

AN ORDINANCE APPROVING WAGE INCREASES FOR THE AVON LAKE MUNICIPAL COURT PERSONNEL AND DECLARING AN EMERGENCY.

WHEREAS, it has been recommended by Judge Manning of the Avon Lake Municipal Court that certain Avon Lake Municipal Court personnel be granted wage increases; and

WHEREAS, Council, coming now to consider said recommendations, approves them in full and desires to put them into effect.

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

Section No. 1: That the following Avon Lake Municipal Court personnel be granted wage increases, with three-fifths (3/5) being paid from the City treasury and two-fifths (2/5) being paid from the Lorain County treasury, and all other terms of previously enacted ordinances shall otherwise remain in full force and effect:

EMPLOYEE	POSITION	3% PAY INCREASE EFFECTIVE JANUARY 1, 2026
Byers, Buddy	Clerk of Court	\$37.14/hour
Miller-Parks, Michelle	Full-Time Bailiff	\$34.15/hour

Section No. 2: That the following full-time Avon Lake Municipal Court personnel be granted wage increases, and all other terms of previously enacted ordinances shall otherwise remain in full force and effect:

EMPLOYEE	POSITION	3% PAY INCREASE EFFECTIVE JANUARY 1, 2026
Blankenship, Teresa	Deputy Clerk	\$26.34/hour
Campbell, Holly	Deputy Clerk	N/A
Dennis, Shanna	Deputy Clerk	\$25.28/hour
Martin, Sharon	Deputy Clerk	\$24.91/hour
Schram, Carey	Deputy Clerk	N/A

Section No. 3: That the following part-time Avon Lake Municipal Court personnel be granted wage increases, and all other terms of previously enacted ordinances shall otherwise remain in full force and effect:

EMPLOYEE	POSITION	3% PAY INCREASE EFFECTIVE JANUARY 1, 2026
Fishburn, Scott	Bailiff	\$27.03/hour
Rink, Linda	Clerk	\$16.90/hour
Bermudez, Diamalen	Security	\$26.36/hour
Cantleberry, Ron	Security	\$26.36/hour
Dolezal, David	Security	\$26.36/hour
Heath, Troy	Security	\$26.36/hour
Shinko, David	Security	\$26.36/hour
Shinko, David	Clerk	\$20.45/hour

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 taken 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 fulfilling commitments to certain City personnel and complying with the Wage and Salary Administration Code and the provisions of Ohio Revised Code Section 1901.31(H). Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

PASSED: 12/08/2025

*/s/ Jennifer G. Fenderbosch*  
Council President

POSTED: 12/12/2025

APPROVED: 12/09/2025

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

*/s/ Mark A. Spatzel*  
Mayor