

**RESOLUTION NO.:** 2022-R42  
**SPONSOR:** MAYOR NEUGEBAUER  
**INTRODUCED:** AUGUST 26, 2022      **ASSIGNED TO:** \_\_\_\_\_

**A RESOLUTION AUTHORIZING THE FUNDS TO ENABLE THE MAYOR TO GRANT SALARY ADJUSTMENTS TO CITY OF GREEN NON-BARGAINING EMPLOYEES, INCREASE THE PAY MAXIMUM FOR PAY GRADE 14, AND ALIGN PROFESSIONAL ENGINEERING PAY GRADES IN ACCORDANCE WITH THE LABOR MARKET, AND DECLARING AN EMERGENCY.**

WHEREAS, it is the desire of Green City Council to recognize the performance of City of Green employees who are not represented by an existing bargaining unit; and

WHEREAS, it is necessary to maintain pay rates that consider the impact of the labor market in line with sound compensation philosophy; and

WHEREAS, it is the intention of Green City Council to provide periodic increases to advance the non-bargaining employees within the established pay grade schedule; and

WHEREAS, Green City Council is revising the current non-bargaining pay grade structure with this legislation by increasing the salary maximum for Pay Grade 14 and revising the Engineering pay grades as described below and shown in Exhibit A; and

WHEREAS, the Administration is requesting first (1st) reading passage on September 13, 2022 so as not to delay further pay adjustments for non-bargaining employees. The last pay adjustment for non-bargaining employees was effective July 1, 2021, and requests that any adjustments authorized by the Mayor this year be retroactive to July 1, 2022.

**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 authorizes the Mayor to expend the sum of Eighty-Eight Thousand and Sixty Dollars (\$88,060.00) for the purpose of granting salary adjustments to the annual salary of non-bargaining employees of the City of Green for 2022 which may be paid retroactive to July 1, 2022.

**SECTION TWO:**

Green City Council authorizes an increase in the salary maximum for Pay Grade 14 in the amount of Three Thousand Dollars (\$3,000.00) annualized as shown in Exhibit A.

**SECTION THREE:**

Green City Council is revising the Engineer pay grades to align with labor market data for the Engineering profession as shown below and in Exhibit A.

- (1) Advance Engineer I from Pay Grade 6 to Pay Grade 8.
- (2) Advance Engineering Project Manager from Pay Grade 9 to Pay Grade 11.
- (3) Change the title of the Engineering Project Manager to Engineer II with updated job description and requiring a Professional Engineer License.

**SECTION FOUR:**

Green City Council authorizes additional appropriations to the affected line items of the budget, as computed and authorized by the Director of Finance, to accommodate the salary adjustments.

**SECTION FIVE:**

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 SIX:**

Green City 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 (3/4ths) of the members elected or appointed to Council, it shall 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: \_\_\_\_\_, 2022

\_\_\_\_\_  
Nichole Messner, Clerk of Council

\_\_\_\_\_  
David France, Council President

APPROVED: \_\_\_\_\_, 2022

\_\_\_\_\_  
Gerard M. Neugebauer, Mayor

ENACTED EFFECTIVE: \_\_\_\_\_, 2022

ON ROLL CALL:     Babbitt \_\_\_\_\_    Brandenburg \_\_\_\_\_    DeVitis \_\_\_\_\_    France \_\_\_\_\_  
                         Noble \_\_\_\_\_    Meager \_\_\_\_\_    Yeargin \_\_\_\_\_

Suburbanite publication on \_\_\_\_\_ and \_\_\_\_\_

\_\_\_\_\_  
Nichole Messner, Clerk of Council

Approved as to form and content by Lisa Carey Dean, Director of Law \_\_\_\_\_