

ORDINANCE NO. 4 , 2022

**AN ORDINANCE ESTABLISHING THE
SCHEDULE OF MUNICIPAL COMPENSATION FOR EMPLOYEES**

WHEREAS, Council must establish a Schedule of Municipal Compensation for City employees who are not members of a collective bargaining unit to be effective July 1, 2022 (the first day of the first full pay period in July 2022); and

WHEREAS, the Administration has recommended an increase in compensation for such employees, which is reflected in the Schedule of Municipal Compensation attached hereto; and

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

SECTION 1. Pursuant to requirements of Chapter 34 of the Montgomery Code of Ordinances, the Schedule of Municipal Compensation ("Schedule") is hereby established to govern the annual compensation of municipal employees who are not governed by collective bargaining agreements, which schedule shall be effective on July 1, 2022. The Schedule governing such positions is attached hereto as "Exhibit A" and is hereby made a part of this Ordinance as if fully rewritten herein.

SECTION 2. The Schedule prescribes the basic rates of pay for various classes of employees. Employees will typically be hired at the starting point of the appropriate salary range, but an employee may be placed at a higher location within their pay range at the discretion of the City Manager depending upon their qualifications, experience, and education. Employees may move through their respective salary range based upon work performance as determined through an annual performance review. The amount of the annual merit increase is dependent upon employee performance and funding availability.

SECTION 3. The City Manager is hereby authorized to grant an annual merit bonus, not to exceed two percent (2%) of the base salary of the employee, for full-time employees who have reached the top of their respective pay range. Permanent part-time employees who have reached the top of the pay range may be eligible for a

merit bonus of up to 20 hours of pay at their current hourly rate for exceptional work performance.

SECTION 4. This Ordinance shall be in full force and effect from and after the earliest period allowed by law.

PASSED: June 1, 2022

ATTEST: Connie M. Gaylor
Connie M. Gaylor, Clerk of Council

LA BISSMEYER vice-mayor
~~Craig D. Margolis, Mayor~~
Lee Ann Bissmeyer

APPROVED AS TO FORM
Terrence M. Donnellon
Terrence M. Donnellon, Law Director

Full-Time Schedule

Exhibit "A"

Range	Position		Effective first day of first full pay period in July 2022		Effective first day of first full pay period in July 2023	
			Minimum	Maximum	Minimum	Maximum
1	Assistant City Manager	Annual	\$108,825.60	\$155,620.60	\$112,091.20	\$160,289.20
1A	Fire Chief	Annual	\$108,825.60	\$144,726.40	\$112,091.20	\$149,073.60
	Police Chief					
	Public Works Director					
	Director of Finance					
1B	Community Development Director	Annual	\$103,688.00	\$138,236.80	\$106,808.00	\$142,376.00
	Community and Information Services Director					
2	Assistant Fire Chief	Annual	\$99,632.00	\$123,572.80	\$102,627.20	\$127,275.20
	Assistant Police Chief					
	Assistant Public Works Director					
	Human Resources Manager					
	Executive Assistant/Clerk of Council					
3A	Assistant Director of Finance/Tax Commissioner	Annual	\$77,251.20	\$101,192.00	\$79,560.00	\$104,228.80
3B	Communications and Engagement Coordinator	Annual	\$76,044.80	\$99,528.00	\$78,332.80	\$102,523.20
	Recreation Director					
4	City Planner	Annual	\$68,016.00	\$86,985.60	\$70,054.40	\$89,585.60
	Public Works Department Supervisor					
	Tax Commissioner					
5	Construction and Compliance Inspector	Hourly	\$31.49	\$39.68	\$32.44	\$40.87
6	Administrative Coordinator	Hourly	\$29.71	\$37.14	\$30.60	\$38.26
	Assistant to the City Manager					
	Office Manager					
	Senior Finance Specialist					
	Clerk of Court					
7	Recreation Specialist	Hourly	\$27.77	\$34.98	\$28.60	\$36.03
	Customer Service Representative					
	Finance Specialist					

All annual, salaried positions in Ranges 1 through 4 are calculated assuming a 26 pay period annual pay schedule, which is the normal annual pay schedule for the City. In the event that the City experiences a year which has 27 bi-weekly pay periods, the City's wage scale will reflect an increase of an additional 1/26th of the maximum salary for the purpose of meeting payroll for the 27th pay period. For all other years, the minimum and maximum salaries are as published on the pay schedule above.

Part-Time Schedule

Exhibit "A"

Range	Position	Effective first day of first full pay period in July 2022		Effective first day of first full pay period in July 2023	
		Minimum	Maximum	Minimum	Maximum
1A 1B 1C 1D	Special Projects Coordinator Assistant to the City Manager Finance Specialist Customer Service Representative Volunteer Coordinator	\$50.60 \$29.71 \$25.08 \$24.57	\$62.75 \$37.14 \$31.35 \$30.62	\$52.12 \$30.60 \$25.84 \$25.30	\$64.64 \$38.26 \$32.29 \$31.54
2	Firefighter/Paramedic	\$19.12	\$24.37	\$19.69	\$25.10
3	Custodian Firefighter/EMT	\$17.07	\$21.77	\$17.58	\$22.42
4	Intern Seasonal Service Worker	\$14.87	\$18.90	\$15.31	\$19.46
6	Auxiliary Police Officer	\$11.48	\$28.71	\$11.82	\$29.57