



Gahanna

UNCLASSIFIED EMPLOYEE COMPENSATION
PHASE II

History of Compensation

2021: Phase 1

- Shift the Wage Scale by 10%
- Collective bargaining driven adjustments
- Market Driven/Internal Adjustments

Phase II

- Step Plan between minimum and midpoint
- Market Wage Adjustments
 - Complete pay rate adjustments from 2021 – 2022 recommendations by Clemans Nelson based on years of service in current position
- Step Plan Alignment
 - Move employees not effected by market wage adjustment into step closest to current pay without reducing pay

Phase II Actions

1. Amend Salary Ordinance to add steps and adjust certain pay grades to market rate
2. Update City of Gahanna Pay Administration Policy
3. Transfer existing 2022 salary savings into appropriate funding accounts and adjust employee pay in 2022
4. Advance employees in step plan on anniversary for 2023
5. Compensation system is reviewed every 3-5 years for market adjustments

Pay Grade	Start	1	2	3	4	MID - Year 5	MAX
1	\$12.62	\$13.09	\$13.58	\$14.09	\$14.62	\$15.10	\$17.58
2	\$13.59	\$14.09	\$14.62	\$15.17	\$15.74	\$16.25	\$18.91
3	\$14.23	\$14.77	\$15.32	\$15.90	\$16.49	\$17.03	\$19.82
4	\$15.09	\$15.66	\$16.25	\$16.85	\$17.49	\$18.11	\$21.12
5	\$15.99	\$16.59	\$17.22	\$17.86	\$18.53	\$19.20	\$22.40
6	\$16.92	\$17.55	\$18.21	\$18.89	\$19.60	\$20.24	\$23.56
7	\$17.93	\$18.60	\$19.30	\$20.02	\$20.77	\$21.52	\$25.11
8	\$19.86	\$20.60	\$21.37	\$22.17	\$23.01	\$23.75	\$27.65
9	\$20.20	\$20.95	\$21.74	\$22.55	\$23.40	\$24.23	\$28.27
10	\$20.79	\$21.57	\$22.38	\$23.22	\$24.09	\$24.87	\$28.95
11	\$22.69	\$23.54	\$24.43	\$25.34	\$26.29	\$27.23	\$31.77
12	\$24.06	\$24.96	\$25.90	\$26.87	\$27.87	\$28.86	\$33.67
13	\$25.50	\$26.45	\$27.45	\$28.48	\$29.54	\$30.60	\$35.70
14	\$27.03	\$28.04	\$29.09	\$30.18	\$31.31	\$32.43	\$37.84
15	\$28.64	\$29.72	\$30.83	\$31.99	\$33.19	\$34.38	\$40.11
16	\$30.37	\$31.51	\$32.69	\$33.92	\$35.19	\$36.44	\$42.52
17	\$32.19	\$33.39	\$34.65	\$35.94	\$37.29	\$38.63	\$45.07
18	\$34.12	\$35.40	\$36.73	\$38.11	\$39.54	\$40.94	\$47.76
19	\$36.17	\$37.52	\$38.93	\$40.39	\$41.91	\$43.40	\$50.63
20	\$38.34	\$39.77	\$41.26	\$42.81	\$44.42	\$46.00	\$53.67
21	\$40.63	\$42.16	\$43.74	\$45.38	\$47.08	\$48.76	\$56.89
22	\$43.08	\$44.69	\$46.37	\$48.11	\$49.91	\$51.69	\$60.30
23	\$45.66	\$47.37	\$49.15	\$50.99	\$52.91	\$54.79	\$63.92
24	\$48.40	\$50.22	\$52.10	\$54.05	\$56.08	\$58.08	\$67.76
25	\$51.30	\$53.23	\$55.22	\$57.29	\$59.44	\$61.56	\$71.82
26	\$54.38	\$56.42	\$58.54	\$60.73	\$63.01	\$65.26	\$76.13

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