

ORDINANCE NO. 2012- 10

**AN ORDINANCE AMENDING THE GENERAL COMPENSATION PLAN FOR ALL UNCLASSIFIED AND VARIOUS CLASSIFIED EMPLOYEES OF THE CITY OF KENT, EXCEPT THE CITY MANAGER, FROM JANUARY 1, 2012 THROUGH DECEMBER 31, 2014 AS ADOPTED BY ORDINANCE 2011-107, PASSED NOV. 2, 2011; SO AS TO ALLOW CLARIFICATION OF SOME SECTIONS; THE TRANSFER OF THE ECONOMIC DEVELOPMENT DIRECTOR FROM THE "PROFESSIONAL" CATEGORY TO THE "MID-MANAGEMENT" CATEGORY; THE INCLUSION OF THE BUDGET & FINANCE DIRECTOR'S POSITION FOR RECEIPT OF A CAR ALLOWANCE; AND RECLASSIFICATION OF THE CIVIL SERVICE COORDINATOR .**

**WHEREAS**, the City of Kent previously adopted the General Compensation Plan (Ord. No. 2011-107) on Nov. 2, 2011; and

**WHEREAS**, the City of Kent wishes to clarify some sections; allow the transfer of the Economic Development Director from the "Professional" category to the "Mid-Management" category; the inclusion of the Budget & Finance Director's position for receipt of a car allowance; and the reclassification of the Civil Service Coordinator; and

**WHEREAS**, Council wishes to grant these requests as soon as possible.

**NOW, THEREFORE, BE IT RESOLVED** by the Council of the City of Kent, Portage County, Ohio, at least three-fourths (7) of all members elected thereto concurring:

**SECTION 1.** That Council does hereby approve and authorize an amendment to Ordinance No. 2009-55, passed May 20, 2009, (General Compensation Plan) as is fully set forth in Exhibit "A", attached hereto and incorporated herein.

**SECTION 2.** That all existing ordinances which are in conflict with the provisions of this ordinance are hereby repealed.

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

**SECTION 4.** That this Ordinance shall take effect and be in force from and after the earliest date allowed by law.

PASSED: 1/18/2012  
DATE

\_\_\_\_\_  
MAYOR AND PRESIDENT OF COUNCIL

ATTEST: \_\_\_\_\_  
CLERK OF COUNCIL

I hereby certify that Ordinance No. 2012- 10 was duly enacted this 18<sup>th</sup> day of January, 2012, by the Council of the City of Kent, Ohio

\_\_\_\_\_  
CLERK OF COUNCIL

## EXHIBIT A

### CITY OF KENT GENERAL COMPENSATION PLAN REVISIONS JANUARY 2012

**ARTICLE 1, SECTION 2:** Language removed: *“For employees hired prior to January 1, 2006, the City shall continue to provide to said employee positions the group insurance coverage as specified in Article 14 for as long as they remain in said position. The City shall not provide group insurance coverage as specified in Article 14 to employees who are hired into said employee positions on or after January 1, 2006.”*

Note: applies to Assistant Law Director and Assistant Law Director/Prosecutor positions.

**ARTICLE 10, SECTION 1:** Delete position Economic Development Director.

**ARTICLE 10, SECTION 5:** Add position Economic Development Director.

**ARTICLE 13, SECTION 9:** Add position of Director of Budget and Finance, \$300.

**ARTICLE 14, SECTION 1:** Language added: *“Effective January 1, 2013, employees provided with health care coverage shall pay \$100 per month for family plan coverage or \$60 per month for single plan coverage. Effective January 1, 2014, employees provided with health care coverage shall pay \$120 per month for family plan coverage, and \$80 per month for single plan coverage.”*

**ARTICLE 15 SECTION 1:** Language deleted: *“Employees described in Section 5 of Article VII hereof and those employees...”*

**ARTICLE 15, SECTION 1:** Language added: *“who are described in Sections 1, 3 (added) and 4 of Article VII...”*

**ARTICLE 15, SECTION 4:** Language added: *“For employees who began their continuous service as part-time employees of the City, their years of service for longevity purposes will include the part-time service on a pro-rated basis. For instance, a part-time employee who worked 1040 hours in a year would be given pro-rated credit for one half year of service when calculating eligibility for longevity benefits.”*

**ARTICLE 15, SECTION 5:** Language deleted: *“described in Sections 1, ~~4 or 5~~ of Article VII...”*

**ARTICLE 15, SECTION 5:** Language added: *“described in Sections 1, 3 or 4 of Article VII...”*

**ARTICLE 18 SECTION 2:** Add position Economic Development Director.

**ARTICLE 20 SECTION 1:** Economic Development Director position moved from Pay Classification III Professional to Pay Classification III Mid-Management.

Civil Service Coordinator position moved from Pay Classification VI Professional to Pay Classification VII Professional.

**ARTICLE 20, SECTION 2.** Language deleted: *“effective December 22, 2008, December 21, 2009, and December 20, 2010. These amounts are the result of pay increases of 3% for 2009, 2.75% for 2010, and 2.5% for 2011.”*

**ARTICLE 20, SECTION 2.** Language added: *“effective December 19, 2011, December 17, 2012, and December 16, 2013. These amounts are the result of pay increases of 0% for 2012, 1% for 2013, and 2% for 2014.”*