



**RESOLUTION P2014-02**

**Resolution Establishing Merit Raise Fund and  
Adjustment to 2015 Pay Ranges**

WHEREAS, pursuant to Resolution P2012-02 (“merit resolution”) the Board of Trustees created a merit pay system to adjust on a competitive basis compensation for Symmes Township employees; and

WHEREAS, under the merit resolution the Board each year may establish a merit Raise Fund based upon a percentage of total payroll; and

WHEREAS, under the merit resolution the Board each year may adjust pay classification ranges looking to established indices such as the Consumer Price Index; and

WHEREAS, under the merit resolution the Board at least every second year will examine the adopted job classification pay ranges and adjust starting and ending values if necessary to remain competitive in the market place; and

WHEREAS, the Board has determined to proceed with merit raises for employees for 2014 performance and adjustment to pay classification ranges effective for 2015.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Symmes Township, Hamilton County, Ohio:

Section 1. A Raise Fund is established as shown in Exhibit “A” attached and incorporated herein, which shall be distributed, subject to future resolution, to employees in the form of a merit raise in accordance with the merit resolution.

Section 2. A new pay classification range applicable for the year 2015 is established as shown in Exhibit “B” attached and incorporated herein.

Section 3. Upon majority vote does hereby dispense with the requirement that this Resolution be read on two separate days and hereby authorizes the adoption of this Resolution upon its first reading.

Section 4. This Resolution shall take effect and be enforced from and after the earliest period allowed by law.

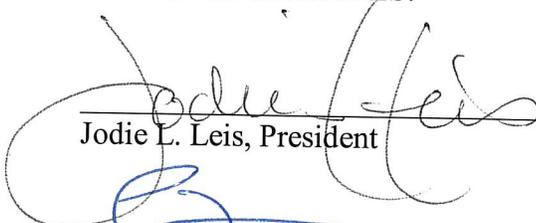
Section 5. Finds and determines that all formal actions of this Board concerning

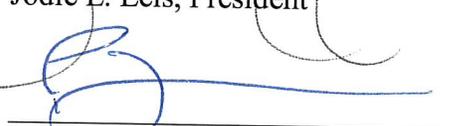
and relating to the passage of this resolution were taken in open meetings of this Board, and that all deliberations of this Board and any of its committee that resulted in such formal actions were taken in meetings open to the public, in compliance with all legal requirements, including (without limitation) Ohio Revised Code §121.22, except as otherwise permitted thereby.

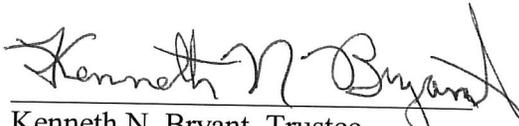
ADOPTED NOVEMBER 4, 2014

Vote Record: Mr. Bryant Aye Mrs. Leis Aye Mr. Beck Aye

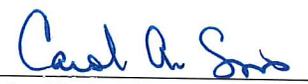
BOARD OF TRUSTEES:

  
\_\_\_\_\_  
Jodie L. Leis, President

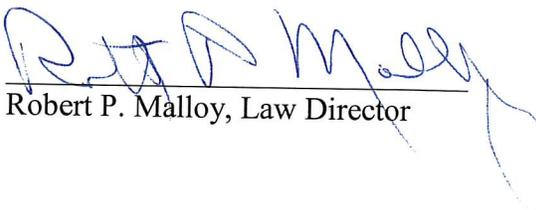
  
\_\_\_\_\_  
Philip J. Beck, Vice-President

  
\_\_\_\_\_  
Kenneth N. Bryant, Trustee

ATTEST:

  
\_\_\_\_\_  
Carol A. Sims, Fiscal Officer

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Robert P. Malloy, Law Director