



LEGISLATIVE COVER MEMO

Introduction: April 15, 2024

Agenda Item: **Resolution 2024-29**

AMENDING RESOLUTION 2024-23 AND ESTABLISHING THE ORGANIZATIONAL LISTINGS AND PAY RATES FOR CITY OF FRANKLIN OFFICIALS AND EMPLOYEES FOR THE YEAR 2024

Submitted by: Jonathan Westendorf, City Manager

Scope/Description: Resolution 2024-23 is being amended to set the rates of pay for 2024. The full-time Senior City Engineer position is being set at \$97,922 – 120,432. The part-time rate is being set at \$39.00 - \$47.97.

Budget Impact: None.

Exhibits: Exhibit A: 2024 Payroll Rates

Recommendation: Approval

CITY OF FRANKLIN, OHIO
RESOLUTION 2024-29

AMENDING RESOLUTION 2024-23 AND ESTABLISHING THE ORGANIZATIONAL LISTINGS AND PAY RATES FOR CITY OF FRANKLIN OFFICIALS AND EMPLOYEES FOR THE YEAR 2024

WHEREAS, section 3.03 of the City of Franklin Charter grants this Council the power to fix the number of employees in the various offices, departments, divisions, bureaus, boards and commissions of the City and to fix the rate of their compensation;

WHEREAS, Section 1901.33 of the Ohio Revised code provides that the judge of a municipal court may appoint one or more interpreters, one or more mental health professionals, one or more probation officers, an assignment commissioner, deputy assignment commissioners, and other court aides on a full-time, part-time, hourly, or other basis. Each appointee shall receive the compensation out of the city treasury that the legislative authority prescribes in either biweekly installments or semimonthly installments, as determined by the payroll administrator and the judge may appoint one or more typists, stenographers, statistical clerks, and official court reporters, each of whom shall be paid the compensation out of the city treasury that the legislative authority prescribes; and

WHEREAS, Resolution 2024-23 established pay rates for City of Franklin Officials and Employees for the year 2024 and now needs amended to update pay rates for those in the Teamsters Union.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Franklin, Ohio, a majority of members present concurring, that:

Section 1. The compensation hereafter provided in Exhibit A shall apply to the listed positions for and during the year 2024.

Section 2. It is hereby found that all formal actions of this Council concerning and relating to the adoption 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, and the Rules of Council.

Section 3. This Resolution shall become effective immediately upon its passing.

ADOPTED: April 15, 2024

ATTEST: _____
Khristi Dunn, Clerk of Council

APPROVED: _____
Brent Centers, Mayor

CERTIFICATE

I, the undersigned Clerk of Council for the Franklin City Council, do hereby certify that the foregoing is a true and correct copy of a resolution passed by that body on April 15, 2024.

Khristi Dunn, Clerk of Council

**Resolution 2024-29
Exhibit A**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Council									
Mayor	\$8,500								
Council Member	\$8,000								
Clerk of Council	\$72,341	\$74,512	\$76,747	\$79,049	\$81,420	\$83,864	\$88,316	\$88,970	
Acting Clerk	\$100 (per meeting)								
Administration									
City Manager	\$141,750								
Assistant City Manager	\$95,828	\$98,703	\$101,664	\$104,714	\$107,855	\$111,091	\$114,424	\$117,857	
Admin. Asst. to City Manager	\$65,978	\$67,298	\$68,644	\$70,018	\$71,418	\$72,846	\$74,303	\$75,790	
Secretary to City Manager	\$40,032	\$40,833	\$41,650	\$42,483	\$43,332	\$44,198	\$45,083	\$45,985	
Secretary to City Manager, P/T (per hour)	\$18.93	\$19.94	\$20.97	\$23.15	\$23.85				
Human Resources Specialist	\$56,960	\$58,612	\$60,313	\$62,066	\$63,871	\$65,731	\$67,646	\$69,619	
Seasonal Intern (per hour)	Education Credit	\$12.60	\$13.65	\$14.70	\$15.75				
Finance Department									
Finance Director	\$96,863	\$99,768	102,761	105,845	109,020	112,291	115,659	119,129	
Finance Clerk P/T (per hour)	\$17.50	\$18.43	\$19.37	\$19.95					
Finance Division									
Payroll Clerk*† (per hour)		\$23.53	\$24.92	\$26.21					
Accounts Payable Clerk*† (per hour)		\$22.48	\$23.87	\$25.16					
Income Tax Division									
Income Tax Administrator	\$58,938	\$60,705	\$61,978	\$63,250	\$64,522	\$65,922	\$67,322	\$68,721	\$70,086
Income Tax Clerk*† (per hour)		\$22.48	\$23.87	\$25.16					
Income Tax Clerk, part-time (per hour)	\$18.94	\$19.94	\$20.97	\$23.15					
Income Tax Clerk, seasonal (per hour)	\$17.50	\$18.03	\$18.57	\$19.12					
Utility Billing Division									
Utility Billing Administrator	\$58,938	\$60,705	\$61,978	\$63,250	\$64,522	\$65,922	\$67,322	\$68,721	\$70,086
Utility Clerk*† (per hour)		\$22.48	\$23.87	\$25.16					
Utility Clerk, part-time (per hour)	\$18.94	\$19.94	\$20.97	\$23.15					
Law Department									
Law Director									(per employment contract)
Prosecutor, part-time	\$77,500								(per employment contract)

Resolution 2024-29

Exhibit A

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Public Works Department									
Public Works Director	\$105,000	\$108,150	\$111,395	\$114,736	\$118,178	\$121,133	\$124,161		
Assistant Public Works Director	\$99,750	\$102,743	\$105,825	\$109,000	\$112,270	\$115,076	\$117,953		
Administrative Assistant to Public Works	\$47,000	\$48,410	\$49,862	\$51,358	\$52,899				
Custodian*† (per hour)		\$18.39	\$19.47	\$20.58					
Seasonal Labor (per hour)	\$16.14								
Parks Division									
Parks Superintendent	(filled by Public Works Director)								
Lead Park Worker*† (per hour)		\$35.66							
Utility Person I*† (per hour)		\$26.63	\$28.28	\$29.75					
Utility Person II*† (per hour)		\$30.05	\$30.86	\$31.43					
Utility Person III*† (per hour)		\$31.57	\$32.43	\$33.03					
Recreation & Events Coordinator (per hour)	\$19.37	\$19.91	\$20.45						
Recreation & Event Team Member(per hour)	\$10.61	\$10.76	\$11.30	\$11.84					
(additional hourly rate for opening/closing)	+\$0.55								
Stormwater Division									
Stormwater Superintendent	(filled by Public Works Director)								
Utility Person I*† (per hour)		\$26.63	\$28.28	\$29.75					
Utility Person II*† (per hour)		\$30.05	\$30.86	\$31.43					
Utility Person III*† (per hour)		\$31.57	\$32.43	\$33.03					
Street Division									
Street Superintendent		\$75,415	\$79,380	\$83,541					
Utility Person I*† (per hour)		\$26.63	\$28.28	\$29.75					
Utility Person II*† (per hour)		\$30.05	\$30.86	\$31.43					
Utility Person III*† (per hour)		\$31.57	\$32.43	\$33.03					
Water Division & Sewer Division									
Water & Sewer Lead*† (per hour)		\$35.66							
Utility Person I*† (per hour)		\$26.63	\$28.28	\$29.75					
Utility Person II*† (per hour)		\$30.05	\$30.86	\$31.43					
Utility Person III*† (per hour)		\$31.57	\$32.43	\$33.03					

**Resolution 2024-29
Exhibit A**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Water Treatment Division									
Water Treatment Superintendent		\$75,415	\$79,380	\$83,541					
Water Operator (per hour)	\$27.88	\$28.74	\$29.80	\$30.76	\$31.97	\$33.65			
Safety Department									
Safety Director	(filled by City Manager)								
Admin Assistant to Safety Dept. PT (per hour)	\$18.93	\$19.94	\$20.97	\$23.15	\$23.85	\$24.56	\$25.31		
Building & Zoning Division									
<u>Senior City Engineer</u>	<u>\$97,922</u>	<u>\$100,860</u>	<u>\$103,885</u>	<u>\$107,002</u>	<u>\$110,212</u>	<u>\$113,518</u>	<u>\$116,924</u>	<u>\$120,432</u>	
<u>Senior City Engineer, P/T (per hour)</u>	<u>\$39.00</u>	<u>\$40.17</u>	<u>\$41.38</u>	<u>\$42.62</u>	<u>\$43.89</u>	<u>\$45.21</u>	<u>\$46.57</u>	<u>\$47.97</u>	
City Engineer	\$93,259	\$96,057	\$98,938	\$101,907	\$104,964	\$108,113	\$111,357	\$114,697	
Assistant City Engineer	\$78,914	\$81,281	\$83,720	\$86,271	\$88,818	\$91,483	\$94,227	\$97,054	
Zoning Official* (per hour)	(filled by City Engineer, City Manager, Assistant City Manager, & Property Maintenance Inspector)								
Zoning Official, P/T (per hour)	\$22.48	\$23.87	\$25.16						
Code Official*† (per hour)	\$30.45	32.35	33.89						
Property Maintenance	(per employment contract)								
Property Maintenance, P/T (per hour)	\$22.48	\$23.87	\$25.16						
Fire & EMS Division									
Chief	\$101,236	\$104,274	\$106,706	\$109,040	\$112,269	\$115,498	\$118,727		
Division Secretary Administrative									
Assistant (per hour)	\$22.60	\$22.86	\$23.12	\$23.38	\$23.68	\$23.94	\$24.19	\$24.45	\$24.72
Captain*† (per hour)	31.82	33.18							
Lieutenant*† (per hour)	\$27.54	\$29.00	\$30.57						
Firefighter-Paramedic*† (per hour)	\$24.39	\$25.00	\$25.64	\$26.29					
Firefighter-Paramedic Retention Bonus^ (per hour worked)	\$1.00	\$1.00	\$1.00	\$1.00					
Firefighter-EMT*† (per hour)	\$20.85	\$21.12	\$21.66	\$22.23	\$22.80				
Volunteers: (per hour)									
Firefighter	\$15.07	\$15.33	\$15.57	\$15.84	\$16.10	\$16.38	\$16.65	\$16.93	\$17.22
EMT	\$15.44	\$15.71	\$15.96	\$16.24	\$16.50	\$16.79	\$17.07	\$17.35	\$17.65
Paramedic	\$16.14	\$16.40	\$16.66	\$16.92	\$17.19	\$17.46	\$17.73	\$18.01	\$18.30
Firefighter/Paramedic	\$19.91	\$20.37	\$20.84	\$21.32	\$21.82	\$22.32	\$22.84	\$23.38	\$23.91
Firefighter/EMT	\$17.22	\$17.48	\$17.74	\$17.99	\$18.26	\$18.53	\$18.80	\$19.08	\$19.37

**Resolution 2024-29
Exhibit A**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Fire & EMS Division contd									
Second Lieutenant	(additional stipend per hour)			\$0.55	\$0.80	\$1.05	\$1.30	\$1.55	\$1.80
Fire Inspector (per hour)	\$15.42	\$15.89	\$16.35	\$16.84	\$17.36	\$17.87	\$18.41	\$18.95	\$19.52
Police Division									
Chief	\$103,055	\$106,244	\$109,529	\$112,856	\$116,084	\$119,313	\$122,542		
Captain	\$97,805	\$100,739	\$103,761	\$106,874	\$110,081	\$113,383	\$116,785		
Lieutenant**† ^(e) (per hour)	\$43.30	\$44.56	\$47.51						
Sergeant**† ^(e) (per hour)	\$38.32	\$39.43	\$42.04						
Patrol Officer**† ^(b) (per hour) PROBATION	\$25.92								
Patrol Officer**† ^(b) (per hour)	\$27.46	\$29.11	\$30.79	\$32.39	\$37.20				
Patrol Officer**† ^(c) (per hour) PROBATION	\$27.36								
Patrol Officer**† ^(c) (per hour)	\$28.74	\$30.17	\$31.67	\$33.26	\$34.92	\$37.20			
Cadet (per hour)	\$22.00								
School Resource Officer (per hour)	\$24.43	\$25.65	\$26.94	\$28.28	\$29.70	\$31.18			
Lead Dispatcher (per hour)	\$33.60								
Dispatcher**† ^(b) (per hour) PROBATION	\$23.92								
Dispatcher**† ^(b) (per hour)	\$25.13	\$26.40	\$30.27						
Dispatcher**† ^(c) (per hour) PROBATION	\$25.71								
Dispatcher**† ^(c) (per hour)	\$26.73	\$27.80	\$28.92	\$30.27					
Reserve Officer (per hour)	\$13.83	\$14.24	\$14.67						
Reserve Dispatcher (per hour)	\$13.83								
Property Room & Evidence Manager (per hour)	\$21.53	\$22.06							
Municipal Court									
Judge ^(a)	\$22,200.00								
Magistrate	\$98,995.63	\$101,966.08	\$105,024.78	\$108,176.04	\$111,420.93				
Chief Bailiff ^(a)				\$31,460.94					
Deputy Bailiff (filled by Probation Officer)									
Clerk of Courts ^(a)	\$39,429.50	\$40,217.31	\$41,021.27	\$41,841.37	\$42,678.69	\$43,532.16	\$43,319.85		
Court Administrator	\$64,729.60	\$66,347.84	\$68,006.54	\$69,706.70	\$71,449.37				
Deputy Clerk (per hour)	\$21.02	\$22.13	\$23.30	\$25.00	\$25.74				
Deputy Clerk P/T (per hour)	\$16.14								
Chief Probation Officer	\$65,716.90	\$67,032.08	\$68,373.09	\$69,741.00	\$71,135.82	\$72,558.62	\$74,009.41		
Probation Officer (per hour)	\$26.72	\$27.25	\$27.80	\$28.36	\$28.93	\$29.51	\$30.09		

Resolution 2024-29

Exhibit A

Boards & Commissions

Civil Service Secretary

\$125.00 (per month; max. \$1500 per yr) \$65.00 (per test, per 15 applicants) \$5.00 (per addtl applicant)

All wages are shown as annual salaries, unless otherwise noted.

*Indicates Union Position

†Indicates Civil Service Position

^(a) Figure represents 3/5ths of total comp.; remaining portion paid directly to employee by Warren County Auditor's Office, as required by the ORC.

^(b) Hired on or before January 1, 2018

^(c) Hired after January 1, 2018

^(d) Promoted on or before January 1, 2018

^(e) Promoted after January 1, 2018

^Effective April 1, 2023, and for the continued duration of the CBA, each bargaining unit employee having Firefighter Paramedic certification and assigned to that classification is eligible to receive retention bonuses on a quarterly basis consisting of \$1.00 an hour for each hour worked as a certified Firefighter Paramedic in the applicable three month period. The first quarter of eligibility begins April 1 and ends June 30, 2023. To qualify for the bonus, the Firefighter Paramedic must be employed by the City at the end of the applicable quarter and also on the date the bonus is paid. The bonus shall be paid in the first pay following the quarter in which the bonus was earned. A maximum of four quarterly retention bonuses may be earned in any twelve-month period. There shall be no retroactive application of this retention bonus.