

AN ORDINANCE APPROVING WAGE INCREASES FOR CERTAIN NON-BARGAINING UNIT PERSONNEL AND DECLARING AN EMERGENCY.

WHEREAS, it has been recommended by the Mayor and the Human Resources Committee that certain non-bargaining unit positions 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 non-bargaining unit personnel be granted a 3% wage increase, and all other terms of previously enacted ordinances shall otherwise remain in full force and effect:

| EMPLOYEE              | JOB TITLE                            | FT/PT STATUS | 3% PAY INCREASE EFFECTIVE JANUARY 1, 2026 |
|-----------------------|--------------------------------------|--------------|---|
| Carleton, Thomas F.   | BD- Chief Building Official          | FT           | \$4,370.06 biweekly                       |
| Rutherford, John H.   | BD- Electrical Inspector             | FT           | \$44.50/hour                              |
| Hamker, Daniel R.     | BD- Plumbing Inspector               | FT           | \$44.60/hour                              |
| Meigh, Lynn F.        | BD- Secretary                        | PT           | \$18.91/hour                              |
| Rua, Robert J.        | C&T- C&T Director                    | FT           | \$4,635.00 biweekly                       |
| Hricko, Lucas T.      | C&T- Production Assistant            | PT           | \$21.56/hour                              |
| Bowles, Brian Alan    | C&T- Senior Production Assistant     | FT           | \$24.87/hour                              |
| Biggers, Stephanie M. | C&T- Technology Coordinator          | FT           | \$31.08/hour                              |
| Esborn, Edward T.     | CD- Community Development Director   | FT           | \$4,680.69 biweekly                       |
| La Rosa, Kelly J.     | CD- Planning & Zoning Manager        | FT           | \$38.83/hour                              |
| Mahoney, Matthew M.   | CD- Property Maintenance Specialist  | FT           | \$29.47/hour                              |
| Page, Austin M.       | CD- Senior Planning & Zoning Manager | FT           | \$41.21/hour                              |
| Rosmarin, Valerie E.  | Council- Clerk of Council            | FT           | \$2,800.78 biweekly                       |
| Boggins, Ramona K.    | Council- Deputy Clerk of Council     | FT           | \$22.88/hour                              |

| EMPLOYEE              | JOB TITLE                           | FT/PT STATUS | 3% PAY INCREASE<br>EFFECTIVE<br>JANUARY 1, 2026 |
|-----------------------|-------------------------------------|--------------|---|
| Jirka, Judy           | Finance- Assistant Finance Director | FT           | \$3,708.00 biweekly                             |
| Krosse, Beth          | Finance- Finance Director           | FT           | \$5,268.85 biweekly                             |
| Drost, Kenneth F.     | Fire- Fire Inspector                | PT           | \$27.81/hour                                    |
| Netkowicz, Glenn C.   | Fire- Fire Inspector                | PT           | \$28.72/hour                                    |
| Gomez, Kristin A.     | Fire- Fire Secretary                | FT           | \$29.60/hour                                    |
| Kernya, Lynn M.       | HR- Human Resources Director        | FT           | \$4,692.44 biweekly                             |
| Graves, David M.      | Law- Assistant Director             | PT           | \$874.02 biweekly                               |
| Ebert, Gary A.        | Law- Director                       | PT           | \$4,286.85 biweekly                             |
| Dever, A. Steven      | Law- Prosecutor                     | PT           | \$1,836.17 biweekly                             |
| Krupar, Mary T.       | Mayor- Administrative Assistant     | FT           | \$31.08/hour                                    |
| Fundak, Melaine L.    | Mayor- Front Desk Assistant         | PT           | \$17.85/hour                                    |
| Teter, Carla P.       | Mayor- Front Desk Assistant         | FT           | \$21.35/hour                                    |
| DeLima, Julie L.      | Mayor- Records Clerk                | PT           | \$21.22/hour                                    |
| Hartz, Jeffrey P.     | PD- Animal Control/CSO              | PT           | \$33.14/hour                                    |
| Wasyloko, Frank Jr.   | PD- Animal Control/CSO              | PT           | \$33.14/hour                                    |
| Robinson, Caleb A.    | PD- Police Chief                    | FT           | \$5,402.10 biweekly                             |
| Ferguson, David N.    | PD- Police Maintenance              | PT           | \$22.72/hour                                    |
| Burson, Rachel E.     | PD- Police Secretary                | FT           | \$30.19/hour                                    |
| Rednour, Kathleen A.  | PD- Victim Advocate                 | PT           | \$33.55/hour                                    |
| Ducu, Roman L.        | PW- Assistant Public Works Director | FT           | \$4,118.38 biweekly                             |
| Liskovec, Jonathan L. | PW- Public Works Director           | FT           | \$4,855.66 biweekly                             |
| Matteucci, Andrew     | PW- Public Works Supervisor         | FT           | \$2,812.69 biweekly                             |
| Brown, Jonathan D.    | PW- Community Transportation Driver | PT           | \$20.02/hour                                    |
| Lawrence, Frank T.    | PW- Community Transportation Driver | PT           | \$20.60/hour                                    |
| Cutlip, Daniel        | PW- Boat Ramp Attendant             | PT           | \$17.51/hour                                    |
| Graham, Robert B.     | PW- Boat Ramp Attendant             | PT           | \$20.02/hour                                    |

| EMPLOYEE             | JOB TITLE                   | FT/PT STATUS | 3% PAY INCREASE EFFECTIVE JANUARY 1, 2026 |
|----------------------|-----------------------------|--------------|---|
| Livchak, Dennis S    | PW- Boat Ramp Attendant     | PT           | \$21.64/hour                              |
| Schneider, Ronald G. | PW- Boat Ramp Attendant     | PT           | \$20.02/hour                              |
| Smith, Ronn D.       | PW- Boat Ramp Attendant     | PT           | \$20.02/hour                              |
| Wilson, Jeffrey A.   | PW- Boat Ramp Attendant     | PT           | \$18.57/hour                              |
| Nielsen, Marijo      | REC- Receptionist           | PT           | \$20.23/hour                              |
| Fach, Erin M.        | REC- Recreation Director    | FT           | \$4,036.51 biweekly                       |
| Mahoney, Brian       | REC- Senior Program Manager | FT           | \$2,218.47 biweekly                       |

Section No. 2: 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. 3: 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. Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

1<sup>st</sup> reading: 12/08/2025

2<sup>nd</sup> reading:

3<sup>rd</sup> reading:

PASSED: 12/15/2025

*/s/ Jennifer G. Fenderbosch*  
Council President

POSTED: 12/19/2025

APPROVED: 12/16/2025

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

*/s/ Mark A. Spaatzel*  
Mayor