

TEMPORARY ORDINANCE NO. 61-25

PERMANENT ORDINANCE NO. 63-25

AN ORDINANCE TO ESTABLISH THE BENEFITS, TITLES, AND COMPENSATION FOR MANAGEMENT AND PROFESSIONAL PERSONNEL EMPLOYED BY THE CITY OF LANCASTER, OHIO FOR THE YEAR 2026, AND TO DECLARE AN EMERGENCY

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF LANCASTER, STATE OF OHIO:

SECTION 1. MANAGEMENT AND PROFESSIONAL PERSONNEL.

The following management and professional positions are approved and established, effective Payroll #1, 2026, in accordance with the department, job title, salary range, and number of employees listed below:

<u>DEPARTMENT</u>	<u>JOB TITLE</u>	<u>RANGE</u>	<u>EMPLOYEES</u>
Auditor	Assistant Auditor	23	1
Cemetery	Maintenance Supervisor	18	1
Code Enforcement	Code Enforcement Director	21	1
Community Development	City Planner	21	1
	Certified Building Manager	23	1
	Grant Manager	18	1
	Zoning Administrator	18	1
Engineering	City Engineer	32	1
	Assistant City Engineer	27	1
Environmental Engineering	Environmental Engineer	30	1
Gas	General Manager	31	1
	Operations Manager	27	1
	Construction Supervisor	19	2
	Compliance/Supply Manager	20	1
Income Tax	Tax Commissioner	24	1
	Asst. Tax Commissioner	19	1
IT/Telecom	IT Director	26	1
	Assistant IT Director	22	1
	GIS Manager	22	1

Law Director	Assistant Law Director	27	1
	Senior Attorney	23	1
	Assistant Prosecutor	21	3
Police Department	Comm Tech Supervisor	13	1
Sanitation	Department Superintendent	25	1
	Assistant Superintendent	19	1
Service-Safety	Service-Safety Director	31	1
	HR Coordinator	16	1
	Facilities Manager	14	1
Storm Water Utility	Storm Water Manager	27	1
	Storm Water Engineer II	23	1
Transportation	Department Superintendent	27	1
	Operations Manager	21	1
	Traffic Control Supervisor	18	1
	Maintenance Supervisor	18	1
Utilities	Department Superintendent	22	1
	Assistant Superintendent	19	1
Water	Department Superintendent	28	1
	Plant Manager	21	2
	Construction Supervisor	18	1
	Distribution Manager	21	1
	Compliance Manager	18	1
Water Pollution Control Department	Superintendent	28	1
	Assistant Superintendent	21	1
	Chemist	19	1

SECTION 2. POLICE CHIEF AND DEPUTY POLICE CHIEF.

The annual compensation for the Police Chief, Deputy Police Chief, effective payroll #1, 2026, shall be as follows:

Police Chief	Hourly	\$ 69.085
	Bi-weekly	\$ 5,526.84
	Annual	\$ 149,224.65
Deputy Police Chief	Hourly	\$ 64.869
	Bi-weekly	\$ 5,189.52
	Annual	\$ 140,117.04

SECTION 3. FIRE CHIEF AND ASSISTANT FIRE CHIEF.

The annual compensation for the Fire Chief and one Assistant Fire Chief, effective payroll #1, 2026, shall be as follows:

Fire Chief	Hourly	\$ 66.829
	Bi-weekly	\$ 5,346.36
	Annual	\$ 144,351.73
Assistant Fire Chief	Hourly	\$ 62.750
	Bi-weekly	\$ 5,020.06
	Annual	\$ 135,541.53

SECTION 4. RETIREMENT PICK-UP.

Employees covered by this Ordinance do not receive retirement pension pick-up.

SECTION 5. LONGEVITY PAY.

Employees covered by this Ordinance, who were hired on or after January 1, 2006, are not eligible to receive this benefit.

Full-time employees covered by this Ordinance, who were hired on or before December 31, 2005, shall, after five (5) years of continuous service with the City, receive a \$3.25 bi-weekly payment for each year of service. An employee shall be paid longevity commencing January 1st of the year in which the anniversary of employment with the City occurs.

SECTION 6. PAY SCALE.

The Pay Scale for employees referenced in Section 1 of this Ordinance above, is set forth in the attached Exhibit A. These Pay Scales are effective Payroll #1, 2026.

SECTION 7. SUPERVISOR DISCRETION.

The Service-Safety Director or elected official responsible for supervision of a City department may, in the exercise of his or her sound discretion, adjust the pay step and/or benefits (e.g., vacation leave, personal time, and compensatory time) of an employee covered by this Ordinance in light of that employee's experience, education, performance, or other extenuating circumstances. Any adjustment under this provision must be in writing and, upon delivery to the City Auditor, the adjustment shall be made as soon as practicable.

SECTION 8. FORCE AND EFFECT.

This Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the City, and for the continued and uninterrupted services by the City of Lancaster. Wherefore this Ordinance shall be in full force and effect immediately upon its passage and approval by the Mayor.

Passed: 12-1-2025 after 3 reading. Vote: Yeas 10 Nays 0

Approved: December 1, 2025

Clerk: [Signature]

[Signature]
President of Council

[Signature]
Mayor

Offered by: [Signature]

Second by: [Signature]

Requested by Finance Committee

***The annual total lines for 2026 are based on 27 pay periods.**

RANGE	STARTING	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
9	26.21	27.35	28.52	29.67	30.79	31.94	33.09	34.22
	2,096.80	2,188.00	2,281.60	2,373.60	2,463.20	2,555.20	2,647.20	2,737.60
	56,613.60	59,076.00	61,603.20	64,087.20	66,506.40	68,990.40	71,474.40	73,915.20
10	26.90	28.10	29.27	30.45	31.63	32.82	33.96	35.17
	2,152.00	2,248.00	2,341.60	2,436.00	2,530.40	2,625.60	2,716.80	2,813.60
	58,104.00	60,696.00	63,223.20	65,772.00	68,320.80	70,891.20	73,353.60	75,967.20
11	27.78	29.10	30.40	31.70	32.99	34.31	35.60	36.92
	2,222.40	2,328.00	2,432.00	2,536.00	2,639.20	2,744.80	2,848.00	2,953.60
	60,004.80	62,856.00	65,664.00	68,472.00	71,258.40	74,109.60	76,896.00	79,747.20
12	28.56	29.81	31.07	32.31	33.54	34.80	36.04	37.24
	2,284.80	2,384.80	2,485.60	2,584.80	2,683.20	2,784.00	2,883.20	2,979.20
	61,689.60	64,389.60	67,111.20	69,789.60	72,446.40	75,168.00	77,846.40	80,438.40
13	29.39	30.66	31.94	33.21	34.47	35.75	37.06	38.34
	2,351.20	2,452.80	2,555.20	2,656.80	2,757.60	2,860.00	2,964.80	3,067.20
	63,482.40	66,225.60	68,990.40	71,733.60	74,455.20	77,220.00	80,049.60	82,814.40
14	30.00	31.32	32.63	33.96	35.27	36.62	37.90	39.19
	2,400.00	2,505.60	2,610.40	2,716.80	2,821.60	2,929.60	3,032.00	3,135.20
	64,800.00	67,651.20	70,480.80	73,353.60	76,183.20	79,099.20	81,864.00	84,650.40
15	30.69	32.04	33.46	34.82	36.16	37.53	38.88	40.21
	2,455.20	2,563.20	2,676.80	2,785.60	2,892.80	3,002.40	3,110.40	3,216.80
	66,290.40	69,206.40	72,273.60	75,211.20	78,105.60	81,064.80	83,980.80	86,853.60
16	31.72	33.11	34.47	35.89	37.28	38.68	40.06	41.41
	2,537.60	2,648.80	2,757.60	2,871.20	2,982.40	3,094.40	3,204.80	3,312.80
	68,515.20	71,517.60	74,455.20	77,522.40	80,524.80	83,548.80	86,529.60	89,445.60
17	32.63	34.06	35.50	36.88	38.31	39.74	41.14	42.54
	2,610.40	2,724.80	2,840.00	2,950.40	3,064.80	3,179.20	3,291.20	3,403.20
	70,480.80	73,569.60	76,680.00	79,660.80	82,749.60	85,838.40	88,862.40	91,886.40
18	33.52	34.92	36.33	37.78	39.19	40.60	42.03	43.47
	2,681.60	2,793.60	2,906.40	3,022.40	3,135.20	3,248.00	3,362.40	3,477.60
	72,403.20	75,427.20	78,472.80	81,604.80	84,650.40	87,696.00	90,784.80	93,895.20
19	34.41	35.94	37.43	38.95	40.49	42.01	43.51	45.04
	2,752.80	2,875.20	2,994.40	3,116.00	3,239.20	3,360.80	3,480.80	3,603.20
	74,325.60	77,630.40	80,848.80	84,132.00	87,458.40	90,741.60	93,981.60	97,286.40
20	35.26	36.83	38.40	39.96	41.53	43.06	44.63	46.26
	2,820.80	2,946.40	3,072.00	3,196.80	3,322.40	3,444.80	3,570.40	3,700.80
	76,161.60	79,552.80	82,944.00	86,313.60	89,704.80	93,009.60	96,400.80	99,921.60

RANGE	STARTING	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
21	36.27	37.86	39.45	41.01	42.60	44.15	45.73	47.36
	2,901.60	3,028.80	3,156.00	3,280.80	3,408.00	3,532.00	3,658.40	3,788.80
	78,343.20	81,777.60	85,212.00	88,581.60	92,016.00	95,364.00	98,776.80	102,297.60
22	37.35	39.02	40.69	42.35	44.01	45.66	47.32	48.98
	2,988.00	3,121.60	3,255.20	3,388.00	3,520.80	3,652.80	3,785.60	3,918.40
	80,676.00	84,283.20	87,890.40	91,476.00	95,061.60	98,625.60	102,211.20	105,796.80
23	38.52	40.21	41.91	43.59	45.28	46.95	48.66	50.36
	3,081.60	3,216.80	3,352.80	3,487.20	3,622.40	3,756.00	3,892.80	4,028.80
	83,203.20	86,853.60	90,525.60	94,154.40	97,804.80	101,412.00	105,105.60	108,777.60
24	39.66	41.41	43.17	44.90	46.66	48.40	50.13	51.92
	3,172.80	3,312.80	3,453.60	3,592.00	3,732.80	3,872.00	4,010.40	4,153.60
	85,665.60	89,445.60	93,247.20	96,984.00	100,785.60	104,544.00	108,280.80	112,147.20
25	40.74	42.58	44.36	46.21	48.02	49.85	51.65	53.45
	3,259.20	3,406.40	3,548.80	3,696.80	3,841.60	3,988.00	4,132.00	4,276.00
	87,998.40	91,972.80	95,817.60	99,813.60	103,723.20	107,676.00	111,564.00	115,452.00
26	41.92	43.78	45.62	47.46	49.31	51.16	53.01	54.87
	3,353.60	3,502.40	3,649.60	3,796.80	3,944.80	4,092.80	4,240.80	4,389.60
	90,547.20	94,564.80	98,539.20	102,513.60	106,509.60	110,505.60	114,501.60	118,519.20
27	43.40	45.28	47.20	49.09	51.00	52.91	54.82	56.76
	3,472.00	3,622.40	3,776.00	3,927.20	4,080.00	4,232.80	4,385.60	4,540.80
	93,744.00	97,804.80	101,952.00	106,034.40	110,160.00	114,285.60	118,411.20	122,601.60
28	44.49	46.40	48.39	50.36	52.33	54.30	56.24	58.18
	3,559.20	3,712.00	3,871.20	4,028.80	4,186.40	4,344.00	4,499.20	4,654.40
	96,098.40	100,224.00	104,522.40	108,777.60	113,032.80	117,288.00	121,478.40	125,668.80
29	45.79	47.81	49.83	51.84	53.86	55.88	57.90	59.90
	3,663.20	3,824.80	3,986.40	4,147.20	4,308.80	4,470.40	4,632.00	4,792.00
	98,906.40	103,269.60	107,632.80	111,974.40	116,337.60	120,700.80	125,064.00	129,384.00
30	47.19	49.26	51.31	53.41	55.49	57.55	59.64	61.67
	3,775.20	3,940.80	4,104.80	4,272.80	4,439.20	4,604.00	4,771.20	4,933.60
	101,930.40	106,401.60	110,829.60	115,365.60	119,858.40	124,308.00	128,822.40	133,207.20
31	48.60	50.73	52.86	55.00	57.13	59.27	61.41	63.52
	3,888.00	4,058.40	4,228.80	4,400.00	4,570.40	4,741.60	4,912.80	5,081.60
	104,976.00	109,576.80	114,177.60	118,800.00	123,400.80	128,023.20	132,645.60	137,203.20
32	50.07	52.25	54.44	56.66	58.85	61.05	63.19	65.45
	4,005.60	4,180.00	4,355.20	4,532.80	4,708.00	4,884.00	5,055.20	5,236.00
	108,151.20	112,860.00	117,590.40	122,385.60	127,116.00	131,868.00	136,490.40	141,372.00