CITY OF SOUTH LEBANON, OHIO
ORDINANCE 2024-23

AN ORDINANCE AMENDING ORDINANCE 2023-34 AND APPROVING REVISIONS TO THE MINIUMUM 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 then-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 Procedure Manual defines the City's employment positions, compensation pay scale and the job requirements for each position; and,

WHEREAS, it is the recommendation of the Personnel Committee that the minimum and maximum pay rates by pay grade of the compensation pay scale be increased by two and one-half percent (2.5%) 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 6, 2025.

NOW, THEREFORE, BE IT ORDAINED 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 2023-34 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.

Adopted this 5th day of December, 2024.

Linda S. Burke

Linda S. Burke, Mayor

Attest: _____
Petrina D. Williams, Director of Finance/Clerk

Rules Suspended: – (if applicable)

First Reading: 11/21/24

Second Reading: 12/5/24

Vote: 5 Yeas
1 Nays

Effective Date: 1/6/25

Prepared by and approved as to form:

12/5/2024

Andrew P. Meier
Law Director
City of South Lebanon, Ohio

EXHIBIT "A"

PROPOSED PAY SCALE
FOR
CITY OF SOUTH LEBANON
2025

Ordinance 2024-23

Pay Grade	Pay Scale				Point Factor
	Minimum		Maximum		
	Current	Revised	Current	Revised	
9	$44.93	$46.05	$62.90	$64.47	950 +
8	$39.07	$40.05	$54.70	$56.07	850-949
7	$33.97	$34.82	$47.56	$48.75	750-849
6	$29.54	$30.28	$41.35	$42.38	650-749
5	$25.70	$26.34	$35.97	$36.87	550-649
4	$22.94	$23.51	$32.11	$32.91	450-549
3	$20.48	$20.99	$28.68	$29.40	350-449
2	$18.79	$19.26	$26.31	$26.97	250-349
1	$17.24	$17.67	$24.13	$24.73	0-249

Minimum and Maximum amounts adjusted for a 2.5% cost-of-living adjustment.

Position/Job Title	**Pay Grade**
Administrator	9
Director of Finance	9
Assistant Administrator	8
PW Director	7
Deputy Director of Finance / Tax Admin	6
Lead Operator	5
Assistant Fiscal Officer	4
Executive Assistant/Clerk of Council	4
Finance Specialist	4
Code Enforcement Officer	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
Equipment Operator	2
Groundskeeper	1
Part-time Laborer	1