

ORDINANCE NO. 2020-03

AN ORDINANCE AMENDING EXHIBIT "1" OF ORDINANCE NO. 2019-42 TO ESTABLISH ADDITIONAL FIXED AND TRANSITIONAL POSITIONS, PAY GRADES, AND PAY RANGES FOR ALL NON UNION EMPLOYEES.

WHEREAS, Council approved the City of Monroe Compensation Plan compiled by Clemans Nelson & Associates, Inc. and resulting from the Compensation Study reviewed by the Finance Committee of Council with the assistance of Clemans Nelson & Associates, Inc.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MONROE, STATE OF OHIO, THAT:

SECTION 1: Exhibit "1" of Ordinance No. 2019-42 is hereby amended as set forth on Exhibit "1" attached hereto and made a part hereof.

SECTION 2: The City Manager is authorized to hire up to one additional person for each position authorized in this ordinance to allow for overlap training and transitioning. This shall be limited to those positions when a current employee has given notice of retirement or resignation and a replacement, not currently employed by the City, can be hired prior to the departure of the current employee. Such additional person hired for overlap training and transitioning shall not exceed 60 working days.

SECTION 3: Employees with a current rate of pay below the minimum rate of the pay grade established for the employee's position, shall be increased to the minimum rate of the assigned pay grade as of the effective date of this Ordinance. There shall be no reduction in pay for those employees with a current rate of pay above the maximum rate of pay grade established for their position.

SECTION 4: Council hereby authorizes the additional positions of Human Resources Specialist, Assistant Development Director, and Public Works Superintendent. Council further authorizes the title change of Assistant Manager to Assistant City Manager. These additional and renamed positions shall be unclassified positions.

SECTION 5: This measure shall take effect and be in full force on March 22, 2020.

PASSED: February 11, 2020

ATTEST:

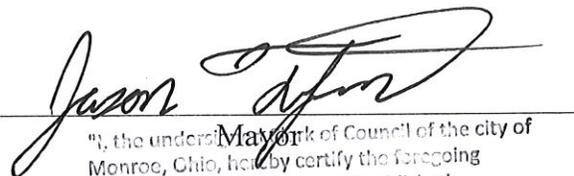


Clerk of Council

First Reading: January 28, 2020

This legislation was enacted in an open meeting pursuant to the terms and provisions of the Ohio Public Law, Section 121.22 of the Ohio Code.

APPROVED:



I, the undersigned Mayor of Council of the city of Monroe, Ohio, hereby certify the foregoing (ordinance or resolution) was published as required by Section 7.16 of the Charter of the City of Monroe.



Clerk of Council
City of Monroe, Ohio

Pay Grade	Pay Ranges			
	Minimum Annual	Maximum Annual	Minimum Hourly	Maximum Hourly
10	\$ 93,912.00	\$ 131,476.80	\$45.15	\$61.10
9	\$ 87,651.20	\$ 122,720.00	\$42.14	\$59.00
8	\$ 81,806.40	\$ 107,120.00	\$39.33	\$47.04
7	\$ 66,560.00	\$ 93,496.00	\$32.00	\$44.95
6	\$ 60,091.20	\$ 84,127.68	\$28.89	\$40.45
5	\$ 52,000.00	\$ 72,800.00	\$25.00	\$35.00
4	\$ 47,840.00	\$ 66,976.00	\$23.00	\$32.20
3	\$ 43,680.00	\$ 61,152.00	\$21.00	\$29.40
2	\$ 41,683.20	\$ 58,356.48	\$20.04	\$28.06
1	\$ 29,640.00	\$ 41,600.00	\$14.25	\$20.00
PT	\$ 10,400.00	\$ 16,640.00	\$10.00	\$16.00

TITLE	POSITIONS	PAY GRADE
COUNCIL		
CLERK OF COURTS	1	3
CLERK OF COUNCIL	1	1
CITY MANAGER'S OFFICE		
ASSISTANT CITY MANAGER	1	10
ASSISTANT TO THE CITY MANAGER (Econ Dev)	1	6
ASSISTANT TO THE CITY MANAGER (Clerk of Council)	1	5
HUMAN RESOURCES SPECIALIST	1	5
EXECUTIVE ASSISTANT	1	2
ADMINISTRATIVE SUPPORT CLERK	2	1
DEVELOPMENT		
DEVELOPMENT DIRECTOR	1	9
ASSISTANT DEVELOPMENT DIRECTOR	1	6
PLANNER	1	5
CODE ENFORCEMENT INSPECTOR	1	4
PLANNING & ZONING SPECIALIST	1	3
FINANCE		
FINANCE DIRECTOR	1	9
ASSISTANT FINANCE DIRECTOR	1	7
FINANCIAL OPERATIONS MANAGER	1	7
INCOME TAX ADMINISTRATOR	1	6
FINANCE SPECIALIST	2	3
INCOME TAX AUDITOR	2	3
COMMUNITY SERVICES SPECIALIST	3	2
UTILITY BILLING AND COLLECTIONS SPECIALIST	1	2
FIRE		
FIRE CHIEF	1	9
ASSISTANT FIRE CHIEF	1	8
FIRE CAPTAIN	1	7
FIRE ADMINISTRATIVE ASSISTANT	1	2
FIRE LIEUTENANT	6	UNION SCALE
FIREFIGHTER/PARAMEDIC/EMT	34	UNION SCALE
POLICE		
POLICE CHIEF	1	9
POLICE CAPTAIN	2	8
POLICE LIEUTENANT	3	7
COMMUNICATIONS SUPERVISOR	1	5
DISPATCHER	8	3
POLICE ADMINISTRATIVE ASSISTANT	1	2
POLICE SERGEANT	4	UNION SCALE
PATROL OFFICER	26	UNION SCALE
PUBLIC WORKS		
PUBLIC WORKS DIRECTOR	1	9
CITY ENGINEER	1	8
ASSISTANT PUBLIC WORKS DIRECTOR	1	7
PUBLIC WORKS SUPERINTENDENT	2	6
ENGINEERING TECHNICIAN	1	4
PUBLIC WORKS ADMINISTRATIVE ASSISTANT	1	2
LABORER	8	PT
PUBLIC WORKS CREW LEADER	5	UNION SCALE
OPERATOR/LABORER	15	UNION SCALE