



## **ORWELL VILLAGE COUNCIL**

President of Council – Chris Ruks   Vice-President of Council - David Hartz  
Bob Denihan   Jeremy Cottrell   Roberta Cozad

### **SPECIAL MEETING AGENDA**

4:30 p.m. Meeting

**March 27, 2023**

- I. Meeting called to order
- II. Pledge of Allegiance
- III. Roll Call
- IV. Executive Session
- V. New Business
  - a. Ordinance 23-03-01 Amending Wages
- VI. Adjournment

ORDINANCE NO. 23-03-01

**AN ORDINANCE AMENDING THE ATTACHMENT TO PREVIOUSLY PASSED ORDINANCE NO. 23-02-01, TO THE EMPLOYEE WAGE SCALE OF THE VILLAGE OF ORWELL AND FULLY AMENDING ALL PRIOR ORDINANCES REGARDING THE SAME AND DECLARING AN EMERGENCY.**

**WHEREAS**, the Village Manager and Village Council have determined it will be in the best interest of the Village of Orwell necessary to the daily operations of the Village to require adoption of this ordinance.

**WHEREAS**, the Village of Orwell Council has determined the need to adjust, modify, and/or update the hourly and salary pay rates of certain village employee positions with said pay scales reflected in the attached Exhibits A and B, respectively.

**NOW, THEREFORE, BE IT RESOLVED** by the Council of the Village of Orwell, County of Ashtabula, and State of Ohio, that:

**SECTION 1.** It is hereby determined that the Village of Orwell Council finds and determines that the Village of Orwell hereby adopts by reference herein the attached Exhibits A and B as the new hourly and salary pay rates of certain village employee positions and that this ordinance hereby fully amends previous ordinances, namely 23-02-01, 22-02-03, 20-02-03, 18-03-02 and 14-07-01 previously adopted.

**SECTION 2.** The Village of Orwell Council finds and determines that all formal actions of the council concerning and relating to the adoption of this Ordinance and the amendment of previous ordinances were taken in an open meeting and that all deliberations that resulted in those formal actions were open to the public in compliance with all applicable laws, and have declared this ordinance as an emergency for the well-being of the village and its employees.

**WHEREFORE**, the ordinance shall take effect and shall be in full force upon its passage.

Passed: \_\_\_\_\_

Approved:

\_\_\_\_\_  
Manager

Attest:

\_\_\_\_\_  
Clerk-Fiscal Office

\_\_\_\_\_  
President of Council

# Salary Wages

## EXHIBIT A

23-03-01 PRIOR 23-02-01

<u>POSITION</u>	<u>SALARY/RANGE</u>
Village Manager	Contract/Agreement
Clerk-Finance Director-Tax Administrator	\$36,400.00 - \$49,442.00
Chief of Police	\$48,818.00 - \$61,131.00
W/S Superintendent	\$45,161,00 - \$68,600.00
Street Lands & Building Supervisor	\$37,003.00 - \$52,042.00

# Draft – Changes in Red

## Hourly Wages

### EXHIBIT B

2023 Proposed wages amending exhibit B of Ordinance No. 23-02-01 modifying the hourly rates of pay for certain employee's positions within the Village of Orwell.

#### POLICE DEPARTMENT

##### Police Chief

Salary/Range 48,818.00 - \$61,131.00

##### Sergeant of Police

1 <sup>st</sup> year	\$20.27	Step 1	\$24.63
2 <sup>nd</sup> year	\$20.87	Step 2	\$25.32
3 <sup>rd</sup> year	\$21.49	Step 3	\$26.01
4 <sup>th</sup> year	\$22.13	Step 4	\$26.70
5 <sup>th</sup> year	\$22.79	Step 5	\$27.39

##### Officer of Police

1 <sup>st</sup> year	\$17.00	\$17.50 (after 90 days)	Step 1	\$21.00 (No prior experience)
2 <sup>nd</sup> year	\$18.02	Step 2	\$22.21 (New Hire w/experience)	
3 <sup>rd</sup> year	\$18.56	Step 3	\$23.89	
4 <sup>th</sup> year	\$19.11	Step 4	\$24.20	
5 <sup>th</sup> year	19.68	Step 5	\$24.52	
		Step 6	\$24.84	
		Step 7	\$25.16	

##### Part-time Officer of Police

Starting \$16.00 \$20.54

##### Part-time/to Full-time Change to SRO Per Contract

Part-time	\$16.50	N/A
Full-time	\$17.00	N/A

**STREET/LANDS & BUILDINGS DEPARTMENT**

**Street Department Supervisor**

Salary/Range \$37,003.00 - \$52,042.00 (3% increase for 5 years)

**Street Department Laborer**

1 <sup>st</sup> year	\$14.50	\$15.00 (after 90 days)
2 <sup>nd</sup> year	\$15.45	
3 <sup>rd</sup> year	\$15.92	
4 <sup>th</sup> year	\$16.39	
5 <sup>th</sup> year	\$16.88	

**NOTE: Eliminate the Firefighter Certification steps 1,2,3 from the Street Department wages.**

**WATER/WASTEWATER DEPARTMENT**

**Water/Wastewater Superintendent**

Salary range: \$45,161.00 - \$68,600.00 (3% increase for 5 years)

**Water/Wastewater Laborer (dual)**

1 <sup>st</sup> year	\$14.50	\$15.00 (after 90 days)
2 <sup>nd</sup> year	\$15.45	
3 <sup>rd</sup> year	\$15.92	
4 <sup>th</sup> year	\$16.39	
5 <sup>th</sup> year	\$16.88	

**Water or Wastewater Class I Operator**

1 <sup>st</sup> year	\$17.50
2 <sup>nd</sup> year	\$18.03
3 <sup>rd</sup> year	\$18.57
4 <sup>th</sup> year	\$19.13
5 <sup>th</sup> year	\$19.70

**Water and Wastewater Class I Operator (dual)**

1 <sup>st</sup> year	\$17.80
2 <sup>nd</sup> year	\$18.34
3 <sup>rd</sup> year	\$18.89
4 <sup>th</sup> year	\$19.45
5 <sup>th</sup> year	\$20.04

**Wastewater Class II Operator**

1 <sup>st</sup> year	\$18.10
2 <sup>nd</sup> year	\$18.64
3 <sup>rd</sup> year	\$19.21
4 <sup>th</sup> year	\$19.78
5 <sup>th</sup> year	\$20.37

**Wastewater Class II and Water Class I Operator (dual)**

1 <sup>st</sup> year	\$18.60
2 <sup>nd</sup> year	\$19.16
3 <sup>rd</sup> year	\$19.74
4 <sup>th</sup> year	\$20.33
5 <sup>th</sup> year	\$20.94

**SEASONAL LABORER (full or part-time)**



Starting at minimum wage by law up to \$14.00 per hour (based on experience)

**Deputy Clerk- Senior Administrative Assistant** \$14.00 up to \$17.00 per hour (Based on experience)

**Administrative Assistant** (full or part-time) starting at minimum wage by law up to \$16.00 per hour (Based on experience) (unfilled)

**Tax Clerk** starting at minimum wage by law up to \$16.00 per hour (Based on experience) (unfilled)

**Safety Forces Clerk** starting at minimum wage by law up to \$16.00 per hour. (Based on experience) (unfilled)

**NOTE:** For purposes of pay, yearly scheduled increases shall occur at the beginning of each calendar and fiscal year.

**LONGEVITY PAY**

All current and future full-time, hourly, and salaried employees (excluding all contract, seasonal, and part-time employees, and elected officials) of the Village of Orwell shall receive longevity pay for continuous service with the Village as follows:

6 <sup>th</sup> year	\$520	(\$.25x2080/hrs.)
7 <sup>th</sup> year	\$624	(\$.30x2080/hrs.)
8 <sup>th</sup> year	\$728	(\$.35x2080/hrs.)
9 <sup>th</sup> year	\$832	(\$.40x2080/hrs.)
10 <sup>th</sup> year	\$936	(\$.45x2080/hrs.)
11 <sup>th</sup> year	\$1040	(\$.50x2080/hrs.)
12 <sup>th</sup> year	\$1144	(\$.55x2080/hrs.)
13 <sup>th</sup> year	\$1248	(\$.60x2080/hrs.)
14 <sup>th</sup> year	\$1352	(\$.65x2080/hrs.)
15 <sup>th</sup> year	\$1456	(\$.70x2080/hrs.)
16 <sup>th</sup> year	\$1560	(\$.75x2080/hrs.)
17 <sup>th</sup> year	\$1664	(\$.80x2080/hrs.)
18 <sup>th</sup> year	\$1768	(\$.85x2080/hrs.)

19 <sup>th</sup> year	\$1872	(\$ .90x2080/hrs.)
20 <sup>th</sup> year	\$1976	(\$ .95x2080/hrs.)
21 <sup>st</sup> year+	\$2080	(\$1.00x2080/hrs.) (max)

Longevity shall be paid to all employees upon completion of their 6<sup>th</sup> year of service with the Village of Orwell. Longevity pay will be received in a separate check the first pay period in December.

For purposes of pay in reference to longevity, all anniversary dates of employees covered by this agreement shall be January 1. If an employee is separated from employment, retires, or dies prior to his/her anniversary date, the employee or his/her estate shall be paid longevity prorated to include the time from employee's actual anniversary date to the date of separation from employment, retirement, or death.