

	Yes	No	
Emergency	6	0	Effective: February 4, 2019
First Reading			
Second Reading			
Third Reading			
Suspension			

**RESOLUTION 2019-4**

**A RESOLUTION TO AMEND THE COMPENSATION PLAN;  
AND DECLARING AN EMERGENCY**

WHEREAS, pursuant to Resolution 2016-16, Council adopted a Compensation Plan for City employees; and

WHEREAS, as envisioned by the Compensation Plan, it is necessary to periodically review certain aspects of the Compensation Plan to ensure that the compensation provided to the City's non-union workers is competitive and appropriate; and

WHEREAS, the City retained the firm of Clemens and Nelson to perform a wage survey of comparable cities and villages, and Clemens & Nelson has provided the results of that survey to the City; and

WHEREAS, based on the results of the survey, City Council desires to adjust the wage scale by 11% to ensure that the wages being paid to its non-union employees are competitive and appropriate;

WHEREAS, attached to this Resolution is a copy of the revised Wage Scale; and

WHEREAS, the wage classification of a firefighter/EMT is currently 10; and

WHEREAS, City Council, as a result of certain changes to the firefighter/EMT's job duties, and based on application of the point factor analysis in the Compensation Plan, Council desires to revise the Wage Classification of a fire fighter/EMT from a 10 to 13; and

WHEREAS, this Resolution should be declared an emergency measure necessary for the immediate preservation of the health, safety, and public welfare of the City, and because the City's Compensation Plan should be adjusted immediately to ensure that the City's wages paid to non-union employees are competitive and appropriate;

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Wauseon  
as follows:

Section 1.

That the minimum, midpoint, and maximum pay rates of the City's Compensation Plan's Wage Scale shall be adjusted upward by 11% as set forth on the attached revised Wage Scale.

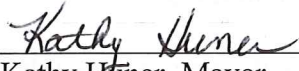
Section 2.


That the wage classification for a firefighter be changed from a 10 to a 13.

Section 3.

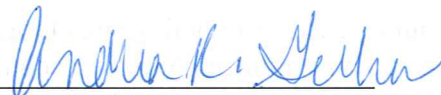
That this Resolution be, and hereby is, declared to be an emergency measure, necessary for the immediate preservation of health, safety, and public welfare of the citizens of the City of Wauseon, and shall be in full force and effect from and immediately after its passage.

Passed: February 4, 2019

  
\_\_\_\_\_  
Kathy Hiner, Mayor

  
\_\_\_\_\_  
Jeff Stiriz, President of Council

Attest:

  
\_\_\_\_\_  
Andrea Gerken  
Clerk of Council

Approved as to Form:

  
\_\_\_\_\_  
Thomas A. McWatters III  
City Law Director