

**ORDINANCE NO. 5-26**

**AN ORDINANCE ESTABLISHING 2026 COMPENSATION FOR  
THE DIRECTOR OF LAW OF THE CITY OF AVON  
AND DECLARING AN EMERGENCY**

**WHEREAS**, on January 2<sup>nd</sup>, 2026 Council, by motion, concurred in the Mayor's reappointment of John A. Gasior as Law Director for the City of Avon for a four (4) year term; and

**WHEREAS**, the Mayor now recommends to Council that the Law Director's pay be established for the year 2026; and

**WHEREAS**, Council previously established pay for the position of Law Director for the year 2025 in Ord. No. 114-24, passed on December 2, 2024; and

**WHEREAS**, Council, upon recommendation of the Mayor, finds adoption of the compensation plan being proposed for the position of Law Director to be in the best interests of the health, safety, and welfare of the citizens of Avon in maintaining experienced, well-qualified, efficient and productive legal representation for the City.

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

Section 1 – That John A. Gasior, the duly appointed Law Director of the City of Avon, shall continue to perform such services and carry-out such duties as set forth in Article V, Section 2 of the Charter of the City of Avon, Lorain County, Ohio. Furthermore, he may assign any partner or associate of his firm (Stringer, Stringer & Gasior) or other qualified attorney to act in a manner as set forth therein, under his supervision.

Section 2 – Commencing with the year 2026 and effective with Payroll No. 1, the Director of Law shall be paid an annual salary in the amount of One Hundred Forty-Two Thousand, Four Hundred Sixty-Four Dollars and No Cents (\$142,464.00), for the equivalent of Six Hundred Seventy-Two (672) billable hours at a rate of Two Hundred Twelve Dollars and No Cents (\$212.00) per hour which shall include PERS pick-up. Any additional hours shall be paid at the same rate but shall not include PERS pick-up. In addition to the compensation set forth herein, the Director of Law shall also receive reimbursement for all out-of-pocket expenses incurred in the performance of his duties.

Section 3 – Statements for all legal services and costs incurred by the Director of Law in the performance of the duties of the office shall be submitted to the Finance Director on a monthly basis. The Law Director 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 4 – 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

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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 5 - 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 of establishing duties and compensation for the Director of Law for the year 2026 in order to maintain an efficient City operation; 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 J. Brooks, Clerk of Council

Posted: \_\_\_\_\_  
Electronically and at City Hall as  
Provided by Council

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