



## Legislation Details (With Text)

**File #:** ORD-0101-2016      **Version:** 1      **Name:** Unclassified Salary Ordinance Amendment  
**Type:** Ordinance      **Status:** Passed  
**File created:** 9/23/2016      **In control:** City Council  
**On agenda:** 10/3/2016      **Final action:** 10/17/2016  
**Title:** TO AMEND ORD-0140-2015, ORDINANCE FOR THE UNCLASSIFIED PERSONNEL OF THE CITY OF GAHANNA JANUARY 1, 2016 THROUGH DECEMBER 31, 2016.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. EXHIBIT A - Salary Ordinance for Unclassified Personnel 2016 rev 9.2016, 2. HR RPT 9.24.2016, 3. HR RCA Unclassified Ordinance JB, 4. ORD-101-2016 SIGNED

Date	Ver.	Action By	Action	Result
10/17/2016	1	City Council	Adopted	Pass
10/3/2016	1	City Council	Introduced	
9/26/2016	1	Committee of the Whole	Recommended for Introduction/First Reading	

TO AMEND ORD-0140-2015, ORDINANCE FOR THE UNCLASSIFIED PERSONNEL OF THE CITY OF GAHANNA JANUARY 1, 2016 THROUGH DECEMBER 31, 2016.

WHEREAS, ORD-0140-2015, passed December 7, 2015, established salaries and benefits for the unclassified personnel of the City; and

WHEREAS, the U.S. Department of Labor (DOL) released a final rule changing the overtime exemptions under the Fair Labor Standards Act (FLSA) on May 18, 2016; and

WHEREAS, the new minimum salary threshold has been set at \$47,476 per year and employers will need to be in compliance with the new regulations by December 1, 2016; and

WHEREAS, one exempt employee's salary falls below the minimum salary threshold as of December 1, 2016; and

WHEREAS, a requested amendment will raise their salary to be at the minimum threshold through December 31, 2016; and

WHEREAS, analysis of our pay ranges is currently underway through a compensation study and further recommendations will be brought forward in the near future; and

WHEREAS, the Director of Human Resources is recommending an amendment to the unclassified personnel salary ordinance; and

WHEREAS, the amendments to the salary ordinance will ensure that the City of Gahanna is meeting all requirements.

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

Section 1. That ORD-0140-2015, passed December 7, 2015, is hereby amended as shown in EXHIBIT A, attached hereto and made a part herein.

Section 2. That any Ordinances or parts of Ordinances in conflict herewith are hereby repealed.

Section 3. That this Ordinance shall be in full force and effect immediately upon passage by this Council and 30 days after date of signature approval by the Mayor.