

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

**ORDINANCE NO: 23-04**

**PASSED: June 27, 2023**

**AN ORDINANCE:       AMENDING THE ASSIGNMENT OF PAY GRADES FOR A  
                              MAXIMUM NUMBER OF FULL-TIME POSITIONS  
                              FOR FISCAL YEAR 2023.**

**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:

<u>DEPARTMENT</u>	<u>MAX #</u>	<u>POSITION</u>	<u>PAY GRADE</u>
Management	1	City Manager	(per contract)
	1	Administrative Assistant to the Manager	12
	1	Information Technology Director	E-4
	1	Systems Engineer	17
	1	Human Service Director	E-2
Finance	1	Director of Finance	E-8
	1	Asst. Finance Director	E-4
	1	Senior Income Tax Auditor	17
	1	Income Tax Auditor	13
	2	Finance Specialist	12
	1	Finance Clerk	10
Human Resources	1	Director of Human Resources	E-4
Police	1	Director of Police	E-8
	1	Administrative Assistant	12
	8	Dispatcher	12
	3	Sergeant	(per contract)
	19	Police Officer	(per contract)

Service	1	Director of Public Works	E-6
	1	Maintenance Superintendent	E-3
	1	Administrative Assistant	12
	2	Maintenance Service II	16
	10	Maintenance Service I	12
	1	Mechanic	16
	1	Plant Superintendent	E-3
	1	Chief Plant Operator	16
	4	Plant Operator	13
	1	Lab Technician	16
	2	Custodian/Building Attendant	2
Development	1	Director of Community/ Economic Development	E-7
	1	Administrative Assistant	12
	1	Building Inspector	19
	1	Code Enforcement Officer	17
Fire	1	Director of Fire & Rescue	E-8
	<u>27</u>	Firefighter	(per contract as intended)
102		Total Positions	

## SECTION II

That the Regular Pay Table, effective for all pay periods with a pay ending date in 2023, is hereby established as follows with step increases occurring on the first day of the pay period in which the step increase date falls:

### 2023 REGULAR PAY TABLE

	GRADE	A	B	C	D	E	F
1	HOURLY	14.80	15.51	16.29	17.06	17.95	18.83
	ANNUAL	30784.00	32260.80	33883.20	35484.80	37336.00	39166.40
2	HOURLY	15.51	16.29	17.06	17.95	18.83	19.79
	ANNUAL	32260.80	33883.20	35484.80	37336.00	39166.40	41163.20
3	HOURLY	16.29	17.06	17.95	18.83	19.79	20.78
	ANNUAL	33883.20	35484.80	37336.00	39166.40	41163.20	43222.40
4	HOURLY	17.06	17.95	18.83	19.79	20.78	21.81
	ANNUAL	35484.80	37336.00	39166.40	41163.20	43222.40	45364.80
5	HOURLY	17.95	18.83	19.79	20.78	21.81	22.92
	ANNUAL	37336.00	39166.40	41163.20	43222.40	45364.80	47673.60
6	HOURLY	18.83	19.79	20.78	21.81	22.92	24.05
	ANNUAL	39166.40	41163.20	43222.40	45364.80	47673.60	50024.00

7 HOURLY	19.79	20.78	21.81	22.92	24.05	25.26
ANNUAL	41163.20	43222.40	45364.80	47673.60	50024.00	52540.80
8 HOURLY	20.78	21.81	22.92	24.05	25.26	26.48
ANNUAL	43222.40	45364.80	47673.60	50024.00	52540.80	55078.40
9 HOURLY	21.81	22.92	24.05	25.26	26.48	27.88
ANNUAL	45364.80	47673.60	50024.00	52540.80	55078.40	57990.40
10 HOURLY	22.92	24.05	25.26	26.48	27.88	29.26
ANNUAL	47673.60	50024.00	52540.80	55078.40	57990.40	60860.80
11 HOURLY	24.05	25.26	26.48	27.88	29.26	30.74
ANNUAL	50024.00	52540.80	55078.40	57990.40	60860.80	63939.20
12 HOURLY	25.26	26.48	27.88	29.26	30.74	32.26
ANNUAL	52540.80	55078.40	57990.40	60860.80	63939.20	67100.80
13 HOURLY	26.48	27.88	29.26	30.74	32.26	33.87
ANNUAL	55078.40	57990.40	60860.80	63939.20	67100.80	70449.60
14 HOURLY	27.88	29.26	30.74	32.26	33.87	35.58
ANNUAL	57990.40	60860.80	63939.20	67100.80	70449.60	74006.40
15 HOURLY	29.26	30.74	32.26	33.87	35.58	37.34
ANNUAL	60860.80	63939.20	67100.80	70449.60	74006.40	77667.20
16 HOURLY	30.74	32.26	33.87	35.58	37.34	39.26
ANNUAL	63939.20	67100.80	70449.60	74006.40	77667.20	81660.80
17 HOURLY	32.26	33.87	35.58	37.34	39.26	41.19
ANNUAL	67100.80	70449.60	74006.40	77667.20	81660.80	85675.20
18 HOURLY	33.87	35.58	37.34	39.26	41.19	43.24
ANNUAL	70449.60	74006.40	77667.20	81660.80	85675.20	89939.20
19 HOURLY	35.58	37.34	39.26	41.19	43.24	45.38
ANNUAL	74006.40	77667.20	81660.80	85675.20	89939.20	94390.40
20 HOURLY	37.34	39.26	41.19	43.24	45.38	47.70
ANNUAL	77667.20	81660.80	85675.20	89939.20	94390.40	99216.00
21 HOURLY	39.26	41.19	43.24	45.38	47.70	50.07
ANNUAL	81660.80	85675.20	89939.20	94390.40	99216.00	104145.60
22 HOURLY	41.19	43.24	45.38	47.70	50.07	52.56
ANNUAL	85675.20	89939.20	94390.40	99216.00	104145.60	109324.80
23 HOURLY	43.24	45.38	47.70	50.07	52.56	55.19
ANNUAL	89939.20	94390.40	99216.00	104145.60	109324.80	114795.20

24 HOURLY	45.38	47.70	50.07	52.56	55.19	57.92
ANNUAL	94390.40	99216.00	104145.60	109324.80	114795.20	120473.60
25 HOURLY	47.70	50.07	52.56	55.19	57.92	60.83
ANNUAL	99216.00	104145.60	109324.80	114795.20	120473.60	126526.40
26 HOURLY	50.07	52.56	55.19	57.91	60.83	63.86
ANNUAL	104145.60	109324.80	114795.20	120452.80	126526.40	132828.80

### SECTION III

That the Executive Pay Table, effective for all pay periods with a pay ending date in 2023, is hereby established as follows:

#### 2023 EXECUTIVE PAY TABLE

Grade	Minimum	Maximum
E-1	\$69,689	\$90,057
E-2	\$72,380	\$96,503
E-3	\$77,224	\$102,890
E-4	\$82,017	\$109,332
E-5	\$86,860	\$115,781
E-6	\$91,655	\$122,225
E-7	\$96,421	\$128,667
E-8	\$101,141	\$134,973
E-9	\$105,896	\$141,416
E-10	\$110,766	\$147,952
E-11	\$115,531	\$154,342

### SECTION IV

That pursuant to Section 2.05 of the Englewood Charter, and the Employment Agreement dated 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 2023 at the rate of three per cent (3.0%) 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 the City Manager may approve compensation to fund a health reimbursement account for 2023 to cover expenses in 2022.

**SECTION VIII**

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 IX**

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

**PASSED this 27th day of June, 2023.**


  
Thomas Franz, Mayor

**ATTEST:**

  
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 27 day of June, 2023.**

  
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, Clerk of Council