

Ordinance No. 24 20 20

**ORDINANCE ADJUSTING CERTAIN SALARY RANGES AND AMENDING ORDINANCE NO. 73-1999, 7-2007 AND 33-2009, AND DECLARING AN EMERGENCY**

WHEREAS, Council desires to update the salary ranges for certain positions within the City of Norwood; now, therefore,

BE IT ORDAINED by the Council of the City of Norwood, State of Ohio:

SECTION 1. This ordinance will become effective upon the approval of the Third Amendment of the Financial Recovery Plan by the Financial Planning and Supervision Commission on or after March 31, 2020.

SECTION 2. Effective April 1, 2020, Ordinance 33-2009 is amended to remove the non-union, unclassified position:

Mayor's Secretary

and to add the following non-union, unclassified positions and salary ranges within the City of Norwood as listed below:

Executive Assistant to the Mayor	\$48,400	-	\$66,000
Administrative Assistant (PT-hourly)	\$15.00	-	\$17.60

SECTION 3. Retroactive to January 1, 2020, the following annual salary ranges are established for the following non-union, unclassified positions within the City of Norwood.

Clerk of Council	\$10,450	-	\$14,300
Clerk of Mayors Court	\$33,000	-	\$49,500
Assistant Law Director	\$60,500	-	\$77,000
Assistant Deputy Auditor	\$31,900	-	\$41,800
Deputy Auditor	\$57,200	-	\$73,700
Payable Clerk	\$30,800	-	\$40,700
Senior Grade Clerk	\$30,800	-	\$40,700
Merit System Administrator	\$9,350	-	\$13,750
Safety Service Director	\$90,640	-	\$114,330
Superintendent of Public Works	\$58,300	-	\$77,000
Community Development Director	\$58,300	-	\$77,000
Community Center Director	\$35,200	-	\$49,500
Director of Recreation	\$48,400	-	\$66,000
Health Commissioner	\$58,300	-	\$77,000
Tax Commissioner	\$57,200	-	\$73,700
Building Commissioner	\$57,200	-	\$73,700
Secretary to Clerk of Council (PT-hourly)	\$15.00	-	\$17.60
Mayor's Court Clerk (FT-hourly)	\$15.00	-	\$17.60
Clerk (PT-hourly)	\$15.00	-	\$17.60

*From this day forward, the ranges specified in this ordinance shall be adjusted as Council determines and specifies in future ordinances for that purpose.*

SECTION 4. All positions will be hired at the lowest rate except when qualifications, expertise and educational background dictate otherwise. The hiring authority has the discretion to negotiate with applicants up to 5% above the lowest rate as deemed necessary to hire qualified

staff. Any positions that require a higher start rate, over the 5% discretion amount, will require Councils approval before the start date of new hire.

**SECTION 5.** All Full-time, unclassified appointed employees shall receive longevity pay consistent with longevity pay received by members of AFSCME Local #3278.

**SECTION 6.** Benefits for full-time employees herein such as but not limited to: vacation, holiday, sick leave, terminal leave, on duty injury, and medical coverage shall be the same as those outlined in the current contract with AFSCME Local #3278. These employees who are considered "exempt" under the Fair Labor Standards Act are not entitled to overtime or compensatory time despite provisions provided in the contract with AFSCME Local #3278.

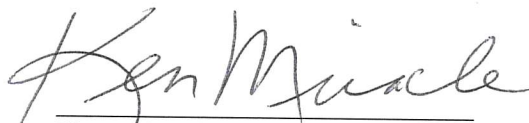
**SECTION 7.** This ordinance shall supersede any other ordinance and/or parts thereof that are in conflict with this ordinance.

**SECTION 8.** This ordinance is hereby declared to be an emergency ordinance and measure necessary for the immediate preservation of the public peace, health, safety and general welfare and shall go into effect in accordance with Sections 1, 2 and 3 above.

PASSED

3/24/20

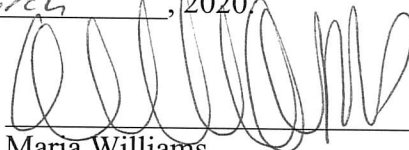
Date



Ken Miracle  
President of Council

ATTEST:

Maria Williams, the duly appointed Clerk of Council, attests that this ordinance was passed at a regular/special meeting of the Norwood City Council on the 24 day of March, 2020, in compliance with the rules of the Norwood City Council and the laws of the State of Ohio. The foregoing ordinance was submitted to the Mayor of the City of Norwood, Ohio for his signature on the 25 day of March, 2020.



Maria Williams  
Clerk of Council

APPROVED

26 MAR 20

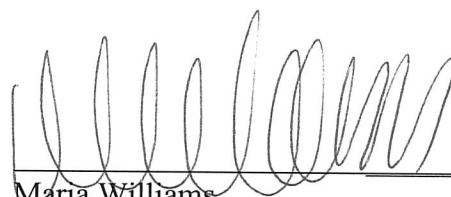
Date



Victor Schneider  
Mayor

**CERTIFICATION OF PUBLICATION:**

Maria Williams, the duly appointed Clerk of Council, attests that this ordinance was published in the Enquirer on 4/6/20 and 4/13/20.  
(Name of Newspaper) (date) (date)



Maria Williams  
Clerk of Council

**READINGS:**

1<sup>st</sup> Reading \_\_\_\_\_  
Date

2<sup>nd</sup> Reading \_\_\_\_\_  
Date

3<sup>rd</sup> Reading \_\_\_\_\_  
Date

All 3 Readings 3-24-2020  
Date

Tabled \_\_\_\_\_  
Date

Vetoed \_\_\_\_\_  
Date