

ORIGINAL

11.25.2008
ORDINANCE 2008-034
ORDINANCE 2007- 021B (second amendment)

**SECOND AMENDMENT
ORDINANCE 2007-021 ESTABLISHING PROCEDURES
FOR IMPLEMENTING SALARIES
EXCLUDING THE MERIT OFFICERS**

WHEREAS, the Delaware County Council has approved salaries for employees effective 2008; and

WHEREAS, it is the intention of the Delaware County Council to provide direction on the implementation of said salaries.

NOW THEREFORE BE IT ORDAINED by the Delaware County Council as follows:

From this point forward salaries approved for each annual budget are for the employee in that particular position as of January 1 and for that individual only for the budgeted year.

FOR NEW EMPLOYEES

New employee's salary would start at 107.5% minimum range for that particular position as established by the current job description. After Ninety (90) days of employment a new employee shall be evaluated by the department head or chief deputy forwarding a signed original to Human Resources. Upon a recommendation by the Human Resources Director to the County Council, the County Council may then consider the said recommendation and adjust the salary by a majority vote. However, the salary shall not exceed Thirty percent (30%) of the salary range until at least one (1) year of seniority has been achieved. In the event a prospect for employment has a higher degree of knowledge and experience for that position then said employee may be hired and paid at 115% of range for the first 90 days at the discretion of the elected official or department head.

New employees for grade levels 7, 8 and 9 are initially to be paid at 95% of the county council approved budgeted annual base salary as stated on the current salary ordinance. Upon Ninety (90) days of service in the new position, the employee may request a performance review by the office holder. The office holder's determination will then be submitted to the Human Resource Director for review and final action thereof by the Delaware County Council, thus establishing the base salary for that employee only.

Figures on the following chart are reflective of pay during the 2009 calendar year.

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Grade	Range Min	Range Max	Difference Between Max & Min	107.5% of range	115% of range	130 % of range
1	\$19,939	\$37,028	\$17,090	\$21,433	\$22,929	\$25,065
2	\$21,813	\$40,510	\$18,697	\$23,449	\$25,085	\$27,422
3	\$23,688	\$43,992	\$20,304	\$25,465	\$27,241	\$29,779
4	\$25,563	\$47,474	\$21,911	\$27,480	\$29,397	\$32,136
5	\$27,438	\$50,956	\$23,518	\$29,496	\$31,554	\$34,493
6	\$29,313	\$54,438	\$25,125	\$31,511	\$33,710	\$36,851
7	\$31,187	\$57,920	\$26,733	N/A	N/A	N/A
8	\$33,062	\$61,401	\$28,339	N/A	N/A	N/A
9	\$35,875	\$66,624	\$30,749	N/A	N/A	N/A

FOR EXISTING FULL TIME COUNTY EMPLOYEES TRANSFERRING IN THEIR DEPARTMENT OR TRANSFERRING TO OTHER DEPARTMENTS.

In the event an opportunity is available for a lateral grade transfer, promotion, or demotion into another Delaware County government department (i.e. Head bookkeeper from the Auditor's office to Head bookkeeper of the Clerk's office) said employee will be paid for the position in the new department as stated in the salary ordinance.

ANNUAL ADJUSTMENTS

As per the recommendation of the Compensation Plan Results done by Dr. Jeff Hornsby in 2008 range minimums should be adjusted upward two percent per year starting in 2009 to compensate for aged data. Percent of range columns on the chart would be impacted by the revision. The chart listed above shows the ranges as of the 2009 calendar year. All of the above will be effective January 2, 2009.

ADOPTED by the Delaware County Council this 25 day of November 2008.


Brad Bookout, Council Member

Mel Botkin, Council Member



Ted Bowman, Council Member


Mary Chambers, Council Member


Chris Matchett, Council Member


Ron Quakenbush, Council Member


Joe Russell, Council Member


Judy Rust, Auditor of Delaware County