

Ordinance 2010-13 Exhibit "A"

ORDINANCE 2009-25

AN ORDINANCE SETTING BASE SALARY RANGES FOR EMPLOYMENT POSITIONS AT THE VILLAGE OF HIRAM, REPEALING ORDINANCE 2008-3 AND OTHER INCONSISTENT ORDINANCES OR PARTS OF ORDINANCES AND RATIFYING PAST ACTIONS WHICH ARE NOW AUTHORIZED BY THIS ORDINANCE.

WHEREAS, the Council of the Village of Hiram has previously determined that wages for Village employees should be based on merit; and

WHEREAS, in order to carry into effect the decision that wages should be based on merit the Council of the Village of Hiram has established an Employee Handbook which calls for annual evaluations of all Village employees. The annual evaluations serve many purposes, one of which is to assist in determining the amount of merit compensation that an employee should be paid in the upcoming year; and

WHEREAS, the Department Heads and other officials of the Village who are charged with performing the evaluations make recommendations to the Village Council as to the amount of appropriate annual raises for Village employees for the upcoming year; and

WHEREAS, the Council of the Village of Hiram has determined to establish salary ranges for 2010 so that the ranges can be used by the Department Heads and other officials of the Village when performing annual employee evaluations and making recommendations to the Village Council as to the amount of appropriate annual raises for Village employees.

BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF HIRAM, OHIO, two thirds or more of the members thereto concurring, that:

SECTION 1: (A) Effective January 1 2010, per annum base salary ranges for the following positions shall be:

Village Administrator	35,000 to 60,000	
Assistant Service Director	30,000 to 40,000	Service
Department Operator	27,000 to 37,000	
Full-time Laborer	25,000 to 35,000	
Chief of Police	35,000 to 60,000	
Sergeant of Police	35,000 to 45,000	
Police Patrol Officer-Full-time	30,000 to 40,000	
Police Patrol Officer- Part-time	\$9.00 to \$13.00	
Head Dispatcher, full-time	25,000 to 30,000	
Fiscal Officer	35,000 to 60,000	
Assistant Fiscal Officer	20,000 to 35,000	
Director of Utilities	40,000 to 60,000	
Assistant Director of Utilities	35,000 to 60,000	
Utility Lab Technician/Operator	30,000 to 40,000	
Utility Operator	25,000 to 35,000	
Part-time licensed Operator	\$15 to \$25 per hour	
Fire Chief-Part-time	4,000 to 15,000	
Assistant Fire Chief- Part-time	1,000 to 10,000	
Captain	500 to 3,000	
Lieutenant	250 to 4,000	
Zoning Inspector	1,500 to 4,000	

Laborer, part-time	Negotiable, minimum	State of Ohio minimum wage
Office worker, part-time	Negotiable, minimum	State of Ohio minimum wage
Utility operator, part-time	Negotiable, minimum	State of Ohio minimum wage
Administrative Assistance-Part-time		State of Ohio minimum wage to \$12.00 per hour

(B) Effective January 1, 2010, the base rates for firefighters and EMT's shall be:

Firefighter 1A	State of Ohio minimum wage
Firefighter 1B add-on	\$.50/hr.
Firefighter 1C add-on	\$.75/hr.
EMT-Basic	\$7.00/hr.
EMT-Intermediate add-on	\$.75/hr.
EMT-Paramedic add-on	\$2.25/hr.

Night Shifts will be paid at the State of Ohio minimum wage

In the event the above base rates will result in payment to any employee in an amount which is less than the Federal or State minimum wage for any pay period (defined as a set or regular period not less than 7 days nor more than 28 days or as otherwise defined by the Fair Labor Standards Act 29 U.S.C.A. Sections 201 et seq.) then, in that event, that employee shall be paid the Federal or State minimum wage for the actual hours worked.

SECTION 2: Ordinance 2008-3 and other ordinances inconsistent herewith are hereby repealed.

SECTION 3: It is found and determined that all formal actions of this Council concerning and relating to the adoption of this ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Revised Code of the State of Ohio.

First reading: September 8, 2009
 Second reading: October 13, 2009
 Third reading: November 10, 2009

ATTEST:

 Mayor Lou Bertrand

 Fiscal Officer
 Approved as to Form:

 Solicitor