

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

**ORDINANCE: 25-13** **PASSED: DECEMBER 9, 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:

<b><u>DEPARTMENT</u></b>	<b><u>MAX #</u></b>	<b><u>POSITION</u></b>	<b><u>PAY GRADE</u></b>
Management	1	City Manager	(per contract)
	1	Administrative 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	(per contract)
	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 Inspector	E-1
	1	EMS Captain	E-4
	1	Community Paramedic	12a
	<u>27</u>	Firefighter	(per contract as intended)
	108	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 ANNUAL	\$ 16.40 34,112.00	\$ 17.22 35,817.60	\$ 18.08 37,608.48	\$ 18.99 39,488.90	\$ 19.93 41,463.35	\$ 20.93 43,536.52
2 HOURLY ANNUAL	17.22 35,817.60	18.08 37,608.48	18.99 39,488.90	19.93 41,463.35	20.93 43,536.52	21.98 45,713.34
3 HOURLY ANNUAL	18.08 37,608.48	18.99 39,488.90	19.93 41,463.35	20.93 43,536.52	21.98 45,713.34	23.08 47,999.01
4 HOURLY ANNUAL	18.99 39,488.90	19.93 41,463.35	20.93 43,536.52	21.98 45,713.34	23.08 47,999.01	24.23 50,398.96
5 HOURLY ANNUAL	19.93 41,463.35	20.93 43,536.52	21.98 45,713.34	23.08 47,999.01	24.23 50,398.96	25.44 52,918.91
6 HOURLY ANNUAL	20.93 43,536.52	21.98 45,713.34	23.08 47,999.01	24.23 50,398.96	25.44 52,918.91	26.71 55,564.85
7 HOURLY ANNUAL	21.98 45,713.34	23.08 47,999.01	24.23 50,398.96	25.44 52,918.91	26.71 55,564.85	28.05 58,343.10
8 HOURLY ANNUAL	23.08 47,999.01	24.23 50,398.96	25.44 52,918.91	26.71 55,564.85	28.05 58,343.10	29.45 61,260.25
9 HOURLY ANNUAL	24.23 50,398.96	25.44 52,918.91	26.71 55,564.85	28.05 58,343.10	29.45 61,260.25	30.92 64,323.26
10 HOURLY ANNUAL	25.44 52,918.91	26.71 55,564.85	28.05 58,343.10	29.45 61,260.25	30.92 64,323.26	32.47 67,539.43
11 HOURLY ANNUAL	26.71 55,564.85	28.05 58,343.10	29.45 61,260.25	30.92 64,323.26	32.47 67,539.43	34.09 70,916.40
12 HOURLY ANNUAL	28.05 58,343.10	29.45 61,260.25	30.92 64,323.26	32.47 67,539.43	34.09 70,916.40	35.80 74,462.22
12a (53 hour) ANNUAL	21.17 58,343.10	22.23 61,260.25	23.34 64,323.26	24.51 67,539.43	25.73 70,916.40	27.02 74,462.22

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

### **SECTION III**

#### **2026 EXECUTIVE PAY TABLE**

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
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 three and a half percent (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 9TH DAY OF DECEMBER 2025.

Cathy M. McGrail, Mayor  
Cathy McGrail, Mayor

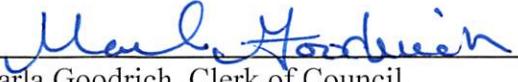
ATTEST:

Marla Goodrich

Marla Goodrich, Clerk of Council

## C E R T I F I C A T E

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 9th day of December 2025.

  
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Marla Goodrich, Clerk of Council

## C E R T I F I C A T E O F P O S T I N G

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.

  
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Marla Goodrich, Clerk of Council