

PASSED: March 11, 2024
BY: Hunt

ORDINANCE NO. 2024-2

ORDINANCE FIXING COMPENSATION FOR VILLAGE EMPLOYEES AND
DECLARING AN EMERGENCY

WHEREAS, Amberley Village greatly values the hard work and contributions by Village employees;

WHEREAS, from time to time Council reviews and assesses compensation and benefits for Village employees;

WHEREAS, the Compensation and Benefits Committee has undertaken a series of meetings and discussed the appropriateness of making adjustments to employee wages and made a recommendation to Council to: 1) adjust wages by increasing base salary and wages of full-time and part-time Village employees, not including base wages for fire pay, at a rate of 4.5 percent; 2) increase base fire pay by \$300; and 3) provide a \$1 per hour increase in pay as a shift differential for any employee who works on the night shift for 75% or more of the time during a calendar year. These changes will be effective April 1, 2024.

NOW, THEREFORE, BE IT ORDAINED BY THE Council of Amberley Village, State of Ohio, seven (7) members elected thereto concurring:

SECTION 1: Effective as of April 1, 2024, the base salary and wages of full-time and part-time Village employees shall be increased at the rate of four and one-half percent (4.5%), not including base wages for fire pay. All salary ranges previously adopted by Council for any and all classifications of employees shall also be increased by 4.5% across the board. This ordinance does not include the Village Manager, Police Chief, Lieutenant, appointed bodies such as the BZA and Planning Commission, or the Treasurer, and elected positions such as Village Council.

SECTION 2: Effective April 1, 2024, base fire pay shall be increased by \$300.

SECTION 3: Effective April 1, 2024, all employees working seventy-five percent (75%) or more of their shifts on the night shift will be entitled to an additional \$2,080 as shift differential pay. This shift differential increase will be paid as a lump sum at the conclusion of the applicable calendar year. The shift differential payment is based upon 2,080 regular annual work hours and will not be applied to overtime hours or extra shift coverage.

SECTION 4: This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety, and it shall go into effect forthwith. The reason for such emergency is the necessity of

implementing wage adjustments for Village employees as soon as possible to ensure a productive workforce and to apply such adjustments on April 1, 2024.

Passed this 11th day of March, 2024.

Bob Rosen, Mayor

Attest:

Tammy Reasoner, Clerk of Council

Ordinance Vote:

Moved: Hunt Seconded: Wood

Bardach	AYE
Frankel	AYE
Hunt	AYE
Paul	AYE
Rosen	AYE
Shatz	AYE
Wood	AYE

I, Clerk of Council of Amberley Village, Ohio, certify that on the ____ day of March, 2024, the foregoing Ordinance was published pursuant to Article IX of the Home Rule Charter by posting true copies of said Ordinance at all of the places of public notice as designed by Sec. 31.40(B), Code of Ordinances.

Tammy Reasoner, Clerk of Council