

RECORD OF ORDINANCES

Ordinance No. _____, Passed _____, 20____

ORDINANCE NO. 5962-24

AN ORDINANCE FIXING THE WAGES OF CERTAIN CITY OFFICIALS, FIRE DEPARTMENT PERSONNEL, AND OTHER CITY EMPLOYEES AND DECLARING AN EMERGENCY

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL, CITY OF WILLARD, OHIO:

Section 1. Basic Pay Plan. The following salary ranges are based on hourly rates and are payable bi-weekly, effective January 7, 2024, and will be reflected in the payroll dated January 25, 2024. These ranges are hereby established as a basic pay plan and are applied to several classes or positions as created by the City of Willard, unless otherwise specified:

Salary Range	Hourly Min	Hourly Max	Annual Min	Annual Max
0	10.45	11.75	9,057	10,183
1	10.45	12.22	9,057	10,591
2	10.45	12.71	15,759	19,167
2a	14.02	17.06	21,142	25,726
3	17.56	21.36	26,480	32,211
4	18.26	22.21	27,540	33,493
5	18.99	23.10	39,505	48,048
6	19.75	24.02	41,085	49,962
7	20.54	24.98	42,729	51,958
7a	18.78	22.84	39,062	47,507
8	21.36	25.98	44,429	54,038
9	22.21	27.02	46,197	56,202
10	23.10	28.10	48,048	58,448
10a	22.60	27.51	47,008	57,221
11	24.02	29.22	49,962	60,778
12	24.98	30.39	51,958	63,211
12a	24.82	30.18	51,626	62,774
13	25.98	31.61	54,038	65,749
14	27.02	32.87	56,202	68,370
15	28.10	34.18	58,448	71,094
16	29.22	35.55	60,778	73,944
17	30.39	36.97	63,211	76,898

NOTE: ANNUAL SALARY RANGES ARE BASED ON 2,080 Hours, except for Fire Dept 2,470 Hours

Section 2: Position and Salary Ranges: The following position classifications are hereby established in correspondence to the salary ranges:

Salary Range 0	Salary Ranges & Steps					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
ANNUAL	0	0	9,057	9,421	9,793	10,183 Seasonal
BI-WEEKLY	0	0	836	870	904	940
2024 HOURLY	0.00	0.00	10.45	10.87	11.30	11.75
Salary Range 1	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
ANNUAL	0	9,057	9,421	9,793	10,183	10,591 Seasonal II
BI-WEEKLY	0	836	870	904	940	978
2024 HOURLY	0.00	10.45	10.87	11.30	11.75	12.22
Salary Range 2	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
ANNUAL	15,759	16,392	17,040	17,719	18,428	19,167 Part-time non-classified
BI-WEEKLY	606	630	655	682	709	737
2024 HOURLY	10.45	10.87	11.30	11.75	12.22	12.71
Salary Range 2a	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
ANNUAL	21,142	21,988	22,867	23,782	24,733	25,726 Part-time Dispatcher
BI-WEEKLY	813	846	880	915	951	989 Non-classified part time
2024 HOURLY	14.02	14.58	15.16	15.77	16.40	17.06 Seasonal Supervisor

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Salary Range 3	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	26,480	27,540	28,641	29,787	30,978	32,211	Part-time non-classified
BI-WEEKLY	1,018	1,059	1,102	1,146	1,191	1,239	
2024 HOURLY	17.56	18.26	18.99	19.75	20.54	21.36	
Salary Range 4	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	27,540	28,641	29,787	30,978	32,211	33,493	Part-time Police Officer
BI-WEEKLY	1,059	1,102	1,146	1,191	1,239	1,288	
2024 HOURLY	18.26	18.99	19.75	20.54	21.36	22.21	
Salary Range 5	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	39,505	41,085	42,729	44,429	46,197	48,048	Administrative Clerk
BI-WEEKLY	1,519	1,580	1,643	1,709	1,777	1,848	Part Time Meter Reader
2024 HOURLY	18.99	19.75	20.54	21.36	22.21	23.10	
Salary Range 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	41,085	42,729	44,429	46,197	48,048	49,962	Engineering Services Asst.
BI-WEEKLY	1,580	1,643	1,709	1,777	1,848	1,922	Clerk
2024 HOURLY	19.75	20.54	21.36	22.21	23.10	24.02	
Salary Range 7	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	42,729	44,429	46,197	48,048	49,962	51,958	Meter Reader
BI-WEEKLY	1,643	1,709	1,777	1,848	1,922	1,998	New Hire, Non-Skilled Maintenance
2024 HOURLY	20.54	21.36	22.21	23.10	24.02	24.98	worker
Salary Range 7a	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	39,062	40,622	42,245	43,930	45,677	47,507	Dispatcher
BI-WEEKLY	1,502	1,562	1,625	1,690	1,757	1,827	Contract expired, no rate change
2024 HOURLY	18.78	19.53	20.31	21.12	21.96	22.84	
Salary Range 8	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	44,429	46,197	48,048	49,962	51,958	54,038	Acct. Clerk/IT Clerk, Asst. Wtr.
BI-WEEKLY	1,709	1,777	1,848	1,922	1,998	2,078	or waste wtr plant operator(NL)
2024 HOURLY	21.36	22.21	23.10	24.02	24.98	25.98	Maintenance Worker, Secretary, Admin. Clerk for 2 or more departments
Salary Range 9	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	46,197	48,048	49,962	51,958	54,038	56,202	Mechanic/Maint WWTP
BI-WEEKLY	1,777	1,848	1,922	1,998	2,078	2,162	Maint Skilled/Operator
2024 HOURLY	22.21	23.10	24.02	24.98	25.98	27.02	
Salary Range 10	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	48,048	49,962	51,958	54,038	56,202	58,448	Admin Asst to City Manager
BI-WEEKLY	1,848	1,922	1,998	2,078	2,162	2,248	Finance Lead Clerk
2024 HOURLY	23.10	24.02	24.98	25.98	27.02	28.10	
Salary Range 10a	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	47,008	48,880	50,835	52,874	54,995	57,221	Police Officer
BI-WEEKLY	1,808	1,880	1,955	2,034	2,115	2,201	Contract expired, no rate change
2024 HOURLY	22.60	23.50	24.44	25.42	26.44	27.51	
Salary Range 11	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	49,962	51,958	54,038	56,202	58,448	60,778	
BI-WEEKLY	1,922	1,998	2,078	2,162	2,248	2,338	
2024 HOURLY	24.02	24.98	25.98	27.02	28.10	29.22	

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Salary Range 12	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	Code Enf Off, WTP Chief of
ANNUAL	51,958	54,038	56,202	58,448	60,778	63,211	Maint., WTP Oper (L),
BI-WEEKLY	1,998	2,078	2,162	2,248	2,338	2,431	WWTP Oper (L), Chief of
2024 HOURLY	24.98	25.98	27.02	28.10	29.22	30.39	Mech., Maint Crew Leader
Salary Range 12a	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	51,626	53,706	55,848	58,094	60,382	62,774	Police Sergeant
BI-WEEKLY	1,986	2,066	2,148	2,234	2,322	2,414	contract expired, no rate change
2024 HOURLY	24.82	25.82	26.85	27.93	29.03	30.18	
Salary Range 13	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	Maintenance Leader/
ANNUAL	54,038	56,202	58,448	60,778	63,211	65,749	WTP Operator
BI-WEEKLY	2,078	2,162	2,248	2,338	2,431	2,529	
2024 HOURLY	25.98	27.02	28.10	29.22	30.39	31.61	
Salary Range 14	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	56,202	58,448	60,778	63,211	65,749	68,370	
BI-WEEKLY	2,162	2,248	2,338	2,431	2,529	2,630	
2024 HOURLY	27.02	28.10	29.22	30.39	31.61	32.87	
Salary Range 15	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	PW Coord., Asst Finance Direc.
ANNUAL	58,448	60,778	63,211	65,749	68,370	71,094	Asst Supt WWTP, Rec Admin,
BI-WEEKLY	2,248	2,338	2,431	2,529	2,630	2,734	Asst Police Chief, Asst Fire Chief,
2024 HOURLY	28.10	29.22	30.39	31.61	32.87	34.18	Asst Supt WTP, Asst Maint Supt
Salary Range 16	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	60,778	63,211	65,749	68,370	71,094	73,944	
BI-WEEKLY	2,338	2,431	2,529	2,630	2,734	2,844	
2024 HOURLY	29.22	30.39	31.61	32.87	34.18	35.55	
Salary Range 17	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
ANNUAL	63,211	65,749	68,370	71,094	73,944	76,898	
BI-WEEKLY	2,431	2,529	2,630	2,734	2,844	2,958	
2024 HOURLY	30.39	31.61	32.87	34.18	35.55	36.97	

Section 3: Policy - the compensation plan, herein established, shall be administered by the City Manager.

This plan is intended to be merit driven, based upon demonstrated performance, documented by current performance reviews.

The City Manager may make an initial appointment to a position at a starting salary in the middle of the applicable salary range, based upon factors including, but not limited to, depth of experience, certifications, credentials or other training experience.

Salary increase may only be recommended after a performance review has been performed. Although it is generally intended that salary increases are considered annually, consistent, exceptional performance, may result in consideration to the next level.

Section 4: Part time Fire Department Personnel shall be paid at the following rates per hour:

Training, meetings, practices \$10.82

Call Out Rates (minimum 2 hour call out).

Class A Firefighter 5 years of service or Firefighter II Certification \$ 15.22
 Class B Firefighter 3 years of service or Firefighter I Certification \$ 12.64
 Class C Firefighter Recruit \$ 10.82

Fire apparatus must leave the firehouse to constitute fire call for wages paid.

On station/call EMS pay rate:

Part time part pay FF/Paramedic \$ 16.48 per hour
 Part time part pay FF/EMT- \$ 14.42 per hour
 Part time part pay FF/EMT-Basic \$ 12.36 per hour

Part time EMTs who accept on call duty during all approved holidays shall be paid 1.5 times their regular rate for each hour worked.

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GOVERNMENT FORMS & SUPPLIES 844-224-3338 FORM NO. 300-43

Ordinance No. _____ Passed _____, 20____

All wages to Part time officers, Firefighters and EMTs for attendance at meetings, practices, training, fire calls and/or other duties shall be paid bi-weekly. Attendance shall be certified by the officer in charge.

Section 5: Salary and/or wages shall be paid bi-weekly on Thursday following the bi-weekly period ending the previous Saturday at midnight. If Thursday falls on a holiday, pay will be issued on Wednesday. (If there is any conflict between this Ordinance and a Union Contract, the Union Contract shall prevail.)

Section 6: Any and all ordinances or parts of ordinances in conflict with the provisions herein shall be and are hereby repealed.

Section 7: That this ordinance is declared to be an emergency measure, necessary for the preservation of the public peace, health, safety, and welfare of the City, and for the further reason that the new rates take effect January 7, 2024 and will be reflected in the payroll dated January 25, 2024.

Passed: January 2, 2024 M. Ed
President of Council

Approved as to form: [Signature]
Law Director

[Signature]
Clerk of Council