

**VILLAGE OF ELMORE
ORDINANCE NO. 15-2025**

AN ORDINANCE AMENDING THE ORDINANCE 26-2024 FOR WAGE SCHEDULES FOR CERTAIN EMPLOYEES OF THE VILLAGE OF ELMORE, OTTAWA COUNTY, OHIO.

WHEREAS, Ordinance No. 24-26 passed December 9, 2024, provided a 3% change to employee’s salaries which amended prior Ordinances respecting job classifications, pay ranges and compensation, needs to be amended.

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Elmore, Ottawa County, Ohio that the pay scale for employees and departments shall be as follows:

SECTION 1. That this salary schedule shall be effective for all employees of the Village of Elmore effective January 1, 2026 and continue until a further revision is warranted to be as follows, and

SECTION 2. That a Salary Schedule shall be effective for all Elected Officials January 1, 2026, and continue until a further revision is warranted to be as follows:

Elected Officials	Compensation			
	2026	2027	2028	2029
Mayor	\$10,249.24	\$10,711.72	\$11,197.36	\$11,707.24
Council President	\$9,749.24	\$10,211.72	\$10,697.36	\$11,207.24
Council Member	\$9,249.24	\$9,711.72	\$10,197.36	\$10,707.24

Salaries for the Mayor, Council President, and Council Members shall be paid monthly from the General Fund, Water Fund, Sewer Fund, and Electric Fund. All salaries are based on a per annum salary and shall be paid monthly.

Administration	Compensation
Village Administrator	\$60,000 – \$90,000 per year, paid bi-weekly
Fiscal Officer	\$65,000.00 - \$85,000.00 per year, paid bi-weekly
The Village Administrator and Fiscal Officer salaries shall be paid bi-weekly from the General Fund, Street Fund, Water Fund, Sewer Fund, and Electric Fund.	
Administration	Compensation
Police Chief	\$28.00 – \$40.00 per hr.

Police Department wages are to be paid from the General Fund on a bi-weekly basis.

Department of Public Safety

Employees of the Police Department shall be paid in accordance with the following plan:

Classification	Compensation				
	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant	\$27.72	\$28.78	\$29.85	\$30.92	\$31.98
Full Time Officers	\$25.59	\$26.65	\$27.72	\$28.78	\$29.85
Full Time SRO	TBD by contract with Village of Elmore and Woodmore Schools				
Acting Police Chief	100.00 Per Week, Paid Biweekly				

Police Department wages are per hour basis, paid bi-weekly. Wages are to be paid from the General Fund.

The step plan is intended for base wages only. Step placement will be evaluated at least annually, and any step movement will require a recommendation from a department head and approval from council. For advancement to the next step, officers must be in good standing with no unexcused absences, satisfactory performance review, and meet the minimum requirements as described in the Village of Elmore Employee Handbook. Step placement will be subject to availability of sufficient funding.

Department of Public Works Personnel

Classification	Compensation				
	Step 1	Step 2	Step 3	Step 4	Step 5
Laborer	\$16.52	\$17.06	\$18.12	\$19.19	\$20.25
Serviceman 1	\$20.79	\$21.40	\$22.48	\$23.38	\$24.12
Serviceman 2	\$23.18	\$24.12	\$25.08	\$26.06	\$27.11
Serviceman 3	\$28.17	\$29.30	\$30.48	\$31.69	\$32.96
Working Foreman	\$31.69	\$32.96	\$34.28	\$35.31	\$37.07
Utility Clerk	\$22.47	\$23.37	\$24.30	\$25.27	\$26.28
Custodian	\$15.99	\$17.06	\$18.12	\$19.19	\$20.25
Contingent Serviceman III	\$23.18	\$24.12	\$25.08	\$26.07	\$27.11
Acting Village Administrator	100.00 Per Week, Paid Biweekly				

Wages from the Dept. of public Works shall be paid from the Water Fund, Sewer Fund, Electric Fund, Streets Fund, or from funds applicable to work being completed.

The step plan is intended for base wages only. Step placement will be evaluated at least annually using the criteria as presented in the Employee Handbook Job Descriptions for the position. Any step movement/increase will require a recommendation from a department head and approval from council.

Misc. Personnel

Classification	Compensation				
	Step 1	Step 2	Step 3	Step 4	Step 5
Zoning Administrator	\$4,450.50	\$4,657.50	\$4,864.50	\$5,071.50	\$5,175.00

Zoning Administrator salary shall be paid from the General Fund as applicable on a monthly basis. The step plan is intended for base wages only. Step placement will be evaluated at least annually using the criteria as presented in the Employee Handbook Job Descriptions for the position. Any step movement/increase will require a recommendation from a department head and approval from council.

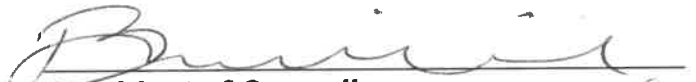

Section 4: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 5: This ordinance is passed as an emergency measure because it is necessary for the immediate preservation of the public peace, health, or safety in the Village of Elmore; in that, retention of a skilled and experienced work force is critical to all village functions; therefore, it shall go into immediate effect.

VOTES:

To Suspend the Rules	Yeas <u>6</u>	Nays <u>0</u>
To Declare and Emergency	Yeas <u>6</u>	Nays <u>0</u>
To Pass	Yeas <u>6</u>	Nays <u>0</u>

Date: 11/24/25


President of Council


Approved:



Mayor



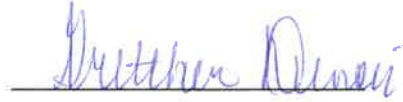
Fiscal Officer

FISCAL OFFICER'S CERTIFICATE AS TO PUBLICATION

This is to certify that publication of the foregoing ordinance was duly made as provided in Ordinance 14-09 adopted June 8, 2009, by the following method:

By posting certified copies thereof in the five (5) public places specified in the codified ordinances No. 14-09 said posting having been accomplished on the following Date:

12/06/25



Fiscal Officer

FISCAL OFFICER'S CERTIFICATE AS TO AUTHENTICITY

I hereby certify that the foregoing Ordinance is a true copy of the aforesaid Ordinance No. 15-2025, together with a true and accurate record of adoption by the Village of Elmore, Ohio



Fiscal Officer