

ARTICLE II

PAY RANGES

Section 1. Pay ranges shall be used for payroll purposes and other personnel transactions and are applicable only to positions designated as full-time positions.

Position	Range (\$)	Pay
Director/Finance	55-70,000 55,000-79,000	67,054 \$ 71,077
Director/Public Service	55-70,000 55,000-79,000	\$ 65,000 (1)
Director/Development	50-65,000 50,000-70,000	\$ 54,900 (2)
City Engineer	50-65,000 50,000-70,000	58,769 \$ 63,470
Director/Parks & Recreation	40-55,000 45,000-65,000	55,000 \$ 57,200
Water Resources Engineer	40-55,000 40,000-60,000	50,786 \$ 52,817
Clerk of Council	40-55,000 40,000-57,000	48,213 \$ 50,624
Dep. Director/Finance	40-55,000 40,000-57,000	48,213 \$ 50,142
Dep. Director/Parks and Recreation-new	40,000-57,000	\$ 40,000 (13)
Dep. Director of Development -new	40,000-57,000	\$ 40,000 (15)
Director/Network Operations	40,000-55,000	\$ 44,000 (3)
Zoning Administrator	30-45,000 30,000-50,000	\$ 30,000 (4)
Clerk of Court	25-45,000 30,000-50,000	37,613 \$ 44,000
Assistant City Engineer	30,000-45,000	32,000 \$ 35,000
Personal Sec.Dir.Pub.Safety	25-40,000 25,000-45,000	\$ 35,000 (5)
Sec./Mayor/Office Mgr.	25-40,000 27,000-45,000	34,858 \$ 38,344
Sec./Dir. Public Svc.	25-40,000 27,000-45,000	30,154 \$ 35,960
Sec./Dir.Parks and Recreation -new-	27,000-45,000	\$ 27,000 (12)
Fin. Dir. Clerk	23-38,000 25,000-43,000	30,561 \$ 35,000
Dep. Fin. Dir. Clerk	25,000-43,000	\$ 25,000 (10)
Dep. Clerk of Council	25,000-43,000	33,481 \$ 36,829
Dep. Clerk/Council/ Civ. Svc. Sec.	25,000-43,000	30,154 \$ 33,169
Adm. Asst./Engineering	23-38,000 23,000-40,000	31,736 \$ 34,000
Adm. Asst./Development	23-40,000 27,000-40,000	28,500 \$ 36,000 (7)
Adm. Asst./Parks & Rec.	23-38,000 23,000-40,000	\$ 30,000
Adm. Asst./Service	27,000-43,000	\$ 27,000
Adm. Asst./Finance	27,000-43,000	\$ 27,000 (9)
Clerk/Development	23-38,000 23,000-40,000	\$ 23,000 (8)
Clerk/Dir. Public Service	-new- 17,000-24,000	\$ 17,000 (14)

Half-time Building Inspector ~~\$ 11,000*~~ \$12,000*

*Fixed Salary for 1998, 1999 and 2000.

- (1) DIRECTOR/PUBLIC SERVICE 11/30/98 - \$67,600
- (2) DIRECTOR/DEVELOPMENT 5/25/98 - \$57,645
- (3) DIRECTOR/NETWORK OPERATIONS 2/1/99 - \$46,200
- (4) ZONING ADMINISTRATOR 1/18/99 - \$31,500
- (5) PERSONAL SECRETARY DIR. PUBLIC SAFETY 6/15/98 - \$36,829
- ~~(6) CLERK DIR./PARKS & REC./CITY HALL 7/27/98 - \$18,000~~
- (7) ADM. ASST./DEVELOPMENT ~~4/19/99 - \$24,150~~ 03/06/2000 - \$36,000
- (8) CLERK/DEVELOPMENT 4/19/99 - \$24,150
- (9) ADM. ASST./FINANCE 6/1/99
- (10) DEP FIN. DIR. CLERK (Acting-1/11/99)
- (11) Adm. Asst./Service
- (12) Secy. Parks and Recreation
- (13) Deputy Director/Parks and Recreation
- (14) Clerk/Director of Public Service

EXHIBIT A

(15) Deputy Director of Development - 03/06/2000 - \$40,000

Section 2. Positions Held Concurrently. That where one employee continuously occupies two or more positions concurrently, the highest salary range provided for one of the positions occupied shall be the appropriate range for determining the total compensation for the employee.

Section 3. The new pay schedule results in a pay raise of at least 4% for the year 1998 except for new hires with less than six months of service. in 1999 and year 2000, a 5% increase will be given unless the figure would exceed the top of the range. No salary increase can exceed the top of the range.

Section 4. All full-time employees who were employed as of January 2, 1998 and left employment with the City of Gahanna prior to November 1, 1998 shall receive 4% retroactive pay.

Section 5. Council Review. That the pay ranges and annual rates of pay established by this Article shall be reviewed by the Council of the City of Gahanna every three (3) years.