

ORDINANCE 2020-20
BY
MAYOR RAYMOND ARRIOLA

AN ORDINANCE AMENDING §35.501 OF THE CODE OF ORDINANCES OF THE MUNICIPALITY OF NEW LEBANON.

WHEREAS, §35.501 of the Code of Ordinances of the Municipality of New Lebanon which reads as follows:

§ 35.501 EMPLOYEE COMPENSATION.

(A) The village maintains a pay grade allocation list for all regular employees which designates the pay range to be paid to a particular position. Each pay range shall consist of the following five steps:

- Step A – New employees;**
- Step B – Employees with one year of service;**
- Step C – Employees with two years of service;**
- Step D – Employees with three years of service; and**
- Step E – Employees with four years of service.**

(B) The village retains the right to place new employees at any step in the appropriate pay range if warranted by the employee's prior training and/or experience. Employees who satisfactorily complete the amount of service listed above shall be advanced to the next step on their employment anniversary date.

(C) The village also maintains an employee classification list which identifies the various positions of employment with the village, the basic requirements to fill each position, and the type of work performed in each position.

(D) The pay grade allocation list, as well as the employee classification list, is reviewed annually, concurrent with budget deliberations, and at least every November by the Council and Municipal Manager.

(E) The proposed incentive program for the fire department provides a bonus of 10% of the volunteer or part-time persons's gross wage and is capped at \$2,500 per performance period. Each year, the performance period will start on January 1 and end on the last day of the pay period nearest to December 15, 2019.

(F) Any volunteer or part-time Department member who leaves the Fire Department prior to the designated completion date of the current performance period will be ineligible to receive a bonus for that period and forfeit same. Also, any volunteer or part-time Department member who has more than three unexcused absences or is subject to any level of discipline beyond a written reprimand during the identified performance period will forfeit their bonus for that performance period.

(Ord. 2005-13, passed 12-20-05; Am. Ord. 2012-05, passed 10-2-12; Am. Ord. 2018-01, passed 6-19-18; Am. Ord. 2019-06, passed 12-17-19)

NOW, THEREFORE, BE IT ORDAINED by the Council of the Municipality of New Lebanon, Ohio, that **§35.501 IS HEREBY AMENDED TO READ**

35.501 EMPLOYEE COMPENSATION.

(A) The village maintains a pay grade allocation list for all regular employees which designates the pay range to be paid to a particular position. Each pay range shall consist of the five pay steps: A, B, C, D, E

(B) The village retains the right to place new employees at any step in the appropriate pay range if warranted by the employee's prior training and/or experience. Employees may advance in pay steps based on experience and/or yearly evaluations with approval of direct supervisor/manager and Municipal Manager.

(C) The village also maintains an employee classification list which identifies the various positions of employment with the village, the basic requirements to fill each position, and the type of work performed in each position.

(D) The pay grade allocation list, as well as the employee classification list, is reviewed annually, concurrent with budget deliberations, and at least every November by the Council and Municipal Manager.

SECTION 1: This ordinance shall take effect and be in force from and after the earliest period by law.

Passed this 15th day of December, 2020.

First Reading: November 17, 2020

Second Reading: December 1, 2020

Third Reading: December 15, 2020

Effective Date: January 4, 2021

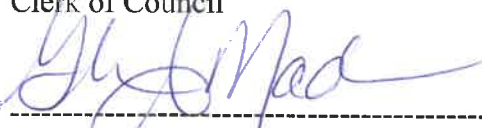
APPROVED:


Raymond Arriola
Mayor

ATTEST:


Sandra F. Wright
Clerk of Council

APPROVED:



Glenna A. Madden
Municipal Manager

Dated: December 15, 2020

CERTIFICATE

I, Sandra F. Wright, Clerk of Council of the Municipality of New Lebanon, Ohio do hereby certify the foregoing is a true and correct copy of Ordinance 2020-20 as passed by Council and approved by the Mayor and that the same has been published as required by Section 2.17 of the Charter of the Municipality of New Lebanon, Ohio.



Sandra F. Wright
Clerk of Council