

ORDINANCE NO. 12 , 2014

**AN ORDINANCE ESTABLISHING THE
SCHEDULE OF MUNICIPAL COMPENSATION FOR EMPLOYEES**

WHEREAS, Council did previously establish a Schedule of Municipal Compensation for City employees who are not members of a collective bargaining unit, which Schedule of Compensation governed the period July 1, 2011 through June 30, 2014; and

WHEREAS, the Administration has recommended an increase in compensation for such employees and the restructuring of the organization and re-categorization of certain positions consistent with City Council's Strategic Plan Goal #3, *Organizational Structure and Workforce*, which includes the creation of the Community and Information Services Department and modifications to several wage classifications, which recommendations are reflected in the Schedule of Municipal Compensation attached hereto; and

WHEREAS, City employees who are members of collective bargaining units have established schedules of compensation within their negotiated contracts, which wage adjustments take effect on the first day of the first full pay period after the effective date; and

WHEREAS, the Administration has recommended that City employees who are not members of collective bargaining units with the adoption of this Ordinance transition their new compensation to be consistent with the collective bargaining units and commence such revised compensation on the first day of the first full pay period after the compensation is increased; and

WHEREAS, since the last Schedule of Municipal Compensation for such employees was established specifically to cover the period July 1, 2011 through June 30, 2014, and to establish compensation for employees to cover the gap from June 30, 2014 through the effective date of this increase, it is necessary to reaffirm such prior Schedule of Municipal Compensation for such gap period.

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, the Schedule of Municipal Compensation (“Schedule”) is hereby established to govern the annual compensation of municipal employees who are not governed by collective bargaining agreements, which schedule shall be effective on the first day of the first full pay period after July 1, 2014. The Schedule governing such positions is attached hereto as “Exhibit A” and is hereby made a part of this Ordinance as if fully rewritten herein.

SECTION 2. To cover the gap from the termination date of the previous Schedule of Municipal Compensation effective July 1, 2011 through June 30, 2014, and to enable this transition, the Schedule of Compensation as previously established for such employees, and as currently implemented for each employee, shall continue in place until this increase becomes effective.

SECTION 3. The Schedule of Compensation 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 Schedule. These employees are noted by name on the attached Schedule and are compensated accordingly. 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 4, 2014

ATTEST: Susan J. Hamm
Susan J. Hamm, Clerk of Council

Todd A. Steinbrink
Todd A. Steinbrink, Mayor

APPROVED AS TO FORM
Terrence M. Donnellon
Terrence M. Donnellon, Law Director

Full-Time Schedule

EXHIBIT "A"

Range	Position	Effective first day of first full pay period in July 2014		Effective first day of first full pay period in July 2015		Effective first day of first full pay period in January 2016	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	Assistant City Manager Community Development Director Community and Information Services Director Director of Finance Fire Chief Police Chief Public Works Director	\$82,035.20	\$109,366.40	\$83,678.40	\$111,550.40	\$84,510.40	\$112,673.60
2	Assistant Fire Chief Assistant Public Works Director Police Lieutenant	\$74,422.40	\$92,435.20	\$75,920.00	\$94,286.40	\$76,689.60	\$95,222.40
3	Assistant Director of Finance/Tax Commissioner Communications and Engagement Coordinator Human Resources Manager Recreation Coordinator	\$61,172.80	\$80,100.80	\$62,400.00	\$81,702.40	\$63,024.00	\$82,513.60
4	Public Works Department Supervisor Zoning and Code Compliance Officer	\$54,724.80	\$70,012.80	\$55,827.20	\$71,406.40	\$56,388.80	\$72,113.60
5	Construction and Compliance Inspector	\$ 25.34 \$	31.92 \$	25.85 \$	32.56 \$	26.11 \$	32.89 \$
6	Administrative Coordinator Building and Development Office Manager	\$ 23.91 \$	29.89 \$	24.39 \$	30.49 \$	24.63 \$	30.79 \$
7	Recreation Specialist	\$ 22.25 \$	27.73 \$	22.70 \$	28.28 \$	22.93 \$	28.56 \$
8	Clerk of Court	\$ 20.47 \$	26.64 \$	20.88 \$	27.17 \$	21.09 \$	27.44 \$
9	Customer Service Representative Finance Specialist	\$ 19.77 \$	24.64 \$	20.17 \$	25.13 \$	20.37 \$	25.38 \$

All annual, salaried positions in Ranges 1 through 4, are calculated assuming a 26 pay period annual pay schedule, which is the normal annual pay schedule for the City. In the event that the City experiences a year which has 27 bi-weekly pay periods, the City's wage scale will reflect an increase of an additional 1/26th of the maximum salary for the purpose of meeting payroll for the 27th pay period. For all other years, the minimum and maximum salaries are as published on the pay schedule above.

Grandfathered Wage Provisions (1% in 2014, 2% in 2015, 1% in 2016)

1. Effective May 1, 1998, Patty Alsip was grandfathered outside pay range 9 established in this ordinance, and will be compensated at the following hourly rate and will be eligible for general wage increases and merit bonuses as are employees within their ranges.

<u>Employee</u>	<u>Effective first day of first pay period in July 2014</u>	<u>Effective first day of first pay period in July 2015</u>	<u>Effective first day of first pay period in January 2016</u>
Patty Alsip	\$26.79	\$27.33	\$27.60

2. Effective May 3, 2006, Jesse Bundy was grandfathered into Range 5 with top range earning potential of \$57,907.20 from 7/1/2005 – 6/30/2006 and \$60,091.20 from 7/1/2006 – 6/30/2007, because of the change in his former position of Project Manager (previous Range 3) to Construction and Compliance Inspector (Range 5). In future years, he will be eligible for annual (non-equity) adjustments to his current hourly rate as follows:

<u>Employee</u>	<u>Effective first day of first pay period in July 2014</u>	<u>Effective first day of first pay period in July 2015</u>	<u>Effective first day of first pay period in January 2016</u>
Jesse Bundy	\$33.15	\$33.81	\$34.15

3. Effective July 1, 2010, Terry Willenbrink was grandfathered outside pay range 4 established in this ordinance, and will be compensated at the following hourly rate and will be eligible for general wage increases and merit bonuses as are employees within their ranges.

<u>Employee</u>	<u>Effective first day of first pay period in July 2014</u>	<u>Effective first day of first pay period in July 2015</u>	<u>Effective first day of first pay period in January 2016</u>
Terry Willenbrink	\$80,100.80	\$81,702.40	\$82,513.60

Part-Time Schedule

Range	Position	Effective first day of first full pay period in July 2014		Effective first day of first full pay period in July 2015		Effective first day of first full pay period in January 2016	
		Minimum hourly	Maximum hourly	Minimum hourly	Maximum hourly	Minimum hourly	Maximum hourly
1	Customer Service Representative Finance Specialist Volunteer Coordinator	\$ 19.77	\$ 24.64	\$ 20.17	\$ 25.13	\$ 20.37	\$ 25.38
2	Firefighter/Paramedic	\$15.39	\$19.61	\$15.70	\$20.00	\$15.86	\$20.20
3	Custodial Firefighter/EMT	\$13.74	\$17.52	\$14.01	\$17.87	\$14.15	\$18.05
4	Intern Seasonal Service Worker	\$11.26	\$14.32	\$11.49	\$14.61	\$11.60	\$14.76
6	Auxiliary Police Officer	\$ 10.00	\$ 25.00	\$ 10.00	\$ 25.00	\$ 10.00	\$ 25.00