

**ORDINANCE NO. 7 , 2020**

**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 the first day of the first full pay period in July 2020; 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

**WHEREAS**, the Administration has recommended title changes of "Recreation Director" and "Office Manager" to address organizational needs, which are reflected in the schedule of Municipal Compensation attached hereto.

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**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 the first day of the first fall pay period after July 1, 2020. 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 of Compensation 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 his or her pay range at the discretion of the City Manager considering the employee's qualifications, experience, and education. Employees may move through his or her 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 his or her 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 3 2020

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

Christopher P. Dobrozsi  
Christopher P. Dobrozsi, Mayor

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 2020		Effective first day of first full pay period in July 2021	
		Minimum	Maximum	Minimum	Maximum
1A	Assistant City Manager Fire Chief Police Chief Public Works Director	\$103,084.80	\$137,092.80	\$105,913.60	\$140,857.60
1B	Director of Finance Community Development Director Community and Information Services Director	\$98,217.60	\$130,936.00	\$100,921.60	\$134,534.40
2	Assistant Fire Chief Assistant Police Chief Assistant Public Works Director	\$94,369.60	\$117,041.60	\$96,969.60	\$120,265.60
3A	Assistant Director of Finance/Tax Commissioner Human Resources Manager	\$73,174.30	\$95,846.40	\$75,192.00	\$98,488.00
3B	Communications and Engagement Coordinator Recreation Director	\$72,030.40	\$94,265.60	\$74,006.40	\$96,865.60
4	Zoning and Code Compliance Officer Public Works Department Supervisor Tax Commissioner	\$64,417.60	\$82,388.80	\$66,185.60	\$84,656.00
5	Construction and Compliance Inspector	\$29.83	\$37.58	\$30.65	\$38.61
6	Administrative Coordinator Assistant to the City Manager Office Manager	\$28.14	\$35.18	\$28.91	\$36.15
7	Recreation Specialist	\$26.30	\$33.13	\$27.02	\$34.04
8	Clerk of Court	\$24.11	\$31.36	\$24.77	\$32.22
9	Finance Specialist Customer Service Representative	\$23.76	\$29.69	\$24.41	\$30.51

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 2020		Effective first day of first full pay period in July 2021	
		Minimum	Maximum	Minimum	Maximum
1A	Special Projects Coordinator Assistant to the City Manager Finance Specialist	\$47.93	\$59.44	\$49.25	\$61.07
1B		\$28.14	\$35.18	\$28.91	\$36.15
1C		\$23.76	\$29.69	\$24.41	\$30.51
1D	Customer Service Representative Volunteer Coordinator	\$23.27	\$29.00	\$23.91	\$29.80
2	Firefighter/Paramedic	\$18.11	\$23.08	\$18.61	\$23.71
3	Custodian Firefighter/EMT	\$16.17	\$20.62	\$16.61	\$21.19
4	Intern Seasonal Service Worker	\$14.08	\$17.90	\$14.47	\$18.39
6	Auxiliary Police Officer	\$10.87	\$27.19	\$11.17	\$27.94