

ORDINANCE NO. 2009-69

AMENDING PORTIONS OF CHAPTERS 131 AND 133
OF THE BLUE ASH CODE OF ORDINANCES
INCLUDING SECTIONS 131.07-1, 131.07-2(a), 133.18-1,
AND 133.18-2(a); AND ENACTING SECTION 133.12;
AND DECLARING AN EMERGENCY

Be it ordained by the Council of the City of Blue Ash, Ohio, not less than five (5) members thereof concurring,

SECTION I.

Sections 131.07-1 and 131.07-2(a) of Chapter 131 of the Blue Ash Code of Ordinances are hereby amended and re-enacted to read as set forth in the attachment hereto.

SECTION II.

Sections 133.18-1 and 133.18-2(a) of Chapter 133 of the Blue Ash Code of Ordinances are hereby amended and re-enacted to read as set forth in the attachment hereto.

SECTION III.

Section 133.12 is hereby enacted to read as set forth in the attachment hereto.

SECTION IV.

The City Manager is authorized to comply with the provisions and requirements of the Fair Labor Standards Act (FLSA) that may apply for any pay plan year.

SECTION V.

The Treasurer and Deputy Treasurer are hereby authorized to expend the necessary funds therefor, which funds are hereby appropriated.

SECTION VI.

This ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, safety and general welfare; the reason for the emergency being the need to provide for certain personnel requirements of the City of Blue Ash, Ohio. Therefore, this ordinance shall take effect and be in force from and after its passage.

PASSED this 10th day of December, 2009.

Mark F. Weber, Mayor

Jamie K. Eifert, Clerk of Council

APPROVED AS TO FORM:

Mark A. Vander Laan, Solicitor

2010 POSITION CLASSIFICATION PLAN

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Classification	Position(s)	Grade
*Treasurer/Administrative Services Director	1	34
*Parks & Recreation Director	1	30 – 31
*Public Works Director	1	30 – 31
*Fire Chief	1	29 – 31
*Police Chief	(A)	29 – 31
*Assistant Fire Chief	2(D)	28
*Police Captain	(A)	28
*Deputy Treasurer/Tax Commissioner	1	26 – 29
*Economic and Community Development Director	1	26
*Golf Professional	1	26
Police Lieutenant	(A)	26
*Golf/Grounds Superintendent	1	25S
*Fire Captain	2(D)	25S
*Project Coordinator	1	25S
*Public Information Officer	1	25S
*Recreation/Sports Superintendent	1	25S
*Technology Officer	1	25S
*Assistant Service Director	1	24S – 25S
*Service Superintendent	1	24S – 25S
*Community Development Program Administrator	1	24S
*Human Resources Officer	1	24 – 26
*Parks Maintenance Superintendent	1	23S – 25S
Facilities Superintendent	1	23(I)
*Assistant Community Development Director	1	20S – 24S
Maintenance Technician Specialist	1	20(I) – 21
Maintenance Technician	1	20(I) – 21
Service Coordinator	2	20(I) – 21(I)
Facilities Maintenance Supervisor	1	18(I) – 20(I)
Grounds Supervisor	(H)	17(I) – 20S
Recreation Supervisor	2	17(I) – 20(I)
Mayor's Court Coordinator	1	17(I)
Police Administrative Assistant	1	17(I)
*Assistant to the City Manager	1	18(II) – 23(II)
Engineering Technician	1	17(II)-18(I)
Grounds Maintenance Mechanic	2	17(II) – 19(II)
Laborer III	Varies	17(II) – 19(II)
Landscape/Irrigation Specialist II	3	17(II) – 19(II)
Account Clerk II	(I)	17(II)
Secretary	(B)	17(II)
Account Clerk I	(I)	16(II)
Administrative Clerk	(B)	16(II)
Clerk-Typist II	(B)	15
Information Technology Technician	1	15
Clerk-Typist I	(B)	14
Laborer II	Varies	14 – 16(II)
Landscape/Irrigation Specialist I	2	14 – 16(II)
Recreation Leader	3	13(I) – 15
Laborer I	Varies	11 – 13(II)
Assistant Recreation Leader	1	10 – 12
Recreation Aide III	Varies	5

See section 133.18-1 for position classifications wage schedule for all position classifications appearing on this page.

*Salaried--no overtime or compensatory time.

**2010
POSITION CLASSIFICATION PLAN**

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- (A) The total number of authorized full-time sworn officer positions is (38). The Police Department staffing configuration below the level of Police Chief shall be as follows: (2) Police Captains, (3) Police Lieutenants, (6) Sergeants, and no more than (26) Police Patrol Officers.
- (B) Combined number of Clerk-Typist I, Clerk-Typist II, Administrative Clerk and Secretary positions shall total (11) positions; Secretary positions shall not exceed (7) 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) Removed according to Ordinance 2004 - 71.
- (G) Position Classification Plans and Wage Schedules for Service Department, Fire Department, and Police Department employees covered by collective bargaining agreements can be found in Sections 131.07-2(c), 131.07-2(d), 131.07-2(e), 131.07-2(f), 131.07-2 (g), 131.07-2 (h), 133.18-2(c), 133.18-2(d), 133.18-2(e), 133.18-2(f), 133.18-2(g), 133.18-2 (h).
- (H) The total number of Grounds Supervisor positions shall be (2). Only the current Grounds Supervisor employee assigned to the Golf Division may be compensated at the Grade 20S pay level. The pay grade range for future employees assigned to the Grounds Supervisor classification shall be 17(I)-19(I). (1998)
- (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.

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.

2010 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

1	H	9.98	10.47	10.99	11.52
	A	20,765.68	21,767.72	22,855.04	23,963.68
2	H	10.47	10.99	11.52	12.12
	A	21,767.72	22,855.04	23,963.68	25,200.24
3	H	10.99	11.52	12.12	12.73
	A	22,855.04	23,963.68	25,200.24	26,479.44
4	H	11.52	12.12	12.73	13.34
	A	23,963.68	25,200.24	26,479.44	27,737.32
5	H	12.12	12.73	13.34	14.05
	A	25,200.24	26,479.44	27,737.32	29,229.72
6	H	12.73	13.34	14.05	14.71
	A	26,479.44	27,737.32	29,229.72	30,594.20
7	H	13.34	14.05	14.71	15.48
	A	27,737.32	29,229.72	30,594.20	32,193.20
8	H	14.05	14.71	15.48	16.27
	A	29,229.72	30,594.20	32,193.20	33,834.84
9	H	14.71	15.48	16.27	17.06
	A	30,594.20	32,193.20	33,834.84	35,476.48
10	H	15.48	16.27	17.06	17.93
	A	32,193.20	33,834.84	35,476.48	37,288.68
11	H	16.27	17.06	17.93	18.82
	A	33,834.84	35,476.48	37,288.68	39,143.52
12	H	17.06	17.93	18.82	19.76
	A	35,476.48	37,288.68	39,143.52	41,104.96

2010 WAGE AND SALARY SCHEDULE**Grade**

13I	H	18.82	19.71	20.75	21.80
	A	39,143.52	40,998.36	43,151.68	45,347.64
13II	H	17.93	18.82	19.76	20.74
	A	37,288.68	39,143.52	41,104.96	43,130.36
14	H	18.82	19.76	20.74	21.80
	A	39,143.52	41,104.96	43,130.36	45,347.64
15	H	19.76	20.74	21.78	22.87
	A	41,104.96	43,130.36	45,305.00	47,564.92
16I	H	21.19	22.24	23.42	24.54
	A	44,068.44	46,264.40	48,716.20	51,040.08
16II	H	20.74	21.80	22.87	24.02
	A	43,130.36	45,347.64	47,564.92	49,952.76
17I	H	22.91	24.03	25.23	26.50
	A	47,650.20	49,974.08	52,468.52	55,112.20
17II	H	21.80	22.87	24.02	25.23
	A	45,347.64	47,564.92	49,952.76	52,468.52
18I	H	24.03	25.23	26.50	27.87
	A	49,974.08	52,468.52	55,112.20	57,969.08
18II	H	22.87	24.02	25.23	26.47
	A	47,564.92	49,952.76	52,468.52	55,048.24
19I	H	25.23	26.50	27.87	29.21
	A	52,468.52	55,112.20	57,969.08	60,762.00
19II	H	24.02	25.23	26.47	27.78
	A	49,952.76	52,468.52	55,048.24	57,777.20
20S	H	26.37	27.74	29.08	30.56
	A	54,856.36	57,691.92	60,484.84	63,554.92
20I	H	26.10	27.47	28.79	30.28
	A	54,280.72	57,137.60	59,887.88	62,979.28

2010 WAGE AND SALARY SCHEDULE**Grade**

20II	H	24.67	25.89	27.17	28.55
	A	51,317.24	53,854.32	56,519.32	59,376.20
21	H	26.47	27.78	29.15	30.64
	A	55,048.24	57,777.20	60,634.08	63,725.48
21I	H	27.41	28.85	30.24	31.79
	A	57,009.68	60,015.80	62,894.00	66,113.32
22I	H	27.84	29.24	30.70	32.29
	A	57,905.12	60,825.96	63,853.40	67,158.00
22	H	27.78	29.15	30.64	32.19
	A	57,777.20	60,634.08	63,725.48	66,944.80
23S	H	31.38	32.93	34.58	36.32
	A	65,260.52	68,501.16	71,933.68	75,536.76
23I	H	29.23	30.70	32.25	33.86
	A	60,804.64	63,853.40	67,072.72	70,419.96
23II	H	30.19	31.70	33.27	34.93
	A	62,787.40	65,942.76	69,204.72	72,658.56
24R	H	30.92	32.50	34.11	35.81
	A	64,322.44	67,605.72	70,952.96	74,492.08
24S	H	32.93	34.58	36.32	38.13
	A	68,501.16	71,933.68	75,536.76	79,310.40
24	H	32.24	33.84	35.54	37.30
	A	67,051.40	70,377.32	73,916.44	77,583.48
25S	H	34.58	36.32	38.13	40.05
	A	71,933.68	75,536.76	79,310.40	83,297.24
25	H	33.84	35.54	37.30	39.18
	A	70,377.32	73,916.44	77,583.48	81,485.04
25F	H	33.19	34.83	36.57	38.43
	A	69,034.16	72,445.36	76,069.76	79,928.68

2010 WAGE AND SALARY SCHEDULE**Grade**

26	H	36.32	38.13	40.05	42.08
	A	75,536.76	79,310.40	83,297.24	87,518.60
27S	H	38.13	40.05	42.08	44.13
	A	79,310.40	83,297.24	87,518.60	91,782.60
27	H	37.94	39.86	41.87	43.91
	A	78,905.32	82,913.48	87,092.20	91,334.88
28	H	40.05	42.08	44.13	46.38
	A	83,297.24	87,518.60	91,782.60	96,473.00
29	H	42.08	44.13	46.38	48.67
	A	87,518.60	91,782.60	96,473.00	101,227.36
30	H	44.13	46.38	48.67	51.11
	A	91,782.60	96,473.00	101,227.36	106,301.52
31	H	46.38	48.67	51.11	53.63
	A	96,473.00	101,227.36	106,301.52	111,546.24
32	H	48.67	51.11	53.63	56.33
	A	101,227.36	106,301.52	111,546.24	117,174.72
33	H	51.11	53.63	56.33	59.19
	A	106,301.52	111,546.24	117,174.72	123,123.00
34	H	53.63	56.33	59.19	63.32
	A	111,546.24	117,174.72	123,123.00	131,714.96

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

**2010 POSITION CLASSIFICATION PLAN
(PART-TIME PERSONNEL)**

Classification	Position(s)	Grade	Range (see Note)		
Administrative Aide II	varies	24	28.16	-	32.59
Firefighter/Paramedic	varies	23	16.55	-	19.15
Firefighter/EMT	varies	22	15.66	-	18.17
Paramedic	varies	21	14.79	-	17.13
EMT	varies	20	14.38	-	16.64
Firefighter	varies	20	14.38	-	16.64
Administrative Aide I	varies	19	21.94	-	25.39
Grounds Supervisor	varies	18	20.73	-	24.04
Secretary	varies	18	20.73	-	24.04
Police Clerk	varies	17	18.99	-	21.99
Parks & Recreation Supervisor II	varies	16	18.83	-	21.82
Account Clerk	varies	15 - 18	18.03	-	24.04
Parks & Recreation Supervisor I	varies	15	18.03	-	20.90
Auxiliary Police Officer (Paid)	varies (B)	14 - 25	16.28	-	24.81
Parks & Recreation Leader III	varies	14	16.28	-	18.83
Parks & Recreation Leader II	varies	13	14.76	-	17.07
Mayor's Court Clerk	varies	13	14.76	-	17.07
Parks & Recreation Leader I	varies	12	14.07	-	16.28
Administrative Clerk	varies	11 - 15	13.46	-	20.90
Laborer III (Service Department)	varies	11	13.46	-	15.54
Administrative Intern	varies	10	12.77	-	14.80
Asst. Parks & Recreation Leader II	varies	10	12.77	-	14.80
Police Aide	varies	10	12.77	-	14.80
Laborer III (Recreation Centers)	varies	10	12.77	-	14.80
Asst. Parks & Recreation Leader I	varies	9	12.18	-	14.08
Laborer III (Golf Clubhouse)	varies	9	12.18	-	14.08
Laborer III (Golf/Parks/Grounds Maintenance)	varies	9	12.18	-	14.08
Parks & Recreation Specialist III	varies	8	11.57	-	13.44
Parks & Recreation Specialist II	varies	7	11.03	-	12.76
Parks & Recreation Specialist I	varies	6	10.02	-	11.63
Laborer II	varies	6	10.02	-	11.63
Parks & Recreation Aide IV	varies	5	9.54	-	11.04
Laborer I	varies	4	9.16	-	10.61
Parks & Recreation Aide III	varies	4	9.16	-	10.61
Parks & Recreation Aide II	varies	3	8.25	-	9.54
Parks & Recreation Aide I	varies (A)	1 - 2	7.30	-	9.02
Food Server	varies (A)	1A* - 1	7.25	-	8.45

*** As of July 24, 2009 Step A of 1A falls 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.**

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, employing the hourly rates in Sec. 133.18-2(a).

**2010 POSITION CLASSIFICATION PLAN
(PART-TIME PERSONNEL)**

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- (A) Grade 1 Step A = State Minimum Wage, Steps B-D are calculated as 5% increases per step. Grade 1A, Step A = Federal Minimum Wage, Steps B-D are calculated as 5% increases per step. 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) Only those six paid Auxiliary Police Officers actually employed on the date of this legislation may be compensated at the Grade 25 pay level. The pay grade range for future employees assigned to the paid Auxiliary Police Officer classification shall be 14 -17. (2008-79)

- (C) Reserved for future legislation

2010 WAGE AND SALARY SCHEDULE

(Part-Time Personnel)

Hourly Rates

Grade	Step A	Step B	Step C	Step D
25	21.43	22.50	23.63	24.81
24	28.16	29.52	31.02	32.59
23	16.55	17.40	18.24	19.15
22	15.66	16.46	17.29	18.17
21	14.79	15.55	16.31	17.13
20	14.38	15.10	15.85	16.64
19	21.94	23.04	24.19	25.39
18	20.73	21.79	22.87	24.04
17	18.99	19.94	20.97	21.99
16	18.83	19.78	20.76	21.82
15	18.03	18.94	19.86	20.90
14	16.28	17.07	17.95	18.83
13	14.76	15.49	16.28	17.07
12	14.07	14.76	15.49	16.28
11	13.46	14.09	14.80	15.54
10	12.77	13.46	14.09	14.80
9	12.18	12.76	13.44	14.08
8	11.57	12.18	12.76	13.44
7	11.03	11.57	12.18	12.76
6	10.02	10.53	11.04	11.63
5	9.54	10.01	10.50	11.04
4	9.16	9.63	10.10	10.61
3	8.25	8.65	9.08	9.54
2	7.78	8.19	8.58	9.02
1 (OHIO)	7.30	7.67	8.05	8.45
1A* (FED.)	7.25	7.61	7.99	8.39

***As of July 24, 2009 Step A of 1A falls 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.**

133.12 PERSONAL LEAVE

- (a) When economic conditions preclude the granting of a general wage increase to employees not represented by a collective bargaining unit at the beginning of a payplan year, the City Manager shall have the authority to provide each qualifying non-bargaining employee up to 16 hours of paid Personal Leave during such plan year. Personal Leave is distinct from and unrelated to Personal Care leave as outlined in Section 133.11 (c). Personal Leave, once granted, must be used by the employee within the plan year credited or it will be forfeited. Personal Leave cannot be transferred or converted to pay of any type, requires advance approval of the employee's Supervisor as to mutually-agreeable scheduling, and shall not result in the creation of overtime expenses for the City. Personal Leave must be taken or used in increments of at least 2 hours. Authority rests with the City Manager to adjust the definition of a qualifying employee as necessary to address special circumstances.