

ARTICLE 14 - WAGES AND SERVICE CREDIT

14.1 GENERAL PAY PLAN.

- (A) **Pay Ranges and Rates of Pay.** The following pay ranges and hourly rates of pay are hereby established as the "General Pay Plan" of this Contract. These pay ranges and hourly rates of pay shall be applied to the several classes of positions as set forth in Section 3.2. All members of the bargaining unit (as of the date this Contract is passed by City Council) shall receive a retroactive pay increase of four percent (4%) (as reflected in the table below) to the payperiod that includes April 1, 2007. Retroactive pay increases shall be limited to straight-time (any time paid by the City, i.e., vacation, sick, injury, holiday, compensatory time, and time worked out-of-class); and overtime.

Effective March 25, 2007 (4% increase)

Pay Range	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5
S6	15.61	16.68	17.78	18.87	20.06	21.01
S7	18.45	19.52	20.60	21.68	22.82	23.83
S8	21.30	22.36	23.41	24.50	25.57	26.66
S9	18.61-22.37	24.32	25.84	27.36	28.88	30.36
S10	20.72-25.05	27.23	28.96	30.64	32.31	34.02

Effective pay period that includes April 1, 2008 (3%)

Pay Range	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5
S6	16.08	17.18	18.31	19.44	20.66	21.64
S7	19.00	20.11	21.22	22.33	23.50	24.54
S8	21.94	23.03	24.11	25.24	26.34	27.46
S9	19.17-23.04	25.05	26.62	28.18	29.75	31.27
S10	21.34-25.80	28.05	29.83	31.56	33.28	35.04

Effective pay period that includes April 1, 2009 (3%)

Pay Range	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5
S6	16.56	17.70	18.90	20.02	21.28	22.29
S7	19.57	20.71	21.86	23.00	24.21	25.28
S8	22.60	23.72	24.83	26.00	27.13	28.28
S9	19.75-23.73	25.80	27.42	29.03	30.64	32.21
S10	21.98-26.57	28.89	30.72	32.51	34.28	36.09

(B) The system shall be applied in the following manner:

- (1) Full-time members with less than one (1) year of continuous service shall be paid at a range applicable for their classification in Step 0.
- (2) Full-time members with more than one (1) year but less than two (2) years continuous service shall be paid at a range applicable for their classification in Step 1.
- (3) Full-time members with more than two (2) years continuous service shall be paid at a range applicable for their classification in Step 2.
- (4) Full-time members with more than two (2) years continuous service but less than three (3) years continuous service shall be paid at a range applicable for their classification in Step 2. All full-time members with more than three (3) years continuous

service shall be paid at a range applicable for their classification in Step 3.

- (5) Full-time members with more than three (3) years continuous service but less than four (4) years continuous service shall be paid at a range applicable for their classification in Step 3. All full-time members with more than four (4) years continuous service shall be paid at a range applicable for their classification in Step 4.
 - (6) Full-time members with more than five (5) years continuous service shall be paid at a range applicable for their classification in Step 5.
- (C) Each year of continuous service shall be based upon a member's continuous service as defined in Article 1.
- (D) Members shall qualify for the step increases provided for under this section on the first day of the pay period following completion of each required year of continuous service.

14.2 ADMINISTRATION OF PAY PLAN.

- (A) **Pay Rates Established on Effective Date.** Upon passage of this Contract by City Council, the hourly rate of pay of each member covered by this contract shall be at the sole pay rate established in Section 14.1.
- (B) **Hiring Rate.** The hiring rate for a class shall be at the lowest pay rate in the range except as otherwise provided herein. Wherein a multiple pay range is established for a classification, the Appointing Authority will designate the range and rate within the range at which the member shall be paid.
- (C) **Demotion.** Whenever a member demotes to a classification in a lower pay range, that member's pay rate will be at the lower pay range but in the same step level as previously held by the member.
- (D) **Full-time City Employment and Additional City Employment.**
- (1) Full-time City Employment. The hourly rates of pay provided by this Contract are fixed on the basis of full-time employment in full-time positions.

(2) Additional City Employment.

- (a) Any member who simultaneously works in or occupies more than one position is not entitled to and shall not receive compensation, or any other benefits or privileges allowed for employees by the City, for more than one position, unless otherwise provided herein.
- (b) Any member who seeks or obtains additional City employment beyond the member's present appointment shall first obtain, in writing, the approval of the Appointing Authority of the member's present position. Such written approval must be filed with the member's personnel file. Failure to obtain written permission shall subject the member to possible disciplinary action. In such cases where total City employment exceeds forty (40) hours in a workweek, the overtime provisions of Article 15 of this Contract shall apply.
- (c) Upon approval of additional employment with the City, the Appointing Authority for the member's present position shall, at that time, determine in writing whether the member shall be entitled and shall receive additional vacation and sick leave benefits pursuant to the provisions of this Contract. In no event shall the member receive injury leave or insurance coverage beyond that provided for a member occupying only one position.

(E) Additional Compensation or Benefits. No member shall receive, and the City Treasurer is hereby directed not to draw any checks, or any additional compensation in any form, sick and injury leave, vacation, insurance coverage and any and all other benefits and privileges, for any member who substitutes or acts for another in the position of another, other than the position to which he/she was appointed pursuant to the Ohio Constitution, City Charter provisions, and the rules and regulations of the Civil Service Commission. No Appointing Authority shall appoint any person or submit any personnel action form contrary to said constitution, charter and rules and regulations and the provisions of this Contract, except as otherwise provided in Section 15.10 of this Contract.

(F) Payroll Deductions. Payroll deductions shall be governed first by the ability of the City Auditor's payroll system to handle them, and secondly, upon a determination by the City of the type of payroll deductions which are to be offered to employees and also based upon which ones will benefit the largest number of employees. Deductions or withholdings, except where demanded or required by law, must be agreed to in writing by the member with the specific reason stated in writing and filed with the Appointing Authority.

- (G) **City Council Authorization Required.** The Civil Service Commission and the City Auditor are hereby prohibited from approving and/or paying any pay rate based on the assignment of any class to a pay range not specifically authorized by the parties and approved by City Council.

14.3 SERVICE CREDIT.

A service credit payment shall be paid during December of each year to those full-time employees of the City, who are in active service, paid status or authorized leave without pay as of November 30 of each calendar year. The computation of the total years of continuous service as set forth in the following schedule shall be based upon paid status in a full-time position as of November 30 of the appropriate calendar year. For the sole purpose of determining service credit in this Section, the years of continuous service in the schedule below shall include military leave without pay, leave without pay due to a City injury when the member is receiving payments in lieu of wages from the Ohio Bureau of Workers' Compensation, and other administrative leave without pay as authorized by the Appointing Authority for activities connected with City employee relations. No service credit shall be allowed or paid to any member for time lost for any other leave without pay or time lost as a result of disciplinary action.

SERVICE CREDIT PAYMENT SCHEDULE

More than	6 years of continuous service	\$450.00
More than	12 years of continuous service	\$650.00
More than	20 years of continuous service	\$950.00

Effective with the December 2009 payment, the following service credit schedule shall be used for all eligible bargaining unit employees.

SERVICE CREDIT PAYMENT SCHEDULE

More than 5 years of continuous service	\$600
More than 8 years of continuous service	\$700
More than 14 years of continuous service	\$800
More than 20 years of continuous service	\$1000
More than 25 years of continuous service	\$1050

14.4 EMPLOYEE'S CONTRIBUTION TO PERS.

Effective January 1, 2007, that portion of the member's contribution made to the Ohio Public Employee Retirement System, equal to 9.5% of the member's earned compensation, shall be picked up (assumed and paid) on behalf of the member, and in lieu of payment by the member, by the City. The provisions of this paragraph shall apply uniformly to said members and no such member shall have the option to elect a wage increase or other benefit in lieu of the payment provided for herein. Any remaining portion of the member's contribution that might exist shall continue to be paid by the member. Effective January 1, 2008, that portion of the member's contribution made to the Ohio Public Employee Retirement System shall increase to ten percent (10%) provided such increases are implemented by the Ohio Public Employee Retirement System as scheduled.

The term "earned compensation" shall mean any and all monies earned by a member from the City, for which there is a pension contribution. The City shall, in reporting and making remittances to the Ohio Public Employee Retirement System, report that each member's contribution has been made as provided by Statute. The City hereby declares that the sum paid hereunder by the City on behalf of a member is not to be considered additional salary or wages and shall not be treated as increased compensation. For purposes of computing the member's earnings or basis of his/her contribution to the Ohio Public Employee Retirement System, the amount paid by the City on behalf of a member as a portion of his/her statutory obligation is intended to be and shall be considered as having been paid by the member in fulfillment of his/her statutory obligation.