

August 17, 2023

PERSONNEL COMMITTEE

August 21, 2023

Council Chambers

Following Service Committee

Committee and Council Meetings can be viewed by accessing YouTube

AGENDA

1. Consider **Ordinance No. 23-40-A** AN ORDINANCE SETTING COMPENSATION AND STATING POLICY WITH RESPECT TO CERTAIN APPOINTED POSITIONS OF THE CITY OF NEWARK, OHIO REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT HERewith AND DECLARING AN EMERGENCY
2. Other items at the discretion of the chair

ORDINANCE NO. 23-40-A

BY: _____

**AN ORDINANCE SETTING COMPENSATION AND STATING POLICY WITH
RESPECT TO CERTAIN APPOINTED POSITIONS OF THE CITY OF NEWARK,
OHIO REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT
HEREWITH AND DECLARING AN EMERGENCY**

WHEREAS, by virtue of Newark City Charter Article 3.07 the Newark City Council has the authority, by ordinance or resolution to determine and fix the salaries and compensation of municipal employees and elected officials; and,

WHEREAS, it has become necessary to set the annual salary schedule for certain appointed of the City of Newark, Ohio in order to provide for appropriate compensation for services performed; and,

WHEREAS, an emergency is hereby declared to exist due to the fact that it is immediately necessary to establish the policies and terms herein in order to preserve the public health, safety, and welfare of the citizens of the City of Newark; and,

WHEREAS, this matter was addressed by the Personnel Committee at a regularly scheduled meeting thereof which recommended consideration of passage by full Council.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL
OF THE CITY OF NEWARK, OHIO THAT:**

SECTION ONE: This legislation affects those individuals and positions as listed in Exhibit A and Exhibit B only and shall include any replacements for those individuals listed, including any new hires.

SECTION TWO: With respect to the employees and positions referred to in Section One, the annual salary table attached hereto and marked Exhibit A and Exhibit B shall apply January 1, 2023 through December 31, 2027 and beyond unless modified or repealed by future legislation.

SECTION THREE: The appointed officials referred to in this ordinance shall be entitled to the same group medical, dental, vision, and other insurance coverage as those employees covered under the Hourly Non-Bargaining Personnel Policy Statement adopted by this Council, which coverage shall be available to any appointee or replacement for the current person(s) occupying such position(s).

SECTION FOUR: The appointing authority shall have the authority to set the salary of any newly hired or promoted employees for any position referred to in Exhibit A or Exhibit B up to ten percent (10%) less than the listed salary and shall have the authority to raise that salary up

to the listed salary at any time and shall have the authority to grant an additional increase of two percent (2%) annually with a maximum increase of sixteen percent (16%) above the listed salary to any employee listed in Exhibit A or Exhibit B based upon job performance. This additional increase can only be revoked or reduced due to disciplinary action and can only be reduced to the listed salary as attached.

SECTION FIVE: An emergency is hereby declared to exist due to the fact that it is immediately necessary to establish the policies and terms herein so as to meet establish budget process deadlines and to preserve the public health, safety, and welfare of the City of Newark, Ohio and this ordinance shall become effective immediately upon adoption by Council and approval of the Mayor pursuant to Article 4.07 of the Charter of the City of Newark, Ohio.

ADOPTED this _____ day _____, 2023.

President of Council

ATTEST: _____
Clerk of Council

Date filed with Mayor: _____

Date approved by Mayor: _____

Mayor

Approved as to form: _____
Tricia M. Moore
Director of Law

2023 - 2025 Wage Scale Appointed Officials

Position	2023	2024	2025	2026	2027
Director of Public Service	\$82,241.06	\$87,997.93	\$91,517.85	\$95,178.57	\$98,985.71
Director of Public Safety	\$82,241.06	\$87,997.93	\$91,517.85	\$95,178.57	\$98,985.71
Director of Human Resources	\$82,241.06	\$87,997.93	\$91,517.85	\$95,178.57	\$98,985.71
Director of Development	\$82,241.06	\$87,997.93	\$91,517.85	\$95,178.57	\$98,985.71
Asst Law Director	\$69,438.50	\$75,838.50	\$78,872.04	\$82,026.92	\$85,308.00
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Deputy Auditor	\$72,869.02	\$77,969.85	\$81,088.65	\$84,332.19	\$87,705.48
Chief Deputy Clerk of Courts	\$64,882.04	\$69,423.78	\$72,200.73	\$75,088.76	\$78,092.31