

**ORDINANCE NO. 2022-58**

**AN ORDINANCE AUTHORIZING COMPENSATION, SALARIES AND WAGES TO EMPLOYEES OF THE CITY OF ASHTABULA AND THE ASHTABULA CITY HEALTH DISTRICT**

**WHEREAS**, the daily operations of the City Manager’s Department and the public’s peace, health and safety require the enactment of this ordinance; and

**WHEREAS**, it is necessary for this Council and these Public Officers to adopt legislation to provide for the compensation, salaries and wages to all employees of the City of Ashtabula and the Ashtabula City Health District; and through separate legislation provide for the same for the Municipal Court and Probation Divisions;

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the City of Ashtabula, Ohio:

**SECTION 1.** That all employees of the City of Ashtabula, Ohio and the Ashtabula City Health District shall receive the following compensation, wages and salaries effective April 18, 2022 (note: all amounts are in dollars unless otherwise indicated):


**See Exhibit “A”**

**SECTION 2.** It is hereby found and determined that all formal actions of this Council concerning and related to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its Committees that resulted in such formal action were in meetings open to the public in compliance with the requirements of Section 10 of the Municipal Charter of the City of Ashtabula, Ohio, and of R. C. Section 121.22.

**SECTION 3.**

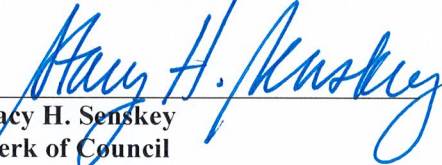
For the reasons stated in the preamble, this ordinance, if approved by the votes of five (5) or more members of Council, shall take effect immediately, otherwise 30 days thereafter.


PASSED: April 18, 2022

  
**John S. Roskovics**  
President of Council

**Vote:**

	Yea	Nay
Roskovics:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Speelman:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Foglio:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Crawford:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Holman:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mills:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Haines:	<u>absent</u>	<input type="checkbox"/>

ATTEST:   
**Stacy H. Senskey**  
Clerk of Council

APPROVED:   
**James M. Timonere**  
City Manager

Approved as to form and correctness this 18 day of April, 2022.

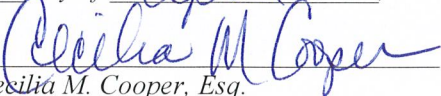
  
**Cecilia M. Cooper, Esq.**  
Ashtabula City Solicitor

Exhibit A

**A. DIVISION OF PUBLIC WORKS AND DIVISION OF SANITATION**

	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Laborer without CDL	\$ 17.96	\$ 18.41	\$ 18.87	\$ 19.34	\$ 20.11
Laborer, CDL	\$ 18.96	\$ 19.43	\$ 19.92	\$ 20.42	\$ 21.23
Laborer Sanitation, CDL	\$ 18.96	\$ 19.43	\$ 19.92	\$ 20.42	\$ 21.23
Garage Attendant / Light Equipment	\$ 19.27	\$ 19.75	\$ 20.25	\$ 20.75	\$ 21.58
Heavy Equipment Operator (Class A)	\$ 20.66	\$ 21.18	\$ 21.71	\$ 22.25	\$ 23.14
Heavy Equipment Operator (Class A) Sanitation Semi	\$ 20.98	\$ 21.50	\$ 22.04	\$ 22.59	\$ 23.50
Heavy Equipment Operator (Class B)	\$ 20.31	\$ 20.82	\$ 21.34	\$ 21.87	\$ 22.75
Light Equipment Operator	\$ 19.27	\$ 19.75	\$ 20.25	\$ 20.75	\$ 21.58
Sweeper Operator	\$ 20.31	\$ 20.82	\$ 21.34	\$ 21.87	\$ 22.75
Auto Mechanic	\$ 20.74	\$ 21.26	\$ 21.79	\$ 22.33	\$ 23.23
Labor Foreman	\$ 24.20				
Sanitation Foreman	\$ 24.20				
Auto Mechanic / Foreman	\$ 24.20				
Office Attendant/Light Equipment Operator	\$ 19.27	\$ 19.75	\$ 20.25	\$ 20.75	\$ 21.58
Administrative Assistant	\$ 21.37	\$ 21.90	\$ 22.45	\$ 23.01	\$ 23.93
General Foreman / Public Works	\$ 23.94				
Superintendent / Public Services	\$ 74,918.40 /yr.				

**B. DIVISION OF WASTEWATER TREATMENT**

	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Operator I (Without Certification)	\$ 18.91	\$ 19.38	\$ 19.87	\$ 20.36	\$ 21.18
Operator I (Class I Certification)	\$ 20.49	\$ 21.00	\$ 21.53	\$ 22.07	\$ 22.95
Operator II (Class II Certification)	\$ 20.60	\$ 21.12	\$ 21.64	\$ 22.18	\$ 23.07
Operator II (Class II Certification) From Lab	\$ 21.73	\$ 22.27	\$ 22.83	\$ 23.40	\$ 24.34
Laboratory Technician I (Without Certification)	\$ 19.45	\$ 19.94	\$ 20.43	\$ 20.95	\$ 21.78
Laboratory Technician I (Class I Certification)	\$ 21.17	\$ 21.70	\$ 22.24	\$ 22.80	\$ 23.71
Laboratory Technician II (Class II Certification)	\$ 21.73	\$ 22.27	\$ 22.83	\$ 23.40	\$ 24.34
Chemist Level I	\$ 22.63	\$ 23.20	\$ 23.78	\$ 24.37	\$ 25.34
Chemist Level II	\$ 24.88	\$ 25.50	\$ 26.14	\$ 26.79	\$ 27.86
Chemist Level III	\$ 27.13	\$ 27.81	\$ 28.50	\$ 29.22	\$ 30.38
Maintenance Mechanic Helper	\$ 19.42	\$ 19.91	\$ 20.40	\$ 20.91	\$ 21.75
Maintenance Mechanic	\$ 20.74	\$ 21.26	\$ 21.79	\$ 22.33	\$ 23.23
Maintenance Foreman (No Steps)	\$ 24.20				
Assistant Director / Pretreatment Program (Class III Certification)	\$ 21.73	\$ 22.27	\$ 22.83	\$ 23.40	\$ 24.34
Solids Operator (Without Certification)	\$ 19.27	\$ 19.75	\$ 20.25	\$ 20.75	\$ 21.58
Solids Operator (Class I Certification)	\$ 20.49	\$ 21.00	\$ 21.53	\$ 22.07	\$ 22.95
Solids Operator (Class II Certification)	\$ 21.73	\$ 22.27	\$ 22.83	\$ 23.40	\$ 24.34
Maintenance Electrician	\$ 20.74	\$ 21.26	\$ 21.79	\$ 22.33	\$ 23.23
Heavy Equipment Operator (Class B)	\$ 20.31	\$ 20.82	\$ 21.34	\$ 21.87	\$ 22.75
Laborer	\$ 18.96	\$ 19.43	\$ 19.92	\$ 20.42	\$ 21.23
Light Equipment Operator	\$ 19.27	\$ 19.75	\$ 20.25	\$ 20.75	\$ 21.58
Superintendent (Class III Certification) - Salary Position	\$ 57,503.06 /yr.				
Superintendent (Class IV Certification) - Salary Position	\$ 83,543.01 /yr.				
Superintendent (Class IV Certification) w/ Bachelor's Degree in Civil, Environmental or Chemical Engineering - Salary Position	\$ 86,562.19 /yr.				
Assistant Superintendent / Director Pretreatment & Water Pollution Program - Salary Position	\$ 79,000.00 /yr.				
Assistant Superintendent w / Engineering Degree - Salary Position	\$ 67,392.63 /yr.				

Exhibit A

**B. DIVISION OF WASTEWATER TREATMENT (Continued)**

Assistant Superintendent (Class III Certification & Engineering Degree - Salary Position)	\$ 70,200.66 /yr.
Assistant Superintendent (Class IV Certification & Engineering Degree - Salary Position)	\$ 73,008.68 /yr.
Director-Pretreatment & Water Pollution Program - Class III Certification	\$ 28.14 /hr.
Lead Operator (Class III Certification) No Steps	\$ 25.05 /hr.

**C. DIVISION OF PARKS, RECREATION & FORESTRY**

	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Tree Trimmer & Operator (Grade 1)	\$ 20.31	\$ 20.82	\$ 21.34	\$ 21.87	\$ 22.75
Tree Trimmer & Operator (Grade 2)	\$ 19.90	\$ 20.40	\$ 20.91	\$ 21.43	\$ 22.29
Tree Trimmer & Operator (Grade 3)	\$ 18.69	\$ 19.16	\$ 19.64	\$ 20.13	\$ 20.93
Tree Trimmer & Foreman	\$ 24.20				
Recreation Maintenance (Grade 1)	\$ 19.45	\$ 19.94	\$ 20.43	\$ 20.95	\$ 21.78
Recreation Maintenance (Grade 2)	\$ 19.27	\$ 19.75	\$ 20.25	\$ 20.75	\$ 21.58
Recreation Maintenance (Grade 3)	\$ 18.69	\$ 19.16	\$ 19.64	\$ 20.13	\$ 20.93
Light Equipment Operator	\$ 19.27	\$ 19.75	\$ 20.25	\$ 20.75	\$ 21.58
Laborer	\$ 18.96	\$ 19.43	\$ 19.92	\$ 20.42	\$ 21.23
Part-Time Director of Recreation (20 hrs. / Week - no benefits)	\$ 16.97				
Concession Stand Manager	State minimum wage + 1%				
Concession Stand Worker	State minimum wage + 1%				
Lifeguard	State minimum wage + 1%				

**D. DIVISION OF TRAFFIC**

	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Laborer	\$ 18.96	\$ 19.43	\$ 19.92	\$ 20.42	\$ 21.23
Traffic Maintenance Operator (Grade 1)	\$ 20.31	\$ 20.82	\$ 21.34	\$ 21.87	\$ 22.75
Traffic Maintenance Operator (Grade 2)	\$ 19.45	\$ 19.94	\$ 20.43	\$ 20.95	\$ 21.78
Traffic Maintenance Operator (Grade 3)	\$ 18.69	\$ 19.16	\$ 19.64	\$ 20.13	\$ 20.93
Traffic Foreman	\$ 24.20				
Supervisor	\$ 25.16				

**E. DIVISION OF PLANNING & COMMUNITY DEVELOPMENT**

	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Assistant Director	\$ 27.90				
Project Administrator	\$ 22.85	\$ 23.42	\$ 24.01	\$ 24.61	\$ 25.59
Housing Inspector (Step 1)	\$ 21.64	\$ 22.18	\$ 22.74	\$ 23.30	\$ 24.24
Housing Inspector (Step 2)	\$ 22.66	\$ 23.23	\$ 23.81	\$ 24.40	\$ 25.38
Planner Grantsman	\$ 21.89	\$ 22.44	\$ 23.00	\$ 23.57	\$ 24.52
Building Inspector	\$ 22.38	\$ 22.94	\$ 23.51	\$ 24.10	\$ 25.06
Housing Inspector/Engineering Technician	\$ 23.32	\$ 23.90	\$ 24.50	\$ 25.11	\$ 26.12
Engineering Inspector	\$ 18.69	\$ 19.16	\$ 19.64	\$ 20.13	\$ 20.93
Engineering Technician	\$ 20.87	\$ 21.39	\$ 21.93	\$ 22.47	\$ 23.37
Senior Engineering Aide	\$ 18.69	\$ 19.16	\$ 19.64	\$ 20.13	\$ 20.93
Senior Civil Engineer	\$ 22.68	\$ 23.25	\$ 23.83	\$ 24.42	\$ 25.40
Civil Engineer	\$ 22.38	\$ 22.94	\$ 23.51	\$ 24.10	\$ 25.06
Executive Secretary	\$ 19.32	\$ 19.80	\$ 20.30	\$ 20.81	\$ 21.64
Commissioner of Buildings	\$ 23.31	\$ 23.89	\$ 24.49	\$ 25.10	\$ 26.11
Administrative Assistant	\$ 21.37	\$ 21.90	\$ 22.45	\$ 23.01	\$ 23.93
Animal Control Officer (Part-Time)	\$ 18.00	\$ 18.45	\$ 18.91	\$ 19.38	\$ 20.16
Animal Control / Code Enforcement Officer	\$ 20.04	\$ 20.54	\$ 21.05	\$ 21.58	\$ 22.44

Exhibit A

**E. DIVISION OF PLANNING & COMMUNITY DEVELOPMENT (continued)**

Supervisor & Senior Civil Engineer	\$	27.58	/hr.
Director - (Salary Position)	\$	66,606.03	/yr.
City Engineer (Salary position)	\$	66,439.07	/yr.

**F. DIVISION OF LANDS AND BUILDINGS**

	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Building Foreman	\$	24.20			
Building Maintenance Person I	\$	19.27	\$ 19.75	\$ 20.25	\$ 20.75 \$ 21.58
Building Maintenance Person II	\$	20.31	\$ 20.82	\$ 21.34	\$ 21.87 \$ 22.75
Janitor	\$	18.78	\$ 19.25	\$ 19.73	\$ 20.22 \$ 21.03

**G. DIVISION OF FINANCE**

	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Accountant	\$	21.37	\$ 21.90	\$ 22.45	\$ 23.01 \$ 23.93
Payroll & Human Resources Specialist	\$	21.37	\$ 21.90	\$ 22.45	\$ 23.01 \$ 23.93
Accountant (Part-Time)	\$	18.96	\$ 19.43	\$ 19.92	\$ 20.42 \$ 21.23
Accounting Assistant	\$	21.37	\$ 21.90	\$ 22.45	\$ 23.01 \$ 23.93
Income Tax Specialist	\$	21.97	\$ 22.52	\$ 23.08	\$ 23.66 \$ 24.61
Finance Clerk, Grade 1 (Full or Part-Time)	\$	16.68	\$ 17.10	\$ 17.52	\$ 17.96 \$ 18.68
Finance Clerk, Grade 2 (Full or Part-Time)	\$	16.78	\$ 17.20	\$ 17.63	\$ 18.07 \$ 18.79
Finance Clerk, Grade 3 (Full or Part-Time)	\$	16.87	\$ 17.29	\$ 17.72	\$ 18.17 \$ 18.89
Finance Clerk, Grade 4 (Full or Part-Time)	\$	16.97	\$ 17.39	\$ 17.83	\$ 18.27 \$ 19.01
Finance Clerk, Grade 5 (Full or Part-Time)	\$	17.09	\$ 17.52	\$ 17.96	\$ 18.40 \$ 19.14
Assistant Finance Director (Salary Position)	\$	60,000.00	/yr.		
Human Resources & Payroll Administrator (Salary Position)	\$	49,680.06	/yr.		

**H. HEALTH DEPARTMENT**

	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Registrar / Administrative Assistant	\$	21.37	\$ 21.90	\$ 22.45	\$ 23.01 \$ 23.93
Registrar/Clerk	\$	19.59	\$ 20.08	\$ 20.58	\$ 21.10 \$ 21.94
Health Commissioner (Full-time on a temporary basis for COVID-19 Pandemic Response)	\$	33.83	/hr.		
Public Health Nursing Director (Full-time on a temporary basis for COVID-19 Pandemic Response)	\$	28.05	/hr.		
Public Health Nursing Director (Part-time, no benefits)	\$	28.05	/hr.		
Environmental Health Director	\$	28.05	/hr.		
Nurse (Part-Time)	\$	19.66	/hr.		
Clerical Assistant	\$	11.75	/hr.		
Public Health Support Specialist (Part-Time, temporary)	\$	15.00	/hr.		
Public Health Support Specialist II (Full-Time, temporary)	\$	15.00	/hr.		

Exhibit A

**I. ADMINISTRATION**

City Manager	\$ 80,737.52 /yr.	(as of 12-01-11)
	\$ 84,774.40 /yr.	(effective 12-01-19)
	\$ 86,046.01 /yr.	(effective 12-01-20)
	\$ 87,336.70 /yr.	(effective 12-01-21)
	\$ 88,646.75 /yr.	(effective 12-01-22)
Executive Assistant to the City Manager	\$ 28.00 /hr.	
Executive Secretary (Grade 1)	\$ 23.93 /hr.	
Executive Secretary (Grade 2)	\$ 19.94 /hr.	
Executive Secretary (Grade 3)	\$ 18.76 /hr.	
Executive Secretary (Grade 4)	\$ 12.95 /hr.	
City Solicitor	\$ 77,167.10 /yr.	(as of 12-01-11)
	\$ 81,025.46 /yr.	(effective 12-01-19)
	\$ 82,240.84 /yr.	(effective 12-01-20)
	\$ 83,474.45 /yr.	(effective 12-01-21)
	\$ 84,726.57 /yr.	(effective 12-01-22)
Assistant City Solicitor I (Salary Position)	\$ 71,095.15 /yr.	
Assistant City Solicitor II (Salary Position)	\$ 54,282.91 /yr.	
Part-time Clerical Assistant to the Solicitor (20 hours per week w/pro-rated benefits, excluding health & life insurances)	\$ 12.70 /hr.	
Director of Finance (Salary Position)	\$ 76,587.00 /yr.	(retroactive to 10-01-2021)
Clerk of Council, Certified (Salary Position)	\$ 53,690.00 /yr.	
Clerk of Council (Salary Position)	\$ 46,690.00 /yr.	
<b>J. MISCELLANEOUS</b>		
Fair Housing Board Secretary	\$ 4,679.04 /yr.	
Legal Intern	\$ 10.72 /hr.	
Temporary Employee (Exact hourly rate determined by appointing authority)	State Minimum Wage to 12.70 / hour	
Temporary Employee working in the bargaining unit	Maximum \$15.00/hr. (Exact rate determined by	

Exhibit A

**K. DIVISION OF FIRE**

Fire Chief (Salary Position)      \$            88,000.00 /yr.

<b>Classification</b>	<b>Years</b>	<b>Base Salary</b>
PROB Firefighter	<1	\$ 51,850.00 /yr.
Step 1	1	\$ 56,173.00 /yr.
Step 2	2-5	\$ 57,700.00 /yr.
Step 3	6-11	\$ 61,621.00 /yr.
Step 4	12+	\$ 67,555.00 /yr.
Engineer Step 1	Engineer Rank (0-4)	\$ 62,600.00 /yr.
Engineer Step 2	Engineer Rank (5+)	\$ 68,863.00 /yr.
Lieutenant		\$ 72,900.00 /yr.
Captain		\$ 77,413.00 /yr.
Fire Marshal		\$ 77,413.00 /yr.

Beginning the first full pay in January, 2022, and each year thereafter, employees certified as a Paramedic shall receive an incentive of \$1500 added to their base salary pay.

Beginning the first full pay in January, 2022, and each year thereafter, employees certified as a Hazardous Materials Technician shall receive an incentive of \$500 added to their base salary pay.

Exhibit A

**L. CLERICAL**

**Full-Time**

	<b>Entrance</b>	<b>1 yr</b>	<b>2-5 yr</b>	<b>6-10 yr</b>	<b>11+</b>
<b>GRADE</b>		Step 1	Step 2	Step 3	Step 4
1	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.74
2	\$ 17.02	\$ 17.45	\$ 17.88	\$ 18.33	\$ 19.06
3	\$ 17.26	\$ 17.69	\$ 18.13	\$ 18.59	\$ 19.33
4	\$ 17.56	\$ 18.00	\$ 18.45	\$ 18.91	\$ 19.67
5	\$ 17.87	\$ 18.32	\$ 18.77	\$ 19.24	\$ 20.01
6	\$ 18.15	\$ 18.60	\$ 19.07	\$ 19.55	\$ 20.33
7	\$ 18.48	\$ 18.94	\$ 19.42	\$ 19.90	\$ 20.70
8	\$ 18.81	\$ 19.28	\$ 19.76	\$ 20.26	\$ 21.07
9	\$ 19.21	\$ 19.69	\$ 20.18	\$ 20.69	\$ 21.51
10	\$ 19.57	\$ 20.06	\$ 20.56	\$ 21.07	\$ 21.92

	<b>Entrance</b>	<b>1 yr</b>	<b>2-5 yr</b>	<b>6-10 yr</b>	<b>11+</b>
		Step 1	Step 2	Step 3	Step 4
Administrative Assistant	\$ 21.37	\$ 21.90	\$ 22.45	\$ 23.01	\$ 23.93
Clerical / Secretarial Floater	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 19.21
Clerk / Typist, Part-Time	\$ 13.70	\$ 14.04	\$ 14.39	\$ 14.75	\$ 15.34

Exhibit A

**M. DIVISION OF POLICE**

	<b>Entrance</b>	<b>1 yr Step 1</b>	<b>2-5 yr Step 2</b>	<b>6-10 yr Step 3</b>	<b>11+ Step 4</b>
Administrative Assistant	\$ 21.37	\$ 21.90	\$ 22.45	\$ 23.01	\$ 23.93
Police Computer Records Clerk	\$ 19.59	\$ 20.08	\$ 20.58	\$ 21.10	\$ 21.94
Police Legal Reporter	\$ 19.59	\$ 20.08	\$ 20.58	\$ 21.10	\$ 21.94
	<b>Entrance Probation</b>	<b>1 yr Step 1</b>	<b>2-5 yr Step 2</b>	<b>6-10 yr Step 3</b>	<b>11+ yr Step 4</b>
Dispatcher	\$ 17.91	\$ 18.80	\$ 19.74	\$ 20.73	\$ 21.77
Police Officer in Training	\$ 10.72				
	<b>Entrance Probation</b>	<b>1 yr Step 1</b>	<b>2-5 yr Step 2</b>	<b>6-10 yr Step 3</b>	<b>11+ yr Step 4</b>
Patrolman	\$ 23.08	\$ 24.46	\$ 25.93	\$ 27.48	\$ 29.13
	<b>Entrance</b>	<b>2-5 yr</b>	<b>6+</b>	<b>(Years as Lt.)</b>	
Lieutenant	\$ 29.33	\$ 32.26	\$ 33.87		
Non-Probationary Captain	\$ 34.88				
Dispatcher / Corrections (Part-Time - Grade 1)	\$ 11.49				
Dispatcher / Corrections (Part-Time - Grade 2)	\$ 12.03				
Dispatcher / Corrections (Part-Time - Grade 3)	\$ 12.58				
Dispatcher / Corrections (Part-Time - Grade 4)	\$ 13.12				
Dispatcher / Corrections (Part-Time - Grade 5)	\$ 13.67				
Dispatcher / Corrections (Part-Time - Grade 6)	\$ 14.22				
Dispatcher / Corrections (Part-Time - Grade 7)	\$ 14.76				
Dispatcher / Corrections (Part-Time - Grade 8)	\$ 15.30				
Dispatcher / Corrections (Part-Time - Grade 9)	\$ 15.85				
Police Chief (Salary Position)	\$ 88,000.00				/yr.