

**ORDINANCE NO. 83-14**

**AN ORDINANCE ESTABLISHING LIMITS FOR WAGES AND SALARIES RELATIVE TO POSITIONS OF EMPLOYMENT OF PERSONNEL NOT COVERED BY A COLLECTIVE BARGAINING AGREEMENT IN THE CITY OF ASHLAND, OHIO; AND DECLARING AN EMERGENCY.**

**WHEREAS**, this Council desires to make provisions for the salaries and wages relating to certain positions of employment of the City of Ashland, Ohio, in order to provide for the continued efficient, effective and adequate operation of the divisions of said City; and

**WHEREAS**, for the reason that it is immediately necessary to make such provisions for said salaries and wages in order to provide for the continued efficient, effective and adequate operation of said divisions of said City, this Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, property, health, safety and welfare, now therefore,

**BE IT ORDAINED** by the Council of the City of Ashland, State of Ohio, 5 members thereto concurring:

**Section 1.** That limits for salaries and wages relative to positions of employment of personnel not covered by a collective bargaining agreement in the City of Ashland are hereby established as follows:

**Section 2.** The benefits provided herein shall be effective from January 1, 2015, and shall remain in effect until further action by Council. Wage and salary benefits may be implemented as follows for those regular full-time personnel who are not members of a bargaining unit. Effective the first full pay period of January 2015, personnel shall receive a 1% wage increase.

Any wage or salary granted in accordance with the provisions of this Ordinance for any City employee may only be granted with approval of the Mayor, or Director of Finance, or Director of Law, or Judge of the Ashland Municipal Court taking into consideration the division director's recommendation and/or employee evaluations. Also with the approval of a majority of City Council, employees may be granted a temporary wage increase while performing duties of a position temporarily vacated due to extended sick leave, retirement, or other extended Leave of Absence. Paychecks will be made available by direct deposit except when a special exception has been approved by the Appointing Authority.

**Section 3.** In the event this ordinance is not passed by the first pay of 2015, the above described wages or salary shall be retroactive to January 1, 2015 for current employees only.

**Section 4.** The rate of base compensation (i.e. not including other benefits, such as, but not limited to, overtime, holiday compensation, sick leave conversion upon retirement, working during one week of vacation, etc.) paid to any employee for any individual pay period during the effective period of this Ordinance shall at no time be in excess of the base salary or hourly wage range or specific amount, as the case may be, as set forth in existing pay Ordinances.

**Section 5.** This ordinance shall take effect and be in force from and after its passage by Council and approval pursuant to Section 12 of the Charter of the City of Ashland, Ohio

Passed December 31 2015 /s/ Stephen L. Stuart  
Stephen L. Stuart, President of Council

Attest: /s/ Lindsey Gardiner Approved: /s/ Glen P. Stewart  
Lindsey Gardiner, Clerk of Council Glen P. Stewart, Mayor

Approved as to form and correctness:

/s/ Richard P. Wolfe  
Richard P. Wolfe II, Director of Law

Date: December 31, 2015