

ORDINANCE NO. 108-25

**AN ORDINANCE ESTABLISHING COMPENSATION FOR FULL
AND PART-TIME LEGISLATIVE 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 collective bargaining agreements received, by virtue of those agreements, increases in pay for the year 2026; and

WHEREAS, none of the City's legislative positions is covered under any collective bargaining agreement; and

WHEREAS, the Council President, to fairly compensate these full and part-time legislative 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 its full and part-time legislative 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 legislative positions listed in Exhibit A, which is incorporated herein by this 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 and part-time legislative 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.

Ordinance No. 108-25 (Con't)

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. 108-25, 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. 108-25

PROPOSED INCREASE FOR 2026

NON-BARGAINING LEGISLATIVE POSITIONS

Ordinance No. Exhibit A

Position:	FT/PT	2025			2026		
		Amount	% Increase	\$ Increase	Amount	Hourly Rate	Per pay
Treasurer	P/T	\$ 22,159.54	3.0%	\$ 664.79	\$ 22,824.33	N/A	\$ 877.86
Clerk of Council	F/T	\$ 80,300.58	3.0%	\$ 2,409.02	\$ 82,709.60	\$ 39.76	\$ 3,181.14
Assistant Clerk of Council	P/T	\$ 23.17	3.0%	\$ 0.70	\$ 23.87	\$ 23.87	N/A