

**ORDINANCE NO. 34-2017**

**TITLE: AMENDING ORDINANCE NO. 93-2016  
EMPLOYEE COMPENSATION AND PAY GRADES  
FOR NON-BARGAINING EMPLOYEES**

**AN ORDINANCE AMENDING ORDINANCE NO. 93-2016 TO REFLECT AN INCREASE IN THE GRADE TABLES AND ADOPTING A PAY PLAN FOR ALL NON-BARGAINING POSITIONS LISTED IN SECTION 2 OF THIS ORDINANCE EFFECTIVE JANUARY 1, 2017, AND DECLARING AN EMERGENCY.**

**WHEREAS,** Council recognizes the need to alleviate an existing pay compression within Pay Grades 1-9 and between other bargaining unit members within the City. The pay plan is designed to bring non-bargaining employees into the new pay structure over a three-year period.

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

**SECTION 1.** That Council hereby amends Ordinance No. 93-2016 which now reads as follows:

<u><b>GRADE</b></u>	<u><b>MINIMUM</b></u>	<u><b>MIDPOINT</b></u>	<u><b>MAXIMUM</b></u>
1	\$ 10.21 hr	\$ 12.25 hr	\$ 14.29 hr
2	\$ 13.13 hr	\$ 15.76 hr	\$ 18.38 hr
3	\$ 14.57 hr	\$ 17.48 hr	\$ 20.39 hr
4	\$33,282.07	\$39,938.49	\$46,594.90
5	\$38,561.29	\$47,237.60	\$55,913.89
6	\$43,651.10	\$53,472.59	\$63,294.09
7	\$49,603.50	\$60,764.32	\$71,925.11
8	\$54,012.72	\$67,515.91	\$81,019.09
9	\$59,954.13	\$74,942.65	\$89,931.16
10	\$65,510.24	\$81,964.31	\$98,357.16

**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  
Clerk of Council  
Executive Assistant Finance Department  
Executive Assistant Law Department  
Stormwater Manager

**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

**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 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.

**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 is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, convenience and welfare of the City of Barberton and the inhabitants thereof, for the reason that it is necessary to fill this position as quickly as possible, and provided it receives the necessary votes required by the City Charter, shall be in full force and effect from and after its passage and approval; otherwise to 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