

ORDINANCE NO. 97-4 AC CMS

AN ORDINANCE AMENDING ORDINANCE NO 95-17 AC CMS,  
RELATING TO A COMPENSATION PLAN FOR  
FULL-TIME PERMANENT EMPLOYEES OF THE CITY OF OBERLIN

BE IT ORDAINED by the Council of the City of Oberlin, County of Lorain, State of Ohio, a majority of all members elected thereto concurring:

SECTION 1. That Ordinance No. 95-17 AC CMS, relating to a compensation plan for full-time permanent employees of the City of Oberlin is hereby amended to read as follows, effective December 4, 1996:

PAY RANGE	<u>LOW HOURLY</u>	<u>MID HOURLY</u>	<u>HIGH HOURLY</u>
1.	7.19	8.44	9.71
2.	7.73	9.08	10.44
3.	8.31	9.76	11.22
4.	8.93	10.49	12.05
5.	9.60	11.28	12.96
6.	10.33	12.12	13.94
7.	11.10	13.03	14.97
8.	11.92	14.01	16.10
9.	12.83	15.06	17.31
10.	14.70	17.27	19.85
	<u>LOW SALARY</u>	<u>MID SALARY</u>	<u>HIGH SALARY</u>
11.	30,822.00	36,203.00	41,607.00
12.	33,134.00	38,928.00	44,721.00
13.	35,608.00	41,836.00	48,087.00

14.	38,287.00	44,996.00	54,783.00
15.	41,149.00	48,382.00	55,552.00

That each full-time permanent employee of the City shall be entitled to a longevity bonus in the following amounts for service with the City:

<u>Years of Service</u>	<u>Amount of Bonus</u>
11 to 15 years	3/4% of base salary at time bonus accrued
16 to 20 years	1% of base salary at time bonus accrued
21 to 25 years	1-1/4% of base salary at time bonus accrued
26 or more years	1-1/2% of base salary at time bonus accrued

The longevity bonus will accrue each year on the anniversary of the employee's date of hire and be paid on June 30 for date of hire between January 1 and June 30, and December 31 for date of hire between July 1 and December 31.

SECTION 2. It is hereby found and determined that all formal actions of this Council concerning or relating to the adoption of this ordinance were adopted in an open meeting of this Council and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 3. That this ordinance shall take effect at the earliest date allowed by law.

PASSED: 1st Reading- January 6, 1997 (E)  
2nd Reading-  
3rd Reading-

ATTEST:

Eugene F. Turner  
CLERK OF COUNCIL

James M. Bowman  
CHAIRMAN OF COUNCIL

POSTED: January 7, 1997

EFFECTIVE DATE: January 7, 1997