

ORDINANCE NO. 82-2025

Offered by All of Council

AN ORDINANCE TO AMEND ORDINANCE NO. 5-2025 TO ADOPT A SCHEDULE OF POSITIONS, SALARY RATES AND WAGES AND TO OTHERWISE FIX AND DETERMINE COMPENSATION FOR PERSONNEL OF THE VILLAGE OF RICHFIELD TO ADJUST THE PAY RANGES BY 3.0% FOR 2026, AND TO AMEND ANY OTHER ORDINANCES NOT CONSISTENT, AND DECLARING AN EMERGENCY

NOW, THEREFORE BE IT ORDAINED by the Council of the Village of Richfield, Ohio, State of Ohio that:

- SECTION 1. The Schedule of Positions and Compensation, bearing a date of December 15, 2025 through December 27, 2026, attached hereto and made a part hereof and the pay periods for officers and employees shall be in accordance therewith from and after December 15, 2025.
- SECTION 2. Ordinance No. 5-2025 and all other Ordinances or part of schedules which are not consistent with the terms of this Ordinance are hereby repealed.
- SECTION 3. This Ordinance adjusts the pay ranges effective December 15, 2025, to reflect a 3.0% increase for 2026 comparable to the bargaining unit employees' wage increases.
- SECTION 4. It was 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 of any of its committees that resulted in such formal actions, were in meetings open to the public, in compliance with legal requirements, including Section 121.22 of the Ohio Revised Code.
- SECTION 5. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety and welfare of the residents of the Village of Richfield, County of Summit, State of Ohio and for the further reason that it is immediately necessary in order to pay for services rendered; wherefore, provided this Resolution receives the affirmative vote of two-thirds of the members of Council elected or appointed, it shall take effect immediately upon its passage and execution by the Mayor; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

10/16/25 10:00 a.m.

Ordinance No. 82-2025

PASSED:

12-2-2025

Bekkie Bashara

President of Council

ATTEST:

[Signature]

Clerk of Council

Mayor

Date: _____

Schedule of Positions and Compensation
Effective December 15, 2025 through December 27, 2026

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<u>LEGISLATIVE EMPLOYEES:</u>			
President of Council	9,978	369.56	
Council Members	9,354	346.45	
Clerk of Council	13,146 - 21,691	505.62 - 834.27	
<u>ADMINISTRATION EMPLOYEES:</u>			
Mayor/Safety Director	94,191	3,488.56	
HR, Policy & Records Coordinator	50,716 - 85,935	1,950.62 - 3,305.20	24.39 - 41.32
Part-time Information Technology Coord.			21.13 - 28.18
Mayor's Assist./Court Clerk	32,508 - 65,585	1,250.31 - 2,522.50	15.63 - 31.54
<u>ADMINISTRATIVE ASSISTANTS:</u>			
Mayor, Finance, Fire, Zoning, Service			
96 Months	71,050	2,732.70	34.16
84 Months	67,834	2,609.00	32.62
72 Months	64,620	2,485.39	31.07
60 Months	61,400	2,361.54	29.52
48 Months	58,184	2,237.83	27.98
36 Months	54,969	2,114.20	26.43
24 Months	51,754	1,990.54	24.89
12 Months	48,535	1,866.73	23.34
Beginning Rate	45,321	1,743.12	21.79
<u>FINANCE/TAX DEPARTMENT:</u>			
Finance Director/Tax Administrator	88,366 - 115,076	3,398.70 - 4,426.00	42.49 - 55.33
Assistant Finance/Tax Administrator	76,319 - 99,453	2,935.35 - 3,825.12	36.70 - 47.82
<u>FIRE DEPARTMENT:</u>			
Fire Chief	88,366 - 115,076	3,398.70 - 4,426.00	42.49 - 55.33
Assistant Fire Chief	85,750 - 111,636	3,298.08 - 4,293.70	41.23 - 53.68
Fire Captain***			
Fire Medic Lieutenant***			
Fire Medic - 36 Month***			
Fire Medic - 27 Month***			
Fire Medic - 18 Month***			
Fire Medic - 9 Month***			
Fire Medic in Training***			
Part-Time Fireperson in Training	Hourly Rate: 20.71	Plus \$41.42 per Training Ses.	
Part-Time Paramedic in Training	Hourly Rate: 22.68	Plus \$45.36 per Training Ses.	
Part-Time Fireperson	Hourly Rate: 27.48	Plus \$54.96 per Training Ses.	
Part-Time Paramedic	Hourly Rate: 29.47	Plus \$58.94 per Training Ses.	
Fire Lieutenant - Part Time	Hourly Rate: 31.41	Plus \$62.82 per Training Ses.	
Fire Captain - Part Time	Hourly Rate: 33.40	Plus \$66.80 per Training Ses.	
Assistant Fire Chief - Part Time	Hourly Rate: 35.37	Plus \$70.74 per Training Ses.	

*** For these positions refer to the applicable Collective Bargaining Unit Agreement.

Schedule of Positions and Compensation
Effective December 15, 2025 through December 27, 2026

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
<u>POLICE DEPARTMENT:</u>			
Police Chief	88,366 - 115,076	3,398.70 - 4,426.00	42.49 - 55.33
Assistant Police Chief	85,750 - 111,636	3,298.08 - 4,293.70	41.23 - 53.68
Police Sergeant***	*** For these positions refer to the applicable Collective Bargaining Unit Agreement.		
Patrolman - 36 Month (Full-time)***			
Patrolman - 24 Month (Full-time)***			
Patrolman - 12 Month (Full-time)***			
Patrolman - New hire (Full-time)***			
Patrolman - Part-Time 24-35 months***			
Patrolman - Part-Time 13-23 months***			
Patrolman - Part-Time new - 12 months***			
<u>DISPATCH DEPARTMENT:</u>			
Dispatch Records Sup./IT Coordinator	69,713 - 93,639	2,681.27 - 3,601.50	33.52 - 45.02
Dispatcher - 36 Month (Full-time)***	*** For these positions refer to the applicable Collective Bargaining Unit Agreement.		
Dispatcher - 24 Month (Full-time)***			
Dispatcher - 12 Month (Full-time)***			
Dispatcher - New hire (Full-time)***			
Dispatcher - 36 Month (Part-time)***			
Dispatcher - 27 Month (Part-time)***			
Dispatcher - 18 Month (Part-time)***			
Dispatcher - New hire (Part-time)***			
<u>DOG WARDEN:</u>			
Dog Warden - 36 Month (Part-time)***			
Dog Warden - 27 Month (Part-time)***			
Dog Warden - 18 Month (Part-time)***			
Dog Warden - 9 Month (Part-time)***			
<u>PLANNING/ZONING DEPARTMENT:</u>			
Planning/Zoning Director	88,366 - 115,076	3,398.70 - 4,426.00	42.49 - 55.33
Assistant Planning/Zoning Director	76,319 - 99,453	2,935.35 - 3,825.12	36.70 - 47.82
Economic Development Coordinator	23,975	922.12	
Part-time Board Secretary	\$120/meeting all inclusive		
Part-time Code Enforcement Officer			Min Wg 27.38
<u>RECREATION DEPARTMENT:</u>			
Maximum hours part-time employees can work are 28 hours/week unless authorized by the Mayor, eff. 2017.			
Recreation Director	45,111 - 83,774	1,735.04 - 3,222.08	21.69 - 40.28
Recreation Assistants (Part-time)			Min Wg - 27.38
<u>HUMAN SERVICES DEPARTMENT:</u>			
Maximum hours part-time employees can work are 28 hours/week unless authorized by the Mayor, eff. 2017.			
Human Services Coordinator			16.37 - 29.55
Human Services Assistant (Part-time)			Min Wg - 27.38

Schedule of Positions and Compensation
Effective December 15, 2025 through December 27, 2026

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
SERVICE DEPARTMENT:			
Service Director/P.E.	94,030 - 128,809	3,616.54 - 4,954.20	45.21 - 61.93
Service Director	88,366 - 115,076	3,398.70 - 4,426.00	42.48 - 55.32
Assistant Service Director	76,319 - 99,453	2,935.35 - 3,825.12	36.69 - 47.81
Division Supervisor:			
96 Months	86,777	3,337.58	41.72
84 Months	84,133	3,235.88	40.45
72 Months	81,493	3,134.35	39.18
60 Months	78,851	3,032.73	37.91
48 Months	76,207	2,931.04	36.64
36 Months	73,566	2,829.46	35.37
24 Months	70,924	2,727.85	34.10
12 Months	68,281	2,626.19	32.83
Beginning Rate	65,637	2,524.50	31.56
<i>Crew Leader, Vehicle and Property Maintenance Mechanic, Utility Maintenance Technician</i>			
96 Months	81,054	3,117.46	38.97
84 Months	77,172	2,968.15	37.10
72 Months	73,293	2,818.96	35.24
60 Months	69,411	2,669.65	33.37
48 Months	65,533	2,520.50	31.51
36 Months	61,652	2,371.23	29.64
24 Months	57,772	2,222.00	27.78
12 Months	53,891	2,072.73	25.91
Beginning Rate	50,011	1,923.50	24.04
<i>Grounds Maintenance Technician, Road Maintenance Technician, FT Custodian</i>			
96 Months	71,050	2,732.69	34.16
84 Months	67,834	2,609.00	32.61
72 Months	64,620	2,485.38	31.07
60 Months	61,400	2,361.54	29.52
48 Months	58,184	2,237.85	27.97
36 Months	54,969	2,114.19	26.43
24 Months	51,754	1,990.54	24.88
12 Months	48,535	1,866.73	23.33
Beginning Rate	45,321	1,743.12	21.79

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	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
Service Dept. Stand By Time:			
Emerg. Snow Removal Full-Time Employees	\$1,000 /year payable April 1		
Highway Maintenance Supervisor	\$1,000 /year payable April 1		
Road Mechanic Supervisor	\$1,000 /year payable April 1		
Sewer Technicians	\$1,000 /year payable April 1		
Part-time Service Employee			Min Wg - 27.38
Custodian (Part-time)			Min Wg - 27.38
<u>OTHER:</u>			
Part-time Secretary of Cemetery Board	\$100 per meeting, all inclusive, payable bi-weekly		
Mayor's Court Magistrate	\$200 per session, all inclusive, payable bi-weekly		
Mayor's Court Prosecutor	\$200 per session, all inclusive, payable bi-weekly		
Director of Law	Up to \$5,550/month & other compensation as authorized by the Mayor, payable monthly.		