

ORDINANCE NO. OR15-17

AN ORDINANCE AMENDING ORDINANCE NO. 01-17 REVISING CERTAIN WAGE SCALES FOR CERTAIN PART TIME, NON-UNION EMPLOYEES OF THE CITY OF TROTWOOD, OHIO AND DECLARING AN EMERGENCY.

WHEREAS, in order to retain competent employees and to attract qualified new personnel for the protection of public health, safety and welfare of the residents of the City of Trotwood, Ohio, it is necessary to revise wage scales for certain employees of the City of Trotwood, State of Ohio certain employees of the City of Trotwood, Ohio **and declaring an emergency for budgetary reasons.**

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TROTWOOD, STATE OF OHIO, THAT:

SECTION I: That Ordinance 19-15 be amended and hereby enacted with the new language appearing in **italics** and deleted language shown by ~~strikethrough~~.

SECTION II: Wage Scales for Regular Full-Time Non-Union Employees.

A. Positions Not Assigned to Pay Grades

City Manager	Per Contract
Deputy City Manager	Per Contract
Law Director	Per Contract

B. Pay Grades

(Shown in Hourly Equivalent Rates Based on 2080 Hours Worked Per Year)

	<u>Minimum</u>		<u>Maximum</u>	
Grade 10	12.55	12.80	15.69	16.00
Grade 20	14.42	14.71	18.18	18.54
Grade 30	15.61	15.62	19.96	20.36
Grade 40	16.01	16.33	20.68	21.09
Grade 50	17.55	17.90	23.54	24.01
Grade 60	18.18	18.54	24.35	24.84
Grade 65	18.70	19.07	24.87	25.37
Grade 70	19.44	19.83	26.72	27.25
Grade 80	21.58	22.01	28.42	28.99
Grade 90	23.64	24.11	29.50	30.09

Grade 100	\$25.32	25.83	\$32.32	32.97
Grade 110	\$26.98	27.52	\$34.51	35.20
Grade 115	\$30.41	31.02	\$34.72	35.71
Grade 115 – 2912 hrs./yr.	\$21.73	22.16	\$24.80	25.30
Grade 120	\$30.93	31.55	\$38.69	39.46
Grade 130	\$32.64	33.29	\$42.07	42.91
Grade 140	\$35.35	36.06	\$45.73	46.64

SECTION III: Wage Scales for Part-Time Positions:

<u>Part-Time Positions</u>	<u>Minimum</u>		<u>Maximum</u>	
Clerk-Typist	8.84	9.02	18.18	18.54
Code Enforcement Officer	10.94	11.16	13.94	14.22
EMT-Basic			8.63	8.80
EMT Paramedic			11.86	12.10
Firefighter 1			10.45	10.66
<i>Firefighter 2</i>			11.35	11.58
Firefighter 1/EMT-B			10.69	10.90
<i>Firefighter 1/EMT-I</i>			10.90	11.20
Firefighter 1/EMT-P			11.35	11.58
Firefighter 2/EMT-B			11.25	11.48
Firefighter 2/EMT-I			11.59	11.82
Firefighter 2/EMT-P			12.42	12.67
Seasonal Laborer	8.48	8.65	11.05	11.27
Police Service Technician	9.52	9.71	12.38	12.63
Clerk	8.84	9.02	18.18	18.54
Recreation Attendant			8.10	8.15*
Student Intern			8.10	8.15*
Finance Analyst	18.00	18.36	24.35	24.84
Income Tax Aide	12.44	12.69	15.70	16.01
Income Tax Analyst	15.86	16.18	20.68	21.09

SECTION IV: In accordance with Ordinance No. 19-15 establishing pay grades, any incumbent regular Employees as of January 1, 2016, with a maximum wage amount greater than established in Section I shall be preserved at the previously established rate and will be eligible to receive increases consistent with annual adjustments to the pay grade ranges.

SECTION V: The highest salary in a Personnel Classification shall be obtained upon completion of the fifth step within each Personnel Classification and sixth and seventh step in those Classifications where applicable.

SECTION VI: Certain employees shall be eligible for overtime compensation in Accordance with the provisions of Section 1.07A of the Personnel Rules and Regulations.

SECTION VII: The wage rate revisions in this ordinance shall be effective (a) **January 1, 2017**, for any employees not covered by a collective bargaining agreement at that time; (b) such later date as any employees covered by a collective bargaining agreement revert to non-union status; or (c) any employee actively employed as of the date the Ordinance is approved by Council.

SECTION VIII: Wage Scales for Regular Full-Time Non-Union Employees hired after January 1, 2015 shall have a 10% rate-reduction scale applied to all positions. In accordance with State of Ohio minimum wage law, City of Trotwood rate-scales shall meet federal, state and local requirements. As such, some positions will not reflect a 10% rate-reduction as indicated by the *. Most student internships are unpaid practicums, as the knowledge, skills and abilities acquired from training with the city provides is in itself a valuable commodity. However, the City Manager reserves the right to pay stipends to student interns who have provided extremely valuable services to the City that exceeded expectations.

C. Pay Grades for New Hires after 1/1/15 Minimum Maximum

(Shown in Hourly Equivalent Rates Based on 2080 Hours Worked Per Year)

Grade 10	11.30	11.52	14.12	14.40
Grade 20	12.98	13.24	16.36	16.69

Grade 30	14.05	14.06	17.96	18.32
Grade 40	14.41	14.70	18.61	18.98
Grade 50	15.80	16.11	21.19	21.61
Grade 60	16.36	16.69	21.92	22.36
Grade 65	16.83	17.16	22.38	22.83
Grade 70	17.49	17.84	24.05	24.53
Grade 80	19.42	19.81	25.58	26.08
Grade 90	21.28	21.71	26.55	27.08
Grade 100	22.79	23.24	29.09	29.67
Grade 110	24.28	24.76	31.06	31.68
Grade 115	27.37	27.92	31.25	31.88
Grade 115 – 2912 hrs./yr.	19.56	19.95	22.32	22.77
Grade 120	27.84	28.39	34.82	35.52
Grade 130	29.38	29.97	37.86	38.62
Grade 140	31.82	32.45	41.16	41.98

SECTION IX: Wage Scales for Part-Time Positions **As of 1/1/15:**

<u>Part-Time Positions</u>	<u>Minimum</u>		<u>Maximum</u>	
Clerk-Typist	8.84*	9.02	16.36	16.69
Code Enforcement Officer	10.05	11.16	12.80	14.22
EMT-Basic			8.55	8.80
EMT Paramedic			10.57	12.10
Firefighter 1			9.32	10.66
Firefighter 2			10.12	11.58
Firefighter 1/EMT-B			9.53	10.90
Firefighter 1/EMT-I			9.71	11.20
Firefighter 1/EMT-P			10.42	11.58
Firefighter 2/EMT-B			10.33	11.48
Firefighter 2/EMT-I			10.64	11.82
Firefighter 2/EMT-P			11.40	12.67
Seasonal Laborer			8.48	8.65
Police Service Technician	9.71		8.74	12.63
Clerk	8.84*	9.02	16.36	16.69
Recreation Attendant			8.10	8.15*
Student Intern			8.10	8.15*
Finance Analyst	16.36	16.69	21.92	22.36
Income Tax Aide	11.30	11.52	14.13	14.41
Income Tax Analyst	14.42	14.71	18.61	18.98

SECTION X: ***This Ordinance is hereby declared to be an emergency for the reason that in order to provide employees of the City adequate time to plan and to allow for expedited implementation of these changes it is necessary to adopt this Ordinance as an emergency to assure the public's health, safety and welfare are met from these changes.***

PASSED THIS _____ day of _____, 2017.

ATTEST:

APPROVED:

DAVID YOUNG
DEPUTY CLERK OF COUNCIL

MARY A. MCDONALD
MAYOR

BETTYE L. GALES
VICE-MAYOR

CERTIFICATE OF RECORDING OFFICER

I, _____, Deputy Clerk of the City of Trotwood,
Ohio, do hereby certify that the foregoing Ordinance is a true and correct copy of
Ordinance No. OR15-17 passed by the Trotwood City Council on the _____
day of
_____ 2017.

IN TESTIMONY WHEREOF, witness by hand and official seal this _____
_____ day of _____ 2017.

David Young
Deputy Clerk of Council