

**ORDINANCE 2020-21**

**TO PROVIDE FOR COMPENSATION INCREASES  
TO EMPLOYEES OF THE VILLAGE**

**WHEREAS**, Council has reviewed wages, salaries and benefits of Village employees; and

**WHEREAS**, Council has determined it appropriate that Village employees have their pay adjusted for 2021 for the services rendered by said employees on behalf of the Village; and

**NOW THEREFORE**, be it ordained by the Council of the Village of Centerburg as follows:

**Section 1:** That the compensation ranges of pay for positions of employment within the Village for calendar year 2021 are fixed in conformance with R.C. §731.13 as follows:

- A. The Utility Billing Clerk shall be paid on an hourly basis for performing the Village's sewer billing functions as a part-time employee. The Utility Billing Clerk's for 2020 was **\$20.71** per hour. For 2021, the hourly pay range for the Utility Billing Clerk shall be between the rate of \$20.71/hour and \$21.33/hour, payable bi-weekly. The Utility Billing Clerk's hourly pay rate for 2021 shall be determined by the Fiscal Officer in conformance with the approved budget and certified by the Fiscal Officer and Village Administrator before December 31, 2020 on Exhibit A attached hereto.
  
- B. The hourly rate of the Utility Worker I for 2020 was **\$15.28** per hour (**Stockmaster**) and **\$14.00** per hour (**Smith**). For 2021, the pay range for the Utility Worker I shall be between the rate of \$14.00/hour and \$15.74/hour, payable bi-weekly. The Utility Worker I's pay rate for 2021 shall be determined by the Village Administrator in conformance with the approved budget and certified by the Fiscal Officer and Village Administrator before December 31, 2020 on Exhibit A attached hereto.
  
- C. The hourly rate of Utility Worker III for 2020 was **\$21.51** per hour (**Hawk**). For 2021, the pay range for the Utility Worker III shall be between the rate of \$21.51/hour and \$22.16/hour, payable bi-weekly. The Utility Worker III's pay rate for 2021 shall be determined by the Village Administrator in conformance with the approved budget and certified by the Fiscal Officer and Village Administrator before December 31, 2020 on Exhibit A attached hereto.
  
- D. The salary of the Mayor for the term from 2020 through 2023 shall be **\$7,200** per year, payable bi-weekly.

- E. If the Fiscal Officer and Village Administrator fail to provide a certification of pay rates to Council at Council's first regular meeting of 2021 in the form set forth in Exhibit A attached hereto, then Council shall determine the pay rates for the Employees in conformance with the approved budget and the above pay ranges.
- F. The compensation of any existing employee shall not be reduced from the prior year without documentation of the employee's failure to meet performance standards or unless the budget warrants a similar decrease for all employees.

**Section 2.** That Employees who are eligible and who are not covered by, or choose not to accept, the health insurance coverage provided by the Village, will receive a monthly payment of 10% of what said Employee's monthly health insurance premiums would have been, based on eligibility for family or single coverage, as additional compensation up to a maximum amount of \$150.00, which amount shall be payable as a lump sum payment on the second pay period of each month so long as said employee continues to decline Village health insurance coverage.

**Section 3.** That Employees who perform work related to sewer, streets, utilities or maintenance shall receive the uniform allowance per Ordinance 2016-04.

**Section 4.** That, pursuant to Codified Ordinance §145.22, Longevity Pay, Council approves the following schedule of longevity payments based on years of service. Longevity payments shall be made to all eligible employees in the employment of the Village as of January 1 of 2020, with said longevity payments being made to the eligible employees by no later than January 31.

<b>Years of Service</b>	<b>Longevity Pay</b>
Five to nine years	\$200
Ten to fourteen years	\$400
Fifteen to nineteen years	\$600
Twenty or more years	\$800

**Section 5.** Amended in its entirety by Ordinance 2019-04.

**Section 6.** That, pursuant to Codified Ordinance §145.29, Tuition Reimbursement, upon an Employee meeting the requirements thereof, the Village shall reimburse the employee up to an amount of \$1,000.00 per calendar year.

**Section 7.** That certain Village employees are required to provide a cell phone as part of their duties for the Village and thus, said employees shall receive a monthly cell phone allowance as follows:

Position	Allowance
Mayor, Village Administrator, Utilities Superintendent	\$40/month
Employees whose position includes on call status	\$20/month

**Section 8.** That this Ordinance is determined to be an emergency arising out of the necessity to provide timely increases in compensation to the employees of the Village of Centerburg effective for the first full pay period in January 2021.

**WHEREFORE,** this Ordinance shall take effect and be in force from and after its passage and approval by the Mayor.

DATE PASSED 12-07-2020

ATTEST Signature on file  
CLERK OF COUNCIL

Signature on file  
PRESIDENT OF COUNCIL

Signature on file  
MAYOR

DATE APPROVED 12/8/20

APPROVED AS TO FORM: Signature on file  
LEGAL COUNSEL

I hereby certify that the ordinance or a summary of the ordinance was published once a week for two consecutive weeks on Jan. 04, 2020 and Jan. 16, 2021 in the *Mount Vernon News* in conformance with the Ohio Revised Code.

Signature on file  
FISCAL OFFICER