

**CITY OF XENIA, OHIO
RESOLUTION 2018 – H**

**AMENDING APPENDIX 2 OF THE EMPLOYEE BENEFITS MANUAL
(NON-UNION WAGE RANGES) OF THE CITY OF XENIA, OHIO**

WHEREAS, the City of Xenia wishes to maintain a competitive wage and benefits package for its employees in order to retain qualified employees and attract qualified candidates to vacant positions;

WHEREAS, the Xenia City Council approved a Compensation Plan Structure and Procedures for the City of Xenia's non-union employees in 2008, including the approval of the Pay Grade and Wage Schedule, set forth in Appendix 2 of the City's Employee Benefits Manual;

WHEREAS, Section 260.02(f) of the City's Codified Ordinances states that non-union employees, including Council-appointed employees, shall be paid wages as determined by City Council, which may be amended and revised from time-to-time; and

WHEREAS, the City's Administrative Steering Committee has recommended to Council to amend the minimum, midpoint and maximum wage rates of the Pay Grade and Wage Schedule for each non-union employee pay grade, effective March 25, 2018.

NOW, THEREFORE, THE CITY OF XENIA HEREBY RESOLVES, at least four (4) members of the City Council concurring, that:

Section 1. In accordance with the authority granted to this Council under Section 260.02(f) of the City's Codified Ordinances, Appendix 2 in the City's Employee Benefits Manual is amended to increase the minimum, midpoint, and maximum rates of each Pay Grade, as shown on the attached Exhibit A.


Section 2. It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution were adopted in an open meeting of this Council, and that all deliberations of this Council that resulted in this formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 3. This Resolution shall become effective as of March 25, 2018.

Introduced: March 8, 2018
Passed: March 22, 2018

Attest:


Michelle D. Johnson
City Clerk


Michael D. Engle
President, Xenia City Council

**City of Xenia
Compensation Plan – Appendix 2**

Pay Grade and Wages

Pay Grade		Minimum	Midpoint	Maximum
1	Hourly	<u>\$8.31</u> \$8.15	<u>\$12.90</u> \$12.65	<u>\$18.32</u> \$17.96
	Yearly	<u>\$17,284.80</u> \$16,952.00	<u>\$26,832.00</u> \$26,312.00	<u>\$38,105.60</u> \$37,356.80
2	Hourly	<u>\$15.76</u> \$15.45	<u>\$19.30</u> \$18.92	<u>\$23.32</u> \$22.86
	Yearly	<u>\$32,780.80</u> \$32,136.00	<u>\$40,144.00</u> \$39,353.60	<u>\$48,505.60</u> \$47,548.80
3	Hourly	<u>\$19.15</u> \$18.77	<u>\$23.45</u> \$22.99	<u>\$28.29</u> \$27.74
	Yearly	<u>\$39,832.00</u> \$39,041.60	<u>\$48,776.00</u> \$47,819.20	<u>\$58,843.20</u> \$57,699.20
4	Hourly	<u>\$22.51</u> \$22.07	<u>\$27.58</u> \$27.04	<u>\$33.31</u> \$32.66
	Yearly	<u>\$46,820.80</u> \$45,905.60	<u>\$57,366.40</u> \$56,243.20	<u>\$69,284.80</u> \$67,932.80
5	Hourly	<u>\$27.02</u> \$26.49	<u>\$33.10</u> \$32.45	<u>\$39.96</u> \$39.18
	Yearly	<u>\$56,201.60</u> \$55,099.20	<u>\$68,848.00</u> \$67,496.00	<u>\$83,116.80</u> \$81,494.40
6	Hourly	<u>\$29.84</u> \$29.25	<u>\$36.56</u> \$35.84	<u>\$44.16</u> \$43.29
	Yearly	<u>\$62,067.20</u> \$60,840.00	<u>\$76,044.80</u> \$74,547.20	<u>\$91,852.80</u> \$90,043.20
7	Hourly	<u>\$33.78</u> \$33.12	<u>\$41.38</u> \$40.57	<u>\$49.95</u> \$48.97
	Yearly	<u>\$70,262.40</u> \$68,889.60	<u>\$86,070.40</u> \$84,385.60	<u>\$103,896.00</u> \$101,857.60
8	Hourly	<u>\$36.03</u> \$35.32	<u>\$44.14</u> \$43.27	<u>\$53.27</u> \$52.23
	Yearly	<u>\$74,942.40</u> \$73,465.60	<u>\$91,811.20</u> \$90,001.60	<u>\$110,801.60</u> \$108,638.40
9	Hourly	<u>\$41.66</u> \$40.84	<u>\$51.02</u> \$50.02	<u>\$61.61</u> \$60.40
	Yearly	<u>\$86,652.80</u> \$84,947.20	<u>\$106,121.60</u> \$104,041.60	<u>\$128,148.80</u> \$125,632.00