

RESOLUTION NO. 2018-59

AUTHORIZING THE 2019 POSITION CLASSIFICATION
PLAN AND THE 2019 PAY PLAN AS PROVIDED FOR IN
RESOLUTION 2017-63 - ADMINISTRATIVE RULES AND
REGULATIONS

Be it resolved by the Council of the City of Blue Ash, Ohio,

SECTION I.

The 2019 Position Classification Plan and the 2019 Annual Pay Plan are hereby approved, as provided for in Resolution 2017-63 – Administrative Rules and Regulations, to read as set forth in the attachment hereto, related to position classifications and rates of pay for non-bargaining personnel effective December 15, 2018.

SECTION II.

The Treasurer is hereby authorized to expend the necessary funds therefor.

SECTION III.

This resolution shall be in force and take effect immediately upon its adoption.

PASSED this 13th day of December, 2018.

Thomas C. Adamec, Mayor

Jamie Eifert, Clerk of Council

APPROVED AS TO FORM:

Bryan E. Pacheco, Solicitor

2019 POSITION CLASSIFICATION PLAN

Classification	Position(s)	Grade	Range (see Note)
*Assistant City Manager	2	28 – 34	\$ 97,115.20 - \$ 150,883.20
*Treasurer/Administrative Services	1	28 – 34	\$ 97,115.20 - \$ 150,883.20
*Fire Chief	1	28 – 31	\$ 97,115.20 - \$ 130,312.00
*Parks & Recreation Director	1	28 – 31	\$ 97,115.20 - \$ 130,312.00
*Police Chief	1	28 – 31	\$ 97,115.20 - \$ 130,312.00
*Public Works Director	1	28 – 31	\$ 97,115.20 - \$ 130,312.00
*Police Captain	(A)	26 – 28	\$ 88,067.20 - \$ 112,569.60
*Assistant Fire Chief	2(D)	26 – 28	\$ 88,067.20 - \$ 112,569.60
*Assistant Parks & Recreation Director	1	26 – 28	\$ 88,067.20 - \$ 112,569.60
*Fire Captain	2-3(D)	24 – 25 FC	\$ 88,192.00 - \$ 102,247.60
Police Lieutenant	(A)	PD1 - PD2	\$ 80,537.60 - \$ 103,064.00
Fire Lieutenant	(J)	FL	\$ 80,172.04 - \$ 92,794.52
*Economic Development Director	1	24 – 26	\$ 75,129.60 - \$ 102,086.40
*Banquet/Golf Superintendent	1(K)	24 – 25	\$ 75,129.60 - \$ 97,240.00
*Community Development Director	1	24 – 25	\$ 75,129.60 - \$ 97,240.00
*Finance Officer/Tax Commissioner	1	24 – 25	\$ 75,129.60 - \$ 97,240.00
*Project Coordinator	2	24 – 25	\$ 75,129.60 - \$ 97,240.00
*Technology Officer	1	24 – 25	\$ 75,129.60 - \$ 97,240.00
Fire Marshal	1	24	\$ 75,129.60 - \$ 87,089.60
*Human Resources Officer	1	23 – 25	\$ 71,531.20 - \$ 97,240.00
*Assistant Service Director	1	23 – 25	\$ 71,531.20 - \$ 97,240.00
*Facilities Superintendent	1	23 – 25	\$ 71,531.20 - \$ 97,240.00
*Service Superintendent	1	23 – 25	\$ 71,531.20 - \$ 97,240.00
*Community Development Program	+	23 – 24S	\$ 71,531.20 - \$ 92,601.60
*Recreation & Sports Superintendent	1	22 – 25	\$ 68,120.00 - \$ 97,240.00
*Parks & Grounds Superintendent	1	22 – 25	\$ 68,120.00 - \$ 97,240.00
*Engineer	+	19 – 23	\$ 58,843.20 - \$ 82,929.60
*Parks & Recreation Manager	4	19 – 21(S)	\$ 58,843.20 - \$ 77,833.60
*Community Dev. Assistant	1	19 – 21	\$ 58,843.20 - \$ 75,212.80
Mechanic II	1	PW3	\$ 63,502.40 - \$ 73,299.20
Service Worker III	1	PW3	\$ 63,502.40 - \$ 73,299.20
Maintenance Technician Specialist	1	19 - 21	\$ 58,843.20 - \$ 75,212.80
Maintenance Technician	1	19 - 21	\$ 58,843.20 - \$ 75,212.80
Service Coordinator	2	19 – 21(S)	\$ 58,843.20 - \$ 77,833.60
Mechanic I	1	PW2	\$ 57,616.00 - \$ 66,684.80
Service Worker II	Varies	PW2	\$ 57,616.00 - \$ 66,684.80
Service Worker I	Varies	PW1	\$ 55,016.00 - \$ 63,502.40
*Communications Coordinator	1(F)	18 – 23	\$ 56,035.20 - \$ 82,929.60
*Assistant to the City Manager	1	15 – 23	\$ 48,401.60 - \$ 82,929.60
Recreation Supervisor	3	15 – 21	\$ 48,401.60 - \$ 75,212.80
Grounds Supervisor	1	15 – 20	\$ 48,401.60 - \$ 71,635.20
*Golf Professional	(K)	15 – 20	\$ 48,401.60 - \$ 71,635.20
*Sales and Events Manager	1(K)	15 – 20	\$ 48,401.60 - \$ 71,635.20
Facilities Maintenance Supervisor	+	15 – 20	\$ 48,401.60 - \$ 71,635.20
Mayor's Court Coordinator	1	15 – 18	\$ 48,401.60 - \$ 64,979.20
Grounds Maintenance Mechanic	1	14 – 19	\$ 46,092.80 - \$ 68,203.20
Laborer III	Varies	14 – 19	\$ 46,092.80 - \$ 68,203.20
Landscape/Irrigation Specialist II	4	14 – 19	\$ 46,092.80 - \$ 68,203.20
Engineering Technician	1	14 – 19	\$ 46,092.80 - \$ 68,203.20
Police Technical Services Specialist	1	14 – 19	\$ 46,092.80 - \$ 68,203.20
Account Clerk II	(I)	14 – 17	\$ 46,092.80 - \$ 61,880.00
Secretary	(B)	14 – 17	\$ 46,092.80 - \$ 61,880.00
Administrative Assistant	1	14 – 17	\$ 46,092.80 - \$ 61,880.00
Account Clerk I	(I)	13 – 16	\$ 43,908.80 - \$ 58,905.60
Information Technology Technician	1	12 – 19	\$ 41,828.80 - \$ 68,203.20
Administrative Clerk	(B)	11 – 16	\$ 39,832.00 - \$ 58,905.60
Laborer II	Varies	11 – 16	\$ 39,832.00 - \$ 58,905.60
Landscape/Irrigation Specialist I	2	11 – 16	\$ 39,832.00 - \$ 58,905.60
Recreation Leader	3	11 – 15	\$ 39,832.00 - \$ 56,097.60
*Sales and Events Coordinator	1(K)	10 – 12	\$ 37,939.20 - \$ 48,484.80
*Community and Public Relations	1(F)	9 – 19	\$ 36,108.80 - \$ 68,203.20
Laborer I	Varies	7 – 13	\$ 32,739.20 - \$ 50,876.80
Assistant Recreation Leader	Varies	6 – 12	\$ 31,200.00 - \$ 48,484.80
Recreation Aide III	Varies	1 – 5	\$ 24,440.00 - \$ 34,424.00

*Salaried--No overtime or compensatory time.

Note: Above ranges are calculated employing a standard pay plan year consisting of 26 bi-weekly pay periods (2080 hours). As a 27 pay period year occurs on rare occasions due to calendar timing, as would be the case in 2010, the ranges above may be extended to accommodate such timing and related pay.

- (A) The total number of authorized full-time sworn officer positions is up to (38).
- (B) Combined number of Administrative Clerk and Secretary positions shall total (10) positions; Secretary positions shall not exceed (6) in any combination.
- (C) Pursuant to the pension pick-up (salary reduction) provisions authorized by Ordinance No. 87-31, employees' in OPERS gross wages will be reduced by the applicable amount. Pursuant to the pension pick-up (salary reduction) provisions authorized by Ordinance 2004-72, police and fire employees' gross wages will be reduced by the applicable amount.
- (D) Assistant Fire Chief and Fire Captain positions shall receive an additional \$3,000.00 annually (half paid in June and half paid in December) if they work a scheduled call-out assignment totaling 17 weeks throughout the year.
- (E) The combined number of Dispatcher I and Dispatcher II positions shall not exceed six (6) positions.
- (F) This position may be filled by a part-time employee on an hourly basis.
- (G) Position Classification Plans and Wage Schedules for, Fire Department, and Police Department employees covered by collective bargaining agreements can be found in its respective collective bargaining agreement.
- (H) Intentionally left blank.
- (I) Combined number of Account Clerk I and Account Clerk II positions shall not exceed (7) positions.
- (J) The total number of Fire Lieutenants shall not exceed (6) six positions. The City Manager may authorize temporary increases or reductions in these numbers as necessary to address staffing issues due to vacancies.
- (K) The compensation for these positions are inclusive of supplemental pay practices/compensation as approved by the City Manager.

NOTE: Upon written advance approval of the City Manager, the Department Directors shall have the authority to demote employees for disciplinary purposes. Such demotions shall not increase or decrease the total number of employees in a department. In no instance shall the total number of supervisory positions increase in any department.

2019 WAGE AND SALARY SCHEDULE

THE ANNUAL SALARY FIGURES REPRESENT A STANDARD PAY PLAN
YEAR CONSISTING OF 26 BI-WEEKLY PAY PERIODS (2,080 HOURS).

Grade		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
1	H	\$11.75	\$12.10	\$12.46	\$12.84	\$13.22	\$13.62
	A	\$24,440.00	\$25,168.00	\$25,916.80	\$26,707.20	\$27,497.60	\$28,329.60
2	H	\$12.33	\$12.71	\$13.09	\$13.49	\$13.89	\$14.31
	A	\$25,646.40	\$26,436.80	\$27,227.20	\$28,059.20	\$28,891.20	\$29,764.80
3	H	\$12.95	\$13.33	\$13.74	\$14.15	\$14.58	\$15.02
	A	\$26,936.00	\$27,726.40	\$28,579.20	\$29,432.00	\$30,326.40	\$31,241.60
4	H	\$13.60	\$14.00	\$14.42	\$14.85	\$15.30	\$15.75
	A	\$28,288.00	\$29,120.00	\$29,993.60	\$30,888.00	\$31,824.00	\$32,760.00
5	H	\$14.28	\$14.70	\$15.15	\$15.60	\$16.07	\$16.55
	A	\$29,702.40	\$30,576.00	\$31,512.00	\$32,448.00	\$33,425.60	\$34,424.00
6	H	\$15.00	\$15.44	\$15.91	\$16.38	\$16.88	\$17.38
	A	\$31,200.00	\$32,115.20	\$33,092.80	\$34,070.40	\$35,110.40	\$36,150.40
7	H	\$15.74	\$16.22	\$16.71	\$17.21	\$17.73	\$18.27
	A	\$32,739.20	\$33,737.60	\$34,756.80	\$35,796.80	\$36,878.40	\$38,001.60
8	H	\$16.53	\$17.03	\$17.54	\$18.06	\$18.61	\$19.17
	A	\$34,382.40	\$35,422.40	\$36,483.20	\$37,564.80	\$38,708.80	\$39,873.60
9	H	\$17.36	\$17.88	\$18.42	\$18.97	\$19.54	\$20.13
	A	\$36,108.80	\$37,190.40	\$38,313.60	\$39,457.60	\$40,643.20	\$41,870.40
10	H	\$18.24	\$18.78	\$19.35	\$19.93	\$20.52	\$21.14
	A	\$37,939.20	\$39,062.40	\$40,248.00	\$41,454.40	\$42,681.60	\$43,971.20
11	H	\$19.15	\$19.72	\$20.31	\$20.92	\$21.55	\$22.19
	A	\$39,832.00	\$41,017.60	\$42,244.80	\$43,513.60	\$44,824.00	\$46,155.20
12	H	\$20.11	\$20.72	\$21.33	\$21.97	\$22.63	\$23.31
	A	\$41,828.80	\$43,097.60	\$44,366.40	\$45,697.60	\$47,070.40	\$48,484.80
13	H	\$21.11	\$21.75	\$22.40	\$23.06	\$23.75	\$24.46
	A	\$43,908.80	\$45,240.00	\$46,592.00	\$47,964.80	\$49,400.00	\$50,876.80
14	H	\$22.16	\$22.83	\$23.52	\$24.23	\$24.96	\$25.71
	A	\$46,092.80	\$47,486.40	\$48,921.60	\$50,398.40	\$51,916.80	\$53,476.80
15	H	\$23.27	\$23.97	\$24.68	\$25.42	\$26.18	\$26.97
	A	\$48,401.60	\$49,857.60	\$51,334.40	\$52,873.60	\$54,454.40	\$56,097.60

2019 WAGE AND SALARY SCHEDULE

Grade		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
16	H	\$24.43	\$25.16	\$25.92	\$26.70	\$27.50	\$28.32
	A	\$50,814.40	\$52,332.80	\$53,913.60	\$55,536.00	\$57,200.00	\$58,905.60
17	H	\$25.66	\$26.43	\$27.22	\$28.04	\$28.88	\$29.75
	A	\$53,372.80	\$54,974.40	\$56,617.60	\$58,323.20	\$60,070.40	\$61,880.00
18	H	\$26.94	\$27.75	\$28.58	\$29.44	\$30.32	\$31.24
	A	\$56,035.20	\$57,720.00	\$59,446.40	\$61,235.20	\$63,065.60	\$64,979.20
19	H	\$28.29	\$29.14	\$30.01	\$30.91	\$31.84	\$32.79
	A	\$58,843.20	\$60,611.20	\$62,420.80	\$64,292.80	\$66,227.20	\$68,203.20
20	H	\$29.71	\$30.60	\$31.52	\$32.46	\$33.43	\$34.44
	A	\$61,796.80	\$63,648.00	\$65,561.60	\$67,516.80	\$69,534.40	\$71,635.20
21	H	\$31.20	\$32.13	\$33.09	\$34.08	\$35.10	\$36.16
	A	\$64,896.00	\$66,830.40	\$68,827.20	\$70,886.40	\$73,008.00	\$75,212.80
21S	H	\$32.28	\$33.24	\$34.21	\$35.21	\$36.25	\$37.42
	A	\$67,142.40	\$69,139.20	\$71,156.80	\$73,236.80	\$75,400.00	\$77,833.60
22	H	\$32.75	\$33.74	\$34.75	\$35.79	\$36.87	\$37.97
	A	\$68,120.00	\$70,179.20	\$72,280.00	\$74,443.20	\$76,689.60	\$78,977.60
23	H	\$34.39	\$35.43	\$36.49	\$37.58	\$38.71	\$39.87
	A	\$71,531.20	\$73,694.40	\$75,899.20	\$78,166.40	\$80,516.80	\$82,929.60
24	H	\$36.12	\$37.20	\$38.31	\$39.47	\$40.65	\$41.87
	A	\$75,129.60	\$77,376.00	\$79,684.80	\$82,097.60	\$84,552.00	\$87,089.60
24S	H	\$38.40	\$39.56	\$40.74	\$41.97	\$43.22	\$44.52
	A	\$79,872.00	\$82,284.80	\$84,739.20	\$87,297.60	\$89,897.60	\$92,601.60
25	H	\$40.33	\$41.53	\$42.78	\$44.06	\$45.39	\$46.75
	A	\$83,886.40	\$86,382.40	\$88,982.40	\$91,644.80	\$94,411.20	\$97,240.00
26	H	\$42.34	\$43.61	\$44.91	\$46.26	\$47.65	\$49.08
	A	\$88,067.20	\$90,708.80	\$93,412.80	\$96,220.80	\$99,112.00	\$102,086.40
27	H	\$44.46	\$45.80	\$47.17	\$48.59	\$50.05	\$51.55
	A	\$92,476.80	\$95,264.00	\$98,113.60	\$101,067.20	\$104,104.00	\$107,224.00
28	H	\$46.69	\$48.08	\$49.52	\$51.01	\$52.54	\$54.12
	A	\$97,115.20	\$100,006.40	\$103,001.60	\$106,100.80	\$109,283.20	\$112,569.60
29	H	\$49.03	\$50.49	\$52.01	\$53.57	\$55.18	\$56.84
	A	\$101,982.40	\$105,019.20	\$108,180.80	\$111,425.60	\$114,774.40	\$118,227.20

2019 WAGE AND SALARY SCHEDULE

Grade		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
30	H	\$51.48	\$53.02	\$54.61	\$56.25	\$57.95	\$59.69
	A	\$107,078.40	\$110,281.60	\$113,588.80	\$117,000.00	\$120,536.00	\$124,155.20
31	H	\$54.05	\$55.67	\$57.34	\$59.06	\$60.83	\$62.65
	A	\$112,424.00	\$115,793.60	\$119,267.20	\$122,844.80	\$126,526.40	\$130,312.00
32	H	\$56.75	\$58.45	\$60.20	\$62.01	\$63.87	\$65.78
	A	\$118,040.00	\$121,576.00	\$125,216.00	\$128,980.80	\$132,849.60	\$136,822.40
33	H	\$59.59	\$61.38	\$63.22	\$65.11	\$67.07	\$69.08
	A	\$123,947.20	\$127,670.40	\$131,497.60	\$135,428.80	\$139,505.60	\$143,686.40
34	H	\$62.56	\$64.44	\$66.37	\$68.36	\$70.42	\$72.54
	A	\$130,124.80	\$134,035.20	\$138,049.60	\$142,188.80	\$146,473.60	\$150,883.20
PW1	H	\$26.45	\$27.23	\$28.00	\$28.81	\$29.66	\$30.53
	A	\$55,016.00	\$56,638.40	\$58,240.00	\$59,924.80	\$61,692.80	\$63,502.40
PW2	H	\$27.70	\$28.53	\$29.35	\$30.23	\$31.10	\$32.06
	A	\$57,616.00	\$59,342.40	\$61,048.00	\$62,878.40	\$64,688.00	\$66,684.80
PW3	H	\$30.53	\$31.43	\$32.33	\$33.27	\$34.22	\$35.24
	A	\$63,502.40	\$65,374.40	\$67,246.40	\$69,201.60	\$71,177.60	\$73,299.20
FL*	H	\$29.09	\$29.94	\$30.85	\$31.73	\$32.69	\$33.67
	A	\$80,172.04	\$82,514.64	\$85,022.60	\$87,447.88	\$90,093.64	\$92,794.52
FC*	H	\$32.00	\$32.96	\$33.95	\$34.97	\$36.02	\$37.10
	A	\$88,192.00	\$90,837.76	\$93,566.20	\$96,377.32	\$99,271.12	\$102,247.60
PD1	H	\$38.72	\$39.84	\$41.02	\$42.23	\$43.47	\$44.79
	A	\$80,537.60	\$82,867.20	\$85,321.60	\$87,838.40	\$90,417.60	\$93,163.20
PD2	H	\$42.77	\$44.02	\$45.31	\$46.67	\$48.04	\$49.55
	A	\$88,961.60	\$91,561.60	\$94,244.80	\$97,073.60	\$99,923.20	\$103,064.00

Note: The hourly rates expressed herein shall be utilized in 27 pay period years which occur approximately every 11 years.

FL* & FC* is for Fire Lieutenants & Fire Captains on a 53 hour work week. Their hourly wage is based on 2756 hours rather than 2080 hours

2019 POSITON CLASSIFICATION PLAN
PERMANENT
PART-TIME PERSONNEL

Classification	Position(s)	Grade	Range (see note)		
Administrative Aide II	varies	24PP	33.14	-	38.37
Firefighter/Paramedic	varies(D)	21PP - 23PP	17.40	-	22.55
Firefighter/EMT	varies (D)	20PP - 22PP	16.94	-	21.40
Administrative Aide I	varies	19PP	25.84	-	29.90
Grounds Supervisor	varies	18PP	24.42	-	28.30
Secretary	varies	18PP	24.42	-	28.30
Police Clerk	varies	17PP	22.37	-	25.89
Parks & Recreation Supervisor II	varies	16PP	22.17	-	25.68
Account Clerk	varies	12 PP - 18PP	15.54	-	28.30
Parks & Recreation Supervisor I	varies	15PP	21.23	-	24.61
Police Technician	varies (C)	14PP - 25PP	19.18	-	29.22
Wildlife Management Officer	varies	14PP - 18PP	19.18	-	28.30
Parks & Recreation Leader III	varies	14PP	19.18	-	22.17
Parks & Recreation Leader II	varies	13PP	17.37	-	20.09
Mayor's Court Clerk	varies	13PP	17.37	-	20.09
Parks & Recreation Leader I	varies	12PP	16.57	-	19.18
Facility Maintenance Leader	varies	11PP - 16PP	15.86	-	25.68
Administrative Clerk	varies	6PP - 15PP	11.80	-	24.61
Laborer III (Service Department)	varies	11PP	15.86	-	18.31
Administrative Intern	varies	7PP - 10PP	12.99	-	17.44
Asst. Parks & Recreation Leader II	varies	10PP	15.05	-	17.44
Events Assistant	varies (E)	10PP - 15PP	15.05	-	24.61
Laborer III (Recreation Centers)	varies	10PP	15.05	-	17.44
Police Aide	varies	10PP	15.05	-	17.44
Asst. Parks & Recreation Leader I	varies	9PP	14.35	-	16.58
Laborer III (Golf Clubhouse)	varies	9PP	14.35	-	16.58
Laborer III (Golf/Parks/Grounds Maintenance)	varies	9PP	14.35	-	16.58
Information Technology Technician	varies	8PP - 25PP	13.63	-	29.22
Dispatcher	varies	8PP - 14PP	13.63	-	22.17
Youth and Adult Activities Coordinator	varies	8PP - 14PP	13.63	-	22.17
Parks & Recreation Specialist III	varies	8PP	13.63	-	15.84
Parks & Recreation Specialist II	varies	7PP	12.99	-	15.04
Parks & Recreation Specialist I	varies	6PP	11.80	-	13.70
Laborer II	varies	6PP	11.80	-	13.70
Parks & Recreation Aide IV	varies	5PP - 7PP	11.22	-	15.04
Auxiliary Police Officer (Paid)	varies (B)	3PP - 17 PP	9.72	-	25.89
Laborer I	varies	4PP	10.80	-	12.50
Parks & Recreation Aide III	varies	3PP - 5PP	9.72	-	13.01
Parks & Recreation Aide II	varies	2PP - 4PP	9.17	-	12.50
Parks & Recreation Aide I	varies	1PP - 3PP	8.55	-	11.22
Server	varies (A)	1BPP* ⁺ - 1PP	4.30	-	9.90

* As of July 24, 2009 Step A and B of 1APP fall below the State minimum wage rate and may only be used for employees aged 14 or 15 years old as per Ohio Division of Industrial Compliance and Labor.

+Steps A through D of 1BPP fall below Federal and State Minimum wage rates and should only be used for tipped employees as per the Department of Labor and State regulations.

**2019 WAGE AND SALARY SCHEDULE
(Part-Time PERMANENT Personnel)**

- (A) The City Manager is authorized to adjust these grades, as needed, to assure compliance with Minimum Wage changes in the State and Federal Law.
- (B) Upon authorization of the City Manager this position may be filled with a full-time employee.
- (C) Only those two Police Technicians actually employed on the date of passage of legislation (2010-30/07-08-10) may be compensated at the Grade 25PP pay level. The pay grade range for future employees assigned to the Police Technician classification shall be 14PP -17PP.
- (D) Part-time Fire and EMS personnel may be eligible for a supplemental "event" pay rate subject to authorization by the City Manager and as per Fire Department Policy and Procedure effective for hours worked or paid after July 1, 2010.
- (E) The compensation for these positions are inclusive of supplemental pay practices/compensation as approved by the City Manager.

2019 WAGE AND SALARY SCHEDULE

(Part-Time PERMANENT Personnel)

Hourly Rates

Grade	Step A	Step B	Step C	Step D
25PP	25.24	26.51	27.83	29.22
24PP	33.14	34.76	36.53	38.37
23PP	19.48	20.49	21.49	22.55
22PP	18.44	19.38	20.37	21.40
21PP	17.40	18.32	19.22	20.18
20PP	16.94	17.78	18.66	19.59
19PP	25.84	27.15	28.48	29.90
18PP	24.42	25.65	26.92	28.30
17PP	22.37	23.49	24.71	25.89
16PP	22.17	23.30	24.44	25.68
15PP	21.23	22.32	23.39	24.61
14PP	19.18	20.09	21.13	22.17
13PP	17.37	18.25	19.18	20.09
12PP	16.57	17.37	18.25	19.18
11PP	15.86	16.59	17.44	18.31
10PP	15.05	15.86	16.59	17.44
9PP	14.35	15.04	15.84	16.58
8PP	13.63	14.35	15.04	15.84
7PP	12.99	13.63	14.35	15.04
6PP	11.80	12.39	13.01	13.70
5PP	11.22	11.78	12.37	13.01
4PP	10.80	11.34	11.91	12.50
3PP	9.72	10.18	10.69	11.22
2PP	9.17	9.65	10.10	10.60
1PP (OHIO)	8.55	8.98	9.43	9.90
1APP (FED.)*	7.25	7.61	7.99	8.39
1BPP (FED.) ⁺	4.30	4.52	4.75	4.99

*As of July 24, 2009 Step A and B of 1APP fall below the State minimum wage rate and may only be used for employees aged 14 and 15 years old as per Ohio Division of Industrial Compliance and Labor.

+Steps A through D of 1BPP fall below Federal and State Minimum wage rates and should only be used for tipped employees as per the Department of Labor and State regulations.

**2019 POSITION CLASSIFICATION PLAN
SEASONAL
PART-TIME PERSONNEL**

Classification	Position(s)	Grade	Range (see note)
Parks & Recreation Supervisor II	varies	16PS	18.83 - 21.82
Parks & Recreation Supervisor I	varies	15PS	18.03 - 20.90
Parks & Recreation Leader III	varies	14PS	16.28 - 18.83
Parks & Recreation Leader II	varies	13PS	14.76 - 17.07
Parks & Recreation Leader I	varies	12PS	14.07 - 16.28
Laborer III (Service Department)	varies	11PS	13.46 - 15.54
Asst. Parks & Recreation Leader II	varies	10PS	12.77 - 14.80
Laborer III (Recreation Centers)	varies	10PS	12.77 - 14.80
Asst. Parks & Recreation Leader I	varies	9PS	12.18 - 14.08
Laborer III (Golf Clubhouse)	varies	9PS	12.18 - 14.08
Laborer III (Golf/Parks/Grounds)	varies	9PS	12.18 - 14.08
Parks & Recreation Specialist III	varies	8PS	11.57 - 13.44
Parks & Recreation Specialist II	varies	7PS	11.03 - 12.76
Parks & Recreation Specialist I	varies	6PS	10.02 - 11.63
Laborer II	varies	6PS	10.02 - 11.63
Parks & Recreation Aide IV	varies	5PS	9.54 - 11.04
Laborer I	varies	4PS	9.16 - 10.61
Parks & Recreation Aide III	varies	3PS – 5PS	8.65 - 11.04
Parks & Recreation Aide II	varies	2PS – 4PS	8.55 - 10.61
Parks & Recreation Aide I	varies (A)	1PS – 3PS	8.55 - 10.00
Server	varies (A)	1BPS*+ – 1PS	4.30 - 9.90

* As of July 24, 2009 Step A and B of 1APS fall below the State minimum wage rate and may only be used for employees aged 14 or 15 years old as per Ohio Division of Industrial Compliance and Labor.

+Steps A through D of 1BPS fall below Federal and State Minimum wage rates and should only be used for tipped employees as per the Department of Labor and State regulations.

Note: Above ranges are calculated employing a standard pay plan year consisting of 26 bi-weekly pay periods (2080 hours). As a 27 pay period year occurs on rare occasions due to calendar timing, as would be the case in 2010, the ranges above may be extended to accomodate such timing and related pay.

2019 WAGE AND SALARY SCHEDULE(Part-time **SEASONAL** Personnel)

Hourly Rates

Grade	Step A	Step B	Step C	Step D
16PS	18.83	19.78	20.76	21.82
15PS	18.03	18.94	19.86	20.90
14PS	16.28	17.07	17.95	18.83
13PS	14.76	15.49	16.28	17.07
12PS	14.07	14.76	15.49	16.28
11PS	13.46	14.09	14.80	15.54
10PS	12.77	13.46	14.09	14.80
9PS	12.18	12.76	13.44	14.08
8PS	11.57	12.18	12.76	13.44
7PS	11.03	11.57	12.18	12.76
6PS	10.02	10.53	11.04	11.63
5PS	9.54	10.01	10.50	11.04
4PS	9.16	9.63	10.10	10.61
3PS	8.65	9.08	9.53	10.00
2PS	8.55	8.98	9.43	9.90
1PS (OHIO)	8.55	8.98	9.43	9.90
1APS (FED.)*	7.25	7.61	7.99	8.39
1BPS (FED.) ⁺	4.30	4.52	4.75	4.99

*As of July 24, 2009 Steps A and B of 1APS fall below the State minimum wage rate and may only be used for employees aged 14 and 15 years old as per Ohio Division of Industrial Compliance and Labor.

+Steps A through D of 1BPS fall below Federal and State Minimum wage rates and should only be used for tipped employees as per the Department of Labor and State regulations.