

ORDINANCE 26-02

AMENDING PAYROLL ORDINANCE 23-07, "ORDINANCE DETERMINING THE PAY RATES FOR ALL EMPLOYEES OF THE VILLAGE OF MECHANICSBURG," AS IT RELATES TO SECTION 3 (POLICE DEPARTMENT EMPLOYEES),

WHEREAS, the Village of Mechanicsburg passed Payroll Ordinance 23-07, titled "Ordinance determining the pay rates for all employees of the Village of Mechanicsburg," to establish pay ranges, rates, and processes for annual raises; and

WHEREAS, Section 3 of Payroll Ordinance 23-07 established the present pay ranges for Police Department employees; and

WHEREAS, the Village of Mechanicsburg's present pay rates do not appear sufficient to attract additional police candidates; and

WHEREAS, regarding Section 3, of Ordinance 23-07, the Village of Mechanicsburg now desires to update the upper pay limits for Police Department classifications, to keep those rates for years 2026 and 2027, and, solely for Police Department classifications,, to suspend the automatic pay range increase specified in Section 8 of Ordinance 23-07; and

NOW THEREFORE BE IT ORDAINED by the Council of the Village of Mechanicsburg, Ohio, that:

SECTION 1. AMENDMENT OF SECTION 3 - POLICE DEPARTMENT EMPLOYEES.

Section 3 of Payroll Ordinance 23-07, "Police Department Employees," is hereby amended to read as follows:

SECTION 3: Police Department Employees

1. The rate of pay for a Lieutenant shall range from \$28.50 to \$29.00 per hour, or \$59,280 to \$60,320 annually.
2. The rate of pay for a Sergeant shall range from \$26.50 to \$27.00 per hour, or \$41,600 to \$60,320 annually.
3. The rate of pay for a Part-time Sergeant shall range from \$22.50 to \$23.00 per hour, or \$46,800 to \$47,840 annually.
4. The rate of pay for a Patrolman shall range from \$24.50 to \$25.00 per hour, or \$50,960 to \$52,000 annually.
5. The rate of pay for a Part-time Patrolman shall range from \$21.50 to \$22.00 per hour, or \$44,720 to \$45,760 annually.
6. The rate of pay for an Auxiliary Patrolman shall be \$1.00 annually, payable December 31 of each year.

7. Raise at close of probationary period. Newly hired patrolmen shall be required to complete a six (6) month probationary period. Upon successful completion of the probationary period, a patrolman shall receive a \$0.50 per hour increase in their hourly rate of pay.

(The Captain classification is eliminated by omission from this amended Section.)

SECTION 2. ONE-TIME ADJUSTMENT OF CURRENT POLICE DEPARTMENT EMPLOYEES TO UPPER LIMIT OF RESEPECTIVE PAY RANGES.

Effective with the pay period immediately following the effective date of this ordinance, the hourly rate of pay for each current Police Department employee who is actively employed, in one of the Section 3 classifications in this Ordinance, shall be automatically adjusted to their respective upper limit for their respective classification. The Village Fiscal Officer is authorized and directed to make any payroll entries and adjustments necessary to implement Section 2 of this Ordinance for that pay period, consistent with this Ordinance and applicable law.

SECTION 3. SUSPENSION OF 2026 AND 2027 PAY RATE INCREASES; RESUMPTION OF AUTOMATIC PAY RANGE INCREASES FOR POLICE DEPARTMENT EMPLOYEES.

Sections 8 and 9 of Payroll Ordinance 23-07 shall be suspended as follows for the Police Department employee classifications listed in Section 3 of this Ordinance:

- A. Suspension of automatic increase of upper pay limit for years 2026 and 2027:
For calendar year 2026 and 2027, there shall be no automatic pay range upper limit increase and no across-the-board pay rate increases implemented for those Police Department classifications, other than the one-time adjustment to the upper limit of the respective pay range provided in Section 2 of this Ordinance. Any additional pay rate changes for those Police Department employees during calendar year 2026 and 2027 shall be limited to corrections of error or changes required by applicable law, unless otherwise specifically authorized by subsequent action of Council.
- B. Resumption of Automatic upper limit effective January 1, 2028.
Effective January 1, 2028, the pay range upper limits specified in Section 1 of this Ordinance shall be increased by 3% per year. However, this increase applies only to the upper (theoretical) range, and any actual pay increase shall be according to the terms set forth in Section 9 of Ordinance 23-07.

SECTION 4. OTHER PROVISIONS UNAFFECTED.

Except as expressly modified by this Ordinance, all other sections and provisions of Payroll Ordinance 23-07, as previously amended shall remain in full force and effect.

SECTION 5. EFFECTIVE DATE; EMERGENCY.

This Ordinance shall take effect and be in full force from and upon its passage by Council and approval by the Mayor.

First Reading 1-5-26

Second Reading 1-19-26

Third Reading 2-16-26

Passed this 2 day of 16, 2026.

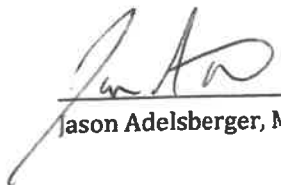
Vote Designating Emergency and allowing ordinance to take effect immediately upon passage:

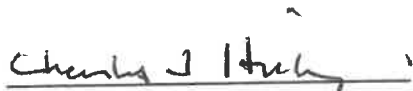
Vote: yea 4 nay 1 abstain

Hickey Y Wibright N Finkel Y Hull Y Wilson Y Foss

Vote Regarding Ordinance: Vote: yea 4 nay 1 abstain

Hickey Y Wibright N Finkel Y Hull Y Wilson Y Foss


Jason Adelsberger, Mayor


Charles Hickey, President of Council


Roger Brake, Clerk of Council