

AN ORDINANCE FIXING COMPENSATION RANGES FOR AVON LAKE REGIONAL WATER NON-BARGAINING POSITIONS, REPEALING ORDINANCE NO. 23-193, AND DECLARING AN EMERGENCY.

WHEREAS, the Avon Lake Municipal Utilities Board 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 Avon Lake Municipal Utilities Board 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 April 1, 2025:

POSITION	RANGE
Chief Utilities Executive	\$82.91/hour - \$121.11/hour
Business Development Director	\$66.39/hour - \$99.52/hour
Chief of Utility Operations	\$60.32/hour - \$91.07/hour
Business & Financial Coordinator	\$47.60/hour - \$71.30/hour
Engineering Services Manager	\$60.40/hour - \$90.22/hour
Water Filtration Plant Manager	\$44.14/hour - \$65.09/hour
Water Reclamation Facility Manager	\$42.11/hour - \$63.83/hour
Facilities & Asset Manager	\$40.48/hour - \$60.01/hour
Engineer	\$34.03/hour - \$49.79/hour
Professional Engineer	\$38.89/hour - \$57.68/hour
Senior Professional Engineer	\$45.78/hour - \$68.50/hour

Section No. 2: That the high end of non-bargaining salary ranges will be adjusted annually, beginning February 2026, based on the Ohio Public Employees Retirement System (OPERS) as published in February of each calendar year.

Section No. 3: That Ordinance No. 23-193 is hereby repealed.

Section No. 4: 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. 5: 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 Avon Lake Regional Water 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.

1st reading: 4/28/2025

2nd reading: 5/12/2025

3rd reading:

PASSED: 5/27/2025

/s/ Jennifer G. Fenderbosch
Council President

POSTED: 5/30/2025

APPROVED: 5/28/2025

ATTEST: /s/ Valerie E. Rosmarin
Clerk of Council

/s/ Mark A. Spatzel
Mayor