AN ORDINANCE AMENDING THE CITY'S PAY RANGE STRUCTURE AND PAY RANGE ASSIGNMENTS SCHEDULE ADOPTED BY ORDINANCE NOS. 18-86 AND 17-185.

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 2019; 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 2018 "Pay Range Structure" hourly rates as shown in Exhibit A and to allocate the City employee pay range assignments as shown in Exhibit B.

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

Section 1. Effective as of January 1, 2019, 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.

<u>Section 2</u>. Effective as of January 1, 2019, 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.

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 All ordinances and resolutions inconsistent with Sections 1 and 2 of this Ordinance are hereby repealed but only to the extent that they are inconsistent with the provisions of this Ordinance.

<u>Section 4</u>. 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.

<u>Section 5.</u> This Ordinance shall take effect and be in full force from and after the earliest period allowed by law.

PASSED:

ATTEST:

Elizabeth Slagle, Clerk of Council

I certify that the foregoing Ordinance No. 18-151 was duly passed by the Council of said Municipality on ______, 2018.

Elizabeth Slagle, Clerk of Council

EXHIBIT A - Ordinance No. 18-151

2019 Pay Range Structure

The hourly rates below represent a 2% increase over the 2018 rates.

Non-bargaining Hourly Rates

Band	Minimum	Maximum	
1	8.53	18.27	
2	13.62	42.04	
3	29.06	74.43	

OHIO STATE MINIMUM WAGE FOR 2019 IS \$8.55 PER HOUR

The hourly rates below were last increased 7/1/18 and do not include a 2% increase.

Volunteer Firefighter Hourly Reimbursements

Captains	\$16.00 Per Hour
Lieutenants	\$15.00 Per Hour
Firefighters	\$13.00 Per Hour
Maintenance or Engineering Duty	\$14.00 Per Hour

Effective 1/1/2019

EXHIBIT B - Ordinance No. 18-151

City of Hudson, Ohio Pay Range Assignments

CLASS TITLE	PAY BAND
Golf Cart Service Worker	
Park Booth Worker	
School Crossing Guard	1
Snack Bar Attendant I Student Intern	
Account Clerk I	
Account Clerk I	
Account Clerk II	
Accounting Manager	
Accounting Manager Assistant Golf Course Maintenance Superintendent	
Associate Planner	
Business Operations Manager	
Clerical Assistant	
Clerk of Council	
Clubhouse Supervisor	
Code Enforcement Officer	
Code Enforcement Officer	
Communications Specialist	
Community Access Coordinator	
Community Access Coordinator Community Service Officer	
Construction Coordinator	
Construction Coordinator	
Construction Technician	
Construction Technician Court Clerk	
EMS Instructor	
EMS shift Officer	
EMS Training Coordinator	
Executive Assistant	2
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 I Grounds Maintenance Worker II	
Grounds Maintenance Worker III	
Help Desk Technician HR Coordinator	
Maintenance Supervisor	
Network Support Specialist	
Office Manager	
Paramedic Planation Technician	
Planning Technician	
Police Records Coordinator	
Pro Shop Attendant	
Production Assistant	
Public Safety Dispatcher	
Snack Bar Attendant II	
Youth Worker	
Zoning Inspector	

City of Hudson, Ohio Pay Range Assignments

Administrative Support Supervisor Arborist Assistant City Attorney Assistant City Manager Assistant Finance Director Assistant Fruince Director Assistant Public Works Director Assistant Public Works Superintendent Broadband Manager Chief Inovation OfficerIIS Director City Engineer City Engineer City Engineer Community Development Director City Solicitor Community Development Director Director of Manager Community Development Director Electric Systems Supervisor EMS Deputy Chief EMS Dipector Finance Director Finance Director Fine Chief Fine Marshal Fine/EMS Chief Fine Marshal Fine/EMS Chief Gils Manager Gils Manager Gils Manager Gils Manager Human Resources Office Manager Human Resources Office Manager Network Systems Director Parks Superintendent Police Chief Police Lieutenant Police Chief Police Chief Police Chief Police Lieutenant Police Chief Police Lieutenant Police Chief Police Lieutenant Police Chief Police Lieutenant Police Supernitendent Senior Planner Station Manager	CLASS TITLE	PAY BAND
Assistant City Attorney Assistant City Manager Assistant City Manager Assistant Finance Director Assistant Finance Director Assistant Public Works Superintendent Broadband Manager Chief Inovation Officer/IS Director City Engineer City Solicitor City Engineer/Project Manager Communications Manager Communications Manager Community Development Director Director of Managerment and Budget Economic Development Director Electric Systems Supervisor EMS Deputy Chief EMS Director EIMS Operations Supervisor Engineering Project Designer Finance Director Fine Chief Fine Manager GIS Manager/Database Administrator Golf Course Manager Human Resources Manager Human Resources Manager Network Systems Administrator Parks Superintendent Bolice Lieutenant Public Works Director Public	Administrative Support Supervisor	
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Public Works Director Public Works Superintendent Senior Planner		
Public Works Superintendent Senior Planner		
Senior Planner		
	Station Manager	

Effective 1/1/19