

ORDINANCE NO. O2019-20

AN EMERGENCY ORDINANCE AMENDING ORDINANCE NO. O2017-44, AS AMENDED BY ORDINANCE O2018-01, AS AMENDED BY ORDINANCE O2018-38, AS AMENDED BY ORDINANCE O2019-01, SETTING COMPENSATION FOR MUNICIPAL EMPLOYEES AND APPOINTED OFFICIALS, AND REPEALING PREVIOUS ORDINANCES SETTING SAID COMPENSATION

WHEREAS, the City Commission of the City of Gallipolis, Ohio wishes to amend the compensation for police officers, sergeant, investigator/detective, and the Chief of Police; and

WHEREAS, the City Manager has recommended in writing the passage of this Ordinance as an emergency measure as it is necessary for the immediate preservation of the public peace, health, safety and property and in order to provide for the usual operations of the municipal departments.

NOW, THEREFORE, BE IT ORDAINED, by the City Commission of the City of Gallipolis, State of Ohio that the following sections SECTION B: (B2) AND (B3) and SECTION C6 (h) which reads as follows:

SECTION B: COMPENSATION FOR POLICE PATROL OFFICERS

SECTION B2: POSITION AND SALARY RANGES

The following position classifications are hereby established in correspondence to the hourly wage ranges:

| Wage Range No. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Job Title |
|----------------|---------|---------|---------|---------|---------|-----------------------------------|
| P23 | \$16.09 | \$16.58 | \$17.14 | \$17.71 | \$18.25 | Police Patrol Officer |
| P24 | \$17.71 | \$18.25 | \$18.89 | \$19.56 | \$20.24 | Police Investigator/ Detective |

SECTION B3: POLICY

| SALARY RANGE | MINIMUM TIME IN GRADE | CRITERIA FOR INCREASE |
|--------------|-----------------------|----------------------------|
| Step 1 | 0 | Entry Salary, Probationary |
| Probationary | 1 Year | Optional Merit |
| Step 2 | 6 Months | Optional Merit |
| Step 3 | 6 Months | Optional Merit |
| Step 4 | 6 Months | Optional Merit |

(a) This is to be a merit plan movement upward in pay steps that are to be determined by the merit of the employee as evaluated by the City Manager. Step 1 is to be considered the beginning or entrance level. Step 2 becomes available after one (1) year of service in grade has been completed upon the recommendation of the City Manager. Subsequent increases may occur at 6 month intervals upon the recommendation of the City Manager.

(b) Part-time employees shall be paid the appropriate hourly rate for their position at Step 1.

(c) The City Manager, at his discretion, may make an initial appointment to a position within the five (5) pay steps, based upon the experience of the applicant.

(d) Employees moving to a different job title who have been continuously employed with the City for one (1) year, or more shall be classified as Step 2 employees under the new job title.

(e) The City Manager may create new positions within the budgetary fiscal restraints on a temporary basis. However, no new positions may exist past six (6) months without being classified by amending this Ordinance.

SECTION C6: COMPENSATION FOR SALARIED EMPLOYEES

(h) The Chief of Police shall receive Fifty-four Thousand One Hundred Sixty Dollars (\$54,160) annually, payable biweekly.

BE, AND HEREBY IS, AMENDED TO READ AS FOLLOWS:

SECTION B: COMPENSATION FOR POLICE PATROL OFFICERS

SECTION B2: POSITION AND SALARY RANGES

The following position classifications are hereby established in correspondence to the hourly wage ranges:

| Wage Range No. | Step 1 | Step 2 | Step 3 | Step 4 | Job Title |
|----------------|---------|---------|---------|---------|-----------------------------------|
| P23 | \$17.64 | \$18.21 | \$18.75 | \$19.50 | Police Patrol Officer |
| P24 | \$20.85 | \$21.35 | \$21.90 | \$22.95 | Sergeant |
| P25 | \$21.35 | \$21.85 | \$22.40 | \$23.45 | Police Investigator/ Detective |

SECTION B3: POLICY

| SALARY RANGE | MINIMUM TIME IN GRADE | CRITERIA FOR INCREASE |
|--------------|-----------------------|-----------------------|
|--------------|-----------------------|-----------------------|

| | | |
|--------------|----------|----------------------------|
| Step 1 | 0 | Entry Salary, Probationary |
| Probationary | 1 Year | Optional Merit |
| Step 2 | 6 Months | Optional Merit |
| Step 3 | 1 Year | Optional Merit |
| Step 4 | 2 Years | Optional Merit |

(a) This is to be a merit plan movement upward in pay steps that are to be determined by the merit of the employee as evaluated by the City Manager. Step 1 is to be considered the beginning or entrance level. Step 2 becomes available after six (6) months of service in grade has been completed upon the recommendation of the City Manager. Step 3 becomes available after one (1) year of service in grade has been completed. Step 4 becomes available after two (2) years of service in grade has been completed.

(b) Part-time employees shall be paid the appropriate hourly rate for their position at Step 1.

(c) All full-time new hires will be required to sign a two (2) year contract with the City of Gallipolis Police Department. Any patrolman who leaves the department before the 2 year contract expires will be responsible to reimburse the City for any physical charges, uniforms, and/or any special equipment purchased by the City for the employee.

(d) The City Manager, at his discretion, may make an initial appointment to a position within the four (4) pay steps, based upon the experience of the applicant.

(e) Employees moving to a different job title who have been continuously employed with the City for one (1) year, or more shall be classified as Step 2 employees under the new job title.

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(f) The City Manager may create new positions within the budgetary fiscal restraints on a temporary basis. However, no new positions may exist past six (6) months without being classified by amending this Ordinance.

SECTION C6: COMPENSATION FOR SALARIED EMPLOYEES

(h) The Chief of Police shall receive Fifty-five Thousand Two Hundred Dollars (\$55,200) annually, payable biweekly.

SECTION 1: REPEAL OF PREVIOUS ORDINANCES

All previous Ordinances or parts of Ordinances setting compensation for municipal employees and appointed officials of the City of Gallipolis, Ohio, are hereby repealed as of the effective date of this Ordinance.

This Ordinance shall not repeal any previous ordinances or parts of ordinances implementing procedures and policy statements.

SECTION 2: EFFECTIVE DATE

This Ordinance shall be in full force and effect immediately upon passage as an emergency measure with an effective date of July 1, 2019.

PASSED: July 2, 2019

ATTEST:

Annette M. Landers
Clerk of the City Commission
Annette M. Landers

Michael C. Fulks
President of the City Commission
Michael C. Fulks

The foregoing Ordinance is hereby approved as to form.

Brynn Saunders Noe
Gallipolis City Solicitor
Brynn Saunders Noe

The foregoing Ordinance is hereby certified as to funds according to City Charter.

Annette M. Landers
Gallipolis City Auditor
Annette M. Landers