

RECORD OF RESOLUTIONS

Resolution No. 24-021

Passed February 5th, 2024

RESOLUTION 24-021, SETTING THE PAY RATE FOR A PUBLIC SERVICE EQUIPMENT OPERATOR.

WHEREAS, Council has approved and created the position of Public Service Equipment Operator; and

WHEREAS, the rate of pay needs to be established and added to the 2024 Employee Pay Scale;

NOW THEREFORE, BE IT ORDAINED, by the Council, Village of West Jefferson, County of Madison, State of Ohio, with a majority of duly elected members thereof concurring as follows:

SECTION I: Council hereby revises the 2024 Employee Pay Scale (attached) by adding the position of Public Service Equipment Operator.

SECTION II: Council hereby sets the salary as follows:

<u>Start</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
\$24.98	\$26.10	\$27.28	\$28.51	\$29.79	\$31.13

SECTION III: This Resolution shall take effect at the earliest time allowed by law.

Passed this 5th day of February, 2024

Jennifer Warner 2-5-24
Jennifer Warner Date
President of Council

Date received by Mayor 2-5-24
Date Approved by Mayor 2-5-24

Ray A. Martin
Ray A. Martin, Mayor

ATTEST:

Tisha Edwards 2-5-24
Tisha Edwards Date
Clerk of Council

Sections Vetoed: _____

Approved as to Form:

J. Michael Murray 2/6/24
J. Michael Murray, Director of Law, or Date
Joshua W. Beasley, Assistant Director of Law

Res 24-021

2024 Employee Pay Rates

4.00%

* Salaried Positions:

1	Mayor	\$ 18,500.00	Annually
1	Public Safety Director.....	\$ 1,500.00	Annually
5	Council Member	\$ 175.00	Per Meeting
1	Council President	\$ 75.00	Additional Stipend Per Meeting**
1	Council Vice-President	\$ 50.00	Additional Stipend Per Meeting
1	Planning and Zoning Commission Chairman	\$ 100.00	Per Meeting***
4	Planning and Zoning Commission Member	\$ 50.00	Per Meeting

* Management Positions:

	<u>Start</u>	<u>One</u> <u>Year</u>	<u>Two</u> <u>Year</u>	<u>Three</u> <u>Year</u>	<u>Four</u> <u>Year</u>	<u>Five</u> <u>Year</u>
1 Director of Public Service	\$ 96,369.78	\$ 102,392.89	\$ 108,416.00	\$ 114,439.11	\$ 120,462.22	\$ 126,485.34
1 Chief of Police	\$ 96,369.78	\$ 102,392.89	\$ 108,416.00	\$ 114,439.11	\$ 120,462.22	\$ 126,485.34
1 Director of Development.....	\$ 96,369.78	\$ 102,392.89	\$ 108,416.00	\$ 114,439.11	\$ 120,462.22	\$ 126,485.34
1 Director of Finance	\$ 96,369.78	\$ 102,392.89	\$ 108,416.00	\$ 114,439.11	\$ 120,462.22	\$ 126,485.34
1 Director of Information Technology.....	\$ 96,369.78	\$ 102,392.89	\$ 108,416.00	\$ 114,439.11	\$ 120,462.22	\$ 126,485.34
1 Assistant Director of Finance/Human Resource Manager	\$ 63,910.94	\$ 68,923.57	\$ 75,189.34	\$ 81,455.12	\$ 87,720.90	\$ 93,986.68
1 Public Service Operations Manager.....	\$ 69,306.66	\$ 72,402.45	\$ 75,636.53	\$ 79,015.06	\$ 82,544.50	\$ 86,231.60

* Hourly Positions:

	<u>Start</u>	<u>One</u> <u>Year</u>	<u>Two</u> <u>Year</u>	<u>Three</u> <u>Year</u>	<u>Four</u> <u>Year</u>	<u>Five</u> <u>Year</u>
2 Lieutenant	\$ 36.34	\$ 37.97	\$ 39.68	\$ 41.46	\$ 43.33	\$ 45.28
2 Investigative Detective.....	\$ 32.93	\$ 34.41	\$ 35.96	\$ 37.58	\$ 39.27	\$ 41.04
2 Sergeant	\$ 32.93	\$ 34.41	\$ 35.96	\$ 37.58	\$ 39.27	\$ 41.04
1 Canine Officer	\$ 31.79	\$ 33.23	\$ 34.73	\$ 36.29	\$ 37.92	\$ 39.62
9 Patrolman	\$ 30.66	\$ 32.04	\$ 33.48	\$ 34.99	\$ 36.56	\$ 38.21
1 Part-Time Patrolman	\$ 28.39	\$ 29.66	\$ 31.00	\$ 32.39	\$ 33.85	\$ 35.38
1 Chief Dispatcher/TAC Officer	\$ 23.84	\$ 24.92	\$ 26.04	\$ 27.21	\$ 28.44	\$ 29.72
0 Chief Dispatcher	\$ 22.71	\$ 23.73	\$ 24.80	\$ 25.92	\$ 27.08	\$ 28.30
4 Dispatcher	\$ 20.44	\$ 21.36	\$ 22.32	\$ 23.32	\$ 24.37	\$ 25.47
4 Part-Time Dispatcher	\$ 19.30	\$ 20.17	\$ 21.08	\$ 22.03	\$ 23.02	\$ 24.06



2023

Salaries Broken Down by Title

Meter Reader	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Parking Meter Technician	City of Columbus	\$ 59,800	\$ 45,115	\$ 60,216	Greater than			3				3
Technician I	City of Delaware	\$ 70,022	\$ 45,323	\$ 53,414	Equal to	HS or GED	1	3				3
Meter Reader	City of Lancaster	\$ 51,376	\$ 43,202	\$ 51,376	Equal to	HS or GED		4				4
Billing Manager	City of Palaskala	\$ 57,800	\$ 56,118	\$ 75,418	Greater than	HS or GED		1				1
Utility Maintenance Specialist 2	Franklin County - BOC	\$ 51,854	\$ 39,582	\$ 57,387	Equal to	HS or GED	1	1				1
AVERAGES		\$ 58,170	\$ 45,868	\$ 59,562								

Stock Room Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Utility Billing Clerk	City of Palaskala	\$ 44,616	\$ 44,616	\$ 51,709	Equal to	HS or GED		1				1
AVERAGES		\$ 44,616	\$ 44,616	\$ 51,709								

Public Works/Public Services (Cont'd)

Custodian	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Janitor	City of Bellefontaine	\$ 26,270	\$ 24,128	\$ 28,413	No match	HS or GED						0
Custodial Worker	City of Columbus	\$ 47,008	\$ 40,248	\$ 51,480	Equal to		1	77				77
Custodial Worker	City of Dublin	\$ 48,236	\$ 38,787	\$ 50,898	Equal to							0
Custodian	City of Hilliard	\$ 55,061	\$ 39,117	\$ 55,601	Equal to	HS or GED	1	2				2
Building Maintenance	City of Lancaster	\$ 52,437	\$ 43,909	\$ 52,437	Greater than	HS or GED		1				1
Custodian	City of Reynoldsburg	\$ 47,008	\$ 37,440	\$ 55,348	Equal to	Associate	1	3				3
Building Maintenance Custodian	City of Sunbury	\$ 46,384	\$ 35,360	\$ 52,000				1				1
Facilities Maintenance Technician	City of Whitehall	\$ 76,294	\$ 64,002	\$ 76,294	Equal to	HS or GED	2	1				1
Custodian	City of Worthington	\$ 60,716	\$ 48,229	\$ 60,716				1				1
Custodian	Delaware County	\$ 37,500	\$ 34,715	\$ 50,336	Equal to	HS or GED		9				9
Housekeeper	Fairfield County	\$ 33,280	\$ 31,200	\$ 43,680	Equal to	HS or GED			3			3
Custodial Worker	Franklin County - BOC	\$ 35,984	\$ 35,360	\$ 51,272	Equal to	HS or GED	6 months	69				69
Cleaning Technician	Licking County	\$ 32,460			No match	HS or GED	3 months	6	1			7
Custodian	Union County		\$ 30,784	\$ 44,637				10				10
AVERAGES		\$ 46,049	\$ 38,714	\$ 51,778								

Equipment Operator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Equipment Operator	City of Bellefontaine	\$ 48,547	\$ 41,288	\$ 55,806	No match	HS or GED		6				6
Equipment Operator 1	City of Bexley	\$ 54,101	\$ 35,422	\$ 60,320								0
Equipment Operator 2	City of Bexley	\$ 63,627	\$ 36,338	\$ 63,627	Equal to	HS or GED		10				10
Equipment Operator 1	City of Columbus	\$ 57,491	\$ 50,690	\$ 67,018	Equal to		1yr + Class A or Class B MVO with air brakes	39				39
Equipment Operator	City of Galena	\$ 72,514	\$ 52,332	\$ 72,514	Equal to	HS or GED	1	11				11
Equipment Operator	City of Lancaster	\$ 57,408	\$ 46,925	\$ 57,408	Equal to	HS or GED		6				6
Streets Equipment Operator	City of Marysville	\$ 53,453	\$ 49,476	\$ 59,243				7				7
Public Works Technician	City of Mount Vernon											0
Maintenance Worker	City of New Albany		\$ 55,190	\$ 69,022								0
Maintenance Specialist / Equipment Operator	City of Reynoldsburg	\$ 54,909	\$ 44,470	\$ 63,731	Equal to	HS or GED	1	12				12
Maintenance Worker	City of Sunbury	\$ 48,880	\$ 36,360	\$ 52,000				2			3	5
Service Maintenance	City of Whitehall	\$ 68,836	\$ 61,318	\$ 73,174	Equal to	HS or GED	2	9	1		1	11
Highway Maintenance Worker 2	Union County		\$ 35,901	\$ 52,042				15				15
Equipment Operator	Village of Granville		\$ 34,548	\$ 51,667				7				7
AVERAGES		\$ 57,977	\$ 44,635	\$ 61,352								

MEMORANDUM

To: Benefits & Finance Committees

From: Jackie Tiberio, Assistant Finance Director/Human Resource Manager 

RE: Recommended Pay Range for the Public Safety Equipment Operator

To better understand the most competitive pay range for this position I reached out to Madison County and London and did not get a response.

Please see the attached email from the City of Marysville who did respond to my request;

Streets Equipment Operator

Starting Hrly	Annual	Ending Hrly	Annual
\$25.24	\$52,499	\$ 30.68	\$ 63,814

See the attached MORPCs average for 13 Villages and Cities with a comparable position for 2023. I did add a 4% raise to reflect 2024 range, it is as follows;

Equipment Operator category

Starting Hrly	Annual	Ending Hrly	Annual
\$22.32	\$46,420	\$ 30.68	\$ 63,806

To place this position in a comparable range I took our payscale and reviewed each positions range. I recommend placing this position in the closest range to the Public Service Waste Water Operator Class II and Public Service Water Operator Class II positions at;

West Jefferson-PS Equipment Operator

Starting Hrly	Annual	Ending Hrly	Annual
\$24.98	\$51,958	\$ 31.13	\$ 64,750

Jackie Tiberio

From: Tara Maine <tmaine@marysvilleohio.org>
Sent: Tuesday, January 2, 2024 9:11 AM
To: Jackie Tiberio
Cc: Brian Dostanko
Subject: Re: Public Records Request
Attachments: 6350-225 Streets Equipment Operator.pdf

You don't often get email from tmaine@marysvilleohio.org. [Learn why this is important](#)

Good Morning-
See attached Performance Plan/Job Description.
Below is the payscale for 2024.

Range 14									
Hourly	\$25.24	\$25.83	\$26.40	\$27.03	\$27.65	\$28.26	\$28.93	\$29.59	\$30.21
Annual	\$52,488.80	\$53,731.39	\$54,909.71	\$56,216.58	\$57,502.02	\$58,787.46	\$60,180.02	\$61,551.15	\$62,836.59

Let me know if you have any questions.

Thank you-

Tara Maine
Human Resource Assistant
City of Marysville

(937)645-7367 (phone)
(937)645-7352 (fax)
209 South Main Street,
Marysville, OH 43040
www.marysvilleohio.org



On Fri, Dec 29, 2023 at 9:48 AM Jackie Tiberio <jtiberio@westjeffersonohio.gov> wrote:

Hi Tara,

I am looking for a job description and pay scale for your Equipment Operator position and any position that is comparable or similar. I appreciate your assistance.

Thanks