

COMPENSATION SCHEDULE A

FY 2019

ORD #18-18 EXHIBIT 1a

PAY STEPS

P
A
Y

R
A
N
G
E
S

	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
4	11.49	11.80	12.22	12.57	12.93	13.33	13.73	14.09	14.56	15.00	15.42	15.91	16.38	16.86	17.37	17.87	18.44	19.00	19.54	20.15	20.74
5	12.22	12.57	12.93	13.33	13.73	14.09	14.56	15.00	15.42	15.91	16.38	16.86	17.37	17.87	18.44	19.00	19.54	20.15	20.74	21.39	22.02
6	12.93	13.33	13.73	14.09	14.56	15.00	15.42	15.91	16.38	16.86	17.37	17.87	18.44	19.00	19.54	20.15	20.74	21.39	22.02	22.67	23.32
7	13.73	14.09	14.56	15.00	15.42	15.91	16.38	16.86	17.37	17.87	18.44	19.00	19.54	20.15	20.74	21.39	22.02	22.67	23.32	24.06	24.78
8	14.56	15.00	15.42	15.91	16.38	16.86	17.37	17.87	18.44	19.00	19.54	20.15	20.74	21.39	22.02	22.67	23.32	24.06	24.78	25.50	26.23
9	15.42	15.91	16.38	16.86	17.37	17.87	18.44	19.00	19.54	20.15	20.74	21.39	22.02	22.67	23.32	24.06	24.78	25.50	26.23	27.05	27.87
10	16.38	16.86	17.37	17.87	18.44	19.00	19.54	20.15	20.74	21.39	22.02	22.67	23.32	24.06	24.78	25.50	26.23	27.05	27.87	28.68	29.55
11	17.37	17.87	18.44	19.00	19.54	20.15	20.74	21.39	22.02	22.67	23.32	24.06	24.78	25.50	26.23	27.05	27.87	28.68	29.55	30.45	31.33
12	18.44	19.00	19.54	20.15	20.74	21.39	22.02	22.67	23.32	24.06	24.78	25.50	26.23	27.05	27.87	28.68	29.55	30.45	31.33	32.29	33.28
13	19.54	20.15	20.74	21.39	22.02	22.67	23.32	24.06	24.78	25.50	26.23	27.05	27.87	28.68	29.55	30.45	31.33	32.29	33.28	34.26	35.28
14	20.74	21.39	22.02	22.67	23.32	24.06	24.78	25.50	26.23	27.05	27.87	28.68	29.55	30.45	31.33	32.29	33.28	34.26	35.28	36.35	37.42
15	22.02	22.67	23.32	24.06	24.78	25.50	26.23	27.05	27.87	28.68	29.55	30.45	31.33	32.29	33.28	34.26	35.28	36.35	37.42	38.55	39.72
16	23.32	24.06	24.78	25.50	26.23	27.05	27.87	28.68	29.55	30.45	31.33	32.29	33.28	34.26	35.28	36.35	37.42	38.55	39.72	40.90	42.13

NOTE: Where an employee's raise is not an exact 2% this schedule will prevail and the hourly rate will be as stated above.

COMPENSATION SCHEDULE A

2020

ORD #18-18 EXHIBIT 1b

PAY STEPS

P
A
Y

R
A
N
G
E
S

	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
4	11.78	12.10	12.53	12.88	13.25	13.66	14.07	14.44	14.92	15.38	15.81	16.31	16.79	17.28	17.80	18.32	18.90	19.48	20.03	20.65	21.26
5	12.53	12.88	13.25	13.66	14.07	14.44	14.92	15.38	15.81	16.31	16.79	17.28	17.80	18.32	18.90	19.48	20.03	20.65	21.26	21.92	22.57
6	13.25	13.66	14.07	14.44	14.92	15.38	15.81	16.31	16.79	17.28	17.80	18.32	18.90	19.48	20.03	20.65	21.26	21.92	22.57	23.24	23.90
7	14.07	14.44	14.92	15.38	15.81	16.31	16.79	17.28	17.80	18.32	18.90	19.48	20.03	20.65	21.26	21.92	22.57	23.24	23.90	24.66	25.40
8	14.92	15.38	15.81	16.31	16.79	17.28	17.80	18.32	18.90	19.48	20.03	20.65	21.26	21.92	22.57	23.24	23.90	24.66	25.40	26.14	26.89
9	15.81	16.31	16.79	17.28	17.80	18.32	18.90	19.48	20.03	20.65	21.26	21.92	22.57	23.24	23.90	24.66	25.40	26.14	26.89	27.73	28.57
10	16.79	17.28	17.80	18.32	18.90	19.48	20.03	20.65	21.26	21.92	22.57	23.24	23.90	24.66	25.40	26.14	26.89	27.73	28.57	29.40	30.29
11	17.80	18.32	18.90	19.48	20.03	20.65	21.26	21.92	22.57	23.24	23.90	24.66	25.40	26.14	26.89	27.73	28.57	29.40	30.29	31.21	32.11
12	18.90	19.48	20.03	20.65	21.26	21.92	22.57	23.24	23.90	24.66	25.40	26.14	26.89	27.73	28.57	29.40	30.29	31.21	32.11	33.10	34.11
13	20.03	20.65	21.26	21.92	22.57	23.24	23.90	24.66	25.40	26.14	26.89	27.73	28.57	29.40	30.29	31.21	32.11	33.10	34.11	35.12	36.16
14	21.26	21.92	22.57	23.24	23.90	24.66	25.40	26.14	26.89	27.73	28.57	29.40	30.29	31.21	32.11	33.10	34.11	35.12	36.16	37.26	38.36
15	22.57	23.24	23.90	24.66	25.40	26.14	26.89	27.73	28.57	29.40	30.29	31.21	32.11	33.10	34.11	35.12	36.16	37.26	38.36	39.51	40.71
16	23.90	24.66	25.40	26.14	26.89	27.73	28.57	29.40	30.29	31.21	32.11	33.10	34.11	35.12	36.16	37.26	38.36	39.51	40.71	41.92	43.18

NOTE: Where an employee's raise is not an exact 2.5% this schedule will prevail and the hourly rate will be as stated above.

CITY OF ZANESVILLE
 S - SCHEDULE WAGES
 FY 2018
 ORD #18-18 EXHIBIT II

		STEP 0		STEP 1
RANGE	CALCULATION	RATE	CALCULATION	RATE
S1	2017 Wages x 1.5%	\$21.76	2017 Wages x 1.5%	\$23.51
S2	2017 Wages x 1.5%	\$23.08	2017 Wages x 1.5%	\$24.92
S3	2017 Wages x 1.5%	\$22.80	2017 Wages x 1.5%	\$24.61
S4	2017 Wages x 1.5%	\$23.93	2017 Wages x 1.5%	\$25.83
S5	2017 Wages x 1.5%	\$26.43	2017 Wages x 1.5%	\$28.52
S6	2017 Wages x 1.5%	\$28.01	2017 Wages x 1.5%	\$30.25
S7	2017 Wages x 1.5%	\$29.70	2017 Wages x 1.5%	\$32.05
S11	2017 Wages x 1.5%	\$37.32	2017 Wages x 1.5%	\$40.89
S13	xxx	xxx	2017 Wages x 1.5%	\$44.29
S1= Water Maintenance Crewleader, Sewer/Drainage Crewleader, Utility Billing Supervisor				
S2= Sewer/Drainage Maintenance Supervisor, Water Maintenance and Meter Supervisor				
S3= Refuse Collection Supervisor, Street Maint Supervisor				
S4= Environmental Coordinator, Wastewater Lab Supervisor				
S5= Cemetery/Parks Superintendent, City Maintenance Supervisor, Deputy Director/Community Development, Deputy Director/Public Service Fleet Manager, Income Tax Administrator, Jail Administrator Plant Maintenance Mechanic Foreman				
S6= Street and Refuse Superintendent, Deputy Wastewater Superintendent				
S7= Wastewater Superintendent, Water Superintendent				
S11= Fire Chief				
S13= Police Chief				
NOTE: Where rounding occurs within the pay ranges or pay steps this schedule will prevail and the hourly rate will be as stated above.				

CITY OF ZANESVILLE
S - SCHEDULE WAGES
FY 2019
ORD #18-18 EXHIBIT IIa

RANGE	CALCULATION	STEP 0 RATE	CALCULATION	STEP 1 RATE
S1	2018 Wages x 2%	\$22.20	2018 Wages x 2%	\$23.98
S2	2018 Wages x 2%	\$23.54	2018 Wages x 2%	\$25.42
S3	2018 Wages x 2%	\$23.26	2018 Wages x 2%	\$25.10
S4	2018 Wages x 2%	\$24.41	2018 Wages x 2%	\$26.35
S5	2018 Wages x 2%	\$26.96	2018 Wages x 2%	\$29.09
S6	2018 Wages x 2%	\$28.57	2018 Wages x 2%	\$30.86
S7	2018 Wages x 2%	\$30.29	2018 Wages x 2%	\$32.69
S11	2018 Wages x 2%	\$38.07	2018 Wages x 2%	\$41.71
S13	xxx	xxx	2018 Wages x 2%	\$45.18
S1= Water Maintenance Crewleader, Sewer/Drainage Crewleader, Utility Billing Supervisor				
S2= Sewer/Drainage Maintenance Supervisor, Water Maintenance and Meter Supervisor				
S3= Refuse Collection Supervisor, Street Maint Supervisor				
S4= Environmental Coordinator, Wastewater Lab Supervisor				
S5= Cemetery/Parks Superintendent, City Maintenance Supervisor, Deputy Director/Community Development, Deputy Director/Public Service Fleet Manager, Income Tax Administrator, Jail Administrator Plant Maintenance Mechanic Foreman				
S6= Street and Refuse Superintendent, Deputy Wastewater Superintendent				
S7= Wastewater Superintendent, Water Superintendent				
S11= Fire Chief				
S13= Police Chief				
NOTE: Where rounding occurs within the pay ranges or pay steps this schedule will prevail and the hourly rate will be as stated above.				

CITY OF ZANESVILLE
S - SCHEDULE WAGES
FY 2020
ORD #18-18 EXHIBIT IIb

RANGE	CALCULATION	STEP 0 RATE	CALCULATION	STEP 1 RATE
S1	2019 Wages x 2.5%	\$22.76	2019 Wages x 2.5%	\$24.58
S2	2019 Wages x 2.5%	\$24.13	2019 Wages x 2.5%	\$26.06
S3	2019 Wages x 2.5%	\$23.84	2019 Wages x 2.5%	\$25.73
S4	2019 Wages x 2.5%	\$25.02	2019 Wages x 2.5%	\$27.01
S5	2019 Wages x 2.5%	\$27.63	2019 Wages x 2.5%	\$29.82
S6	2019 Wages x 2.5%	\$29.28	2019 Wages x 2.5%	\$31.63
S7	2019 Wages x 2.5%	\$31.05	2019 Wages x 2.5%	\$33.51
S11	2019 Wages x 2.5%	\$39.02	2019 Wages x 2.5%	\$42.75
S13	xxx	xxx	2019 Wages x 2.5%	\$46.31
S1= Water Maintenance Crewleader, Sewer/Drainage Crewleader, Utility Billing Supervisor				
S2= Sewer/Drainage Maintenance Supervisor, Water Maintenance and Meter Supervisor				
S3= Refuse Collection Supervisor, Street Maint Supervisor				
S4= Environmental Coordinator, Wastewater Lab Supervisor				
S5= Cemetery/Parks Superintendent, City Maintenance Supervisor, Deputy Director/Community Development, Deputy Director/Public Service Fleet Manager, Income Tax Administrator, Jail Administrator Plant Maintenance Mechanic Foreman				
S6= Street and Refuse Superintendent, Deputy Wastewater Superintendent				
S7= Wastewater Superintendent, Water Superintendent				
S11= Fire Chief				
S13= Police Chief				
NOTE: Where rounding occurs within the pay ranges or pay steps this schedule will prevail and the hourly rate will be as stated above.				

**CITY OF ZANESVILLE
COMPENSATION SCHEDULE B
FY 2018
ORD #18-18 EXHIBIT III**

PAY GRADE	PAY RANGE
B1 - City Engineer	\$73,915 TO \$88,435 Annually
B2 - Budget & Finance Director & Community Development Director	\$47,520 to \$67,845 Annually
B3 - Assistant Law Director	\$36,115 to \$59,788 Annually

Ways and Means Committee
Ann Gildow, Chair

ORDINANCE 18-19
INTRODUCED BY COUNCIL

ESTABLISHING HEALTH INSURANCE WITHHOLDING AMOUNTS FOR
UNAFFILIATED EMPLOYEES IN THE MUNICIPAL SERVICE.

WHEREAS, Ordinance #15-37, currently governs the amount unaffiliated employees contribute towards the cost of health insurance; and

WHEREAS, Paragraph D of that ordinance stipulates the amount of withholding through the year 2017; and

WHEREAS, It is necessary to establish the amount of employee payroll deductions for the years 2018, 2019, & 2020.

NOW, THEREFORE, BE IT ORDAINED, by the Council for the City of Zanesville, State of Ohio, that:

SECTION ONE: For the year 2018, the payroll deduction each pay period after the effective date of this ordinance shall be thirty-seven dollars (\$37.00) for single coverage and eighty-four dollars (\$84.00) for family coverage. For 2019, the payroll deduction for health coverage shall not exceed twelve percent (12%) of the fully-funded rates provided to the City by the plan's third party administrator at the annual plan renewal, nor shall the payroll deduction exceed forty-eight dollars (\$48.00) for single coverage and one hundred dollars (\$100.00) for family coverage. For 2020, the payroll deduction for health coverage shall not exceed twelve percent (12%) of the fully-funded rates provided to the City by the plan's third party administrator at the annual plan renewal, nor shall the payroll deduction exceed fifty-five dollars (\$55.00) for single coverage and one hundred-ten dollars (\$110.00) for family coverage.

SECTION TWO: This ordinance shall take effect and be in force from and after the earliest period allowed by law.

PASSED: _____, 2018

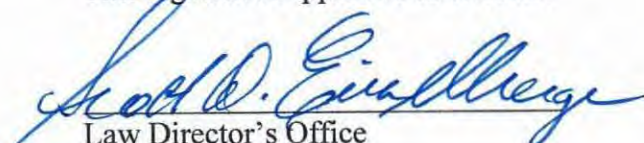
Susan Culbertson
Clerk of Council

Daniel M. Vincent
President of Council

APPROVED: _____, 2018

Jeff Tilton
Mayor

This legislation approved as to form:



Law Director's Office