

RESOLUTION NO.: 2019-R71 (*AMENDED AUGUST 13, 2019*)
SPONSOR: MAYOR NEUGEBAUER
INTRODUCED: JULY 9, 2019 **ASSIGNED TO:** _____

A RESOLUTION AMENDING THE CITY OF GREEN COMPENSATION SYSTEM BY UPDATING THE SALARY RANGE SCHEDULE FOR NON-BARGAINING UNIT EMPLOYEES, AND DECLARING AN EMERGENCY.

WHEREAS, the Compensation Plan for non-bargaining employees was originally adopted by Green City Council in 1997 by Resolution 1997-R14, implementing a pay grade schedule and establishing pay grades for non-bargaining employee positions; and

WHEREAS, the Compensation Plan has been amended periodically throughout the years; and

WHEREAS, the Compensation Plan requires periodic updates to remain internally equitable and externally competitive; and

WHEREAS, the current salary schedule sets forth minimum, midpoint and maximum pay rates and ranges for pay grades one (1) through fifteen (15); and

WHEREAS, the Human Resources Manager recommends adjustments to the salary ranges for non-bargaining positions to assure the City position ranges are current, realistic and competitive in the labor market.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GREEN, COUNTY OF SUMMIT, AND STATE OF OHIO THAT:

SECTION ONE:

Green City Council adopts the City of Green Salary Range Schedule attached as **AMENDED** "Exhibit A", a copy of which is attached hereto and incorporated herein by reference. The adoption of this salary schedule is intended to amend the previous salary schedule.

SECTION TWO:

The adoption by Green City Council of the amended pay grade salary schedule is not intended to grant an increase in salary to any City of Green employee but is intended solely to adjust the minimum, midpoint, and maximum salary ranges for pay grades. Where this applies, these changes will be made effective July 1, 2019.

SECTION THREE:

The City of Green finds and determines that all formal actions of this Council concerning and relating to the adoption of this Resolution were taken in open meetings of this Council and any deliberations of this Council and any of its committees that resulted in those formal actions were in meetings open to the public, in compliance with all legal requirements.

SECTION FOUR:

Council declares this to be an emergency immediately necessary for the preservation of the public peace, health, safety and welfare of the citizens of Green. Provided that this legislation receives the affirmative vote of three-fourths ($\frac{3}{4}$ ths) of the members elected or appointed to Council, it shall

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take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, it shall take effect and be in force at the earliest time allowed by law.

ADOPTED: _____

Molly Kapeluck, Clerk

Bob Young, Council President

APPROVED: _____, 2019

Gerard M. Neugebauer, Mayor

ENACTED EFFECTIVE: _____, 2019

ON ROLL CALL: Babbitt Dyer Humphrey Shaughnessy
 Speight Yeargin Young

Suburbanite publication on _____ and _____

Molly Kapeluck, Clerk

08/08/2019 ~~07/02/2019~~ Approved as to form and content by William Chris, Director of Law _____