

TEMPORARY ORDINANCE NO. 65-25

PERMANENT ORDINANCE NO. 67-25

AN ORDINANCE TO ESTABLISH THE BENEFITS, TITLES, AND COMPENSATION FOR FAIRFIELD COUNTY MUNICIPAL COURT 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, pay scale, and number of employees listed below:

<u>DEPARTMENT</u>	<u>JOB TITLE</u>	<u>NUMBER OF EMPLOYEES</u>
Municipal Court-Judicial	Court Administrator	1
	Magistrate	1
Municipal Court-Probation	Chief Probation Officer	1
	Grants Writer/Manager	1

SECTION 2. PAY SCALE.

The bi-weekly and annual compensation for the employees referenced in Section 1 of this Ordinance above, effective Payroll 1, 2026, shall be within the total annual amount as set forth in the 2026 salary spreadsheet.

- A. The Presiding Judge has the authority to set the annual salary of each employee within the lump sum dollar amount approved by the City Council for salaries for the upcoming year, including any approved cost of living increases.

SECTION 3. RETIREMENT PICK-UP.

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

SECTION 4. 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 1<sup>st</sup> of the year in which the anniversary of employment with the City occurs.

SECTION 5. MEDICAL INSURANCE

The Magistrate is not eligible for health insurance.

SECTION 6. LIFE INSURANCE.

The Magistrate is not eligible for life insurance.

SECTION 7. SUPERVISOR DISCRETION.

The Presiding Judge may, in the exercise of his or her sound discretion, adjust the pay 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