

**AN ORDINANCE AMENDING ORDINANCE 59-2016 TO ADJUST THE
COMPENSATION OF VILLAGE EMPLOYEES FOR 2018, 2019, AND 2020,
AMENDING ORDINANCE 44-2016, THE EMPLOYEE WAGE POLICY, AND AMENDING
ORDINANCE 47-2015 CONCERNING EMPLOYEE HEALTHCARE COST SHARING**

WHEREAS, Brewster Village Council desires to amend Ordinance 59-2016 to modify the compensation of Village employees, and

WHEREAS, Brewster Village Council desires to amend Ordinance 44-2016 to better define the Village Employee Wage Policy contained therein, and

WHEREAS, the Employee Compensation Committee as outlined in Ordinance 44-2016 researched and reviewed employee compensation and provided Village Council with a recommendation prior to September 30, 2017, and

WHEREAS, working within the projected Budget of each Village department, the review and recommendations of the Employee Compensation Committee structured the employee wages in each Village department to position that department to retain and attract qualified personnel for the foreseeable future.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF BREWSTER, THAT:

SECTION 1: The following are the hourly wage for the employee positions for 2018, 2019, and 2020, **not including any applicable incentives or stipends** for the individual in that position:

Hourly Wage for Village Full Time Hourly Employees

Position	2018	2019	2020
Police Chief	\$ 24.13	\$ 25.62	\$ 27.11
Police Captain	\$ 22.27	\$ 23.69	\$ 25.14
Police Sergeant	\$ 21.62	\$ 22.78	\$ 23.94
Police Patrolman - Year Three	\$ 20.99	\$ 21.90	\$ 22.80
Police Patrolman - Year Two	\$ 19.74	\$ 20.59	\$ 21.44
Police Patrolman - Year One	\$ 17.93	\$ 18.70	\$ 19.46
Water Superintendent	\$ 22.51	\$ 22.96	\$ 23.42
Water Technician - New Hire	\$ 18.31	\$ 18.68	\$ 19.05
Water Technician - 2nd Year	\$ 19.06	\$ 19.44	\$ 19.83
Water Technician - 3 rd Year	\$ 20.48	\$ 20.89	\$ 21.52
Wastewater Superintendent	\$ 22.51	\$ 22.96	\$ 23.42
Wastewater Technician - New Hire	\$ 18.31	\$ 18.68	\$ 19.05
Wastewater Technician - 2nd Year	\$ 19.06	\$ 19.44	\$ 19.83
Wastewater Technician - 3 rd Year	\$ 20.48	\$ 20.89	\$ 21.52
Superintendent of Public Services	\$ 22.51	\$ 22.96	\$ 23.42
Street Technician - New Hire	\$ 18.31	\$ 18.68	\$ 19.05
Street Technician - 2nd Year	\$ 18.69	\$ 19.06	\$ 19.45
Street Technician - 3 rd Year	\$ 19.06	\$ 19.45	\$ 19.83
Paramedic - Full Time	\$ 18.91	\$ 19.29	\$ 19.67
Utility Clerk	\$ 15.12	\$ 15.42	\$ 15.73
Electric Superintendent	\$ 29.98	\$ 32.60	\$ 35.23
Lineman - Journeyman	\$ 28.06	\$ 30.05	\$ 32.03
Lineman Trainee Level IV	\$ 26.66	\$ 27.19	\$ 27.73
Lineman Trainee Level III	\$ 25.32	\$ 25.83	\$ 26.34
Lineman Trainee Level II	\$ 24.06	\$ 24.54	\$ 25.03
Lineman Trainee Level I	\$ 22.86	\$ 23.32	\$ 23.78
Electric Trainee	\$ 21.71	\$ 22.14	\$ 22.59

SECTION 2: The above positions in Section 1 are eligible to add compensation appropriate to achieving assignments, certifications, incentives, or licenses in accordance with the Village’s Job Assignment Compensation Policy, the Ohio EPA Certification Incentives Policy, and the Miscellaneous Incentives Policy, respectively, as adopted by Brewster Village Council.

SECTION 3:

Annual Wage for Salaried Employees

Position	2018	2019	2020
Village Administrator	\$ 64,920.96	\$ 66,219.38	\$ 67,543.77
Income Tax Administrator	\$ 9,644.51	\$ 9,837.40	\$ 10,034.15

SECTION 4:

Hourly Wage for Part Time Employees

Position	2018	2019	2020
Paramedic - Part Time	\$ 16.18	\$ 16.50	\$ 16.83
Payroll/Fiscal Clerk	\$ 13.31	\$ 13.58	\$ 13.85
Part Time Police Patrolman	\$ 16.35	\$ 16.68	\$ 17.01
Assistant Utilities Clerk - Part Time	\$ 13.31	\$ 13.58	\$ 13.85
Seasonal Worker	\$ 11.28	\$ 11.51	\$ 11.74
Water System Specialist	\$ 27.17	\$ 27.72	\$ 28.27

SECTION 5: Weekly Wage for Part Time Employees

Position	2018	2019	2020
Village Hall Custodian	\$ 49.09	\$ 50.07	\$ 51.08
Police Building Custodian	\$ 49.09	\$ 50.07	\$ 51.08

SECTION 6: Employee Compensation Committee

Annually, the Employee Compensation Committee consisting of the Village Clerk-Treasurer, the Village Administrator, the Chair of Brewster Council’s Finance Committee, and the Mayor will review any pending or proposed compensation of the Village Full Time and Part Time employees for the following Year’s Budget in each department. The Employee Compensation Committee will begin their review no later than May 15th each year and shall provide Brewster Council with a recommendation no later than September 30th each year.

SECTION 7: Annual Budget Considered by Brewster Village Council

Village Council shall review the Employee Compensation Committee’s recommendations, and shall adopt or modify those recommendations for each Village department and employee position for the following year’s Budget in each Village department.

SECTION 8: Wage Modifications Contingent on Performance Evaluations

All pay increases outlined in this legislation shall be based on a satisfactory or higher performance evaluation. Employee who have been evaluated satisfactory or higher shall receive an increase in accordance with this legislation. An employee that receives an evaluation of less than satisfactory shall not receive any increase in compensation or any applicable longevity increase. Job Assignment Compensation, OEPA Certification Incentives, and Miscellaneous Incentives shall be awarded in accordance with the applicable policies regardless of evaluation.

An employee who receives an evaluation of less than satisfactory may be evaluated no sooner than ninety (90) days and no later than one hundred and eighty (180) days following the initial less than satisfactory evaluation. If the employee’s performance during that period has improved to satisfactory or higher, the applicable increase(s) in compensation shall be implemented on the first payroll following. If the employee’s performance during that period has not improved to satisfactory or higher, the employee will not be eligible to receive an increase until their next regular evaluation, provided that the evaluation is to satisfactory or higher.

SECTION 9: Ordinance 47-2015 Section 6 shall be amended to read:

Any Full Time employee that participates in the Village’s medical and health insurance plan, vision care plan, and dental care plan shall be subject to a cost sharing allocation of the total premium for such employee’s coverage in the following manner:

- Effective on January 1, 2018 the employee’s share shall be 13%
- Effective on January 1, 2019 the employee’s share shall be 14%
- Effective on January 1, 2020 the employee’s share shall be 15%

The employee’s share shall be paid by payroll deduction on the first and second payday of each month.

SECTION 10: Conflicts

The above replaces any previous version of this legislation and supersedes any current legislation which may be in conflict with this legislation.

SECTION 11: Effective Date –

This ordinance will set the Village Employee wages for 2018 and shall be effective on January 1, 2018. The Employee Wages for 2019 and 2020 shall be reviewed in accordance with Section 6 above and shall be effective as listed in this legislation on January 1st in 2019 and 2020, respectively, unless modified by Village Council prior to those effective dates.

Mayor Michael E. Schwab

ATTEST:

Village Clerk Treasurer K. Kris King

CERTIFICATE

I, K. Kris King, hereby certify that the above is a true copy of an ordinance passed at a regular meeting of the Brewster Village Council held on December 4, 2017

Clerk K. Kris King

I, K. Kris King, Clerk of the Council of the Village of Brewster, State of Ohio, do hereby certify that there is no newspaper printed in said municipality and that publication of the foregoing ordinance was duly made by posting true copies thereof at five of the most public places in said corporation as determined by Council as follows: Office of Brewster Utilities, Belloni’s IGA, Brewster Federal Credit Union, Post Office and Brewster Laundromat.

Clerk K. Kris King