

AN ORDINANCE FIXING COMPENSATION RANGES FOR AVON LAKE REGIONAL WATER NON-BARGAINING POSITIONS, REPEALING ORDINANCE NO. 21-179, AND DECLARING AN EMERGENCY.

WHEREAS, the Avon Lake Board of Municipal Utilities has established a policy regarding pay ranges for positions within the utility; and

WHEREAS, this policy is used to determine appropriate rates of compensation for existing and prospective employees; and

WHEREAS, the Board of Municipal Utilities must pay locally and nationally competitive salaries in order to attract and retain appropriate talent; and

WHEREAS, pursuant to Section 12 of the Avon Lake Charter, entitled Salaries and Pay of Officers and Employees, Council shall fix all salaries and rates of compensation; and

WHEREAS, it is the intention of Avon Lake Regional Water to have compensation ranges for positions fixed.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the following compensation ranges are hereby fixed effective November 21, 2023:

	Minimum	Maximum
CHIEF UTILITIES EXECUTIVE	\$69.69/hour - \$102.69/hour	
CHIEF OF UTILITY OPERATIONS	\$52.92/hour - \$84.67/hour	
ENGINEERING SERVICES MANAGER	\$49.35/hour - \$78.10/hour	
BUSINESS & FINANCIAL COORDINATOR	\$40.04/hour - \$58.90/hour	
WATER FILTRATION PLANT MANAGER	\$38.83/hour - \$57.27/hour	
WATER RECLAMATION FACILITY MANAGER	\$38.83/hour - \$57.27/hour	
FACILITIES & ASSET MANAGER	\$37.03/hour - \$54.38/hour	
ENGINEER	\$31.03/hour - \$44.70/hour	
COMMUNITY OUTREACH SPECIALIST	\$22.10/hour - \$45.11/hour	
ANALYST/ASSISTANT	\$19.23/hour - \$30.16/hour	

Section No. 2: That Ordinance No. 21-179 is hereby repealed.

Section No. 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an

open meeting of this Council and that all deliberations of this Council and any of its committees which 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 No. 4: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of fixing pay ranges for non-bargaining employees in the Municipal Utilities Department to be in compliance with the provisions of the Avon Lake Charter. Therefore, this Ordinance shall go into immediate force and effect from and after its passage and approval by the Mayor.

PASSED: 11/27/2023

/s/ Martin E. O'Donnell

President of Council

POSTED: 12/01/2023

APPROVED: 11/28/2023

ATTEST: /s/ Valerie E. Rosmarin

Clerk of Council

/s/ Gregory J. Zilka

Mayor