

**ORDINANCE NO. 111-24**

**AN ORDINANCE ESTABLISHING COMPENSATION FOR FULL  
AND PART-TIME CITY ADMINISTRATIVE POSITIONS NOT COVERED  
BY ANY COLLECTIVE BARGAINING AGREEMENT FOR THE YEAR 2025  
AND DECLARING AN EMERGENCY**

**WHEREAS**, all employees in the City of Avon, covered under a collective bargaining agreement, received, by virtue of their respective agreements, increases in pay for the year 2025; and

**WHEREAS**, several of the City's administrative positions are not covered under any collective bargaining agreement; and

**WHEREAS**, the Mayor, to fairly compensate these full and part-time administrative positions not covered by a collective bargaining agreement, recommended an adjustment in their compensation for the year 2025; and

**WHEREAS**, Council, after being fully informed of the various ranges of compensation among all bargaining and non-bargaining unit positions in the municipality finds adoption of the pay increases for full and part-time administrative positions to be in the best interests of the health safety, and welfare of the citizens of Avon in maintaining a well-qualified, efficient and productive work force in the City.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON,  
LORAIN COUNTY, OHIO:**

Section 1 - That for the year 2025, effective with Payroll No. 1, all full and part-time administrative positions listed in Exhibit A, which is incorporated herein by reference, shall be paid pursuant to the schedule set forth therein. In addition, each person holding said position shall continue receiving all other benefits currently being received by full and part-time employees in the City of Avon.

Section 2 - All positions listed in Exhibit A shall be paid pursuant to the directives of the Finance Director. The Finance Director is authorized to increase the annual appropriation to satisfy the additional wage and fringe benefits.

Section 3 - That it is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 4 - That this Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, safety and welfare of the citizens of the City of Avon, the immediate emergency being the necessity to establish fair compensation for certain full-time and part-time administrative positions thereby maintaining a well-qualified, efficient and productive work force in the City; therefore, this Ordinance shall be in full force and effect immediately upon its passage and approval by the Mayor.

PASSED: December 2, 2024 DATE SIGNED: December 2, 2024

By: Brian Fischer  
Brian Fischer, Council President

DATE APPROVED BY THE MAYOR: December 3, 2024

[Signature]  
Bryan K. Jensen, Mayor

APPROVED AS TO FORM:

John A. Gasior  
John A. Gasior, Law Director  
City of Avon, Ohio

ATTEST:

Barbara Brooks  
Barbara Brooks, Clerk of Council

Posted: December 4, 2024  
Electronically and at City Hall  
As Provided by Council

Prepared By:  
John A. Gasior, Esq.  
Law Director

I, Barbara J. Brooks, Clerk of the Council of the City of Avon, Ohio, hereby certify this document to be a true and exact copy of Ordinance No. 111-24, passed by the Council of said City on December 2, 2024.

IN WITNESS WHEREOF, I have on this 3rd day of December 2024, affixed my signature and official seal.

Barbara J. Brooks  
Barbara J. Brooks, Clerk of the Council  
of the City of Avon, Ohio

## EXHIBIT A to Ordinance No. 111-24

| Bureau (Right Stuff)                             | Position                            | FT/PT | 2024 per hour | 2024 per pay | 2024 Salary   | % Increase | \$ Increase  | 2025 Salary   |
|--------------------------------------------------|-------------------------------------|-------|---------------|--------------|---------------|------------|--------------|---------------|
| City Hall - Admin                                | Safety Director/Service Director    | F/T   | \$ 67.31      | \$ 5,384.83  | \$ 140,005.64 | 4%         | \$ 5,600.23  | \$ 145,605.87 |
| City Hall - Admin                                | Finance Director                    | F/T   | \$ 67.31      | \$ 5,384.83  | \$ 140,005.64 | 4%         | \$ 5,600.23  | \$ 145,605.87 |
| City Hall - Admin                                | Chief Building Official             | F/T   | \$ 54.38      | \$ 4,350.79  | \$ 113,120.66 | 4%         | \$ 4,524.83  | \$ 117,645.49 |
| City Hall - Admin                                | Planning & ADA Coordinator          | F/T   | \$ 53.63      | \$ 4,290.22  | \$ 111,545.75 | 4%         | \$ 4,461.83  | \$ 116,007.58 |
| City Hall - Admin                                | *Service Director                   | F/T   | \$ 51.92      | \$ 4,153.74  | \$ 107,997.31 | 0%         | N/A          | N/A           |
| City Hall - Admin                                | Superintendent of Utilities         | F/T   | \$ 48.47      | \$ 3,877.63  | \$ 100,818.25 |            | \$ -         | \$ 110,000.00 |
| City Hall - Admin                                | Superintendent of Streets           | F/T   | \$ 47.55      | \$ 3,803.77  | \$ 98,897.90  | 4%         | \$ 3,955.92  | \$ 102,853.82 |
| City Hall - Admin                                | Assistant Finance Director          | F/T   | \$ 47.08      | \$ 3,766.13  | \$ 97,919.48  | 4%         | \$ 3,916.78  | \$ 101,836.26 |
| Utilities                                        | Asst. Superintendent of Utilities   | F/T   | \$ 42.55      | \$ 3,404.27  | \$ 88,510.89  | 4%         | \$ 3,540.44  | \$ 92,051.33  |
| Street                                           | Asst. Superintendent of Streets     | F/T   | \$ 42.55      | \$ 3,404.27  | \$ 88,510.89  | 4%         | \$ 3,540.44  | \$ 92,051.33  |
| City Hall - Admin                                | Senior Center Coordinator           | F/T   | \$ 41.10      | \$ 3,287.79  | \$ 85,482.52  | 4%         | \$ 3,419.30  | \$ 88,901.82  |
| City Hall - Admin                                | Recreation Coordinator              | F/T   | \$ 39.00      | \$ 3,119.71  | \$ 81,112.50  | 4%         | \$ 3,244.50  | \$ 84,357.00  |
| City Hall - Admin                                | Technology/Comm Coordinator         | F/T   | \$ 39.75      | \$ 3,180.29  | \$ 82,687.50  | 4%         | \$ 3,307.50  | \$ 85,995.00  |
| City Hall - Admin                                | Zoning Enforcement Officer          | F/T   | \$ 33.86      | \$ 2,708.52  | \$ 70,421.63  | 4%         | \$ 2,816.87  | \$ 73,238.50  |
| City Hall - Admin                                | Human Resources Coordinator         | F/T   | \$ 41.10      | \$ 3,288.08  | \$ 85,490.00  | 4%         | \$ 3,419.60  | \$ 88,909.60  |
| N/A                                              | Magistrate                          | P/T   |               | \$ 865.95    | \$ 22,514.65  | 4%         | \$ 900.59    | \$ 23,415.24  |
| N/A                                              | Prosecutor                          | P/T   |               | \$ 2,249.60  | \$ 58,489.66  | 4%         | \$ 2,339.59  | \$ 60,829.25  |
| N/A                                              | Victim Advocate                     | P/T   |               | \$ 960.00    | \$ 24,960.00  | 4%         | \$ 998.40    | \$ 25,958.40  |
| * Service Director combined with Safety Director |                                     |       |               |              |               |            | \$ 54,588.61 |               |
| <b>Hourly - City Hall</b>                        |                                     |       |               |              | 2024 per hour |            |              | 2025 per hour |
| City Hall - Admin                                | Admin. Assistant to Mayor           | F/T   |               | \$ 33.28     |               | 4%         | \$ 1.33      | \$ 34.61      |
| City Hall - Office Personnel                     | **F/T Clerk of Court                | F/T   |               | \$ 24.33     | N/A           |            | N/A          | \$ 24.33      |
| City Hall - Office Personnel                     | P/T Clerk of Court                  | P/T   |               | \$ 22.28     |               | 4%         | \$ 0.89      | \$ 23.17      |
| City Hall - Finance                              | F/T Finance Specialist              | F/T   |               | \$ 29.27     |               | 7%         | \$ 2.13      | \$ 31.40      |
| City Hall - Finance                              | **P/T Payroll Clerk                 | P/T   |               | \$ 21.50     | N/A           |            | N/A          | \$ 21.50      |
| City Hall - Finance                              | P/T Accounts Payable Clerk          | P/T   |               | \$ 22.28     |               | 4%         | \$ 0.89      | \$ 23.17      |
| City Hall - Office Personnel                     | F/T IT Technician                   | F/T   |               | \$ 24.72     |               | 4%         | \$ 0.99      | \$ 25.71      |
| City Hall - Office Personnel                     | **F/T IT Technician-in-Training     | F/T   |               | \$ 21.50     | N/A           |            | N/A          | \$ 21.50      |
| City Hall - Office Personnel                     | P/T IT Technician                   | P/T   |               | \$ 18.75     |               | 4%         | \$ 0.75      | \$ 19.50      |
| City Hall - Finance                              | P/T General Student Intern          | P/T   |               | \$ 10.70     | \$ 1.00       |            |              | \$ 11.70      |
| City Hall - Finance                              | P/T Income Tax Compliance Officer   | P/T   |               | \$ 26.52     | N/A           |            | N/A          | \$ 26.52      |
| City Hall - Admin                                | **P/T Zoning Enforcement Officer    | P/T   |               |              |               |            |              |               |
| ** Position unfilled                             |                                     |       |               |              |               |            |              |               |
| <b>Hourly - Fire Department</b>                  |                                     |       |               |              | 2024 per hour |            |              | 2025 per hour |
| Fire - Dispatch                                  | Administrative Asst./Dispatch -Fire | F/T   |               | \$ 32.50     |               | 4%         | \$ 1.30      | \$ 33.80      |
| Fire - Shift                                     | **P/T Firefighters                  | P/T   |               | \$ 23.29     | N/A           |            | N/A          | \$ 23.29      |
| ** Position unfilled                             |                                     |       |               |              |               |            |              |               |
| <b>Hourly - Police</b>                           |                                     |       |               |              | 2024 per hour |            |              | 2025 per hour |
| Police - Admin                                   | Administrative Asst. -Police        | F/T   |               | \$ 32.50     |               | 4%         | \$ 1.30      | \$ 33.80      |
| Police - Admin                                   | Public Information Officer          | F/T   |               | \$ 30.76     |               | 4%         | \$ 1.23      | \$ 31.99      |
| Police                                           | Facilities Maintenance              | P/T   |               | \$ 25.75     |               | 4%         | \$ 1.03      | \$ 26.78      |
| <b>Hourly - Utilities</b>                        |                                     |       |               |              | 2024 per hour |            |              | 2025 per hour |
| Utilities                                        | General Laborer Perm P/T            | P/T   |               | \$ 18.75     |               | 4%         | \$ 0.75      | \$ 19.50      |
| <b>Hourly - Street</b>                           |                                     |       |               |              | 2024 per hour |            |              | 2025 per hour |
| Street                                           | Traffic Signal/ Electrician         | F/T   |               | \$ 37.12     |               | 4%         | \$ 1.48      | \$ 38.60      |
| Street                                           | Facilities Maintenance              | P/T   |               | \$ 25.75     |               | 4%         | \$ 1.03      | \$ 26.78      |
| Street                                           | General Laborer Perm P/T            | P/T   |               | \$ 18.75     |               | 4%         | \$ 0.75      | \$ 19.50      |
| <b>Hourly - Parks</b>                            |                                     |       |               |              | 2024 per hour |            |              | 2025 per hour |
| Parks                                            | ** Grounds Manager                  | F/T   |               |              |               |            |              | \$ 34.95      |
| Parks                                            | General Laborer Perm P/T            | P/T   |               | \$ 18.75     |               | 4%         | \$ 0.75      | \$ 19.50      |
| Recreation                                       | P/T Community Center Coordinator    | P/T   |               | \$ 22.28     |               | 4%         | \$ 0.89      | \$ 23.17      |
| Aquatic Facility                                 | P/T Aquatics Coordinator            | P/T   |               | \$ 37.47     |               | 4%         | \$ 1.50      | \$ 38.97      |
| Aquatic Facility                                 | P/T Aquatics Facility Pool Manager  | P/T   |               | \$ 22.40     |               | 4%         | \$ 0.90      | \$ 23.30      |
| Recreation                                       | P/T General Clerk                   | P/T   |               | \$ 14.09     |               | 0%         | \$ -         | \$ 14.09      |
| Recreation                                       | P/T Recreation Supervisor           | P/T   |               | \$ 18.75     |               | 4%         | \$ 0.75      | \$ 19.50      |
| ** Position unfilled                             |                                     |       |               |              |               |            |              |               |
| <b>Hourly - Senior Transport Program</b>         |                                     |       |               |              | 2024 per hour |            |              | 2025 per hour |
| City Hall - Senior Ctr                           | Transit Driver                      | P/T   |               | \$ 18.57     |               | 4%         | \$ 0.74      | \$ 19.31      |
| City Hall - Senior Ctr                           | Transit Driver/Maintenance          | P/T   |               | \$ 19.10     |               | 4%         | \$ 0.76      | \$ 19.86      |
| City Hall - Senior Ctr                           | Transit Scheduler                   | P/T   |               | \$ 22.28     |               | 4%         | \$ 0.89      | \$ 23.17      |
| City Hall - Senior Ctr                           | Receptionist                        | P/T   |               | \$ 22.28     |               | 4%         | \$ 0.89      | \$ 23.17      |
| City Hall - Senior Ctr                           | Facility Maintenance                | P/T   |               | \$ 17.43     |               |            | \$ -         | \$ 17.43      |
| City Hall - Senior Ctr                           | Activity Planner                    | P/T   |               | \$ 21.23     |               | 4%         | \$ 0.85      | \$ 22.08      |
| City Hall - Senior Ctr                           | Social Worker                       | P/T   |               | \$ 25.25     |               | 4%         | \$ 1.01      | \$ 26.26      |
| City Hall - Senior Ctr                           | Transit Driver / CDL                | P/T   |               | \$ 15.88     |               |            |              | \$ 15.88      |
| <b>Commissions (paid monthly)</b>                |                                     |       |               |              | 2024 Salary   |            |              | 2025 Salary   |

|                                                            |                                                                         |        |     |          |          |           |             |             |
|------------------------------------------------------------|-------------------------------------------------------------------------|--------|-----|----------|----------|-----------|-------------|-------------|
| No expiration date                                         | Planning (Non-Elected Officials)                                        |        |     |          |          |           |             |             |
|                                                            | Chairperson                                                             | P/T    | \$  | 6,716.07 | 4%       | \$ 268.64 | \$ 6,984.71 |             |
|                                                            | Member                                                                  | P/T    | \$  | 4,477.38 | 4%       | \$ 179.10 | \$ 4,656.48 |             |
|                                                            | Planning(Elected Officials per Ordinance No. 41-09)                     |        |     |          |          |           |             |             |
|                                                            | Chairperson                                                             | P/T    | \$  | 5,850.00 |          |           |             |             |
|                                                            | Member                                                                  | P/T    | \$  | 3,900.00 |          |           | \$ 3,900.00 |             |
|                                                            | Board of Zoning Appeals                                                 |        |     |          |          |           |             |             |
|                                                            | Chairperson                                                             | P/T    | \$  | 2,986.07 | 4%       | \$ 119.44 | \$ 3,105.51 |             |
|                                                            | Member                                                                  | P/T    | \$  | 1,990.70 | 4%       | \$ 79.63  | \$ 2,070.33 |             |
|                                                            | Civil Service                                                           |        |     |          |          |           |             |             |
|                                                            | Chairperson                                                             | P/T    | \$  | 1,790.95 | 4%       | \$ 71.64  | \$ 1,862.59 |             |
|                                                            | Member                                                                  | P/T    | \$  | 1,193.97 | 4%       | \$ 47.76  | \$ 1,241.73 |             |
|                                                            | Landmark Preservation                                                   |        |     |          |          |           |             |             |
|                                                            | Chairperson                                                             | P/T    | \$  | 1,790.95 | 4%       | \$ 71.64  | \$ 1,862.59 |             |
|                                                            | Member                                                                  | P/T    | \$  | 1,193.97 | 4%       | \$ 47.76  | \$ 1,241.73 |             |
|                                                            | Tree Commission (Non-Elected Officials)                                 |        |     |          |          |           |             |             |
|                                                            | Mayor or his or her nominee                                             | P/T    | \$  | 1,193.97 | 4%       | \$ 47.76  | \$ 1,241.73 |             |
|                                                            | Chairperson                                                             | P/T    | \$  | 1,738.79 | 4%       | \$ 69.55  | \$ 1,808.34 |             |
|                                                            | 5 year term (1st 5 members: 1=1 yr, 1=2 yrs, 1=3 yrs, 1=4 yrs, 1=5 yrs) | Member | P/T | \$       | 1,193.97 | 4%        | \$ 47.76    | \$ 1,241.73 |
|                                                            |                                                                         |        |     |          |          |           |             |             |
|                                                            |                                                                         |        |     |          |          |           |             |             |
| Tree Commission(Elected Officials per Ordinance No. 41-09) |                                                                         |        |     |          |          |           |             |             |
| No expiration date                                         | Mayor or his or her nominee                                             | P/T    |     |          |          |           | \$ -        |             |
| No expiration date                                         | Member of City Council                                                  | P/T    |     |          |          |           | \$ -        |             |