

AN ORDINANCE AMENDING THE CITY'S PAY RANGE STRUCTURE AND PAY RANGE ASSIGNMENTS SCHEDULE ADOPTED BY ORDINANCE NO. 16-179; AND DECLARING AN EMERGENCY.

WHEREAS, Chapter 254 of the Codified Ordinances of Hudson, Ohio, provides for an "Employee Handbook and Personnel Rules" that further provides for Council to, from time to time, establish a classification plan and associated compensation plan for City employees including position titles, pay ranges, and steps for City employees, and this Council desires to amend the City's Pay Range Structure and Pay Range Assignments schedule by adjusting the pay ranges and pay range assignments beginning in 2018; and

WHEREAS, this Council desires to authorize an annual salary adjustment for the City's non-bargaining unit employees by a factor of 1.02 over the 2017 "Pay Range Structure" hourly rates as shown in Exhibit A and to amend the "Pay Range Assignments" schedule to include the position modification highlighted on Exhibit B to this Ordinance which reflects a potential reorganization of City personnel.

NOW, THEREFORE, BE IT ORDAINED by the Council of Hudson, Summit County, State of Ohio, that:

Section 1. Effective as of January 1, 2018, hourly rates for City non-bargaining unit personnel shall be as set forth in the "Pay Range Structure" attached hereto and incorporated herein by reference as Exhibit A.

Section 2. Effective as of January 1, 2018, the pay ranges provided in the "Pay Range Assignments" schedule attached hereto and fully incorporated by reference herein as Exhibit B is approved and established as the authorized and allowable pay range assignments for all positions in the City that are not included in a collective bargaining unit.

Section 3. All ordinances and resolutions inconsistent with Sections 1 and 2 of this Ordinance are hereby repealed but only to the extent that they are inconsistent with the provisions of this Ordinance.

Section 4. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted 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 in meeting open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 5. This Ordinance is determined to be an emergency measure necessary to further the public health, safety, and general welfare and for the further reason that it is immediately necessary for this ordinance to be passed so the City can timely plan for the coming year's personnel needs; wherefore, this Ordinance shall be in effect immediately upon its passage provided it receives the affirmative vote of five (5) members of Council except that six (6) affirmative votes shall be required if all members are present; otherwise, it shall take effect and be in full force from and after the earliest period allowed by law.

PASSED:

David A. Basil, Mayor

ATTEST:

Elizabeth Slagle, Clerk of Council

I certify that the foregoing Ordinance No. 17-185 was duly passed by the Council of said Municipality on _____, 2017.

Elizabeth Slagle, Clerk of Council

EXHIBIT A - Ordinance No. 17-185

**2018 - 2.0% Increase
Pay Range Structure**

The hourly rates below represent a 2% increase over the 2017 rates.

Band	Minimum	Maximum
1	8.36	17.91
2	13.35	41.21
3	28.49	72.97

OHIO STATE MINIMUM WAGE FOR 2018 IS \$8.30 PER HOUR

Effective 1/1/2018

EXHIBIT B - Ordinance No. 17-185

City of Hudson, Ohio
Pay Range Assignments

CLASS TITLE	PAY BAND
Golf Cart Service Worker Park Booth Worker School Crossing Guard Snack Bar Attendant I Student Intern	1
Account Clerk I Account Clerk II Accountant Accounting Manager Assistant Golf Course Maintenance Superintendent Associate Planner Business Operations Manager Clerical Assistant Clerk of Council Clubhouse Supervisor Code Enforcement Officer Code Inspector Communications Specialist Community Access Coordinator Community Service Officer Construction Coordinator Construction Inspector Construction Technician Court Clerk EMS Instructor EMS Shift Officer EMS Training Coordinator Executive Assistant Executive Assistant to the City Manager & Asst. City Manager Fire Inspector Fire Training Coordinator GIS/IS Specialist Golf Starter-Ranger Grant Writer Grounds Maintenance Worker I Grounds Maintenance Worker II Grounds Maintenance Worker III HR Coordinator Maintenance Supervisor Network Support Specialist Office Manager Paramedic Planning Technician Police Records Coordinator Pro Shop Attendant Production Assistant Public Safety Dispatcher Snack Bar Attendant II Youth Worker	2

City of Hudson, Ohio
Pay Range Assignments

CLASS TITLE	PAY BAND
Administrative Support Supervisor	
Arborist	
Assistant City Attorney	
Assistant City Engineer	
Assistant City Manager	
Assistant Finance Director	
Assistant Fire Chief	
Assistant Public Works Director	
Assistant Public Works Superintendent	
Broadband Manager	
City Engineer	
City Planner	
Civil Engineer/Project Manager	
Communications Manager	
Community Development Director	
Economic Development Director	
Electric Systems Supervisor	
EMS Deputy Chief	
EMS Director	
EMS Operations Supervisor	
Engineering Project Designer	
Finance Director	3
Fire Chief	
Fire Marshal	
Fire/EMS Chief	
Fleet Manager	
GIS Manager	
GIS Manager/Database Administrator	
Golf Course Manager/Superintendent	
Golf Course Pro	
Human Resources Manager	
Human Resources Office Manager	
Information Systems Director	
Information Systems Manager	
Network Systems Administrator	
Parks Superintendent	
Police Chief	
Police Lieutenant	
Police Sergeant	
Public Works Director	
Public Works Superintendent	
Senior Planner	
Station Manager	