolman	
0-12 months	\$20.22
After 1 year	\$23.41
After 2 years	\$24.38
Radio Dispatcher C	
0-12 months	\$18.95
After 1 year	\$21.33
After 2 years	\$22.67
General	
Administrative Assistant	\$20.05
Client Coordinator	\$14.42
Casual Labor	\$14.00
Seasonal Casual Labor	\$14.00
Intern (Non-Accredited)	\$14.00

Section 3. That beginning with the first day of the pay period within which January 1 falls each year maximum compensation rates will be adjusted by the Director of Finance based on the Federal Social Security Administration's 3rd quarter COLA, along with market rate adjustments.

Section 4. That the Director of Finance shall each year before December 31 present to Council at an open meeting of that body the adjustment to be made pursuant to Section 3 hereof. Two weeks after such presentment the Clerk of Council and the Mayor shall make the necessary changes for such adjustments in Section 155.04 Compensation, subsections (f) and (g) of the Codified Ordinances and certify and publish such changes pursuant to Ohio Revised Code Section 731.23.

Section 5. That if a provision of this ordinance is or becomes illegal, invalid, or unenforceable, it shall not affect the validity or enforceability of any other provision of this ordinance.

Section 6. That this ordinance shall take effect and be in full force from and after the earliest period allowed by law.

Passed in Council this 23rd day of November 2020.

Attest: Benjamin R. Young
 Benjamin R. Young, Clerk of Council

Stephan B. Wilder
 Stephan B. Wilder, Mayor

Signed on: 23 November 2020