

**CITY OF XENIA, OHIO
RESOLUTION 2019 – G**

AMENDING APPENDIX 2 OF THE EMPLOYEE BENEFITS MANUAL (NON-UNION WAGE RANGES) OF THE CITY OF XENIA, OHIO, FOR THE YEARS 2019, 2020, AND 2021

WHEREAS, the City of Xenia wishes to maintain a competitive wage and benefits package for its employees in order to retain qualified employees and attract qualified candidates to vacant positions;

WHEREAS, the Xenia City Council approved a Compensation Plan Structure and Procedures for the City of Xenia's non-union employees in 2008, including the approval of the Pay Grade and Wage Schedule, set forth in Appendix 2 of the City's Employee Benefits Manual;

WHEREAS, Section 260.02(f) of the City's Codified Ordinances states that non-union employees, including Council-appointed employees, shall be paid wages as determined by City Council, which may be amended and revised from time-to-time; and

WHEREAS, the City's Administrative Steering Committee has recommended to Council to amend the minimum, midpoint and maximum wage rates of the Pay Grade and Wage Schedule for each non-union employee pay grade for a three-year period, with such adjustments to be effective April 7, 2019, March 22, 2020, and March 21, 2021.

NOW, THEREFORE, THE CITY OF XENIA HEREBY RESOLVES, at least four (4) members of the City Council concurring, that:

Section 1. In accordance with the authority granted to this Council under Section 260.02(f) of the City's Codified Ordinances, Appendix 2 in the City's Employee Benefits Manual is amended to increase the minimum, midpoint, and maximum rates of each Pay Grade by 2.25%, as shown on the attached Exhibit A for the years 2019, 2020 and 2021. The adjustments for 2019 shall be effective as of April 7, 2019; the adjustment for 2020 shall be effective as of March 22, 2020; and the adjustment for 2021 shall be effective as of March 21, 2021.

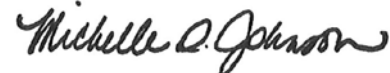
Section 2. It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution were adopted in an open meeting of this Council, and that all deliberations of this Council that resulted in this formal action were in meetings open to the public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

Section 3. This Resolution shall become effective as of April 11, 2019.


Introduced: March 28, 2019

Passed: April 11, 2019

Attest:



Michelle D. Johnson
City Clerk


Michael D. Engle
President, Xenia City Council

**City of Xenia
Compensation Plan – Appendix 2**

2019 Pay Grade and Wages – Effective April 7, 2019

Pay Grade		Minimum	Midpoint	Maximum
1	Hourly	<u>\$8.55</u>	<u>\$13.64</u>	<u>\$18.73</u>
		\$8.34	\$12.90	\$18.32
	Yearly	<u>\$17,784.00</u>	<u>\$28,371.20</u>	<u>\$38,958.40</u>
		\$17,284.80	\$26,832.00	\$38,105.60
2	Hourly	<u>\$15.76</u>	<u>\$19.80</u>	<u>\$23.84</u>
			\$19.30	\$23.32
	Yearly	<u>\$32,780.80</u>	<u>\$41,184.00</u>	<u>\$49,587.20</u>
			\$40,144.00	\$48,505.60
3	Hourly	<u>\$19.15</u>	<u>\$24.04</u>	<u>\$28.93</u>
			\$23.45	\$28.29
	Yearly	<u>39,832.00</u>	<u>\$50,003.20</u>	<u>\$60,174.40</u>
			\$48,776.00	\$58,843.20
4	Hourly	<u>\$22.51</u>	<u>\$28.29</u>	<u>\$34.06</u>
			\$27.58	\$33.31
	Yearly	<u>\$46,820.80</u>	<u>\$58,843.20</u>	<u>\$70,844.80</u>
			\$57,366.40	\$69,284.80
5	Hourly	<u>\$27.02</u>	<u>\$33.94</u>	<u>\$40.86</u>
			\$33.10	\$39.96
	Yearly	<u>\$56,201.60</u>	<u>\$70,595.20</u>	<u>\$84,988.80</u>
			\$68,848.00	\$83,116.80
6	Hourly	<u>\$29.84</u>	<u>\$37.50</u>	<u>\$45.15</u>
			\$36.56	\$44.16
	Yearly	<u>\$62,067.20</u>	<u>\$78,000.00</u>	<u>\$93,912.00</u>
			\$76,044.80	\$91,852.80
7	Hourly	<u>\$33.78</u>	<u>\$42.43</u>	<u>\$51.07</u>
			\$41.38	\$49.95
	Yearly	<u>\$70,262.40</u>	<u>\$88,254.40</u>	<u>\$106,225.60</u>
			\$86,070.40	\$103,896.00
8	Hourly	<u>\$36.03</u>	<u>\$45.25</u>	<u>\$54.47</u>
			\$44.14	\$53.27
	Yearly	<u>\$74,942.40</u>	<u>\$94,120.00</u>	<u>\$113,297.60</u>
			\$91,811.20	\$110,801.60
9	Hourly	<u>\$41.66</u>	<u>\$52.33</u>	<u>\$63.00</u>
			\$51.02	\$61.61
	Yearly	<u>\$86,652.80</u>	<u>\$108,846.40</u>	<u>\$131,040.00</u>
			\$106,121.60	\$128,148.80

**City of Xenia
Compensation Plan – Appendix 2**

2020 Pay Grade and Wages – Effective March 22, 2020

Pay Grade		Minimum	Midpoint	Maximum
1	Hourly	<u>Minimum Wage</u>	<u>\$13.64</u>	<u>\$19.15</u> \$18.73
	Yearly		<u>\$28,371.20</u>	<u>\$39,832.00</u> \$38,958.40
2	Hourly	<u>\$15.76</u>	<u>\$20.07</u> \$19.80	<u>\$24.38</u> \$23.84
	Yearly	<u>\$32,780.80</u>	<u>\$41,745.60</u> \$41,184.00	<u>\$50,710.40</u> \$49,587.20
3	Hourly	<u>\$19.15</u>	<u>\$24.37</u> \$24.04	<u>\$29.58</u> \$28.93
	Yearly	<u>\$39,832.00</u>	<u>\$50,689.60</u> \$50,003.20	<u>\$61,526.40</u> \$60,174.40
4	Hourly	<u>\$22.51</u>	<u>\$28.67</u> \$28.29	<u>\$34.83</u> \$34.06
	Yearly	<u>\$46,820.80</u>	<u>\$59,633.60</u> \$58,843.20	<u>\$72,446.40</u> \$70,844.80
5	Hourly	<u>\$27.02</u>	<u>\$34.40</u> \$33.94	<u>\$41.78</u> \$40.86
	Yearly	<u>\$56,201.60</u>	<u>\$71,552.00</u> \$70,595.20	<u>\$86,902.40</u> \$84,988.80
6	Hourly	<u>\$29.84</u>	<u>\$38.01</u> \$37.50	<u>\$46.17</u> \$45.15
	Yearly	<u>\$62,067.20</u>	<u>\$79,060.80</u> \$78,000.00	<u>\$96,033.60</u> \$93,912.00
7	Hourly	<u>\$33.78</u>	<u>\$43.00</u> \$42.43	<u>\$52.22</u> \$51.07
	Yearly	<u>\$70,262.40</u>	<u>\$89,440.00</u> \$88,254.40	<u>\$108,617.60</u> \$106,225.60
8	Hourly	<u>\$36.03</u>	<u>\$45.87</u> \$45.25	<u>\$55.70</u> \$54.47
	Yearly	<u>\$74,942.40</u>	<u>\$95,409.60</u> \$94,120.00	<u>\$115,856.00</u> \$113,297.60
9	Hourly	<u>\$41.66</u>	<u>\$53.04</u> \$52.33	<u>64.42</u> \$63.00
	Yearly	<u>\$86,652.80</u>	<u>\$110,323.20</u> \$108,846.40	<u>\$133,993.60</u> \$131,040.00

**City of Xenia
Compensation Plan – Appendix 2**

2021 Pay Grade and Wages – Effective March 21, 2021

Pay Grade		Minimum	Midpoint	Maximum
1	Hourly	<u>Minimum Wage</u>	<u>\$13.64</u>	<u>19.58</u> \$19.15
	Yearly	<u>Minimum Wage</u>	<u>\$28,371.20</u>	<u>\$40,726.40</u> \$39,832.00
2	Hourly	<u>\$15.76</u>	<u>\$20.35</u> \$20.07	<u>\$24.93</u> \$24.38
	Yearly	<u>\$32,780.80</u>	<u>\$42,328.00</u> \$41,745.60	<u>\$51,854.40</u> \$50,710.40
3	Hourly	<u>\$19.15</u>	<u>\$24.70</u> \$24.37	<u>\$30.25</u> \$29.58
	Yearly	<u>\$39,832.00</u>	<u>\$51,376.00</u> \$50,689.60	<u>\$62,920.00</u> \$61,526.40
4	Hourly	<u>\$22.51</u>	<u>\$29.06</u> \$28.67	<u>\$35.61</u> \$34.83
	Yearly	<u>\$46,820.80</u>	<u>\$60,444.80</u> \$59,633.60	<u>\$74,068.80</u> \$72,446.40
5	Hourly	<u>\$27.02</u>	<u>\$34.87</u> \$34.40	<u>\$42.72</u> \$41.78
	Yearly	<u>\$56,201.60</u>	<u>\$72,529.60</u> \$71,552.00	<u>\$88,857.60</u> \$86,902.40
6	Hourly	<u>\$29.84</u>	<u>\$38.53</u> \$38.01	<u>\$47.21</u> \$46.17
	Yearly	<u>\$62,067.20</u>	<u>\$80,142.40</u> \$79,060.80	<u>\$98,196.80</u> \$96,033.60
7	Hourly	<u>\$33.78</u>	<u>\$43.59</u> \$43.00	<u>\$53.39</u> \$52.22
	Yearly	<u>\$70,262.40</u>	<u>\$90,667.20</u> \$89,440.00	<u>\$111,051.20</u> \$108,617.60
8	Hourly	<u>\$36.03</u>	<u>\$46.49</u> \$45.87	<u>\$56.95</u> \$55.70
	Yearly	<u>\$74,942.40</u>	<u>\$96,699.20</u> \$95,409.60	<u>\$118,456.00</u> \$115,856.00
9	Hourly	<u>\$41.66</u>	<u>\$53.77</u> \$53.04	<u>\$65.87</u> \$64.42
	Yearly	<u>\$86,652.80</u>	<u>\$111,841.60</u> \$110,323.20	<u>\$137,009.60</u> \$133,993.60