

ORDINANCE NO. OR13-25

**AN ORDINANCE BY THE TROTWOOD CITY COUNCIL
ADOPTING THE 2026 WAGE SCALES FOR CERTAIN FULL-
TIME AND PART-TIME, NON-UNION EMPLOYEES OF THE
CITY OF TROTWOOD, AND DECLARING AN EMERGENCY.**

WHEREAS, in order to retain competent employees and attract qualified new personnel, it is necessary to adopt new wage scales for certain full-time and part-time, non-union employees of the City of Trotwood, commencing January 1, 2026; and

WHEREAS, for the immediate preservation of the public peace, health, safety, and welfare of the residents of the City of Trotwood and for public employees to be paid pursuant to the 2026 Wage Scales starting January 1, 2026, it is necessary that this ordinance take immediate effect.

NOW, THEREFORE, BE IT ORDAINED BY A VOTE OF FIVE (5) MEMBERS OF THE COUNCIL OF THE CITY OF TROTWOOD, STATE OF OHIO:

SECTION I: Attached hereto and incorporated herein by reference as Exhibit "A" are the 2026 Wage Scales commencing January 1, 2026 for certain full-time and part-time, non-union employees of the City of Trotwood.

SECTION II: Positions not assigned to a Pay Grade are as follows:
City ManagerPer Contract
Deputy City ManagerPer Contract
Law DirectorPer Contract

SECTION III: The maximum hourly wage for a position shall be obtained upon completion of the fifth step within the pay grade assigned to said position.

Incumbent regular employees as of January 1, 2026, with an hourly wage amount greater than the maximum hourly rate established in the 2026 Wage Scales shall be preserved at the previously established rate and will be eligible to receive increases consistent with adjustments to the range within a pay grade.

TROTWOOD, OHIO 45426

3035 OLIVE ROAD

CITY OF TROTWOOD

SECTION IV:

The 2026 Wage Scales shall take effect (a) on January 1, 2026 for employees not covered by a collective bargaining agreement at that time; (b) on such later date when an employee covered by a collective bargaining agreement reverts to a non-union status; or (c) on the date this Ordinance is approved by the Trotwood City Council for employees actively employed.

SECTION V:

Certain employees shall be eligible for overtime compensation in accordance with the provisions of the Fair Labor Standards Act and Section 1.07A of the Personnel Rules and Regulations.

SECTION VI:

Most student internships are unpaid practicums as the knowledge, skills, and abilities acquired from training with the City provides in itself a valuable commodity. However, the City Manager reserves the right to pay stipends to student interns who provide extremely valuable services to the City and exceed expectations.

SECTION VII:

In accordance with State of Ohio minimum wage law, the City of Trotwood 2026 Wage Scales shall meet federal, state, and local requirements.

SECTION VIII:

The Trotwood City Council declares that an emergency exists so to protect the public peace, health, safety, and welfare of the City's residents and for public employees to be paid pursuant to the 2026 Wage Scales effective January 1, 2026, which therefore requires the expedited implementation of this legislation.

SECTION IX:

It is hereby 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 that any and all deliberations of this Council that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including but not limited to Section 121.22 of the Ohio Revised Code,

SECTION X:

In accordance with Section 4-6 of the Charter of the City of Trotwood, State of Ohio, this Ordinance shall take effect immediately upon its adoption by Council.

Passed this 1st day of December, 2025.

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ATTEST:


KARA B. LANDIS
CLERK OF COUNCIL

APPROVED:


YVETTE F. PAGE
MAYOR


TYNA R. BROWN
VICE-MAYOR

CERTIFICATE OF RECORDING OFFICER

I, the undersigned, hereby certify that the foregoing is a true and correct copy of Ordinance No. **OR13-25** adopted by the Trotwood City Council at a regular scheduled meeting held on the **1st** day of **December, 2025**, and that I am duly authorized to execute this certificate.

Signed this _____ day of _____, _____.

CLERK OF COUNCIL

2026 WAGE SCALES

SCHEDULE A

Full-Time, Non-Union Positions

(hourly rate based on 2080 hours worked per year is equivalent to annual salary)

| <u>PAY GRADE</u> | Hourly Rate <u>MINIMUM</u> | Hourly Rate <u>MAXIMUM</u> |
|------------------|-------------------------------|-------------------------------|
| Grade 10..... | 19.41 | 25.86 |
| Grade 20..... | 22.41 | 30.83 |
| Grade 30..... | 25.86 | 35.66 |
| Grade 40..... | 27.37 | 39.12 |
| Grade 50..... | 31.60 | 43.18 |
| Grade 60..... | 34.58 | 47.31 |
| Grade 70..... | 39.47 | 50.81 |
| Grade 80..... | 45.27 | 56.63 |
| Grade 90..... | 47.78 | 61.58 |
| Grade 100..... | 51.76 | 66.91 |

SCHEDULE B

Part-Time, Non-Union Positions

| <u>PART-TIME POSITION</u> | Hourly Rate <u>MINIMUM</u> | Hourly Rate <u>MAXIMUM</u> |
|----------------------------------|-------------------------------|-------------------------------|
| Assistant to City Manager..... | 34.58 | 47.31 |
| Deputy Clerk of Council..... | 27.37 | 39.12 |
| Clerk..... | 22.41 | 30.83 |
| Code Enforcement Officer..... | 25.86 | 35.66 |
| Paramedic..... | | 21.34 |
| EMT-B..... | | 17.47 |
| Firefighter/EMT-B..... | | 19.41 |
| Firefighter/EMT-A..... | | 20.36 |
| Firefighter/Paramedic..... | | 22.00 |
| Human Resource Assistant..... | 25.86 | 35.66 |
| Seasonal Laborer..... | 18.12 | 23.30 |
| Police Officer..... | 33.20 | 43.23 |
| Property Evidence Custodian..... | 22.41 | 29.21 |
| Records Clerk..... | 22.41 | 30.83 |
| Student Interns..... | 19.41 | 25.86 |
| Finance Analyst..... | 20.70 | 26.21 |
| Income Tax Aide..... | 13.79 | 17.99 |
| Income Tax Analyst..... | 20.70 | 26.21 |