

ARTICLE III: WAGES AND SERVICE CREDIT

Section 1. Wages.

A. The following chart represents the class allocation codes for the Chief and Deputy Chief.

CLASS CODE										
EEO	ORG	GRP	CLASS TITLE	DEPT	FLSA	ED	EXP	LIC	REPORTS TO	GRD
2	2	ne	Deputy Chief of Police	Police	E	3	7	DC	Chief Police	40
1	1	tm	Chief of Police	Police	E	3	10	DC	Dir Pub Sfty	43

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

Licenses Codes

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

FLSA Codes

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

Education Codes

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

Org Codes

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

Group (GRP) Codes

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

EXHIBIT A

The following chart represents the 2012 salary range corresponding to the above class allocation codes for each full time position:

Open Range Plan—2012 Implementation					
Grade	90%	95%	MKT/MIDPT	125%	Range Width
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%

The following chart represents the salary for 2012 for both full time positions:

Exempt Positions	Grade	Pay—2012
Chief of Police	43	\$106,735 109,937
Deputy Chief of Police	40	\$93,873 96,689

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

- All Wage Schedules/Ranges will be adjusted in the Open Range Plan for 2012 by 0% to reflect the local market.
- 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.
- 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.~~
- 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.

Section 2. Annual Service Credit. The Chief shall receive, in addition to other pay called for herein, an Annual Service Credit payment based on completed years of service according to the following table for 2012:

5 through 9 years	\$750.00
10 through 14 years	\$950.00
15 through 19 years	\$1,150.00
20 or more years.	\$1,350.00

Payment of Service Credit shall be made in a lump sum, in a separate check, and will accompany the first regular paycheck in December of each calendar year. Payment shall be based upon continuous years of active service as a full-time officer in the Gahanna Police Department as of the date of payment.

For the purpose of this section, continuous active service shall include approved military leave.

Section 3. Pay Plan Administration. Any employees newly hired to a position under this ordinance will start at the 90th percentile of the market range for their class allocation unless the new employee brings prior experience beyond the requirements of the class specification. Based upon recommendation from the supervisor and approval from the Director of Human Resources and Mayor, the new employee may be paid between the 90th percentile and the Midpoint of the market range for their class allocation. All new hire rates and probationary raises are subject to the guidelines of the City of Gahanna Salary Policy.

Any salary or hourly rate paid to a new hire above the Midpoint/Market of their range must be approved by Council.

No increases shall be granted during the first one hundred eighty calendar days from date of hire or promotion. Employees shall receive the applicable increase upon completion of this probationary period.

No salary increase can exceed the top of the range.