

ORDINANCE NO. 14-19

CITY OF CENTERVILLE, OHIO

SPONSORED BY COUNCIL MEMBER Jessie Row ON THE
15th DAY OF July 2019.

AN ORDINANCE TO REPEAL ORDINANCE NUMBERS 25-18 AND 09-19 IN THEIR ENTIRETY AND TO ESTABLISH CLASS TITLES, PAY RANGES, GRADES, RATES OF PAY, AND REGULATIONS FOR EMPLOYEES ASSOCIATED WITH THE FOOD SERVICE, MAINTENANCE AND/OR GOLF OPERATIONS OF THE GOLF CLUB AT YANKEE TRACE, CITY OF CENTERVILLE, OHIO.

WHEREAS, Ordinance 25-18, adopted by the City on December 17, 2018, and Ordinance 09-19, adopted by City on May 20, 2019, established class titles, pay ranges, grades, rates of pay, and regulations for the employees of The Golf Club at Yankee Trace; and

WHEREAS, it is intended to repeal Ordinances 25-18 and 09-19 in their entirety and to replace the same with the updated class titles, pay ranges, grades, rates of pay, and regulations for the employees of The Golf Club at Yankee Trace, which is in the best interests of the City.

Now therefore, the Municipality of Centerville hereby ordains,

Section 1. General

The City of Centerville shall employ and retain people qualified to provide necessary governmental services for its citizens. All relationships with employees shall be based on the principles of fairness, impartiality, honesty and respect among all persons.

Section 2. Class Titles, Job Titles, Pay Ranges and Grades

Ordinances 25-18 and 09-19 are hereby repealed. The listing on Attachment A of employee class titles and pay grade designations, with the exception of Yankee Trace Administrator, are hereby authorized and established, having gone into effect on December 24, 2018. The title of Yankee Trace Administrator listed on Attachment A is hereby authorized and established, having gone into effect on May 20, 2019.

Section 3. Merit Wage and Salary Plan

Contained in Attachment A.

Section 5. Employment and Advancement

- A. The Wage and Salary Plan on Attachment A prescribes the basic rates of pay for various classes of employees.
- B. When a vacancy occurs in any department, the City Manager is authorized to hire a replacement within the same pay range or grade, consistent with budget authorizations.
- C. Subject to satisfactory evaluation ratings, an employee covered under the wage and salary plan on Attachment A may be given an increase upon the successful completion of his/her probationary period.
- D. Any employee advanced to a higher position through promotion shall receive an increase in pay.
- E. An employee may receive a merit increase or payment upon the recommendation of the department head.

Section 6. Health Insurance Rebate

Qualifying full-time employees electing not to participate in the City's health insurance plan shall be paid an annual amount of 15% of the total family health insurance premium.

Section 7. Severance Pay


The City Manager shall be allowed to negotiate severance pay, when appropriate, and such pay shall be reported to Council within thirty (30) days of its award.

Section 8. This Ordinance shall become effective at the earliest date allowed by law.

PASSED this 15th day of July, 2019.


Mayor - City of Centerville, Ohio

ATTEST:


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 Ordinance Number 14-19 passed by the Council of the City of Centerville, Ohio, on the 15th day of July, 2019.


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

A. Unclassified Manager Appointed Class I

All employees in Class I shall be paid within the designated pay range. Ranges and individual wages will not be affected by the annual wage adjustment. Each employee shall receive an annual evaluation and will be eligible to receive a merit payment based upon a percentage of annual salary. The amount of the merit payment 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. Employees in Class I shall be eligible for regular city benefits outlined in the "City of Centerville Personnel Manual". The salaries of certain positions below may also be subject to incentive plans or fee schedules as designed by the City Manager.

<u>Title</u>	<u>Pay Range</u>
Head Golf Professional	\$59,000 – 82,000
Director of Food Service/Executive Chef	\$55,000 – 78,000
Golf Maintenance Superintendent	\$55,000 – 78,000
Yankee Trace Administrator	\$11,000 -- \$16,400

Yankee Trace Administrator shall be an additional Title that may be designated only to the Head Golf Professional, Director of Food Service/Executive Chef, or Golf Maintenance Superintendent. Such individual to whom the Title of Yankee Trace Administrator is designated shall be eligible to receive compensation within the range designated above for Yankee Trace Administrator, not to exceed twenty (20) percent of the individual's current salary.

B. Classified Regular Full-time Employees Class II

All employees in Class II shall be paid within the designated pay range. Ranges and individual wages will not be affected by the general wage adjustment. Each employee shall receive an annual evaluation and will be eligible for a merit increase as appropriate. The salaries of certain positions below may also be subject to incentive plans or fee schedules as designed by the City Manager. Employees in Class II are subject to benefits agreed upon by the City Manager. These benefits will be no less than the benefits offered to Class III employees.

C. Year-Round Yankee Trace Employees Class III

All employees in Class III shall be paid within the designated pay range. Ranges and individual wages will not be affected by the general wage adjustment. Each employee shall receive an annual evaluation and may receive a merit increase as appropriate. Employees in Class III are subject to benefits agreed upon by the City Manager. The salaries of certain positions below may also be subject to incentive plans or fee schedules as designed by the City Manager.

<u>Title</u>	<u>Min.</u>	<u>Max.</u>
Assistant Director of Food Service	\$38,000	- 55,000
Executive Chef	\$35,000	- 55,000
Assistant Golf Maintenance Superintendent	\$35,000	- 53,000
Yankee Trace Mechanic	\$30,000	- 48,000
First Assistant Golf Pro	\$28,000	- 40,000
Sous Chef	\$22,000	- 38,000
Dining Room/Banquet Supervisor	\$28,000	- 36,000
Second Assistant Golf Pro	\$25,000	- 36,000
Office Manager	\$22,000	- 35,000
Yankee Trace Groundskeeper	\$22,000	- 31,000

D. Part-Time Yankee Trace Employees Class IV

All employees in Class IV shall be paid within the designated pay range. Ranges and individual 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 IV are subject to benefits agreed upon by the City Manager. The pay of certain positions below may also be subject to incentive plans or fee schedules as designed by the City Manager.

<u>Title</u>	<u>Min.</u>	<u>Max.</u>
Banquet Server Captain	\$13.00	16.00
Shift Manager	\$11.00	16.00
Swing Cook	\$11.00	15.00
Building Attendant	\$9.00	14.00
Banquet Server	\$9.00	13.50
Second Assistant Golf Pro	\$9.00	13.00
Golf Cart Support	\$8.65	12.00
Clerk/Cashier	\$9.00	12.00
Groundskeeper	\$9.00	12.00
Banquet Setup	\$8.65	11.50
Cook Staff	\$8.65	11.00
Beverage Cart Server	\$4.30	10.00
Bartender	\$8.65	10.00
Laborer	\$8.65	10.00
Hobart Tech	\$8.65	9.75
Hosti	\$8.65	9.25
Dining Room Captain	\$5.00	9.00
Server	\$4.30	8.15

The above listed employees may also be eligible to receive a portion of tips and gratuities collected in accordance with guidelines developed and administered by the Director of Food Service or Head Golf Pro and approved by the Finance Director.

E. Seasonal Yankee Trace Employees Class V

All employees in Class V will be paid within the designated pay range. Ranges and individual 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 V shall not be eligible for any benefits. The pay of certain positions below may also be subject to incentive plans or fee schedules as designed by the City Manager.

<u>Title</u>	<u>Pay Range</u>
Swing Cook	\$11.00 - 15.00
Banquet Server	\$9.00 - 13.50
Second Assistant Golf Pro	\$9.00 - 13.00
Clerk/Cashier	\$9.00 - 12.00
Groundskeeper	\$9.00 - 12.00
Banquet Setup	\$8.65 - 11.50
Cook Staff	\$8.65 - 11.00
Bartender	\$8.65 - 10.00
Outside Operations Supervisor	\$8.65 - 10.00
Laborer	\$8.65 - 10.00
Beverage Cart Server	\$4.30 - 10.00
Hobart Tech	\$8.65 - 9.75
Hosti	\$8.65 - 9.25
Outside Golf Support	\$8.65 - 9.25
Server	\$4.30 - 8.15

The above listed employees may also be eligible to receive a portion of tips and gratuities collected in accordance with guidelines developed and administered by the Director of Food Service or Head Golf Pro and approved by the Finance Director.