

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

**ORDINANCE:** **23-13**

**PASSED: November 14, 2023**

**AN ORDINANCE:** **AMENDING THE ASSIGNMENT OF PAY GRADES FOR A  
MAXIMUM NUMBER OF FULL-TIME POSITIONS  
FOR FISCAL YEAR 2024.**

**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	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
	1	Communications & Records Manager	16
	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)

103      Total Positions

## SECTION II

That the Regular Pay Table, effective for all pay periods with a pay ending date in 2024, is hereby established as follows with step increases occurring on the first day of the pay period in which the step increase date falls:

### 2024 REGULAR PAY TABLE

GRADE	A	B	C	D	E	F
1 HOURLY	15.24	15.98	16.78	17.57	18.49	19.39
ANNUAL	31699.20	33238.40	34902.40	36545.60	38459.20	40331.20
2 HOURLY	15.98	16.78	17.57	18.49	19.39	20.38
ANNUAL	33238.40	34902.40	36545.60	38459.20	40331.20	42390.40
3 HOURLY	16.78	17.57	18.49	19.39	20.38	21.40
ANNUAL	34902.40	36545.60	38459.20	40331.20	42390.40	44512.00
4 HOURLY	17.57	18.49	19.39	20.38	21.40	22.46
ANNUAL	36545.60	38459.20	40331.20	42390.40	44512.00	46716.80

5 HOURLY	18.49	19.39	20.38	21.40	22.46	23.61
ANNUAL	38459.20	40331.20	42390.40	44512.00	46716.80	49108.80
6 HOURLY	19.39	20.38	21.40	22.46	23.61	24.77
ANNUAL	40331.20	42390.40	44512.00	46716.80	49108.80	51521.60
7 HOURLY	20.38	21.40	22.46	23.61	24.77	26.02
ANNUAL	42390.40	44512.00	46716.80	49108.80	51521.60	54121.60
8 HOURLY	21.40	22.46	23.61	24.77	26.02	27.27
ANNUAL	44512.00	46716.80	49108.80	51521.60	54121.60	56721.60
9 HOURLY	22.46	23.61	24.77	26.02	27.27	28.72
ANNUAL	46716.80	49108.80	51521.60	54121.60	56721.60	59737.60
10 HOURLY	23.61	24.77	26.02	27.27	28.72	30.14
ANNUAL	49108.80	51521.60	54121.60	56721.60	59737.60	62691.20
11 HOURLY	24.77	26.02	27.27	28.72	30.14	31.66
ANNUAL	51521.60	54121.60	56721.60	59737.60	62691.20	65852.80
12 HOURLY	26.02	27.27	28.72	30.14	31.66	33.23
ANNUAL	54121.60	56721.60	59737.60	62691.20	65852.80	69118.40
13 HOURLY	27.27	28.72	30.14	31.66	33.23	34.89
ANNUAL	56721.60	59737.60	62691.20	65852.80	69118.40	72571.20
14 HOURLY	28.72	30.14	31.66	33.23	34.89	36.65
ANNUAL	59737.60	62691.20	65852.80	69118.40	72571.20	76232.00
15 HOURLY	30.14	31.66	33.23	34.89	36.65	38.46
ANNUAL	62691.20	65852.80	69118.40	72571.20	76232.00	79996.80
16 HOURLY	31.66	33.23	34.89	36.65	38.46	40.44
ANNUAL	65852.80	69118.40	72571.20	76232.00	79996.80	84115.20
17 HOURLY	33.23	34.89	36.65	38.46	40.44	42.43
ANNUAL	69118.40	72571.20	76232.00	79996.80	84115.20	88254.40
18 HOURLY	34.89	36.65	38.46	40.44	42.43	44.54
ANNUAL	72571.20	76232.00	79996.80	84115.20	88254.40	92643.20
19 HOURLY	36.65	38.46	40.44	42.43	44.54	46.74
ANNUAL	76232.00	79996.80	84115.20	88254.40	92643.20	97219.20
20 HOURLY	38.46	40.44	42.43	44.54	46.74	49.13
ANNUAL	79996.80	84115.20	88254.40	92643.20	97219.20	102190.40

21	HOURLY	40.44	42.43	44.54	46.74	49.13	51.57
	ANNUAL	84115.20	88254.40	92643.20	97219.20	102190.40	107265.60
22	HOURLY	42.43	44.54	46.74	49.13	51.57	54.14
	ANNUAL	88254.40	92643.20	97219.20	102190.40	107265.60	112611.20
23	HOURLY	44.54	46.74	49.13	51.57	54.14	56.85
	ANNUAL	92643.20	97219.20	102190.40	107265.60	112611.20	118248.00
24	HOURLY	46.74	49.13	51.57	54.14	56.85	59.66
	ANNUAL	97219.20	102190.40	107265.60	112611.20	118248.00	124092.80
25	HOURLY	49.13	51.57	54.14	56.85	59.66	62.65
	ANNUAL	102190.40	107265.60	112611.20	118248.00	124092.80	130312.00
26	HOURLY	51.57	54.14	56.85	59.65	62.65	65.78
	ANNUAL	107265.60	112611.20	118248.00	124072.00	130312.00	136822.40

### SECTION III

That the Executive Pay Table, effective for all pay periods with a pay ending date in 2024, is hereby established as follows:

#### 2024 EXECUTIVE PAY TABLE

Grade	Minimum	Maximum
E-1	\$71,779	\$ 92,759
E-2	\$74,551	\$ 99,398
E-3	\$79,541	\$ 105,977
E-4	\$84,478	\$ 112,612
E-5	\$89,466	\$ 119,255
E-6	\$94,405	\$ 125,892
E-7	\$99,313	\$ 132,527
E-8	\$104,175	\$ 139,022
E-9	\$109,072	\$ 145,659
E-10	\$114,089	\$ 152,391
E-11	\$118,996	\$ 158,972

**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 2024 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 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 14th day of November, 2023.

  
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Thomas Franz, Mayor

**ATTEST:**

  
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Marla Goodrich, Clerk of Council

C E R T I F I C A T E

**I, Marla Goodrich, 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 14th day of November, 2023.

  
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Marla Goodrich, Clerk of Council

CERTIFICATE OF POSTING

**I, Marla Goodrich, 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.

  
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Marla Goodrich, Clerk of Council