

AN ORDINANCE AMENDING THE CITY'S PAY RANGE STRUCTURE ADOPTED BY ORDINANCE NO. 14-161 AND AMENDING THE CITY'S PAY RANGE ASSIGNMENTS SCHEDULE ADOPTED BY ORDINANCE NO. 15-14.

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 2016; and

WHEREAS, this Council desires to authorize an annual salary adjustment for the City's non-bargaining unit employees by a factor of 1.01 over the 2015 "Pay Range Structure" hourly rates and to amend the "Pay Range Assignment" schedule to include the position modifications highlighted on Exhibit B to this Ordinance which reflect the recent reorganization and reassignment 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, 2016, 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. 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 All ordinances and resolutions inconsistent with Sections 1 and 2 of this Ordinance are hereby repealed but only to the extent that they are inconsistent with the provisions of this Ordinance.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 shall be in full force and effect from and after the earliest period allowed by law.

PASSED: _____

William A. Currin, Mayor

ATTEST:

Elizabeth Slagle, Clerk of Council

I certify that the foregoing Ordinance was duly passed by the Council of said Municipality on _____, 2015.

Elizabeth Slagle, Clerk of Council

EXHIBIT A

2016 - 1.0% Increase Pay Range Structure

The hourly rates below represent a 1% Increase over the 2015 rates.

Range	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Range
S-Entry	8.10	8.30	8.50	8.70	8.91	9.15	9.38	9.59	9.83	10.06							S-Entry
S1	8.88	9.12	9.34	9.57	9.79	10.04	10.31	10.56	10.81	11.08							S1
S2	9.74	10.01	10.27	10.49	10.76	11.05	11.28	11.57	11.88	12.18							S2
S3	10.73	11.01	11.25	11.54	11.83	12.12	12.41	12.70	13.04	13.36							S3
A	11.76	12.07	12.35	12.67	12.98	13.31	13.66	13.98	14.33	14.67	15.04	15.43	15.79				A
B	12.95	13.28	13.62	13.93	14.27	14.63	15.00	15.37	15.75	16.14	16.54	16.95	17.37				B
C	14.22	14.56	14.93	15.30	15.69	16.10	16.51	16.90	17.32	17.75	18.18	18.66	19.10				C
D	15.65	16.01	16.44	16.85	17.26	17.70	18.12	18.58	19.04	19.50	19.99	20.49	21.00	21.56	22.06		D
E	17.20	17.64	18.07	18.50	18.99	19.45	19.91	20.42	20.92	21.46	22.00	22.52	23.11	23.66	24.27		E
F	18.90	19.40	19.87	20.35	20.86	21.39	21.93	22.47	23.00	23.59	24.17	24.83	25.39	26.04	26.66		F
G	20.81	21.32	21.83	22.40	22.91	23.52	24.11	24.69	25.33	25.97	26.58	27.26	27.96	28.63	29.36	30.08	G
H	22.86	23.43	24.01	24.60	25.24	25.84	26.50	27.16	27.82	28.54	29.24	29.98	30.73	31.49	32.26	33.07	H
I	25.14	25.75	26.43	27.05	27.75	28.43	29.14	29.85	30.61	31.40	32.17	32.96	33.77	34.61	35.49	36.36	I
J	27.65	28.36	29.02	29.76	30.51	31.26	32.05	32.87	33.67	34.51	35.38	36.24	37.14	38.06	39.02	40.00	J
K	30.40	31.16	31.92	32.73	33.55	34.41	35.24	36.14	37.02	37.96	38.88	39.90	40.87	41.89	42.91	44.00	K
L	33.41	34.26	35.12	36.00	36.90	37.81	38.77	39.72	40.73	41.72	42.79	43.85	44.96	46.07	47.18	48.37	L
M	36.76	37.71	38.62	39.58	40.56	41.60	42.64	43.67	44.78	45.89	47.06	48.22	49.42	50.66	51.94	53.22	M
N	40.46	41.45	42.49	43.55	44.64	45.75	46.91	48.04	49.25	50.46	51.75	53.04	54.35	55.69	57.10	58.50	N
O	44.47	45.57	46.71	47.89	49.08	50.31	51.57	52.84	54.17	55.52	56.91	58.34	59.82	61.28	62.82	64.35	O
P	48.93	50.12	51.37	52.68	54.00	55.31	56.73	58.12	59.59	61.07	62.58	64.17	65.77	67.40	69.11	70.82	P

OHIO STATE MINIMUM WAGE FOR 2016 IS \$8.10 PER HOUR

EXHIBIT B

City of Hudson, Ohio
Pay Range Assignments

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

City of Hudson, Ohio
Pay Range Assignments

CLASS TITLE	PAY RANGE
Administrative Support Supervisor Arborist Electric Systems Supervisor EMS Operations Supervisor Golf Course Pro	J
Payroll/Human Resources Office Manager Police Sergeant Network Systems Administrator Fire Marshal	
Assistant Finance Director	
Assistant Fire Chief Assistant Public Works Superintendent City Planner Civil Engineer/Project Manager Communications Manager Fleet Manager GIS Manager/Database Administrator Golf Course Pro	
Human Resources Manager Police Lieutenant Station Manager	
Assistant City Engineer Assistant Finance Director	L
Economic Development Director EMS Deputy Chief Golf Course Manager/Superintendent Information Systems Manager Parks Superintendent Public Works Superintendent	
Assistant Public Works Director EMS Director Fire Chief	
City Engineer Community Development Director Finance Director Fire/EMS Chief Police Chief Public Works Director	
Assistant City Manager	O
Deputy City Manager	P