

ORDINANCE NO. 24-08

CITY OF CENTERVILLE, OHIO

SPONSORED BY COUNCIL MEMBER Paul Gresham ON THE
15th DAY OF December, 2008.

AN EMERGENCY ORDINANCE TO REPEAL ORDINANCE NUMBER 32-07 IN ITS ENTIRETY AND TO ESTABLISH CLASS TITLES, PAY RANGES, GRADES, RATES OF PAY, AND REGULATIONS FOR EMPLOYEES OF THE CITY OF CENTERVILLE, OHIO.

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Ordinances 32-07 is hereby repealed. The listing on Attachment A of employee class titles and pay grade designations are hereby authorized and established.

Section 3. Merit Wage and Salary Plan

Attachment A for certain supervisory personnel, Attachment B for all others.

Section 4. Employment and Advancement

- A. The Wage and Salary Plan on Attachment A and B, 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 or B, may be moved into the next pay step or granted an increase upon the successful completion of his/her probationary period.
- D. Employees paid subject to Attachment B are eligible for a merit increase after being designated as a regular employee, up to the maximum as provided for in Attachment B, upon recommendation of the department head and an above average evaluation.
- E. Any employee advanced to a higher position through promotion shall receive an increase in pay.

Section 5. Employee Merit and Longevity Program

The following service levels and amounts will be implemented according to policies outlined in the Personnel Manual:

<u>Years of Service</u>	<u>Amount</u>
after 6.5 years but less than 10 years	\$300
after 10 years but less than 15 years	\$360
after 15 years but less than 20 years	\$420
after 20+ years	\$480

City Council will decide on an annual basis whether or not the program will be implemented, based upon their assessment of the financial condition of the City. Council will also annually determine the award amounts to be given for each level of service.

The City Manager and Clerk of Council shall not be eligible for the merit longevity program. However, City Council hereby authorizes a merit payment, to be based upon a percentage of annual salary, for the City Manager. The merit payment for the City Manager shall be 6.315% of his annual salary. Said payment shall be made no later than January 31, 2009. Beginning in 2007, the City Manager will receive 25 days of vacation on an annual basis.

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. Supplemental Retirement Plan Upon retirement (including disability retirement) qualifying employees shall be permitted to cash in the accrued but unused sick leave for a cash payment in the amount of \$380 for each year of service, or a portion of this amount rounded up to the nearest quarter of a year. This cash payment amount will be established by Council on an annual basis.

Section 8. Vacation Leave Conversion

The City Manager may, once annually, convert up to a maximum of 80 hours of his/her accrued vacation leave. The ratio for conversion is one hour for one hour. The rules governing this vacation leave conversion program shall be filed with and approved by the Ohio Public Employees Retirement System. Eligibility to convert such leave requires that all of the following apply to the City Manager:

1. Has, at the time of filing a request with the Finance Director to convert leave, an accrued vacation leave balance equal to or greater than the amount of hours requested to be converted;
2. The amount of vacation leave converted into a cash payment in one calendar year must not exceed the amount of vacation leave accrued in the prior calendar year; and
3. Has a record of at least 25 years of accumulated public service. Evidence of such accumulated public service may include a record of accumulated public service on file with the City of Centerville, as indicated by the employee's "Date of Hire" or "Leave Date" or a record of accumulated or purchased service credit on file with any of the Ohio Retirement Systems.

Section 9. This Ordinance is hereby declared to be an emergency measure and shall become effective December 22, 2008. An emergency affecting the public welfare is declared to exist by virtue of the immediate need to reorganize the personnel of the City.

PASSED this 15th day of December, 2008.

C. Mark King
Mayor - City of Centerville, Ohio

ATTEST:

Debra A. James
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 24-08 passed by the Council of the City of Centerville, Ohio, on the 15th day of December, 2008.

Debra A. James

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 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	\$ 60,600
City Manager	\$126,600
Assistant to the Clerk of Council	\$12.00 – 18.00 per hour

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 annual 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 I

<u>Title</u>	<u>Pay Range</u>
Chief of Police	\$85,544 – 110,595
Finance Director	\$85,544 – 110,595
Public Works Director	\$85,544 – 110,595
Assistant City Manager	\$70,261 – 96,304
Captain	\$74,588 – 96,965
City Engineer	\$64,115 – 94,537
City Planner	\$64,115 – 94,537
Information Technology Manager	\$64,115 – 94,537
Assistant to the City Manager	\$49,000 – 73,531

Section II

Public Works Operations Manager	\$55,847 – 81,197
Assistant City Engineer	\$51,680 – 75,396
Chief Building Official	\$50,574 – 78,000
Assistant Finance Director	\$50,574 – 73,531
Superintendent of Taxation	\$50,574 – 73,531
Human Resources Manager	\$50,574 – 73,531
Public Works Supervisor	\$49,015 – 71,392
Economic Development Administrator	\$47,371 – 68,874
Community Resources Coordinator	\$38,202 – 59,780 *a part-time position, represents annualized salary
Arts Program Coordinator	\$31,966 – 58,178 *a part-time position, represents annualized salary
Benham's Grove Administrator	\$33,725 – 50,145

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 annual 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
Zoning/Code Enforcement Inspector/Code Official	39
Planner II	39
Engineer. Aide/Public Works Inspector II	38
Building Inspector	38

Classified Year-Round Employees Class III (continued)

Planner I	35
City Horticulturist	34
Engineer, Aide/Public Works Inspector I	34
Vehicle/Equipment Mechanic	33
Secretary II	31
Group Leader	31
Assistant Superintendent of Taxation	30
Secretary I	29
Equipment Operator	28
GIS Technician	27
Finance Clerk II	25
Office Clerk	24
Mechanic's Helper	24
Maintenance Worker	24
Custodian II	23
Finance Clerk I	22
Operator/Receptionist	15
Custodian I	13
Laborer II	13
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 annual 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	31.73	33.30	34.99	36.72	38.55	40.47	42.49
Police Sergeant	27.73	29.16	30.59	32.12	33.71	35.40	37.20
Police Officer	23.39	24.95	26.59	28.30	29.89	31.36	32.94
Staff Services Coordinator	23.39	24.95	26.59	28.30	29.89	31.36	32.94
Records/Communications Supervisor	19.91	21.26	22.58	23.93	25.27	26.62	27.99
Records/Communications Specialist	17.56	18.73	19.96	21.28	22.43	23.57	24.73
Police Cadet/Intern	11.95	12.73	13.59	14.49	15.25	16.01	16.84

1. Police officers, cadets, and communications employees listed above who work second or third shift shall be paid a shift differential of \$.50 per hour for those hours actually worked.
2. Police officers who act as Officer in Charge of a shift shall be paid \$1.10 per hour for those hours worked as Officer in Charge.
3. Non-probationary police officers, excluding the police chief, listed above 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 cadets and communications personnel hired prior to January 1, 2005. Payment shall be on an annual basis in December of each year.

E. Part-Time Employees Class V

All employees in Class V will be paid within the designated range. The range or the wages will not be affected by the annual 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>
Benham's Grove Event Coordinator	\$11.00 – 16.00
Benham's Grove Laborer II	\$ 9.00 – 16.00
Code Enforcement Officer/Code Official	\$ 9.00 – 14.00
Benham's Grove Laborer I	\$ 7.30 – 12.00

F. Intermittent, Seasonal or Temporary 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 annual wage adjustment. Each employee shall be evaluated as appropriate, and may receive a merit increase as appropriate. Employees in Class VI shall not be eligible for benefits.

<u>Title</u>	<u>Pay Range</u>
Public Works Auxiliary Operator	\$12.00 –18.00
Secretary	\$12.00 –18.00
Office Clerk	\$ 7.30 –13.50
Intern	\$ 7.30 –11.00
Benham's Grove Events Host	\$ 7.30 – 9.00
Laborer	\$ 7.30 – 9.00
Stage Manager	\$ 7.30 –10.00

City of Centerville, Ohio 2009 Paychart Schedule

Attachment B

3.10%

	A	B	C	D	E	F	G
1 Hourly	\$8.40	\$8.83	\$9.26	\$9.73	\$10.21	\$10.72	\$11.25
Hourly after 5 years service					\$11.08	\$11.63	\$12.21
2 Hourly	\$8.62	\$9.05	\$9.51	\$9.97	\$10.47	\$11.00	\$11.55
Hourly after 5 years service					\$11.37	\$11.94	\$12.53
3 Hourly	\$8.84	\$9.27	\$9.74	\$10.22	\$10.73	\$11.26	\$11.83
Hourly after 5 years service					\$11.64	\$12.22	\$12.83
4 Hourly	\$9.05	\$9.51	\$9.97	\$10.47	\$11.00	\$11.55	\$12.12
Hourly after 5 years service					\$11.94	\$12.53	\$13.16
5 Hourly	\$9.28	\$9.75	\$10.23	\$10.74	\$11.27	\$11.84	\$12.43
Hourly after 5 years service					\$12.23	\$12.84	\$13.49
6 Hourly	\$9.52	\$9.98	\$10.49	\$11.02	\$11.56	\$12.15	\$12.75
Hourly after 5 years service					\$12.54	\$13.18	\$13.83
7 Hourly	\$9.75	\$10.23	\$10.74	\$11.27	\$11.84	\$12.43	\$13.05
Hourly after 5 years service					\$12.84	\$13.49	\$14.17
8 Hourly	\$9.99	\$10.50	\$11.03	\$11.57	\$12.16	\$12.76	\$13.40
Hourly after 5 years service					\$13.19	\$13.86	\$14.54
9 Hourly	\$10.24	\$10.76	\$11.30	\$11.86	\$12.45	\$13.08	\$13.73
Hourly after 5 years service					\$13.51	\$14.20	\$14.90
10 Hourly	\$10.50	\$11.03	\$11.57	\$12.16	\$12.76	\$13.40	\$14.07
Hourly after 5 years service					\$13.86	\$14.54	\$15.27
11 Hourly	\$10.76	\$11.30	\$11.86	\$12.45	\$13.08	\$13.73	\$14.41
Hourly after 5 years service					\$14.20	\$14.90	\$15.64
12 Hourly	\$11.04	\$11.58	\$12.17	\$12.77	\$13.41	\$14.08	\$14.78
Hourly after 5 years service					\$14.56	\$15.28	\$16.04
13 Hourly	\$11.30	\$11.86	\$12.45	\$13.08	\$13.73	\$14.41	\$15.14
Hourly after 5 years service					\$14.90	\$15.64	\$16.42
14 Hourly	\$11.58	\$12.17	\$12.77	\$13.41	\$14.08	\$14.78	\$15.53
Hourly after 5 years service					\$15.28	\$16.04	\$16.85
15 Hourly	\$11.87	\$12.46	\$13.09	\$13.74	\$14.42	\$15.16	\$15.91
Hourly after 5 years service					\$15.65	\$16.44	\$17.27
16 Hourly	\$12.17	\$12.77	\$13.41	\$14.08	\$14.78	\$15.53	\$16.31
Hourly after 5 years service					\$16.04	\$16.85	\$17.70

City of Centerville, Ohio 2009 Paychart Schedule

Attachment B

3.10%

	A	B	C	D	E	F	G
17 Hourly	\$12.48	\$13.10	\$13.76	\$14.45	\$15.19	\$15.95	\$16.74
Hourly after 5 years service					\$16.48	\$17.30	\$18.16
18 Hourly	\$12.78	\$13.42	\$14.09	\$14.81	\$15.54	\$16.32	\$17.14
Hourly after 5 years service					\$16.86	\$17.71	\$18.59
19 Hourly	\$13.10	\$13.76	\$14.45	\$15.19	\$15.95	\$16.74	\$17.57
Hourly after 5 years service					\$17.30	\$18.16	\$19.07
20 Hourly	\$13.43	\$14.10	\$14.82	\$15.55	\$16.33	\$17.15	\$18.01
Hourly after 5 years service					\$17.72	\$18.60	\$19.53
21 Hourly	\$13.77	\$14.46	\$15.20	\$15.96	\$16.75	\$17.58	\$18.47
Hourly after 5 years service					\$18.17	\$19.08	\$20.04
22 Hourly	\$14.11	\$14.83	\$15.56	\$16.34	\$17.16	\$18.02	\$18.92
Hourly after 5 years service					\$18.62	\$19.54	\$20.53
23 Hourly	\$14.46	\$15.20	\$15.96	\$16.75	\$17.58	\$18.47	\$19.39
Hourly after 5 years service					\$19.08	\$20.04	\$21.04
24 Hourly	\$14.84	\$15.57	\$16.35	\$17.17	\$18.03	\$18.94	\$19.87
Hourly after 5 years service					\$19.55	\$20.54	\$21.57
25 Hourly	\$15.21	\$15.97	\$16.77	\$17.61	\$18.49	\$19.41	\$20.38
Hourly after 5 years service					\$20.06	\$21.06	\$22.11
26 Hourly	\$15.58	\$16.36	\$17.18	\$18.04	\$18.95	\$19.90	\$20.89
Hourly after 5 years service					\$20.56	\$21.59	\$22.65
27 Hourly	\$15.97	\$16.77	\$17.61	\$18.49	\$19.41	\$20.38	\$21.40
Hourly after 5 years service					\$21.06	\$22.11	\$23.23
28 Hourly	\$16.36	\$17.18	\$18.04	\$18.95	\$19.90	\$20.89	\$21.93
Hourly after 5 years service					\$21.59	\$22.65	\$23.79
29 Hourly	\$16.78	\$17.62	\$18.50	\$19.42	\$20.39	\$21.41	\$22.49
Hourly after 5 years service					\$22.13	\$23.24	\$24.40
30 Hourly	\$17.21	\$18.07	\$18.98	\$19.93	\$20.92	\$21.96	\$23.05
Hourly after 5 years service					\$22.68	\$23.82	\$25.02
31 Hourly	\$17.64	\$18.52	\$19.44	\$20.41	\$21.43	\$22.51	\$23.63
Hourly after 5 years service					\$23.26	\$24.42	\$25.64
32 Hourly	\$18.08	\$18.99	\$19.94	\$20.94	\$21.98	\$23.08	\$24.24
Hourly after 5 years service					\$23.86	\$25.04	\$26.30
33 Hourly	\$18.54	\$19.47	\$20.43	\$21.46	\$22.54	\$23.65	\$24.84
Hourly after 5 years service					\$24.45	\$25.67	\$26.95

City of Centerville, Ohio 2009 Paychart Schedule

Attachment B

3.10%

A

B

C

D

E

F

G

34	Hourly Hourly after 5 years service	\$19.01	\$19.96	\$20.96	\$22.00	\$23.10 \$25.06	\$24.26 \$26.32	\$25.47 \$27.64
35	Hourly Hourly after 5 years service	\$19.47	\$20.43	\$21.46	\$22.54	\$23.65 \$25.67	\$24.84 \$26.95	\$26.07 \$28.29
36	Hourly Hourly after 5 years service	\$19.96	\$20.96	\$22.00	\$23.10	\$24.26 \$26.32	\$25.47 \$27.64	\$26.74 \$29.01
37	Hourly Hourly after 5 years service	\$20.44	\$21.48	\$22.56	\$23.67	\$24.87 \$26.98	\$26.10 \$28.33	\$27.41 \$29.76
38	Hourly Hourly after 5 years service	\$20.97	\$22.01	\$23.12	\$24.27	\$25.49 \$27.65	\$26.75 \$29.03	\$28.09 \$30.50
39	Hourly Hourly after 5 years service	\$21.49	\$22.57	\$23.68	\$24.88	\$26.12 \$28.34	\$27.42 \$29.78	\$28.82 \$31.25
40	Hourly Hourly after 5 years service	\$22.03	\$23.14	\$24.29	\$25.51	\$26.78 \$29.05	\$28.13 \$30.52	\$29.54 \$32.04
41	Hourly Hourly after 5 years service	\$22.59	\$23.72	\$24.91	\$26.16	\$27.47 \$29.81	\$28.85 \$31.29	\$30.28 \$32.86
42	Hourly Hourly after 5 years service	\$23.15	\$24.30	\$25.52	\$26.80	\$28.14 \$30.53	\$29.55 \$32.06	\$31.02 \$33.65
43	Hourly Hourly after 5 years service	\$23.73	\$24.92	\$26.17	\$27.48	\$28.86 \$31.30	\$30.29 \$32.87	\$31.82 \$34.53
44	Hourly Hourly after 5 years service	\$24.32	\$25.54	\$26.82	\$28.17	\$29.57 \$32.08	\$31.04 \$33.68	\$32.59 \$35.37
45	Hourly Hourly after 5 years service	\$24.93	\$26.18	\$27.49	\$28.87	\$30.30 \$32.88	\$31.83 \$34.54	\$33.43 \$36.26
46	Hourly Hourly after 5 years service	\$25.56	\$26.84	\$28.19	\$29.59	\$31.07 \$33.71	\$32.62 \$35.39	\$34.25 \$37.16
47	Hourly Hourly after 5 years service	\$26.19	\$27.50	\$28.88	\$30.31	\$31.84 \$34.55	\$33.44 \$36.27	\$35.11 \$38.10
48	Hourly Hourly after 5 years service	\$26.85	\$28.20	\$29.60	\$31.08	\$32.63 \$35.40	\$34.26 \$37.17	\$35.97 \$39.04
49	Hourly Hourly after 5 years service	\$27.53	\$28.90	\$30.33	\$31.86	\$33.46 \$36.29	\$35.13 \$38.12	\$36.89 \$40.03
50	Hourly Hourly after 5 years service	\$28.22	\$29.62	\$31.12	\$32.66	\$34.29 \$37.21	\$36.01 \$39.07	\$37.82 \$41.03