

DATE:	<u>December 5, 2022</u>	1 ST READING:	<u>December 5, 2022</u>
INTRODUCED BY:	<u>Mayor Corcoran</u>	2 ND READING:	<u>December 19, 2022</u>
REFERRED BY:	<u></u>	3 RD READING:	<u>Dispensed</u>
TEMPORARY NO:	<u>T 173-2022</u>	ADOPTED:	<u>December 19, 2022</u>
		EMERGENCY:	<u>December 19, 2022</u>
		EFFECTIVE:	<u>December 19, 2022</u>

Introduced on the floor on 12-05-2022

ORDINANCE NO. 6029-2022

AN ORDINANCE AMENDING NORTH RIDGEVILLE ORDINANCE 5596-2018 TO MAINTAIN PARITY IN CERTAIN BENEFITS PROVIDED TO CITY EMPLOYEES AND CERTAIN DEPARTMENT HEADS, SUPERVISORY EMPLOYEES, AND CONFIDENTIAL EMPLOYEES, AND DECLARING AN EMERGENCY.

WHEREAS, in 2018, City Council created NRO 5596-2018 which sought, among other things, to maintain internal parity in certain benefits and wages between City Employees and certain department heads, supervisory employees, and confidential employees; and

WHEREAS, in an effort to maintain internal parity of specified benefits, Exhibits “A” and “B” are in need of a number of amendments as set forth in amended Exhibits “A” and “B”, attached.

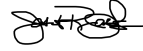
NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. Exhibits “A” and “B” of NRO 5596-2018, and any supplemental ordinances, are amended in their entirety and replaced in with Exhibits “A” and “B” attached.

SECTION 2. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were conducted in an open meeting of this Council and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public in accordance with all legal requirements, including §121.22 of the Ohio Revised Code.

SECTION 3. This Ordinance is hereby declared to be an emergency measure, the emergency being in order for the new wage scales to go into effect on January 1, 2023. Wherefore, this Ordinance shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 19, 2022



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 21, 2022



Kevin Corcoran
MAYOR

EXHIBIT A

<u>CLASSIFICATION</u>	<u>MIN ANNUAL SALARY</u>	<u>MAX ANNUAL SALARY</u>	<u>MIN HOURLY</u>	<u>MAX HOURLY</u>
Safety-Service Director		Two percent (2%) above highest paid employee (excluding longevity, overtime and Mayor's salary)		
Engineer	86,025.18	112,000.00	41.36	53.85
Assistant Engineer	82,800.95	98,928.64	39.81	47.56
Civil Engineer I (EI)	57,352.57	69,819.99	27.57	33.57
Civil Engineer II (PE)	66,726.51	81,231.43	32.08	39.05
Director of Finance	85,708.60	127,000.00	41.21	61.06
Assistant Director of Finance	69,895.45	100,000.00	33.60	48.08
Chief Building Inspector	61,642.20	107,000.00	29.64	51.44
Asst Chief Building Inspector	69,590.64	86,356.85	33.46	41.52
Parks & Recreation Director	57,862.26	84,545.54	27.82	40.65
Superintendent of the French Creek WWTP	75,308.16	123,600.00	36.21	59.42
Asst Superintendent of the French Creek WWTP	78,107.65	96,964.14	37.55	46.62
Laboratory Manager	60,372.56	72,238.59	29.03	34.73
Superintendent of the Service Department	62,872.36	108,097.51	30.23	51.97
Director of the Department of Public Utilities	72,065.01	88,683.35	34.65	42.64
Clerk of Mayor's Court	43,905.52	78,842.07	21.11	37.90
Assistant Clerk of Council	55,978.85	69,449.71	26.91	33.39
Director of the Department of Older Adult Services	48,132.81	74,726.63	23.14	35.93
Case Manager	45,676.94	56,612.61	21.96	27.22
ISD/Network Coordinator	62,894.73	88,571.52	30.24	42.58
Assistant Law Director/Prosecutor	84,649.65	101,400.00	40.70	48.75
Prosecutor	75,882.30	94,243.37	36.48	45.31
Human Resource Director	80,648.60	118,284.62	38.77	56.87
Income Tax Administrator	64,061.80	79,499.94	30.80	38.22
Office Administrator	53,029.14	65,875.93	25.49	31.67
Director of Planning and Economic Development	49,464.48	118,284.62	23.78	56.87

As of 1/1/2023

EXHIBIT "B"

Section 1 - Positions Covered

Mayor (as it applies to pension pick-up and insurance programs only)

Safety-Service Director

Engineer

Assistant Engineer

Civil Engineer I (EI)

Civil Engineer II (PE)

Director of Finance

Assistant Director of Finance

Chief Building Inspector

Asst. Chief Building Inspector

Parks & Recreation Director

Superintendent of the French Creek WWTP

Asst. Superintendent of the French Creek WWTP

Laboratory Manager

Superintendent of the Service Department

Director of the Department of Public Utilities

Clerk of Mayor's Court

Assistant Clerk of Council

Director of the Department of Older Adult Services

Case Manager

ISD/Network Coordinator

Assistant Law Director/Prosecutor

Prosecutor

Human Resource Director

Inc Tax Administrator

Office Administrator

Director of Planning and Economic Development Director

SECTION 2 - NORMAL HOURS OF WORK

The normal work period shall generally be forty (40) hours of work over a seven (7) day period, starting at 12:01 a.m. Sunday to 12:00 p.m. midnight Saturday, but may be varied at the discretion of the Mayor and/or Safety-Service Director. Employees shall generally be scheduled for five (5) eight (8) hours workdays within the applicable seven (7) day period, which may be varied from time to time, at the discretion of the Mayor and/or Safety-Service Director. An employee's scheduled hours of work shall be inclusive of any lunch period which shall be paid. The general lunch period shall be thirty (30) or sixty (60) minutes as determined by the Mayor and/or Safety-Service Director.

SECTION 3 - OVERTIME ELIGIBILITY

Each position listed above in Section I shall be designated as exempt or non-covered pursuant to the FLSA for overtime eligibility purposes.

Exempt and non-covered employees designated by the City shall not be eligible for overtime.

SECTION 4 - SICK LEAVE

A. Definition of Sick Leave

Sick leave shall be defined as an absence with pay necessitated by:

- A. Illness or injury to the employee;
- B. Disabilities due to pregnancy or delivery of child;
- C. For bonding with a newborn or adopted child of the employee for a period not to exceed two (2) weeks from the date of the child's birth;
- D. Exposure of the employee to contagious disease deemed communicable to other employees and determined to be a health and safety issue by the Mayor/designee;
- E. Illness, injury or death in the employee's immediate family.

B. Definition of Immediate Family

Where the use of sick leave is due to illness or injury to the employee's immediate family, "immediate family" shall be defined to include only the employee, employee's spouse,

employee's children, and employee's parents.

C. Accumulation of Sick Leave

Employees shall earn sick leave at the rate of four and six-tenths (4.6) hours for every eighty (80) hours worked in active pay status and shall accumulate such sick leave for future use to an unlimited amount. Employees shall not accrue sick leave as a result of any separation payout made pursuant to subsection D below.

D. Payment Upon Separation

Upon the occurrence of any of the following events, an employee who has not less than ten (10) years of continued service with the Employer shall be entitled to a cash payment of the value of the herein defined amount of earned and unused sick leave hours:

- 1) Retirement of the employee;
- 2) Disability retirement of the employee'
- 3) Death of the employee; and
- 4) Separation from employment for any reason except termination for cause.

Any employee qualifying pursuant to the above provisions of this article shall be entitled to receive a cash payment equal to his/her hourly base rate of pay at that time of the occurrence of an above-listed event multiplied by ninety (90%) percent of the total number of accumulated but unused hours earned by the employee as certified by the Finance Director, provided that such resulting number of hours to be paid shall not exceed one thousand (1000) hours of pay. If the qualifying employee is deceased, the payment shall be made pursuant to the provisions of the Ohio Revised Code 2113.04.

E. Reporting Off Work

An employee who is to be absent on sick leave shall notify the Mayor or his/her designee of such absence and the reason therefore at least one-half (1/2) hour after the start of his/her work shift each day he/she is absent, except in unusual circumstances or with permission of the Mayor /designee. Failure to properly report off work shall be cause for discipline.

F. Charging of Sick Leave

Sick leave may be used in any segments. The Finance Department shall be responsible for tracking sick leave usage and balances.

G. Documentation Justifying Use of Sick Leave

Before an absence may be charged against accumulated sick leave, the Employer may require such proof of illness /injury of the employee, or of a qualifying family member of the employee, as may be satisfactory to justify the use of sick leave, or may require the employee to be

examined by a physician, paid for by the Employer and selected by the Mayor and/ or Safety-Service Director. In any event, an employee absent on sick leave must supply a written and signed statement on a form provided by the Employer attesting to his/her illness to be eligible for payment of sick leave. For an absence in excess of three (3) working days or for accumulated absences of five (5) or more days in a rolling sixty (60) day period the Employee shall be required to present a doctor's certificate at the employee's expense to justify the use, and payment of sick leave or receive approval from the Safety-Service Director.

If the employee fails to submit proof of illness/injury of the employee or a qualifying family member of the employee upon request, or in the event that upon such proof as is submitted or upon the report of medical examination, the Mayor and /or Safety Service Director finds that there is no satisfactory evidence of illness/injury of the employee or of a qualifying relative of the employee sufficient to justify the employee's absence, such leave shall be considered unauthorized leave and may be without pay. Unauthorized absence without leave may subject the employee to discipline.

H. Return to Duty Medical Examination

The Safety-Service Director or his/her designee may require an employee who has been absent due to personal illness or injury, prior to and as a condition of his/her return to duty, to be examined by a physician designated by the Employer (at the Employer's expense) to establish that the employee is mentally and physically capable of performing the essential functions of his/her position and that his/her return to duty will not jeopardize the health and safety of the employee or other employees.

I. Fitness for Duty Medical Examination

If the Employer has a reasonable basis for believing that an employee is no longer mentally and/or physically capable of performing the essential functions of his/her position or poses a threat to himself or others, the Employer may order an examination by an appropriately qualified medical professional at the Employer's expense. Upon receipt of the medical professional's opinion on fitness for work which disqualifies the employee for return to work, the Employer and the employee will meet to discuss possible alternatives and/or accommodations.

J. Discipline

An employee must comply with all rules and regulations on sick leave in order to receive sick leave pay. Falsification of sick leave documents, or abuse of sick leave as determined by the Employer, is grounds for disciplinary action.

SECTION 5 - PAID SICK LEAVE DONATION

A. Policy: It shall be the policy of the Employer that employees with accumulated Sick Leave may donate paid Sick Leave to a fellow employee who, in strictly serious or catastrophic cases, is in need of assistance and has exhausted all of their available leave/time.

- B. Purpose: The purpose of this program is to:
- (A) allow employees to voluntarily provide assistance to their co-workers who are in critical need of leave due to circumstances necessitating the use of Sick Leave as set forth in Section 4(A) above (Sick Leave);
 - (B) establish strict guidelines for the implementation of donation of paid Sick Leave time; and
 - (C) to protect the investment the Employer has made in an employee in an effort to retain that employee.
- C. Eligibility: Any full-time employee listed in Section 1 above is eligible, after one year of service, to apply for the benefit of this policy. The employee must apply through the Mayor or Safety-Service Director. ALL of the following must apply to the circumstances of the recipient employee:
- (A) the employee is not eligible for Worker's Compensation benefits;
 - (B) the employee has not been disciplined at any level for patterned use of sick leave within the previous three (3) years;
 - (C) the employee has exhausted all accrued time available to him/her including sick time, personal time, comp time, vacation time, merit time or holiday (or birthday time), and
 - (D) the employee can, if requested, provide documentation through medical records that there is a bona fide medical reason for his/her inability to work.
- D. Duration: The maximum length of time that an employee may receive benefits under this program is eight (8) pay periods.
- E. Participation of Donor Employee:
- (A) Any full-time employee is eligible after one (1) year of service and may choose to participate in the sick leave donation program.
 - (B) An employee must have and maintain a minimum of eight weeks (320 hours) of accumulated Sick Leave to be eligible to participate as a donor.
 - (C) An employee who is donating paid leave may donate up to forty (40) hours of sick leave per donee per incident, in increments no less than eight (8) hours. An employee may donate to an eligible recipient employee repeatedly.
- F. Application Review: Upon receiving an application for sick leave donation, the Mayor or Safety Service Director shall review the application and:
- (A) Evaluate whether there has or has not been any documented disciplinary action at any level for the patterned use of sick leave or abuse of sick leave within the previous three (3) years by the donor employee in their department; and
 - (B) Verify that the cause of absence is not work-related.
 - (C) The application is then forwarded to the Finance Director for review and verification that the employee has no time (of any nature) available to the credit of their account. The application is then forwarded to the Mayor's Office for approval or denial. If all

eligibility requirements have been met and the application is approved, the application shall be returned to the Finance Director for disbursement proceedings. Transfer Participation Forms are to be distributed to all Department Heads and Area Stewards for leave donations. If any eligibility requirement is not met, the application is denied and returned to the applicant who shall be advised as to the reason for denial.

G. Disbursement of Donated Sick Leave: Upon receiving an approved application, the Finance Department shall credit the employee approved for the donation of sick time hours under this policy and disburse in the following manner:

- (A) Any time the employee has accrued shall be used first; and
- (B) Then on a rotating basis from employees that have signed up to donate; the first person submitting paperwork to donate shall be docked first, then the next person, and so on. Any donor employee's accumulated paid leave shall be reduced in eight (8) hour increments.

The transfer of benefits shall be calculated on a prorated basis to be determined by the rate of pay of the donor employee for the donee employee.

H. Recovery of Donated Sick Leave: In the event that an employee who has received benefits under this program are reimbursed in any manner for the lost work time covered by this benefit, the employee must reimburse the Employer for the pay that was received. The donor employee shall be credited with the hours donated.

I. Unexpended balance of donated Sick Leave: An employee receiving donated Sick Leave who returns to work may retain up to forty (40) hours of donated Sick Leave. Donated Sick Leave will not be eligible for cash conversion by the recipient.

SECTION 6 - VACATION

A. Accrual Amount for Full-Time Employees

All regular full-time employees shall be granted the following vacation leave with full pay each year based upon their length of employment with the Employer, as follows:

1 to 4 years	= 10 days, 80 hours, or 2 weeks
5 to 9 years	= 15 days, 120 hours, or 3 weeks
10 to 14 years	= 20 days, 160 hours, or 4 weeks
15 to 19 years	= 25 days, 200 hours, or 5 weeks
20 and over	= 30 days, 240 hours, or 6 weeks

In order to attract qualified candidates at the time of hiring, the Mayor shall have the authority to grant a newly hired full-time employee vacation credit. At the Mayor's discretion, the employee shall have a specific number of years credited to him/her and shall be placed on the vacation schedule above. The employee shall then progress forward accordingly on the vacation schedule

with the credited time applied in the same manner as if it had accrued by term of service. Any vacation service credit shall be documented in writing and placed in the employee's personnel file by the Finance Director. The Mayor shall have said right notwithstanding Ordinance 2287-88 which generally prohibits granting of vacation credit for prior public service.

Any credit already given by the Mayor to any employee currently occupying one of the positions identified in Section 1 shall continue to be honored until said employee's separation from employment.

Cash Out of Vacation

An employee who has five (5) or more years of service shall be permitted to cash in accrued vacation time, not to exceed one-half of the employees annual vacation accrual. Vacation cash out requests shall be made once per calendar year at the end of the anniversary period. Employees shall submit a leave cash out form in the timekeeping system during the pay period in which their anniversary date occurs requesting cash out of allowable vacation time.

B. Scheduling of Vacation

Employees shall be allowed to take their vacation in one (1) week increments, not to exceed two (2) consecutive weeks, unless an exception is approved by the Safety-Service Director in advance of the proposed vacation. Employees may take vacation in one (1) day segments, providing the employee requests such time off at least forty-eight (48) hours in advance, and the Employer grants such request

C. Carryover of Vacation

An employee shall be permitted to carry over up to forty (40) hours of vacation for use within six (6) months of the employee's anniversary date on approval of the Department Head and Safety-Service Director.

D. Payment Upon Separation

If an employee eligible to receive vacation is separated from employment voluntarily or involuntarily prior to taking his/her vacation, he/she shall receive any fully earned but unused vacation leave accrued under Section A above. If the employee is deceased, the payment shall be made pursuant to the provisions of Ohio Revised Code §2113.04

SECTION 7 - UNPAID LEAVES OF ABSENCE

A. Medical Leave of Absence

An employee who has exhausted all available leave balances shall be granted a leave of absence for a period not to exceed one hundred eighty (180) days because of personal illness or injury or on account of pregnancy upon the request of the employee with sufficient supporting medical

evidence. The length of the leave granted will be based upon the Employer's review of the supporting medical evidence. Such leave shall be without pay or benefits except that health insurance shall be provided during leaves of one hundred eighty (180) days or less. Any leave granted under this Section may be extended at the discretion of the Mayor/Safety-Service Director.

B. Military Leave

See Ordinance Ord. 4032-2004.

SECTION 8 - INSURANCE PROGRAMS

The City shall provide medical, dental, and prescription Insurance Programs as determined by the Mayor or his designee to all full-time employees and non-full-time employees as otherwise required by law. All employees enrolled in the Insurance Programs shall contribute monthly toward the premium cost for said insurance at the rate established by the Mayor/designee. The applicable employee contribution for any Insurance Program will be determined by using the actuarially calculated based COBRA rates if any. The employee contribution will be at the percentages defined above of those COBRA rate figures rounded to the nearest dollar. These figures may be adjusted based upon updates to the base COBRA rate. Employee contributions shall be withheld in equal or roughly equal monthly installments from the first two payrolls paid each month. Contributions withheld for each month will be for that month's enrollment (i.e., amounts withheld in January will be for January enrollment).

SECTION 9 - LIFE INSURANCE

All Department Heads, Supervisory Personnel and Confidential Employees designated by City ordinance shall be supplied life insurance in the amount equal to that which is provided to members of the AFSCME bargaining unit for life insurance pursuant to the terms of the collective bargaining agreement. Said life insurance shall be provided at no cost to the employee.

SECTION 10 - SCHOOL COST REIMBURSEMENT

An employee who takes an Employer approved college course, or work-related training course, or seminar, shall be reimbursed the actual costs of such training course, including the cost of course textbooks verifiable by receipt in an amount not to exceed the non-taxable limit established by the Internal Revenue Service per year. In order to be reimbursed, the employee must receive a grade of "C" or better, or the equivalent. The employee must obtain written approval of the Mayor or his designee in advance of enrollment to be reimbursed.

SECTION 11 - TRACKING OF LEAVE

The Finance Director shall track all leave balances (accumulation and use of leave) in accordance with the rules established by the applicable sections above and/or any policies and procedures established by the Mayor/Safety-Service Director, including but not limited to the

City of North Ridgeville Employee Handbook as amended from time to time by the Mayor.

SECTION 12 - PENSION PICK-UP

- A. The Employer's method of payment of salary and the provision of fringe benefits for all employees who are members of OPERS (referred to herein as "Covered Employees") shall be modified as follows, in order to provide for a salary reduction pick-up and, for certain Covered Employees, a fringe benefit pick-up of employee contributions to OPERS, in accordance with Code Section 414(h)(2) and the rulings thereunder.
- B. The total annual salary and salary per pay period for each Covered Employee shall be the salary otherwise payable per-ordinance and applicable Employer policies. Such total annual salary and salary per pay period of each Covered Employee shall be payable by the Employer in two (2) parts: (1) deferred salary and (2) cash salary. A Covered Employee's deferred salary shall be equal to the percentage of his/her total annual salary or salary per pay period which is required to be paid to OPERS as an employee contribution under OPERS; and such amount shall be paid by the Employer directly to OPERS on behalf of the said employee as a "salary reduction pick-up" of the OPERS employee contribution of said employee. A Covered Employee's cash salary shall be equal to his/her total annual salary or salary per pay period less the amount of the salary reduction pick-up for said employee and shall be payable to him, subject to applicable payroll deductions. Notwithstanding the preceding, as an additional fringe benefit of employment on behalf of Covered Employees the Employer shall pay directly to OPERS, as an employee contribution under OPERS, an amount equal to four (4%) percent of the salary of such employees in lieu of such amount being deducted from the total annual salary or salary per pay period of such employees and paid to OPERS as deferred salary pursuant to the salary reduction pick-up. The payment of the said amount in lieu of part of the salary reduction pick-up is hereinafter referred to as the "fringe benefit pick-up." The cash salary of Covered Employees entitled to the fringe benefit pick-up shall be the total annual salary or salary per pay period of such employees less the remaining salary reduction pick-up, subject to applicable payroll deductions.
- C. The salary reduction pick-up, but not the fringe benefit pick-up, shall be included in the Covered Employee's total annual salary for the purpose of computing daily rate of pay, for determining paid salary adjustments to be made due to absence, or for any similar purpose.
- D. The salary reduction pick-up and fringe benefit pick-up by the Employer of a Covered Employee's contributions to OPERS shall be mandatory for all Covered Employees. No Covered Employees shall have the option of choosing the pick-up amounts directly instead of having them paid by the Employer to OPERS.
- E. The Employer shall fulfill its income tax reporting and withholding responsibilities for each Covered Employee in such manner as is required by applicable federal, state, and local laws and regulations as they may exist at the time of such reporting and withholding, it

being the Employer's understanding that the fringe benefit pick-up is not subject to any income or employment taxes; and that federal and Ohio income tax laws and regulations presently require it to report as an employee's gross income his/her total annual salary less the amount of the salary reduction pick-up (i.e., his/her cash salary) while applicable federal employment tax laws (i.e., the Medicare tax law) require it, and municipal income tax laws may require it to report as an employee's gross income his/her total annual salary including the amount of the salary reduction pick-up.

- F. The Employer shall take all acts necessary and appropriate to ensure the continued implementation of this resolution, including but not limited to, making applications to the Internal Revenue Service and the Board administering the OPERS program to determine the requirements of the Internal Revenue Service and such Board in connection with such pick-up plan. The Employer reserves the right to modify the terms of this pick-up to the extent it reasonably deems is necessary for obtaining the approval of OPERS and/or the Internal Revenue Service.
- G. Pension pick-up as set forth above shall apply to the position of Mayor beginning the term following the adoption of this Ordinance.

SECTION 13 - LONGEVITY

- A. For all employees covered by this Ordinance, longevity shall be paid according to the following schedule. Longevity will be paid in a lump sum on the first pay period following the anniversary date of the employee's employment. Longevity shall continue to be awarded on the employee's successive anniversary date in accordance with this schedule.

5th Anniversary	\$ 800.00	15th Anniversary	\$2,000.00
6th Anniversary	\$ 800.00	16th Anniversary	\$2,100.00
7th Anniversary	\$ 800.00	17th Anniversary	\$2,200.00
8th Anniversary	\$1,300.00	18th Anniversary	\$2,300.00
9th Anniversary	\$1,400.00	19th Anniversary	\$2,400.00
10th Anniversary	\$1,500.00	20th Anniversary	\$2,500.00
11th Anniversary	\$1,600.00	21th Anniversary	\$2,600.00
12th Anniversary	\$1,700.00	22th Anniversary	\$2,700.00
13th Anniversary	\$1,800.00	23th Anniversary	\$2,800.00
14th Anniversary	\$1,900.00	28th Anniversary	\$3,000.00

For all employees hired after the adoption of this agreement, upon an employee's twenty-third (23rd) anniversary date and every year up to his/her twenty-eighth (28th) anniversary, the employee shall receive two thousand eight hundred (\$2,800.00) dollars, annually. Upon his/her twenty-eighth (28th) anniversary date and thereafter, the employee shall receive three thousand (\$3,000.00) dollars, annually. In no event shall the maximum amount paid under this Section exceed three thousand (\$3,000.00) dollars, annually, to any single employee

SECTION 14 – HOLIDAYS

Employees listed in Exhibit A shall receive a holiday benefit for the following holidays:

New Year's Day	
Martin Luther King Day	Veteran's Day
President's Day	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	Christmas Eve Day
Independence Day	Christmas Day
Labor Day	

The holiday benefit shall be an employee's full days paid based upon their scheduled shift.

DATE:	<u>December 5, 2022</u>	1 ST READING:	<u>November 21, 2022</u>
INTRODUCED BY:	<u>Mayor Corcoran</u>	2 ND READING:	<u>December 05, 2022</u>
REFERRED BY:	<u></u>	3 RD READING:	<u>December 19, 2022</u>
TEMPORARY NO:	<u>T 164-2022</u>	ADOPTED:	<u>December 19, 2022</u>
		EMERGENCY:	<u>December 19, 2022</u>
		EFFECTIVE:	<u>December 19, 2022</u>

ORDINANCE NO. 6031-2022

AN ORDINANCE PROVIDING APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE CITY OF NORTH RIDGEVILLE, OHIO, FOR THE PERIOD COMMENCING JANUARY 1, 2023, AND ENDING DECEMBER 31, 2023, AND DECLARING AN EMERGENCY.

WHEREAS, it is necessary to pass an annual appropriation Ordinance providing for the current expenses and other expenditures of the City of North Ridgeville, Ohio.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO:

SECTION 1. That to provide for current and other expenditures for the City of North Ridgeville, Ohio for the period commencing January 1, 2023, and ending December 31, 2023, the sums presented in **Exhibit “A”** are hereby set aside and appropriated.

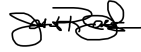
SECTION 2. That the Auditor of the City of North Ridgeville is hereby authorized to draw warrants, Automated Clearing House transactions, or Wire Transfers on the Treasury of the City of North Ridgeville for payments on any of the foregoing appropriations, upon receiving proper certification and vouchers, therefore, approved by officers authorized by law to approve the same or by an ordinance or resolution of Council to make the expenditure and provide that no warrants may be drawn or paid for salaries or wages, except to persons employed by authority of or in accordance with law or Ordinance.

SECTION 3. The Auditor is hereby authorized to allocate or reallocate funds to accounts that are within the fund, department, and major objects of expenditure established by the appropriations approved in this Ordinance or in any other Ordinance approved by Council.

SECTION 4. That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were in an open meeting of this Council and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public in accordance with all legal requirements.

SECTION 5. This Ordinance is hereby declared to be an emergency measure, the emergency being in order to provide the Auditor's office with the necessary financial resources. Wherefore, this Ordinance shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor

PASSED: December 19, 2022



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 21, 2022



Kevin Corcoran
MAYOR

Exhibit A

**ANNUAL APPROPRIATION
FOR THE PERIOD COMMENCING JANUARY 1, 2023 AND ENDING DECEMBER 31, 2023**

Fund Number	Fund Name/Department	Personal Services	Other Expenses	Transfers and Advances	Total Appropriations
General Fund					
111	City Council	\$ 83,200	\$ 36,500	\$ -	\$ 119,700
112	Council Clerk	132,200	78,460	-	210,660
115	Mayor's Court	169,100	116,300	-	285,400
117	Mayor	219,200	190,150	-	409,350
119	Safety Service Director	314,100	128,050	-	442,150
120	Auditor	333,500	280,700	-	614,200
122	Treasurer	236,600	173,795	-	410,395
125	Law Director	358,300	228,650	-	586,950
127	Human Resources	-	10,000	-	10,000
130	Computer Services	243,100	903,050	-	1,146,150
137	Civil Service	-	64,400	-	64,400
140	Misc General Government	-	272,000	-	272,000
141	Planning Commission	-	2,300	-	2,300
142	Board of Zoning Appeals	-	2,200	-	2,200
150	Public Buildings	-	175,800	-	175,800
160	Police Administration	508,150	211,500	-	719,650
161	Police	2,321,500	2,157,450	-	4,478,950
164	Dispatchers	323,200	145,200	-	468,400
165	Fire	955,900	681,360	-	1,637,260
170	Building	793,100	531,850	-	1,324,950
172	Engineer	649,300	528,600	-	1,177,900
175	Street Lighting	-	209,000	-	209,000
180	Health District	-	166,000	-	166,000
182	Senior Citizens	242,300	160,800	-	403,100
185	Park and Recreation	470,000	461,550	-	931,550
205	Income Tax	-	389,750	-	389,750
412	Community Development	115,000	221,800	-	336,800
900	Other Financing Uses	-	-	3,400,000	3,400,000
Total General Fund		\$ 8,467,750	\$ 8,527,215	\$ 3,400,000	\$ 20,394,965
Special Revenue Funds					
207	Payroll Reserve	300,000	-	-	300,000
210	Street Construction M and R	704,000	1,436,350	-	2,140,350
215	State Highway	-	150,000	-	150,000
220	Motor Vehicle License Tax	325,000	324,400	-	649,400
225	Street Levy	-	2,246,100	-	2,246,100
245	Police Levy	1,518,150	326,050	-	1,844,200
246	Police Pension	-	351,000	-	351,000
247	Safetyville	9,700	3,300	-	13,000
250	Law Enforcement Trust	-	12,000	-	12,000
255	Drug Law Enforcement	-	3,000	-	3,000
257	DUI Enforcement and Education	-	2,200	-	2,200
258	Clerk of Court Computer Services	-	43,250	-	43,250
259	Court Computerization	-	37,800	-	37,800
260	Fire Levy	1,095,900	636,650	-	1,732,550
261	Fire Pension	-	355,500	-	355,500

Exhibit A

**ANNUAL APPROPRIATION
FOR THE PERIOD COMMENCING JANUARY 1, 2023 AND ENDING DECEMBER 31, 2023
(Continued)**

Fund Number	Fund Name/Department	Personal Services	Other Expenses	Transfers and Advances	Total Appropriations
263	Paramedic Levy	1,496,550	886,450	-	2,383,000
265	Ambulance	426,750	609,900	150,000	1,186,650
266	Ambulance Replacement	-	-	-	-
270	Cemetery	4,000	28,620	-	32,620
275	Parks and Recreation Trust	62,600	272,980	-	335,580
280	Park and Recreation Improvement	-	71,000	-	71,000
291	DUI Task Force Grant	-	224,900	30,000	254,900
295	Solid Waste Management	51,600	3,366,750	-	3,418,350
298	Hotel Tax	-	32,000	-	32,000
299	Library Levy	-	1,510,000	-	1,510,000
Total Special Revenue Funds		\$ 5,994,250	\$ 12,930,200	\$ 180,000	\$ 19,104,450
Debt Service Funds					
309	Income Tax Debt Service	-	3,542,000	-	3,542,000
311	D/S BR Central Fire Station	-	563,000	-	563,000
314	D/S BR Police Station Construction	-	941,000	-	941,000
361	Center Ridge Debt Service	-	176,700	-	176,700
Subtotal-General Bond Retirement		-	5,222,700	-	5,222,700
353	S/A Westerlies	-	175,000	-	175,000
354	S/A Victory Lane	-	73,000	-	73,000
Subtotal-Special Assessments		-	248,000	-	248,000
332	Walgreen TIF	-	32,200	-	32,200
333	Performance Ln TIF	-	460,000	-	460,000
Subtotal-TIF Funds		-	492,200	-	492,200
Total Debt Service Funds		\$ -	\$ 5,962,900	\$ -	\$ 5,962,900
Capital Projects Funds					
410	Capital Projects	-	2,824,244	-	2,824,244
431	Center Ridge Construction	-	1,500,000	-	1,500,000
434	ODNR Flood Control	-	479,000	392,000	871,000
445	Police Station Construction	-	329,700	-	329,700
480	TIF Improvement #1 ORD 5206	-	11,000	-	11,000
481	TIF Improvement #2 ORD 5207	-	39,800	-	39,800
482	TIF Improvement #3 ORD 5208	-	1,293,500	-	1,293,500
483	TIF Improvement #4 ORD 5209	-	37,600	-	37,600
484	TIF Improvement #5 ORD 5210	-	12,000	-	12,000
485	TIF Improvement #6 ORD 5211	-	129,000	-	129,000
486	TIF Improvement #7 ORD 5251	-	15,500	-	15,500
487	TIF Improvement #8 ORD 5252	-	47,500	-	47,500
488	TIF Improvement #9 ORD 5286	-	1,500	-	1,500
490	TIF Improvement #10 ORD 5287	-	10,500	-	10,500
491	TIF Improvement #11 ORD 5288	-	1,700	-	1,700
492	TIF Improvement #12 ORD 5289	-	1,100	-	1,100
493	TIF Improvement #13 ORD 5311	-	37,000	-	37,000
Total Capital Projects		\$ -	\$ 6,770,644	\$ 392,000	\$ 7,162,644

Exhibit A

**ANNUAL APPROPRIATION
FOR THE PERIOD COMMENCING JANUARY 1, 2023 AND ENDING DECEMBER 31, 2023
(Continued)**

Fund Number	Fund Name/Department	Personal Services	Other Expenses	Transfers and Advances	Total Appropriations
<u>Enterprise Funds</u>					
610	<u>Water</u>				
	Collections	83,800	235,250	-	319,050
	Operations	901,400	4,711,150	1,000,000	6,612,550
	Total Water Fund	985,200	4,946,400	1,000,000	6,931,600
640	<u>Sewer</u>				
	Collections	104,700	231,300	-	336,000
	Operations	629,100	5,107,750	1,940,000	7,676,850
	Total Sewer Fund	733,800	5,339,050	1,940,000	8,012,850
691	<u>Storm Water</u>				
	Collections		3,800	-	3,800
	Operations	260,300	806,450	-	1,066,750
	Total Storm Water	260,300	810,250	-	1,070,550
624	Water G.O. Bond Retirement	-	247,600	-	247,600
632	Water Improvement	-	1,976,500	-	1,976,500
645	Sewer G.O. Bond Retirement	-	977,200	-	977,200
660	Sanitary Sewer Improvement	-	7,477,900	-	7,477,900
670	French Creek WWTP	1,253,700	3,005,910	1,800,000	6,059,610
675	French Creek B.R.	-	275,600	-	275,600
680	French Creek Improvement	-	10,063,500	-	10,063,500
	Total Enterprise Funds	\$ 3,233,000	\$ 35,119,910	\$ 4,740,000	\$ 43,092,910
<u>Internal Service Funds</u>					
710	Self Insurance Benefits	-	4,585,500	-	4,585,500
720	Flexible Spending Account	-	66,500	-	66,500
730	City Garage	412,000	478,650	-	890,650
	Total Internal Service	\$ 412,000	\$ 5,130,650	\$ -	\$ 5,542,650
<u>Trust and Agency Funds</u>					
825	Board of Building Standards	-	25,000	-	25,000
840	Senior Citizens Multi Trust	-	53,800	-	53,800
890	Trust Miscellaneous	-	1,977,000	-	1,977,000
	Total Trust and Agency Funds	\$ -	\$ 2,055,800	\$ -	\$ 2,055,800
	Total All Funds	\$ 18,107,000	\$ 76,497,319	\$ 8,712,000	\$ 103,316,319

DATE:	<u>December 5, 2022</u>	1 ST READING:	<u>December 5, 2022</u>
INTRODUCED BY:	<u>Mayor Corcoran</u>	2 ND READING:	<u>December 19, 2022</u>
REFERRED BY:	<u></u>	3 RD READING:	<u>Dispensed</u>
TEMPORARY NO:	<u>T 172-2022</u>	ADOPTED:	<u>December 19, 2022</u>
		EMERGENCY:	<u>December 19, 2022</u>
		EFFECTIVE:	<u>December 19, 2022</u>

Introduced on the floor on 12-05-2022

ORDINANCE NO. 6028-2022

AN ORDINANCE ESTABLISHING A DEPARTMENT OF FINANCE AND DEFINING THE RESPONSIBILITIES OF THE DEPARTMENT OF FINANCE, AND DECLARING AN EMERGENCY.

WHEREAS, as a result of the November 8, 2022, General Election, North Ridgeville voters approved Issue 29, a Charter amendment merging the Auditor’s Office and the Treasurer’s Office into one Department.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. The former offices of City Auditor and City Treasurer are abolished and Article IV, The Auditor, is replaced in whole and Article VI, The Treasurer, is repealed as of the effective date of this Article, and the Department of Finance is hereby created.

SECTION 2. The term “Auditor” or “Treasurer” are found in any ordinance, resolution, policy, or procedure of the City enacted prior to the effective date of this Article, such term shall be deemed to read and mean “Director of Finance.”

SECTION 3. As established in Article VI of the Charter, N.R.C.O Chapter 232 is amended and N.R.C.O Chapter 236 is repealed.

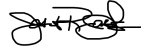
SECTION 4. *N.R.C.O Chapter 232 Auditor* as amended, shall read in its entirety as set forth in the document attached to this Ordinance as **Exhibit A**, *N.R.C.O Chapter 232 Department of Finance*, and incorporated herein by reference as if fully restated.

SECTION 5. Any prior Ordinances previously adopted by the City Council specifically addressing *N.R.C.O Chapter 232* are hereby replaced and superseded by this Ordinance.

SECTION 6. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were conducted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public in accordance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 7. This Ordinance is hereby declared to be an emergency measure, the emergency being in order to start the hiring process for the Director positions and comply with the City's Charter. Wherefore, this Ordinance shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 19, 2022



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 21, 2022



Kevin Corcoran
MAYOR

Exhibit A

CHAPTER 232
Department of Finance

- 232.01 DIRECTOR AS FULL-TIME; HOURS; DUTIES.
- 232.02 ASSISTANT DIRECTOR.
- 232.03 OTHER PERSONNEL.
- 232.04 BUDGETING AND APPROPRIATION PROCEDURES.
- 232.05 ANNUAL INVENTORY.
- 232.06 ALLOCATION OF INTEREST ON POOLED FUNDS INTO THE GENERAL FUND.
- 232.07 FUNDS.
- 232.08 REIMBURSEMENT FOR VISITORS BUREAU PROPERTY.
- 232.09 INVESTMENT OF MONEYS IN CITY TREASURY.
- 232.10 BOND.
- 232.11 INVESTMENT POLICY.
- 232.12 CHAPTER 232 AMENDED, AND CHAPTER 236 REPEALED AND MERGED WITH 232.

232.01 DIRECTOR AS FULL-TIME; HOURS; DUTIES

- (a) The Position of Director of Finance as established in Article IV of the Charter shall henceforth be a full-time position.
- (b) The full-time Director of Finance shall work forty hours per week, at times designated by the Mayor. All time shall be spent at City Hall unless the job requirements require his or her attendance at a place other than City Hall. In addition, the Director shall also attend, upon request of the Mayor or President of the Council, all public meetings; such as the City Council, Records Commission, Finance Committee, and Community Reinvestment Housing Council Board.
- (c) The duties of the full-time Director of Finance shall be as outlined in Article IV, of the City Charter and such other duties as requested by the Mayor.

232.02 ASSISTANT DIRECTOR OF FINANCE

(a) There is hereby created the position of full-time Assistant Director of Finance of the City shall serve at the pleasure of the Director of Finance.

(b) The duties of the Assistant Director of Finance shall be:

- (1) The general supervision of the operation of the Finance Department.
- (2) The instruction of new employees as to their duties and present employees as to new procedures.
- (3) Such other financing, accounting duties, and special projects as the Mayor and/or the Director of Finance may prescribe.
- (4) To assume the duties of the Director of Finance in the absence of the Director of Finance.

(c) The Assistant Director is hereby given such duties as are delegated to him or her by the Director of Finance, the City Charter, the statutes of the State, and the ordinances of the City.

(d) The term “Deputy Auditor” is found in any ordinance, resolution, policy, or procedure of the City enacted prior to the effective date of this Article, such term shall be deemed to read and mean “Assistant Director of Finance”.

232.03 OTHER PERSONNEL

(a) The Mayor may provide for each other personnel as may be needed by ordinance.

232.04 BUDGETING AND APPROPRIATION PROCEDURES.

To facilitate the budgeting and appropriation of funds, the following procedures shall be followed by the appropriate divisions of the City government in accordance with the time schedules established:

(a) Each calendar year, upon written request, the administrative head of each City department shall prepare and submit to the City Finance Director an estimated list of expenditures for that department for the succeeding calendar year.

(b) On or before June 30 of each calendar year, the Director of Finance shall prepare and submit to Council an estimated tax budget for the succeeding calendar year.

(c) On or before December 31 of each calendar year, the Director of Finance and Finance Committee shall prepare and submit to Council appropriations for the operation of the government of the City for the next succeeding calendar year, based upon the budget and any requested alterations, changes or amendments submitted to the Director of Finance prior thereto.

(d) It shall be the responsibility of the head of each department to refrain from expending or committing the expenditure of funds in excess of any appropriation for any account within the operation of that department. In the event that any administrative official deems it necessary to expend money where there is no existing account, or in excess of a sum already appropriated for that account, the expenditure shall not be spent or committed unless first appropriated by Council

for transfers, and then only upon written authority granted therefor. Written authority shall be requested at least seven days in advance of the expenditure to be spent or committed.

(e) In the event the Director of Finance receives vouchers, requests for payment, or requests for expenditures, by contract or otherwise, in excess of the appropriation established for a particular account, the Director of Finance shall, within seven days thereafter, notify, in writing, the Mayor, the Chairperson of the Council Finance Committee and the department head.

(f) Council, by ordinance, may transfer moneys from the General Fund to special funds, but Council shall not, by court order or otherwise, transfer funds from a special fund to any other fund, including the General Fund, except in circumstances in which the General Fund receiving repayment of a transfer or advance.

(g) Compensation of all employees of the City, whether elected or otherwise, is the responsibility of the Council in accordance with Chapter 288.

(Ord. 1114-75. Passed 12-1-75.)

232.05 ANNUAL INVENTORY.

(a) The Director of Finance is hereby directed and authorized to conduct and complete an inventory of the fixtures and equipment owned or leased by the City, which inventory shall be completed and submitted to Council by June 1 of each year.

(b) Each department head shall be required to report the inventory and equipment of his or her department on forms provided by the Director of Finance and in the manner prescribed by the Director of Finance.

(Ord. 1598-80. Passed 4-21-80.)

232.06 ALLOCATION OF INTEREST ON POOLED FUNDS INTO THE GENERAL FUND.

Unless otherwise prohibited by State statute, the Director of Finance is hereby authorized and directed to allocate interest earned from pooled funds into the General Fund.

(Ord. 1849-83. Passed 10-3-83.)

232.07 FUNDS.

(a) Trust Fund.

(1) There is hereby established a fund and shall be paid into the Trust Fund such moneys as are received from any sources in trust or on deposit with the City.

(2) The disbursements from the Trust Fund shall be limited to those authorized by Council and in accordance with the conditions established in the trust for which the funds are entrusted to the City.

(Ord. 412-67. Passed 9-18-67.)

(b) Capital Improvements Fund.

(1) There is hereby established a fund, with the approval of the City Council known as the Capital Improvement Fund.

(2) There shall be paid into the Capital Improvements Fund such moneys as are designated by Council from the Income Tax Fund and/or the General Fund.

(3) Disbursements from such Fund shall be limited to those authorized by Council to provide for capital improvements and equipment for the City.

(Ord. 429-67. Passed 10-2-67.)

(c) Sanitary Sewer Capital Improvement Fund.

(1) There is hereby established a fund, with the approval of the City Council known as the Sanitary Sewer Capital Improvement Fund.

(2) There shall be paid into the Sanitary Sewer Capital Improvement Fund such amount of the permit fee charged for connecting into the City sewer system, and such other moneys as are designated by Council.

(3) Disbursements from such Fund shall be limited to those authorized by Council to provide for sanitary sewer capital improvements and/or the sanitary sewer debt retirement or other purposes allowed under Section 1044.01(c) of the Codified Ordinances, within the sewer system of the City.

(Adopting Ordinance) (Ord. 4205-2005. Passed 12-5-05.)

(d) French Creek Treatment Fund. The Director of Finance is hereby authorized and directed to create a separate fund to be known as the French Creek Treatment Fund to account for the financial transactions relating to the Division of the French Creek Wastewater Treatment Plant.

(Ord. 1781-82. Passed 12-20-82.)

(e) Water Capital Improvement Fund. There is hereby established, with the approval of the Bureau of Inspection and Supervision of Public Offices, a Water Capital Improvement Fund for the City for the deposit of water tap-in fees in the City.

(f) Self-Funded Health Insurance Program Funds. The Director of Finance is hereby directed and authorized to establish the funds necessary for the City's Self-Funded Health Insurance Program.

(Ord. 1970-84. Passed 12-17-84.)

(g) Solid Waste Management Fund. The Director of Finance is hereby authorized to establish, with the approval of the Bureau of Inspection and Supervision of Public Offices, a separate fund to be known as the Solid Waste Management Fund.

(Ord. 2072-86. Passed 4-7-86.)

(h) Drug Enforcement Fund.

(1) There is hereby established a Drug Enforcement Fund pursuant to Ohio R.C. 2925.03(J) and (K).

(2) Any mandatory fine imposed upon a convicted drug offender pursuant to Ohio R.C. 2925.03 shall be placed in such Fund and used solely to subsidize the drug enforcement efforts of the Police Department.

(3) If a person is charged with any violation of Ohio R.C. 2925.03 or Section 624.02 of the General Offenses Code and posts bail pursuant to Ohio R.C. 2937.22 to 2937.46 or Criminal Rule 46, and if the person forfeits the bail, then the forfeited bail shall also be placed in the Drug Enforcement Fund, subject to the same rules and procedures and purposes as those funds placed in such Fund by other means.

(4) The Mayor is hereby authorized to accept and directed to place all accepted cash received under the aforementioned conditions with the Director of Finance and thereby into the Drug Enforcement Fund for the Police Department's law enforcement efforts pertaining to drug offenses.

(Ord. 2357-89. Passed 5-1-89.)

(i) Law Enforcement Trust Fund.

(1) There is hereby established a Law Enforcement Trust Fund.

(2) Proceeds distributed to such Fund pursuant to this section and Ohio R.C. 2933.43 shall be allocated from the Fund only to the Police Department.

(3) The Law Enforcement Trust Fund shall be expended only to pay the costs of protracted or complex investigations or prosecutions, to provide reasonable technical training or expertise, to provide matching funds to obtain Federal grants to aid law enforcement, or for such other law enforcement purposes that are deemed appropriate by Council. Such Fund shall not be used to meet any operating costs of the City that are not related to law enforcement. However, expenditures from such Fund shall be subject to procedures for expenditures as required by the Ohio Revised Code.

(4) The Mayor is hereby authorized to accept cash, vehicles, and other property in accordance with Ohio R.C. 2933.43. However, any acceptance of real estate by the Mayor shall be subject to approval by ordinance of Council.

(5) All vehicles and property shall become assets of the Police Department and be used solely for law enforcement purposes, and all cash received shall be placed with the Director of Finance and deposited into this Fund.

(6) Vehicles or property shall be sold subject to the discretion of the Chief of Police and approval by the Mayor Council, and any cash received pursuant to such sale shall be placed in the Law Enforcement Trust Fund.

(Ord. 2356-89. Passed 5-1-89.)

(j) Enforcement and Education Fund; Municipal Indigent Drivers Alcohol Treatment Fund. The Director of Finance is hereby authorized and directed to establish the Enforcement and Education Fund and the Municipal Indigent Drivers Alcohol Treatment Fund, for the collection and disposition of fines and costs from the Mayor's Court and/or the Elyria Municipal Court for violations of Sections 434.01 or 436.07 of the Traffic Code, pursuant to Ohio R.C. 4511.99(A)(1), (2), (3) and (4), Ohio R.C. 4507.99(B)(5), Sections 434.01 and 436.07(i)(5) of the Traffic Code, or any other sections of the Ohio Revised Code relative to such funds.

(Ord. 2638-92. Passed 4-20-92.)

232.08 REIMBURSEMENT FOR VISITORS BUREAU PROPERTY.

The Director of Finance is hereby authorized to reimburse the Visitors Bureau for the replacement of Visitors Bureau property which is lost, stolen, or missing from City Hall, upon presentation to the Director of Finance of actual itemized and verified costs, not to exceed one hundred seventy-five dollars (\$175.00).

(Ord. 3186-96. Passed 10-21-96.)

232.9 INVESTMENT OF MONEYS IN CITY TREASURY.

(a) Whenever there are moneys in the City Treasury which are not currently required for the payment of current obligations of the City, such moneys may, in lieu of being deposited in a bank or banks, be invested in accordance with Ohio R.C. 135.14.

(b) Such investments shall be made by the Director of Finance and shall be in the manner and pursuant to the terms and provisions set forth in Ohio R.C. 135.14.

(Ord. 2073-86. Passed 4-7-86.)

232.10 BOND.

The Director of Finance shall furnish bond in the amount of fifty thousand dollars (\$50,000), the premium of which shall be paid by the City.

232.11 INVESTMENT POLICY.

CITY OF NORTH RIDGEVILLE

INVESTMENT POLICY

1. GOVERNING AUTHORITY

This document, in conjunction with the Ohio Revised Code ("ORC"), as amended, will govern the investments and the investment activities of the City of North Ridgeville ("City"). It will be reviewed annually for compliance and to assure the flexibility necessary to effectively manage the investment portfolio.

2. POLICY

It is the policy of the City of North Ridgeville to invest public funds in a manner which will provide the highest investment return with the maximum security while meeting the daily cash

flow demands of the City and conforming to all state and local statutes governing the investment of public funds.

3. SCOPE

This investment Policy applies to all financial assets of the City, including State and Federal funds held by it. These funds are accounted for in the City's Annual Financial Statement and include but are not limited to:

- A. General Fund
- B. Special Revenue Funds
- C. Debt Service Funds
- D. Capital Projects Funds
- E. Enterprise Funds
- F. Internal Service Funds
- G. Trust and Agency Funds

4. OBJECTIVES

The primary objectives, in order of priority, of the City's investment activities shall be:

- A. SAFETY - Safety of principal is the foremost objective of the investment program. Investments of the City shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio.
- B. LIQUIDITY - The City's investment portfolio will remain sufficiently liquid to enable the City to meet all operating requirements which might be reasonably anticipated.
- C. RETURN - The City's investment portfolio shall be managed with the objective of attaining a market rate of return throughout budgetary and economic cycles, commensurate with the City's investment risk constraints and cash flow characteristics of the portfolio.

5. DELEGATION OF AUTHORITY

Authority to manage the City's investment program is derived from City ordinance.

Management responsibility for the investment program is hereby delegated to the Director of Finance, who shall establish written procedures for the operation of the investment program consistent with this investment policy. Procedures should include reference to safekeeping, repurchase agreements, wire transfer agreements, banking service contracts and collateral/depository agreements. Such procedures shall include explicit delegation of authority to persons responsible for investment transactions. No persons may engage in an investment transaction except as provided under the terms of this policy and the procedures established by the Director of Finance. The Director of Finance shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials.

6. SERVICE PROVIDERS, SAFEKEEPING AND CUSTODY

The Director of Finance may engage the services of an investment advisor to assist in the management of the investment portfolio in a manner consistent with this investment policy. Such investment advisor may be granted discretion to purchase and sell investment securities in accordance with this investment policy. The investment advisor must be licensed by the division of securities under ORC Section 1707.141 or registered with the Securities and Exchange Commission, and possess experience in public funds investment management specifically in the area of state and local government investment portfolios, or the investment advisor is an eligible institution as mentioned in ORC Section 135.03. The investment advisor must enter into a written investment advisory agreement with the City. In addition, the investment advisor must supply a copy of their Form ADV Part 2, or make a copy available, on an annual basis.

Should the City choose not to engage the services of an investment advisor, then the Director of Finance will maintain a list of financial institutions and broker/dealers who provide investment services. All financial institutions and broker/dealers which the City directly conducts business with must supply proof of Financial Industry Regulatory Authority ("FINRA") registration and State of Ohio registration, as appropriate. The Director of Finance is responsible for evaluating and reviewing on an annual basis the regulatory status of such financial institutions and broker/dealers.

The City shall also arrange to have any investment securities held in safekeeping by an independent third-party custodian. Any advisor or broker/dealer doing business with the City cannot serve as a custodian or safekeeping agent. Investment securities should be settled to the custody account on a delivery-versus-payment (DVP) basis. The custodian must enter into a written custodial agreement with the City.

A copy of this policy will be forwarded to each investment advisor, financial institution and broker/dealer doing investment business directly with the City. Their signature will be required indicating that they have received, read, comprehend and will abide by its contents when managing assets or recommending or selling any investment security to the City. Any third-party custodian providing services is excluded from this requirement as long as they will not be managing assets, recommending, or selling any investment security to the City.

7. PRUDENCE

Investments shall be made with judgment and care - under circumstances then prevailing - which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income derived.

The standard of prudence to be used by the Director of Finance and others involved in the management of the investment portfolio shall be the "prudent person" standard and shall be applied in the context of managing the overall portfolio. Acting in accordance with this Investment Policy and exercising due diligence shall relieve the Director of Finance and others involved in the management of the portfolio from personal responsibility for an individual security's credit risk or market price changes, provided deviations from the expectations are reported to the Council in a timely fashion and appropriate action is taken to control adverse developments.

8. ETHICS AND CONFLICTS OF INTEREST

Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with proper execution of the investment program, or which could impair their ability to make impartial investment decisions. Employees and investment officials shall disclose to the Mayor any material financial interests in financial institutions that conduct business within the City, and they shall further disclose any material personal financial or investment positions that could be related to, or affected by, the performance of the City's investment portfolio. Employees and investment officials of the City shall subordinate their personal investment transactions to those of the City, particularly with regard to the timing of purchases and sales.

9. AUTHORIZED AND SUITABLE INVESTMENTS

The City is permitted to invest in any security authorized by ORC Section 135 and any other relevant sections, as amended. Those securities include, but are not limited to, the following:

- A. Bonds, notes, or other obligations of or guaranteed by the United States, or those for which the faith of the United States is pledged for the payment of the principal and interest thereon.
- B. Bonds, notes, debentures, or any obligations or securities issued by any federal government agency or instrumentality. All federal government agency or instrumentality securities must be direct issuances of the federal government agency or instrumentality.
- C. Time certificates of deposit or savings or deposit accounts in any eligible institution mentioned in ORC Section 135.32.

This includes investments in Certificates of Deposit with FDIC insurance coverage on the full amount of deposit plus accrued interest administered through the Certificate of Deposit Account Registry Service (CDARS). Eligibility of this investment is outlined in ORC Section 135.144 and would also apply to any other program that is deemed to meet the requirements of such statute.

All deposits shall be collateralized or FDIC insured pursuant to ORC.

- D. Bonds and other obligations of the State or its political subdivisions provided the bonds or other obligations of political subdivisions mature within ten years from the date of settlement.
- E. Up to 40% of the City's interim funds at time of purchase in either of the following:
 - i. Commercial Paper notes issued by an entity that is defined in ORC Section 1705.01 division (D) and that has assets exceeding five hundred million dollars, to which notes all of the following apply:
 - a) The notes are rated at the time of purchase in the highest classification established by at least two nationally recognized standard rating services.
 - b) The aggregate value of the notes does not exceed ten percent of the aggregate value of the outstanding commercial paper of the issuing corporation.
 - c) The notes mature no later than 270 days after purchase.

d) The investment in commercial paper notes of a single issuer shall not exceed 5% of the City's interim funds at time of purchase.

ii. Bankers Acceptances of banks that are insured by the Federal Deposit Insurance Corporation and the obligations mature no later than 180 days after purchase.

No investment shall be made under this section unless the Director of Finance has completed the necessary training as approved by the Treasurer of State of Ohio.

F. No-load money market mutual funds rated in the highest category at the time of purchase by at least one nationally recognized standard rating service and consisting exclusively of securities described in paragraphs 1, 2 and 5 of this Section and repurchase agreements secured by such obligations, provided that the investments in securities described in the division are made only through eligible institutions mentioned in ORC Section 135.32.

G. Written repurchase agreements that set forth terms and conditions of the agreement between the parties for a period of not to exceed 30 days with any eligible institution mentioned in ORC Section 135.32 or a member of FINRA, under the terms of which agreement, the Director of Finance purchases and such institution agrees unconditional to repurchase any securities listed in division 1 or 2 of this section that will mature or are redeemable within five years of the date of purchase. The market value of the securities subject to the repurchase agreement must exceed the principal value of the agreement by at least two percent and be marked to market daily. Such agreement shall include the face amount of the securities, type, rate, maturity date and the numerical identifier.

H. The Ohio Subdivision's Fund (STAR Ohio) and the STAR Plus Federally Insured Cash Account.

10. MAXIMUM MATURITIES

The maximum maturity for any investment, excluding municipal securities as describe in section 9 (D) above, will be five (5) years from the date of purchase unless the investment is matched to a longer-term liability of the City.

Investments shall be made with the reasonable expectation they can be held to maturity. Securities may be redeemed or sold prior to maturity to meet additional liquidity needs, to enhance the yield of the portfolio, to re-structure the portfolio or to realize any capital gains.

11. PROHIBITED INVESTMENT PRACTICES

The City is prohibited by state law from investment in stripped principal or interest obligations, reverse purchase agreements and derivatives. The issuance of taxable notes for the purpose of arbitrage, as well as the use of leverage and short term selling is also prohibited.

12. INTERNAL CONTROLS AND CONTINUING EDUCATION

The Director of Finance shall develop and maintain procedures for the operation of the City's investment program in accordance with this Investment Policy. These procedures shall be designed to prevent loss of the City's funds due to fraud, error, misrepresentation, unanticipated market changes or imprudent actions. The Director of Finance shall routinely monitor the contents of the City's investment portfolio and the available markets.

The Director of Finance shall, on a monthly basis, produce a schedule detailing where and how the City's funds are deposited and invested. Copies of this schedule shall be distributed to the Mayor, and Safety Service Director. This monthly schedule will serve to enhance internal control by providing transparency regarding the City's deposits and investments.

The Director of Finance shall participate in any beginning and/or continuing education training programs sponsored by the State Treasurer or the State Auditor. Through participation in those programs, the Director of Finance will develop and maintain an enhanced background and working knowledge in investment, cash management, and ethics.

13. INVESTMENT POLICY ADOPTION & REVIEW

This Investment Policy shall be adopted by action of the City of North Ridgeville City Council. Upon adoption, the policy shall be filed in the office of the Auditor of State. The policy shall be reviewed on a periodic basis and any modifications made thereto must be approved by the City of North Ridgeville City Council and, upon adoption, filed in the office of the Auditor of State.

(Ord. 5267-2015. Passed 7-6-15; Ord. 5818-2021. Passed 4-5-21.)

232.12 CHAPTER 232 AMENDED, AND CHAPTER 236 REPEALED AND MERGED WITH CHAPTER 232.

The term “Auditor” or “Treasurer” is found in any ordinance, resolution, policy, or procedure of the City enacted prior to the effective date of this Article, such term shall be deemed to read and mean “Director of Finance

DATE:	<u>December 19, 2022</u>	1 ST READING:	<u>December 19, 2022</u>
INTRODUCED BY:	<u>Mayor Corcoran</u>	2 ND READING:	<u>Dispensed</u>
REFERRED BY:	<u></u>	3 RD READING:	<u>Dispensed</u>
TEMPORARY NO:	<u>T 176-2022</u>	ADOPTED:	<u>December 19, 2022</u>
		EMERGENCY:	<u>December 19, 2022</u>
		EFFECTIVE:	<u>December 19, 2022</u>

RESOLUTION NO. 1582-2022

A RESOLUTION ACCEPTING GRANT FUNDS FROM THE LORAIN COUNTY BOARD OF COMMISSIONERS FOR THE COMPLETION OF THE MILLS CREEK CONSERVATION AND REGIONAL FLOOD CONTROL PUBLIC IMPROVEMENT PROJECT, IN AN AMOUNT NOT TO EXCEED \$510, 000.00 AND DECLARING AN EMERGENCY.

WHEREAS, the City of North Ridgeville applied for and has been approved to receive grant funds for public improvement in an amount not to exceed \$510,000.00 from Lorain County, Ohio, through its Board of Commissioners; and

WHEREAS, the public improvement grant is conditioned upon the City using the funds solely for the purpose of the completion of the Mills Creek Conservation and Regional Flood Control Public Improvement, which will address flooding within the French Creek Sub Watershed within the Black River Watershed; and

WHEREAS, the City may use the grant funds to pay for the costs of land acquisition, relocation, demolition, site preparation and remediation, design, and construction of the public improvement, along with reasonable staff, consultant, and other administrative costs in connection with this public improvement.

NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. City Council finds that it is in the best interest of the City to accept the grant funds from Lorain County, Ohio, through its Board of Commissioners, for the Mills Creek Conservation and Regional Flood Control Public Improvement Project, and hereby authorizes the Mayor to enter into a grant agreement with Lorain County, Ohio, and to accept the grant funds in an amount not to exceed \$510,000.00.

SECTION 2. The City agrees to use the grant funds provided by Lorain County, Ohio, as per the terms more fully set forth in the Public Improvement Grant Agreement between Lorain County and the City of North Ridgeville, attached hereto and marked as Exhibit A and incorporated as if rewritten herein.

SECTION 3. The grant funds shall be deposited and applied to the appropriate fund.

SECTION 4. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were conducted in an open meeting of this Council and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public in accordance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 5. This Resolution is hereby declared to be an emergency measure, the emergency being in order to accept the funds to start the project as soon as possible. Wherefore, this Resolution shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 19, 2022



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 21, 2022



Kevin Corcoran
MAYOR

EXHIBIT A

**PUBLIC IMPROVEMENT GRANT AGREEMENT
BETWEEN
LORAIN COUNTY
AND
CITY OF NORTH RIDGEVILLE**

This public improvement grant agreement (“Agreement”), is entered into by Lorain County, through its Board of Commissioners (“Grantor”), and the City of North Ridgeville (“Grantee”),

WHEREAS, Grantor is authorized under the laws of the State of Ohio to make grants of funds available to certain nonprofit organizations and governmental entities to provide benefits to Lorain County; and

WHEREAS, Grantee has agreed to use funds provided to Grantee by Grantor under this Agreement to further stormwater management within Lorain County, under the conditions set forth in this Agreement;

NOW THEREFORE, in consideration of the above and the mutual terms and conditions set forth below, Grantor and Grantee agree as follows:

1. Grant.

Subject to the terms and conditions of this Agreement, Grantor hereby grants to Grantee, and Grantee hereby accepts from Grantor, a grant in an amount not to exceed Five Hundred Ten Thousand Dollars (\$510,000.00) (the “Grant”).

2. Recognition of Conditional Gift.

Grantee recognizes and agrees that the funds issued pursuant to this Agreement constitute a conditional gift to Grantee as contemplated under the terms set forth in this Agreement, and that the failure of the Grantee to abide by such conditions shall constitute grounds for the initiation of legal action to recover the funds.

3. Funding and Payment.

Grantee shall utilize the Grant Award exclusively for the purpose of the completion of the Mills Creek Conservation and Regional Flood Control public improvement project intended to address flooding within the French Creek Sub Watershed within the Black River Watershed (the “Public Improvement”). Grantee may use the Grant to pay costs of land acquisition, relocation, demolition, site preparation and remediation, design, and construction of the Public Improvement, and reasonable staff, consultant and other administrative costs in connection therewith.

Grantee shall undertake the Public Improvement in accordance with all applicable laws and regulations, including without limitation, laws and regulations related to competitive bidding of public improvement projects, payment of prevailing wages, and non-discrimination.

Grantor shall pay the Grant to Grantee within ten (10) days of the date of this Agreement. If the Grant is received before needed to fund a Public Improvement, Grantee shall invest all Grant funds received from Grantor in an appropriate investment vehicle and shall apply all interest earned thereon toward the cost of the Public Improvement. The payment of the Grant shall constitute the entirety of all monetary obligations by Grantor to Grantee in connection with the Public Improvement.

4. Recovery of Funds.

Any funds not used in accordance with the terms of this Agreement will be returned to the Grantor within 30 days after the completion of the Public Improvement.

5. Ongoing Grantee Obligations.

Following completion, Grantee shall be responsible for causing the operation and maintenance of the Public Improvement in accordance with its policies and standards for such improvements then in effect and as amended from time to time. Grantor's Grant and Grantee's acceptance of the Grant shall not imply any ownership or responsibility for the Public Improvement by Grantor, and Grantee shall retain any and all responsibility and liability for it.

6. Accounting and Auditing.

Grantee shall record the receipt of the Grant Award and any expenditures thereto in such a form as to enable Grantor to verify that the funds were expended for the stated purposes of this Agreement and in accordance with generally accepted accounting principles. All pertinent records, including without limitation invoices, purchase orders, packing lists, warranties, rebates and worksheets supporting allocations shall be retained in Grantee files for at least three years following the end of the Grant Term.

All such records required to be maintained by this Agreement shall be subject to inspection and audit by representatives of Grantor at all reasonable times, and Grantee shall afford the proper facilities for such inspection and audit. Representatives of Grantor may copy such books, accounts, and records as necessary to conduct or document an audit. In the event that any audit or inspection identifies any discrepancy in such financial records, Grantee shall provide Grantor with appropriate clarification and/or financial adjustments within thirty (30) calendar days of notification of the discrepancy.

7. Non-Waiver.

The failure of Grantor at any time, or for any period of time, to enforce any of the provisions of this Agreement shall not be construed as a waiver of such provisions or as a waiver of the right of Grantor thereafter to enforce each and every such provision.

8. Assignment.

The provisions of this Agreement shall be binding on the parties to this Agreement. Grantee shall not be entitled to assign any of its obligations and rights under this Agreement without the prior written consent of Grantor.

9. Nondiscrimination

Grantee agrees to comply with all applicable federal, state and local laws in the undertaking of the Public Improvement. Grantee accepts full responsibility for payment of all unemployment compensation insurance premiums, worker's compensation premiums, all income tax deductions, pension deductions and any and all other taxes or payroll deductions required for Grantee and all employees engaged by Grantee in the undertaking of the Public Improvement. Grantee represents and warrants that it meets, and will continue to meet, any and all licensing requirements of the State of Ohio. During the performance of this Agreement, Grantee will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, ancestry, handicap, age, political belief or place of birth.

10. Notices.

All written notices required under this Agreement ("Notices") shall be hand delivered; mailed by certified mail, postage prepaid; sent by courier, delivery charges prepaid; or sent by email, as the circumstances may require; to the parties as follows:

If to Grantor: Lorain County Board of Commissioners
226 Middle Avenue, Fourth Floor
Elyria, Ohio 44035
Attn: Theresa Upton

With a copy to: Lorain County Prosecutors Office
225 Court Street, Third Floor
Lorain, Ohio 44035
Attn: Dan Petticord

If to Grantee:

11. Governing Law.

This Agreement and any modifications, amendments, or alterations, shall be governed, construed and enforced under the laws of Ohio. Any legal proceeding relating in any way to this Agreement may be brought only in the appropriate forum in Lorain County, Ohio.

12. Force Majeure.

Neither Grantor nor Grantee shall be held responsible for delay or default caused by fire, civil unrest, natural causes and war which is beyond, respectively, Grantor's or Grantee's reasonable control. Each party shall, however, make all reasonable efforts to remove or eliminate such cause of delay or default and shall, upon cessation of the cause, diligently pursue performance of its obligations under this Agreement.

13. Severability.

The provisions of this Agreement are intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such illegality or invalidity shall not affect the validity of the remainder of the Agreement.

14. Entire Agreement.

This Agreement expresses the entire understanding of the parties with reference to the subject matter hereof, and supersedes any prior or contemporaneous representations, understandings and agreements, whether oral or written. The parties agree and acknowledge that the rule of construction that ambiguities in a written agreement be construed against its drafter shall not be applicable to this Agreement.

LORAIN COUNTY BOARD
OF COMMISSIONERS

CITY OF NORTH RIDGEVILLE

Matt Lundy, President

Kevin Corcoran, Mayor

APPROVED AS TO FORM

APPROVED AS TO FORM

Assistant Prosecutor

Law Director

DATE:	<u>December 5, 2022</u>	1 ST READING:	<u>December 5, 2022</u>
INTRODUCED BY:	<u>Mayor Corcoran</u>	2 ND READING:	<u>December 19, 2022</u>
REFERRED BY:	<u></u>	3 RD READING:	<u>Dispensed</u>
TEMPORARY NO:	<u>T 174-2022</u>	ADOPTED:	<u>December 19, 2022</u>
		EMERGENCY:	<u>December 19, 2022</u>
		EFFECTIVE:	<u>December 19, 2022</u>

Introduced on the floor on 12-05-2022

ORDINANCE NO. 6030-2022

AN ORDINANCE AMENDING EXHIBIT “A” OF NORTH RIDGEVILLE ORDINANCE 2725-93 TO MAINTAIN INTERNAL WAGE PARITY BETWEEN CERTAIN SUPERVISORY AND CONFIDENTIAL EMPLOYEES, AND DECLARING AN EMERGENCY.

WHEREAS, in 1993, City Council created NRO 2725-1993 which sought, among other things, to maintain internal wage parity between certain department heads, supervisory employees, and confidential employees and various collective bargaining units of the City; and

WHEREAS, certain Department Heads, Supervisory Employees, and Confidential Employees are no longer working at an hourly rate and salaried and have been removed from this Ordinance and placed in the NRO 5596-2018;

WHEREAS, certain salary ranges set forth in Exhibit A must be amended and/or increased to maintain parity, account for changes in the recent AFSCME contract, and/or reflect comparable rates of pay.

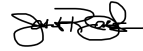
NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH RIDGEVILLE, LORAIN COUNTY, OHIO, THAT:

SECTION 1. NRO 2725-93 shall be amended and/or modified as set forth in Exhibit “A” to include changes to the AFSCME bargaining contract effective January 1, 2023, and/or reflect comparable rates of pay

SECTION 2. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were conducted in an open meeting of this Council and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public in accordance with all legal requirements, including §121.22 of the Ohio Revised Code.

SECTION 3. This Ordinance is hereby declared to be an emergency measure, the emergency being in order to match Exhibit A with the negotiation increases. Wherefore, this Ordinance shall take effect and be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 19, 2022



Jason R. Jacobs
PRESIDENT OF COUNCIL

ATTEST :



Nicholas Ciofani
CLERK OF COUNCIL

APPROVED: Dec 21, 2022



Kevin Corcoran
MAYOR

2725-93 Exhibit A

	2023 RANGE	
ACCOUNTS PAYABLE CLERK	52,079.04	64,594.71
ADM ASST TO MAYOR	58,218.00	72,227.69
ADM ASST/STENO	50,034.50	62,061.88
ASSISTANT ENGINEER	88,135.66	109,557.87
ASST DEPUTY AUDITOR	61,806.96	76,690.15
ASST FC SUPER	81,231.96	100,842.71
ASST GROUNDS MAINT SUPER	55,273.95	68,602.54
ASST TO THE ENGINEER	74,828.56	92,880.89
CASE MANAGER	47,504.00	58,877.11
CHIEF RES PROJ REP	73,804.28	91,607.35
CIVIL ENGINEER I (EI)	59,646.68	72,612.78
DEPUTY CLERK	50,034.50	62,052.52
FC CLASS III FOREMAN	75,989.40	94,324.23
FC CLASS IV FOREMAN	78,610.67	97,583.46
FC FOREMAN	74,828.56	92,880.89
FIRE SEC/DISPATCHER	52,102.76	66,870.18
GROUNDS MAINT SUPERVISOR	59,531.19	73,860.53
I T SPECIALIST	62,139.77	77,103.97
INC TAX ADMIN	66,624.26	82,679.93
LIC BLDG INSP	71,914.75	89,257.87
P&R PROGRAM SUPERVISOR	38,210.88	57,400.00
RES PROJ REP	71,914.75	89,257.87
SEWER SERV FOREMAN	74,828.56	92,880.89
STORM WATER MANAGEMENT FOREMAN	74,828.56	92,880.89
STREET SERV FOREMAN	74,828.56	92,880.89
WATER SERV FOREMAN	74,828.56	92,880.89
ZONING INSPECTOR	57,781.97	71,685.57

As of 1/2/2023