

ARTICLE II: PAY RANGES

Section 1. Classifications

The following chart represents the class allocation codes for all full time positions subject to this Ordinance:

CLASS CODE					REPORTS					
EEO	ORG	GRP	CLASS TITLE	DEPT	FLSA	ED	EXP	LIC	TO	GRD
2	4	ce	Recreation Specialist	P&R	E	3	1	L	Rec Supt	27
2	4	ne	Utilities Billing Supervisor	Pub Svs	E	1	2		Dep Dir P Svc	31
2	4	ce	Recreation Supervisor	P&R	E	3	1	C	Rec Supt	33
2	4	ce	Senior Center Supervisor	P&R	E	3	2	D	Rec Supt	33
5	5	ce	Building and Heating Inspector	Develop	E	1	2	DC	Chief Building Officer	34
2	4	ce	Golf Course Supervisor	P&R	E	2	3	DL	Dir P&R	34
2	3	ce	Planning & Zoning Administrator	Develop	E	3	4	L	Dep Dir P&D	36
2	3	ce	Fleet Management Superintendent	Pub Svs	E	3	4	D	Dep Dir P Svc	37
2	2	ce	Recreation Superintendent	P&R	E	3	3	D	Dep Dir P&R	37
2	3	ce	Parks & Facilities Superintendent	P&R	E	3	5	DL	Dep Dir P&R	37
2	3	ce	Streets and Utilities Superintendent	Pub Svs	E	3	4	LDC	Dep Dir P Svc	39

LEGEND

EEO Codes

- 1 = Officials and Administrators
- 2 = Professionals
- 3 = Technicians
- 4 = Protective Service Workers
- 5 = Paraprofessionals
- 6 = Administrative Support
- 7 = Skilled Craft Workers
- 8 = Service-Maintenance

Education Codes

- 1 = High School
- 2 = Associates Degree or advanced training
- 3 = Bachelor Degree
- 4 = Masters or JD Degree
- 5 = Ph.D. or beyond

Licenses Codes

- D = Drivers License or CDL required
- L = Licenses required
- C = Certifications required

Org Codes

- 1 = Department Head
- 2 = Assistant Department Head
- 3 = Manager Level
- 4 = Supervisor Level
- 5 = Lead Worker
- 6 = Line Worker

FLSA Codes

- N = Non-exempt (e.g., is covered)
- E = Exempt from FLSA

Group (GRP) Codes

- ce = Classified Supervisors, Exempt
- nn = Non-represented Non-exempt
- ne = Non-represented Exempt
- tm = Top Managers

The following chart represents the salary range effective January 1, 2012 corresponding to the classification codes for each full time position:

Grade	90%	95%	MKT/MIDPT	125%	Range Width
20	\$24,520	\$25,882	\$27,245	\$34,056	39%
21	\$25,542	\$26,961	\$28,380	\$35,474	39%
22	\$26,607	\$28,085	\$29,563	\$36,954	39%
23	\$27,715	\$29,254	\$30,794	\$38,492	39%
24	\$28,870	\$30,473	\$32,077	\$40,097	39%
25	\$30,600	\$32,300	\$34,000	\$42,500	39%
26	\$32,437	\$34,239	\$36,041	\$45,051	39%
27	\$34,383	\$36,294	\$38,204	\$47,755	39%
28	\$37,227	\$39,296	\$41,364	\$51,705	39%
29	\$38,715	\$40,866	\$43,017	\$53,771	39%
30	\$40,263	\$42,500	\$44,737	\$55,921	39%
31	\$41,874	\$44,201	\$46,527	\$58,159	39%
32	\$43,549	\$45,968	\$48,387	\$60,484	39%
33	\$45,076	\$47,581	\$50,085	\$62,606	39%
34	\$50,648	\$53,461	\$56,275	\$70,344	39%
35	\$52,167	\$55,065	\$57,963	\$72,454	39%
36	\$53,180	\$56,135	\$59,089	\$73,861	39%
37	\$57,486	\$60,680	\$63,873	\$79,842	39%
38	\$60,778	\$64,154	\$67,531	\$84,414	39%
39	\$68,881	\$72,707	\$76,534	\$95,668	39%
40	\$73,946	\$78,054	\$82,162	\$102,703	39%
41	\$81,036	\$85,539	\$90,041	\$112,551	39%
42	\$84,076	\$88,747	\$93,418	\$116,772	39%
43	\$86,862	\$91,687	\$96,513	\$120,641	39%

Section 2. Pay Ranges

Effective JANUARY 1, 2012, the following salaries are established for 2012 for the employees with each position listed in accordance with the schedule and provisions herein:

<u>Exempt Supervisor Positions</u>	<u>Grade</u>	<u>Pay-2012</u>
Recreation Specialist 1	27	\$38,204 39,350
Recreation Specialist 2	27	\$ 36,294*
Utilities Billing Supervisor	31	Vacant
Recreation Supervisor	33	\$47,581*
Senior Center Supervisor	33	\$60,103 61,906
Building and Heating Inspector	34	\$ 56,275 57,963
Golf Course Supervisor	34	Vacant
Planning and Zoning Administrator	36	\$59,089 60,862
Fleet Management Superintendent	37	\$64,183 66,108
Recreation Superintendent	37	\$61,957*
Facilities Superintendent	37	vacant
Parks & Facilities Superintendent	37	\$ 63,873 65,789
Streets and Utilities Superintendent	39	\$89,951 92,650

*Until end of probationary period or until anniversary date (explained in Section 3).

Section 3. The new pay schedule for 2012 results in a pay adjustment as described below:

- a. All Wage Schedules/Ranges will be adjusted in the Open Range Plan for 2012 by 0% to reflect the local market.
- b. Any employee who is not at or above their market rate as of 1/1/2012, and who is not within their probationary period, will be adjusted per the Salary Policy¹. In addition to the anniversary date adjustments they receive during the year, the employee will receive the applicable market increase upon passage of the ordinance.
- c. The merit base plan for determining potential salary increases will be suspended for 2012 and replaced with a 3% increase. This increase will apply to employees who are at or above market, and meet or exceed overall expectations on their performance appraisal for the rating period ending September 30, 2011. Employees below market, in a probationary period, or under a performance action plan as of January 1, 2012 are not eligible. Any employee at or above the market rate who is not in their probationary period is receiving the pay adjustment reflected in the Salary Chart which is equal to a 0% increase. Each position will receive raises that are strictly merit increases and based upon the performance appraisal received for the rating period ending September 30, 2011.
- d. Any employee at market rate who is within their probationary period will receive an applicable merit increase approved by the Department Director and Director of Human Resources in 2012 upon successful completion of their probationary period.

¹ An employee hired at the 90th percent of their salary range will move to 92% after the successful completion of their probationary period. The employee will then move to 93% at their one year anniversary date, 95% at their two year anniversary date, 97% at their three year anniversary date, 99% at their four year anniversary date, and 100% (midpoint/market) at their five year anniversary date upon satisfactory performance each year documented by their Department Head.

No salary increase can exceed the top of the range. Any salary paid above the top of the range established in 2012 will be held until the range increases above the employee's rate of pay.

The pay ranges, any movement within the ranges, except as allowed in Article III, and annual rates of pay established by this Article shall be reviewed by the Council of the City of Gahanna year end 20112012.