

**CITY OF SOUTH LEBANON, OHIO
ORDINANCE 2023-34**

**AN ORDINANCE AMENDING ORDINANCE 2022-31 AND APPROVING
REVISIONS TO THE MINIMUM AND MAXIMUM PAY RATES OF THE CITY'S
COMPENSATION PAY SCALE AS PART OF THE CITY'S PERSONNEL POLICY
MANUAL**

WHEREAS, with the assistance of human resources consultant Clemans Nelson & Associates, the Village created and Council approved Ordinance No. 2020-24 on November 5, 2020, placing in effect the City's (formerly Village) Personnel and Policy Procedure Manual for the City's employees; and

WHEREAS, the City's Personnel and Policy and Procedures Manual defines the City's employment positions, compensation pay scale and the job requirements for each position; and,

WHEREAS, it is the recommendation of City staff that the minimum and maximum pay rates by pay grade be increased by three (3) percent to be more reflective of the current labor market conditions; and,

WHEREAS, the adjustment of the City pay scale will allow the City to remain in a competitive posture with comparable jurisdictions with respect to compensation; and,

WHEREAS, said changes shall become effective January 22, 2024.

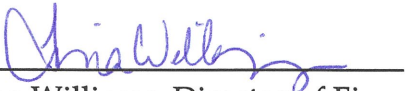
NOW, THEREFORE, BE IT RESOLVED by the Council of the City of South Lebanon, Ohio, at least a majority of all members elected thereto concurring:


Section 1. That the Council does hereby amend Ordinance 2022-31 for the proposed changes to the compensation pay scale as presented in Exhibit "A" attached hereto and made a part hereof.

Section 2. That the recitals contained within the Whereas Clauses set forth above are incorporated by reference herein.

Section 3. That it is found and determined that all formal actions of the Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of Council in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Approved this 21st day of December, 2023.

Attest: 
Petrina Williams, Director of Finance/Clerk


James D. Smith, Mayor

Rules Suspended: / /2023 (if applicable)

Effective Date – / /2023

Vote - ____ Yeas

____ Nays

First Reading – 12/7/2023

Effective Date – 1/22/2024


Second Reading – 12/21/2023

Vote - 6 Yeas

____ Nays

Prepared by and approved as to form:

ANDREW P. MEIER
LAW DIRECTOR
SOUTH LEBANON, OHIO

By: 

Date: 12/21/2023

EXHIBIT "A"

**PAY SCALE
FOR
CITY OF SOUTH LEBANON
2024**

Pay Grade	Pay Scale		Point Factor
	Minimum	Maximum	
9	\$44.93	\$62.90	950 +
8	\$39.07	\$54.70	850-949
7	\$33.97	\$47.56	750-849
6	\$29.54	\$41.35	650-749
5	\$25.70	\$35.97	550-649
4	\$22.94	\$32.11	450-549
3	\$20.48	\$28.68	350-449
2	\$18.79	\$26.31	250-349
1	\$17.24	\$24.13	0-249

Position/Job Title	Pay Grade
Administrator	9
Assistant Administrator	7
Director of Finance	7
Lead Operator	5
Assistant Fiscal Officer	4
Tax Administrator	4
Foreman	4
Water Operator	4
Wastewater Operator	3
Senior Maintenance Worker	3
Court Clerk	3
Tax Clerk	3
Utilities Clerk	3
Maintenance Worker	2
Temporary Laborer	1
Part-time Laborer	1