

ORDINANCE NO. 107-25

**AN ORDINANCE ESTABLISHING COMPENSATION FOR FULL
AND PART-TIME CITY ADMINISTRATIVE POSITIONS NOT COVERED
BY ANY COLLECTIVE BARGAINING AGREEMENT FOR THE YEAR 2026
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 2026; 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 2026; 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 2026, 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: _____ DATE SIGNED: _____

By: _____
Brian Fischer, Council President

DATE APPROVED BY THE MAYOR: _____

Bryan K. Jensen, Mayor

APPROVED AS TO FORM:

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

ATTEST:

Barbara Brooks, Clerk of Council

Posted: _____
Electronically and at City Hall
As Provided by Council

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