

RESOLUTION NO. 66-2023

A RESOLUTION AMENDING THE WAGE SCALE FOR PART-TIME AND SEASONAL EMPLOYEES

WHEREAS, the Village of Plain City Council previously requested that staff complete a comprehensive study and comparative analysis of the Village's employee wage and compensation system; and

WHEREAS, the findings and recommendations of that study have been presented to Council for its review and consideration; and

WHEREAS, the Village Council voted to approve Resolution 23-2022 which accepted and implemented the results of the compensation study; and

WHEREAS, staff has determined that the wage scale for part-time and seasonal employees requires an update to reflect changes in the minimum wage scale as set forth by the State of Ohio; and

WHEREAS, the Village Council deems it necessary and appropriate to modify the wage and compensation system of the Village to meet the revisions as set by the State of Ohio for part-time and seasonal employees.

NOW THEREFORE BE IT RESOLVED by the Council of the Village of Plain City, Ohio, a majority of the members elected or appointed thereto concurring, as follows:

Section 1. The Village Council hereby approves the amendment to the 2023 wage scale as detailed in Exhibit 1 attached hereto.

Section 2. This Resolution shall not modify or repeal any other employee benefits or employment policies of the Village.

Section 3. The Finance Director of the Village is hereby authorized and directed to make all necessary adjustments and revisions to the current wages of part-time and seasonal employees whose pay is modified by the enactment of this resolution upon its effective date.

Section 4. This Resolution shall be effective from and after the earliest period provided by law.

Passed: March 13, 2023.

Attest: Austin Prewitt
Clerk of Council

Jody Carney
Mayor

First reading: February 27, 2023. Vote: ___ yea ___ nay ___ abstain

Second reading: March 13, 2023. Vote: 5 yea ___ nay ___ abstain

Certificate of Publication

The undersigned, being Clerk of Council of the Village of Plain City, hereby certifies that the foregoing was published by posting for 15 days as required by law and in accordance with Section 4.15 of the Codified Ordinances. The posting was done from March 14, 2023 to March 29, 2023 at the Office of the Clerk of Council located at 800 Village Boulevard; all being in the Village of Plain City, Ohio and the Village of Plain City Website at www.plain-city.com.

Date: March 14, 2023

Austin Prewitt
Clerk of Council

Village of Plain City	Part A
Wage Scale – 2023	

FULL-TIME ¹

PAY GRADE	MINIMUM	Year 1	Year 2	Year 3	Year 4 MIDPOINT	MAX	Range	PREMIUM RANGE ²	
								MINIMUM	MAXIMUM
1	\$15.96	\$16.88	\$17.85	\$18.87	\$19.55	\$23.14	45.00%		
2	\$18.90	\$19.99	\$21.14	\$22.35	\$23.15	\$27.41	45.00%		
3A	\$20.02	\$21.17	\$22.39	\$23.68	\$24.52	\$29.03	45.00%		
3B	\$21.22	\$22.44	\$23.73	\$25.10	\$26.00	\$30.77	45.00%		
4A	\$22.42	\$23.71	\$25.08	\$26.52	\$27.47	\$32.51	45.00%		
4B	\$23.77	\$25.14	\$26.58	\$28.11	\$29.12	\$34.47	45.00%		
5	\$25.11	\$26.56	\$28.08	\$29.70	\$30.76	\$36.41	45.00%	\$30.76	\$38.45
6	\$28.13	\$29.74	\$31.45	\$33.26	\$34.46	\$40.78	45.00%	\$34.46	\$43.07
7	\$31.50	\$33.31	\$35.23	\$37.25	\$38.59	\$45.68	45.00%	\$38.59	\$48.24
8	\$35.28	\$37.31	\$39.46	\$41.72	\$43.22	\$51.16	45.00%	\$43.22	\$54.03
9	\$39.52	\$41.79	\$44.19	\$46.73	\$48.41	\$57.30	45.00%	\$48.41	\$60.51

PART-TIME & SEASONAL HOURLY ³

PAY GRADE	MIN	MID	MAX
All	\$9.00	\$14.69	\$20.38
	\$10.10	\$15.79	\$21.48

¹ Employees will only receive a step increase after satisfactorily performing the essential functions of their position.

² Premium Range: A range of compensation associated with unique, special, or exceptional knowledge, skills, abilities or qualifications. Market conditions may demand these qualifications, or performance that meets defined criteria of exceptional and premium value. This segment is only for a small percentage of the Village workforce and placement within this segment shall be a rare occurrence and must be approved by the Administrator.

³ If Minimum wage adjusts in the future, this scale may be adjusted accordingly without passage of ordinance.