

ORDINANCE NO. 2025 - 98

AN ORDINANCE ESTABLISHING COMPENSATION PAID TO VARIOUS EMPLOYEES OF THE CITY OF PARMA HEIGHTS, REPEALING ORDINANCE NO. 2025-3, AND DECLARING AN EMERGENCY, AS AMENDED

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, as amended", "D", "E", "F", and "G", and are made a part of this Ordinance and incorporated herein as though fully rewritten.

Section 2. Ordinance No. 2025-3 is repealed effective immediately.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: December 8, '25 Thomas Rouns
PRESIDENT OF COUNCIL

ATTEST: Barbara Allen December 8, 2025
CLERK OF COUNCIL APPROVED

FILED WITH
THE MAYOR: December 8, '25 M. Gallo
MAYOR MARIE GALLO

EXHIBIT A TO ORDINANCE 2025 - 98

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City of Parma Heights, for a period commencing January 1, 2025, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2025, 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
FULL TIME:			
Clerk of Council	01/01/2025	\$36,500.00	\$59,750.00
Executive Assistant	01/01/2025	\$38,170.00	\$58,478.00
Service Dept. Assistant	01/01/2025	\$34,200.00	\$52,440.00
Accountant	01/01/2025	\$32,340.00	\$62,000.00
Receptionist	01/01/2025	\$29,150.00	\$47,829.00
Legal Assistant/Paralegal	01/01/2025	\$45,000.00	\$65,000.00
PART-TIME (Hourly Rate):			
Clerk of Council	01/01/2025	\$20.00	\$30.00
Executive Assistant	01/01/2025	\$23.50	\$32.13
Accountant	01/01/2025	\$20.75	\$34.06
Clerk of Commissions	01/01/2025	\$20.00	\$30.00
SENIOR CENTER:			
Assistant to the Senior Center Administrator	01/01/2025	\$30,000.00	\$56,000.00
Office/Clerical (PT/Hrly)	01/01/2025	\$15.00	\$18.75
Kitchen Aides (PT/Hrly)	01/01/2025	\$15.00	\$18.25
Vehicle Drivers (PT/Hrly)	01/01/2025	\$15.00	\$19.00
Kitchen Manager (PT/Hrly)	01/01/2025	\$15.00	\$18.75
OTHER SUPPORT STAFF:			
Custodian-City Hall	01/01/2025	\$11.00	\$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, 2025, 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 2025 - 98

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, 2025, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2025, 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
FULL TIME:			
Recreation Maintenance Foreman	01/01/2025	\$29,125.00	\$41,580.00
Athletic & Fields Maintenance Coordinator	01/01/2025	\$40,000.00	\$50,700.00
PART-TIME (Hourly Rate):			
Pool Manager	01/01/2025	\$12.00	\$30.00
Asst. Pool Manager	01/01/2025	\$12.00	\$25.00
Pool Cashiers	01/01/2025	\$12.00	\$20.00
Pool Lifeguards	01/01/2025	\$12.00	\$25.00
Gatehouse Attendant	01/01/2025	\$12.00	\$20.00
Pool Maintenance Crew	01/01/2025	\$12.00	\$20.00
Recreation Instructors	01/01/2025	\$12.00	\$20.00
Attendants – Various	01/01/2025	\$12.00	\$20.00
Park Maintenance/Seasonal	01/01/2025	\$12.00	\$25.00
BASEBALL/SOCCER/FOOTBALL:			
Rate per season/year			
Statistician	01/01/2025	\$350.00	\$475.00
Soccer Deputy Director (Yearly)	01/01/2025	\$1,275.00	\$1,820.00
UMPIRES/REFEREES:			
Rates per game			
Coach Pitch Umpire	01/01/2025	\$25.00	\$25.00
Flag Football Referees	01/01/2025	\$25.00	\$25.00
Soccer Referees	01/01/2025	\$25.00	\$25.00

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, 2025, 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, AS AMENDED TO ORDINANCE 2025 - 98

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, 2025, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2025, 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	01/01/2025	\$70,000.00	\$103,000.00
Public Works Coordinator	01/01/2025	\$55,000.00	\$75,000.00
Director of Finance	01/01/2025	\$70,000.00	\$103,000.00
Assistant to the Finance Director	01/01/2025	\$60,000.00	\$91,670.00
Director of Law	01/01/2025	\$45,000.00	\$89,086.00
Assistant Director of Law	01/01/2025	\$25,000.00	\$67,396.00
Prosecutor	01/01/2025	\$25,000.00	\$67,396.00
Mayor's Court Magistrate	01/01/2025	\$25,000.00	\$62,577.00
Director of Human Resources	01/01/2025	\$52,000.00	\$91,410.00
Director of Safety	01/01/2025	\$24,500.00	\$64,449.00
Assistant Director of Recreation	01/01/2025	\$40,000.00	\$65,000.00
Director of Recreation	01/01/2025	\$53,100.00	\$87,249.00
Economic Development Coordinator	01/01/2025	\$54,525.00	\$89,579.00
Senior Services Administrator	01/01/2025	\$45,000.00	\$71,000.00
Special Assistant to the Mayor	01/01/2025	\$50,000.00	\$80,000.00
Grant Writer	01/01/2025	\$45,000.00	\$67,500.00
Clerk of Mayor's Court	01/01/2025	\$50,000.00	\$70,000.00

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, 2025, 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 2025 - 98

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, 2025, and continuing thereafter until enabling legislation is repealed.

Section 1. Effective January 1, 2025, 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
PART TIME:			
Service (Seasonal/Temp/ Part-Time)	01/01/2025	\$14.00	\$25.00
BUILDING DEPARTMENT:			
Construction Consultant	01/01/2025		\$28,035.00
Building Inspectors	01/01/2025		\$385.00 per month (plus \$20.00/inspection)
Property Maintenance Inspectors	01/01/2025	\$17.00	\$25.00
Property Maintenance Inspectors (Full-Time)	01/01/2025	\$29,325.00	\$41,870.00
City Engineer (per contract)	01/01/2025	\$32,200.00	\$32,200.00
Assistant City Engineer (per contract)	01/01/2025	\$16,100.00	\$16,100.00
Commercial Building Official	01/01/2025	\$35,000.00	\$65,000.00

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, 2025, 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 2025 - 98

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, 2025, 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
FULL TIME:			
Chief of Police	01/01/2025	\$130,000.00	\$158,000.00
Acting Chief of Police	01/01/2025	\$130,000.00	\$158,000.00
Executive Officer (non-aligned Captain)	01/01/2025	\$110,000.00	\$136,000.00
Assistant to the Police Chief	01/01/2025	\$60,000.00	\$66,000.00
Civilian Clerk/Case Manager	01/01/2025	\$49,920.00	\$55,000.00
PART-TIME (Hourly Rate):			
Civilian Clerk/Case Manager	01/01/2025	\$23.69	\$27.00
Civilian Clerk/Receptionist	01/01/2025	\$22.69	\$26.00
Custodian/Cleaner	01/01/2025	\$20.00	\$22.00
School Crossing Guards	01/01/2025	\$16.00	\$18.00

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

Section 2. Effective January 1, 2025, 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 2025 - 98

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, 2025, 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
FULL TIME:			
Fire Chief	01/01/2025	\$130,000.00	\$158,000.00
Captain/Assistant Fire Chief	01/01/2025	\$ 85,000.00	\$118,450.00
PART TIME:			
Assistant to Fire Chief	01/01/2025	\$27.90	\$30.90

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

Section 2. Effective January 1, 2025, 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 2025 - 98

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 employees during that time period from January 1, 2022, 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 DATE	COMPENSATION BAND:	
		From	To
Mayor	01/01/24		\$70,917.14
Council Member	01/01/24		\$11,598.06
President of Council	01/01/24		\$13,383.36

Section 2. Effective January 1, 2022, 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 Sections 2 and 4 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. 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, 2026 shall be considered the base rate, as approved by Council on May 28, 2024 and affirmed by Council on January 13, 2025:

CLASSIFICATION	EFFECTIVE DATE	COMPENSATION BAND:	
		From	To
Mayor	01/01/2026		\$92,192.00
Ward Council Member	01/01/2026		\$12,004.00
President of Council	01/01/2026		\$13,852.00
At-Large Council Member	01/01/2028		\$12,004.00

Section 5. 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 6. That Exhibit G to Ordinance No. 2025-3 passed by council on January 13, 2025 is hereby replaced and corrected by this Exhibit G upon the effective date of this legislation.

Section 7. 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.