

ORDINANCE NO. 41095

CITY OF CENTERVILLE, OHIO

SPONSORED BY COUNCIL MEMBER BROOKS COMPTON ON THE 15TH DAY OF JANUARY
1996.

AN ORDINANCE TO REPEAL ORDINANCES NUMBER 31-94 and 11-95 IN THEIR ENTIRETY, 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Ordinances 31-94 and 11-95 are hereby repealed in their entirety. The listing on Attachment A of employee class titles and pay grade designations are hereby authorized and established.

Section 3. Merit Salary and Wage Plan

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

Section 4. Pay Periods

All employees shall be paid on a bi-weekly basis.

Section 5. 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. Employees will normally be hired toward the lower end of the pay range, but may enter the plan at a higher level at the discretion of the City Manager.

All employees will be hired as probationary employees and shall remain so classified for a minimum of 6 months, or until granted permanent status by the City Manager. Upon completion of the probationary period, an employee may be hired as a regular employee, have his/her probationary period extended for a period not to exceed 6 months, or may be discharged.

Certain departments may, upon adoption and with approval of the City Manager, institute standard probationary periods not to exceed 2 years.

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 efficiency 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 once per year after being designated as a regular employee up to the maximum as provided for in Attachment B.

E. Any employee advanced to a higher position through promotion shall receive an increase in pay.

F. Full-time employees are individuals who regularly work a minimum of forty hours per week on a year-round basis. Part-time employees are those who work fewer than forty hours per week on a year-round basis. Seasonal and temporary workers are those who work only during short periods of the year. Fringe benefits apply only to full-time employees, except when prorated for part-time employees by authorization of the City Manager, or except as otherwise provided herein.

Section 6. Overtime

Overtime pay or compensatory time at 1.5 times the regular rate of pay shall be awarded to FLSA non-exempt employees for all time worked in excess of 40 hours in any one week, except Police Officers who shall be awarded overtime for hours in excess of their workday. All overtime shall be pre-approved by the Department/Division Head. Overtime pay shall not apply to employees performing the duties of Department Directors, Division Heads, Assistants and other supervisory personnel as determined by the City Manager.

Notwithstanding the preceding paragraph, the City Manager shall make appropriate policies for call-in pay for the Service and Police Department Personnel.

Section 7. Work Week

The regular work week shall consist of 5 consecutive 8 hour days for all regular employees except the Police Department and the Service Department. The Police Department shall operate on a schedule of an eight (8) hour day on a rotating basis. The Service Department shall work a normal work week not exceeding 40 hours per week, as may be designated by the City Manager.

Section 8. Fringe Benefits All full-time employees in Class I, II and III will be eligible for the following benefits:

A. Holidays The following days shall be holidays for which full-time employees shall receive their regular compensation:
New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.

Any employee eligible for overtime compensation who works on a designated holiday will receive their holiday pay plus time and one-half for the hours actually worked.

B. Personal Leave Each full-time employee shall receive 32 hours of Personal Leave per year. Employees must make proper notice for use of Personal Leave days. Personal leave days may not be accumulated beyond the year earned, and will be prorated for new employees. Upon termination of employment, personal leave days shall be pro-rated to allot one day per quarter.

C. Vacation Leave After one year of service, full-time employees shall receive vacation leave at the following rates, to be accrued each pay period. After completing probation, employees may request vacation leave as such leave is accumulated.

| <u>Uninterrupted Service</u> | <u>Vacation</u> |
|---------------------------------------|-------------------|
| After 6 months but less than 5 years | 8 hours/month |
| After 5 years but less than 10 years | 10 hours/month |
| After 10 years but less than 15 years | 12 hours/month |
| After 15 years | 14.67 hours/month |
| City Clerk of Council | 18 hours/month |

All employees are expected to take vacation leave each year. Employees may request vacation leave as such leave is accumulated, not including, however, any fraction of days that may exist. Vacation may not be accumulated beyond the number of days equal to twice the annual rate prescribed above for the employee's given years of service, and is lost if not taken. The City shall not recognize prior public service for the purposes of computing vacation accrual.

D. Life Insurance All full-time employees of the City of Centerville, in addition to compensation provided in this Ordinance, for each person requesting coverage, shall be provided with twenty-four (24) hour term life insurance coverage in the amount of twice their annual salary as rounded off to the nearest thousand dollars, including double indemnity for accidental death, and dismemberment. Benefits may be reduced by the insurance company upon reaching age 65. The City shall pay the premium for such group contract life insurance, and the City Manager is hereby authorized and directed to enter into such an insurance contract.

E. Injury Leave At the discretion of the City Manager, any employee receiving Worker's Compensation Benefits, but not receiving Sick Leave, may be paid the difference between such compensation and his/her regular pay if permitted by the rules and regulations of the Worker's Compensation Act. Compensation for lost time paid by the Industrial Commission to the employee on injury leave, if overlapped with City pay, shall be deposited with the Finance Director for such time as the employee receives full wages from the City.

F. Sick Leave All full-time employees of the City of Centerville hired before January 1, 1995, shall accrue 12 hours of sick leave per month of employment. All full-time employees hired on or after January 1, 1995, shall accrue 8 hours of sick leave per month of employment. A maximum of 720 hours shall be used in the event of sickness; that said sick leave shall be accrued each pay period and effective from day of employment.

After three (3) days of illness, a doctor's certificate shall be presented to the Department/Division Head specifically describing the illness. The City reserves the right to require a doctor's certificate for illnesses less than 3 days.

Each full-time employee may, after accumulation of 840 hours of unused sick leave, elect at his/her option to exchange that unused sick leave over and above 720 hours for pay at the rate of 24 sick leave hours for 8 hours of pay. Conversion of sick pay shall be in five day increments. To effect said exchange, an employee electing same shall so notify the Finance Director in writing whereupon said payment shall be made.

No employee may accrue more than 960 hours of total sick leave. The City shall not credit new employees with sick leave accrued while with a previous employer, unless a specific exemption is authorized by Council.

G. Family Leave Any person employed over 19 hours a week who has worked 1250 hours the previous year, and who requires a leave for themselves or to care for a spouse, child or parent with a serious illness or the birth or adoption of a child, shall be entitled to unpaid family leave for up to 90 days.

Upon approval of the City Manager, employees may use accrued vacation, sick or personal leave in order to be compensated during this time off.

H. Bereavement Leave Any full-time employee may, upon authorization of the Department/Division Head and City Manager, receive up to 3 days paid leave for the death of a relative.

I. Health Insurance The City of Centerville shall pay 100% of the health insurance premiums for all full-time employees covered under this ordinance.

The City of Centerville shall provide Health Insurance for the Mayor and any City Council member requesting said insurance, provided however, that the Mayor and City Council members shall reimburse the City for the costs of such insurance.

J. Uniforms Police personnel uniform replacement: Upon appointment, all Police personnel shall be furnished minimum uniforms required. Maintenance and replacement of said uniforms is accomplished by budgeting an amount equal to \$275 per person times the number of total uniformed personnel, for replacement of worn and damaged uniforms and equipment.

Employees of the Service Department shall be furnished work uniforms and other safety equipment as needed.

No employee shall wear or use any uniform or city-owned equipment except while on duty for the City or traveling to or from their job. All uniforms remain the property of the City of Centerville.

K. Supplemental Retirement Plan Any full-time employee of the City who is eligible for participation in the Public Employees Retirement System or the Police Pension Fund of the State of Ohio shall be entitled to the following supplemental retirement benefits upon retirement. To receive said benefits, the employee must have accrued 80 hours of sick leave for each year of service with the City up to a maximum of 600 hours accrued sick leave required for participation.

Provided the employee has met the foregoing requirements, upon retirement or disability retirement the employee shall be allowed to exchange the unused sick leave days for a cash payment of three hundred (\$300.00) dollars per year of service, or increment of this amount to be rounded up to the nearest quarter of a year.

In the event of the death of an employee, the immediate family of the employee is entitled to make the same exchange of unused sick leave days for cash payment regardless of whether said employee's immediate family is eligible for participation in Public Employee's Retirement System or the Police Pension Fund of Ohio or any other public employee benefit program.

L. Employee Merit and Longevity Program Full-time employees with 6.5 or more years of service with the City, in addition to being at the top step of their pay grade, are eligible for an annual bonus payment, which will reward longevity of employment and meritorious service to the City.

Eligibility for the bonus is determined by length of service, and the employee achieving an overall "above average" rating of their job performance, as determined by their department head/supervisor.

The following service levels and amounts will be implemented:

| <u>Years of Service</u> | <u>Amount</u> |
|--|---------------|
| after 6.5 years but less than 10 years | \$250 |
| after 10 years but less than 15 years | \$300 |
| after 15 years but less than 20 years | \$350 |
| after 20+ years | \$400 |

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 and the Clerk of Council. The merit payment for the City Manager shall be 6.095% or \$4,900; the merit payment for the Clerk of Council shall be 1.212% or \$500. Said payments shall be made no later than February 22, 1996.

Section 9. Regular Part-time Employee Benefits

A. Seasonal and Temporary employees shall not be eligible for any fringe benefits.

B. Part-time employees who work under 20 hours per week on a consistent basis shall not be eligible for any fringe benefits.

C. Benefits shall be pro-rated based upon the average number of hours worked per week, for those part-time employees who work between 20 and 39 hours per week and were employed on or before January 1, 1993; in addition to the benefits listed below those employees shall also be eligible for, on a pro-rated basis, the supplemental retirement plan, and the longevity-merit program as outlined in Section 8 of this Ordinance.

Part-time employees employed after January 1, 1993, who are employed an average of 52 weeks per year and work between 20 and 39 hours on a consistent basis in Class IV, shall be eligible for the following benefits:

28 hours of Holiday Pay per year

16 hours of Personal Leave Pay per year

Vacation according to the following schedule:

| | |
|---|------------------|
| After 1 year but less than 5 years - | 4 hours/month |
| After 5 years but less than 10 years - | 5 hours/month |
| After 10 years but less than 15 years - | 6 hours/month |
| After 15 years - | 7.34 hours/month |

Life Insurance - amount of coverage equal to the annualized wage of the employee.

Injury leave - at the discretion of the City Manager, according to Section 8. E. of this Ordinance.

Sick Leave - 6 hours accumulation per month, according to Section 8. F. of this Ordinance, but shall not be eligible for sick leave exchange. Part-time employees who are employed in Class IV on or after January 1, 1995, shall accumulate 4 hours per month of sick leave.

Family Leave - at the discretion of the City Manager, according to Section 8. G. of this Ordinance.

Bereavement Leave - at the discretion of the City Manager, according to Section 8. H. of this Ordinance.

Health Insurance - if employee wishes to be covered by the health insurance provided by the City, they shall pay ½ of the monthly premium (or designated market value, if premium not applicable).

Section 10. Effective Date The compensation provided herein shall be effective on January 1, 1996.

Section 11. This Ordinance shall take effect at the earliest date allowed by law.

PASSED this 15th day of JANUARY 1996.

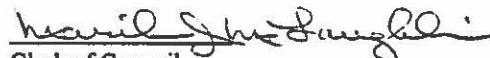

Mayor - City of Centerville, Ohio

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 an ordinance passed by the Council of the City of Centerville, Ohio, on the 15th day of JANUARY 1996.


Clerk of Council

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

Department of Law
Robert N. Farquhar
Municipal Attorney

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. Each employee in Class I is eligible for benefits as listed in Section 8 of this Ordinance.

| <u>Title</u> | <u>Salary</u> |
|----------------------------|---------------|
| Clerk of Council | \$41,250 |
| City Manager | \$80,400 |
| Assistant Clerk of Council | \$22,000 |

B. Unclassified Manager Appointed Class II

All employees in Class II shall be paid within the designated pay range. The range shall increase with the annual wage adjustment made for all other employees, the individual salaries shall not increase automatically. Each employee shall receive six month evaluations 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, ^{or any time during the year.} ~~once per year.~~ Those persons who are at the maximum amount of their pay range shall be eligible to receive an additional merit payment of up to 3% of their annual salary. Each employee in Class II is eligible for benefits described in Section 8 of this Ordinance.

| <u>Title</u> | <u>Pay Range</u> |
|-------------------------------|-------------------|
| Finance Director | \$49,000 - 66,770 |
| Chief of Police | \$49,000 - 66,770 |
| City Engineer | \$49,000 - 66,770 |
| City Planner | \$49,000 - 66,770 |
| Public Works Director | \$49,000 - 66,770 |
| Assistant City Manager | \$42,000 - 57,077 |
| Assistant to the City Manager | \$34,961 - 46,308 |

C. Classified Regular Full-time Employees Class III

All employees in Class III shall be paid within the designated pay range. Ranges and individual wages will be automatically adjusted based upon the annual wage adjustment. Each employee shall receive six month evaluations and will be eligible for a merit step increase once per year, based upon the attached pay scale. Each employee in Class III is eligible for benefits described in Section 8 of this Ordinance.

| <u>Title</u> | <u>Pay Grade</u> |
|--|------------------|
| Police Lieutenant | 51 |
| Assistant Finance Director | 50 |
| Assistant City Engineer | 48 |
| Public Works Operations Manager | 47 |
| Chief Building Official | 46 |
| Police Sergeant | 45 |
| Building Inspector/Computer Specialist | 45 |
| Assistant City Planner | 45 |
| Building Inspector | 44 |
| Electrical Inspector | 44 |
| Superintendent of Taxation | 44 |
| Benham's Grove Administrator | 41 |
| Service Foreman | 41 |
| Master Mechanic | 41 |
| Police Officer | 40 |

Attachment A, page two

Classified Regular Full-time Employees Class III (continued)

| | |
|--|----|
| Zoning/Code Enforcement Inspector | 40 |
| Planner II | 39 |
| Engineer, Aide/Public Works Inspector II | 38 |
| Assistant to the Finance Director | 36 |
| Planner I | 35 |
| Secretary to the City Manager | 35 |
| Engineer, Aide/Public Works Inspector I | 34 |
| Secretary III | 33 |
| Administrator/Museum Curator | 31 |
| Secretary II | 31 |
| Vehicle/Equipment Mechanic | 31 |
| Secretary I | 29 |
| Group Leader | 29 |
| Finance Clerk II | 28 |
| Police Dispatcher II | 28 |
| Police Records Clerk | 26 |
| Account Clerk II | 26 |
| Billing Clerk II | 26 |
| Equipment Operator | 25 |
| Aux. Refuse Equipment Operator | 24 |
| Police Dispatcher I | 24 |
| Clerk-Typist II | 24 |
| Finance Clerk I | 24 |
| Clerk-Typist I | 22 |
| Account Clerk I | 22 |
| Billing Clerk I | 22 |
| Mechanic's Helper | 22 |
| Maintenance Worker | 22 |
| Custodian | 22 |
| Benham's Grove Groundskeeper | 20 |
| PBX Operator/Receptionist | 17 |
| Police Cadet | 14 |

D. Regular Part-Time Employees Class IV

All employees in Class IV shall be paid within the designated pay range. Ranges and individual wages will be automatically adjusted based upon the annual wage adjustment. Each employee shall receive six month evaluations and will be eligible for a merit step increase once per year, based upon the attached pay scale. Each employee who works an average of 20 hours or more per week on a consistent year-round basis in Class III, is eligible for benefits described in Section 9 of this Ordinance.

| <u>Title</u> | <u>Pay Grade</u> |
|--------------------------------------|------------------|
| Economic Development Administrator | 50 |
| Secretary II | 31 |
| Assistant Superintendent of Taxation | 30 |
| Secretary I | 29 |
| Finance Clerk II | 28 |
| Account Clerk II | 26 |
| Community Resources Coordinator | 25 |
| Finance Clerk I | 24 |
| Clerk-Typist II | 24 |
| Account Clerk I | 22 |
| Clerk-Typist I | 22 |
| Groundskeeper | 20 |

Attachment A, page three

Regular Part-Time Employees Class IV (continued)

| | |
|----------------------------|----|
| PBX Operator/Receptionist | 17 |
| Benham's Grove Events Host | 17 |
| Laborer II | 5 |
| Laborer I | 1 |

E. Part-Time/Seasonal 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 be evaluated as appropriate, and may receive a merit increase as appropriate. Employees in Class V shall not be eligible for benefits.

| <u>Title</u> | <u>Pay Range</u> |
|----------------------------|------------------|
| Clerk/Typist I | \$8.00 - 11.50 |
| Benham's Grove Events Host | \$6.00 - 8.00 |
| PBX Operator/ Receptionist | \$5.75 - 7.75 |
| Laborer II | \$5.50 - 7.50 |
| Intern | \$6.00 - 8.00 |
| Laborer I | \$5.00 - 6.75 |

City of Centerville, Ohio

1996 Paychart Schedule

| Grade | | A Start | B 6 Months | C 18 months | D 30 Months | E 42 Months | F 54 Months | G 66 months |
|-------|--------|-------------|---------------|----------------|----------------|----------------|----------------|----------------|
| 1 | Hourly | \$5.50 | \$5.77 | \$6.06 | \$6.37 | \$6.68 | \$7.02 | \$7.37 |
| | Weekly | \$220.00 | \$230.80 | \$242.40 | \$254.80 | \$267.20 | \$280.80 | \$294.80 |
| | Annual | \$11,440.00 | \$12,001.60 | \$12,604.80 | \$13,249.60 | \$13,894.40 | \$14,601.60 | \$15,329.60 |
| 2 | Hourly | \$5.64 | \$5.92 | \$6.21 | \$6.52 | \$6.85 | \$7.19 | \$7.55 |
| | Weekly | \$225.60 | \$236.80 | \$248.40 | \$260.80 | \$274.00 | \$287.60 | \$302.00 |
| | Annual | \$11,731.20 | \$12,313.60 | \$12,916.80 | \$13,561.60 | \$14,248.00 | \$14,955.20 | \$15,704.00 |
| 3 | Hourly | \$5.78 | \$6.07 | \$6.37 | \$6.69 | \$7.02 | \$7.37 | \$7.74 |
| | Weekly | \$231.20 | \$242.80 | \$254.80 | \$267.60 | \$280.80 | \$294.80 | \$309.60 |
| | Annual | \$12,022.40 | \$12,625.60 | \$13,249.60 | \$13,915.20 | \$14,601.60 | \$15,329.60 | \$16,099.20 |
| 4 | Hourly | \$5.92 | \$6.22 | \$6.53 | \$6.86 | \$7.20 | \$7.56 | \$7.94 |
| | Weekly | \$236.80 | \$248.80 | \$261.20 | \$274.40 | \$288.00 | \$302.40 | \$317.60 |
| | Annual | \$12,313.60 | \$12,937.60 | \$13,582.40 | \$14,268.80 | \$14,976.00 | \$15,724.80 | \$16,515.20 |
| 5 | Hourly | \$6.07 | \$6.37 | \$6.69 | \$7.03 | \$7.38 | \$7.75 | \$8.13 |
| | Weekly | \$242.80 | \$254.80 | \$267.60 | \$281.20 | \$295.20 | \$310.00 | \$325.20 |
| | Annual | \$12,625.60 | \$13,249.60 | \$13,915.20 | \$14,622.40 | \$15,350.40 | \$16,120.00 | \$16,910.40 |
| 6 | Hourly | \$6.22 | \$6.53 | \$6.86 | \$7.20 | \$7.56 | \$7.94 | \$8.34 |
| | Weekly | \$248.80 | \$261.20 | \$274.40 | \$288.00 | \$302.40 | \$317.60 | \$333.60 |
| | Annual | \$12,937.60 | \$13,582.40 | \$14,268.80 | \$14,976.00 | \$15,724.80 | \$16,515.20 | \$17,347.20 |
| 7 | Hourly | \$6.38 | \$6.70 | \$7.03 | \$7.38 | \$7.75 | \$8.14 | \$8.55 |
| | Weekly | \$255.20 | \$268.00 | \$281.20 | \$295.20 | \$310.00 | \$325.60 | \$342.00 |
| | Annual | \$13,270.40 | \$13,936.00 | \$14,622.40 | \$15,350.40 | \$16,120.00 | \$16,931.20 | \$17,784.00 |
| 8 | Hourly | \$6.54 | \$6.86 | \$7.21 | \$7.57 | \$7.95 | \$8.34 | \$8.76 |
| | Weekly | \$261.60 | \$274.40 | \$288.40 | \$302.80 | \$318.00 | \$333.60 | \$350.40 |
| | Annual | \$13,603.20 | \$14,268.80 | \$14,996.80 | \$15,745.60 | \$16,536.00 | \$17,347.20 | \$18,220.80 |
| 9 | Hourly | \$6.70 | \$7.03 | \$7.39 | \$7.76 | \$8.14 | \$8.55 | \$8.98 |
| | Weekly | \$268.00 | \$281.20 | \$295.60 | \$310.40 | \$325.60 | \$342.00 | \$359.20 |
| | Annual | \$13,936.00 | \$14,622.40 | \$15,371.20 | \$16,140.80 | \$16,931.20 | \$17,784.00 | \$18,678.40 |
| 10 | Hourly | \$6.87 | \$7.21 | \$7.57 | \$7.95 | \$8.35 | \$8.76 | \$9.20 |
| | Weekly | \$274.80 | \$288.40 | \$302.80 | \$318.00 | \$334.00 | \$350.40 | \$368.00 |
| | Annual | \$14,289.60 | \$14,996.80 | \$15,745.60 | \$16,536.00 | \$17,368.00 | \$18,220.80 | \$19,136.00 |
| 11 | Hourly | \$7.04 | \$7.39 | \$7.76 | \$8.15 | \$8.56 | \$8.98 | \$9.43 |
| | Weekly | \$281.60 | \$295.60 | \$310.40 | \$326.00 | \$342.40 | \$359.20 | \$377.20 |
| | Annual | \$14,643.20 | \$15,371.20 | \$16,140.80 | \$16,952.00 | \$17,804.80 | \$18,678.40 | \$19,614.40 |
| 12 | Hourly | \$7.22 | \$7.58 | \$7.95 | \$8.35 | \$8.77 | \$9.21 | \$9.67 |
| | Weekly | \$288.80 | \$303.20 | \$318.00 | \$334.00 | \$350.80 | \$368.40 | \$386.80 |
| | Annual | \$15,017.60 | \$15,766.40 | \$16,536.00 | \$17,368.00 | \$18,241.60 | \$19,156.80 | \$20,113.60 |

City of Centerville, Ohio

1996 Paychart Schedule

| Grade | | A | B | C | D | E | F | G |
|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Start | 6 Months | 18 months | 30 Months | 42 Months | 54 Months | 66 months |
| 13 | Hourly | \$7.40 | \$7.77 | \$8.15 | \$8.56 | \$8.99 | \$9.44 | \$9.91 |
| | Weekly | \$296.00 | \$310.80 | \$326.00 | \$342.40 | \$359.60 | \$377.60 | \$396.40 |
| | Annual | \$15,392.00 | \$16,161.60 | \$16,952.00 | \$17,804.80 | \$18,699.20 | \$19,635.20 | \$20,612.80 |
| 14 | Hourly | \$7.58 | \$7.96 | \$8.36 | \$8.78 | \$9.21 | \$9.67 | \$10.16 |
| | Weekly | \$303.20 | \$318.40 | \$334.40 | \$351.20 | \$368.40 | \$386.80 | \$406.40 |
| | Annual | \$15,766.40 | \$16,556.80 | \$17,388.80 | \$18,262.40 | \$19,156.80 | \$20,113.60 | \$21,132.80 |
| 15 | Hourly | \$7.77 | \$8.16 | \$8.57 | \$8.99 | \$9.44 | \$9.92 | \$10.41 |
| | Weekly | \$310.80 | \$326.40 | \$342.80 | \$359.60 | \$377.60 | \$396.80 | \$416.40 |
| | Annual | \$16,161.60 | \$16,972.80 | \$17,825.60 | \$18,699.20 | \$19,635.20 | \$20,633.60 | \$21,652.80 |
| 16 | Hourly | \$7.96 | \$8.36 | \$8.78 | \$9.22 | \$9.68 | \$10.16 | \$10.67 |
| | Weekly | \$318.40 | \$334.40 | \$351.20 | \$368.80 | \$387.20 | \$406.40 | \$426.80 |
| | Annual | \$16,556.80 | \$17,388.80 | \$18,262.40 | \$19,177.60 | \$20,134.40 | \$21,132.80 | \$22,193.60 |
| 17 | Hourly | \$8.16 | \$8.57 | \$9.00 | \$9.45 | \$9.92 | \$10.42 | \$10.94 |
| | Weekly | \$326.40 | \$342.80 | \$360.00 | \$378.00 | \$396.80 | \$416.80 | \$437.60 |
| | Annual | \$16,972.80 | \$17,825.60 | \$18,720.00 | \$19,656.00 | \$20,633.60 | \$21,673.60 | \$22,755.20 |
| 18 | Hourly | \$8.37 | \$8.79 | \$9.23 | \$9.69 | \$10.17 | \$10.68 | \$11.21 |
| | Weekly | \$334.80 | \$351.60 | \$369.20 | \$387.60 | \$406.80 | \$427.20 | \$448.40 |
| | Annual | \$17,409.60 | \$18,283.20 | \$19,198.40 | \$20,155.20 | \$21,153.60 | \$22,214.40 | \$23,316.80 |
| 19 | Hourly | \$8.58 | \$9.01 | \$9.46 | \$9.93 | \$10.42 | \$10.95 | \$11.49 |
| | Weekly | \$343.20 | \$360.40 | \$378.40 | \$397.20 | \$416.80 | \$438.00 | \$459.60 |
| | Annual | \$17,846.40 | \$18,740.80 | \$19,676.80 | \$20,654.40 | \$21,673.60 | \$22,776.00 | \$23,899.20 |
| 20 | Hourly | \$8.79 | \$9.23 | \$9.69 | \$10.18 | \$10.69 | \$11.22 | \$11.78 |
| | Weekly | \$351.60 | \$369.20 | \$387.60 | \$407.20 | \$427.60 | \$448.80 | \$471.20 |
| | Annual | \$18,283.20 | \$19,198.40 | \$20,155.20 | \$21,174.40 | \$22,235.20 | \$23,337.60 | \$24,502.40 |
| 21 | Hourly | \$9.01 | \$9.46 | \$9.93 | \$10.43 | \$10.95 | \$11.50 | \$12.08 |
| | Weekly | \$360.40 | \$378.40 | \$397.20 | \$417.20 | \$438.00 | \$460.00 | \$483.20 |
| | Annual | \$18,740.80 | \$19,676.80 | \$20,654.40 | \$21,694.40 | \$22,776.00 | \$23,920.00 | \$25,126.40 |
| 22 | Hourly | \$9.24 | \$9.70 | \$10.18 | \$10.69 | \$11.23 | \$11.79 | \$12.38 |
| | Weekly | \$369.60 | \$388.00 | \$407.20 | \$427.60 | \$449.20 | \$471.60 | \$495.20 |
| | Annual | \$19,219.20 | \$20,176.00 | \$21,174.40 | \$22,235.20 | \$23,358.40 | \$24,523.20 | \$25,750.40 |
| 23 | Hourly | \$9.47 | \$9.94 | \$10.44 | \$10.96 | \$11.51 | \$12.08 | \$12.69 |
| | Weekly | \$378.80 | \$397.60 | \$417.60 | \$438.40 | \$460.40 | \$483.20 | \$507.60 |
| | Annual | \$19,697.60 | \$20,675.20 | \$21,715.20 | \$22,796.80 | \$23,940.80 | \$25,126.40 | \$26,395.20 |
| 24 | Hourly | \$9.70 | \$10.19 | \$10.70 | \$11.23 | \$11.79 | \$12.38 | \$13.00 |
| | Weekly | \$388.00 | \$407.60 | \$428.00 | \$449.20 | \$471.60 | \$495.20 | \$520.00 |
| | Annual | \$20,176.00 | \$21,195.20 | \$22,256.00 | \$23,358.40 | \$24,523.20 | \$25,750.40 | \$27,040.00 |

City of Centerville, Ohio

1996 Paychart Schedule

| Grade | | A | B | C | D | E | F | G |
|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Start | 6 Months | 18 months | 30 Months | 42 Months | 54 Months | 66 months |
| 25 | Hourly | \$9.95 | \$10.44 | \$10.97 | \$11.51 | \$12.09 | \$12.69 | \$13.33 |
| | Weekly | \$398.00 | \$417.60 | \$438.80 | \$460.40 | \$483.60 | \$507.60 | \$533.20 |
| | Annual | \$20,696.00 | \$21,715.20 | \$22,817.60 | \$23,940.80 | \$25,147.20 | \$26,395.20 | \$27,726.40 |
| 26 | Hourly | \$10.19 | \$10.70 | \$11.24 | \$11.80 | \$12.39 | \$13.01 | \$13.66 |
| | Weekly | \$407.60 | \$428.00 | \$449.60 | \$472.00 | \$495.60 | \$520.40 | \$546.40 |
| | Annual | \$21,195.20 | \$22,256.00 | \$23,379.20 | \$24,544.00 | \$25,771.20 | \$27,060.80 | \$28,412.80 |
| 27 | Hourly | \$10.45 | \$10.97 | \$11.52 | \$12.10 | \$12.70 | \$13.34 | \$14.00 |
| | Weekly | \$418.00 | \$438.80 | \$460.80 | \$484.00 | \$508.00 | \$533.60 | \$560.00 |
| | Annual | \$21,736.00 | \$22,817.60 | \$23,961.60 | \$25,168.00 | \$26,416.00 | \$27,747.20 | \$29,120.00 |
| 28 | Hourly | \$10.71 | \$11.25 | \$11.81 | \$12.40 | \$13.02 | \$13.67 | \$14.35 |
| | Weekly | \$428.40 | \$450.00 | \$472.40 | \$496.00 | \$520.80 | \$546.80 | \$574.00 |
| | Annual | \$22,276.80 | \$23,400.00 | \$24,564.80 | \$25,792.00 | \$27,081.60 | \$28,433.60 | \$29,848.00 |
| 29 | Hourly | \$10.98 | \$11.53 | \$12.10 | \$12.71 | \$13.34 | \$14.01 | \$14.71 |
| | Weekly | \$439.20 | \$461.20 | \$484.00 | \$508.40 | \$533.60 | \$560.40 | \$588.40 |
| | Annual | \$22,838.40 | \$23,982.40 | \$25,168.00 | \$26,436.80 | \$27,747.20 | \$29,140.80 | \$30,596.80 |
| 30 | Hourly | \$11.25 | \$11.82 | \$12.41 | \$13.03 | \$13.68 | \$14.36 | \$15.08 |
| | Weekly | \$450.00 | \$472.80 | \$496.40 | \$521.20 | \$547.20 | \$574.40 | \$603.20 |
| | Annual | \$23,400.00 | \$24,585.60 | \$25,812.80 | \$27,102.40 | \$28,454.40 | \$29,868.80 | \$31,366.40 |
| 31 | Hourly | \$11.53 | \$12.11 | \$12.72 | \$13.35 | \$14.02 | \$14.72 | \$15.46 |
| | Weekly | \$461.20 | \$484.40 | \$508.80 | \$534.00 | \$560.80 | \$588.80 | \$618.40 |
| | Annual | \$23,982.40 | \$25,188.80 | \$26,457.60 | \$27,768.00 | \$29,161.60 | \$30,617.60 | \$32,156.80 |
| 32 | Hourly | \$11.82 | \$12.41 | \$13.03 | \$13.69 | \$14.37 | \$15.09 | \$15.84 |
| | Weekly | \$472.80 | \$496.40 | \$521.20 | \$547.60 | \$574.80 | \$603.60 | \$633.60 |
| | Annual | \$24,585.60 | \$25,812.80 | \$27,102.40 | \$28,475.20 | \$29,889.60 | \$31,387.20 | \$32,947.20 |
| 33 | Hourly | \$12.12 | \$12.72 | \$13.36 | \$14.03 | \$14.73 | \$15.47 | \$16.24 |
| | Weekly | \$484.80 | \$508.80 | \$534.40 | \$561.20 | \$589.20 | \$618.80 | \$649.60 |
| | Annual | \$25,209.60 | \$26,457.60 | \$27,788.80 | \$29,182.40 | \$30,638.40 | \$32,177.60 | \$33,779.20 |
| 34 | Hourly | \$12.42 | \$13.04 | \$13.69 | \$14.38 | \$15.10 | \$15.85 | \$16.65 |
| | Weekly | \$496.80 | \$521.60 | \$547.60 | \$575.20 | \$604.00 | \$634.00 | \$666.00 |
| | Annual | \$25,833.60 | \$27,123.20 | \$28,475.20 | \$29,910.40 | \$31,408.00 | \$32,968.00 | \$34,632.00 |
| 35 | Hourly | \$12.73 | \$13.37 | \$14.04 | \$14.74 | \$15.48 | \$16.25 | \$17.06 |
| | Weekly | \$509.20 | \$534.80 | \$561.60 | \$589.60 | \$619.20 | \$650.00 | \$682.40 |
| | Annual | \$26,478.40 | \$27,809.60 | \$29,203.20 | \$30,659.20 | \$32,198.40 | \$33,800.00 | \$35,484.80 |
| 36 | Hourly | \$13.05 | \$13.70 | \$14.39 | \$15.11 | \$15.86 | \$16.66 | \$17.49 |
| | Weekly | \$522.00 | \$548.00 | \$575.60 | \$604.40 | \$634.40 | \$666.40 | \$699.60 |
| | Annual | \$27,144.00 | \$28,496.00 | \$29,931.20 | \$31,428.80 | \$32,988.80 | \$34,652.80 | \$36,379.20 |

City of Centerville, Ohio

1996 Paychart Schedule

| Grade | | A | B | C | D | E | F | G |
|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Start | 6 Months | 18 months | 30 Months | 42 Months | 54 Months | 66 months |
| 37 | Hourly | \$13.38 | \$14.05 | \$14.75 | \$15.48 | \$16.26 | \$17.07 | \$17.93 |
| | Weekly | \$535.20 | \$562.00 | \$590.00 | \$619.20 | \$650.40 | \$682.80 | \$717.20 |
| | Annual | \$27,830.40 | \$29,224.00 | \$30,680.00 | \$32,198.40 | \$33,820.80 | \$35,505.60 | \$37,294.40 |
| 38 | Hourly | \$13.71 | \$14.40 | \$15.12 | \$15.87 | \$16.67 | \$17.50 | \$18.37 |
| | Weekly | \$548.40 | \$576.00 | \$604.80 | \$634.80 | \$666.80 | \$700.00 | \$734.80 |
| | Annual | \$28,516.80 | \$29,952.00 | \$31,449.60 | \$33,009.60 | \$34,673.60 | \$36,400.00 | \$38,209.60 |
| 39 | Hourly | \$14.05 | \$14.76 | \$15.49 | \$16.27 | \$17.08 | \$17.94 | \$18.83 |
| | Weekly | \$562.00 | \$590.40 | \$619.60 | \$650.80 | \$683.20 | \$717.60 | \$753.20 |
| | Annual | \$29,224.00 | \$30,700.80 | \$32,219.20 | \$33,841.60 | \$35,526.40 | \$37,315.20 | \$39,166.40 |
| 40 | Hourly | \$14.41 | \$15.13 | \$15.88 | \$16.68 | \$17.51 | \$18.38 | \$19.30 |
| | Weekly | \$576.40 | \$605.20 | \$635.20 | \$667.20 | \$700.40 | \$735.20 | \$772.00 |
| | Annual | \$29,972.80 | \$31,470.40 | \$33,030.40 | \$34,694.40 | \$36,420.80 | \$38,230.40 | \$40,144.00 |
| 41 | Hourly | \$14.77 | \$15.50 | \$16.28 | \$17.09 | \$17.95 | \$18.84 | \$19.79 |
| | Weekly | \$590.80 | \$620.00 | \$651.20 | \$683.60 | \$718.00 | \$753.60 | \$791.60 |
| | Annual | \$30,721.60 | \$32,240.00 | \$33,862.40 | \$35,547.20 | \$37,336.00 | \$39,187.20 | \$41,163.20 |
| 42 | Hourly | \$15.13 | \$15.89 | \$16.69 | \$17.52 | \$18.40 | \$19.32 | \$20.28 |
| | Weekly | \$605.20 | \$635.60 | \$667.60 | \$700.80 | \$736.00 | \$772.80 | \$811.20 |
| | Annual | \$31,470.40 | \$33,051.20 | \$34,715.20 | \$36,441.60 | \$38,272.00 | \$40,185.60 | \$42,182.40 |
| 43 | Hourly | \$15.51 | \$16.29 | \$17.10 | \$17.96 | \$18.86 | \$19.80 | \$20.79 |
| | Weekly | \$620.40 | \$651.60 | \$684.00 | \$718.40 | \$754.40 | \$792.00 | \$831.60 |
| | Annual | \$32,260.80 | \$33,883.20 | \$35,568.00 | \$37,356.80 | \$39,228.80 | \$41,184.00 | \$43,243.20 |
| 44 | Hourly | \$15.90 | \$16.70 | \$17.53 | \$18.41 | \$19.33 | \$20.29 | \$21.31 |
| | Weekly | \$636.00 | \$668.00 | \$701.20 | \$736.40 | \$773.20 | \$811.60 | \$852.40 |
| | Annual | \$33,072.00 | \$34,736.00 | \$36,462.40 | \$38,292.80 | \$40,206.40 | \$42,203.20 | \$44,324.80 |
| 45 | Hourly | \$16.30 | \$17.11 | \$17.97 | \$18.87 | \$19.81 | \$20.80 | \$21.84 |
| | Weekly | \$652.00 | \$684.40 | \$718.80 | \$754.80 | \$792.40 | \$832.00 | \$873.60 |
| | Annual | \$33,904.00 | \$35,588.80 | \$37,377.60 | \$39,249.60 | \$41,204.80 | \$43,264.00 | \$45,427.20 |
| 46 | Hourly | \$16.71 | \$17.54 | \$18.42 | \$19.34 | \$20.31 | \$21.32 | \$22.39 |
| | Weekly | \$668.40 | \$701.60 | \$736.80 | \$773.60 | \$812.40 | \$852.80 | \$895.60 |
| | Annual | \$34,756.80 | \$36,483.20 | \$38,313.60 | \$40,227.20 | \$42,244.80 | \$44,345.60 | \$46,571.20 |
| 47 | Hourly | \$17.12 | \$17.98 | \$18.88 | \$19.82 | \$20.81 | \$21.85 | \$22.95 |
| | Weekly | \$684.80 | \$719.20 | \$755.20 | \$792.80 | \$832.40 | \$874.00 | \$918.00 |
| | Annual | \$35,609.60 | \$37,398.40 | \$39,270.40 | \$41,225.60 | \$43,284.80 | \$45,448.00 | \$47,736.00 |
| 48 | Hourly | \$17.55 | \$18.43 | \$19.35 | \$20.32 | \$21.33 | \$22.40 | \$23.52 |
| | Weekly | \$702.00 | \$737.20 | \$774.00 | \$812.80 | \$853.20 | \$896.00 | \$940.80 |
| | Annual | \$36,504.00 | \$38,334.40 | \$40,248.00 | \$42,265.60 | \$44,366.40 | \$46,592.00 | \$48,921.60 |

City of Centerville, Ohio

1996 Paychart Schedule

| Grade | | A | B | C | D | E | F | G |
|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Start | 6 Months | 18 months | 30 Months | 42 Months | 54 Months | 66 months |
| 49 | Hourly | \$17.99 | \$18.89 | \$19.83 | \$20.83 | \$21.87 | \$22.96 | \$24.11 |
| | Weekly | \$719.60 | \$755.60 | \$793.20 | \$833.20 | \$874.80 | \$918.40 | \$964.40 |
| | Annual | \$37,419.20 | \$39,291.20 | \$41,246.40 | \$43,326.40 | \$45,489.60 | \$47,756.80 | \$50,148.80 |
| 50 | Hourly | \$18.44 | \$19.36 | \$20.33 | \$21.35 | \$22.41 | \$23.53 | \$24.71 |
| | Weekly | \$737.60 | \$774.40 | \$813.20 | \$854.00 | \$896.40 | \$941.20 | \$988.40 |
| | Annual | \$38,355.20 | \$40,268.80 | \$42,286.40 | \$44,408.00 | \$46,612.80 | \$48,942.40 | \$51,396.80 |
| 51 | Hourly | \$18.90 | \$19.85 | \$20.84 | \$21.88 | \$22.97 | \$24.12 | \$25.33 |
| | Weekly | \$756.00 | \$794.00 | \$833.60 | \$875.20 | \$918.80 | \$964.80 | \$1,013.20 |
| | Annual | \$39,312.00 | \$41,288.00 | \$43,347.20 | \$45,510.40 | \$47,777.60 | \$50,169.60 | \$52,686.40 |
| 52 | Hourly | \$19.37 | \$20.34 | \$21.36 | \$22.43 | \$23.55 | \$24.73 | \$25.96 |
| | Weekly | \$774.80 | \$813.60 | \$854.40 | \$897.20 | \$942.00 | \$989.20 | \$1,038.40 |
| | Annual | \$40,289.60 | \$42,307.20 | \$44,428.80 | \$46,654.40 | \$48,984.00 | \$51,438.40 | \$53,996.80 |
| 53 | Hourly | \$19.86 | \$20.85 | \$21.89 | \$22.99 | \$24.14 | \$25.34 | \$26.61 |
| | Weekly | \$794.40 | \$834.00 | \$875.60 | \$919.60 | \$965.60 | \$1,013.60 | \$1,064.40 |
| | Annual | \$41,308.80 | \$43,368.00 | \$45,531.20 | \$47,819.20 | \$50,211.20 | \$52,707.20 | \$55,348.80 |
| 54 | Hourly | \$20.35 | \$21.37 | \$22.44 | \$23.56 | \$24.74 | \$25.98 | \$27.28 |
| | Weekly | \$814.00 | \$854.80 | \$897.60 | \$942.40 | \$989.60 | \$1,039.20 | \$1,091.20 |
| | Annual | \$42,328.00 | \$44,449.60 | \$46,675.20 | \$49,004.80 | \$51,459.20 | \$54,038.40 | \$56,742.40 |
| 55 | Hourly | \$20.86 | \$21.91 | \$23.00 | \$24.15 | \$25.36 | \$26.63 | \$27.96 |
| | Weekly | \$834.40 | \$876.40 | \$920.00 | \$966.00 | \$1,014.40 | \$1,065.20 | \$1,118.40 |
| | Annual | \$43,388.80 | \$45,572.80 | \$47,840.00 | \$50,232.00 | \$52,748.80 | \$55,390.40 | \$58,156.80 |
| 56 | Hourly | \$21.38 | \$22.45 | \$23.58 | \$24.76 | \$25.99 | \$27.29 | \$28.66 |
| | Weekly | \$855.20 | \$898.00 | \$943.20 | \$990.40 | \$1,039.60 | \$1,091.60 | \$1,146.40 |
| | Annual | \$44,470.40 | \$46,696.00 | \$49,046.40 | \$51,500.80 | \$54,059.20 | \$56,763.20 | \$59,612.80 |
| 57 | Hourly | \$21.92 | \$23.01 | \$24.17 | \$25.37 | \$26.64 | \$27.97 | \$29.37 |
| | Weekly | \$876.80 | \$920.40 | \$966.80 | \$1,014.80 | \$1,065.60 | \$1,118.80 | \$1,174.80 |
| | Annual | \$45,593.60 | \$47,860.80 | \$50,273.60 | \$52,769.60 | \$55,411.20 | \$58,177.60 | \$61,089.60 |
| 58 | Hourly | \$22.47 | \$23.59 | \$24.77 | \$26.01 | \$27.31 | \$28.67 | \$30.11 |
| | Weekly | \$898.80 | \$943.60 | \$990.80 | \$1,040.40 | \$1,092.40 | \$1,146.80 | \$1,204.40 |
| | Annual | \$46,737.60 | \$49,067.20 | \$51,521.60 | \$54,100.80 | \$56,804.80 | \$59,633.60 | \$62,628.80 |
| 59 | Hourly | \$23.03 | \$24.18 | \$25.39 | \$26.66 | \$27.99 | \$29.39 | \$30.86 |
| | Weekly | \$921.20 | \$967.20 | \$1,015.60 | \$1,066.40 | \$1,119.60 | \$1,175.60 | \$1,234.40 |
| | Annual | \$47,902.40 | \$50,294.40 | \$52,811.20 | \$55,452.80 | \$58,219.20 | \$61,131.20 | \$64,188.80 |
| 60 | Hourly | \$23.60 | \$24.78 | \$26.02 | \$27.32 | \$28.69 | \$30.13 | \$31.63 |
| | Weekly | \$944.00 | \$991.20 | \$1,040.80 | \$1,092.80 | \$1,147.60 | \$1,205.20 | \$1,265.20 |
| | Annual | \$49,088.00 | \$51,542.40 | \$54,121.60 | \$56,825.60 | \$59,675.20 | \$62,670.40 | \$65,790.40 |