

**CITY OF ENGLEWOOD  
IN  
MONTGOMERY COUNTY, OHIO**

**ORDINANCE NO: 15-21**

**PASSED: December 8, 2015**

**AN ORDINANCE: ASSIGNING PAY GRADES FOR A MAXIMUM NUMBER OF FULL-TIME POSITIONS, ESTABLISHING REGULAR AND EXECUTIVE PAY TABLES, AND AUTHORIZING COMPENSATION FOR EMPLOYEES FOR FISCAL YEAR 2016.**

**WHEREAS, Section 252.09 of the City of Englewood Codified Ordinances authorizes the Council to establish the number of positions of employment in the City service: and**

**WHEREAS, Section 252.10 of the City of Englewood Codified Ordinances authorizes the Council to establish pay grades for all positions in the City service.**

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF ENGLEWOOD, MONTGOMERY COUNTY, OHIO AS FOLLOWS:**

**SECTION I** That Section 252.09 of the Codified Ordinances of the City of Englewood is hereby amended, and the pay grades for a maximum number of full-time positions are assigned as follows:

<b><u>DEPARTMENT</u></b>	<b><u>MAX #</u></b>	<b><u>POSITION</u></b>	<b><u>PAY GRADE</u></b>
Management	1	City Manager	(per contract)
	1	Administrative Assistant to the Manager	12
	1	Human Service Director	E-2
Finance	1	Director of Finance/MIS	E-8
	1	Income Tax Administrator	E-2
	1	Technology Specialist	E-2
	1	Income Tax Auditor	13
	2	Finance Clerk	12
Personnel	1	IT Technician	12
	1	Director of Personnel/Asst. to Director of Finance	E-4
Police	1	Director of Police and Public	E-9

		<b>Service</b>	
1	Administrative Assistant		12
5	Dispatcher		11
3	Sergeant		20
16	Police Officer		(per contract)
 <b>Service</b>			
1	Maintenance Superintendent		E-3
1	Administrative Assistant		11
2	Maintenance Service II		16
10	Maintenance Service I		12
2	Mechanic		16
1	Plant Superintendent		E-3
1	Chief Plant Operator		16
2	Plant Operator		13
1	Lab Technician		16
2	Custodian/Building Attendant		2
 <b>Development</b>			
1	Director of Community/ Economic Development		E-7
1	Administrative Assistant		11
1	Building Inspector		19
1	Code Enforcement Officer		17
 <b>Fire</b>			
1	Director of Fire & Rescue		E-8
<u>6</u>	Firefighter/Paramedic		15

71      Total Positions

## **SECTION II**

That the Regular Pay Table, effective for all pay periods with a pay ending date in 2016, is hereby established as follows:

### **2016 REGULAR PAY TABLE**

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
1 HOURLY	12.27	12.85	13.50	14.15	14.89	15.63
ANNUAL	25521.60	26728.00	28080.00	29432.00	30971.20	32510.40
2 HOURLY	12.85	13.50	14.15	14.89	15.63	16.41
ANNUAL	26728.00	28080.00	29432.00	30971.20	32510.40	34132.80
3 HOURLY	13.50	14.15	14.89	15.63	16.41	17.23
ANNUAL	28080.00	29432.00	30971.20	32510.40	34132.80	35838.40
4 HOURLY	14.15	14.89	15.63	16.41	17.23	18.07
ANNUAL	29432.00	30971.20	32510.40	34132.80	35838.40	37585.60
5 HOURLY	14.89	15.63	16.41	17.23	18.07	18.99
ANNUAL	30971.20	32510.40	34132.80	35838.40	37585.60	39499.20

6 HOURLY	15.63	16.41	17.23	18.07	18.99	19.93
ANNUAL	32510.40	34132.80	35838.40	37585.60	39499.20	41454.40
7 HOURLY	16.41	17.23	18.07	18.99	19.93	20.93
ANNUAL	34132.80	35838.40	37585.60	39499.20	41454.40	43534.40
8 HOURLY	17.23	18.07	18.99	19.93	20.93	21.95
ANNUAL	35838.40	37585.60	39499.20	41454.40	43534.40	45656.00
9 HOURLY	18.07	18.99	19.93	20.93	21.95	23.10
ANNUAL	37585.60	39499.20	41454.40	43534.40	45656.00	48048.00
10 HOURLY	18.99	19.93	20.93	21.95	23.10	24.27
ANNUAL	39499.20	41454.40	43534.40	45656.00	48048.00	50481.60
11 HOURLY	19.93	20.93	21.95	23.10	24.27	25.48
ANNUAL	41454.40	43534.40	45656.00	48048.00	50481.60	52998.40
12 HOURLY	20.93	21.95	23.10	24.27	25.48	26.73
ANNUAL	43534.40	45656.00	48048.00	50481.60	52998.40	55598.40
13 HOURLY	21.95	23.10	24.27	25.48	26.73	28.07
ANNUAL	45656.00	48048.00	50481.60	52998.40	55598.40	58385.60
14 HOURLY	23.10	24.27	25.48	26.73	28.07	29.49
ANNUAL	48048.00	50481.60	52998.40	55598.40	58385.60	61339.20
15 HOURLY	24.27	25.48	26.73	28.07	29.49	30.94
ANNUAL	50481.60	52998.40	55598.40	58385.60	61339.20	64355.20
16 HOURLY	25.48	26.73	28.07	29.49	30.94	32.54
ANNUAL	52998.40	55598.40	58385.60	61339.20	64355.20	67683.20
17 HOURLY	26.73	28.07	29.49	30.94	32.54	34.14
ANNUAL	55598.40	58385.60	61339.20	64355.20	67683.20	71011.20
18 HOURLY	28.07	29.49	30.94	32.54	34.14	35.84
ANNUAL	58385.60	61339.20	64355.20	67683.20	71011.20	74547.20
19 HOURLY	29.49	30.94	32.54	34.14	35.84	37.62
ANNUAL	61339.20	64355.20	67683.20	71011.20	74547.20	78249.60
20 HOURLY	30.94	32.54	34.14	35.84	37.62	39.55
ANNUAL	64355.20	67683.20	71011.20	74547.20	78249.60	82264.00
21 HOURLY	32.54	34.14	35.84	37.62	39.55	41.50
ANNUAL	67683.20	71011.20	74547.20	78249.60	82264.00	86320.00

22 HOURLY	34.14	35.84	37.62	39.55	41.50	43.57
ANNUAL	71011.2	74547.2	78249.6	82264	86320	90625.6
23 HOURLY	35.84	37.62	39.55	41.50	43.57	45.74
ANNUAL	74547.20	78249.60	82264.00	86320.00	90625.60	95139.20
24 HOURLY	37.62	39.55	41.50	43.57	45.74	48.00
ANNUAL	78249.60	82264.00	86320.00	90625.60	95139.20	99840.00
25 HOURLY	39.55	41.50	43.57	45.74	48.00	50.43
ANNUAL	82264.00	86320.00	90625.60	95139.20	99840.00	104894.40
26 HOURLY	41.50	43.57	45.74	47.99	50.43	52.94
ANNUAL	86320.00	90625.60	95139.20	99819.20	104894.40	110115.20

### **SECTION III**

That the Executive Pay Table, effective for all pay periods with a pay ending date in 2016, is hereby established as follows:

#### **2016 EXECUTIVE PAY TABLE**

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
E-1	\$57,769	\$74,653
E-2	\$59,999	\$79,997
E-3	\$64,015	\$85,291
E-4	\$67,988	\$90,631
E-5	\$72,003	\$95,977
E-6	\$75,978	\$101,319
E-7	\$79,928	\$106,659
E-8	\$83,841	\$111,886
E-9	\$87,782	\$117,227
E-10	\$91,820	\$122,645
E-11	\$95,769	\$127,942

### **SECTION IV**

That pursuant to Section 2.05 of the Englewood Charter, and the Employment Agreement date May 14, 1996, the Council of the City of Englewood, upon review of the compensation and employment conditions of the Manager, does hereby grant a cost-of-living increase in the salary of Eric A. Smith for fiscal year 2016 at the rate of two per cent (2.0%) per annum.

### **SECTION V**

That the City Manager may approve the appointment and compensation of part-time employees, as needed, for a permanent or temporary assignment, upon the recommendation of the appropriate department or division head and certification of funds from the Director of Finance.

### **SECTION VI**

That discretion is hereby given to the Council and/or City Manager to authorize additional compensation to employees, in an amount deemed reasonable and appropriate, for exceptional performance.

**SECTION VII**

That it is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were taken in an open meeting of this Council, and that all deliberations of this Council and of any committees that resulted in those formal actions were in meetings open to the public, in compliance with all legal requirements.

**SECTION VIII**

That this ordinance shall be in full force and effect at the earliest date allowed by law.

**PASSED this 8th day of December, 2015.**

Patricia Burnside  
Patricia Burnside, Mayor

**ATTEST:**

Kerry Norman  
Kerry Norman, Clerk of Council

**C E R T I F I C A T E**

I, Kerry Norman, Clerk of Council of the City of Englewood, Montgomery County, Ohio, do hereby certify the foregoing is a true and correct copy from the *Record of Proceedings* of said City. WITNESS my signature this 8th day of December, 2015.

Kerry Norman  
Kerry Norman, Clerk of Council

**CERTIFICATE OF POSTING**

I, Kerry Norman, Clerk of Council of the City of Englewood, Montgomery County, Ohio, do hereby certify publication of the foregoing ORDINANCE was made as designated by Sections 224.01 and 224.02 of the Englewood Code.

Kerry Norman  
Kerry Norman, Clerk of Council