

ORDINANCE NO. 15-98

AN ORDINANCE FIXING THE MAXIMUM SALARY AND/OR WAGES  
OF THE OFFICIALS AND EMPLOYEES OF THE VILLAGE OF SPENCER,  
OHIO, AND DECLARING AN EMERGENCY

BE IT ORDAINED, by the Council of the Village of Spencer,  
Medina County, Ohio, three-fourths (3/4) of its members concurring  
herein as follows:

SECTION 1: The salary of the Mayor of the Village of Spencer  
shall be \$2,500.00 per annum, payable semi-annually, effective  
January 1, 1999.

SECTION 2: The salary of the Clerk/Treasurer of the Village  
of Spencer shall be payable monthly, effective January 1, 1999,  
based on the following time in service schedule:

TIME IN SERVICE	YEARLY WAGE
0 - 1 year .....	4,400.00
1 - 2 years .....	4,752.00
2 - 3 years .....	5,132.00
3 - 4 years .....	5,542.00
4 - 5 years .....	5,985.00
5 - 6 years .....	6,464.00
6 - 7 years .....	6,908.00
7 - 8 years .....	7,115.00

SECTION 3: The salary of the Clerk/Treasurer of the Board of  
Public Affairs shall be payable monthly, effective January 1,  
1999, based on the following time in service schedule:

TIME IN SERVICE	YEARLY WAGE
0 - 1 year .....	6,600.00
1 - 2 years .....	7,128.00
2 - 3 years .....	7,698.00
3 - 4 years .....	8,314.00
4 - 5 years .....	8,979.00
5 - 6 years .....	9,697.00
6 - 7 years .....	10,860.00

**SECTION 4:** The salary of the Council members of the Village of Spencer shall be \$600.00 per annum, payable semi-annually, effective January 1, 1999.

**SECTION 5:** The salary of the members of the Board of Public Affairs shall be \$600.00 per annum, payable semi-annually, for terms effective January 1, 1999.

**SECTION 6:** The salary of the Village Solicitor for ordinary services shall be \$7,599.00 per annum, payable \$1,899.75 quarterly, plus out-of-pocket expenses and advancements, effective January 1, 1999. Ordinary Solicitor's services shall include: attendance at regular and special meetings of Council, preparation of all ordinances, written resolutions, and written motions of Council and related documents, any legal research necessary therefor, and legal advice and opinions rendered to the Mayor, Council and the Board of Trustees for Public Affairs.

All other services for the Village of Spencer as rendered by the Solicitor shall be compensated at the rate of \$75.00 per hour, payable monthly upon presentation by the Solicitor of a written statement of charges.

**SECTION 7:** The salary of the Village Solicitor, who shall handle all Village prosecutions and such other duties assigned by the Village Solicitor, shall be \$4,917.00 per annum, payable \$1,229.25 quarterly, effective January 1, 1999.

**SECTION 8:** The salary of the Superintendent of the Water Plant and Water Distribution System for Water Treatment shall be \$12,154.00 per annum, commencing January 1, 1999 and payable once every two weeks. The Superintendent shall also receive an annual \$150.00 clothing allowance.

SECTION 9: The salary of the Superintendent of the Sanitary Sewer System shall be \$29,046.00 per annum, effective January 1, 1999, and payable once every two weeks. The Superintendent shall also receive an annual \$150.00 clothing allowance.

SECTION 10: The salary of the part-time water/sewer operator shall be \$7.21 per hour, commencing January 1, 1999, payable once every two weeks.

SECTION 11: The salary of the collector of water and sewer rents shall be \$700.00 per annum, payable semi-annually, effective January 1, 1999.

SECTION 12: The salary of the Village Street and Maintenance Superintendent shall be \$26,808.00 per year, effective January 1, 1999, and payable once every two weeks. The Superintendent shall also receive an annual \$300.00 clothing allowance.

SECTION 13: The salary of the part-time Chief of Police for the Village of Spencer shall be \$10.00 per hour, effective January 1, 1999, payable once every two weeks. The Chief of Police shall also receive an annual \$250.00 uniform allowance.

SECTION 14: The salary of the full-time patrolman for the Village of Spencer Police Department shall be payable once every two weeks, commencing January 1, 1999, based on the following time in service schedule:

0 - 1 years .....	\$18,236.00
1 - 2 years .....	21,000.00
2 - 3 years .....	23,000.00
3 - 4 years .....	25,000.00

The full-time patrolman shall receive an additional annual \$300.00 uniform allowance. The full-time patrolman shall be entitled to hospitalization insurance under a policy of insurance selected by and paid for by the Village of Spencer.

SECTION 15: All officers other than the chief and full-time patrolman are considered Special Patrolman. The Special Patrolman shall be paid \$1.00 per year. Special Patrolmen shall be compensated for emergencies, court appearances, and regular duty as assigned by the Chief of Police, a total not to exceed thirty (30) hours per pay period and to be paid once every two weeks, according to the following schedule; effective January 1, 1999:

TIME IN SERVICE FOR VILLAGE OF SPENCER		HOURLY WAGE
0 - 1	year.....	\$7.40
1 - 2	years.....	\$7.73
2 - 4	years.....	\$8.07
4 - 6	years.....	\$8.72

SECTION 16: Certain other Village employees shall be paid once every two weeks in accordance with the following hourly pay schedule, effective January 1, 1999, to wit:

Snow removal .....	\$6.68
Winter and summer help for regular Street Department duties .....	\$6.68
Winter and summer help for construction projects .....	\$6.68
Winter and summer help for Water and Sewer Departments .....	\$6.68
Repair water breaks .....	\$6.68
Cleaning person and meter reader .....	\$6.68
Project construction inspectors .....	\$6.68
Part-time office help for Village and BPA .....	\$6.68

SECTION 17: The salary of the part-time Dispatcher-Typist for the Village of Spencer shall be \$7.12 per hour, for thirty (30) hours per pay period, not to exceed thirty-four (34) hours per pay period, on Chief's prior approval, effective January 1, 1998, payable once every two weeks.

SECTION 18: The Village Zoning Inspector shall receive a salary as follows, based on zoning certificates issued, effective upon passage of Ordinance No. 16-96.

Zoning permit	\$10
Certificate of Occupancy	\$10
Written Violation Notice	\$10
Required Meetings	\$10

Zoning certificates in the Village of Spencer shall cost as set forth in Ordinance No. 16-96.

SECTION 19: Full-time employees of the Village of Spencer in non-elective offices shall be entitled to paid vacation under the following schedule:

One year completed service from date hired.....	1 week vacation
Two to eight years completed service from date hired.....	2 weeks vacation
Eight to fifteen years completed service from date hired.....	3 weeks vacation
Over fifteen years.....	4 weeks vacation

Application for vacation time in accordance with the above schedule must be submitted to the employee's supervisor and Village Clerk not less than fourteen (14) days prior to the commencement of the requested vacation, unless vacation time off upon a shorter notice is approved by the employee's supervisor. If vacation time is not used in the year it is earned, it cannot be accrued. Part-time employees are not eligible for paid vacation.

SECTION 20: Additional compensation for overtime work will not be paid to Village employees except as required by the Fair Labor Standards Act or other applicable federal or state law.

When overtime compensation is required by law and to the extent only as required by law, overtime compensation shall be in the form of compensatory time if permitted by law, which compensatory time shall be computed as follows:

When a Village employee works more than forty (40) hours per week in any seven (7) day period from midnight Friday to midnight Friday, then such employee will be excused from his or her regular duties for a time equal to one and one-half (1 1/2) the overtime worked in said seven (7) day period. The compensatory time off shall be approved by the supervisor of the employee.

Compensation time off shall be used by the Employee within thirty (30) days from date of accrual of same unless the employer extends the period of use. Otherwise, the accrued compensatory time shall be lost to the employee. This section pertaining to time and one half (1 1/2) compensatory time has been effective since April 15, 1986. However, such compensatory time is not available to any employee who receives monetary compensation for overtime as required by law. Overtime shall be avoided except for emergency reasons. Where possible, the employee shall take time off in a given forty (40) hour work week if overtime is anticipated.

**SECTION 21:** Full-time Village employees shall have the following paid holidays: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas. Full-time employees who are required to work on any of these holidays shall be compensated at the rate of time and one-half (1 1/2) as compared to their regular compensation for hours actually worked. Part-time employees shall not be entitled to receive additional compensation for said holidays shall be compensated at their regular rate for the time worked on said holidays.

**SECTION 22:** All full-time employees of the Village of Spencer in non-elective offices, shall be entitled to hospitalization insurance under a policy of insurance selected by the Village in its sole discretion and paid for by the Village pursuant to the terms and conditions set forth in said policy.

**SECTION 23:** Full-time employees of the Village of Spencer shall accrue sick pay benefits as provided for by Section 124.38 of the Ohio Revised Code, thereby receiving 4.6 hours of sick pay benefit for every eighty (80) hours worked. Part-time employees of the Village of Spencer shall not accrue any sick pay benefits.

**SECTION 24:** Funeral time off. Full-time employees of the Village of Spencer shall be entitled to three (3) days off with pay for death in the immediate family. Immediate family shall include mothers, fathers, brothers, sisters, and children of the employee and/or the employee's spouse.

**SECTION 25:** All police officers or patrolmen employed by the Village of Spencer through the Spencer Village Police Department, who work eight (8) hours or more in a given day, shall be entitled to take one-half (1/2) hour for lunch time except in time of emergency; police officers or patrolmen employed by the Village of Spencer shall be paid during the lunch hour.

All employees employed by the Village of Spencer who are not police officers or patrolmen, who work eight (8) hours or more in a given day, shall be entitled to take one-half (1/2) hour for lunch time; employees employed by the Village of Spencer who are not police officers or patrolmen shall not be paid during the lunch hour.

**SECTION 26:** Effective January 1, 1999, all department heads will complete performance and development reviews on all employees on a semi-annual basis. The reviews will be turned over to

Council for their review prior to June 30th and November 30th.

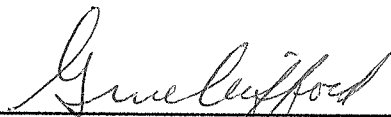
All department heads will also have a performance and development review completed by Council. The department heads are as follows: Police Chief and Street Superintendent.

The Board of Public Affairs will complete a performance and development review on the Water/Sewer Superintendent on a semi-annual basis and submit it to Council for review.


SECTION 27: Members of the Planning Commission of the Village of Spencer shall serve without compensation.

SECTION 28: This Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, safety and welfare and for the particular reason that said Ordinance provides for the payment of salaries and wages to Village employees thereby assuring to the residents of the Village of Spencer a constant and uninterrupted service from all Village Departments; and it shall take effect and be in full force immediately upon its passage.

PASSED: December 16, 1998

  
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Gene Clifford, Mayor

ATTEST:

  
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Robin M. Coleman, Clerk