



CITY OF PATASKALA

**RESOLUTION 2023-067**

Passed August 21, 2023

**A RESOLUTION ESTABLISHING AND ADOPTING THE 2023 – 2025 PAY MATRIX FOR NON-COLLECTIVELY BARGAINED EMPLOYEES FOR THE CITY OF PATASKALA, EFFECTIVE FOR THE PAY PERIOD BEGINNING ON AND AFTER JANUARY 1, 2023**

*WHEREAS*, with Resolution 2020-021, Council for the City of Pataskala previously adopted a 2020-2022 non-collective bargaining personnel Employee Pay Matrix (“the Matrix”); and

*WHEREAS*, the City of Pataskala recently completed negotiations with the Fraternal Order of Police, the Ohio Patrolmen’s Benevolent Association, and the United Steel Workers unions, and ratified 3-year agreements with each bargaining unit; and

*WHEREAS*, Council for the City of Pataskala now wants to reflect the effects of the agreed-to changes in wages and benefits with bargaining units in non-collectively bargained employee pay; and

*WHEREAS*, Section 3.01(A)(4) of the Charter of the City of Pataskala authorizes Council to establish the rate of compensation for public non-collective bargaining employees and contract employees of the City of Pataskala by Ordinance or Resolution.

**NOW THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF PATASKALA, COUNTY OF LICKING, STATE OF OHIO, A MAJORITY OF MEMBERS PRESENT CONCURRING THAT:**

Section 1: Council for the City of Pataskala hereby authorizes the following annual increases to the 2023 non-collective bargaining employee pay matrix for non-Director level positions:

Effective January 8, 2023	8.00%
Effective January 7, 2024	3.00%
Effective January 5, 2025	3.00%

Section 2: Council for the City of Pataskala hereby authorizes the following annual increase to the 2023 non-collective bargaining employee pay matrix for Director level positions:

Effective January 8, 2023	3.00%
Effective January 7, 2024	3.00%
Effective January 5, 2025	3.00%

Section 3: Council for the City of Pataskala hereby establishes and adopts the City of Pataskala's 2023 – 2025 Employee Pay Matrix, as more fully depicted in Exhibit A, a copy of which is attached hereto and incorporated herein by reference.

Section 4: Each non-Director employee, who remains employed on June 30, 2024, provided he/she has been employed by the City of Pataskala for at least three hundred sixty-five (365) days on that date, shall receive a one-time retention bonus payment in the gross amount of Six Hundred Twenty-Five Dollars and No Cents (\$625.00) by no later than the first full pay period of July 2024.

Section 5: Each non-Director employee, who remains employed on November 30, 2024, provided he/she has been employed by the City of Pataskala for at least three hundred sixty-five (365) days on that date, shall receive a one-time retention bonus payment in the gross amount of Six Hundred Twenty-Five Dollars and No Cents (\$625.00) by no later than the first full pay period of December 2024.

Section 6: Each non-Director employee, who remains employed on June 30, 2025, provided he/she has been employed by the City of Pataskala for at least three hundred and sixty-five (365) days on that date, shall receive a one-time retention bonus payment in the gross amount of Six Hundred Twenty-Five Dollars and No Cents (\$625.00) by no later than the first full pay period of July 2025.

Section 7: Each non-Director employee, who remains employed on November 30, 2025, provided he/she has been employed by the City of Pataskala for at least three hundred sixty-five (365) days on that date, shall receive a one-time retention bonus payment in the gross amount of Six Hundred Twenty-Five Dollars and No Cents (\$625.00) by no later than the first full pay period of December 2025.

Section 8: To be eligible for the one-time retention bonus payment(s) in Sections 4 through 7 above, the non-Director employee must have been in active pay status, an approved unpaid leave status, or under the Family and Medical Leave Act, for a least eight hours during preceding six months of the "remains employed date."

Section 9: It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution were adopted in an open meeting of Council, and that all deliberations of the Council and any of the decision-making bodies of the City of Pataskala which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements of the State of Ohio.

Section 10: This Resolution shall take effect at the earliest time allowed by the Charter of the City of Pataskala.

ATTEST:

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Jessica M. Cumbo, Acting Clerk of Council

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Michael W. Compton, Mayor

APPROVED AS TO FORM:

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Brian M. Zets, Law Director