

**CITY OF ENGLEWOOD
IN
MONTGOMERY COUNTY, OHIO**

ORDINANCE: 25-08 PASSED: NOVEMBER 11, 2025

**AN ORDINANCE: AMENDING THE ASSIGNMENT OF PAY GRADES FOR A
MAXIMUM NUMBER OF FULL-TIME POSITIONS FOR
FISCAL YEAR 2026**

WHEREAS, Section 252.09 of the City of Englewood Codified Ordinances authorizes the Council to establish the number of positions of employment in the City service; and

WHEREAS, Section 252.10 of the City of Englewood Codified Ordinances authorizes the Council to establish pay grades for all positions in the City service.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF
ENGLEWOOD, MONTGOMERY COUNTY, STATE OF OHIO AS FOLLOWS:**

SECTION I That Section 252.09 of the Codified Ordinances of the City of Englewood is hereby amended, and the pay grades for a maximum number of full-time positions are assigned as follows:

<u>DEPARTMENT</u>	<u>MAX #</u>	<u>POSITION</u>	<u>PAY GRADE</u>
Management	1	City Manager	(per contract)
	1	Adminstrative Assistant to the Manager	E-1
	1	Information Technology Director	E-4
	1	Systems Engineer	17
	1	Human Service Director	E-2
Finance	1	Director of Finance	E-8
	1	Asst. Finance Director	E-4
	1	Senior Income Tax Auditor	17
	1	Income Tax Auditor	13
	2	Finance Specialist	13
	1	Finance Clerk	10
Human Resources	1	Director of Human Resources	E-4

Police	1	Director of Police	E-8
	1	Records and Property Specialist	13
	1	Communications & Records Manager	16
	8	Dispatcher	12
	3	Sergeant	(per contract)
	20	Police Officer	(per contract)
	1	Police Officer Recruit	11
Service	1	Director of Public Works	E-6
	1	Maintenance Superintendent	E-3
	1	Administrative Assistant	12
	2	Maintenance Service II	16
	10	Maintenance Service I	12
	1	Mechanic	16
	1	Plant Superintendent	E-3
	1	Chief Plant Operator	16
	4	Plant Operator	13
	1	Lab Technician	16
	2	Custodian/Building Attendant	2
Development	1	Director of Community/ Economic Development	E-7
	1	Administrative Assistant	12
	1	Building Inspector	19
	1	Code Enforcement Officer	17
Fire	1	Director of Fire & Rescue	E-8
	1	Fire Marshall	E-2
	1	EMS Captain	E-2
	2	Community Paramedic	12a
	27	Firefighter	(per contract as intended)
	109	Total Positions	

SECTION II That the Regular Pay Table, effective for all pay periods with a pay ending date in 2026, is hereby established as follows with step increases occurring on the first day of the pay period in which the step increase date falls:

2026 REGULAR PAY TABLE

GRADE	A		B		C		D		E		F	
1 HOURLY	\$	16.40	\$	17.22	\$	18.08	\$	18.99	\$	19.93	\$	20.93
ANNUAL		34,112.00		35,817.60		37,608.48		39,488.90		41,463.35		43,536.52
2 HOURLY		17.22	\$	18.08	\$	18.99	\$	19.93	\$	20.93	\$	21.98
ANNUAL		35,817.60		37,608.48		39,488.90		41,463.35		43,536.52		45,713.34
3 HOURLY		18.08	\$	18.99	\$	19.93	\$	20.93	\$	21.98	\$	23.08
ANNUAL		37,608.48		39,488.90		41,463.35		43,536.52		45,713.34		47,999.01
4 HOURLY		18.99	\$	19.93	\$	20.93	\$	21.98	\$	23.08	\$	24.23
ANNUAL		39,488.90		41,463.35		43,536.52		45,713.34		47,999.01		50,398.96
5 HOURLY		19.93	\$	20.93	\$	21.98	\$	23.08	\$	24.23	\$	25.44
ANNUAL		41,463.35		43,536.52		45,713.34		47,999.01		50,398.96		52,918.91
6 HOURLY		20.93	\$	21.98	\$	23.08	\$	24.23	\$	25.44	\$	26.71
ANNUAL		43,536.52		45,713.34		47,999.01		50,398.96		52,918.91		55,564.85
7 HOURLY		21.98	\$	23.08	\$	24.23	\$	25.44	\$	26.71	\$	28.05
ANNUAL		45,713.34		47,999.01		50,398.96		52,918.91		55,564.85		58,343.10
8 HOURLY		23.08	\$	24.23	\$	25.44	\$	26.71	\$	28.05	\$	29.45
ANNUAL		47,999.01		50,398.96		52,918.91		55,564.85		58,343.10		61,260.25
9 HOURLY		24.23	\$	25.44	\$	26.71	\$	28.05	\$	29.45	\$	30.92
ANNUAL		50,398.96		52,918.91		55,564.85		58,343.10		61,260.25		64,323.26
10 HOURLY		25.44	\$	26.71	\$	28.05	\$	29.45	\$	30.92	\$	32.47
ANNUAL		52,918.91		55,564.85		58,343.10		61,260.25		64,323.26		67,539.43
11 HOURLY		26.71	\$	28.05	\$	29.45	\$	30.92	\$	32.47	\$	34.09
ANNUAL		55,564.85		58,343.10		61,260.25		64,323.26		67,539.43		70,916.40
12 HOURLY		28.05	\$	29.45	\$	30.92	\$	32.47	\$	34.09	\$	35.80
ANNUAL		58,343.10		61,260.25		64,323.26		67,539.43		70,916.40		74,462.22
12a (53 hour)		21.17	\$	22.23	\$	23.34	\$	24.51	\$	25.73	\$	27.02
ANNUAL		58,343.10		61,260.25		64,323.26		67,539.43		70,916.40		74,462.22

13 HOURLY	29.45	\$	30.92	\$	32.47	\$	34.09	\$	35.80	\$	37.59
ANNUAL	61,260.25		64,323.26		67,539.43		70,916.40		74,462.22		78,185.33
14 HOURLY	30.92	\$	32.47	\$	34.09	\$	35.80	\$	37.59	\$	39.47
ANNUAL	64,323.26		67,539.43		70,916.40		74,462.22		78,185.33		82,094.60
15 HOURLY	32.47	\$	34.09	\$	35.80	\$	37.59	\$	39.47	\$	41.44
ANNUAL	67,539.43		70,916.40		74,462.22		78,185.33		82,094.60		86,199.33
16 HOURLY	34.09	\$	35.80	\$	37.59	\$	39.47	\$	41.44	\$	43.51
ANNUAL	70,916.40		74,462.22		78,185.33		82,094.60		86,199.33		90,509.29
17 HOURLY	35.80	\$	37.59	\$	39.47	\$	41.44	\$	43.51	\$	45.69
ANNUAL	74,462.22		78,185.33		82,094.60		86,199.33		90,509.29		95,034.76
18 HOURLY	37.59	\$	39.47	\$	41.44	\$	43.51	\$	45.69	\$	47.97
ANNUAL	78,185.33		82,094.60		86,199.33		90,509.29		95,034.76		99,786.49
19 HOURLY	39.47	\$	41.44	\$	43.51	\$	45.69	\$	47.97	\$	50.37
ANNUAL	82,094.60		86,199.33		90,509.29		95,034.76		99,786.49		104,775.82
20 HOURLY	41.44	\$	43.51	\$	45.69	\$	47.97	\$	50.37	\$	52.89
ANNUAL	86,199.33		90,509.29		95,034.76		99,786.49		104,775.82		110,014.61
21 HOURLY	43.51	\$	45.69	\$	47.97	\$	50.37	\$	52.89	\$	55.54
ANNUAL	90,509.29		95,034.76		99,786.49		104,775.82		110,014.61		115,515.34
22 HOURLY	45.69	\$	47.97	\$	50.37	\$	52.89	\$	55.54	\$	58.31
ANNUAL	95,034.76		99,786.49		104,775.82		110,014.61		115,515.34		121,291.11
23 HOURLY	47.97	\$	50.37	\$	52.89	\$	55.54	\$	58.31	\$	61.23
ANNUAL	99,786.49		104,775.82		110,014.61		115,515.34		121,291.11		127,355.66
24 HOURLY	50.37	\$	52.89	\$	55.54	\$	58.31	\$	61.23	\$	64.29
ANNUAL	104,775.82		110,014.61		115,515.34		121,291.11		127,355.66		133,723.45
25 HOURLY	52.89	\$	55.54	\$	58.31	\$	61.23	\$	64.29	\$	67.50
ANNUAL	110,014.61		115,515.34		121,291.11		127,355.66		133,723.45		140,409.62
26 HOURLY	55.54	\$	58.31	\$	61.23	\$	64.29	\$	67.50	\$	70.88
ANNUAL	115,515.34		121,291.11		127,355.66		133,723.45		140,409.62		147,430.10

SECTION III

2026 EXECUTIVE PAY TABLE

Grade	Minimum	Maximum
E-1	\$77,264	\$99,845
E-2	\$80,247	\$106,992
E-3	\$85,618	\$114,038
E-4	\$90,932	\$121,215
E-5	\$96,302	\$128,365
E-6	\$101,617	\$135,510
E-7	\$106,902	\$142,652
E-8	\$112,134	\$149,643
E-9	\$117,406	\$156,786
E-10	\$122,806	\$164,034
E-11	\$128,088	\$171,118

SECTION IV That upon promotion from non-exempt (hourly) to exempt (salary) employment status, those accrued vacation hours that will be forfeited on the employee's next anniversary date may be paid at the current rate of pay.

SECTION V That pursuant to Section 2.05 of the Englewood Charter, and the Employment Agreement dated May 14, 1996, the Council of the City of Englewood, upon review of the compensation and employment conditions of the Manager, does hereby grant a cost-of-living increase in the salary of Eric A. Smith for fiscal year 2026 at the rate of four per cent (3.5%) per annum.

SECTION VI That the City Manager may approve the appointment and compensation of part-time employees, as needed, for a permanent or temporary assignment, upon the recommendation of the appropriate department or division head and certification of funds from the Director of Finance.

SECTION VII That discretion is hereby given to the Council and/or City Manager to authorize additional compensation to employees, in an amount deemed reasonable and appropriate, for exceptional performance.

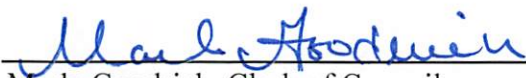
SECTION VIII That it is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were taken in an open meeting of this Council, and that all deliberations of this Council and of any committees that resulted in those formal actions were in meetings open to the public, in compliance with all legal requirements.

SECTION IX That this ordinance shall be in full force and effect at the earliest date allowed by law.

PASSED this 11th day of November 2025.

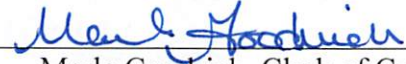

Cathy McGrail, Mayor

ATTEST:


Marla Goodrich, Clerk of Council

CERTIFICATE

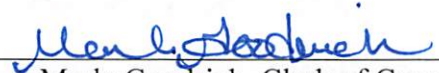
I, Marla Goodrich, Clerk of Council of the City of Englewood, Montgomery County, Ohio, do hereby certify the foregoing is a true and correct copy from the *Record of Proceedings* of said City. **WITNESS** my signature this 11th day of November 2025.



Marla Goodrich, Clerk of Council

CERTIFICATE OF POSTING

I, Marla Goodrich, Clerk of Council of the City of Englewood, Montgomery County, Ohio, do hereby certify publication of the foregoing **ORDINANCE** was made as designated by Sections 224.01 and 224.02 of the Englewood Code.



Marla Goodrich, Clerk of Council