

ORDINANCE NO. 11-19
CITY OF CENTERVILLE, OHIO

SPONSORED BY COUNCIL MEMBER John Beals ON THE 17th DAY
OF June, 2019.

AN ORDINANCE TO AMEND ATTACHMENT A OF ORDINANCE NUMBER 19-18, ESTABLISHING CLASS TITLES, PAY RANGES, GRADES, RATES OF PAY, AND REGULATIONS FOR EMPLOYEES OF THE CITY OF CENTERVILLE, OHIO.

WHEREAS, Ordinance 19-18 adopted by the City on November 19, 2018, established class titles, pay ranges, grades, rates of pay, and regulations for the employees of the City of Centerville; and

WHEREAS, it is the intent to amend Attachment A with regards to a Title designated under Unclassified Manager Appointed Class II; and

WHEREAS, this amendment is in the best interests of the City.

Now therefore, the Municipality of Centerville hereby ordains,

Section 1. That the following amendment to Attachment A of Ordinance Number 19-18 is hereby amended with the language to be omitted in ~~strikeout~~ and with new language to be added by *italics* as provided in Section 5.02 of the Centerville Charter:

Attachment A

A. Unclassified Council Appointed Class I

Each employee listed in Class I shall be paid the salary specified below. Each employee shall be evaluated annually and will be eligible to receive a merit payment based upon performance.

<u>Title</u>	<u>Salary/Pay</u>
Clerk of Council	\$ 64,000
City Manager	\$178,498.32
Assistant to the Clerk of Council	Class III; Pay Grade 29

B. Unclassified Manager Appointed Class II

All employees in Class II shall be paid within the designated pay range. The range may increase with the general wage adjustment made for all other employees; the individual salaries shall not increase automatically. Each employee shall receive an annual evaluation and will be eligible to receive a merit payment and/or increase, based upon a percentage of annual salary. The amount of the merit payment and/or increase shall be based upon performance up to the maximum amount of the pay range, at any time during the year. These persons shall be eligible to receive an additional merit payment of up to 3% of their annual salary.

Section 1

<u>Title</u>	<u>Pay Range</u>
Assistant City Manager	\$105,833 – 138,713
Chief of Police	\$102,306 – 134,779
Public Works Director	\$102,306 – 134,779
Finance Director	\$91,210 – 120,826
Captain	\$91,210 – 120,826
City Engineer	\$78,403 – 117,799
Information Technology Manager	\$78,403 – 117,799
Human Resources Manager	\$73,764 – 108,479
Community Development Director	\$81,636 – 119,964
City Planner	\$73,764 – 108,479
Economic Development Administrator	\$70,988 – 104,317

Assistant to the City Manager	\$63,197 – 93,949
Community Resources Manager <i>Communications Director</i>	\$63,197 – 99,949
Events Coordinator	\$42,000 – 53,000

Section II

Public Works Operations Manager	\$68,292 – 101,181
Chief Building Official	\$60,487 – 95,056
Assistant City Engineer	\$63,197 – 93,949
Assistant Finance Director	\$61,845 – 91,625
Superintendent of Taxation	\$61,845 – 91,625
Public Works Supervisor	\$59,938 – 88,960
Assistant City Planner	\$59,997 – 80,988
Staff Engineer	\$59,997 – 72,861
Benham's Grove Administrator	\$41,442 – 61,098

C. Classified Year-Round Employees Class III

All employees in Class III shall be paid within the designated pay range. Ranges will be automatically adjusted based upon the general wage adjustment. Each employee shall receive an annual evaluation and will be eligible for a merit step increase once per year, based upon the attached pay scale.

<u>Title</u>	<u>Pay Grade</u>
Master Mechanic	41
Plumbing Inspector	40
Planner II	39
Zoning/Code Enforcement Inspector/Code Official	39
Building Inspector	38

Classified Year-Round Employees Class III (continued)

Engineering Aide/Public Works Inspector II	38
GIS Analyst	35
Planner I	35
City Horticulturist	34
Engineer Aide/Public Works Inspector I	34
Vehicle/Equipment Mechanic	34
Group Leader	33
Secretary II	31
Assistant Superintendent of Taxation	30
Equipment Operator	29
Secretary I	29
Finance Clerk II	27
GIS Technician	27
Mechanic's Helper	26
Maintenance Worker	26
Police Records Clerk	25
Secretary	24
Human Resources Analyst	24
Building Inspection Administrator	24
Assistant to the Clerk of Council	29
Finance Clerk I	22
Benham's Grove Assistant Administrator	18
Custodian	14
Laborer II	14
Finance Clerk	8
Building Attendant I	8
Building Attendant	3
Laborer I	1

D. Police Employees Class IV

All employees in Class IV shall be paid within the designated pay range below. Ranges and individual wages will be automatically adjusted based upon the general wage adjustment. Each employee shall receive, at a

minimum, an annual evaluation and will be eligible for a merit step increase once per year, based upon the scale below.

	A	B	C	D	E	F	G
Police Lieutenant	39.54	41.50	43.61	45.74	48.04	50.44	52.96
Police Sergeant	35.09	36.89	38.68	40.63	42.64	44.76	47.06
Probationary Police Officer	29.15	31.09	32.25	33.14	37.25	39.07	41.04
Staff Services Coordinator	29.15	31.09	32.25	33.14	37.25	39.07	41.04
Records/Communications Supervisor	24.80	26.51	28.13	29.83	31.49	33.18	34.86
Records/Communications Specialist	21.88	23.33	24.88	26.53	28.02	29.37	30.81

1. Police officers and communications employees listed above who work second or third shift shall be paid a shift differential of \$.60 per hour for those hours actually worked.
2. Sergeants shall receive an educational incentive in the amount of \$200 for an Associate's degree, \$400 for a Bachelor's degree, and \$500 for a Master's degree. This educational incentive will also be paid to communications personnel hired prior to January 1, 2005. Payment shall be on an annual basis in December of each year.

F. Public Works Specialty Pay Class V

Public Works Maintenance Workers, Equipment Operators or Group Leaders may perform specialty assignments requiring arborist certification or experience in skilled trades when authorized by the Public Works Director. Certified arborists or skilled trade experienced employees will be paid an additional \$1.89 per hour, provided the employee maintains proper/current certification.

G. Part-Time Employees Class VI

All employees in Class VI will be paid within the designated range. The range or the wages will not be affected by the general wage adjustment. Each employee shall receive, at a minimum, an annual evaluation and will be eligible for a merit increase once per year, based upon the scale below.

<u>Title</u>	<u>Pay Range</u>
Police Cadet	\$12.00 – 16.00
Benham's Grove Event Coordinator	\$12.00 – 16.00
Secretary	\$12.00 – 15.00
Code Enforcement Officer/Code Official	\$11.00 – 15.00
Benham's Grove Events Host	\$10.00 – 14.00
Benham's Grove Laborer	\$10.00 – 14.00
Office Clerk/Receptionist	\$10.00 – 14.00

H. Intermittent, Seasonal or Temporary Employees Class VII

All employees in Class VII will be paid within the designated range. The range or the wages will not be affected by the general wage adjustment. Each employee shall be evaluated as appropriate, and may receive a merit increase as appropriate. Employees in Class VII shall not be eligible for benefits.

<u>Title</u>	<u>Pay Range</u>
Plumbing/Building Inspector	\$20.00 – 30.00
Public Works Auxiliary Operator	\$12.00 – 20.00
Public Works Auxiliary Maintenance Worker	\$12.00 – 18.00
Secretary	\$12.00 – 15.00
Office Clerk/Receptionist	\$10.00 – 14.00
Intern	\$10.00 – 14.00
Benham's Grove Events Host	\$10.00 – 14.00
Stage Manager	\$10.00 – 14.00
Laborer	\$10.00 – 14.00

Section 2. This Ordinance shall take effect at the earliest date allowed by law.

PASSED this 17th day of June, 2019,

Brush A. Compton
Mayor - City of Centerville, Ohio

ATTEST:

Carin R. Andrews
Clerk of Council of the City of Centerville, Ohio

CERTIFICATE

The undersigned, Clerk of Council of the City of Centerville, Ohio, hereby certifies the foregoing to be a true and correct copy of an ordinance passed by the Council of the City of Centerville, Ohio, on the 17th day of June 2019.

Carin R. Andrews
Clerk of Council

Approved as to legal form and consistency
with existing ordinances, the Charter and
constitutional provisions.

Department of Law
Scott Liberman
Municipal Attorney