

ORDINANCE NO. 109.20

AN ORDINANCE AMENDING SECTION 15.3.6 (LAW DIRECTOR) OF ORDINANCE NO. 168.19 WHICH ESTABLISHES THE COMPENSATION, BENEFITS AND TERMS OF EMPLOYMENT FOR VARIOUS CLASSIFIED AND UNCLASSIFIED NON -BARGAINING EMPLOYEES OF THE CITY OF LORAIN, EXCLUDING ELECTED OFFICIALS, MANAGERS AND PROFESSIONAL EMPLOYEES AND CHIEF OF POLICE

Whereas, the Lorain Law Director has informed Lorain City Council that in his opinion certain personnel in the Lorain Law Department deserve wage and salary adjustment; and,

Whereas, the Lorain Law Director has informed Lorain City Council that in order to continue to provide high quality legal services to the City of Lorain and Lorain School District Board of Education qualified and experienced professional and administrative personnel must be retained and employed; and,

Whereas, the Lorain Law Director has informed Lorain City Council that in his opinion that the salaries and wages paid to Lorain Law Department professional and administrative personnel are substantially less than comparable personnel working for other municipalities and personnel working for the City of Lorain; and,

Whereas, the Lorain Law Director has informed Lorain City Council that in his opinion the Lorain Law Department is providing legal services to the City of Lorain and the Lorain School District Board of Education not performed by other municipal law departments.

NOW, THEREFORE BE IT ORDAINED BY THE COUNCIL OF THE CITY OF LORAIN, STATE OF OHIO:

SECTION I. That Section 15.3.6 (Law Director) of Ordinance No. 168.19 currently establishes the positions, salaries, wages and benefits of professional and administrative personnel appointed by the Lorain Law Director as expressly set forth in **Exhibit A** which is attached hereto and made a part hereof by reference.

* SECTION II. That current Section 15.3.6 of Ordinance No. 168.19 shall be and is hereby amended by increasing the "Ranges" of compensation within which each employee's annual salary/wages may be set and increasing the "Annual Wage" for each position appointed by the Lorain Law Director, as expressly set forth in **Exhibit B** which is attached hereto and made a part hereof by reference. ** AND SUCH INCREASES IN THE "RANGE" AND "ANNUAL WAGE" ARE RETROACTIVE TO MARCH 1, 2020. **

** AMENDED 10-5-20
"ADD"*

SECTION III. That it is 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

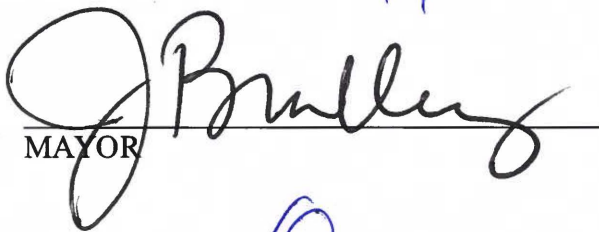
that any and all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public and in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

PASSED: Oct. 5, 2020



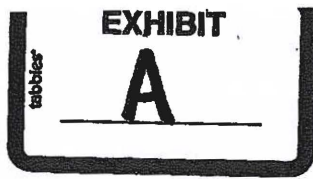
PRESIDENT OF COUNCIL

ATTEST: Nancy Green, CLERK



MAYOR

APPROVED: Oct. 5, 2020



“EXHIBIT B” Law
 (NEW) -1
 *Revised 3-18-2019
 AMENDED 3-18-19

SECTION 15.3.6
 LAW DIRECTOR
 PROSECUTOR

<u>Position Title</u>	<u>Position #</u>	<u>Ranges</u>	<u>Current Salary</u>
Assistant Law Director I <i>* Above employee is considered permanent part time and has 1/2 sick, 1/2 longevity and no vacation</i>	L05	\$43,000-\$52,000	\$48,518.91
Assistant Law Director II (full time)	L08	\$48,000 - 67,000	\$51,510.16
Assistant Law Director III (full time)	L07	\$48,000 - 67,000	\$64,691.54
Prosecutor I (full-time)	L09	\$50,000 - 67,000	\$65,650
Prosecutor II (full time)	L10	\$50,000 - 67,000	\$65,650
<i>*Above employees have full benefits</i>			
Prosecutor III <i>* Above employee is considered permanent part time and has 1/2 sick, 1/2 longevity, (and where applicable per Section 2 of this Ordinance) and 1/2 bonus sick.</i>	L11	\$43,000 - \$57,000	\$48,480.22
Administrative Assistant/Office Manager	L01	\$34,000 - \$42,000	\$39,986.34
Secretary II	L02	\$31,000 - \$39,000	\$36,732.80
Secretary III	L03	\$31,000 - \$39,000	\$36,732.80
Secretary IV	L04	\$31,000 - \$39,000	\$36,732.80
<i>*Above employees shall have full benefits</i>			
Administrative Assistant <i>*Above employee is considered full-time and to be partially funded through federal funding and Law Director budget appropriation formerly allocated to position of Administrative Intern. This position includes work dedicated solely to enforcement of property maintenance code (Housing Court program).</i>	LAA	\$31,000 - 39,000	\$36,222.58
Legal Intern (part-time)	LIT	Minimum Wage - 12.00 - 15.00/Hour	
Legal Intern (part-time)	LIT	Minimum Wage - 12.00 - 15.00 / Hour	
Administrative Intern	AIT	Minimum Wage - 10.00 - 15.00/ Hour	
<i>*Pursuant to ORC §124.11(A)(8) the above positions are part of the unclassified service and have NO benefits. *The Administrative Intern position is funded through federal funding.</i>			
Victim Advocate (full-time)	VA01	\$34,000 - \$42,000	\$35,501.65
Victim Advocate (full-time)	VA02	\$34,000 - \$42,000	\$35,501.65

**The above employees have full benefits. (These positions are funded by VOCA Grant issued through the Ohio Attorney General.)*

"EXHIBIT B"

LAW

(NEW)

*Revised 3-18-2019

-2

Administrative Staff Person LAS \$25.25 per hour

**The above position is a part time position and receives no benefits.*

**The above position is a temporary positions and in effect through 12-31-2019.)*



SECTION 15.3.6

**LAW DIRECTOR
(PROSECUTOR)**

<u>Position Title</u>	<u>Position</u>	<u>Annual Pay Range</u>	<u>Annual Wage</u>
Assistant Law Director I	L05	\$48,000-\$57,000.00	\$53,000.00

Above employee is considered permanent part time and has 1/2 sick, 1/2 longevity and no vacation

Assistant Law Director II (full time)	L08	\$51,000.00 - \$78,000.00	\$73,000.00
Assistant Law Director III (full time)	L07	\$48,000.00 - \$82,000.00	\$78,000.00
Prosecutor I (full-time)	L09	\$50,000.00 - \$82,000.00	\$78,000.00
Prosecutor II (full time)	L10	\$50,000.00 - \$74,000.00	\$68,000.00

Above employees have full benefits

Prosecutor III	L11	\$48,000.00 - \$57,000.00	\$53,000.00
----------------	-----	---------------------------	-------------

Above employee is considered permanent part time and has 1/2 sick, 1/2 longevity (where applicable per Section 2 of this Ordinance) and 1/2 bonus sick

Administrative Assistant / Office Manager	L01	\$39,000.00 - \$55,000.00	\$48,000.00
Secretary II	L02	\$36,000.00 - \$51,000.00	\$45,000.00
Secretary III	L03	\$36,000.00 - \$51,000.00	\$45,000.00
Secretary IV	L04	\$36,000.00 - \$51,000.00	\$45,000.00
Administrative Assistant	LAA	\$36,000.00 - \$51,000.00	\$45,000.00

Above employees have full benefits

Legal Intern (part-time)	LIT	Minimum Wage – 15.00 - 20.00/Hour	
Legal Intern (part-time)	LIT	Minimum Wage – 15.00 - 20.00/Hour	
Administrative Intern	AIT	Minimum Wage – 15.00 - 20.00/Hour	

Pursuant to ORC §124.11(A)(8) the above positions are part of the unclassified service and have NO benefits

The Administrative Intern position is funded through federal funding.

Victim Advocate (full-time)	VA01	\$40,000.00- \$60,000.00	\$48,000.00
Victim Advocate (full-time)	VA02	\$40,000.00 - \$60,000.00	\$45,000.00

Above employees have full benefits



CITY OF LORAIN

City Council Regular Meeting

10. i.

Meeting Date: 10/05/2020

Submitted by: Patrick Riley, Director of Law

AGENDA ITEM DESCRIPTION OR LEGISLATION TITLE

An Ordinance amending section 15.3.6 (Law Director) of Ordinance No. 168.19 which establishes the Compensation, Benefits and terms of Employment for Various Classified and unclassified Non-Bargaining Employees of the City of Lorain, Excluding Elected Official, Managers and Professional Employees and Chief of Police

PURPOSE AND BACKGROUND:

The Lorain Law Director has informed Lorain City Council that in his opinion certain personnel in the Lorain Law Department deserve wage and salary adjustment; and the Lorain Law Director has informed Lorain City Council that in order to continue to provide high quality legal services to the City of Lorain and Lorain School District Board of Education qualified and experienced professional and administrative personnel must be retained and employed. The Lorain Law Director has informed Lorain City Council that in his opinion that the salaries and wages paid to Lorain Law Department professional and administrative personnel are substantially less than comparable personnel working for other municipalities and personnel working for the City of Lorain.

The Lorain Law Director has informed Lorain City Council that in his opinion the Lorain Law Department is providing legal services to the City of Lorain and the Lorain School District Board of Education not performed by other municipal law departments.

RECOMMENDATION TO COUNCIL:

Lorain City Council consider passage.

Fiscal Impact

Funds Available In Current Year Budget (Y/N): yes
Estimate of Total Expenditure: 132,590.12
List of Funding Source and/or Account Number: Various
Estimate of Incoming Revenue (fees, grants, etc.): n/a
Financing Requirements (Bonds, Loans, Lease, etc.):

Attachments

Ordinance
Exhibit A
Exhibit B

Form Review

Inbox

Safety/Service Director
 Auditor
 Legal (Originator)
 Form Started By: Patrick Riley
 Final Approval Date: 10/01/2020

Reviewed By

Sanford Washington
 Karen Shawver
 Patrick Riley

Date

10/01/2020 11:06 AM
 10/01/2020 02:43 PM
 10/01/2020 04:25 PM
 Started On: 10/01/2020 10:07 AM

VOTE ON PASSAGE					
	AYE	NAY		AYE	NAY
Fallis			Argenti		
Dimacchia			Moon		
Springowski			Carrion		
Henley			Shawver		
McFarland			Thornsberry		
Carter			Arredondo		

**Fiscal impact of Legal Department pay increases
for 2020**

Position	Old Rate		New Rate		% increase	Cost of Raise	V
Asst Law Dir I	24.53	51,022.40	25.4808	53,000.06	3.88%	1,977.66	
Asst Law Dir II	26.04	54,163.20	35.0962	73,000.10	34.78%	18,836.90	
Asst Law Dir III	32.70	68,016.00	37.5000	78,000.00	14.68%	9,984.00	
Prosecutor I	33.19	69,035.20	37.5000	78,000.00	12.99%	8,964.80	
Prosecutor II	26.79	55,723.20	32.6923	67,999.98	22.03%	12,276.78	
Prosecutor III	24.51	50,980.80	25.4808	53,000.06	3.96%	2,019.26	
Admin Asst	20.21	42,036.80	23.0770	48,000.16	14.19%	5,963.36	
Secretary II	18.57	38,625.60	21.6347	45,000.18	16.50%	6,374.58	
Secretary III	18.57	38,625.60	21.6347	45,000.18	16.50%	6,374.58	
Secretary IV	18.57	38,625.60	21.6347	45,000.18	16.50%	6,374.58	
Admin Staff Person	18.31	38,084.80	21.6347	45,000.18	18.16%	6,915.38	
Admin Asst	17.41	36,212.80	21.6347	45,000.18	24.27%	8,787.38	
Victim Advocate I	17.95	37,336.00	23.0770	48,000.16	28.56%	10,664.16	
Victim Advocate II	18.57	38,623.19	21.6347	45,000.18	16.51%	6,376.99	