

# RECORD OF RESOLUTIONS

Resolution No. 2025-R-14

July 14, 2025

## **City of Bellbrook State of Ohio**

### **Resolution No. 2025-R-14**

#### **AUTHORIZING THE SALARY SCHEDULE AND MERIT PERFORMANCE PAY OF EMPLOYEE POSITIONS NOT COVERED BY A COLLECTIVE BARGAINING AGREEMENT**

WHEREAS, the City of Bellbrook wishes to set the salary schedule for City positions which are not covered by collective bargaining agreement; and

WHEREAS, the City reviews wage rates for its employees on an annual basis; and

WHEREAS, the City Manager evaluates the performance of the city employees and determines what standards and expectations have been met or exceeded; and

WHEREAS, City Council evaluates the performance of the City Manager and determines what standards and expectations have been met or exceeded, and the employment agreement allows consideration on an annual basis for merit/bonus pay dependent on the results of performance; and

WHEREAS, the wages of certain employees will fall outside the new salary schedule and ranges for certain positions and the City Manager shall have the authority to adjust those specific wages as necessary including one-time lump sum payments; and

WHEREAS, the funds for the salary schedule and wage rate adjustments have been estimated in the 2025 Appropriations Ordinance.

#### **NOW, THEREFORE, THE CITY OF BELLBROOK HEREBY RESOLVES:**

Section 1. That the salary schedule as substantially set forth and attached hereto as Exhibit A and incorporated herein by reference is hereby adopted.

Section 2. The Mayor is authorized to submit a merit and performance bonus for the City Manager in accordance with Section 4 (D) of the employment agreement within the standard range noted in the Merit System and Personnel Rules for City employees. The merit pay shall be based on his current base salary with no other adjustments or increases to the current base salary and benefits.

Section 3. That it is found and determined that all formal actions of the City Council relating to the adoption of this Resolution were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including §121.22 of the Revised Code of the State of Ohio.

Section 4. That this resolution shall take effect and be in force forthwith.

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PASSED BY City Council this 14<sup>th</sup> day of July, 2025.

\_\_\_\_\_ Yeas; \_\_\_\_\_ Nays.

AUTHENTICATION:

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Michael W. Schweller, Mayor

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Robert Schommer, Clerk of Council