

ORDINANCE NO. 104-2017

**TITLE: AMENDING ORDINANCE NO. 34-2017
EMPLOYEE COMPENSATION AND PAY GRADES
FOR NON-BARGAINING EMPLOYEES**

**AN ORDINANCE AMENDING ORDINANCE NO. 34-2017 TO CLARIFY
THE PROCEDURE FOR STEP ADJUSTMENTS ON JANUARY 1, 2019.**

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Barberton,
State of Ohio:

That Council hereby amends Ordinance No. 34-2017 which now reads as follows:

SECTION 1. That Council hereby authorizes the following Pay Grades for Non-Bargaining Employees to reflect an increase in employee compensation for Non-Bargaining Employees in Pay Grades 3-9 and eliminating Pay Grade 10.

SECTION 2. That Council hereby amends the Minimum, Midpoint, and Maximum to reflect benchmarks for the Step Schedule below:

Pay Grades Step Schedule

	Pay Grades	→							
Year↓	1	2	3	4	5	6	7	8	9
1 MIN	10.21	13.13	15.30	35,611.81	41,646.19	47,579.70	54,563.85	60,494.25	71,944.96
2	10.72	13.79	16.06	37,392.40	43,988.80	50,256.06	57,633.08	64,275.14	76,441.52
3	11.23	14.45	16.83	39,173.00	46,331.40	52,932.41	60,702.30	68,056.04	80,938.07
4	11.74	15.10	17.59	40,953.59	48,674.01	55,608.77	63,771.53	71,836.93	85,434.63
5 MID	12.25	15.76	18.35	42,734.18	51,016.61	58,285.12	66,840.75	75,617.82	89,931.18
6	12.76	16.42	19.12	44,514.77	53,359.21	60,961.48	69,909.97	79,398.71	94,427.73
7	13.27	17.07	19.88	46,295.36	55,701.81	63,637.84	72,979.19	83,179.60	98,924.29
8	13.78	17.73	20.65	48,075.95	58,044.40	66,314.20	76,048.40	86,960.49	103,420.84
9 MAX	14.29	18.38	21.41	49,856.54	60,387.00	68,990.56	79,117.62	90,741.38	107,917.39

PAY GRADE 2

Administrative Assistant I

PAY GRADE 3

Administrative Assistant II Fire Department
Administrative Assistant II Police
Administrative Assistant II Service

PAY GRADE 4

Administrative Coordinator to the Mayor
Administrative Coordinator of Personnel
Special Events Coordinator
Executive Assistant Finance Department
Executive Assistant Law Department
Stormwater Manager
Clerk of Council

PAY GRADE 5

Assistant Parks & Recreation Director
Community Development Administrator
Communications Supervisor

PAY GRADE 6

Assistant Planning Director
Distribution Foreman Utilities Department
General Foreman
Income Tax Administrator
Industrial Pretreatment Coordinator
Maintenance Supervisor

PAY GRADE 7

Assistant Finance Director
Assistant Law Director
Assistant Prosecutor
Building Commissioner
Director of Parks and Recreation
Manager Distribution & Collection
Manager of Water Treatment Plant
Superintendent of Streets
Utilities Manager

PAY GRADE 8

Chief of Fire
Chief of Police
City Engineer
Director of Planning
Superintendent of Utilities

PAY GRADE 9

Director of Public Safety/Human Resources
Director of Public Service

SECTION 3. The breakdown is as follows:

January 1, 2017, non-bargaining employees shall receive fifty-percent (50%) of the difference between their current pay and the new pay structure according to the pay plan Step Schedule.

January 1, 2018, non-bargaining employees shall receive the remaining fifty-percent (50%) of the difference between their current pay and the new pay structure according to the pay plan Step Schedule.

January 1, 2019, all non-bargaining employees shall receive a two-percent (2%) cost of living increase and final adjustments to the pay plan Step Schedule. Adjustments will be made as determined by an employee's date of appointment to their current pay grade and only for those non-bargaining employees that have not reached the correct Step in the previous two-years of the Pay Plan Procedure.

SECTION 4. That Council hereby enacts a Step procedure whereby all employees hired in Pay Grades 1-6 must be hired at Step 1. Those hired in Pay Grades 7-9 may be hired up to Step 6 without City Council authorization. A super majority approval vote of City Council is needed in order to hire at a level above Step 6 in Grades 7-9

SECTION 5. Council recognizes that maintaining the Pay Plan Procedure is critical to avoiding pay compression within the City's pay structure; future cost of living increases for non-bargaining employees shall be calculated as follows:

Non-bargaining employees shall receive a cost of living raise based on the yearly average increase of all union contracts.

Be and the same is hereby amended to read:

SECTION 1. That Council hereby authorizes the following Pay Grades for Non-Bargaining Employees to reflect an increase in employee compensation for Non-Bargaining Employees in Pay Grades 3-9 and eliminating Pay Grade 10.

SECTION 2. That Council hereby amends the Minimum, Midpoint, and Maximum to

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Executive Assistant Finance Department
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PAY GRADE 5

Assistant Parks & Recreation Director
Community Development Administrator
Communications Supervisor

PAY GRADE 6

Assistant Planning Director
Distribution Foreman Utilities Department
General Foreman
Income Tax Administrator
Industrial Pretreatment Coordinator
Maintenance Supervisor

PAY GRADE 7

Assistant Finance Director
Assistant Law Director
Assistant Prosecutor
Building Commissioner
Director of Parks and Recreation
Manager Distribution & Collection
Manager of Water Treatment Plant
Superintendent of Streets
Utilities Manager

PAY GRADE 8

Chief of Fire
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January 1, 2019, all non-bargaining employees shall receive a two-percent (2%) cost of living increase and final adjustments to the pay plan Step Schedule. Adjustments will be made as determined by an employee's date of appointment to their current pay grade or title and job description and only for those non-bargaining employees that have not reached the correct Step in the previous two-years of the Pay Plan Procedure. Positions moved into a different pay grade prior to January 1, 2017, but which job description or title did not change and those employees who moved from one position to another within the same pay grade shall be treated in the same manner as those employees who will receive a pay step adjustment. This adjustment only affects the pay plan in 2019.

SECTION 4. That Council hereby enacts a Step procedure whereby all employees hired in Pay Grades 1-6 must be hired at Step 1. Those hired in Pay Grades 7-9 may be hired up to Step 6 without City Council authorization. A super majority approval vote of City Council is needed in order to hire at a level above Step 6 in Grades 7-9

SECTION 5. Council recognizes that maintaining the Pay Plan Procedure is critical to avoiding pay compression within the City's pay structure; future cost of living increases for non-bargaining employees shall be calculated as follows:

Non-bargaining employees shall receive a cost of living raise based on the yearly average increase of all union contracts.

SECTION 6. 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 any of its committees that resulted in such formal action were meetings open to the public in compliance with the law.

SECTION 7. That this ordinance shall be in full force and effect from and after the earliest period allowed by law.

Passed _____ 2017

Clerk of Council

President of Council

Approved _____ 2017

Mayor