

COUNCIL CHAMBER
City of Mentor

Council/City Manager
06/04/2019

ORDINANCE NO. 19-O-034

AN ORDINANCE AMENDING PART ONE, TITLE FIVE, SECTION 151.13, OF THE
CODIFIED ORDINANCES OF THE CITY OF MENTOR, 2006, AS AMENDED,
THE SAME RELATING TO COMPENSATION FOR EMPLOYEES AND OFFICIALS,
AUTHORIZING THE CITY MANAGER TO INCREASE COMPENSATION FOR NON-
BARGAINING UNIT PERSONNEL PURSUANT TO SECTION 151.16,
AND DECLARING AN EMERGENCY

WHEREAS, City Council has determined amendments to Chapter 151, Sections 151.13 and 151.16, of the Codified Ordinances of the City of Mentor relative to compensation for employees and officials is warranted; and

WHEREAS, the City Manager has recommended a compensation increase for non-bargaining unit personnel.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MENTOR, COUNTY OF LAKE, STATE OF OHIO:

SECTION 1. That Part One Title Five, Sections 151.13 of the Codified Ordinances of the City of Mentor, 2006 as amended, be and the same is hereby amended to read in such a way that existing language to be removed is shown as stricken text (to wit: ~~abcd~~), newly added language is shown as bold text (to wit: **abcd**), and language to remain retains the existing font and format, and, that these amendments shall be effective April 1, 2019 except where a later effective date is provided for:

**151.13 COUNCIL/COUNCIL EMPLOYEE POSITION LISTING AND PAY
RATES.**

POSITION TITLE

At-Large Councilman (until January 2022)	\$12,000.00	Per year
Ward Councilman (until January 2020)	12,000.00	Per year
President of Council (Additional)	5,000.00	Per year
City Manager	6,946.14 7,119.79	Bi-weekly
Clerk of Council	2,483.66 2,558.17	Bi-weekly
Law Director	3,461.54 3,504.81	Bi-weekly
Assistant Law Director (Police Prosecutor)	2,388.72 2,448.44	Bi-weekly
Assistant Law Director	2,000.00	Bi-weekly
Legal Administrative Clerk	Non-Exempt 1,622.60 - 2,471.42	Bi-weekly
Legal Administrative Assistant (A)	Non-Exempt 1,545.12 - 2,353.30	Bi-weekly
Legal Administrative Assistant (B)	Non-Exempt 1,545.12 - 2,353.30	Bi-weekly
Law Clerk	Non-Exempt 13.00 - 20.00	Per hour
Municipal Court employees (excludes Judge)	As determined	

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(a) The salaries of the City Manager, Clerk of Council, Law Director and Assistant Law Directors shall be adjusted only by a majority vote of Council.

(b) The Law Director may appoint a person to and set and advance at his **or her** discretion, within the above provided range, the rate of compensation for the positions of Legal Administrative Clerk, Legal Administrative Assistants (A) and (B) and Law Clerk to whatever extent the Law Director determines, is the employee has exhibited meritorious and extraordinary work achievement.

(c) **On and after January 1, 2022 for the At-Large Council seat whose term commences on that date, on and after January 2, 2022 for the At-Large Council seat whose term commences on that date, on and after January 3, 2022 for the At-Large Council seat whose term commences on that date, and on and after January 1, 2020 for all Ward Councilpersons, the annual salary for each of the members of Council shall be \$15,000.00, to be adjusted in years subsequent pursuant to division (d) of this section. The President of Council shall continue to receive an additional \$5,000.00 annually above that office's base compensation.**

(d) **Commencing on January 1, 2023 for the At-Large Council seat whose term commences on January 1, on and after January 2, 2023 for the At-Large Council seat whose term commences on January 2, on and after January 3, 2023 for the At-Large Council seat whose term commences on January 3, and on and after January 1, 2021 for all Ward Councilpersons, and on each succeeding year's January anniversary date for the respective seat, the annual salary for the members of Council shall be adjusted upward from the immediate preceding year's salary by a percentage increase equal to the percentage cost-of-living increase, if any, provided by law pursuant to the Social Security Act for social security benefits for that year. The President of Council's additional \$5,000.00 annual compensation shall not be adjusted.**

SECTION 2. That in addition to the discretion provided to the City Manager in the Code relative to employee compensation, that the City Manager is hereby authorized to increase compensation for personnel not covered by collective bargaining agreements by up to 2.5% above current rates of pay, effective April 1, 2019, and may be adjusted retroactively, provided that an employee subject thereto is employed by the City at the time of passage of this Ordinance.

SECTION 3. That any employee employed at the time of the passage of this Ordinance and otherwise eligible for a merit wage increase as determined by the City Manager and whose position title is downgraded as a consequence of the passage of Ordinance 15-O-73, may still be eligible for up to the 2.5 % increase allowed for in this Ordinance, and may be adjusted retroactively, even though such increase may exceed the maximum rate of pay for that designated pay grade within the compensation plan effective April 1, 2019.

SECTION 4. That 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, except as otherwise provided by Section 121.22 of the Ohio Revised Code, 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.

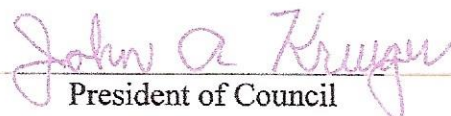
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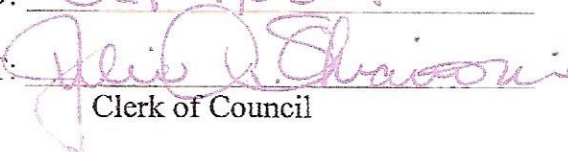
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SECTION 5. That this Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, welfare and safety of the inhabitants of this City and for the further reason so as to facilitate administration and daily operations, wherefore, this Ordinance shall take effect and be in force from and immediately upon its passage.


President of Council

PASSED: 06/04/2019

ATTEST: 
Clerk of Council