

AN ORDINANCE AMENDING ORDINANCE NO. 2008-246, WHICH ESTABLISHED COMPENSATION FOR THE COMMUNICATION SPECIALISTS, TO PROVIDE FOR REVISED COMPENSATION FOR 2019 AND 2020 FOR FULL-TIME COMMUNICATION SPECIALISTS IN ALL CATEGORIES INCLUDING SENIOR/LEAD DISPATCHER AND DECLARING AN EMERGENCY.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF STOW, COUNTY OF SUMMIT AND STATE OF OHIO:

SECTION 1. That Ordinance No. 2008-246, particularly Section 1, thereof, which formerly read:

"WAGES/COMPENSATION SCHEDULE
 FULL-TIME COMMUNICATION SPECIALIST EMPLOYEES

Compensation Schedule - 2018
 Base rate wages for 1-1-18 through 12-31-18

	<u>Annual steps</u>			
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Communication Specialist/ Dispatcher I	18.15	20.26	23.42	N/A
Communication Specialist/ Dispatcher II			24.58	25.20

NOTE: All Full-time Communications Specialists are eligible for overtime.”

be, and the same is, hereby amended to read henceforth as follows:

"WAGES/COMPENSATION SCHEDULE
 FULL-TIME COMMUNICATION SPECIALIST EMPLOYEES

Compensation Schedule - 2018
 Base rate wages for 1-1-18 through 12-31-18

	<u>Annual steps</u>			
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Communication Specialist/ Dispatcher I	18.15	20.26	23.42	N/A
Communication Specialist/ Dispatcher II			24.58	25.20

NOTE: All Full-time Communications Specialists are eligible for overtime.

"WAGES/COMPENSATION SCHEDULE
 FULL-TIME COMMUNICATION SPECIALIST EMPLOYEES

Compensation Schedule - 2019
 Base rate wages for 1-1-19 through 12-31-19

	<u>Annual steps</u>			
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Communication Specialist/ Dispatcher I	18.60	20.77	24.01	N/A
Communication Specialist/ Dispatcher II			25.19	25.83
Senior/Lead Dispatcher				26.47

NOTE: All Full-time Communications Specialists are eligible for overtime.

"WAGES/COMPENSATION SCHEDULE
FULL-TIME COMMUNICATION SPECIALIST EMPLOYEES

Compensation Schedule - 2020
Base rate wages for 1-1-20 through 12-31-20

	<u>Annual steps</u>			
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Communication Specialist/ Dispatcher I	19.16	21.39	24.73	N/A
Communication Specialist/ Dispatcher II			25.95	26.60
Senior/Lead Dispatcher				27.26

NOTE: All Full-time Communications Specialists are eligible for overtime.”

SECTION 2. Effective January 1, 2016, overtime for Communication Specialists/Dispatchers, when authorized in advance by the department manager, shall be compensated for time in excess of the normal pay week, which has been defined as a forty (40) hour work or paid credited service week at base rate, or time in excess of eight (8) work or paid credit service hours per calendar day, and shall be paid at one and one-half (1-1/2) times the covered employee’s hourly base rate including longevity pay then in effect.

Through December 31, 2015, overtime for Communication Specialists/Dispatchers shall be as defined in the 2015-2017 labor agreement for Communication Specialist/Dispatchers, which provides that references and entitlements to the 6th and/or 7th day of overtime for such employees’ scheduled workweek shall apply. Such 6th and/or 7th day of overtime for such employees shall be eliminated and no longer be applicable as of January 1, 2016.

SECTION 3. That the 2019 rates of compensation contained herein be effective January 1, 2019 for current employees only and employees who have become bona fidely retired under a recognized State of Ohio retirement system since January 1, 2019 to the date of this enactment, unless otherwise set forth.


SECTION 4. That all other terms and provisions of Ordinance No. 2008-246, not amended herein, and all amendments thereto, be, and the same are, hereby reaffirmed as if fully reappearing herein.

SECTION 5. This Council finds and determines that all formal actions of this Council concerning and relating to the passage of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and of any of its committees or subcommittees that resulted in those formal actions were in meetings open to the public in compliance with the law.

SECTION 6. That this Ordinance was adopted pursuant to Section 4.11, Charter, and is hereby declared to be an emergency measure necessary for the immediate preservation of the public health and safety and for the further reason that it is equitable and fair that increased compensation is immediately effective, and, pursuant to Section 4.13, Charter, shall take effect upon its adoption by Council and approval by the Mayor, otherwise at the earliest period allowed by law.

ADOPTED BY COUNCIL 11/15/18

ATTEST


Bonnie J. Emahiser
CLERK OF COUNCIL

FILED WITH MAYOR 11/19/18

FILED WITH CLERK 11/19/18

APPROVED AS TO FORM

Amber K. Zibritosky
LAW DIRECTOR



Matt Riehl
PRESIDENT OF COUNCIL

APPROVED


James M. Costello
MAYOR

EFFECTIVE DATE 11/19/18