

# City of Parma Heights Council Meeting

6281 Pearl Road Monday, December 12, 2022 7:00 PM

**ROLL CALL** 

PLEDGE OF ALLEGIANCE

#### **ACTION ON MINUTES:**

November 28, 2022 – PARMA HEIGHTS CITY COUNCIL MEETING

#### REPORTS FROM MAYOR AND DIRECTORS

 ADJOURN TO EXECUTIVE SESSION TO PREPARE FOR, CONDUCT, AND/OR REVIEW A COLLECTIVE BARGAINING STRATEGY

#### **COMMUNICATIONS:**

PLANNING COMMISSION UPDATE FROM COUNCIL REPRESENTATIVE HAASE

#### **LEGISLATION**

#### First Reading

- 1. 2022 45 A RESOLUTION AUTHORIZING THE ADMINISTRATION TO PURCHASE TELEPHONE AND INTERNET SERVICES FOR THE PARMA HEIGHTS POLICE DEPARTMENT FROM T-MOBILE USA, INC., AND DECLARING AN EMERGENCY
- 2. 2022 43 AN ORDINANCE REPEALING ORDINANCE NO. 2021-26, ESTABLISHING COMPENSATION PAID TO VARIOUS EMPLOYEES OF THE CITY OF PARMA HEIGHTS, AND DECLARING AN EMERGENCY
- 3. 2022 44 AN ORDINANCE APPROVING AND AUTHORIZING THE ADMINISTRATION TO EXECUTE A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF PARMA HEIGHTS AND THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION [CAPTAINS/SERGEANTS], AND DECLARING AN EMERGENCY
- 4. 2022 45 AN ORDINANCE APPROPRIATING FUNDS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE CITY OF PARMA HEIGHTS, OHIO FOR THE PERIOD COMMENCING JANUARY 1, 2022 TO AND INCLUDING DECEMBER 31, 2022, REPEALING ORDINANCE 2022-6, AND DECLARING AN EMERGENCY

PUBLIC SESSION

**ADJOURNMENT** 

#### **RESOLUTION NO. 2022 - 45**

## A RESOLUTION AUTHORIZING THE ADMINISTRATION TO PURCHASE TELEPHONE AND INTERNET SERVICES FOR THE PARMA HEIGHTS POLICE DEPARTMENT FROM T-MOBILE USA, INC., AND DECLARING AN EMERGENCY

**WHEREAS**, the City of Parma Heights requires telephone and internet services for the Parma Heights Police Department; and

WHEREAS, as a member of the National Association of State Procurement Officials (NASPO), the City would receive discounted telephone and internet services from T-Mobile USA, Inc.; and

WHEREAS, Council may authorize the purchase of telephone and internet services without a competitive bidding process based upon the authority granted to it in Article V Section 6 of the Charter, and Sections 145.08 and 145.09 of the Codified Ordinances.

**NOW, THEREFORE, BE IT RESOLVED** by the Council of the City of Parma Heights, County of Cuyahoga and State of Ohio:

- <u>Section 1.</u> That the Administration is hereby authorized to purchase telephone and internet services from T-Mobile USA, Inc. at pricing available through the National Association of State Procurement (NASPO) as demonstrated in attached Exhibit "A", attached hereto, and made a part hereof as though fully rewritten.
- Section 2. Council does hereby authorize this purchase without a competitive bidding process pursuant to Article V Section 6 of the Charter, and Sections 145.08 and 145.09 of the Codified Ordinances.
- Section 3. This Council finds and determines that all formal actions of this Council concerning and relating to the adoption of this Resolution were taken in an open meeting of this Council and that all deliberations of the Council and of any of its Committees comprised of a majority of the members of the Council that resulted in those formal actions were in meeting open to the public, in compliance with the law.
- Section 4. This Resolution is declared to be an emergency measure necessary for the public peace, health, and safety of the Municipality and for the further reason it is necessary to immediately provide for telephone and internet services for the Parma Heights Police Department so as not to disrupt emergency services provided to the Municipality; wherefore, this Resolution shall be in full force and effect immediately upon its passage by Council and approval by the Mayor.

| PASSED:          |                      |
|------------------|----------------------|
|                  | PRESIDENT OF COUNCIL |
| ATTEST:          |                      |
| CLERK OF COUNCIL | APPROVED             |
| FILED WITH       |                      |
| THE MAYOR:       |                      |
|                  | MAYOR MARIE GALLO    |

| T Mobile - FOR GOVERNMENT   |                                    |   |                     |          |          |               |
|-----------------------------|------------------------------------|---|---------------------|----------|----------|---------------|
| Parma Heights Public Safety |                                    | Customer BAN new Customer Node Tax ID Contract date |                     |          |          |               |
| Gov't Acct Manager          | Gov't Account Manager Phone Number | Gov't Account Manager Email                         | State<br>Contract # | SHIPPING | E PERIOD | DATE OF QUOTE |
|                             |                                    |   |                     |          | 3        | 10/21/22      |

| IPTION  UNIT PRICE  DISCOUNT  UNIT TOTAL  100.00% \$  10 | Ú.                                       | ESTIMATED FEES                             |                     |                            | fee, e911, etc.                         | universal service  | voice and Data fees you might be required to nay like the universal service fee, e911, etc.  | ndd Data foos I  | oico o  |
|--|--|--|---------------------|----------------------------|---|--|--|--|---|
| UNIT PRICE   DISCOUNT   UNIT TOTAL   | 45                                       | ESTIMATEI<br>MONTHLY SERVICI<br>TOTAL WITI |                     | y cellular                 | sal estimates an                        | xempt. This propo  | al is assuming your agency is tax e  | timated propos   | This es   |
| UNIT PRICE   DISCOUNT   UNIT TOTAL   |  |  |                     | MENT TOTAL                 | EQUIP                                   | n our network or ability so use an extremely high to other customers for esulting in relatively ditions (including | suspended, terminated, or restricted for misuse, abnormal use, interference with to provide quality service to other users, or significant roaming. Customers who amount of data in a bill cycle will have their data usage de-prioritized compared that bill cycle at locations and times when competing network demands occur, rostower speeds. See t-mobile.com/open internet for details. See terms and con arbitration provision) at www.t-mobile.com for additional information.   | d, terminated, or resiquality service to otto data in a bill cycle worked at locations and the eeds. See t-mobile.or | suspende to provide amount o that bill cy slower sp arbitratior |
| UNIT PRICE   DISCOUNT   UNIT TOTAL   | <b>₩</b> ₩ ₩                             |  |                     | 1, USF, ETC)<br>FEES TOTAL | ESTIMATED FEES (91<br>SERVICE/FEATURE + | ă.   | tor serivce on T-Mobile plans. Equipment costs sample equipment pricing above. Equipment pricing above. Equipment pricing above. Management: 9   | otes: This is a quote<br>t chosen. Please see<br>equipment chosen a  | Special N<br>equipment<br>based on                              |
| International   Internationa   | 9  |  | -                   | SUBTOTAL                   | STORIGHTANIA                            |  |  |  |   |
| UNIT PRICE   DISCOUNT   UNIT TOTAL   |  | •  | 6                   | 0.00%                      |   |  |  |  |   |
| VOICE & DATA SERVICES   S   T29.99   100.00%   S   TOTAL   SERVICES   S   TOTAL   SUBTOTAL   SUBT   |  |  |                     | 0.00%                      |   |  |  |  |   |
| TCAric Points   UNIT PRICE   DISCOUNT   UNIT TOTAL   |  |  |                     | 0.00%                      |   |  |  |  | _   |
| International   Internationa   |  |  | <del>()</del>       | 0.00%                      |   |  |  |  |   |
| ION   UNIT PRICE   DISCOUNT   UNIT TOTAL   | PERFORMANCE<br>PERIOD TOTAL<br>12 Months | MONTHLY                                    | RECURRING<br>CHARGE | DISCOUNT                   | RECURRING<br>CHARGE                     | If other, enter description  | DESCRIPTION  | soc  | ALD   |
| TOTAL   STATE   TOTAL   STAT   |  |  |                     |                            | ERVICES                                 | ADDITIONAL SI  |  | HISSYSTEM  |   |
| VOICE & DATA SERVICES   S   100.00%   S   -  | 45                                       |  | SUBTOTAL            |                            |   |  |  |  |   |
| UNIT PRICE   DISCOUNT   UNIT TOTAL   |  |  | 49                  |                            | 6                                       |  | Connecting Heroes Plans includes Priority and<br>Preemeption as well as No heavy Data<br>deprioritization at no extra cost   |  |   |
| I PRICING SCHEDULE - PER UNIT   UNIT TOTAL   | 49                                       |  | 552-75              | 16.00%                     | 1.55                                    | UNL Talk, Text, Data,<br>41GB Phone as<br>Hotspot Data   | Connecting Heroes Advanced Smart Devices   |  | 15  |
| SCRIPTION  UNIT PRICE  DISCOUNT  UNIT TOTAL  STRUCTION  MONTHLY  RECURRING  CHARGE  CHARGE  CHARGE  TOTAL  STRUCTION  CHARGE  TOTAL  STRUCTION  STRUCTION  CHARGE  TOTAL  STRUCTION  STRUCTION  STRUCTION  STRUCTION  STRUCTION  STRUCTION  STRUCTION  STRUCTION  MONTHLY  CHARGE  TOTAL  STRUCTION  STRU   | <del>G</del>                             |  | <del>co</del>       | 16.00%                     |   | Unlimited Data   | Connecting Heroes Unlimited Data   |  | 11  |
| UNIT PRICE DISCOUNT UNIT TOTAL  \$ - 100,00% \$ - 100,00               | PERIOD TOTAL  12 Months                  | MONTHLY                                    | RECURRING<br>CHARGE | DISCOUNT                   | RECURRING                               | If other, enter description  | DESCRIPTION  | SOC  | ALD   |
| ## UNIT PRICE DISCOUNT  \$ 100.00% \$ 729.99 100.00% \$ SUBTOTAL \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$  | 200000000000000000000000000000000000000  |  |                     |                            | ERVICES                                 | VOICE & DATA S   | The state of the s | THE REAL PROPERTY.   |   |
| UNIT PRICE DISCOUNT  \$ - 100.00% \$ 729.99 100.00% \$   |  |  | 49                  | SUBTOTAL                   |   |  |  |  | L   |
| UNIT PRICE DISCOUNT  \$ 100.00% 8  |  |  | 6                   | 100.00%                    |   | G  | Apple Priorie 13 3G 126  |  | 15  |
| UNIT PRICE DISCOUNT  |  |  | - 69                | 100.00%                    |   |  | SIM Cards for current Carle  |  | 1   |
| EQUIPMENT PRICING SCHEDOLE - PER ONIT  |  |  | UNIT TOTAL          | DISCOUNT                   | UNIT PRICE                              |  | DESCRIPTION  | soc  | QTY   |
|  |  |  |                     |                            |   | SCHEDULE - PER UNIT  | EQUIPMENT PRICING  |  |   |
|  | 10/21/22                                 | 12   |                     |                            |   | Series March   |  |  |   |
| Account Manager Phone Number Gov't Account Manager Email State SHIPPING E PERIOD DATE OF QUOTE   |  | E PERIOD                                   | METHOD              | State<br>Contract #        | fanager Email                           | Gov't Account N  | Gov't Account Manager Phone Number   | Gov't Acct Manager   | Gov   |

The contract price does not include all state and local taxes levied on or measured by the contract or sales price of the services of completed supplies furnished under this contract. 1-Mobile on provide evidence necessary to sustain an separately on its invoices taxes excluded from the contract price, and the ordering activity agrees either to pay the amount of the taxes to T-Mobile or provide evidence necessary to sustain an exemption. See FAR 52.229-1 (STATE AND LOCAL TAXES) (APR 1984) (DEVIATION - MAY 2003).

Quote sheets provided to ordering activities represent estimates of taxes and fees to be applied in final billings.

#### **ORDINANCE NO. 2022 - 43**

### AN ORDINANCE REPEALING ORDINANCE NO. 2021-26, ESTABLISHING COMPENSATION PAID TO VARIOUS EMPLOYEES OF THE CITY OF PARMA HEIGHTS, AND DECLARING AN EMERGENCY

**BE IT ORDAINED** by the Council of the City of Parma Heights, County of Cuyahoga and State of Ohio:

Section 1. The Council hereby adopts the amended compensation and benefit schedules for various employees of the City of Parma Heights attached hereto as Exhibits "A", "B", "C", "D", "E" and "F" and "G", and are made a part of this Ordinance and incorporated herein as though fully rewritten.

Section 2. Ordinance No. 2021-26 is repealed effective immediately.

Section 3. This Council finds and determines that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this Council; and all deliberations of this Council and of any of its Committees comprised of a majority of the members of the Council that resulted in those formal actions, were in meetings open to the public, in compliance with the law.

Section 4. This Ordinance is declared to be an emergency measure for the public peace, health and safety of the municipality and for the further reason that it is necessary to establish amended compensation and benefits for certain employees effective January 1, 2023; wherefore, this Ordinance shall be in full force and effective immediately after its passage by Council and approval by the Mayor.

| PASSED:    |                      |
|------------|----------------------|
|            | PRESIDENT OF COUNCIL |
|            |                      |
| ATTEST:    |                      |
|            | APPROVED             |
|            |                      |
| FILED WITH |                      |
| THE MAYOR: |                      |
|            | MAYOR MARIE GALLO    |

#### **EXHIBIT A TO ORDINANCE 2022-43**

It is the intention of Council to establish a pay ordinance for various employees of the City of Parma Heights, for a period commencing January 1, 2023, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2023 the compensation of the following classifications and positions within each classification of non-aligned City employees shall be as follows:

| CLASSIFICATION                | EFFECTIVE<br>DATE |    | COMPENSA<br>From | TIOI | N BAND:<br>To |
|-------------------------------|-------------------|----|------------------|------|---------------|
| FULL TIME:                    |                   |    |                  |      |               |
| Clerk of Council              | 1/1/2023          | \$ | 35,350.00        | \$   | 54,223.00     |
| Executive Assistant           | 1/1/2023          |    | 38,170.00        | \$   | 58,478.00     |
| Service De pt. Assistant      | 1/1/2023          |    | 34,200.00        | \$   | 52,440.00     |
| Accounting Clerk I            | 1/1/2023          | -  | 32,340.00        | \$   | 53,130.00     |
| Receptionist                  | 1/1/2023          |    | 29,150.00        | \$   | 47,829.00     |
| Legal Assistant/Paralegal     | 1/1/2023          |    | 40,000.00        | \$   | 60,000.00     |
| PART-TIME (Hourly Rate):      |                   |    |                  |      |               |
| Clerk of Council              | 1/1/2023          | \$ | 20.00            | \$   | 30.00         |
| Executive Assistant           | 1/1/2023          | \$ | 18.25            | \$   | 26.10         |
| Assistant                     | 1/1/2023          | \$ | 16.45            | \$   | 23.50         |
| Accounting Clerk              | 1/1/2023          | \$ | 14.50            | \$   | 20.75         |
| Assistant Clerk               | 1/1/2023          | \$ | 10.10            | \$   | 13.00         |
| Clerk of Commissions          | 1/1/2023          | \$ | 20.00            | \$   | 30.00         |
| SENIOR CENTER:                |                   |    |                  |      |               |
| Asst. Site Coordinator        | 1/1/2023          | \$ | 24,250.00        | \$   | 34,625.00     |
| Outreach Assistant            | 1/1/2023          | \$ | 22,450.00        | \$   | 32,070.00     |
| Office/Clerical (PT/Hrly)     | 1/1/2023          | \$ | 10.10            | \$   | 15.00         |
| Kitchen Aides (PT/Hrly)       | 1/1/2023          | \$ | 10.10            | \$   | 13.00         |
| Vehicle Drivers (PT/Hrly)     | 1/1/2023          | \$ | 10.10            | \$   | 15.00         |
| OTHER SUPPORT STAFF:          |                   |    |                  |      |               |
| Custodian-City Hall (PT/Hrly) | 1/1/2023          | \$ | 10.10            | \$   | 18.50         |

Annual salaries detailed above shall be paid in bi-weekly substantially equal installments per year. Compensation for overtime for full-time employees at City Hall shall be paid in accordance with Section 179.07 of the Codified Ordinances of the City of Parma Heights.

Section 2. Effective January 1, 2023, and continuing thereafter until repealed, the Sections of Chapter 179 of the Codified Ordinances of Parma Heights pertaining to employee compensation and benefits, are incorporated herein, as if fully rewritten.

#### **EXHIBIT B TO ORDINANCE 2022-43**

It is the intention of Council to establish a pay ordinance for the Recreation Department of the City of Parma Heights, for a period commencing January 1, 2023, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2023 the compensation of the following classifications and positions within each classification in the Recreation Department shall be as follows:

| CLASSIFICATION                    | EFFECTIVE<br>DATE | COMPENSATION BAND: From To |           |    |           |
|-----------------------------------|-------------------|----------------------------|-----------|----|-----------|
| FULL TIME:                        |                   |                            |           |    |           |
| Recreation Maint. Supervisor      | 1/1/2023          | \$                         | 41,100.00 | \$ | 58,720.00 |
| Recreation Maint. Foreman         | 1/1/2023          | \$                         | 29,125.00 | \$ | 41,580.00 |
| Recreation Dept. Secretary        | 1/1/2023          | \$                         | 26,000.00 | \$ | 37,145.00 |
| PART-TIME (Hourly Rate):          |                   |                            |           |    |           |
| Pool Manager                      | 1/1/2023          | \$                         | 10.10     | \$ | 20.00     |
| Asst. Pool Manager                | 1/1/2023          | \$                         | 10.10     | \$ | 18.00     |
| Pool Cashiers                     | 1/1/2023          | \$                         | 10.10     | \$ | 16.00     |
| Pool Lifeguards                   | 1/1/2023          | \$                         | 10.10     | \$ | 16.00     |
| Gatehouse Attendant               | 1/1/2023          | \$                         | 10.10     | \$ | 11.00     |
| Pool Maintenance Crew             | 1/1/2023          | \$                         | 10.10     | \$ | 11.00     |
| Recreation Instructors            | 1/1/2023          | \$                         | 10.10     | \$ | 14.00     |
| Attendants - Various              | 1/1/2023          | \$                         | 10.10     | \$ | 12.00     |
| Recreation Secretary              | 1/1/2023          | \$                         | 11.00     | \$ | 15.00     |
| BASEBALL/SOCCER/FOOTBALL:         |                   |                            |           |    |           |
| Rate per Season/Year -            |                   |                            |           |    |           |
| Baseball Deputy Directors         | 1/1/2023          | \$                         | 1,750.00  | \$ | 2,500.00  |
| Supervisor of Umpires             | 1/1/2023          | \$                         | 1,100.00  | \$ | 1,560.00  |
| Asst. Supervisor of Umpires       | 1/1/2023          | \$                         | 910.00    | \$ | 1,300.00  |
| Baseball League Directors         | 1/1/2023          | \$                         | 560.00    | \$ | 800.00    |
| Statistician                      | 1/1/2023          | \$                         | 350.00    | \$ | 475.00    |
| Tennis Deputy Director            | 1/1/2023          | \$                         | 725.00    | \$ | 1,040.00  |
| Golf Deputy Director              | 1/1/2023          | \$                         | 575.00    | \$ | 832.00    |
| Basketball Deputy Director        | 1/1/2023          | \$                         | 575.00    | \$ | 832.00    |
| Flag Football Deputy Director     | 1/1/2023          | \$                         | 600.00    | \$ | 910.00    |
| Soccer Deputy Director(Yearly)    | 1/1/2023          | \$                         | 1,275.00  | \$ | 1,820.00  |
| Soccer League Supervisor (Yearly) | 1/1/2023          | \$                         | 520.00    | \$ | 740.00    |
| UMPIRES/REFEREES:                 |                   |                            |           |    |           |
| Rates Per Game -                  |                   |                            |           |    |           |
| T-ball/Coach Pitch Umpire         | 1/1/2023          | \$                         | 10.90     | \$ | 15.60     |
| Class E Plate Umpire              | 1/1/2023          | \$                         | 28.75     | \$ | 40.90     |
| Umpires All Other Leagues         | 1/1/2023          | \$                         | 10.10     | \$ | 28.30     |

| Flag Football Referees | 1/1/2023 | \$<br>10.10 | \$<br>15.60 |
|------------------------|----------|-------------|-------------|
| Soccer Referees        | 1/1/2023 | \$<br>10.10 | \$<br>15.60 |

Annual salaries as detailed above shall be paid bi-weekly in substantially equal installments per year. Compensation for overtime for full-time employees shall be paid in accordance with Section 179.07 of the Codified Ordinances of the City of Parma Heights.

Section 2. Effective January 1, 2023, and continuing thereafter until repealed, the Sections of Chapter 179 of the Codified Ordinances of the City of Parma Heights pertaining to employee compensation and benefits, are incorporated herein, as if fully rewritten.

#### **EXHIBIT C TO ORDINANCE 2022-43**

It is the intention of Council to establish a pay ordinance for Administrative Positions of the City of Parma Heights, for a period commencing January 1, 2023, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2023 the compensation of the following classifications and positions within each classification of non-aligned City employees shall be as follows:

| CLASSIFICATION                   | EFFECTIVE | COMPENSATION BAND: |           |    | BAND:      |
|----------------------------------|-----------|--------------------|-----------|----|------------|
|                                  | DATE      |                    | From      |    | То         |
|                                  |           |                    |           |    |            |
| Director of Public Service       | 1/1/2023  | \$                 | 65,072.00 | \$ | 106,904.00 |
| Public Works Coordinator         | 1/1/2023  | \$                 | 50,000.00 | \$ | 72,500.00  |
| Director of Finance              | 1/1/2023  | \$                 | 61,115.00 | \$ | 100,404.00 |
| Assistant to Finance Director    | 1/1/2023  | \$                 | 39,865.00 | \$ | 65,493.00  |
| Director of Law                  | 1/1/2023  | \$                 | 45,000.00 | \$ | 89,086.00  |
| Assistant Director of Law        | 1/1/2023  | \$                 | 25,000.00 | \$ | 67,396.00  |
| Prosecutor                       | 1/1/2023  | \$                 | 25,000.00 | \$ | 67,396.00  |
| Mayor's Court Magistrate         | 1/1/2023  | \$                 | 25,000.00 | \$ | 62,577.00  |
| Director of Human Resources      | 1/1/2023  | \$                 | 55,640.00 | \$ | 91,410.00  |
| Director of Safety (Part-time)   | 1/1/2023  | \$                 | 24,500.00 | \$ | 64,449.00  |
| Dir. of Recreation (Part-time)   | 1/1/2023  | \$                 | 20,000.00 | \$ | 51,750.00  |
| Dir. of Recreation (Full-time)   | 1/1/2023  | \$                 | 53,100.00 | \$ | 87,249.00  |
| Economic Development Coordinator | 1/1/2023  | \$                 | 54,525.00 | \$ | 89,579.00  |
| Senior Services Administrator    | 1/1/2023  | \$                 | 42,000.00 | \$ | 69,000.00  |
| Special Assistant to the Mayor   | 1/1/2023  | \$                 | 50,000.00 | \$ | 70,000.00  |
| Grant Writer                     | 1/1/2023  | \$                 | 45,000.00 | \$ | 65,000.00  |
| Clerk of Mayor's Court           | 1/1/2023  | \$                 | 35,000.00 | \$ | 57,500.00  |

Annual salaries as detailed above shall be paid in bi-weekly substantially equal installments per year. Compensation for overtime for non-exempt full-time employees at City Hall shall be paid in accordance with Section 179.07 of the Codified Ordinances.

Section 2. Effective January 1, 2023, and continuing thereafter until repealed, the Sections of Chapter 179 of the Codified Ordinances of the City of Parma Heights pertaining to employee compensation and benefits are incorporated herein, as if fully rewritten.

#### **EXHIBIT D TO ORDINANCE 2022-43**

It is the intention of Council to establish a pay ordinance for supervisory and certain non-aligned employees in the Service Department of the City of Parma Heights, for a period commencing January 1, 2023, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2023, the compensation of certain non-aligned supervisory and hourly rated employees of the department of Public Service shall be in accordance with the following schedule for hours worked:

| CLASSIFICATION                         | EFFECTIVE<br>DATE | COMPENSA'    | TION BAND:<br>To |                                   |
|--|-------------------|--------------|------------------|-----------------------------------|
| FULL TIME:                             | DATE              | Moni         | 10               |                                   |
| Foreman Serviceman Grade IV (Seasonal/ | 1/1/2023          | \$ 21.30     | \$ 33.50         |                                   |
| Temporary, Part-time)                  | 1/1/2023          | \$ 10.10     | \$ 14.00         |                                   |
| BUILDING DEPARTMENT:                   |                   |              |                  |                                   |
| Construction Consultant                | 1/1/2023          |              | \$ 28,035.00     |                                   |
| Building Inspectors                    | 1/1/2023          |              | \$ 385.00        | per month (Plus \$20.00/Inspect.) |
| Property Maint. Inspectors             | 1/1/2023          | \$ 14.75     | \$ 21.00         |                                   |
| Property Maint. (Full Time)            | 1/1/2023          | \$ 29,325.00 | \$ 41,870.00     |                                   |
| City Engineer                          | 1/1/2023          | \$ 30,000.00 | • •              | (per contract)                    |
| Assistant City Engineer                | 1/1/2023          | \$ 15,000.00 | \$ 15,000.00     | (per contract)                    |

Section 2. That compensation for overtime worked shall be in compliance with Section 147.11 and Section 147.12 of the Codified Ordinances of the City of Parma Heights.

Section 3. Effective January 1, 2023, and continuing thereafter until repealed, the Sections of Chapter 147 and Chapter 179 of the Codified Ordinances of the City of Parma Heights pertaining to employee compensation and benefits are incorporated herein, as if fully rewritten.

#### **EXHIBIT E TO ORDINANCE 2022-43**

It is the intention of Council to establish compensation and employee benefit provisions for non-aligned members of the Police Department.

Section 1. Effective January 1, 2023, the compensation of the following classifications and positions within each classification of non-aligned City employees shall be as follows:

| CLASSIFICATION  | EFFECTIVE  | COMPENSAT  |   |
|---|--|--|---|
|   | DATE   | From   | То  |
| FULL-TIME: Chief of Police Assistant Chief of Police Police Chief's Secretary Civilian Clerk/Case Manager Custodian | 1/1/2023<br>1/1/2023<br>1/1/2023<br>1/1/2023<br>1/1/2023 | \$ 78,695.00<br>\$ 66,875.00<br>\$ 34,950.00<br>\$ 31,316.00<br>\$ 29,125.00 | \$ 110,000.00<br>\$ 87,600.00<br>\$ 49,930.00<br>\$ 44,737.00<br>\$ 41,582.00 |
| PART-TIME: Civilian Clerk/Case Manager Civilian Clerk/Receptionist  | 1/1/2023<br>1/1/2023                                     | \$ 15.30<br>\$ 13.50   | \$ 21.85<br>\$ 17.50  |
| School Crossing Guards  | 1/1/2023   | \$ 10.10   | \$ 12.75  |

Annual salaries as detailed above shall be paid in bi-weekly substantially equal installments per year.

Section 2. Effective January 1, 2023, and continuing thereafter until repealed, the Sections of Chapter 151 and Chapter 179 of the Codified Ordinances of the City of Parma Heights pertaining to employee compensation and benefits are incorporated herein, as if fully rewritten.

#### **EXHIBIT F TO ORDINANCE 2022-43**

It is the intention of Council to establish compensation and employee benefit provisions for non-aligned members of the Fire Department.

Section 1. Effective January 1, 2023, the compensation of the following classifications and positions within each classification of non-aligned City employees shall be as follows:

| CLASSIFICATION               | EFFECTIVE<br>DATE | COMPENSA<br>From | TION BAND:<br>To |
|------------------------------|-------------------|------------------|------------------|
|                              | 2,                |                  |                  |
| FULL-TIME:                   | 4 /4 /2022        | ¢ 70 cor 00      | ć 110.000.00     |
| Fire Chief                   | • •               |                  | \$ 110,000.00    |
| Captain/Assistant Fire Chief | • •               |                  | \$ 87,600.00     |
| Fire Chief's Secretary       | 1/1/2023          | \$ 32,767.00     | \$ 46,810.00     |

Annual salaries as detailed above shall be paid in bi-weekly substantially equal installments per year.

Section 2. Effective January 1, 2023, and continuing thereafter until repealed, the Sections of Chapter 153 and Chapter 179 of the Codified Ordinances of the City of Parma Heights pertaining to employee compensation and benefits are incorporated herein, as if fully rewritten.

#### **EXHIBIT G TO ORDINANCE 2022-43**

It is the intention of Council to establish a pay ordinance for the Office of Mayor and for Members of City council for time periods as stipulated below, which will reflect the impact of percentage increases extended to City employed during that time period from January 1, 2013, and continuing thereafter.

Section 1. For purposes of calculating the impact of percentage increases to be extended to the following elective positions based on the percentage of wage increase granted to other city employees; the following salaries for terms beginning January 1, 2022 shall be considered the base rate:

| CLASSIFICATION       | EFFECTIVE<br>DATE | co | MPENSATION |
|----------------------|-------------------|----|------------|
| Mayor                | 1/1/2023          | \$ | 70,917.14  |
| Council Member       | 1/1/2023          | \$ | 11,598.06  |
| President of Council | 1/1/2023          | \$ | 13,383.36  |

Section 2. Effective January 1, 2014 and continuing thereafter; compensation for the Office of Mayor, City Council Member and City Council President shall be determined by applying the annual percentage wage increase adopted for non-aligned City employees to the compensation in effect for the office of Mayor, City Council Member and City Council President at the time such annual percentage wage increase becomes effective.

Section 3. Due to City Charter provisions prohibiting elected City Officials from receiving pay increase interm; such accumulative percentage increases referred to in Section 2 of this exhibit shall be applied to the rate of pay for the respective position at the beginning of the next term of office.

Section 4. Compensation for the offices specified above represents annual compensation payable as follows; for the Office of Mayor said annual amount to be paid in bi-weekly installments, and for City Council Member and President of Council said annual amount to be paid in equal monthly installments.

Section 5. That Section 1 of Exhibit G to Ordinance No. 2013-8 passed by council on February 25, 2013 is hereby repealed effective January 1, 2016.

Section 6. Nothing in this ordinance shall be construed to limit or impair the right of Council to authorize the payment or reimbursement of expenses incurred by any official or employee in the furtherance of the interest of the municipality.

#### **ORDINANCE NO. 2022 - 44**

AN ORDINANCE APPROVING AND AUTHORIZING THE ADMINISTRATION TO EXECUTE A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF PARMA HEIGHTS AND THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION [CAPTAINS/SERGEANTS], AND DECLARING AN EMERGENCY

WHEREAS, the parties have tentatively agreed to a Collective Bargaining Agreement, retroactively effective from December 1, 2022, through November 30, 2025, between the City of Parma Heights and the Ohio Patrolmen's Benevolent Association [Captains/Sergeants] with respect to terms and conditions of employment of certain employees in the Police Department of the City.

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the City of Parma Heights, County of Cuyahoga and State of Ohio:

<u>Section 1.</u> The Collective Bargaining Agreement with the Ohio Patrolmen's Benevolent Association [Captains/Sergeants] attached hereto and incorporated herein as "Exhibit A", is adopted, ratified, and approved, and the Administration is authorized and empowered to execute and enter into said Collective Bargaining Agreement for and on behalf of the City of Parma Heights.

Section 2. Resolution No. 2021 – 14, passed August 9, 2021, is repealed.

Section 3. This Council finds and determines that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of the Council and of any of its Committees comprised of a majority of the members of the Council that resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 4. This Ordinance is declared to be an emergency measure for the public peace, health, and safety of the Municipality and for the further reason that the provisions of this Ordinance are immediately required in order to continue the highest possible level of efficiency and service of certain employees in the Police Department of the City; wherefore, this Ordinance shall be in full force and effect immediately upon its passage by Council and approval by the Mayor.

| PASSED           |                      |
|------------------|----------------------|
|                  | PRESIDENT OF COUNCIL |
|                  |                      |
| ATTEST:          |                      |
| CLERK OF COUNCIL | APPROVED             |
| FILED WITH       |                      |
| THE MAYOR:       |                      |
|                  | MAYOR MARIE GALLO    |

#### **ORDINANCE 2022 – 45**

AN ORDINANCE APPROPRIATING FUNDS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE CITY OF PARMA HEIGHTS, OHIO FOR THE PERIOD COMMENCING JANUARY 1, 2022 TO AND INCLUDING DECEMBER 31, 2022, REPEALING ORDINANCE 2022-6, AND DECLARING AN EMERGENCY

**BE IT ORDAINED** by the Council of the City of Parma Heights, County of Cuyahoga and State of Ohio:

- Section 1. Funding for the current expenses and other expenditures of the City of Parma Heights, Ohio, for the period commencing January 1, 2022 and ending December 31, 2022, the sums set forth in the attached Exhibit A, is set aside and appropriated.
- Section 2. Ordinance No. 2022-6 that was passed by Council on March 28, 2022 is repealed.
- Section 3. This Council finds and determines that all formal actions of this Council concerning and relating to the adoption of the Ordinance were taken in an open meeting of this Council and that all deliberations of the Council and of any of its Committees comprised of a majority of the members of the Council that resulted in those formal actions were in meetings open to the public, in compliance with the law.
- Section 4. The Director of Finance is authorized to draw warrants from any of the foregoing appropriations upon receiving the proper requisition, certificate, and voucher therefore; approved by the officers authorized by law to approve same, or an Ordinance or Resolution to make the expenditure, provided that no warrants shall be drawn or paid for salaries or wages except to persons employed by authority of and in accordance with law and Ordinance.
- Section 5. This Council declares this Ordinance to be an emergency measure for the immediate preservation of the public health, peace, and safety of this Municipality and for the further reason that said Ordinance must be enacted as soon as possible to authorize payment, and to maintain the full faith and credit of the Municipality; wherefore, it shall be in full force and effect immediately after its passage by Council and approved by the Mayor.

| PASSED:          |                      |
|------------------|----------------------|
|                  | PRESIDENT OF COUNCIL |
| ATTEST:          |                      |
| CLERK OF COUNCIL | APPROVED             |
| FILED WITH       |                      |
| THE MAYOR:       |                      |
|                  | MAYOR MARIE GALLO    |

### **EXHIBIT A**

| City of Parma Heights                             | 2022   |
|---|--|
| General Fund                                      |  |
| Police  |  |
| Personal Services & Benefits                      | \$ 4,057,650.00                                |
| Other Operations & Maintenance                    | \$ 991,455.00                                  |
| Fire  | \$ 5,049,105.00                                |
| Personal Services & Benefits                      | \$ 3,644,426.00                                |
| Other Operations & Maintenance                    | \$ 473,210.00                                  |
| ·   | \$ 473,210.00<br>\$ 4,117,636.00               |
| Safety  |  |
| Personal Services & Benefits                      | \$ 408,515.00                                  |
| Other Operations & Maintenance                    | \$ 453,300.00                                  |
| 15 - lab  | \$ 861,815.00                                  |
| Health Other Operations & Maintenance             | ¢ 135 179 00                                   |
| Other Operations & Maintenance                    | \$ <u>125,178.00</u><br>\$ <b>125,178.00</b>   |
| Recreation  |  |
| Personal Services & Benefits                      | \$ 138,160.00                                  |
| Other Operations & Maintenance                    | <u> </u>                                       |
|   | \$ <u>-</u><br>\$ 138,160.00                   |
| Building  |  |
| Personal Services & Benefits                      | \$ 519,230.00                                  |
| Other Operations & Maintenance                    | \$ 135,990.00                                  |
|   | \$ 655,220.00                                  |
| Economic Development Personal Services & Benefits | ć 102.020.00                                   |
| Other Operations & Maintenance                    | \$ 103,030.00<br>\$ 20.00                      |
| other operations & Maintenance                    | \$ 20.00<br>\$ 103,050.00                      |
| Basic Utility Services                            |  |
| Personal Services & Benefits                      | \$ 1,687,460.00                                |
| Other Operations & Maintenance                    |  |
|   | \$ 1,687,460.00                                |
| Mayor   | •  |
| Personal Services & Benefits                      | \$ 165,675.00                                  |
| Other Operations & Maintenance                    | \$ 165,675.00<br>\$ 12,555.00<br>\$ 178,230.00 |
| Council   | 7 170,230.00                                   |
| Personal Services & Benefits                      | \$ 155,070.00                                  |
| Other Operations & Maintenance                    | \$ 14,285.00                                   |
| ·   | \$ 169,355.00                                  |
| Finance   |  |
| Personal Services & Benefits                      | \$ 325,660.00                                  |
| Other Operations & Maintenance                    | \$ 325,660.00<br>\$ 31,610.00<br>\$ 357,270.00 |
|   | \$ 357,270.00                                  |
| Accounting  | , 20 20C F4                                    |
| Other Operations & Maintenance                    | \$ 29,306.51<br>\$ 29,306.51                   |
| Income Tax  | - 23,500,34                                    |
| Other Operations & Maintenance                    | \$ 318,880.00                                  |
| •   | \$ 318,880.00                                  |
| Mayor' Court                                      |  |
| Personal Services & Benefits                      | \$ 125,950.00<br>\$ 39,075.00                  |
| Other Operations & Maintenance                    | \$ 39,075.00                                   |
|   | \$ 165,025.00                                  |

| City of Parma Heights                          |   | 2022                              |
|--|---|-----------------------------------|
|  |   |                                   |
| Custodial                                      |   |                                   |
| Personal Services & Benefits                   | \$                                      | 49,525.00                         |
| Other Operations & Maintenance                 | \$<br>\$                                | 5,977.00                          |
| Election                                       | <del>-&gt;</del>                        | 55,502.00                         |
| Election Expenses                              | \$                                      | 12,386.49                         |
| 2.00.001                                       | \$                                      | 12,386.49                         |
| Law  |   |                                   |
| Personal Services & Benefits                   | \$<br>\$                                | 166,915.00                        |
| Other Operations & Maintenance                 | \$                                      | 29,135.00                         |
|  | \$                                      | 196,050.00                        |
| General Government                             |   |                                   |
| Personal Services & Benefits                   | ċ                                       | 5,798.01                          |
| Other Operations & Maintenance                 | Š                                       | 674,803.99                        |
| Transfers - Out                                | \$                                      | 2,585,000.00                      |
| Advances - Out                                 | \$<br>\$<br>\$<br><b>\$</b>             | 155,000.00                        |
|  | \$                                      | 3,420,602.00                      |
|  |   |                                   |
| Total General Fund Disbursements               | \$                                      | 17,640,231.00                     |
|  |   |                                   |
| SCMR Fund                                      |   |                                   |
| Personal Services & Benefits                   | \$                                      | 1,533,830.00                      |
| Other Operations & Maintenance                 | \$<br>\$<br><b>\$</b>                   | 826,040.00<br><b>2,359,870.00</b> |
| State Highway                                  |   | 2,333,870.00                      |
| Other Operations & Maintenance                 | \$                                      | 106,000.00                        |
|  | \$<br><b>\$</b>                         | 106,000.00                        |
|  |   |                                   |
| Parks Maintenance Fund                         |   |                                   |
| Personal Services & Benefits                   | \$                                      | 375,460.00                        |
| Other Operations & Maintenance                 | \$<br>\$<br><b>\$</b>                   | 219,265.00<br><b>594,725.00</b>   |
|  | 3                                       | 334,723.00                        |
| Senior Center Fund                             |   |                                   |
| Personal Services & Benefits                   | \$<br>\$                                | 305,400.00                        |
| Other Operations & Maintenance                 | *************************************** | 58,000.00                         |
|  | \$                                      | 363,400.00                        |
| CDBG   |   |                                   |
| Other Operations & Maintenance                 | \$<br><b>\$</b>                         | 103,000.00                        |
|  | \$                                      | 103,000.00                        |
| FEMA Grant Fund                                |   |                                   |
| Other Operations & Maintenance                 | \$<br><b>\$</b>                         | 181,000.00                        |
|  | 3                                       | 181,000.00                        |
| Law Enforcement Trust Fund                     |   |                                   |
| Other Operations & Maintenance                 | \$<br><b>\$</b>                         | 5,000.00                          |
|  | <u>\$</u>                               | 5,000.00                          |
| Police Devetions (DACT)                        |   |                                   |
| Police Donations (PACT) Police - Other Expense | ¢                                       | 1,396.00                          |
| , once other expende                           | \$<br>\$                                | 1,396.00                          |
|  | <u> </u>                                | 2,330.00                          |

| City of Parma Heights  | <del></del>            | 2022                            |
|--|------------------------|---------------------------------|
| Permissive Fund  |                        |                                 |
| Other Operations & Maintenance<br>Transfers - Out  | \$                     | 126,000.00                      |
|  | \$                     | 126,000.00                      |
| Police Pension Fund  |                        |                                 |
| Employers Share  | \$<br><b>\$</b>        | 680,600.00<br><b>680,600.00</b> |
| Fire Pension Fund  |                        |                                 |
| Employers Share  | <u>\$</u><br>\$        | 763,850.00<br><b>763,850.00</b> |
| Coronavirus Relief Fund  |                        |                                 |
| Other Operations & Maintenance   | \$<br>\$               | 2,253,581.00<br>2,253,581.00    |
| Mayor's Court Computer Fund  |                        |                                 |
| Other Operations & Maintenance   | \$<br><b>\$</b>        | 5,000.00<br><b>5,000.00</b>     |
| Ambulance Billing Fund Other Operations & Maintenance  | \$                     | 54,550.00                       |
| Transfers - Out  | \$                     | 800,000.00                      |
|  | \$                     | 854,550.00                      |
| Special Bond Retirement Fund   |                        |                                 |
| Bond Principal<br>Other  | \$<br>\$               | 200,000.00<br>91,335.00         |
|  | \$                     | 291,335.00                      |
| Capital Improvement Fund   |                        |                                 |
| Capital Outlay   | <u>\$</u>              | 750,000.00<br><b>750,000.00</b> |
|  | <del>-3</del> -        | 730,000.00                      |
| Capital Projects Fund Other Operations & Maintenance   |                        |                                 |
| Capital Outlay   | <u>\$</u>              | 800,000.00                      |
|  | \$                     | 800,000.00                      |
| Medical Self Insurance Fund  |                        |                                 |
| Medical Payments   | <u>\$</u><br><b>\$</b> | 2,240,000.00<br>2,240,000.00    |
| State of the state |                        |                                 |
| Fleet Maintenance Fund Employee Expense  | \$                     | 380,600.00                      |
| Other Expense  | \$                     | 750,800.00                      |
|  | \$                     | 1,131,400.00                    |
| Worker's Compensation Fund   | \$                     | 150,000,00                      |
|  | \$                     | 150,000.00<br>150,000.00        |
|  |                        |                                 |
| Total Appropriations 2022  | \$                     | 31,400,938.00                   |

| City of Parma H | leights |
|-----------------|---------|
|-----------------|---------|

2022

The following amounts will be transferred during the fiscal year beginning January 1, 2022 and ending December 31, 2022

| <u>From</u>  | <u>To</u>         | <u>Amount</u> |
|--------------|-------------------|---------------|
| EMS Fund     | General Fund      | 800,000.00    |
| General Fund | Parks Maintenance | 165,000.00    |
| General Fund | SCMR              | 1,320,000.00  |
| General Fund | Police Pension    | 550,000.00    |
| General Fund | Fire Pension      | 550,000.00    |

The following amounts will be advanced during the fiscal year beginning January 1, 2022 and ending December 31, 2022

| From         | Ιο            | <u>Amount</u> |
|--------------|---------------|---------------|
| General Fund | Senior Center | 155,000,00    |