

**CITY OF XENIA, OHIO
RESOLUTION 2022 – J**

**AMENDING APPENDIX 2 OF THE EMPLOYEES' BENEFITS MANUAL
(NONUNION WAGE RANGES) FOR THE YEAR 2022**

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 nonunion employees in 2008, including the approval of the Pay Grade and Wage Schedule, set forth in Appendix 2 of the City's Employees' Benefits Manual;

WHEREAS, Section 260.02(f) of the Xenia City Code states that nonunion employees, including Council appointed employees, shall be paid wages as determined by City Council, which may be amended and revised from time to time;

WHEREAS, the City's Administrative Steering Committee has recommended Council amend the minimum, midpoint, and maximum wage rates of the Pay Grade and Wage Schedule for each nonunion employee pay grade for one (1) year, effective March 10, 2022; and

WHEREAS, the City's Administrative Steering Committee has further recommended Council amend the Compensation Plan Structure and Procedures for the City's nonunion employees to include an annual lump sum payment not to exceed \$5,000, at the discretion of the appointed official or Judge.

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 Xenia City Code, the City's Employees' Benefits Manual, Appendix 2, Nonunion Pay Grade and Wage Schedule, is hereby amended to increase the maximum rates of each pay grade by three percent (3%) and remove the minimum and midpoint rates, as shown on the attached Exhibit A, effective as of March 10, 2022.


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 ORC 121.22.

Section 3. This Resolution shall become effective immediately upon its passage.

Introduced: February 24, 2022
Passed: March 10, 2022

Attest:


Michelle D. Johnson
City Clerk


Wesley E. Smith
President, Xenia City Council

**City of Xenia
Compensation Plan – Appendix 2
2022 Pay Grade and Wages – Effective March 10, 2022**

Pay Grade		Maximum
1	Hourly	<u>\$20.17</u> \$19.58
	Yearly	<u>\$41,953.60</u> \$39,832.00
2	Hourly	<u>\$25.68</u> \$24.38
	Yearly	<u>\$53,414.40</u> \$51,854.40
3	Hourly	<u>\$31.16</u> \$30.25
	Yearly	<u>\$64,812.80</u> \$62,920.00
4	Hourly	<u>\$36.68</u> \$35.61
	Yearly	<u>\$76,294.40</u> \$74,068.80
5	Hourly	<u>\$44.00</u> \$42.72
	Yearly	<u>\$91,520.00</u> \$88,857.60
6	Hourly	<u>\$48.63</u> \$47.21
	Yearly	<u>\$101,150.40</u> \$98,196.80
7	Hourly	<u>\$54.99</u> \$53.39
	Yearly	<u>\$114,379.20</u> \$111,051.20
8	Hourly	<u>\$58.66</u> \$56.95
	Yearly	<u>\$122,012.80</u> \$118,456.00
9	Hourly	<u>\$67.85</u> \$65.87
	Yearly	<u>\$141,128.00</u> \$137,009.60