

CITY OF FRANKLIN, OHIO  
RESOLUTION 2023-19

**AMENDING RESOLUTION 2022-82 AND ESTABLISHING THE ORGANIZATIONAL LISTINGS AND PAY RATES FOR CITY OF FRANKLIN OFFICIALS AND EMPLOYEES FOR THE YEAR 2023**

WHEREAS, section 3.03 of the City of Franklin Charter grants this Council the power to fix the number of employees in the various offices, departments, divisions, bureaus, boards and commissions of the City and to fix the rate of their compensation;

WHEREAS, Section 1901.33 of the Ohio Revised code provides that the judge of a municipal court may appoint one or more interpreters, one or more mental health professionals, one or more probation officers, an assignment commissioner, deputy assignment commissioners, and other court aides on a full-time, part-time, hourly, or other basis. Each appointee shall receive the compensation out of the city treasury that the legislative authority prescribes in either biweekly installments or semimonthly installments, as determined by the payroll administrator and the judge may appoint one or more typists, stenographers, statistical clerks, and official court reporters, each of whom shall be paid the compensation out of the city treasury that the legislative authority prescribes; and

WHEREAS, Resolution 2022-82 established pay rates for City of Franklin Officials and Employees for the year 2023 and now needs amended to bring the Recreation and Events Team Member Step 1 to the new Ohio Minimum Way, include the Water & Sewer Lead, and increase pay rates in the Division of Fire & EMS;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Franklin, Ohio, a majority of members present concurring, that:

Section 1. The compensation hereafter provided in Exhibit A shall apply to the listed positions for and during the year 2023.

Section 2. It is hereby found that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council, and that all deliberations of this Council that resulted in this formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code, and the Rules of Council.

Section 3. This Resolution shall become effective immediately upon its passage.

ADOPTED: March 20, 2023

ATTEST: Khristi Dunn  
Khristi Dunn, Clerk of Council

APPROVED: Brent Centers  
Brent Centers, Mayor

CERTIFICATE

I, the undersigned Clerk of Council for the Franklin City Council, do hereby certify that the foregoing is a true and correct copy of a resolution passed by that body on March 20, 2023.

Khristi Dunn  
Khristi Dunn, Clerk of Council

**Resolution 2023-19**

**Exhibit A**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
<b>Council</b>										
Mayor	\$8,500									
Council Member	\$8,000									
Clerk of Council	\$68,896	\$70,964	\$73,093	\$75,285	\$77,543	\$79,870	\$84,110	\$84,734		
Acting Clerk	\$100 (per meeting)									
<b>Administration</b>										
City Manager	\$135,000 (per employment contract)									
Assistant City Manager	91,265	94,003	\$96,823	99,727	102,719	105,801	108,975	112,245		
Admin. Asst. to City Manager	\$62,837	\$64,093	\$65,376	\$66,683	\$68,017	\$69,377	\$70,765	\$72,181		
Secretary to City Manager	\$38,126	\$38,889	\$39,666	\$40,460	\$41,269	\$42,094	\$42,936	\$43,795		
Secretary to City Manager, P/T (per hour)	\$18.03	\$18.99	\$19.97	\$22.05	\$22.71					
Human Resources Specialist	\$54,247	\$55,821	\$57,441	\$59,111	\$60,830	\$62,601	\$64,425	\$66,303		
Seasonal Intern (per hour)	Educational Credit	\$12.00	\$13.00	\$14.00	\$15.00					
<b>Finance Department</b>										
Finance Director	\$92,250	\$95,018	97,868	100,805	103,828	106,943	110,152	113,456		
Finance Clerk P/T (per hour)	\$16.67	\$17.55	\$18.45	\$19.00						
<b>Finance Division</b>										
Payroll Clerk† (per hour)		\$21.41	\$22.73	\$23.96						
Accounts Payable Clerk† (per hour)		\$21.41	\$22.73	\$23.96						
<b>Income Tax Division</b>										
Income Tax Administrator	\$56,131	\$57,814	\$59,027	\$60,238	\$61,450	\$62,783	\$64,116	\$65,448	\$66,749	
Income Tax Clerk*† (per hour)		\$21.41	\$22.73	\$23.96						
Income Tax Clerk, part-time (per hour)	\$18.04	\$18.99	\$19.97	\$22.05						
Income Tax Clerk, seasonal (per hour)	\$16.67	\$17.17	\$17.68	\$18.21						
<b>Utility Billing Division</b>										
Utility Billing Administrator	\$56,131	\$57,814	\$59,027	\$60,238	\$61,450	\$62,783	\$64,116	\$65,448	\$66,749	
Utility Clerk*† (per hour)		\$21.41	\$22.73	\$23.96						
Utility Clerk, part-time (per hour)	\$18.04	\$18.99	\$19.97	\$22.05						
<b>Law Department</b>										
Law Director		(per employment contract)								
Prosecutor, part-time	\$77,500	(per employment contract)								

**Resolution 2023-19**

**Exhibit A**

Step 1                      Step 2                      Step 3                      Step 4                      Step 5                      Step 6                      Step 7                      Step 8                      Step 9

**Public Works Department**

Public Works Director	\$100,000	\$103,000	\$106,090	\$109,273	\$112,551				
Assistant Public Works Director	\$95,000	\$97,850	\$100,786	\$103,809	\$106,923				
Administrative Assistant to Public Works	\$44,762	\$46,105	\$47,488	\$48,913	\$50,380				
Custodian*† (per hour)		\$17.51	\$18.54	\$19.60					
Seasonal Labor (per hour)	\$15.38								

**Parks Division**

Parks Superintendent	(filled by Public Works Director)								
Lead Park Worker*† (per hour)	\$25.04	\$26.61	\$27.91	\$29.24					
Park Worker*† (per hour)	\$24.19	\$25.74	\$27.04	\$28.33					
Recreation and Events Coordinator (per hour)	\$18.45	\$18.96	\$19.48						
Pool Manager				\$10,000					
Assistant Pool Manager (per hour)	\$14.35	\$14.86	\$15.38	\$15.89					
Head Lifeguard (per hour)	\$12.30	\$12.81	\$13.33	\$13.84					
Lifeguards (per hour)	\$11.28	\$11.79	\$12.30	\$12.81					
(additional hourly rate for pool parties)	\$0.50								
Recreation and Event Team Member(per hour)	<del>\$10.10</del> \$9.74	\$10.25	\$10.76	\$11.28					
(additional hourly rate for opening/closing)	\$0.50								

**Stormwater Division**

Stormwater Superintendent	(filled by Public Works Director)								
Utility Person I*† (per hour)		\$25.36	\$26.93	\$28.33					
Utility Person II*† (per hour)		\$28.62	\$29.39	\$29.93					
Utility Person III*† (per hour)		\$30.07	\$30.89	\$31.46					

**Street Division**

Street Superintendent		\$71,824	\$75,600	\$79,563					
Utility Person I*† (per hour)		\$25.36	\$26.93	\$28.33					
Utility Person II*† (per hour)		\$28.62	\$29.39	\$29.93					
Utility Person III*† (per hour)		\$30.07	\$30.89	\$31.46					

**Water Division & Sewer Division**

Water & Sewer Lead		<del>\$33.96</del> \$0	<del>\$0</del>	<del>\$0</del>					
Utility Person I*† (per hour)		\$25.36	\$26.93	\$28.33					
Utility Person II*† (per hour)		\$28.62	\$29.39	\$29.93					
Utility Person III*† (per hour)		\$30.07	\$30.89	\$31.46					

**Water Treatment Division**

Water Treatment Superintendent		\$71,824	\$75,600	\$79,563					
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**Resolution 2023-19**

**Exhibit A**

Step 1                      Step 2                      Step 3                      Step 4                      Step 5                      Step 6                      Step 7                      Step 8                      Step 9

<b>Safety Department</b>		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Safety Director	(filled by City Manager)									
Administrative Assistant to Safety Dept.		\$18.03	\$18.99	\$19.97	\$22.05	\$22.71				
<b>Building &amp; Zoning Division</b>										
City Engineer		\$97,054	\$99,966	\$102,965	\$106,054	\$109,235				
Zoning Official* (per hour)	(filled by City Engineer & Fire Lieutenant)									
Code Official**† (per hour)		\$30.45	32.35	33.89						
Property Maintenance	(per employment contract)									
<b>Fire &amp; EMS Division</b>										
Chief		\$96,416	\$99,308	\$101,625	\$103,848	\$106,923	\$109,998	\$113,073		
Division Secretary (per hour)		\$21.53	\$21.77	\$22.02	\$22.26	\$22.55	\$22.80	\$23.04	\$23.29	\$23.54
Captain**† (per hour)		<del>\$30.89</del> <del>\$26.08</del>	<del>\$32.21</del> <del>\$26.89</del>	<del>\$27.72</del>	<del>\$28.21</del>					
Lieutenant**† (per hour)		<del>\$27.44</del> <del>\$22.05</del>	<del>\$29.68</del> <del>\$22.74</del>	<del>\$23.44</del>	<del>\$24.16</del>	<del>\$24.91</del>	<del>\$25.68</del>			
Firefighter-Paramedic**† (per hour)		<del>\$24.57</del> <del>\$19.38</del>	<del>\$24.89</del> <del>\$19.68</del>	<del>\$25.19</del> <del>\$19.97</del>	<del>\$25.52</del> <del>\$20.27</del>	<del>\$20.57</del>	<del>\$20.89</del>	<del>\$21.19</del>	<del>\$21.52</del>	
Firefighter-Paramedic Retention Bonus^ (per hour worked)		\$1.00	\$1.00	\$1.00	\$1.00					
Firefighter-EMT**† (per hour)		<del>\$21.03</del> <del>\$17.24</del>	<del>\$21.30</del> <del>\$17.50</del>	<del>\$21.58</del> <del>\$17.77</del>	<del>\$21.86</del> <del>\$18.03</del>	<del>\$22.14</del> <del>\$18.30</del>	<del>\$18.58</del>	<del>\$18.86</del>	<del>\$19.14</del>	
Volunteers: (per hour)										
Firefighter		\$14.35	\$14.60	\$14.83	\$15.09	\$15.33	\$15.60	\$15.86	\$16.12	\$16.40
EMT		\$14.71	\$14.96	\$15.20	\$15.47	\$15.72	\$15.99	\$16.25	\$16.53	\$16.81
Paramedic		\$15.38	\$15.62	\$15.87	\$16.11	\$16.37	\$16.63	\$16.88	\$17.15	\$17.43
Firefighter/Paramedic		\$18.96	\$19.40	\$19.84	\$20.31	\$20.78	\$21.26	\$21.75	\$22.26	\$22.78
Firefighter/EMT		\$16.40	\$16.65	\$16.89	\$17.14	\$17.39	\$17.65	\$17.91	\$18.17	\$18.45
Second Lieutenant	(additional stipend per hour)				\$0.50	\$0.75	\$1.00	\$1.25	\$1.50	\$1.75
Fire Inspector (per hour)		\$14.69	\$15.13	\$15.57	\$16.04	\$16.53	\$17.02	\$17.54	\$18.05	\$18.59
<b>Police Division</b>										
Chief		\$98,148	\$101,185	\$104,313	\$107,482	\$110,557	\$113,632	\$116,707		
Lieutenant† (d) (per hour) PROBATION		\$37.12								
Lieutenant† (d) (per hour)		\$39.08	\$44.40							
Lieutenant**† (e) (per hour)		\$40.65	\$41.84	\$44.40						
Sergeant**† (d) (per hour) PROBATION		\$34.31								
Sergeant**† (d) (per hour)		\$36.12	\$39.47							
Sergeant**† (e) (per hour)		\$36.14	\$37.19	\$39.47						
Patrol Officer**† (b) (per hour) PROBATION		\$24.45								
Patrol Officer**† (b) (per hour)		\$25.91	\$27.46	\$29.05	\$30.56	\$35.09				

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Step 1                      Step 2                      Step 3                      Step 4                      Step 5                      Step 6                      Step 7                      Step 8                      Step 9

**Safety Department contd**

Police Division contd

Patrol Officer**† <sup>(c)</sup> (per hour) <b>PROBATION</b>	\$25.81								
Patrol Officer**† <sup>(c)</sup> (per hour)	\$27.11	\$28.46	\$29.88	\$31.38	\$32.94	\$35.09			
School Resource Officer (per hour)	\$23.27	\$24.43	\$25.65	\$26.94	\$28.28	\$29.70			
Dispatcher**† <sup>(b)</sup> (per hour) <b>PROBATION</b>	\$22.57								
Dispatcher**† <sup>(b)</sup> (per hour)	\$23.71	\$24.91	\$28.56						
Dispatcher**† <sup>(c)</sup> (per hour) <b>PROBATION</b>	\$24.25								
Dispatcher**† <sup>(c)</sup> (per hour)	\$25.22	\$26.23	\$27.28	\$28.56					
Reserve Officer (per hour)	\$13.17	\$13.56	\$13.97						
Reserve Dispatcher (per hour)	\$13.17								
Property Room & Evidence Manager (per hour)	\$20.50	\$21.01							

**Municipal Court**

Judge <sup>(a)</sup>	\$22,200								
Magistrate	\$94,282	\$97,111	\$100,024	\$103,025	\$106,115				
Chief Bailiff <sup>(a)</sup>				\$29,963					
Deputy Bailiff (filled by Probation Officer)									
Security Officer (per hour)	\$20.57								
Clerk of Courts <sup>(a)</sup>	\$37,552	\$38,302	\$39,068	\$39,849	\$40,646	\$41,459	\$41,257		
Court Administrator (addtl stipend per hour)	3.08	3.59	4.10	4.61	5.13				
Chief Deputy Clerk (per hour)	25.75	26.26	26.63	27.33	27.87	28.42			
Deputy Clerk (per hour)	20.02	21.07	22.19	23.81	24.52				
Deputy Clerk P/T (per hour)	15.38								
Chief Probation Officer	\$62,588	\$63,840	\$65,117	\$66,420	\$67,748	\$69,103	\$70,485		
Probation Officer II (per hour)	25.45	25.95	26.48	27.01	27.55	28.11	28.66		
Probation Officer I (per hour)	21.95	22.39	22.83	23.29	23.75	24.22	24.71		

**Boards & Commissions**

Civil Service Secretary	\$125.00 (per month; max. \$1500 per yr) \$65.00 (per test, per 15 applicants) \$5.00 (per addtl applicant)								
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All wages are shown as annual salaries, unless otherwise noted.                      \*Indicates Union Position                      †Indicates Civil Service Position  
<sup>(a)</sup> Figure represents 3/5ths of total comp.; remaining portion paid directly to employee by Warren County Auditor's Office, as required by the ORC.  
<sup>(b)</sup> Hired on or before January 1, 2018                      <sup>(c)</sup> Hired after January 1, 2018                      <sup>(d)</sup> Promoted on or before January 1, 2018                      <sup>(e)</sup> Promoted after January 1, 2018

**^Effective April 1, 2023, and for the continued duration of the CBA, each bargaining unit employee having Firefighter Paramedic certification and assigned to that classification is eligible to receive retention bonuses on a quarterly basis consisting of \$1.00 an hour for each hour worked as a certified Firefighter Paramedic in the applicable three month period. The first quarter of eligibility begins April 1 and ends June 30, 2023. To qualify for the bonus, the Firefighter Paramedic must be employed by the City at the end of the applicable quarter and also on the date the bonus is paid. The bonus shall be paid in the first pay following the quarter in which the bonus was earned. A maximum of four quarterly retention bonuses may be earned in any twelve-month period. There shall be no retroactive application of this retention bonus.**