

BY: Mr. Diddy

AN ORDINANCE UPDATING CHAPTER 37 EXHIBITS "A" OF THE CODIFIED ORDINANCES OF THE CITY OF TIPP CITY ESTABLISHING PAY AND BENEFIT SCHEDULES FOR ALL CITY EMPLOYEES NOT COVERED BY A COLLECTIVE BARGAINING AGREEMENT

WHEREAS, City Council desires to maintain a competitive and fair compensation program for all City employees: and

WHEREAS, certain Tipp City Municipal Employees' wage and benefit schedules and conditions of employment are not covered by a collective bargaining agreement; and

WHEREAS, the City Council desires to provide a competitive wage for the to retain employees;

NOW, THEREFORE, THE MUNICIPALITY OF TIPP CITY HEREBY ORDAINS:

SECTION 1. That non-bargaining employees covered under Chapter 37, Exhibit "A", shall modify the pay scale.

SECTION 2. That this ordinance is subject to review each year and modified if deemed necessary due to budget constraints each year as listed in Exhibit A.

SECTION 3. This ordinance shall supersede any previous ordinances regarding wages.

SECTION 4. That this ordinance shall be in full force and effect from the earliest date permitted by law.

PASSED: January 18, 2022 [Signature]
President of Council

ATTEST: [Signature] Clerk of Council
APPROVED: [Signature] Director of Law

EXHIBIT A
MANAGERIAL AND NON-BARGAINING UNIT EMPLOYEES
NON-EXEMPT EMPLOYEES

| MIN. PER HOUR | MAX. PER HOUR (Effective February 13 each year) | | | POSITION |
|-----------------------------------|--|------------|------------|--|
| | 2022 | 2023 | 2024 | |
| \$10.00 <u>\$10.25</u> | \$15.41 | \$15.87 | \$16.34 | Custodian* |
| \$11.70 <u>\$11.99</u> | \$21.08 | \$21.72 | \$22.37 | Finance Clerk I, Laborer* |
| \$12.15 <u>\$12.45</u> | \$22.57 | \$23.25 | \$23.95 | Records Clerk |
| \$13.19 <u>\$13.52</u> | \$24.62 | \$25.36 | \$26.12 | Finance Clerk II |
| | | | | Accounting Clerk II |
| \$13.93 <u>\$14.28</u> | \$26.25 | \$27.04 | \$27.85 | Finance Clerk III |
| | | | | Administrative Secretary |
| | | | | Records Supervisor |
| \$15.94 <u>\$16.34</u> | \$31.91 | \$32.87 | \$33.85 | GIS Specialist /Project Manager |
| \$23.00 <u>\$23.58</u> | \$36.03 | \$37.11 | \$38.22 | City Planner/Zoning Administrator/Code Enforcement |
| BI-WEEKLY SALARY | | | | |
| Base Min. | MAX. Bi-Weekly Salary | | | POSITION |
| | 2022 | 2023 | 2024 | |
| \$1,689.08 | \$2,417.95 | \$2,490.49 | \$2,565.21 | Executive Secretary to the City Manager |
| \$1,887.42 | \$2,882.96 | \$2,969.44 | \$3,058.53 | Income Tax Supervisor |
| | | | | Water Treatment Plant Lead Operator |
| | | | | Water/Wastewater Foreman |
| | | | | Human Resources Generalist |
| \$2,079.69 | \$3,180.90 | \$3,276.33 | \$3,374.62 | Water Treatment Plant Supervisor |
| | | | | Finance Supervisor |
| | | | | Facility & Tech. Services Manager |
| \$2,252.21 | \$3,482.73 | \$3,587.22 | \$3,694.83 | Water/Wastewater Superintendent |
| | | | | Public Works Superintendent |
| \$2,313.88 | \$3,662.96 | \$3,772.85 | \$3,886.03 | Deputy Dir. of Municipal Services |
| | | | | Electric Line Foreman |
| \$2,422.72 | \$3,743.33 | \$3,855.63 | \$3,971.30 | Assistant Chief Emergency Services/Fire Inspector |
| \$2,531.58 | \$3,993.53 | \$4,113.34 | \$4,236.74 | Electric Superintendent |
| | | | | Deputy Chief of Police |
| \$3,002.30 | \$4,403.92 | \$4,536.04 | \$4,672.12 | Director of Municipal Services |
| | | | | Police Chief |
| | | | | Finance Director |
| | | | | Comm. Development and Revitalization Director. |
| | | | | Chief of Emergency Services |

* This position is a part-time position with varying hours. The above listed hourly rates and bi-weekly salary schedules are for non-bargaining unit employees providing a 2.5% pay increase through 2022 and a 3.0% pay increase through 2023 and 2024. Additional merit increases may be granted at the discretion of the City Manager to employees not at the maximum hourly rates

or salary range levels for their particular job class. These increases are based upon employees meeting satisfactory work performance levels as established by the City Manager.

| EMS Hourly Wages | | | | | |
|------------------|---------|-----------|-----------|-----------|------------------|
| Base Min. | Max | Max. 2022 | Max. 2023 | Max. 2024 | Position |
| \$18.36 | \$20.20 | \$20.71 | \$21.33 | \$21.97 | Supervisor |
| <u>\$14.68</u> | \$16.51 | \$16.92 | \$17.43 | \$17.95 | Paramedic |
| \$12.98 | \$14.68 | \$15.05 | \$15.50 | \$15.96 | EMT/Intermediate |
| \$12.24 | \$14.07 | \$14.42 | \$14.85 | \$15.30 | EMT/Basic |

Increases for EMS, Volunteers, and Dual Certified employees shall be based upon an acceptable evaluation. To receive supervisors officers pay, the employee shall have a Paramedic Certification or be able to obtain the certification based upon an acceptable schedule set by the EMS Chief of Emergency Services and approved by the City Manager based on enrollment dates. EMS and Dual Certified employees working for the EMS Division on a recognized city holiday shall be paid at time and one-half for all hours worked during the holiday, or recognized city holidays as well as Christmas Eve, New Year’s Eve, and Easter.

Volunteer/Part-time EMS personnel shall receive a bi-weekly stipend of \$50.00, if they are scheduled to, or work in, an “on-call” status during the bi-weekly pay period.

| Fire Department | Hourly Wage |
|-------------------------------|-------------|
| Volunteer Captain, Lieutenant | \$13.32/hr. |
| Volunteer Firefighter | \$12.30/hr. |

VOLUNTEER FIRE DEPARTMENT PAY SCALE

DUAL CERTIFIED PAY SCALE (Fire & EMS)

| Positions | Hourly wage | | Max. Hourly Wage | | |
|--|-------------|---------|------------------|---------|---------|
| | Minimum | Maximum | 2022 | 2023 | 2024 |
| <u>Officer – w/Paramedic Certificate</u> | \$19.00 | \$21.00 | \$21.53 | \$22.17 | \$22.84 |
| Fire Fighter/Paramedic | \$16.50 | \$18.00 | \$18.45 | \$19.00 | \$19.57 |
| Fire Fighter/Intermediate | \$14.50 | \$16.00 | \$16.40 | \$16.89 | \$17.40 |
| Fire Fighter/Basic | \$13.50 | \$15.00 | \$15.38 | \$15.84 | \$16.31 |

| Positions | Minimum Hourly Wage | Max. Hourly Wage | | |
|--|---------------------|------------------|----------------|----------------|
| | | 2022 | 2023 | 2024 |
| <u>Officer - w/Paramedic Certificate</u> | <u>\$19.48</u> | <u>\$21.53</u> | <u>\$22.18</u> | <u>\$22.85</u> |
| <u>Fire Fighter/Paramedic</u> | <u>\$16.91</u> | <u>\$18.45</u> | <u>\$19.00</u> | <u>\$19.57</u> |
| <u>Fire Fighter/Intermediate</u> | <u>\$14.86</u> | <u>\$16.40</u> | <u>\$16.89</u> | <u>\$17.40</u> |

**EXHIBIT A
MANAGERIAL AND NON-BARGAINING UNIT EMPLOYEES
NON-EXEMPT EMPLOYEES**

| | | | | |
|--------------------------------------|----------------|----------------|----------------|----------------|
| <u>Fire Fighter/Basic</u> | <u>\$13.84</u> | <u>\$15.38</u> | <u>\$15.84</u> | <u>\$16.32</u> |
| <u>Paramedic</u> | <u>\$15.05</u> | <u>\$16.92</u> | <u>\$17.43</u> | <u>\$17.95</u> |
| <u>EMT/Intermediate</u> | <u>\$13.30</u> | <u>\$15.05</u> | <u>\$15.50</u> | <u>\$15.96</u> |
| <u>EMT/Basic</u> | <u>\$12.55</u> | <u>\$14.42</u> | <u>\$14.85</u> | <u>\$15.30</u> |
| <u>Volunteer Captain, Lieutenant</u> | <u>NA</u> | <u>\$13.65</u> | <u>\$14.06</u> | <u>\$14.48</u> |
| <u>Volunteer Firefighter</u> | <u>NA</u> | <u>\$12.61</u> | <u>\$12.99</u> | <u>\$13.38</u> |

Employees of the Fire and EMS Division shall be eligible for an annual wage increases of 2.5% through 2022, 3.0% through 2023, and 3.0% through 2024 based upon satisfactory work performance levels and criteria established by the Chief of Emergency Services. Additional merit increases may be granted at the discretion of the City Manager based upon the recommendation of the Chief of Emergency Services to employees not at the maximum hourly rates or salary range levels for their particular job class.

The following maximum hourly rates for positions that fall under Section 37.52 Temporary and Seasonal employees for all departments as approved by the City Manager shall be as follows unless otherwise provided by law.

| Temporary and Seasonal Employees | | | |
|---|--------------------------------------|--------------------------------------|--------------------------------------|
| Temporary unless the position is classified above | | Up to \$20.00 per hr. | |
| Seasonal | | | |
| Year - 1 | Year - 2 | Year -3 | Year - 4 |
| <u>Ohio Minimum Wage</u> | Minimum wage plus \$ 0.25/per hr. | Minimum wage plus \$ 0.50/per hr. | Minimum wage plus \$ 0.75/per hr. |

Vehicle Stipend - As provided for under Paragraph "C" vehicle reimbursement in § 37.39 - Education training, and other expense reimbursement, the City Manager may, in lieu of a city provided vehicle, approve a vehicle allowance of up to ~~\$250.00~~ \$265 a month ~~§ 37.39 - Education training, and other expense reimbursement.~~