

City of Trenton
REGULAR COUNCIL MEETING MINUTES
January 18th, 2024 - 7:30 p.m.

City of Trenton
11 E State St | Trenton OH 45067
513.988.6304 | www.trentonoh.gov

Calvin Woodrey
Vice Mayor

Floyd Croucher
Council Member

Jennie Combs
Council Member

Ryan Perry
Mayor

Dale Perry
Council Member

Raymond Nichols
Council Member

Sharon Montgomery
Council Member

CALL TO ORDER

PRAYER

1. Keith Risner

ROLL CALL

Present: Perry, Woodrey, Croucher, Montgomery, Nichols, Combs, Perry (7)
Absent: (0)

PRESENTATIONS

1. Diane Herbel, Trenton Community Improvement Corporation (CIC) Swearing In Ceremony
2. Kasey Bishop, Planning Commission Swearing In Ceremony
3. Christina Lucas, Parks and Recreation Swearing In Ceremony
4. Joe Bushelman, Police Officer Swearing In Ceremony
 - 1) Joe Bushelman, was a US Army veteran, deployed to Iraq for desert storm, Mr. Bushelman was a member of the West-Chester Police Department where he retired. Joe was instrumental in their E-ticket program, member of their accident reconstruction team, drone pilot, field training officer, evidence technician and holds many other specializations and certifications.
5. "Wage and Compensation Study Recommendations" From Amanada Riess at Clemans, Nelson and Associates, INC.
 - 1) Amanda Riess from Clemans, Nelson and Associates, presented the City of Trenton Wage and Compensation Study Recommendations. **(See Attached Below)**

APPROVAL OF MINUTES

1. Minutes of the January 4th, 2024, Council Work Session.
2. Minutes of the January 4th, 2024, Regular Council Meeting.
Motion –To approve the minutes of the January 4th, 2024, Council Work Session, and Regular Council meeting.

(Roll Call Vote) 1st Vice Mayor- Woodrey 2nd Ms. Montgomery

YAYS: Woodrey, Perry, Croucher, Montgomery, Nichols, Combs, Perry (7)
NAYS: (0)
ABSTAIN: (0)
ABSENT: (0)

CORRESPONDENCE

1. December Financial Snapshot
 - 1) Finance Director, Mr. Mesisklis presented the December Financial Snapshot. Mr. Mesisklis noted that some expenses are still being made out of 2023, if you have a budget, you can make a purchase order and you intend on completing that project in a certain calendar year, the expenses can continue on. Mr. Mesisklis added with supplemental appropriations those were squared up. The Budget did not come into an operational posture.

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AUDIENCE OF PUBLIC

1. None.

UNFINISHED BUSINESS

Motion - That the Items 1 and 2 under unfinished business be read by title only

(Roll Call Vote) 1st Vice Mayor-Woodrey 2nd Mr. Perry

YAYS: Woodrey, Croucher, Montgomery, Perry, Nichols, Combs, Perry (7)

NAYS: (0)

ABSTAIN: (0)

ABSENT: (0)

1. AN ORDINANCE AMENDING SECTION 660.05, DUTY TO KEEP SIDEWALKS IN REPAIR AND CLEAN OF THE CODE OF ORDINANCES OF THE CITY OF TRENTON AND DECLARING AN EMERGENCY. (Second Reading)

Motion - That the Ordinance be approved.

(Roll Call Vote) 1st Vice Mayor-Woodrey 2nd Mr. Perry

YAYS: Woodrey, Perry, Croucher, Montgomery, Nichols, Combs, Perry (7)

NAYS: (0)

ABSTAIN: (0)

ABSENT: (0)

2. AN ORDINANCE RESTRICTING FUND 202- MUNICIPAL MOTOR VEHICLE LICENSE FUND. (Second Reading)

- 1) Mayor Perry added a Verbal motion to amend the Ordinance.

Motion - That the Ordinance be amended.

(Roll Call Vote) 1st Vice Mayor-Woodrey 2nd Ms. Montgomery

YAYS: Perry, Woodrey, Croucher, Montgomery, Nichols, Combs, Perry (7)

NAYS: (0)

ABSTAIN: (0)

ABSENT: (0)

Motion - That the Ordinance be adopted.

(Roll Call Vote) 1st Vice Mayor-Woodrey 2nd Ms. Montgomery

YAYS: Perry, Woodrey, Croucher, Montgomery, Nichols, Combs, Perry (7)

NAYS: (0)

ABSTAIN: (0)

ABSENT: (0)

PUBLIC HEARINGS

1. None

NEW BUSINESS

1. A MOTION TO APPOINT KASEY BISHOP TO THE PLANNING COMMISSION FROM JANUARY 18, 2024, THROUGH DECEMBER 31, 2027.

Motion – Motion to appoint.

(Roll Call Vote) 1st Vice Mayor- Woodrey 2nd Ms. Montgomery

YAYS: Perry, Woodrey, Croucher, Montgomery, Nichols, Combs, Perry (7)

NAYS: (0)

ABSTAIN: (0)

ABSENT: (0)

2. A MOTION TO APPROVE THE APPOINTMENT OF CHRISTINA LUCAS TO THE PARKS AND RECREATION BOARD TO FILL THE VACANCY ON THE BOARD.

Motion – That the motion be authorized.

(Roll Call Vote) 1st Mayor Perry 2nd Mr. Croucher

YAYS: Perry, Woodrey, Croucher, Montgomery, Nichols, Combs, Perry (7)

NAYS: (0)

ABSTAIN: (0)

ABSENT: (0)

3. A MOTION, AUTHORIZING THE CITY MANAGER TO PURCHASE A 2024 DODGE RAM 1500 QUAD CAB PICK UP TRUCK FROM CRONIN CRYSLER-DODGE-JEEP RAM INC. AT A TOTAL COST OF FOURTY THREE THOUSAND SIX HUNDRED THIRTY-TWO DOLLARS AND ZERO CENTS. (43,632.00). AND FURTHER AUTHORIZING THE CITY MANAGER TO SIGN ALL REQUIRED DOCUMENTS RELATED THEREOF.

Motion - That the motion be authorized.

(Roll Call Vote) 1st Vice-Mayor Woodrey 2nd Ms. Montgomery

YAYS: Perry, Woodrey, Croucher, Montgomery, Nichols, Combs, Perry (7)

NAYS: (0)

ABSTAIN: (0)

ABSENT: (0)

- 1) Vice Mayor Woodrey added a Motion to set a public hearing for March 7th, 2024, Regarding 1252.14

4. A MOTION TO SET A PUBLIC HEARING DATE FOR MARCH 7th, 2024. Regarding SECTION 1252.14

Motion - That the motion be authorized.

(Roll Call Vote) 1st Vice-Mayor Woodrey 2nd Ms. Montgomery

YAYS: Perry, Woodrey, Croucher, Montgomery, Nichols, Combs, Perry (7)

NAYS: (0)

ABSTAIN: (0)

ABSENT: (0)

City of Trenton
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LEGISLATION

1. None

REPORTS

1. Finance Director, Matthew Mesisklis
 - a. Congratulated, Mr. Bushelman for being sworn in as the newest member of the Trenton Police Department. Mr. Mesisklis noted that next week there will be another swearing in for the new accounts payable specialist role in the finance department.

AUDIENCE OF COUNCIL

Mr. Croucher- Thanked Diane, Kasey and Christina for stepping up and serving on the different boards and commissions. Mr. Croucher then added to be safe while driving and to give the public works crew space while they are paving the streets.

Mr. Perry- Welcomed the new board members and wished everyone to be safe while driving.

Ms. Montgomery- Ms. Montgomery is proud to be a resident of Trenton. Ms. Montgomery noted that today, the company that she works for secured the Trenton Community Park. Ms. Montgomery added that on May 4th, her company is going to have a celebration of life and will be open to everyone in Trenton and her company. The celebration of life will be a butterfly release there will be food provided in one of three shelters. Ms. Montgomery requested members of City Council to come. Ms. Montgomery was very proud to see the pictures and beauty of Trenton Community Park. Ms. Montgomery concluded by being very appreciative of many people stepping up and serving the community. Ms. Montgomery was very grateful and thankful to see everyone involved in the City. Ms. Montgomery thanked Pastor Keith Risner for doing the opening prayer and thanked everyone for allowing her to serve on City Council.

Ms. Combs- Welcomed Officer Bushelman to the City of Trenton, and thanked new members that are going to volunteer on the boards and commissions, Ms. Combs appreciates those who give their time to volunteer and serve the City. Ms. Combs then thanked public works for paving the street.

Mr. Nichols- Welcomed Officer Bushelman and new board members.

Vice-Mayor Woodrey- Welcomed Officer Bushelman to the City of Trenton, and wished him a long and successful career. Vice-Mayor Woodrey then thanked. Ms. Herbel, Ms. Lucas and Mr. Bishop for stepping forward and volunteering on the boards. Vice-Mayor Woodrey then asked Mr. Leichman to keep his guys at public works safe, Vice-Mayor Woodrey thanked everyone at public works for keeping the streets clean.

Mayor-Perry. Wished everyone to safe during the snowfall and be careful around one another. Mayor Perry welcomed, Diane, Kasey and Christina and thanked them for taking their time to serve. Mayor Perry concluded by welcoming Officer Bushelman to the City and wished him a long and successful career.

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ADJOURNMENT

Motion - That the meeting be adjourned.

(Roll Call Vote) 1st____Vice Mayor-Woodrey____ 2nd____Ms. Montgomery____ Time: 8:19 PM

YAYS: Perry, Woodrey, Croucher, Montgomery, Nichols, Harris, Combs, Perry (7)
NAYS: (0)
ABSTAIN: (0)
ABSENT: (0)

City of Trenton

Compensation & Classification Plan



CONSULTANTS TO MANAGEMENT

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METHODOLOGY

External Equity

Obtaining & Reviewing Market Data

Internal Equity

Point Factoring

Point Factor Analysis

Education (15%)

Experience (13%)

Supervision Exercised (13%)

Communications (13%)

Responsibility for Assets/Consequences of Errors (11%)

Independence of Work/Discretion (10%)

Responsibility for Policies and Procedures (10%)

Work Environment (3.5%)

Health and Safety (3.5%)

Responsibility for Accurate Records/Reports (8%)

Wage Scale for Fulltime Non-Bargaining Unit Employees

Proposed Pay Grade Assignments

Fulltime Employees

Title	Proposed Pay Grade	Proposed Pay Plan Min / Max	% Between Pay Grades	Range Between Min & Max
Assistant City Manager Police Chief Service Director	11	\$42.68 / \$51.67	8.00%	35.00%
Police Lieutenant Public Works Superintendent	10	\$39.51 / \$53.34	8.00%	35.00%
Tax Commissioner Information Technology Director Economic Development Director	9	\$36.59 / \$49.39	8.00%	35.00%

Proposed Pay Grade Assignments - Cont.

Fulltime Employees

Title	Proposed Pay Grade	Proposed Pay Plan Min / Max	% Between Pay Grades	Range Between Min & Max
Finance and Tax Accountant Utility Operator in Charge Fleet Maintenance Supervisor Planning & Zoning Administrator	8	\$33.88 / \$45.73	8.00%	35.00%
Utility Billing Administrator Supervising Laborer Senior Utility Operator Foreman	7	\$31.37 / \$39.21	8.00%	25.00%

Proposed Pay Grade Assignments - Cont.

Fulltime Employees

Title	Proposed Pay Grade	Proposed Pay Plan Min / Max	% Between Pay Grades	Range Between Min & Max
Utility Operator Clerk of Courts Assistant to the City Manager Tax and Finance Clerk Technology Support Specialist Senior Mechanic	6	\$29.04 / \$36.31	10.00%	25.00%
Police Administrative Secretary Clerk of Council (FT) Accounts Payable Specialist PW Administrative Assistant (FT) Laborer IV	5	\$26.40 / \$33.00	10.00%	25.00%

Proposed Pay Grade Assignments - Cont.

Fulltime Employees

Title	Proposed Pay Grade	Proposed Pay Plan Min / Max	% Between Pay Grades	Range Between Min & Max
Laborer III Income Tax Clerk (FT) Planning and Zoning Assistant Mechanic	4	\$24.00 / \$30.00	15.00%	25.00%
Accounts Receivable Clerk Laborer II Assistant Mechanic Code Enforcement Officer	3	\$20.87 / \$26.09	15.00%	25.00%
Laborer I Meter Reader / Groundskeeper	2	\$18.15 / \$22.69	10.00%	25.00%
Crossing Guard	1	\$16.50 / \$20.63		25.00%

Proposed Wage Scale

Full-Time Employees

PAY GRADE	A	B	C	D	E	F	% BETWEEN GRADE	% RANGE
1	\$16.50	\$17.33	\$18.15	\$18.98	\$19.80	\$20.63		25.00%
2	\$18.15	\$19.06	\$19.97	\$20.87	\$21.78	\$22.69	10.00%	25.00%
3	\$20.87	\$21.92	\$22.96	\$24.00	\$25.05	\$26.09	15.00%	25.00%
4	\$24.00	\$25.20	\$26.40	\$27.60	\$28.80	\$30.00	15.00%	25.00%
5	\$26.40	\$27.72	\$29.04	\$30.36	\$31.68	\$33.00	10.00%	25.00%
6	\$29.04	\$30.50	\$31.95	\$33.40	\$34.85	\$36.31	10.00%	25.00%
7	\$31.37	\$32.94	\$34.50	\$36.07	\$37.64	\$39.21	8.00%	25.00%
8	\$33.88	\$36.25	\$38.62	\$40.99	\$43.36	\$45.73	8.00%	35.00%
9	\$36.59	\$39.15	\$41.71	\$44.27	\$46.83	\$49.39	8.00%	35.00%
10	\$39.51	\$42.28	\$45.05	\$47.81	\$50.58	\$53.34	8.00%	35.00%
11	\$42.68	\$45.66	\$48.65	\$51.64	\$54.62	\$57.61	8.00%	35.00%

Utilization of the Plan

HIRING

New employees shall normally be hired at the minimum rate (Step A) for their position. At the discretion of the City, new employees who possess outstanding qualifications and experience may be hired at a starting rate of pay in a higher step, but careful consideration should be given for any rate of pay that is offered higher than Step C. No employee should be paid at a rate that exceeds the highest step for the pay grade that includes their position. (The exception to this rule is any employee who is making more than the highest step in the pay grade for their position at the time the new pay schedule is implemented.)

PAY ADJUSTMENTS

Employees typically advance to the next Step in the pay grade in which their position is located on an annual basis.

Employees who are at rates of pay that exceed Step F for the pay grade in which their positions are located shall receive no increase until their rates of pay no longer exceed the maximum rate (i.e., until such time as the City increases the rate of pay for Step F of the respective pay grade in which their position is located.)

The Compensation Plan is designed to allow the movement of an employee through the steps in their pay grade assignment with the goal of reaching Step F.

Lump-Sum Payment

The City may decide to award lump-sum payments that are not intended to increase an employee's base pay and that are in addition to the next step of the pay grade in which their position is located.

Merit Incentives

Merit incentives may be awarded to employees based upon exceptional performance as identified through the performance evaluation system. Employees may receive a merit incentive in a lump sum amount that is not intended to increase their base rate of pay. Merit incentives shall only be available to those employees who have demonstrated exceptional service as determined by the City Manager and/or Finance Director based, in part, upon recommendations made by the employee's Department Head.

Red-Lined Employees

Employees who are at rates of pay that exceed the maximum (Step F) for their pay grade are considered red-lined employees and shall receive no base increase until their rate of pay no longer exceeds the maximum rate (until such time the City increases the pay rate for Step F of their pay grade). However, an employee who is at a rate of pay that exceeds the maximum rate for their pay grade may receive a lump-sum payment that will not increase their base rate of pay.

MOVEMENT BETWEEN PAY GRADES

Promotions

Demotions

Plan Maintenance



QUESTIONS?

CONSULTANTS TO MANAGEMENT

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Date Submitted

January 18, 2024

Submitted By

Amanda Riess
Account Manager

Somany Pich
Senior Consultant



Executive Summary
Compensation Study



CONSULTANTS TO MANAGEMENT

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[1.800.282.0787](tel:18002820787)

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INTRODUCTION

An organization’s compensation package is one of the most integral parts of a human resources system because of the way it impacts the organization. Compensation drives culture, employee recruitment and retention, motivation, and advancement. An organization must also be compliant with both State and Federal laws.

As a result, Clemans, Nelson & Associates, Inc. (hereinafter Clemans Nelson or referenced as “the Consultant”) was tasked by the City of Trenton (hereinafter “the City”) to conduct a comprehensive compensation analysis, assessing external and internal equity.

EXTERNAL EQUITY – WAGE STUDY

In conducting the comprehensive compensation analysis, Clemans Nelson assessed external equity. External equity, typically evaluated by a market study, answers the following question: How does our pay compare to other like jurisdictions?

COMPARABLE AND NEIGHBORING JURISDICTIONS

Clemans Nelson conducted a market study consisting of data regarding fourteen (14) employers. In the market study, data was obtained regarding the following jurisdictions regarding wage ranges and/or current wage data.

The list of jurisdictions whose data was included in the study are provided below:

Clayton	Moraine
Dover	Oxford
Englewood	Springboro
Fairfield	Trotwood
Franklin	Vandalia
Kettering	West Carolton
Monroe	Xenia

BENCHMARK POSITIONS

Surveys are conducted using non-bargaining unit benchmark jobs which are similar in nature and scope of responsibility. These benchmark jobs are used as a reference point for making pay comparisons with other jurisdictions. The market sources may vary from job to job depending on the knowledge, skills, and abilities required. The source of market data utilized depends on the scope of work, responsibility, and general recruiting pool for the specific job.

The positions surveyed in the market study are as follows:

POSITIONS

City Manager	Police Chief
Assistant City Manager	Police Lieutenant
Economic Development Director	Administrative Secretary (Police)
Assistant to the City Manager	Fire Chief
Utilities Assistant	Assistant Fire Chief
Information Technology Director	Fire Marshal
Planning & Zoning Administrator	Firefighter
Planning & Zoning Assistant	Fire Lieutenant
Code Enforcement Officer	Fire Captain
Clerk of Council	Service Director
Security Officer	Public Works Superintendent
Collection Clerk	Utility Operator in Charge
Bailiff	Mechanic
Law Director	Assistant Mechanic
Finance Director/Treasurer	Foreman
Tax Commissioner	Supervising Laborer
Finance & Tax Accountant	Laborers I, II, III, IV
Utility Billing Administrator	Public Works Operator in Charge
Accounts Receivable Specialist	Paramedic
Income Tax Clerk	EMT-Basic
Finance Clerk	EMT-Advanced

INTERNAL EQUITY – POINT FACTORING

Internal equity measures the “worth” of a position inside the organization, i.e., the placement of a position within the appropriate pay grade.

Point Factor Analysis

In order to assess internal equity, the Consultant conducted a point factor analysis for current positions. Positions were evaluated and rated based on the following factors:

- ❖ Education (15%)
- ❖ Experience (13%)
- ❖ Supervision Exercised (13%)
- ❖ Communications (13%)
- ❖ Responsibility for Assets/Consequences of Errors (11%)
- ❖ Independence of Work/Discretion (10%)
- ❖ Responsibility for Policies and Procedures (10%)

- ❖ Work Environment (3.5%)
- ❖ Health and Safety (3.5%)
- ❖ Responsibility for Accurate Records/Reports (8%)

The Consultant utilized the point factor analysis to determine the proper placement of the position within a respective pay grade.

Position	Total Points
Assistant City Manager	857
Police Chief	813
Service Director	796
Police Lieutenant	675
Public Works Superintendent	672
Tax Commissioner	665
Information Technology Director	653
Economic Development Director	642
Planning & Zoning Administrator	583
Finance and Tax Accountant	560
Utility Operator in Charge	544
Fleet Maintenance Supervisor	514
Foreman	462
Utility Billing Administrator	425
Supervising Laborer	365
Senior Operator	365
Utility Operator	356
Senior Mechanic	356
Technology Support Specialist	339
Clerk of Courts	339
Assistant to the City Manager	338
Tax and Finance Clerk	320
Police Administrative Secretary	312
Clerk of Council (FT)	307
Accounts Payable Specialist	304
PW Administrative Assistant (FT)	290
Laborer IV	280
Planning & Zoning Assistant	257
Mechanic	249
Laborer III	249
Income Tax Clerk (FT)	229
Code Enforcement Officer	224
Laborer II	218
Accounts Receivable Clerk	207
Assistant Mechanic	198
Meter Reader / Groundskeeper	183
Laborer I	183

ANALYSIS & RECOMMENDATIONS

REVIEW OF POSITIONS

The Consultant gathered current position descriptions and utilized Position Analysis Questionnaire responses completed by the subject matter experts, namely the current employees and supervisors, to determine what tasks are performed.

The Consultant recommends the City continue to conduct periodic reviews of positions and update position descriptions as changes result from evolving job responsibilities and/or market-based demands.

POINT FACTOR ANALYSIS

The Consultant recommends the placement of each position within the respective pay grade as outlined in the included documents.

When a new position is created or position duties change, the Employer should conduct a job audit and perform a point factor analysis. This analysis will assist the Employer in placing a position into the correct pay grade on the wage scale and will ensure that a position is compensated appropriately.

ADOPTION OF THE PROPOSED WAGE SCALE

The Consultant reviewed and evaluated the current compensation system in its entirety including the current pay rates being paid to employees. Based on our analysis of the existing compensation system, the market survey results, point factoring, and discussions with representatives of the City, the Consultant recommends implementing a restructured compensation system.

The Consultant recommends adopting the proposed wage scale consisting of eleven (11) pay grades for non-bargaining unit positions. The scale has been developed to incorporate six (6) steps. Positions were assigned to their pay grade using internal (point factoring) and external (market study) equity analysis.

Adopting a wage scale that has sufficient range (percentage between the lowest and highest wage rate within the pay grade) will give the City a wage scale that can easily accommodate all positions. While the market is used to gauge the external competitiveness of the City’s wages, a standardized scale is more common in the public sector and ensures maximum pay integrity.

The Consultant’s recommended Wage Scales for fulltime, non-bargaining unit employees are included on the following pages.

City of Trenton
 Proposed Pay Grade Assignments
Fulltime Positions

Title	Proposed Pay Grade	PROPOSED PAY PLAN			
		Min	Max	% Between Pay Grades	Range Between Min & Max
Assistant City Manager Police Chief Service Director	11	\$42.68	\$51.67	8.00%	35.00%
Police Lieutenant Public Works Superintendent	10	\$39.51	\$53.34	8.00%	35.00%
Tax Commissioner Information Technology Director Economic Development Director	9	\$36.59	\$49.39	8.00%	35.00%
Finance and Tax Accountant Utility Operator in Charge Fleet Maintenance Supervisor Planning & Zoning Administrator	8	\$33.88	\$45.73	8.00%	35.00%
Utility Billing Administrator Supervising Laborer Senior Utility Operator Foreman	7	\$31.37	\$39.21	8.00%	25.00%
Utility Operator Clerk of Courts Assistant to the City Manager Tax and Finance Clerk Technology Support Specialist Senior Mechanic	6	\$29.04	\$36.31	10.00%	25.00%

Title	Proposed Pay Grade	PROPOSED PAY PLAN			
		Min	Max	% Between Pay Grades	Range Between Min & Max
Police Administrative Secretary Clerk of Council (FT) Accounts Payable Specialist PW Administrative Assistant (FT) Laborer IV	5	\$26.40	\$33.00	10.00%	25.00%
Laborer III Income Tax Clerk (FT) Planning and Zoning Assistant Mechanic	4	\$24.00	\$30.00	15.00%	25.00%
Accounts Receivable Clerk Laborer II Assistant Mechanic Code Enforcement Officer	3	\$20.87	\$26.09	15.00%	25.00%
Laborer I Meter Reader / Groundskeeper	2	\$18.15	\$22.69	10.00%	25.00%
Crossing Guard	1	\$16.50	\$20.63		25.00%

City of Trenton
Proposed Wage Scale

Full-Time Employees									
PAY GRADE	A	B	C	D	E	F	% BETWEEN GRADE	% RANGE	
1	\$16.50	\$17.33	\$18.15	\$18.98	\$19.80	\$20.63		25.00%	
2	\$18.15	\$19.06	\$19.97	\$20.87	\$21.78	\$22.69	10.00%	25.00%	
3	\$20.87	\$21.92	\$22.96	\$24.00	\$25.05	\$26.09	15.00%	25.00%	
4	\$24.00	\$25.20	\$26.40	\$27.60	\$28.80	\$30.00	15.00%	25.00%	
5	\$26.40	\$27.72	\$29.04	\$30.36	\$31.68	\$33.00	10.00%	25.00%	
6	\$29.04	\$30.50	\$31.95	\$33.40	\$34.85	\$36.31	10.00%	25.00%	
7	\$31.37	\$32.94	\$34.50	\$36.07	\$37.64	\$39.21	8.00%	25.00%	
8	\$33.88	\$36.25	\$38.62	\$40.99	\$43.36	\$45.73	8.00%	35.00%	
9	\$36.59	\$39.15	\$41.71	\$44.27	\$46.83	\$49.39	8.00%	35.00%	
10	\$39.51	\$42.28	\$45.05	\$47.81	\$50.58	\$53.34	8.00%	35.00%	
11	\$42.68	\$45.66	\$48.65	\$51.64	\$54.62	\$57.61	8.00%	35.00%	

ADOPTION OF THE COMPENSATION PLAN STRUCTURE & ADMINISTRATION MANUAL

The Consultant has provided a proposed Compensation Plan Structure & Administration Manual to the City of Trenton and recommends that the policies as outlined be adopted. The purpose of this manual is to assist the City with providing fair and equitable compensation to all employees by providing policies on plan structure, hiring practices, wage increases, addressing “red-lined” employees, movement between pay grades, and plan maintenance.

Above all else, a compensation plan must be functional and administered correctly if it is to be successful in accomplishing the City’s goals with respect to recruiting, rewarding, and retaining quality employees.