

ORDINANCE NO. O-18-54

**AMENDING ORDINANCE NO. 5177 TO INCREASE WAGES UNDER THE
EMPLOYEE PAY PLAN FOR CALENDAR YEAR 2018 AND 2019, AND
DECLARING AN EMERGENCY**

WHEREAS, in 2009, in light of the economic downturn and in order to address budget concerns, both bargaining and non-bargaining employees of the City of Wilmington agreed to eliminate all scheduled cost-of-living increases, thereby locking the pay plan into the 2008 version.

WHEREAS, due to improving economic conditions, a 2% cost-of-living increase was established via ordinances 5161 and 5177 in 2014. (For a collective 4% Increase)

WHEREAS, due to continued economic improvement and a general appreciation for the outstanding service provided by the non-bargaining employees, the City of Wilmington desires to provide a 2% cost-of-living increase for the 2018 Calendar year, retroactive to January 1st, 2018 and a 2% cost-of-living increase for the 2019 Calendar year to all non-bargaining, full-time employees.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF WILMINGTON, STATE OF OHIO

Section 1. That Ordinance No. 5177 be, and the same hereby is, amended with respect to the Civilian pay plan therein provided, by generally increasing the hourly and annual wages paid under steps A, B, C, D, E, E+1 through E+10 therein provided in each of the various ranges, by the amount of two percent (2%), retroactively effective as of January 1st, 2018.

Section 2. All actual adjustments and corrections are set forth on Exhibit A, which is attached hereto and incorporated herein by reference.

Section 3. That retroactive to January 1st, 2018 and continuing therefrom, the pay for all non-bargaining full time employees for the City of Wilmington shall be increased by two percent (2%)

Section 4. That Ordinance No. 5177 be, and the same hereby is, further amended with respect to the Civilian pay plan therein provided, by generally increasing the hourly and annual wages paid under steps A, B, C, D, E, E+1 through E+10 therein provided in each of the various ranges, by the amount of two percent (2%), effective as of January 1st, 2019 at 12:01 AM or the first regular shift commencing thereafter.

Section 5. All actual adjustments and corrections are set forth on Exhibit B, which is attached hereto and incorporated herein by reference.

Section 6. That Commencing January 1st, 2019 at 12:01 AM, or the first shift commencing thereafter, the pay for all non-bargaining full time employees for the City of Wilmington shall be increased by two percent (2%).

Section 7. That this ordinance is hereby declared to be an emergency measure necessary to the immediate preservation of the public health, safety and welfare to assure uninterrupted service and to provide negotiated compensation at the time agreed to by the parties, and, accordingly, shall be in full force and effect immediately upon its passage.

Passed this 4th day of October, 2018

Mark McKay

President of Council

ATTEST:

Mary Stiller

Clerk of Council

Approved by me this 4th day of October, 2018.

John M. Stanforth

Mayor