

ORDINANCE NO. 18-14

**AN ORDINANCE REPEALING SCHEDULE A OF
CHAPTER 33 OF THE PIQUA CODE AND ADOPTING
A NEW SCHEDULE A OF CHAPTER 33 OF THE PIQUA
CODE, RELATING TO WAGES OF CERTAIN MUNICIPAL
EMPLOYEES**

BE IT ORDAINED by the Commission of the City of Piqua, Miami County, Ohio, the majority of all members elected thereto concurring, that:

SEC. 1: Schedule A of Chapter 33 of the Piqua Code, as adopted by Ordinance No. 3-14, is hereby repealed; and

SEC. 2: Schedule A of Chapter 33 of the Piqua Code (appended hereto as Exhibit "D") is hereby adopted;

SEC. 3: This Ordinance shall take effect and be in force from and after January 1, 2015.

1st Reading -- 11/1/8/2014

2nd Reading 12/02/2014

LUCINDA L. FESS, MAYOR

PASSED: _____

ATTEST: _____
REBECCA J. COOL
CLERK OF COMMISSION



Commission Agenda Staff Report

MEETING DATE	NOVEMBER 18, 2014 DECEMBER 2, 2014 DECEMBER 16, 2014		
REPORT TITLE (Should match resolution/ordinance title)	ORDINANCE NO. 20-14 AN ORDINANCE REPEALING EXISTING CHAPTER 33 AND ENACTING A NEW CHAPTER 33 OF THE PIQUA CODE, RELATING TO EMPLOYEE POLICY		
SUBMITTED BY	Name & Title: Elaine Barton, Human Resources Director Department: Human Resources		
AGENDA CLASSIFICATION	<input type="checkbox"/> Consent	<input checked="" type="checkbox"/> Ordinance	<input type="checkbox"/> Resolution <input type="checkbox"/> Regular
APPROVALS/REVIEWS	<input checked="" type="checkbox"/> City Manager		<input type="checkbox"/> Asst. City Manager/Finance
	<input type="checkbox"/> Asst. City Manager/Development		<input type="checkbox"/> Law Director
	<input checked="" type="checkbox"/> Department Director;		<input type="checkbox"/> Other:
BACKGROUND (Includes description, background, and justification)			
BUDGETING AND FINANCIAL IMPACT (Includes project costs and funding sources)	Budgeted \$:	Group insurance appropriated in the 2015 budget	
	Expenditure \$:		
	Source of Funds:	Various funds	
	Narrative:		
OPTIONS (Include Deny /Approval Option)	1.	Adopt Ordinance No. 20-14	
	2.	Reject Ordinance No. 20-14 and provide staff with an alternative	
	3.		
	4.		
PROJECT TIMELINE	January 1, 2015		
STAFF RECOMMENDATION	Staff recommends the changes to Chapter 33 revising the date of the health insurance coverage to reflect the current benefit year as well as the reduction to the City's contribution to the employee's health savings or health reimbursement account, and increasing the amount that an employee can earn by participating in certain wellness activities. This is the same language as agreed to in the union contracts.		
ATTACHMENTS	Chapter 33		

EFFECTIVE January 1, 2015		PAY RANGE	SCHEDULE A				Exhibit D	
Class	CLASSIFICATION/TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Code	Non-exempt positions: (hourly rate)							
105	Custodian	4	17.02693	17.87828	18.77219	19.71080	20.69634	21.73116
108	Administrative Assistant	6	19.13146	20.08803	21.09244	22.14706	23.25441	24.41713
109	Human Resources Assistant	6	19.13146	20.08803	21.09244	22.14706	23.25441	24.41713
110	Executive Assistant	8	21.49611	22.57092	23.69947	24.88444	26.12866	27.43509
112	Administrative Specialist	7	20.27935	21.29332	22.35799	23.47588	24.64968	25.88216
113	Contract & Administrative Specialist	7	20.27935	21.29332	22.35799	23.47588	24.64968	25.88216
	Exempt positions: (weekly salary)							
149	Financial Analyst	9	911.44	957.01	1004.86	1055.10	1107.86	1163.25
150	Acct. & Income Tax Mgr.	13	1150.67	1208.20	1268.61	1332.04	1398.64	1468.57
153	Utility Billing Office Manager	13	1150.67	1208.20	1268.61	1332.04	1398.64	1468.57
154	Asst Dir of Finance & Inc Tax Admin	16	1370.46	1438.98	1510.93	1586.48	1665.80	1749.09
155	Dir of Finance & Inc Tax Admin	20	1730.18	1816.68	1907.52	2002.90	2103.04	2208.19
158	Purchasing Analyst I	11	1024.09	1075.29	1129.06	1185.51	1244.79	1307.03
160	Law Director	20	1730.18	1816.68	1907.52	2002.90	2103.04	2208.19
165	Human Resources Director	19	1632.24	1713.85	1799.55	1889.52	1984.00	2083.20
167	Public Relations Coordinator	11	1024.09	1075.29	1129.06	1185.51	1244.79	1307.03
170	Community Development Manager	13	1150.67	1208.20	1268.61	1332.04	1398.64	1468.57
171	Development Program Manager	14	1219.71	1280.69	1344.73	1411.96	1482.56	1556.69
206	Project Manager	12	1085.53	1139.81	1196.80	1256.64	1319.47	1385.45
207	Engineering Director	19	1632.24	1713.85	1799.55	1889.52	1984.00	2083.20
208	City Planner	15	1292.89	1357.53	1425.41	1496.68	1571.51	1650.09
209	Public Works Director	19	1632.24	1713.85	1799.55	1889.52	1984.00	2083.20
305	IT Administrator	11	1024.09	1075.29	1129.06	1185.51	1244.79	1307.03
307	Director of Information Tech.	19	1632.24	1713.85	1799.55	1889.52	1984.00	2083.20
402	Recreation Coordinator	10	966.12	1014.43	1065.15	1118.41	1174.33	1233.04
403	Golf Professional *	8	859.84	902.84	947.98	995.38	1045.15	1097.40
501	Health & Sanitation Director	19	1632.24	1713.85	1799.55	1889.52	1984.00	2083.20
504	Sanitarian II	12	1085.53	1139.81	1196.80	1256.64	1319.47	1385.45
507	Sanitarian	10	966.12	1014.43	1065.15	1118.41	1174.33	1233.04
510	Code Enforcement Officer	10	966.12	1014.43	1065.15	1118.41	1174.33	1233.04
610	Police Chief	20	1730.18	1816.68	1907.52	2002.90	2103.04	2208.19
660	Fire Chief	20	1730.18	1816.68	1907.52	2002.90	2103.04	2208.19
705	Assistant Public Works Director	13	1150.67	1208.20	1268.61	1332.04	1398.64	1468.57
810	Asst. Underground Utilities Supt.	13	1150.67	1208.20	1268.61	1332.04	1398.64	1468.57
815	Asst. Water System Superintendent	13	1150.67	1208.20	1268.61	1332.04	1398.64	1468.57
820	Water System Superintendent	15	1292.89	1357.53	1425.41	1496.68	1571.51	1650.09
830	Storm Water Coordinator	12	1085.53	1139.81	1196.80	1256.64	1319.47	1385.45
842	Asst. Wastewater Systems Supt.	13	1150.67	1208.20	1268.61	1332.04	1398.64	1468.57
845	Wastewater System Superintendent	15	1292.89	1357.53	1425.41	1496.68	1571.51	1650.09
846	Underground Utilities Superintendent	15	1292.89	1357.53	1425.41	1496.68	1571.51	1650.09
848	Utilities Director	20	1730.18	1816.68	1907.52	2002.90	2103.04	2208.19
874	Power Plant Assistant Manager	13	1150.67	1208.20	1268.61	1332.04	1398.64	1468.57
880	SCADA Administrator	11	1024.09	1075.29	1129.06	1185.51	1244.79	1307.03
881	Associate Engineer	11	1024.09	1075.29	1129.06	1185.51	1244.79	1307.03
890	Power Distribution Manager	16	1370.46	1438.98	1510.93	1586.48	1665.80	1749.09
892	Electrical Engineer	17	1452.69	1525.32	1601.59	1681.67	1765.75	1854.04
893	Asst. Power System Director	18	1539.85	1616.84	1697.69	1782.57	1871.70	1965.28
894	Power System Director	20	1730.18	1816.68	1907.52	2002.90	2103.04	2208.19
896	Asst. City Manager/Development	20	1730.18	1816.68	1907.52	2002.90	2103.04	2208.19
897	Asst. City Manager/Administration	21	1833.99	1925.69	2021.97	2123.07	2229.22	2340.68

* Plus 50% of net margin on all sales of golf accessories & mdse.