



# City of Gahanna

200 South Hamilton  
Road  
Gahanna, Ohio 43230

## Signature

Ordinance: ORD-0127-2016

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File Number: ORD-0127-2016

**TO ESTABLISH THE SALARIES FOR PERSONNEL OF THE CITY OF GAHANNA FOR THE PERIOD JANUARY 1, 2017 THROUGH DECEMBER 31, 2017; AND TO DECLARE AN EMERGENCY.**

WHEREAS, a Compensation Study was conducted by Clemens Nelson & Associates, Inc. earlier this year; and

WHEREAS, salary adjustments as recommended are reflected in the 2017 Salary Ordinance; and

WHEREAS, the compensation study analyzed the City's non-bargaining unit agreement positions and provided a streamlined wage scale; and

WHEREAS, the wage scale has shifted to account for changes since 2004, when it was last modified; and

WHEREAS, to minimize the cost impact to the City, a staggered approach to the wage scale change itself is recommended over the course of three (3) years; and

WHEREAS, individual salary adjustments requested range from 2.5%-4% based upon where the position falls within the wage scale for that position; and

WHEREAS, with the shifted wage scale, we will move employees to at least the minimum of their pay grade, but with no more than a 4% increase occurring in 2017; and

WHEREAS, employees who will still be below the minimum for their paygrade will be requested to have an additional increase in 2018 approved through the 2018 salary ordinance; and

WHEREAS, the salary ordinance would continue to be brought forward to City Council annually for approval; and

WHEREAS, it is imperative to move forward with this legislation to have salaries in place for January 1, 2017, and all for the preservation of the public peace, property, health, safety and welfare.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF GAHANNA, COUNTY OF FRANKLIN, STATE OF OHIO:

Section 1. That where not in conflict with the Charter, Ordinances, or lawfully promulgated rules and regulations of the City of Gahanna, the 2017 Salary Ordinance for personnel of the City of Gahanna, is hereby enacted as noted in EXHIBIT A, attached hereto and made a part herein.

Section 2. That the salaries for the personnel of the City of Gahanna shall not be effective until January 1, 2017.

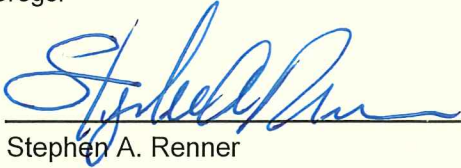
Section 3. That any ordinances or parts of ordinances in conflict here within are hereby repealed.

Section 4. That, for the reasons set forth in the preamble hereinabove, this Ordinance is declared emergency legislation and shall be in full force and effect immediately upon passage by this Council and on date of

signature approval by the Mayor.

At a meeting of the City Council on 12/19/2016, a motion was made by Jamie Leeseberg, seconded by Michael Schnetzer, that this Ordinance be Adopted. The motion passed.

**Yes:** 7 Angelou, Leeseberg, Renner, Schnetzer, Larick, Metzbower and McGregor

**President**   
Stephen A. Renner


**Date** 12/19/16

**Attest by**   
Kimberly Banning

**Date** 12/19/16

**Approved by the Mayor**   
Thomas R. Kneeland

**Date** 12/19/16

**Approved as to Form**   
Shane W. Ewald

**Date** 12/19/16