

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: November 24, 2025 DATE SIGNED: November 24, 2025

By: Brian Fischer
Brian Fischer, Council President

DATE APPROVED BY THE MAYOR: November 25, 2025

Bryan K. Jensen
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: November 24, 2025
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. 107-25, passed by the Council of said City on November 24, 2025.

IN WITNESS WHEREOF, I have on this 25th day of November 2025, 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. 107-25

EXHIBIT A to Ordinance No.

Bureau (Right Stuff)	Position	FT/PT	2025 per hour	2025 per pay	2025 Salary	% Increase	\$ Increase	2026 Salary
City Hall - Admin	Safety Director/Service Director	F/T	\$ 70.00	\$ 5,600.23	\$ 145,605.87	3%	\$ 4,368.18	\$ 149,974.05
City Hall - Admin	Finance Director	F/T	\$ 70.00	\$ 5,600.23	\$ 145,605.87	3%	\$ 4,368.18	\$ 149,974.05
City Hall - Admin	Chief Building Official	F/T	\$ 56.56	\$ 4,524.83	\$ 117,645.49	3%	\$ 3,529.36	\$ 121,174.85
City Hall - Admin	Planning & ADA Coordinator	F/T	\$ 55.77	\$ 4,461.83	\$ 116,007.58	3%	\$ 3,480.23	\$ 119,487.81
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	\$ 52.88	\$ 4,230.77	\$ 110,000.00	3%	\$ 3,300.00	\$ 113,300.00
City Hall - Admin	Superintendent of Streets	F/T	\$ 49.45	\$ 3,955.92	\$ 102,853.82	3%	\$ 3,085.61	\$ 105,939.43
City Hall - Admin	Assistant Finance Director	F/T	\$ 48.96	\$ 3,916.78	\$ 101,836.26	3%	\$ 3,055.09	\$ 104,891.35
Utilities	Asst. Superintendent of Utilities	F/T	\$ 44.26	\$ 3,540.44	\$ 92,051.33	3%	\$ 2,761.54	\$ 94,812.87
Street	Asst. Superintendent of Streets	F/T	\$ 44.26	\$ 3,540.44	\$ 92,051.33	3%	\$ 2,761.54	\$ 94,812.87
City Hall - Admin	Senior Center Coordinator	F/T	\$ 40.56	\$ 3,244.50	\$ 84,357.00	3%	\$ 2,530.71	\$ 86,887.71
City Hall - Admin	Recreation Coordinator	F/T	\$ 37.50	\$ 3,000.00	\$ 78,000.00	3%	\$ 2,340.00	\$ 80,340.00
City Hall - Admin	Technology/Comm Coordinator	F/T	\$ 41.34	\$ 3,307.50	\$ 85,995.00	3%	\$ 2,579.85	\$ 88,574.85
City Hall - Admin	Zoning Enforcement Officer	F/T	\$ 35.21	\$ 2,816.87	\$ 73,238.50	3%	\$ 2,197.16	\$ 75,435.66
City Hall - Admin	**Human Resources Coordinator	F/T	\$ 44.00	\$ 3,519.60	\$ 91,509.60	3%	\$ 2,745.29	\$ 94,254.89
N/A	Magistrate	P/T		\$ 900.59	\$ 23,415.24	3%	\$ 702.46	\$ 24,117.70
N/A	Prosecutor	P/T		\$ 2,339.59	\$ 60,829.25	3%	\$ 1,824.88	\$ 62,654.13
N/A	Victim Advocate	P/T		\$ 998.40	\$ 25,958.40	3%	\$ 778.75	\$ 26,737.15
* Service Director combined with Safety Director							\$ 45,630.06	
** HR salary increase for additional duties added 11/2025								
Hourly - City Hall			2025 per hour				2026 per hour	
City Hall - Admin	Admin. Assistant to Mayor	F/T	\$	34.61	0%	\$	-	\$ 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	\$	23.17	3%	\$	0.70	\$ 23.87
City Hall - Finance	F/T Finance Specialist	F/T	\$	31.40	5.1%	\$	1.60	\$ 33.00
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	\$	23.17	3%	\$	0.70	\$ 23.87
City Hall - Office Personnel	F/T IT Technician	F/T	\$	25.71	3%	\$	0.77	\$ 26.48
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	\$	19.50	3%	\$	0.59	\$ 20.09
City Hall - Finance	P/T General Student Intern	P/T	\$	11.00	\$ 1.00			\$ 12.00
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								
Hourly - Fire Department			2025 per hour				2026 per hour	
Fire - Dispatch	Administrative Asst./Dispatch -Fire	F/T	\$	33.80	3%	\$	1.01	\$ 34.81
Fire - Shift	**P/T Firefighters	P/T	\$	23.29	N/A	N/A		\$ 23.29
** Position unfilled								
Hourly - Police			2025 per hour				2026 per hour	
Police - Admin	Administrative Asst. -Police	F/T	\$	33.80	3%	\$	1.01	\$ 34.81
Police - Admin	Public Information Officer	F/T	\$	31.99	3%	\$	0.96	\$ 32.95
Police	Facilities Maintenance	P/T	\$	26.78	3%	\$	0.80	\$ 27.58
Hourly - Utilities								
Utilities	General Laborer Perm P/T	P/T	\$	19.50	3%	\$	0.59	\$ 20.09
Hourly - Street								
Street	Traffic Signal/ Electrician	F/T	\$	38.60	3%	\$	1.16	\$ 39.76
Street	Facilities Maintenance	P/T	\$	26.78	3%	\$	0.80	\$ 27.58
Street	General Laborer Perm P/T	P/T	\$	19.50	3%	\$	0.59	\$ 20.09
Hourly - Parks								
Parks	**Grounds Manager	F/T						\$ 34.95
Parks	General Laborer Perm P/T	P/T	\$	19.50	3%	\$	0.59	\$ 20.09
Recreation	P/T Community Center Coordinator	P/T	\$	23.17	3%	\$	0.70	\$ 23.87
Aquatic Facility	P/T Aquatics Coordinator	P/T	\$	38.97	3%	\$	1.17	\$ 40.14
Aquatic Facility	P/T Aquatics Facility Pool Manager	P/T	\$	23.30	3%	\$	0.70	\$ 24.00
Recreation	P/T General Clerk	P/T	\$	14.09	0%	\$	-	\$ 14.09
Recreation	P/T Recreation Supervisor	P/T	\$	19.50	3%	\$	0.59	\$ 20.09
** Position unfilled								
Hourly - Senior Transport Program			2025 per hour				2026 per hour	
City Hall - Senior Ctr	Transit Driver	P/T	\$	19.31	3%	\$	0.58	\$ 19.89
City Hall - Senior Ctr	Transit Driver/Maintenance	P/T	\$	19.86	3%	\$	0.60	\$ 20.46
City Hall - Senior Ctr	Transit Scheduler	P/T	\$	23.17	3%	\$	0.70	\$ 23.87
City Hall - Senior Ctr	Receptionist	P/T	\$	23.17	3%	\$	0.70	\$ 23.87
City Hall - Senior Ctr	P/T General Clerk	P/T	\$	20.00	3%	\$	0.60	\$ 20.60
City Hall - Senior Ctr	Facility Maintenance	P/T	\$	17.43		\$	-	\$ 17.43
City Hall - Senior Ctr	Activity Planner	P/T	\$	22.08	3%	\$	0.66	\$ 22.74
City Hall - Senior Ctr	Social Worker	P/T	\$	26.26	3%	\$	0.79	\$ 27.05
City Hall - Senior Ctr	Transit Driver / CDL	P/T	\$	15.88				\$ 15.88

Commissions (paid monthly)		2025 Salary			2026 Salary	
Planning (Non-Elected Officials)						
Chairperson	P/T	\$	6,984.71	3%	\$	7,194.25
Member	P/T	\$	4,656.48	3%	\$	4,796.17
Planning(Elected Officials per Ordinance No. 41-09)						
Chairperson	P/T	\$	5,850.00			
Member	P/T	\$	3,900.00			\$ 4,656.48
Board of Zoning Appeals						
Chairperson	P/T	\$	3,105.51	3%	\$	3,198.68
Member	P/T	\$	2,070.33	3%	\$	2,132.44
Civil Service						
Chairperson	P/T	\$	1,862.64	3%	\$	1,918.52
Member	P/T	\$	1,241.73	3%	\$	1,278.98
Landmark Preservation						
Chairperson	P/T	\$	1,892.58	3%	\$	1,949.36
Member	P/T	\$	1,241.73	3%	\$	1,278.98
Tree Commission (Non-Elected Officials)						
Mayor or his or her nominee	P/T	\$	1,241.73	3%	\$	1,278.98
Chairperson	P/T	\$	1,808.34	3%	\$	1,862.59
Member	P/T	\$	1,241.73	3%	\$	1,278.98
Tree Commission(Elected Officials per Ordinance No. 41-09)						
Mayor or his or her nominee	P/T				\$	-
Member of City Council	P/T				\$	-