

**RESOLUTION NO. 2019-06-F**  
**RESOLUTION ESTABLISHING SALARIES FOR VILLAGE EMPLOYEES**

**BE IT RESOLVED** by the Council of the Village of Greenhills, State of Ohio, that:

**SECTION 1:** For the job classifications identified in Exhibits A and B to this Resolution – incorporated herein and by reference made a part hereof, compensation step schedules are outlined. Advancement from step to step is on an annual basis, and such annual step-up, unless denied, shall become effective in the first pay period of the fiscal year following a satisfactory review of the employee’s performance by the appropriate department head.

Movement to the next Pay Step will be based upon the recommendation of the Department Head to the Municipal Manager, as follows:

- a.) In the last 2 months of a fiscal year, each employee’s performance will be reviewed by their supervisor who will submit a written recommendation for movement to the next Step to the appropriate Department Head. To be eligible for such movement the employee must have at least a satisfactory performance rating.
- b.) The recommendation will be considered by the Municipal Manager who shall either approve or deny such recommendation based on their determination whether such movement is generally within the best interests of the Village as an organization, including but not limited to such factors as the financial condition of the Village.
- c.) If the employee’s movement is denied because of work performance or disciplinary issues, the employee will not receive a movement in Pay Steps until the next fiscal year, contingent upon an improvement in work performance being documented.

**SECTION 2.** Step Schedule for Police (Exhibit A) will, after the 4<sup>th</sup> year, drop Step 1 for Step 2 to become the new entry level step, and Step 4 will be increased by 2% for the new Step 4.

**SECTION 3.** Step Schedule for Non-Police Hourly Employees (Exhibit B) will, after the 5<sup>th</sup> year, drop Step 1 for Step 2 to become the new entry level step, and Step 5 will be increased by 2% for the new Step 5.

**SECTION 4.** All hourly employees will receive the first increase effective as of the start of the first pay period in March 2019.

**SECTION 5.** Salaried personnel shall receive an increase in compensation as of the first pay period in March 2019 as follows: Finance Director 2%, Police Chief 4%, Municipal Manager 4%.

**SECTION 6.** This resolution shall be effective immediately upon its adoption.

Passed this 26<sup>th</sup> day of February, 2019

David Moore, Mayor /s/

David Lumsden, Clerk of Council /s/

**EXHIBIT A**

**STEP SCHEDULE FOR POLICE**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
Patrol Officer	22.50	24.00	25.50	27.00
Sergeant	28.16	29.30	30.56	31.17
Lieutenant	29.40	30.82	31.53	32.69
Corporal (PT 500 hours)	26.44	27.50	28.26	29.00

**EXHIBIT B**

**STEP SCHEDULE FOR NON-POLICE HOURLY EMPLOYEES**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Admin. Asst./Account Clerk	17.00	17.72	18.42	19.16	19.88
Exec. Asst to Mgr.	18.25	19.22	20.33	21.43	22.50
Service Foreman	28.85	29.72	30.60	31.52	33.10
Mtce. Worker	17.50	18.21	18.91	19.61	20.34
Mtce. Worker PT	15.30	15.97	16.63	17.29	17.95
Police Clerk	17.00	17.72	18.42	19.16	19.88