

ORDINANCE NO. 2024 - 8

AN ORDINANCE REPEALING ORDINANCE NO. 2023 – 59, 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”, “F”, and “G”, and are made a part of this Ordinance and incorporated herein as though fully rewritten.

Section 2. Ordinance No. 2023 – 59 is repealed effective immediately.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; wherefore, this Ordinance shall be in full force and effective immediately after its passage by Council and approval by the Mayor.

PASSED: February 12, 2024

Thomas Rounds  
PRESIDENT OF COUNCIL

ATTEST: Barbara Allen  
CLERK OF COUNCIL

February 12, 2024  
APPROVED

FILED WITH  
THE MAYOR: February 12, 2024

Marie Gallo  
MAYOR MARIE GALLO

**EXHIBIT A TO ORDINANCE 2024-DRAFT**

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of Parma Heights, for a period commencing January 1, 2023~~4~~, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2023~~4~~ the compensation of the following classifications and positions within each classification of non-aligned City employees shall be as follows:

CLASSIFICATION	EFFECTIVE DATE	COMPENSATION BAND:	
		From	To
<b>FULL TIME:</b>			
Clerk of Council	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 35,350.00	\$ 56,000.00
Executive Assistant	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 38,170.00	\$ 58,478.00
Service Dept. Assistant	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 34,200.00	\$ 52,440.00
Accounting Clerk I	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 32,340.00	\$ 62,000.00
Receptionist	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 29,150.00	\$ 47,829.00
Legal Assistant/Paralegal	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 40,000.00	\$ 60,000.00
<b>PART-TIME (Hourly Rate):</b>			
Clerk of Council	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 20.00	\$ 30.00
Executive Assistant	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 18.25	\$ 26.10
Assistant	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 16.45	\$ 23.50
Accounting Clerk	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 14.50	\$ 20.75
Finance Assistant	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 20.00	\$ 35.00
Clerk of Commissions	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 20.00	\$ 30.00
<b>SENIOR CENTER:</b>			
Asst. Site Coordinator	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 25,000.00	\$ 50,000.00
Outreach Assistant	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 22,500.00	\$ 35,000.00
Office/Clerical (PT/Hrly)	<del>9/1/2023</del> <u>1/01/2024</u>	<del>\$ 10.10</del> <u>10.45</u>	\$ 18.00
Kitchen Aides (PT/Hrly)	<del>9/1/2023</del> <u>1/01/2024</u>	<del>\$ 10.10</del> <u>10.45</u>	\$ 18.00
Vehicle Drivers (PT/Hrly)	<del>9/1/2023</del> <u>1/01/2024</u>	<del>\$ 10.10</del> <u>10.45</u>	\$ 18.00
<b>OTHER SUPPORT STAFF:</b>			
Custodian-City Hall	<del>9/1/2023</del> <u>1/01/2024</u>	<del>\$ 10.10</del> <u>10.45</u>	\$ 20.00

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~~4~~, 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 2024-DRAFT**

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~~4~~, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2023~~4~~, the compensation of the following classifications and positions within each classification in the Recreation Department shall be as follows:

CLASSIFICATION	EFFECTIVE DATE	COMPENSATION BAND:	
		From	To
<b>FULL TIME:</b>			
Recreation Maint. Supervisor	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 41,100.00	\$ 58,720.00
Recreation Maint. Foreman	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 29,125.00	\$ 41,580.00
Recreation Dept. Secretary	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 26,000.00	\$ 37,145.00
<b>PART-TIME (Hourly Rate):</b>			
Pool Manager	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 20.00
Asst. Pool Manager	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 18.00
Pool Cashiers	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 16.00
Pool Lifeguards	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 16.00
Gatehouse Attendant	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 11.00
Pool Maintenance Crew	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 11.00
Recreation Instructors	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 14.00
Attendants - Various	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 12.00
Recreation Secretary	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 11.00	\$ 15.00
<b>BASEBALL/SOCCER/FOOTBALL</b>			
:			
<b>Rate per Season/Year -</b>			
Baseball Deputy Directors	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 1,750.00	\$ 2,500.00
Supervisor of Umpires	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 1,100.00	\$ 1,560.00
Asst. Supervisor of Umpires	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 910.00	\$ 1,300.00
Baseball League Directors	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 560.00	\$ 800.00
Statistician	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 350.00	\$ 475.00
Tennis Deputy Director	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 725.00	\$ 1,040.00
Golf Deputy Director	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 575.00	\$ 832.00
Basketball Deputy Director	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 575.00	\$ 832.00
Flag Football Deputy Director	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 600.00	\$ 910.00
Soccer Deputy Director(Yearly)	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 1,275.00	\$ 1,820.00
Soccer League Supervisor (Yearly)	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 520.00	\$ 740.00
<b>UMPIRES/REFEREES:</b>			
<b>Rates Per Game -</b>			
T-ball/Coach Pitch Umpire	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 10.90	\$ 15.60
Class E Plate Umpire	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 28.75	\$ 40.90
Umpires All Other Leagues	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 28.30

Flag Football Referees	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 15.60
Soccer Referees	<del>9/1/2023</del> <u>1/01/2024</u>	\$ <del>10.10</del> <u>10.45</u>	\$ 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~~3~~4, 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 2024-DRAFT**

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~~4~~, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2023~~4~~, the compensation of the following classifications and positions within each classification of non-aligned City employees shall be as follows:

CLASSIFICATION	EFFECTIVE DATE	COMPENSATION BAND:	
		From	To
Director of Public Service	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 65,072.00	\$ 106,904.00
Public Works Coordinator	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 50,000.00	\$ 72,500.00
Director of Finance	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 61,115.00	\$ 100,404.00
Assistant to Finance Director	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 50,000.00	\$ 89,000.00
Director of Law	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 45,000.00	\$ 89,086.00
Assistant Director of Law	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 25,000.00	\$ 67,396.00
Prosecutor	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 25,000.00	\$ 67,396.00
Mayor's Court Magistrate	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 25,000.00	\$ 62,577.00
Director of Human Resources	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 55,640.00	\$ 91,410.00
Director of Safety	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 24,500.00	\$ 64,449.00
Dir. of Recreation (Part-time)	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 20,000.00	\$ 51,750.00
Dir. of Recreation (Full-time)	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 53,100.00	\$ 87,249.00
Economic Development Coordinator	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 54,525.00	\$ 89,579.00
Senior Services Administrator	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 42,000.00	\$ 69,000.00
Special Assistant to the Mayor	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 50,000.00	\$ 70,000.00
Grant Writer	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 45,000.00	\$ 67,500.00
Clerk of Mayor's Court	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 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~~4~~, 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 2024-DRAFT**

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~~4~~, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2023~~4~~, 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 DATE	COMPENSATION BAND:	
		From	To
<b>FULL TIME:</b>			
Foreman	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 21.30	\$ 33.50
Serviceman Grade IV (Seasonal/ Temporary, Part-time)	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 11.00	\$ 18.00
<b>BUILDING DEPARTMENT:</b>			
Construction Consultant	<del>9/1/2023</del> <u>1/01/2024</u>		\$ 28,035.00
Building Inspectors	<del>9/1/2023</del> <u>1/01/2024</u>		\$ 385.00 per month (Plus \$20.00/Inspect.)
Property Maint. Inspectors	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 14.75	\$ 22.00
Property Maint. (Full Time)	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 29,325.00	\$ 41,870.00
City Engineer	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 30,000.00	\$ 30,000.00 (per contract)
Assistant City Engineer	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 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~~4~~, 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 2024-DRAFT**

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~~4~~, the compensation of the following classifications and positions within each classification of non-aligned City employees shall be as follows:

CLASSIFICATION	EFFECTIVE DATE	COMPENSATION BAND:	
		From	To
<b>FULL-TIME:</b>			
Chief of Police	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 85,000.00	\$ 130,000.00
Acting Chief of Police	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 85,000.00	\$ 130,000.00
Assistant Chief of Police	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 66,875.00	\$ 87,600.00
Police Chief's Assistant	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 34,950.00	\$ 60,000.00
Civilian Clerk/Case Manager	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 31,316.00	\$ 60,000.00
Custodian	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 29,125.00	\$ 41,582.00
<b>PART-TIME:</b>			
Civilian Clerk/Case Manager	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 15.30	\$ 23.00
Civilian Clerk/Receptionist	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 13.50	\$ 22.00
School Crossing Guards	<del>9/1/2023</del> <u>1/01/2024</u>	<del>\$ 10.10</del> <u>10.45</u>	\$ 12.75

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

Section 2. Effective January 1, 2023~~4~~, 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 2024-DRAFT**

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~~4~~, the compensation of the following classifications and positions within each classification of non-aligned City employees shall be as follows:

CLASSIFICATION	EFFECTIVE DATE	COMPENSATION BAND:	
		From	To
<b>FULL-TIME:</b>			
Fire Chief	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 90,000.00	\$ 130,000.00
Captain/Assistant Fire Chief	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 80,000.00	\$ 115,000.00
Fire Chief's Secretary	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 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~~4~~, 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 2024-DRAFT**

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, 20224 shall be considered the base rate:

<b>CLASSIFICATION</b>	<b>EFFECTIVE DATE</b>	<b>COMPENSATION</b>
Mayor	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 70,917.14
Council Member	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 11,598.06
President of Council	<del>9/1/2023</del> <u>1/01/2024</u>	\$ 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 in-term; 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.