

ORDINANCE NO. 2 - 22

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] [Signature]  
Clerk of Council 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
Base Min.	2022	2023	2024	
<del>\$10.00</del> <u>\$10.25</u>	\$15.41	\$15.87	\$16.34	Custodian*
<del>\$11.70</del> <u>\$11.99</u>	\$21.08	\$21.72	\$22.37	Finance Clerk I, Laborer*
<del>\$12.15</del> <u>\$12.45</u>	\$22.57	\$23.25	\$23.95	Records Clerk
<del>\$13.19</del> <u>\$13.52</u>	\$24.62	\$25.36	\$26.12	Finance Clerk II
				Accounting Clerk II
				Finance Clerk III
				Administrative Secretary
<del>\$13.93</del> <u>\$14.28</u>	\$26.25	\$27.04	\$27.85	Records Supervisor
<del>\$15.94</del> <u>\$16.34</u>	\$31.91	\$32.87	\$33.85	GIS Specialist /Project Manager
<del>\$23.00</del> <u>\$23.58</u>	\$36.03	\$37.11	\$38.22	City Planner/Zoning Administrator/Code Enforcement
BI-WEEKLY SALARY				
	MAX. Bi-Weekly Salary			POSITION
Base Min.	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
<del>Officer – w/Paramedic Certificate</del>	\$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 <u>per hr.</u>	
Seasonal			
Year - 1	Year - 2	Year -3	Year - 4
<u>Ohio</u> Minimum Wage	Minimum wage plus \$ 0.25/ <u>per hr.</u>	Minimum wage plus \$ 0.50/ <u>per hr.</u>	Minimum wage plus \$ 0.75/ <u>per hr.</u>

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.~~