



Legislation Details (With Text)

File #: ORD-0093-2018 **Version:** 1 **Name:** PAY PLAN ADMINISTRATION POLICY
Type: Ordinance **Status:** Passed
File created: 11/9/2018 **In control:** City Council
On agenda: **Final action:** 12/3/2018
Title: TO AUTHORIZE THE MAYOR TO SIGN AND ADOPT THE PAY PLAN ADMINISTRATION POLICY, EFFECTIVE JANUARY 1, 2019; AND TO DECLARE AN EMERGENCY.

Sponsors:

Indexes:

Code sections:

Attachments: 1. HR-RPT-2018.11.13, 2. EXHIBIT A, 3. ORD-0093-2018 SIGNED

Date	Ver.	Action By	Action	Result
12/3/2018	1	City Council	Adopted	Pass
11/19/2018	1	City Council	Introduced	
11/13/2018	1	Committee of the Whole	Recommended for Introduction, Next Agenda Consent	

TO AUTHORIZE THE MAYOR TO SIGN AND ADOPT THE PAY PLAN ADMINISTRATION POLICY, EFFECTIVE JANUARY 1, 2019; AND TO DECLARE AN EMERGENCY.

WHEREAS, this Pay Plan Administration Policy provides consistent and fair administration of our pay plan and ensures transparency of our practices; and

WHEREAS, this Policy requires City Council approval when modifications are requested; and

WHEREAS, general text cleanup needs to be addressed; and

WHEREAS, requirement for the department head to initiate the employee's increases to get them to midpoint within five (5) years has been removed; and

WHEREAS, added language that the employee obtains an increase after completion of their probationary period, based upon employee's compensation plan with the goal of getting to midpoint in five (5) years; and

WHEREAS, added language for the ability to increase an employee's salary higher than 25%, in cases of promotions where two positions are merged and one position is abolished; and

WHEREAS, it is imperative to move forward with this legislation to align with adoption of the Salary Ordinance and Benefits Ordinance, and all for the preservation of the public peace, property, health, safety and welfare.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF GAHANNA, COUNTY

OF FRANKLIN, STATE OF OHIO:

Section 1. That the Mayor is hereby authorized to sign and adopt the Pay Plan Administration Policy, effective January 1, 2019, attached hereto as EXHIBIT A, and made a part herein.

Section 2. That any Ordinances or parts of ordinances in conflict here within are hereby repealed.

Section 3. That, for the reasons set forth in the preamble hereinabove, this Ordinance is declared emergency legislation and shall be in full force and effect immediately upon passage by this Council and on date of signature approval by the Mayor.