

**ORDINANCE NO. O-19-48**

**AMENDING ORDINANCE NO. 5177 TO INCREASE WAGES UNDER THE  
EMPLOYEE PAY PLAN FOR CALENDAR YEARS 2020, 2021, 2022**

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) and an additional 2% cost-of-living increase was implemented for the 2018 (retroactively) calendar year and 2019 calendar year in ordinance number O-18-54 amending Ordinance No 5177.

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 to all aforementioned non-bargaining employees for the City of Wilmington for calendar years 2020, 2021, and 2022.

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%), effective as of January 1st, 2020 at 12:01 AM or the first regular shift commencing thereafter.

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 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, 2021 at 12:01 AM or the first regular shift commencing thereafter.

Section 4. All actual adjustments and corrections are set forth on Exhibit B, which is attached hereto and incorporated herein by reference.

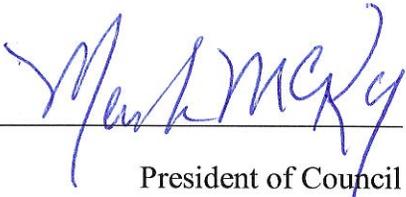
Section 3. That Ordinance No. 5177 be, and the same hereby is, further amended with respect to the Civilian pay plan therein provided, by generally increasing the hourly and annual wages paid under steps A, B, C, D, E, E+1 through E+10 therein provided in each of the various ranges, by the amount of two percent (2%), effective as of January 1st, 2022 at 12:01 AM or the first regular shift commencing thereafter.

Section 4. All actual adjustments and corrections are set forth on Exhibit C, which is attached hereto and incorporated herein by reference.

Section 5. That Commencing January 1<sup>st</sup>, 2020 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 6. That this ordinance shall be in full force and effect from and after the earliest period allowed by law.

Passed this 21st day of November, 2019.

  
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President of Council

ATTEST:

  
\_\_\_\_\_

Clerk of Council, Acting

*Brian A. Stidaker*

Approved by me this 21st day of November, 2019

  
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Mayor

	A	B	C	D	E	E+1	E+2	E+3	E+4	E+5	E+6	E+7	E+8	E+9	E+10
RANGE 1	11.81	12.40	13.02	13.67	14.35	14.42	14.49	14.57	14.65	14.72	14.79	14.86	14.93	15.01	15.09
RANGE2	12.40	13.02	13.67	14.35	15.08	15.15	15.22	15.30	15.37	15.45	15.52	15.61	15.69	15.76	15.84
RANGE3	13.02	13.67	14.35	15.08	15.82	15.90	15.98	16.07	16.15	16.23	16.31	16.39	16.47	16.55	16.64
RANGE4	13.67	14.35	15.08	15.82	16.62	16.70	16.78	16.87	16.95	17.03	17.12	17.21	17.29	17.38	17.46
RANGE 5	14.35	15.08	15.82	16.62	17.44	17.53	17.63	17.71	17.80	17.89	17.97	18.06	18.16	18.25	18.34
RANGE 6	15.08	15.82	16.62	17.44	18.32	18.41	18.50	18.59	18.69	18.78	18.88	18.97	19.06	19.16	19.26
RANGE 7	15.82	16.62	17.44	18.32	19.24	19.33	19.43	19.52	19.62	19.72	19.82	19.92	20.02	20.11	20.22
RANGE 8	16.62	17.44	18.32	19.24	20.20	20.30	20.40	20.50	20.60	20.71	20.81	20.91	21.02	21.12	21.23
RANGE 9	17.44	18.32	19.24	20.20	21.21	21.31	21.42	21.52	21.63	21.75	21.85	21.96	22.07	22.19	22.29
RANGE 10	18.32	19.24	20.20	21.21	22.27	22.38	22.49	22.60	22.72	22.83	22.94	23.06	23.17	23.29	23.41
RANGE11	19.24	20.20	21.21	22.27	23.38	23.50	23.61	23.74	23.85	23.97	24.09	24.21	24.33	24.45	24.57
RANGE12	20.20	21.21	22.27	23.38	24.55	24.67	24.80	24.92	25.04	25.17	25.30	25.42	25.55	25.67	25.81
RANGE 13	21.21	22.27	23.38	24.55	25.78	25.91	26.03	26.16	26.30	26.43	26.56	26.69	26.83	26.96	27.09
RANGE14	22.27	23.38	24.55	25.78	27.06	27.20	27.34	27.47	27.61	27.74	27.89	28.03	28.16	28.31	28.45
RANGE15	23.38	24.55	25.78	27.06	28.42	28.56	28.70	28.85	28.99	29.13	29.28	29.43	29.58	29.72	29.88
RANGE16	24.55	25.78	27.06	28.42	29.84	29.99	30.14	30.29	30.44	30.59	30.74	30.90	31.06	31.21	31.37
RANGE17	25.78	27.06	28.42	29.84	31.33	31.49	31.65	31.80	31.97	32.12	32.28	32.45	32.61	32.77	32.94
RANGE18	27.06	28.42	29.84	31.33	32.90	33.06	33.23	33.39	33.56	33.73	33.89	34.07	34.24	34.40	34.58
RANGE19	28.42	29.84	31.33	32.90	34.55	34.72	34.89	35.07	35.24	35.41	35.59	35.77	35.94	36.13	36.31
RANGE20	29.84	31.33	32.90	34.55	36.27	36.45	36.64	36.82	37.01	37.19	37.37	37.56	37.75	37.93	38.13
RANGE21	31.33	32.90	34.55	36.27	38.09	38.27	38.46	38.66	38.85	39.05	39.24	39.43	39.64	39.83	40.04
RANGE22	32.90	34.55	36.27	38.09	39.98	40.19	40.39	40.59	40.79	40.99	41.20	41.41	41.62	41.82	42.03
RANGE23	34.55	36.27	38.09	39.98	41.98	42.20	42.41	42.62	42.83	43.04	43.26	43.48	43.70	43.91	44.14
RANGE24	36.27	38.09	39.98	41.98	44.08	44.31	44.53	44.75	44.97	45.20	45.43	45.66	45.88	46.11	46.34
RANGE25	38.09	39.98	41.98	44.08	46.29	46.52	46.76	46.99	47.23	47.46	47.70	47.94	48.17	48.42	48.65
RANGE26	39.98	41.98	44.08	46.29	48.60	48.85	49.09	49.34	49.58	49.84	50.08	50.34	50.58	50.84	51.09
RANGE27	41.98	44.08	46.29	48.60	51.04	51.30	51.55	51.81	52.06	52.33	52.59	52.85	53.11	53.38	53.64
RANGE28	44.08	46.29	48.60	51.04	53.59	53.86	54.12	54.40	54.67	54.94	55.21	55.49	55.77	56.05	56.32
RANGE29	46.29	48.60	51.04	53.59	56.26	56.55	56.83	57.12	57.41	57.69	68.18	58.26	58.56	58.85	59.14
RANGE30	48.60	51.04	53.59	56.26	59.08	59.37	59.67	59.98	60.27	60.57	60.87	61.18	61.49	61.79	62.10

	A	B	C	D	E	E+1	E+2	E+3	E+4	E+5	E+6	E+7	E+8	E+9	E+10
RANGE 1	12.04	12.65	13.27	13.94	14.63	14.71	14.78	14.85	14.93	15.01	15.08	15.15	15.23	15.31	15.38
RANGE 2	12.65	13.27	13.94	14.63	15.37	15.44	15.52	15.60	15.67	15.76	15.83	15.91	16.00	16.07	16.15
RANGE 3	13.27	13.94	14.63	15.37	16.13	16.21	16.30	16.38	16.46	16.55	16.63	16.71	16.80	16.88	16.96
RANGE 4	13.94	14.63	15.37	16.13	16.94	17.02	17.11	17.20	17.28	17.37	17.45	17.54	17.63	17.72	17.80
RANGE 5	14.63	15.37	16.13	16.94	17.78	17.88	17.97	18.05	18.15	18.24	18.32	18.42	18.51	18.61	18.70
RANGE 6	15.37	16.13	16.94	17.78	18.68	18.77	18.87	18.96	19.05	19.15	19.25	19.34	19.44	19.53	19.64
RANGE 7	16.13	16.94	17.78	18.68	19.61	19.71	19.81	19.91	20.01	20.10	20.21	20.31	20.42	20.51	20.61
RANGE 8	16.94	17.78	18.68	19.61	20.59	20.70	20.80	20.90	21.01	21.11	21.22	21.32	21.43	21.54	21.64
RANGE 9	17.78	18.68	19.61	20.59	21.62	21.73	21.84	21.94	22.06	22.17	22.28	22.39	22.51	22.62	22.72
RANGE 10	18.68	19.61	20.59	21.62	22.70	22.82	22.93	23.05	23.16	23.28	23.39	23.51	23.63	23.74	23.87
RANGE 11	19.61	20.59	21.62	22.70	23.84	23.96	24.08	24.20	24.32	24.44	24.56	24.69	24.80	24.93	25.05
RANGE 12	20.59	21.62	22.70	23.84	25.03	25.16	25.28	25.41	25.53	25.67	25.79	25.92	26.05	26.18	26.31
RANGE 13	21.62	22.70	23.84	25.03	26.28	26.42	26.54	26.68	26.81	26.95	27.08	27.22	27.35	27.49	27.62
RANGE 14	22.70	23.84	25.03	26.28	27.59	27.74	27.87	28.01	28.15	28.29	28.43	28.58	28.71	28.86	29.01
RANGE 15	23.84	25.03	26.28	27.59	28.97	29.12	29.27	29.41	29.56	29.70	29.86	30.00	30.16	30.31	30.46
RANGE 16	25.03	26.28	27.59	28.97	30.42	30.58	30.73	30.89	31.03	31.19	31.35	31.50	31.67	31.82	31.98
RANGE 17	26.28	27.59	28.97	30.42	31.95	32.10	32.27	32.43	32.59	32.75	32.92	33.08	33.25	33.42	33.58
RANGE 18	27.59	28.97	30.42	31.95	33.54	33.71	33.88	34.05	34.22	34.39	34.56	34.74	34.91	35.08	35.26
RANGE 19	28.97	30.42	31.95	33.54	35.22	35.40	35.58	35.76	35.93	36.11	36.29	36.47	36.65	36.84	37.02
RANGE 20	30.42	31.95	33.54	35.22	36.98	37.17	37.36	37.54	37.73	37.92	38.11	38.29	38.49	38.68	38.88
RANGE 21	31.95	33.54	35.22	36.98	38.83	39.02	39.22	39.42	39.61	39.81	40.01	40.21	40.41	40.61	40.82
RANGE 22	33.54	35.22	36.98	38.83	40.77	40.98	41.18	41.38	41.59	41.80	42.01	42.22	42.43	42.64	42.86
RANGE 23	35.22	36.98	38.83	40.77	42.81	43.02	43.24	43.45	43.67	43.89	44.11	44.34	44.55	44.77	45.00
RANGE 24	36.98	38.83	40.77	42.81	44.95	45.18	45.41	45.62	45.85	46.08	46.32	46.55	46.78	47.02	47.25
RANGE 25	38.83	40.77	42.81	44.95	47.20	47.43	47.67	47.91	48.15	48.39	48.63	48.88	49.12	49.37	49.61
RANGE 26	40.77	42.81	44.95	47.20	49.56	49.81	50.06	50.30	50.55	50.81	51.06	51.32	51.57	51.83	52.09
RANGE 27	42.81	44.95	47.20	49.56	52.04	52.30	52.56	52.82	53.08	53.35	53.62	53.88	54.15	54.42	54.69
RANGE 28	44.95	47.20	49.56	52.04	54.64	54.91	55.18	55.46	55.74	56.01	56.30	56.58	56.87	57.15	57.43
RANGE 29	47.20	49.56	52.04	54.64	57.37	57.66	57.95	58.24	58.53	58.82	69.51	59.40	59.71	60.01	60.30
RANGE 30	49.56	52.04	54.64	57.37	60.24	60.54	60.84	61.15	61.45	61.76	62.07	62.38	62.69	63.00	63.32

Z022

	A	B	C	D	E	E+1	E+2	E+3	E+4	E+5	E+6	E+7	E+8	E+9	E+10
RANGE 1	12.27	12.89	13.53	14.20	14.91	14.99	15.06	15.14	15.22	15.30	15.37	15.44	15.52	15.60	15.68
RANGE 2	12.89	13.53	14.20	14.91	15.67	15.74	15.82	15.90	15.97	16.06	16.13	16.22	16.30	16.38	16.46
RANGE 3	13.53	14.20	14.91	15.67	16.44	16.53	16.61	16.70	16.78	16.86	16.95	17.03	17.12	17.20	17.29
RANGE 4	14.20	14.91	15.67	16.44	17.27	17.35	17.44	17.53	17.62	17.70	17.79	17.88	17.97	18.06	18.15
RANGE 5	14.91	15.67	16.44	17.27	18.13	18.22	18.32	18.40	18.50	18.59	18.68	18.77	18.87	18.96	19.06
RANGE 6	15.67	16.44	17.27	18.13	19.04	19.13	19.23	19.32	19.42	19.51	19.62	19.72	19.81	19.91	20.01
RANGE 7	16.44	17.27	18.13	19.04	19.99	20.09	20.19	20.29	20.39	20.49	20.60	20.70	20.81	20.90	21.01
RANGE 8	17.27	18.13	19.04	19.99	20.99	21.09	21.20	21.31	21.41	21.52	21.62	21.73	21.85	21.95	22.06
RANGE 9	18.13	19.04	19.99	20.99	22.04	22.14	22.26	22.37	22.48	22.60	22.71	22.82	22.94	23.06	23.16
RANGE 10	19.04	19.99	20.99	22.04	23.14	23.26	23.37	23.49	23.61	23.72	23.84	23.97	24.08	24.20	24.33
RANGE11	19.99	20.99	22.04	23.14	24.30	24.42	24.54	24.67	24.78	24.91	25.04	25.16	25.28	25.41	25.54
RANGE12	20.99	22.04	23.14	24.30	25.51	25.64	25.77	25.90	26.02	26.16	26.29	26.42	26.55	26.68	26.82
RANGE 13	22.04	23.14	24.30	25.51	26.79	26.92	27.05	27.19	27.33	27.46	27.60	27.74	27.88	28.02	28.15
RANGE14	23.14	24.30	25.51	26.79	28.12	28.27	28.41	28.55	28.69	28.83	28.98	29.13	29.27	29.42	29.56
RANGE15	24.30	25.51	26.79	28.12	29.53	29.68	29.83	29.98	30.13	30.27	30.43	30.58	30.74	30.89	31.05
RANGE16	25.51	26.79	28.12	29.53	31.01	31.16	31.32	31.48	31.63	31.79	31.95	32.11	32.28	32.44	32.60
RANGE17	26.79	28.12	29.53	31.01	32.56	32.72	32.89	33.05	33.22	33.38	33.55	33.72	33.89	34.06	34.23
RANGE18	28.12	29.53	31.01	32.56	34.19	34.35	34.53	34.70	34.87	35.05	35.22	35.40	35.58	35.75	35.93
RANGE19	29.53	31.01	32.56	34.19	35.90	36.08	36.26	36.44	36.62	36.80	36.98	37.17	37.35	37.55	37.74
RANGE20	31.01	32.56	34.19	35.90	37.69	37.88	38.08	38.27	38.46	38.65	38.84	39.03	39.23	39.42	39.62
RANGE 21	32.56	34.19	35.90	37.69	39.58	39.77	39.97	40.17	40.38	40.58	40.78	40.98	41.19	41.39	41.61
RANGE 22	34.19	35.90	37.69	39.58	41.55	41.76	41.98	42.18	42.39	42.60	42.81	43.04	43.25	43.46	43.68
RANGE23	35.90	37.69	39.58	41.55	43.63	43.85	44.07	44.29	44.51	44.73	44.95	45.19	45.41	45.63	45.87
RANGE 24	37.69	39.58	41.55	43.63	45.81	46.05	46.28	46.50	46.74	46.97	47.21	47.45	47.68	47.92	48.16
RANGE 25	39.58	41.55	43.63	45.81	48.10	48.35	48.59	48.83	49.08	49.32	49.57	49.82	50.06	50.32	50.56
RANGE 26	41.55	43.63	45.81	48.10	50.51	50.76	51.02	51.27	51.53	51.79	52.05	52.31	52.57	52.83	53.10
RANGE 27	43.63	45.81	48.10	50.51	53.04	53.31	53.57	53.84	54.10	54.38	54.65	54.92	55.19	55.47	55.75
RANGE 28	45.81	48.10	50.51	53.04	55.69	55.97	56.24	56.53	56.82	57.09	57.38	57.66	57.96	58.25	58.53
RANGE 29	48.10	50.51	53.04	55.69	58.47	58.77	59.06	59.36	59.66	59.95	70.85	60.55	60.85	61.16	61.46
RANGE30	50.51	53.04	55.69	58.47	61.40	61.70	62.01	62.33	62.64	62.94	63.26	63.58	63.90	64.21	64.53