

PASSED: March 9, 2026
BY: Hunt

ORDINANCE NO. 2026-3

ORDINANCE FIXING COMPENSATION FOR VILLAGE EMPLOYEES AND
DECLARING AN EMERGENCY

WHEREAS, Amberley Village greatly values the hard work and contributions by Village employees;

WHEREAS, from time to time Council reviews and assesses compensation and benefits for Village employees;

WHEREAS, the Compensation and Benefits Committee has undertaken a series of meetings and discussed the appropriateness of making adjustments to employee wages and made a recommendation to Council to: adjust wages by increasing the base salary and wages of full-time and part-time Village employees at a rate of two and three-quarters percent (2.75%); increase base fire pay by \$500; amend Section 35.07(C) of the Village's Personnel Policies to require that Maintenance Department employee be paid the applicable rate therein for all holidays they are required to work; raise the pay rate of Auxiliary peace officers to \$42 per hour, with an extra or special detail rate of \$55 per hour; and increase the amount of unused compensatory time off that an employee may accrue from 60 hours to 72 hours. These changes will be effective the first pay period in April, 2026.

NOW, THEREFORE, BE IT ORDAINED BY THE Council of Amberley Village, State of Ohio, seven (7) members elected thereto concurring:

SECTION 1: Effective the first pay period in April, 2026, the base salary and wages of full-time and part-time Village employees shall be increased at the rate of two and three-quarters percent (2.75%). All salary ranges previously adopted by Council for any and all classifications of employees shall also be increased by two and three quarters percent (2.75%) across the board. Base fire pay shall be increased by \$500. This ordinance does not include the Village Manager, Heroin Task Force employees, appointed bodies such as the BZA and Planning Commission, or the Treasurer, and elected positions such as Village Council.

SECTION 2: Section 35.07(B) of the Village's Personnel Policies shall be amended, effective the first payroll period in April, 2026, to increase the maximum number of hours of unused compensatory time that employees may accumulate from 60 hours to 72 hours.

SECTION 3: Section 35.07(C) of the Village's Personnel Policies shall be amended, effective the first payroll period in April, 2026, to provide that employees of the Maintenance Department who are required to work on any scheduled holiday shall

receive compensation for the hours worked at the rate of two and one-half times (2 ½) the employee's regular rate of pay for all hours worked.

SECTION 4: Compensation of Auxiliary peace officers is to be at a rate of \$42 per hour with an extra or special detail rate of \$55.00 per hour.

SECTION 5: This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety, and it shall go into effect forthwith. The reason for such emergency is the necessity of implementing wage adjustments for Village employees as soon as possible to ensure a productive workforce and to apply such adjustments in the first pay period in April, 2026.

Passed this 9th day of March, 2026.

Bob Rosen, Mayor

Attest:

Tammy Reasoner, Clerk of Council

Ordinance Vote:

Moved: Hunt Seconded: Paul

Bardach	Aye
Frankel	Aye
Hunt	Aye
Paul	Aye
Rosen	Aye
Shatz	Aye
Wood	Aye

I, Clerk of Council of Amberley Village, Ohio, certify that on the ____ day of March, 2026, the foregoing Ordinance was published pursuant to Article IX of the Home Rule Charter by posting true copies of said Ordinance at all of the places of public notice as designed by Sec. 31.40(B), Code of Ordinances.

Tammy Reasoner, Clerk of Council