

ORDINANCE NO. 4 , 2010

**AN ORDINANCE ESTABLISHING
SCHEDULES OF MUNICIPAL COMPENSATION**

WHEREAS, the Council must establish Schedules of Municipal Compensation to be effective from July 1, 2010 through June 30, 2012.

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

SECTION 1. Pursuant to requirements of Chapter 34 of the Montgomery Code of Ordinances, SCHEDULES OF MUNICIPAL COMPENSATION are hereby established to govern the annual compensation of municipal officials and employees from July 1, 2010 through June 30, 2012.

SECTION 2. The Schedules of Compensation for each position for the subject years are attached hereto as "Exhibit A" and hereby made a part of this Ordinance as if fully rewritten herein.

SECTION 3. The Schedules of Compensation "Exhibit A" prescribes the basic rates of pay for various classes of employees. Employees will normally be hired at the starting point of the appropriate salary range, but an employee may be placed at a higher location within his or her pay range at the discretion of the City Manager depending upon qualifications, experience, and education. Employees may move through his or her respective salary range based upon work performance as determined through an annual performance review. The amount of the annual merit increase is dependent upon employee performance and funding availability.

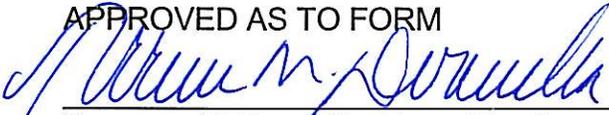
SECTION 4. The City Manager is hereby authorized to grant an annual merit bonus, not to exceed two percent (2%) of the base salary of the employee, for full time employees who have reached the top of their respective pay range. Permanent part-time employees who have reached the top of the pay range may be eligible for a merit bonus of up to 20 hours of pay at his or her current hourly rate for exceptional work performance.

SECTION 5. It is recognized that some employees' salaries will exceed the maximum rate of their respective pay range at the time of implementation of this pay plan. These employees are noted by name on the attached "Exhibit A". These employees are eligible for annual wage adjustments as approved by the City Council of the City of Montgomery and for annual merit bonuses as specified in Section 4 of this Ordinance.

SECTION 6. This Ordinance shall take effect the earliest opportunity as allowable by law.

PASSED: June 2, 2010

ATTEST:  
Evelyn Dumont, Acting Clerk of Council Gerri Harbison, Mayor

APPROVED AS TO FORM

Terrence M. Donnellon, Law Director