

ORDINANCE NO. 4 , 2015

AN ORDINANCE AMENDING THE SCHEDULE OF MUNICIPAL COMPENSATION

WHEREAS, by Ordinance No. 12, 2014, Council did establish the Schedule of Municipal Compensation for all employees working outside of Collective Bargaining Agreements for the period effective the first full pay period effective in July 2014; and

WHEREAS, it is necessary to amend the Schedule of Municipal Compensation to reflect organizational changes within the administration, which changes involve the addition of a part-time position classification titled Special Projects Coordinator and allowing the Finance Director to be a part-time position when appropriate.

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

SECTION 1. The Schedule of Municipal Compensation as adopted by Ordinance No. 12, 2014 is hereby amended to establish the part-time position classification of Special Projects Coordinator at the part-time Range of 1B as reflected in the attachment designated as Exhibit "A", and allowing for the employment of the Finance Director as a part-time position.

SECTION 2. The Schedule of Municipal Compensation, as amended with the changes reflected in Section 1 of this ordinance, attached hereto and incorporated herein by reference is hereby approved and accepted. The Schedule of Municipal Compensation shall be in effect upon passage of this Ordinance.

SECTION 3. All other parts of Ordinance No. 12, 2014 which were not amended with these changes are hereby ratified and reaffirmed.

SECTION 4. This Ordinance shall be in full force and effect from and after the earliest period allowed by law.

PASSED: March 4, 2015

ATTEST: Connie M. Gaylor
Connie M. Gaylor, 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.

*Full-time and part-time Director of Finance positions cannot be filled simultaneously except as provided for under Section 34.09 of City of Montgomery Code of Ordinances

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
1A	Director of Finance*	\$39.44	\$52.58	\$40.23	\$53.63	\$40.63	\$54.17
1B	Special Projects Coordinator	\$40.73	\$50.50	\$41.54	\$51.51	\$41.96	\$52.03
1C	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

*Full-time and part-time Director of Finance positions cannot be filled simultaneously except as provided for under Section 34.09 of City of Montgomery Code of Ordinances

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

1. 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:

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

2. 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.

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