

RESOLUTION NO. 36-2011

Establishing the Compensation Plan, Assigning Compensation Levels for Positions in the Classified Service, Adopting Class Specifications, Providing for Normal Work Weeks, and Repealing Resolution No. 49-2010.

WHEREAS, Section 139.05 of the Codified Ordinances of the City of Worthington provides for submission of a Compensation Plan to Council by the City Manager; and,

WHEREAS, it has been deemed necessary and proper that a revised Compensation Plan for Classified Personnel be considered; and,

WHEREAS, Council has fully considered such revised Compensation Plan; and,

WHEREAS, Council may approve said Compensation Plan or otherwise prescribe compensation policy by resolution;

NOW, THEREFORE, BE IT RESOLVED by the Council of the Municipality of Worthington, County of Franklin, State of Ohio:

SECTION 1. That the annual, bi-weekly, and hourly rates of compensation as indicated on the Compensation Plan which is attached hereto and made a part hereof, shall be the plan of compensation for all positions in the Classified Service of the City. Said plan shall be identified by the number of this resolution. Salary rates shall be identified by the number of this resolution. Salary rates are based on twenty-six (26) pay periods each year. In converting from annual to hourly rates for part-time service, full time service shall be considered as 2080 hours per year except for part-time firefighters. Full time service for 56-hour employees of the Worthington Division of Fire shall be considered as 2,756 hours per year.

SECTION 2. That the normal workweek for full time employees shall be forty (40) hours except for the Division of Fire and Emergency Medical Services where the normal workweek shall be 56 hours for Battalion Chiefs, Captains, Lieutenants, Firefighters, and Firefighter/Paramedics.

SECTION 3. Positions in the Classified Service are hereby assigned to the following ranges of the Compensation Plan.

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Classified <u>Position</u>	Class Specification <u>No.</u>	<u>Range</u>
Police Chief	122	36
Fire Chief	180	36
Police Captain	123	34
Battalion Chief	182	33
Police Lieutenant	124	32
Fire Captain	183	30A
Fire Lieutenant	184	29A
Fire Inspector Lieutenant	184a	29B
Police Sergeant	125	27
Recreation Superintendent	111	26
Maintenance Superintendent	151	26
Assistant Building Inspector	145	24
Assistant City Engineer	144	24
Fleet Manager	148	24
Parks Manager	166	22
Police Detective	127	20A
Police Officer	129	20A
Part-time Court Liaison	130	20B
Senior Center Manager	168	20
Mechanic	162	20
Firefighter	186	19A
Firefighter/Paramedic	188	19A
Fire Inspector/Prevention Officer	196	19B
Maintenance Supervisor	152	19
GIS Manager	222	18
Communications Supervisor	228	17A
Parks Supervisor	104	17
Field Inspector/Building and Zoning	146	17
Field Inspector/Capital Improvements	191	17
Recreation Leader	113	17
Recreation Leader - Arts	206	17
Recreation Leader - Aquatics	207	17
Recreation Leader - Fitness	210	17
Recreation Leader - Senior Fitness	224	17
Traffic Signal Technician	154	17
Development Coordinator	164	17
Building Maintenance Technician	214	17
City Clerk	44	16
Finance Assistant	64	16
Part-Time Finance Specialist	219	16
Fleet Maintenance Technician	192	16

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<u>Classified Position</u>	<u>Class Specification No.</u>	<u>Range</u>
Maintenance Technician	157	15
Parks Technician	105	15
Animal Warden	133	15
Aquatics Assistant	208	15
Customer Service Supervisor	212	15
IT Technician	205	15
Building Maintenance Assistant	225	15
Communication Technician	190	14
Building Custodian II	153a	14
Finance Analyst	70	14
Finance /Personnel Analyst	69	14
Secretary	135	12
Customer Service Specialist	213	12
Parks & Recreation Custodian	215	12
Assistant City Clerk	203	12
Building Custodian	153	12
Paralegal	227	12
Permit Clerk	230	12
Part-Time Secretary	136	9
Part-Time Deputy Court Clerk	53	9
Crossing Guards	134	1T
Seasonal Workers	158	2T
Summer Programs Coordinator	193	3T
Summer Specialist	197	4T
Summer Leader II	108	5T
Summer Leader I	110	6T
Part-Time Custodian	156	7T
Part-Time Parks & Recreation Custodian	216	7T
Student Intern	143,194,195	8T
Part-Time Firefighter	186,188	9T
Part-Time Support Staff	199	1P
Part-Time Lifeguard	209	1P/2P
Part-Time Fitness Attendant	211	1P
Part-Time Customer Service Staff	204	1P/2P
Part-Time Child Care Attendant	218	1P
Dispatching Attendant	221	1P
Part-Time General Instructor	200	2P
Part-Time Child Care Coordinator	217	2P

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<u>Classified Position</u>	<u>Class Specification No.</u>	<u>Range</u>
Part-Time Specialized Instructor	201	3P
Junior Leader	220	4P

**Special Compensation Rates:**

Building Official - Compensation at the rate of \$60.00 per hour.

SECTION 4. On and after January 1, 2012, all employees will receive compensation at the range and step within that range as reflected in this resolution and the attached compensation plan with the exception of Communication Technicians. The City of Worthington is currently engaged in collective bargaining with the Fraternal Order of Police Ohio Labor Council, Inc. (FOP/OLC) and the Communication Technicians. Communication Technicians will maintain the pay classification and range as assigned by Resolution 49-2010, as passed on December 13, 2010, due to current collective bargaining negotiations with the FOP/OLC.

SECTION 5. Annual step rate increases for regular employees may, when properly recommended by procedures established by Administrative Regulation 2.2, be granted on the current merit increase anniversary date or the anniversary date of the most recent promotion.

SECTION 6. All new employees shall remain for a period of one year in the step and range at which they were hired. This one-year period shall be the probationary period.

SECTION 7. No newly hired employee shall be given a probationary or provisional appointment at a starting rate in excess of Step B of the appropriate range to which said new employee is assigned. Exception to this section will be by Council resolution only, upon request of the City Manager.

SECTION 8. Class specifications for these Classified Positions are as in the Master List retained in the Personnel Office and are hereby reaffirmed.

SECTION 9. Hourly rated employees shall be assigned to the step within the new range prescribed by this resolution, which is nearest their current pay rate.

SECTION 10. Hourly rated employees shall be eligible for advancement to the next step of the appropriate range to which said employee is assigned provided they have worked 2,080 hours in their current step. In no event shall an employee advance more than one (1) step during the calendar year.

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SECTION 11. The position of Part-time Court Liaison shall be compensated at the A Step of Range 20B. The compensation may be increased to B Step of Range 20B at the discretion of the City Manager after 2080 hours of service in the position and may be increased to the C Step of Range 20B at the discretion of the City Manager after 2080 hours of service at B Step of Range 20B.

SECTION 12. There shall be a Review Board consisting of the City Manager, Director of Finance, and the President of City Council, whose duty it shall be to review questioned cases of transfers from the existing compensation plan to the compensation plan in this resolution.

SECTION 13. The pay range assigned to this resolution shall be effective on January 1, 2012, and replaces all prior legislation relating to compensation of City Employees in the Classified Service.

SECTION 14. That Resolution No. 49-2010, as Amended, be and the same is hereby repealed, with the exception of provisions relating to Communication Technicians.

SECTION 15. That the Clerk be and hereby is instructed to record this Resolution in full in the appropriate resolution book.

Adopted December 5, 2011

[Signature on File]  
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President of Council

Attest:

[Signature on File]  
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Clerk of Council

## 2012 PROPOSED COMPENSATION PLAN

Range	Period	Step A	Step B	Step C	Step D
9	Hourly	17.59	19.01	20.47	22.14
	Biweekly	1,407.03	1,520.75	1,637.96	1,771.32
	Annual	36,582.76	39,539.49	42,587.08	46,054.23
10	Hourly	18.29	19.76	21.38	23.08
	Biweekly	1,463.55	1,581.09	1,710.01	1,846.50
	Annual	38,052.38	41,108.45	44,460.23	48,009.13
11	Hourly	19.01	20.55	22.14	23.93
	Biweekly	1,520.75	1,644.11	1,771.32	1,914.75
	Annual	39,539.49	42,746.73	46,054.23	49,783.53
12	Hourly	19.76	21.38	23.08	24.89
	Biweekly	1,581.09	1,710.01	1,846.50	1,991.04
	Annual	41,108.45	44,460.23	48,009.13	51,767.12
13	Hourly	20.62	22.29	24.05	25.97
	Biweekly	1,649.89	1,782.88	1,923.58	2,077.79
	Annual	42,897.02	46,354.90	50,013.15	54,022.54
14	Hourly	21.38	22.29	24.05	26.87
	Biweekly	1,710.01	1,782.88	1,923.58	2,149.83
	Annual	44,460.23	46,354.90	50,013.15	55,895.60
15	Hourly	22.14	23.93	25.83	27.88
	Biweekly	1,771.32	1,914.75	2,066.42	2,230.05
	Annual	46,054.22	49,783.53	53,726.86	57,981.20
16	Hourly	23.08	24.89	26.87	29.05
	Biweekly	1,846.50	1,991.04	2,149.83	2,324.25
	Annual	48,009.13	51,767.12	55,895.60	60,430.56
17	Hourly	23.93	25.83	27.88	30.16
	Biweekly	1,914.75	2,066.42	2,230.05	2,413.15
	Annual	49,783.53	53,726.86	57,981.20	62,741.96
17A	Hourly	28.90	30.41		
	Biweekly	2,312.16	2,432.80		
	Annual	60,116.25	63,252.75		
18	Hourly	24.89	26.78	29.05	31.33
	Biweekly	1,991.04	2,142.05	2,324.25	2,506.24
	Annual	51,767.12	55,693.26	60,430.56	65,162.25

## 2012 PROPOSED COMPENSATION PLAN

Range	Period	Step A	Step B	Step C	Step D
19	Hourly	25.83	27.88	30.16	32.56
	Biweekly	2,066.42	2,230.05	2,413.15	2,604.82
	Annual	53,726.86	57,981.20	62,741.96	67,725.36
19A	Hourly	16.95	19.71	21.23	22.82
	Biweekly	1,796.78	2,089.33	2,250.23	2,419.07
	Annual	46,716.36	54,322.52	58,505.96	62,895.73
19B	Hourly	22.46	26.12	28.13	30.24
	Biweekly	1,796.78	2,089.33	2,250.23	2,419.07
	Annual	46,716.36	54,322.52	58,505.96	62,895.73
20	Hourly	25.97	28.01	30.29	34.03
	Biweekly	2,077.79	2,240.83	2,422.83	2,722.37
	Annual	54,022.54	58,261.55	62,993.47	70,781.58
20A	Hourly	23.0580	27.6827	29.9312	35.4821
	Biweekly	1,844.64	2,214.61	2,394.50	2,838.57
	Annual	47,960.60	57,579.97	62,256.98	73,802.79
20B	Hourly	22.8341	27.4139	29.6406	35.1376
	Biweekly	1,826.73	2,193.11	2,371.25	2,811.01
	Annual	47,494.96	57,020.94	61,652.54	73,086.25
21	Hourly	26.87	29.05	31.33	33.85
	Biweekly	2,149.83	2,324.25	2,506.24	2,708.05
	Annual	55,895.60	60,430.56	65,162.25	70,409.29
22	Hourly	28.40	30.29	32.72	35.32
	Biweekly	2,271.90	2,422.83	2,617.46	2,825.62
	Annual	59,069.39	62,993.47	68,053.98	73,466.20
23	Hourly	29.05	31.33	33.85	36.94
	Biweekly	2,324.25	2,506.24	2,708.05	2,955.25
	Annual	60,430.56	65,162.25	70,409.29	76,836.61
24	Hourly	30.16	32.56	35.18	37.97
	Biweekly	2,413.15	2,604.82	2,814.06	3,037.64
	Annual	62,741.96	67,725.36	73,165.52	78,978.68
25	Hourly	31.33	33.85	36.59	39.49
	Biweekly	2,506.24	2,708.05	2,927.11	3,159.07
	Annual	65,162.25	70,409.29	76,104.83	82,135.84
26	Hourly	32.56	35.18	37.97	41.01
	Biweekly	2,604.82	2,814.06	3,037.64	3,280.50
	Annual	67,725.36	73,165.52	78,978.68	85,292.95

## 2012 PROPOSED COMPENSATION PLAN

Range	Period	Step A	Step B	Step C	Step D
27	Hourly	37.7692	40.8276		
	Biweekly	3,021.54	3,266.21		
	Annual	78,559.97	84,921.34		
28	Hourly	34.03	36.74	39.49	42.86
	Biweekly	2,722.37	2,939.34	3,159.07	3,428.91
	Annual	70,781.58	76,422.93	82,135.84	89,151.72
29	Hourly	35.18	37.97	41.01	44.28
	Biweekly	2,814.06	3,037.64	3,280.50	3,542.63
	Annual	73,165.52	78,978.68	85,292.95	92,108.36
29A	Hourly	24.42	25.56		
	Biweekly	2,588.31	2,709.36		
	Annual	67,296.16	70,443.23		
29B	Hourly	32.35	33.87		
	Biweekly	2,588.31	2,709.36		
	Annual	67,296.16	70,443.23		
30	Hourly	36.59	39.49	42.66	46.07
	Biweekly	2,927.11	3,159.07	3,412.43	3,685.43
	Annual	76,104.83	82,135.84	88,723.23	95,821.11
30A	Hourly	26.58	28.12		
	Biweekly	2,817.68	2,980.29		
	Annual	73,259.59	77,487.54		
31	Hourly	37.97	41.01	44.28	47.82
	Biweekly	3,037.64	3,280.50	3,542.63	3,825.96
	Annual	78,978.68	85,292.95	92,108.36	99,475.03
31A	Hourly	43.59	42.70	44.57	
	Biweekly	3,487.20	3,415.98	3,565.74	
	Annual	90,667.28	88,815.48	92,709.33	
32	Hourly	43.7222	45.4571		
	Biweekly	3,497.77	3,636.57		
	Annual	90,942.12	94,550.87		
33	Hourly	29.51	31.28		
	Biweekly	3,128.44	3,316.14		
	Annual	81,339.40	86,219.71		
34	Hourly	45.59	47.42		
	Biweekly	3,647.41	3,793.27		
	Annual	94,832.77	98,625.14		



## 2012 PROPOSED COMPENSATION PLAN

<u>Range</u>	<u>Period</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>
35	Hourly	45.92	49.60		
	Biweekly	3,673.88	3,967.79		
	Annual	95,520.79	103,162.45		
36	Hourly	47.26	51.02		
	Biweekly	3,780.62	4,081.48		
	Annual	98,296.18	106,118.46		
1T	Hourly	13.19	14.73		
2T	Hourly	11.61	12.93		
3T	Hourly	17.45	18.23		
4T	Hourly	14.34	15.12		
5T	Hourly	12.80	13.56		
6T	Hourly	10.83	11.61		
7T	Hourly	12.01	13.31		
8T	Hourly	12.40			
9T	Hourly	12.80			
1P	Hourly	10.43	11.92	13.40	
2P	Hourly	13.40	14.92	16.41	
3P	Hourly	17.15	18.63	20.11	
4P	Hourly	6.84	7.58	7.63	