

RECORD OF ORDINANCES

GOVERNMENT FORMS & SUPPLIES 844-224-3338 FORM NO. 30043

Ordinance No. 5966-24

Passed FEBRUARY 5, 2024, 20

ORDINANCE NO. 5966-24

AN ORDINANCE FIXING THE WAGES OF CERTAIN POLICE PERSONNEL AND DECLARING AN EMERGENCY.

WHEREAS, the parties have tentatively agreed to a Collective Bargaining Agreement, retroactively effective from January 1, 2024, through December 31, 2026, between the City of Willard and The Fraternal Order of Police, Ohio Labor Council, Inc. with respect to terms and conditions of employment of certain employees in the Willard Police Department.

WHEREAS, it has been determined that the wages of certain full-time police personnel be fixed.

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

Section 1: Establishing the following salary ranges for full-time collective bargaining unit members based on hourly rates that are payable bi-weekly, effective January 1, 2024 in accordance to Collective Bargaining Agreement through December 31, 2026.

APPENDIX A WAGE SCHEDULE JANUARY 1, 2024 to DECEMBER 31, 2026 EFFECTIVE JANUARY 1, 2024 (4%)

POLICE OFFICER (10a)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Hourly	23.50	24.44	25.42	26.44	27.50	28.61
Annual	48,880	50,835	52,873	54,995	57,200	59,508

A police sergeant shall be paid at a 10% higher wage than the top earning police officer (12a).

DISPATCHER (7a)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Hourly	19.53	20.31	21.12	21.96	22.84	23.75
Annual	40,622	42,244	43,929	45,676	47,507	49,400

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EFFECTIVE JANUARY 1, 2025 (4%)

POLICE OFFICER (10a)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Hourly	24.44	25.42	26.43	27.49	28.60	29.75
Annual	50,835	52,873	54,974	57,179	59,488	61,880

A police sergeant shall be paid at a 10% higher wage than the top earning police officer (12a).

DISPATCHER (7a)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Hourly	20.31	21.12	21.97	22.84	23.75	24.70
Annual	42,244	43,929	45,697	47,507	49,400	51,376

EFFECTIVE JANUARY 1, 2026 (4%)

POLICE OFFICER (10a)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Hourly	25.42	26.43	27.49	28.60	29.75	30.95
Annual	52,873	54,974	57,179	59,488	61,880	64,376

A police sergeant shall be paid at a 10% higher wage than the top earning police officer (12a).

DISPATCHER (7a)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Hourly	21.12	21.97	22.84	23.75	24.70	25.69
Annual	43,929	45,697	47,507	49,400	51,376	53,435

Section 2: Section 1, compensation step plan shall be administered by the City Manager. The plan is intended to be merit driven, based upon demonstration performance, documented by current performance reviews.

The City Manger 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, credentials, or other training experience.

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

Section 3: Upon signing and approval of the contract valid from January 1, 2024 to December 31, 2026 union members will receive a one (1) time ratification bonus of \$500.

Section 4: 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).

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Section 5: Any and all ordinances or parts of ordinances in conflict with the provisions herein shall be and are hereby repealed.

Section 6: That the 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 that reason the provisions of this Ordinance are immediately required in order to continue the highest possible level of efficiency and service of the Willard Police Department; wherefore, this Ordinance shall be in full force and effect immediately upon its passage by council.

PASSED: Feb 5 2024


PRESIDENT OF COUNCIL

APPROVED AS TO FORM:


LAW DIRECTOR


CLERK OF COUNCIL