

**ORDINANCE 2024-06**

**AN ORDINANCE SETTING BASE COMPENSATION RANGES FOR EMPLOYMENT POSITIONS AT THE VILLAGE OF HIRAM, REPEALING ORDINANCE 2022-14 AND OTHER INCONSISTENT ORDINANCES OR PARTS OF ORDINANCES AND DECLARING AN EMERGENCY.**

**WHEREAS**, the Council of the Village of Hiram has determined to establish compensation ranges for the use of Department Heads and other officials of the Village when performing annual employee evaluations and making recommendations to the Village Council as to the amount of appropriate annual raises for Village employees.

**BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF HIRAM, OHIO**, two thirds or more of the members thereto concurring, that:

**SECTION 1:** (A) Effective March 12, 2024, per annum base compensation ranges for the following positions shall be:

Village Administrator (full-time)	35,000 to 70,000	
Village Administrator (part-time)	20,000 to 30,000 (may be salary or hourly)	
Assistant Village Administrator (full-time)	27,000 to <del>60,000</del>	
Service Department Operator	27,000 to 45,000	
Full-time Laborer	25,000 to 35,000	
Fire Chief	20,000 to 35,000	
Assistant Fire Chief	15,000 to 25,000	
2 <sup>nd</sup> Assistant Fire Chief	\$19.00 to \$28.00 per hour	
Chief of Police	35,000 to 70,000	
Sergeant of Police	35,000 to 50,000	
Police Patrol Officer (full-time)	30,000 to 50,000	
Police Patrol Officer (part-time)	\$12.00 to \$19.00 per hour	
Police Reserve Officer (part-time)	\$10.01 to \$12.00 per hour	
Fiscal Officer	35,000 to 70,000	
Assistant Fiscal Officer	20,000 to 46,000	
Assistant Director of Utilities	35,000 to 65,000	
Water/Wastewater Lab Tech/Operator	35,000 to 65,000	
Utility Lab Technician/Operator	30,000 to 45,000	
Utility Operator	25,000 to 35,000	
Part-time licensed Operator	\$15.00 to \$30.00 per hour	
Zoning Inspector	1,500 to 6,500	
Laborer, part-time	Negotiable, minimum	State of Ohio minimum wage
Office worker, part-time	Negotiable, minimum	State of Ohio minimum wage
Utility operator, part-time	Negotiable, minimum	State of Ohio minimum wage
Administrative Assistance-Part-time	11,000 to 15,000	(may be salary or hourly)

(B) Effective March 12, 2024, the base pay rates per hour for firefighters and EMT's shall be:

FF2/Medic	\$16.00 to \$24.00 per hour
FF1/Medic	\$15.50 to \$23.50 per hour
Medic	\$15.00 to \$17.00 per hour
FF2/Intermediate	\$15.00 to \$20.00 per hour
FF1/Intermediate	\$15.00 to \$19.00 per hour
Intermediate	\$14.00 to \$17.00 per hour
FF2/Basic	\$15.00 to \$22.00 per hour
FF1/Basic	\$15.00 to \$21.50 per hour
FF, Basic or no training	\$13.00 to \$14.00 per hour

Officers will be paid the additional to their hourly rate per hour:

- Captain \$1.00
- Lieutenant \$.75

Additional hourly pay based on performance review:

- Instructor extra \$.50/hour
- Inspector extra \$.50/hour
- Acting Lieutenant \$.50/Hour

In the event the above base rates will result in payment to any employee in an amount which is less than the Federal or State minimum wage for any pay period (defined as a set or regular period not less than 7 days nor more than 28 days or as otherwise defined by the Fair Labor Standards Act 29 U.S.C.A. Sections 201 et seq.) then, in that event, that employee shall be paid the Federal or State minimum wage for the actual hours worked.

**SECTION 2:** Ordinance 2022-14 and other ordinances inconsistent herewith are hereby repealed.

**SECTION 3:** It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Revised Code of the State of Ohio.

**SECTION 4:** The Village Council finds that this Ordinance is declared to be an emergency measure, effective immediately upon its passage in order to promote the health, safety and general welfare of the Village.

PASSED IN COUNCIL as an emergency: March 12, 2024

  
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Mayor Anne Hayman

ATTEST:

  
Fiscal Officer Susan J. Skrovan-DeYoung

Approved as to Form:

  
Village Solicitor Jennifer Kangas Berendt

SUSAN DEYOUNG Fiscal Officer of the  
Village of Hiram, Ohio, hereby certify that  
the foregoing ~~Resolution or Ordinance~~  
No. 2024-06 has been duly posted in the  
required 5 places.

3/13/2024   
Date Fiscal Officer, Village of Hiram