

**ORDINANCE NO. 760-03-2020**

**AN ORDINANCE SETTING PAYROLL STEPS  
FOR THE VILLAGE POLICE DEPARTMENT  
AND NOT DECLARING AN EMERGENCY**

WHEREAS, the Village of Roaming Shores desires to provide automatic step increases to its full time police officers,

THEREFORE, BE IT ORDAINED by the Council of the Village of Roaming Shores

**SECTION 1.** Effective June 1, 2020, a new or existing fulltime Village police officer or sergeant shall be paid as follows, with subsequent increases on the anniversary of his/her hire:

	Police Officer	Sergeant
Step/Year 1	\$17.50 - \$36,400	\$19.42 - \$40,393
Step/Year 2	\$18.50 - \$38,480	\$20.54 - \$42,723
Step/Year 3	\$19.50 - \$40,560	\$21.66 - \$45,052
Step/Year 4	\$20.50 - \$42,640	\$22.78 - \$47,382
Step/Year 5	\$21.50 - \$44,720	\$23.90 - \$49,712

**SECTION 2.** Each step shall take effect on the anniversary of the new hire in full time status. Upon passage of this ordinance, existing full time officers shall be advanced to that step as if the step system was in place at the time of his/her hire but shall receive no retroactive pay.

**SECTION 3.** A new full time Village police officer or sergeant with at least three years as a full time police officer in another jurisdiction, immediately preceding the Village hire, shall begin at Step 2 and advance annually on his or her hiring anniversary.

**SECTION 4.** A new full time Village police officer or sergeant with at least five years as a full time police officer in another jurisdiction, immediately preceding the Village hire, shall begin at Step 3 and advance annually on his or her hiring anniversary.

**SECTION 5.** A new full time Village police officer or sergeant with at least 6 years as a full time police officer in another jurisdiction, immediately preceding the Village hire, shall begin at Step 4 and advance annually on his or her hiring anniversary.

**SECTION 6.** Upon the recommendation of the Police Chief and approval of the Mayor and  $\frac{3}{4}$  vote of council, a new fulltime police officer may be placed in a step that is one-step higher or one step lower than his step-qualification considering the following factors:

- a) length of service
- b) location and responsibilities of prior employment
- c) training and education
- d) work record, particularly commendations and disciplinary record.
- e) any other consideration reflecting the desirability of the new hire and justifying the placing of an officer into a higher or lower step

**SECTION 7.** Upon completing step 5, regardless of years of service with the Village, a full time police officer or sergeant shall qualify for longevity pay beginning on the first January 1<sup>st</sup> following his/her completion of Step 5.

Year 1	\$520	(\$.25/hr.) and an additional \$.05 per hour on subsequent anniversaries as follows:
Year 2	\$624	(\$.30/hr.)
Year 3	\$728	(\$.35/hr.)
Year 4	\$832	(\$.40/hr.)
Year 5	\$936	(\$.45/hr.)
Year 6	\$1040	(\$.50/hr.)
Year 7	\$1144	(\$.55/hr.)
Year 8	\$1248	(\$.60/hr.)
Year 9	\$1352	(\$.65/hr.)
Year 10	\$1456	(\$.70/hr.)
Year 11	\$1560	(\$.75/hr.)
Year 12	\$1644	(\$.80/hr.)
Year 13	\$1768	(\$.85/hr.)
Year 14	\$1872	(\$.90/hr.)
Year 15	\$1976	(\$.95/hr.)
Year 16 +	\$2080	(\$1.00/hr.)

**SECTION 8.** Longevity compensation shall be paid in a lump sum to qualifying full time officers, on a pro rata basis, the last pay period in December of each year and shall not include any time serving under Step 5.

**SECTION 9** That it is hereby found and determined 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 that all deliberations of this Council or any of its committees that resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

**SECTION 10.** That this Ordinance is not declared to be an emergency measure in the interests of public peace, health and safety, and shall take effect thirty (30) days after passage.

Passed this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
Jennie D'Amicone, Mayor

ATTEST:

\_\_\_\_\_  
Leeann Mosses, Clerk/Treasurer

\_\_\_\_\_  
Kyle B. Smith, Solicitor

I hereby certify that a summary of the foregoing ordinance was published twice in the Ashtabula Gazette on the following dates, \_\_\_\_\_ and \_\_\_\_\_ 2020

\_\_\_\_\_  
Village Clerk/Treasurer