

RECORD OF ORDINANCES

Resolution No. 2025-51

Passed SEPTEMBER 3, 2025

SPONSOR: FINANCE COMMITTEE

A RESOLUTION AMENDING RESOLUTION NO. 2025-21, INCLUDING EXHIBIT A THERETO, ENTITLED “WAGE AND BENEFIT PACKAGE FOR FULL-TIME EMPLOYEES OTHER THAN FULL-TIME SWORN LAW ENFORCEMENT AND FIRE DEPARTMENT EMPLOYEES FOR THE YEAR 2025”, AND DECLARING AN EMERGENCY.

WHEREAS, it is the recommendation of the Mayor and the Finance Committee that this Council amend Resolution No. 2025-21, and Exhibit A attached thereto, entitled “Wage and Benefits Package for Full-Time Employees Other Than Full-Time Sworn Law Enforcement and Fire Department Employees For The Year 2025,” to follow the precedent established in the collective bargaining agreement between the Village and the Fraternal Order of Police for the Village’s full-time police officers, this Council desires to amend the Full-Time Employee Handbook to increase the amount of unused sick leave paid out upon retirement to be 100% of the first 1,000 hours of sick leave and 50% of every hour in excess of 1,000 hours of sick leave up to the total number of 2,500 hours of unused sick leave

WHEREAS, this Council finds and determines, after reviewing all pertinent information, that it is necessary and in the best interest of the Village of Mogadore to amend Resolution No. 2025-21 and the Exhibit A attached thereto for the reason set forth above.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the Village of Mogadore, Counties of Summit and Portage, State of Ohio, that:

SECTION 1: Resolution 2025-21 and Exhibit A attached thereto are hereby amended as set forth in the attached Exhibit A, entitled “Wage and Benefits Package for Full-Time Employees Other Than Full-Time Sworn Law Enforcement and Fire Department Employees For The Year 2025,” which is incorporated herein.

SECTION 2: All other ordinances, resolutions, or parts of other ordinances and resolutions which may be in conflict with the provisions of this ordinance are hereby declared null and void and are of no further force and effect.

SECTION 3: The Village of Mogadore finds and determines that all formal actions of this Council concerning and relating to the adoption of this resolution were taken in open meetings of this Council and any deliberations of this Council and any of its committees that resulted in this formal action were in meetings open to the public, in compliance with all legal requirements.

SECTION 4: This Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, and safety of the residents of the Village of Mogadore and for the purpose of immediately updating the wage and benefits package for employees of the Village to be consistent with the sick leave policy effecting other employees of the Village, and, provided this Resolution receives the affirmative vote of at least five (5) members elected or appointed to this Council, it shall take effect and be in force upon its passage

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by Council and approval by the Mayor, otherwise it shall take effect and be in force at the earliest period allowed by law.

Michael Radlisch 9-3-25
President of Council Date

Rich 9-3-25
Mayor Date

Attest:

[Signature]
Clerk-Treasurer

WAGE AND BENEFIT PACKAGE FOR
FULL-TIME EMPLOYEES OTHER THAN
FULL-TIME SWORN LAW ENFORCEMENT AND
FIRE DEPARTMENT EMPLOYEES
FOR THE YEAR 2025

Effective Date: April 2, 2025

The provisions of this Wage and Benefit Package apply to all full-time employees of the Village of Mogadore other than full-time sworn law enforcement and fire department employees, and shall include, but not be limited to, the Street Department Supervisor, Street Department Employees, the Assistant Clerk-Treasurer, and Police Department Administrative Assistant/Mayor's Court Clerk, provided, however, that where a Section of this Wage and Benefits Package expressly applies to only a portion of such full-time employees, that Section shall apply only to that portion of the full-time employees. This Wage and Benefits Package does not apply to any part-time employees of the Village of Mogadore.

Unless otherwise expressly stated, each provision of this Wage and Benefit Package shall be effective as of the Effective Date set forth above.

SECTION 1: WAGES. Employees shall be compensated according to the following scale:

<u>Street Department Employees:</u>	2025 - \$25.88 per hour
<u>Street Department Supervisor:</u>	2025 - \$33.68 per hour
<u>Assistant Clerk-Treasurer:</u>	As established by separate ordinance.
<u>Administrative Assistant/Mayor's Court Clerk:</u>	As established by separate ordinance.

SECTION 2: NEW FULL TIME EMPLOYEES.

New full-time employees shall be hired and compensated at the rates set forth in Section 1.

SECTION 3: CLOTHING ALLOWANCE.

For the Street Department Supervisor and Street Department Employees, in addition to the uniforms provided by the Village of Mogadore to full-time street employees including the street supervisor, said employees shall receive an allowance of \$450.00 for 2024 per person for the purchase of inclement weather clothing. Upon proof of purchase of said clothing by way of receipts presented to the Clerk-Treasurer, said full-time employee shall be reimbursed for said expense. Purchase of jackets or any other type of exposed apparel shall be of uniform color.

Assistant Clerk-Treasurer: 8:00am-4:30pm, with a ½ hour unpaid lunch.

Administrative Assistant/Mayor's Court Clerk: 8:30am-4:30pm, with a ½ hour paid lunch.

The Mayor shall have the discretion to call-in employees prior to the start of the standard work day and commence any particular work day earlier than as stated above.

All employees paid in excess of eight (8) hours per work day or forty (40) hours in a work week, shall be compensated at the rate of one and one-half times the employee's regular rate for all overtime. All hours that are paid shall be included in the computation of overtime.

Paychecks shall be issued Bi-weekly.

SECTION 8: SHIFT DIFFERENTIAL.

Street Department workers and the Street Supervisor will be compensated with a SHIFT DIFFERENTIAL of five dollars (\$5.00) per hour paid for hours worked between the hours of. 3:30 p.m. and 7:30 a.m. The shift differential will only be paid for regular hours worked. Shift differential will not be paid if the employee works between 3:30 p.m. and 7:30 a.m. and these are overtime hours. The employee will receive overtime pay only for these hours.

Additionally, Street Department workers and the Street Supervisor will be compensated at the rate of one and one-half times the employee's regular rate of pay for all time worked prior to the 7:30am start of their shift in the event they are called in early by the Mayor for snow-plowing purposes between October 1st and May 31st. However, such shift differential will not be paid if such hours are overtime hours. The employee will receive overtime pay only for these hours.

SECTION 9: SICK LEAVE.

All full-time employees shall be entitled to accumulate 4.6 hours of sick leave for each two-week pay period worked. Unused sick leave may be cumulative up to ~~2,500~~^{1,200} hours. Upon a bona fide retirement with the Ohio Public Employee Retirement System, or upon disability while an employee of the Village, cash payment of a maximum of 100% of the first 61,000 hours-days and 50% of any hours over 1,000 hours shall be compensated to such employee at the option of the Village either as a lump sum or as an early retirement, to be paid in cash along with the general Village payroll.

In order to be entitled to sick leave of over three (3) consecutive days, employees must submit a doctor's certificate attesting to the sickness involved, which must be submitted to the Mayor. The Mayor shall have full authority to investigate such claims for sick leave and allow or disallow the Leave.

The following Sick Leave Bonuses will be made available effective the first pay period in January,