Resolution 48-24

A Resolution fixing the salaries and wages of full-time and part-time employees of the City of Orrville for the grades heretofore established, repealing all Legislation inconsistent herewith, and declaring an emergency.

BE IT RESOLVED by the Council of the City of Orrville, Ohio:

Section 1: That effective January 1, 2025, the base or regular hourly wage of full-time employees of the City of Orrville, eligible for membership in the United City Workers shall be as follows:

GRADE	MINIMUM	MAXIMUM
100	$21.16	$26.43
101	$22.43	$28.08
102	$23.86	$29.81
103	$25.34	$31.72
104	$26.98	$33.71
105	$28.63	$35.79
106	$30.42	$38.05
107	$31.46	$39.33
108	$34.32	$42.92

Section 2: That effective January 1, 2026, the base or regular hourly wage of full-time employees of the City of Orrville, eligible for membership in the United City Workers shall be as follows:

GRADE	MINIMUM	MAXIMUM
100	$22.16	$27.68
101	$23.50	$29.41
102	$24.99	$31.23
103	$26.54	$33.23
104	$28.26	$35.31
105	$29.99	$37.49
106	$31.86	$39.85
107	$32.96	$41.19
108	$35.95	$44.96

Section 3: That effective January 1, 2027, the base or regular hourly wage of full-time employees of the City of Orrville, eligible for membership in the United City Workers shall be as follows:

GRADE	MINIMUM	MAXIMUM
100	$23.16	$28.93
101	$24.56	$30.73
102	$26.11	$32.64
103	$27.73	$34.72
104	$29.53	$36.90
105	$31.34	$39.17
106	$33.29	$41.65
107	$34.44	$43.05
108	$37.57	$46.99

Section 4: That effective January 1, 2025, the hourly rate for members of the Fire Department shall be determined by the Fire Chief based on job assignments and training and shall be as follows:

GRADE	MINIMUM	MAXIMUM
100-PT	$16.93	$21.14
101-PT	$17.94	$22.46
102-PT	$19.09	$23.85
103-PT	$20.27	$25.38
104-PT	$21.58	$26.97
105-PT	$22.90	$28.63
106-PT	$24.34	$30.44
107-PT	$25.17	$31.46
108-PT	$27.46	$34.34

Section 5: That effective January 1, 2026, the hourly rate for members of the Fire Department shall be determined by the Fire Chief based on job assignments and training and shall be as follows:

GRADE	MINIMUM	MAXIMUM
100-PT	$17.73	$22.14
101-PT	$18.80	$23.53
102-PT	$19.99	$24.98
103-PT	$21.23	$26.58
104-PT	$22.61	$28.25
105-PT	$23.99	$29.99
106-PT	$25.49	$31.88
107-PT	$26.37	$32.95
108-PT	$28.76	$35.97

Section 6: That effective January 1, 2027, the hourly rate for members of the Fire Department shall be determined by the Fire Chief based on job assignments and training and shall be as follows:

GRADE	MINIMUM	MAXIMUM
100-PT	$18.53	$23.14
101-PT	$19.65	$24.58
102-PT	$20.89	$26.11
103-PT	$22.18	$27.78
104-PT	$23.62	$29.52
105-PT	$25.07	$31.34
106-PT	$26.63	$33.32
107-PT	$27.55	$34.44
108-PT	$30.06	$37.59

Section 7: That effective January 1, 2025, the base or regular hourly wage of full-time confidential and administrative support employees of the City of Orrville shall be as follows:

GRADE	MINIMUM	MAXIMUM
300	$21.16	$26.43
301	$22.44	$28.08
302	$23.86	$29.81
303	$25.34	$31.72
304	$26.97	$33.72
305	$28.63	$35.78
306	$30.42	$38.05
307	$31.46	$39.33
308	$34.32	$42.92

Section 8: That effective January 1, 2026, the base or regular hourly wage of full-time confidential and administrative support employees of the City of Orrville shall be as follows:

GRADE	MINIMUM	MAXIMUM
300	$22.16	$27.68
301	$23.50	$29.41
302	$24.99	$31.23
303	$26.54	$33.23
304	$28.26	$35.32
305	$29.99	$37.48
306	$31.86	$39.85
307	$32.96	$41.19
308	$35.95	$44.96

Section 9: That effective January 1, 2027, the base or regular hourly wage of full-time confidential and administrative support employees of the City of Orrville shall be as follows:

GRADE	MINIMUM	MAXIMUM
300	$23.16	$28.93
301	$24.56	$30.73
302	$26.11	$32.64
303	$27.73	$34.72
304	$29.53	$36.91
305	$31.34	$39.17
306	$33.29	$41.65
307	$34.44	$43.05
308	$37.57	$46.99

Section 10: That effective January 1, 2025, the base or regular hourly wage for full-time supervisory, management, technical and professional employees of the City of Orrville shall be as follows:

GRADE	MINIMUM	MAXIMUM
400	$31.38	$42.39
401	$33.33	$45.07
402	$35.47	$47.87
403	$37.70	$50.91
404	$40.09	$54.12
405	$42.62	$57.59
406	$45.32	$61.20
407	$48.16	$65.02
408	$51.21	$69.11
409	$54.41	$73.50
410	$57.82	$78.11
411	$61.51	$83.03
412	$65.37	$88.23
413	$69.50	$93.81
414	$73.85	$99.69
415	$78.51	$105.99

Section 11: That effective January 1, 2026, the base or regular hourly wage for full-time supervisory, management, technical and professional employees of the City of Orrville shall be as follows:

GRADE	MINIMUM	MAXIMUM
400	$32.87	$44.40
401	$34.91	$47.21
402	$37.15	$50.14
403	$39.49	$53.33
404	$41.99	$56.69
405	$44.65	$60.32
406	$47.47	$64.10
407	$50.45	$68.10
408	$53.65	$72.39
409	$56.99	$76.99
410	$60.57	$81.82
411	$64.43	$86.98
412	$68.48	$92.42
413	$72.80	$98.26
414	$77.35	$104.43
415	$82.24	$111.02

Section 12: That effective January 1, 2027, the base or regular hourly wage for full-time supervisory, management, technical and professional employees of the City of Orrville shall be as follows:

GRADE	MINIMUM	MAXIMUM
400	$34.35	$46.40
401	$36.49	$49.33
402	$38.83	$52.40
403	$41.27	$55.73
404	$43.88	$59.24
405	$46.66	$63.04
406	$49.61	$66.99
407	$52.72	$71.17
408	$56.06	$75.65
409	$59.56	$80.46
410	$63.29	$85.50
411	$67.33	$90.89
412	$71.56	$96.58
413	$76.08	$102.68
414	$80.83	$109.13
415	$85.94	$116.02

Section 13: The respective employment authorities of the City of Orrville may pay a lesser amount than the amount provided for in the above pay grades as said employment authorities in their discretion may determine.

Section 14: A person whose current pay grade is higher than that provided for in this Resolution shall not receive a reduction in pay as a result of the adoption of this Resolution.

Section 15: That annually, effective January 1, 2025, the hourly wage rates for all classes within the Fire Department shall be adjusted at the same rate as the negotiated increase applicable to the United City Workers.

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Section 16: That employees shall receive a shift differential as follows:

a. Employees who work second shift shall receive a shift differential of thirty cents ($0.30) per hour and employees who work third shift shall receive a shift differential of forty cents ($0.40) per hour.
b. Employees who work on a 12-hour shift schedule shall receive a shift differential of forty-seven cents ($0.47) per hour for hours worked on night shift (6:00 pm – 6:00 am).

Section 17: UCW members and Non-bargaining employees shall be paid a lump sum payment of one thousand dollars ($1,000.00) on or before February 15, 2025.
UCW members only shall be paid a lump sum payment of one thousand dollars ($1,000.00) on or before February 15, 2026.
UCW members only shall be paid a lump sum payment of one thousand dollars ($1,000.00) on or before February 15, 2027.

Section 18: That effective January 1, 2025, the pay ranges of employees in the classifications of Director of Finance, Director of Safety-Service, Director of Utilities, and Human Resources Manager, at the Mayor's and/or the Public Utility Board's discretion, as applicable, and with a satisfactory performance evaluation, may be adjusted up to the United City Worker's negotiated general wage increase.

Section 19: All legislation inconsistent herewith is hereby repealed.

Section 20: That this Resolution is hereby declared to be an emergency measure necessary for the immediate protection and preservation of the public peace, health, safety, and general welfare of the City of Orrville, and for the further reason that it is necessary to comply with the labor contracts effective as of January 1, 2025. Therefore, this Resolution shall be in full force and effect immediately after its passage by Council and approval by the Mayor.

Passed this 16 day of December 2024.

President of Council

Attest:

Clerk of Council

Approved:

Mayor

12-16-2024
Date

I, Jeanne Gault, Clerk of Council of the City of Orrville do hereby certify this legislation _____ adopted on_____was duly posted on_____ within 10 days as required by the Charter of said City.