

ORDINANCE NO. 2022 - 5

AN ORDINANCE ESTABLISHING THE SCHEDULE OF
COMPENSATION FOR VILLAGE EMPLOYEES

WHEREAS, the Village Administration has recommended, and the Finance Committee of Council has approved, the attached Schedule to establish the compensation ranges for all Village employees; and

WHEREAS, it is proposed that this Schedule of Compensation be initiated upon the effective date of the Ordinance to establish the range of compensation for each position within the Village, to be able to fix compensation for new hires, and to be able to establish compensation for existing employees in conjunction with their annual performance review.

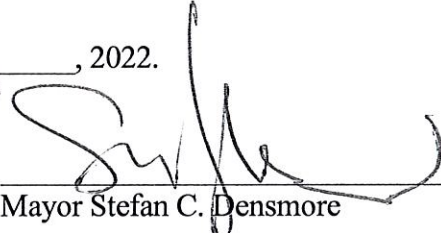
NOW THEREFORE, Be It Ordained by the Council of the Village of Golf Manor, Hamilton County, Ohio, that:

SECTION I. The attached Schedule of Compensation is hereby approved and adopted as if fully set forth herein. The Schedule of Compensation shall take effect upon the effective date of the Ordinance and shall establish the range of compensation for all new hires and the range of compensation for existing employees who may be adjusted within their range based upon their annual performance review.

SECTION II. All Ordinances or parts of Ordinances inconsistent herewith are hereby repealed.

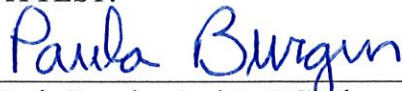
SECTION III. This Ordinance shall take effect the earliest opportunity as allowable by law.

PASSED this 11th day of July, 2022.



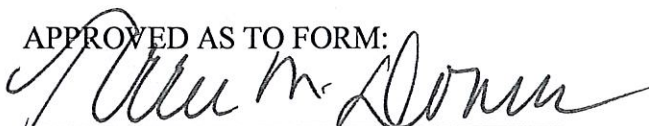
Mayor Stefan C. Densmore

ATTEST:



Paula Burgin, Assistant Clerk

APPROVED AS TO FORM:



Terrence M. Donnellon, Solicitor

Salary Ranges - Base Pay (071122)

Village Administrator (C3)

Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
Years 0-3	82,000.00	39.42	84,500.00	40.63	87,000.00	41.83
3-5	82,000.00	39.42	87,000.00	41.83	92,000.00	44.23
5-8	82,000.00	39.42	92,000.00	44.23	97,000.00	46.63
8-10	82,000.00	39.42	97,000.00	46.63	99,500.00	47.84
10+	82,000.00	39.42	99,500.00	47.84	102,000.00	49.04

* Based on 2080 hours.

Fiscal Officer/Asst. Administrator (C2)

Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
Years 0-3	59,000.00	28.37	60,875.00	29.27	62,750.00	30.17
3-5	59,000.00	28.37	62,750.00	30.17	66,500.00	31.97
5-8	59,000.00	28.37	66,500.00	31.97	70,250.00	33.77
8-10	59,000.00	28.37	70,250.00	33.77	72,125.00	34.68
10+	59,000.00	28.37	72,125.00	34.68	74,000.00	35.58

* Based on 2080 hours.

Financial Operations Manager/Village Clerk/Tax Administrator (C2)

Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
Years 0-3	52,000.00	25.00	53,875.00	25.90	55,750.00	26.80
3-5	52,000.00	25.00	55,750.00	26.80	59,500.00	28.61
5-8	52,000.00	25.00	59,500.00	28.61	63,250.00	30.41
8-10	52,000.00	25.00	63,250.00	30.41	65,125.00	31.31
10+	52,000.00	25.00	65,125.00	31.31	67,000.00	32.21

* Based on 2080 hours.

Administrative Clerk (C1)

Non-Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
Years 0-3	40,040.00	19.25	41,290.00	19.85	42,540.00	20.45
3-5	40,040.00	19.25	42,540.00	20.45	45,040.00	21.65
5-8	40,040.00	19.25	45,040.00	21.65	47,540.00	22.86
8-10	40,040.00	19.25	47,540.00	22.86	48,745.00	23.44
10+	40,040.00	19.25	48,745.00	23.44	50,040.00	24.06

* Based on 2080 hours.

Police Chief (C3)

Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
0-3	80,000.00	38.46	82,500.00	39.66	85,000.00	40.86
3-5	80,000.00	38.46	85,000.00	40.86	90,000.00	43.26
5-8	80,000.00	38.46	90,000.00	43.26	95,000.00	45.67
8-10	80,000.00	38.46	95,000.00	45.67	97,500.00	46.87
10+	80,000.00	38.46	97,500.00	46.87	100,000.00	48.07

* Based on 2080 hours.

Level II Command (C3)

Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
0-3	70,000.00	33.65	72,500.00	34.85	75,000.00	36.05
3-5	70,000.00	33.65	75,000.00	36.05	80,000.00	38.46
5-8	70,000.00	33.65	80,000.00	38.46	85,000.00	40.86
8-10	70,000.00	33.65	85,000.00	40.86	87,500.00	42.06
10+	70,000.00	33.65	87,500.00	42.06	90,000.00	43.26

* Based on 2080 hours.

Police Lieutenant (C2)

Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
0-3	70,000.00	33.65	71,875.00	34.55	73,750.00	35.45
3-5	70,000.00	33.65	73,750.00	35.45	77,500.00	37.25
5-8	70,000.00	33.65	77,500.00	37.25	81,250.00	39.06
8-10	70,000.00	33.65	81,250.00	39.06	83,125.00	39.96
10+	70,000.00	33.65	83,125.00	39.96	85,000.00	40.86

* Based on 2080 hours.

Police Sergeant (C2)

Non-Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
0-3	66,044.00	30.24	69,794.00	31.95	71,669.00	32.81
3-5	66,044.00	30.24	71,669.00	32.81	73,544.00	33.68
5-8	66,044.00	30.24	73,544.00	33.68	77,294.00	35.39
8-10	66,044.00	30.24	77,294.00	35.39	79,169.00	36.24
10+	66,044.00	30.24	79,169.00	34.87	81,044.00	37.10

* Based on 2184 hours.

Patrol Officer (C1)

Non-Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
0-3	54,600.00	25.00	57,330.00	26.25	60,009.00	27.50
3-5	54,600.00	25.00	60,009.00	27.50	65,520.00	30.00
5-8	54,600.00	25.00	65,520.00	30.00	68,250.00	31.25
8-10	54,600.00	25.00	68,250.00	21.25	70,980.00	32.50
10+	54,600.00	25.00	70,980.00	32.50	76,440.00	35.00

* Based on 2184 hours.

Police Clerk (C-1)

Non-Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
0-3	37,800.00	18.17	39,050.00	18.77	40,300.00	19.38
3-5	37,800.00	18.17	40,300.00	19.38	42,800.00	20.58
5-8	37,800.00	18.17	42,800.00	20.58	45,300.00	21.78
8-10	37,800.00	18.17	45,300.00	21.78	46,550.00	22.38
10+	37,800.00	18.17	46,550.00	22.38	47,800.00	22.98

* Based on 2080 hours.

Code Enforcement Official (C2)

Non-Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
Years 0-3	44,300.00	21.30	46,175.00	22.20	48,050.00	23.10
3-5	44,300.00	21.30	48,050.00	23.10	51,800.00	24.90
5-8	44,300.00	21.30	51,800.00	24.90	55,500.00	26.68
8-10	44,300.00	21.30	55,500.00	26.68	57,400.00	27.60
10+	44,300.00	21.30	57,400.00	27.60	59,300.00	28.51

* Based on 2080 hours.

Public Works Manager (C2)

Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
Years 0-3	52,000.00	25.00	53,875.00	25.90	55,750.00	26.80
3-5	52,000.00	25.00	55,750.00	26.80	59,500.00	28.61
5-8	52,000.00	25.00	59,500.00	28.61	63,250.00	30.41
8-10	52,000.00	25.00	63,250.00	30.41	65,125.00	31.31
10+	52,000.00	25.00	65,125.00	31.31	67,000.00	32.21

* Based on 2080 hours.

Maintenance Lead (C-1)

Non-Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
0-3	40,040.00	19.25	41,290.00	19.85	42,540.00	20.45
3-5	40,040.00	19.25	42,540.00	20.45	45,040.00	21.65
5-8	40,040.00	19.25	45,040.00	21.65	47,540.00	22.86
8-10	40,040.00	19.25	47,540.00	22.86	48,745.00	23.44
10+	40,040.00	19.25	48,745.00	23.44	50,040.00	24.06

* Based on 2080 hours.

Maintenance Associate (C-1)

Non-Exempt

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
0-3	41,600.00	20.00	42,850.00	20.60	44,100.00	21.20
3-5	41,600.00	20.00	44,100.00	21.20	46,600.00	22.40
5-8	41,600.00	20.00	46,600.00	22.40	49,100.00	23.60
8-10	41,600.00	20.00	49,100.00	23.60	50,350.00	24.20
10+	41,600.00	20.00	50,350.00	24.20	51,600.00	24.80

* Based on 2080 hours

Maintenance Associate (Unskilled)

Experience Guideline	Base		Mid		Top	
	Annual*	Hourly	Annual*	Hourly	Annual*	Hourly
0-3	31,720.00	15.25	32,970.00	15.85	34,220.00	16.45
3-5	31,720.00	15.25	34,220.00	16.45	36,720.00	17.65
5-8	31,720.00	15.25	36,720.00	17.65	39,220.00	18.86
8-10	31,720.00	15.25v	39,220.00	18.86	40,470.00	19.46
10+	31,720.00	15.25	40,470.00	19.46	41,720.00	20.06

* Based on 2080 hours

C-3 = 20,000 spread

C-2 = 15,000 spread

C-1 = 10,000 spread