

**ORDINANCE 26-03**

**AMENDING PAYROLL ORDINANCE 23-07, "ORDINANCE DETERMINING THE PAY RATES FOR ALL EMPLOYEES OF THE VILLAGE OF MECHANICSBURG," AS IT RELATES TO SPECIFIED EMPLOYEE CATEGORIES**

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, Payroll Ordinance 23-07 established the present pay ranges for employees of the Village of Mechanicsburg; and

WHEREAS, the Village of Mechanicsburg is in the process of raising pay rates of employees of the Mechanicsburg Police Department in order to attract additional police candidates to meet manpower needs; and

WHEREAS, the Village of Mechanicsburg desires to maintain compensation parity among all non-elected Mechanicsburg employees;

WHEREAS, regarding Ordinance 23-07, the Village of Mechanicsburg now desires to update the upper pay limits for specified employee categories of the Village of Mechanicsburg. specifically Maintenance, Fiscal/Billing/Clerical/Police Clerk/ Victim's Advocate, and non-elected Exempt Employees), to keep those rates for years 2026 and 2027, and to suspend the automatic pay range increase specified in Section 8 of Ordinance 23-07; and

WHEREAS, regarding Ordinance 23-07, the Village of Mechanicsburg also desires to update the pay for Fire Department Officers enumerated in Section 4.1

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

**SECTION 1. AMENDMENT OF Upper Limit of Pay Ranges for specified employees:**

The Upper Pay Range limits for the following employee classifications:

- a. Section 2 - Maintenance Department,
- b. Section 5 - Fiscal/Billing/Clerical/Police Clerk/ Victim's Advocate,
- c. Section 6 - Village Administrator, Police Chief, Fiscal Officer, Licensed Water/Wastewater Operator Superintendent, Zoning Officer

of Ordinance 23-07 are hereby increased by 10% from the current level otherwise attained by following the procedure specified by Section 8 of Ordinance 23-07.

## **SECTION 2. The Annual pay of fire and EMS Officers**

The Annual pay of Fire and EMS officers, as previously specified in Section 4.1 of Ordinance 23-07, shall be increased as follows:

- a. The rate of pay for a **Fire Chief** shall be \$3,000-\$6,000 per year, in addition to run pay, payable annually in December, following one full calendar year of service. (Upper limit increased by \$1,000)
- b. The rate of pay for a **Assistant Fire Chief/EMS Chief** shall be \$2,000-\$5,000 per year, in addition to run pay, payable annually in December, following one full calendar year of service. (Upper limit increased by \$1,000)
- c. The rate of pay for a **Captain** shall be \$350 to \$2,000 annually, in addition to run pay. (Upper limit increased by \$1,000)
- d. The rate of pay for a **Lieutenant** shall be \$200 to \$2,000 annually, in addition to run pay. (Upper limit increased by \$1,250)

## **Section 3: SUSPENSION OF 2026 AND 2027 UPPER PAY RANGE INCREASES, and SUBSEQUENT RESUMPTION OF AUTOMATIC PAY RANGE INCREASES:**

Section 8 of Payroll Ordinance 23-07 shall be suspended for all employees specified in Section 1 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, unless otherwise specifically authorized by 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, with previous amendments, 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.

Fist Reading 1-19-26

Second Reading 2-2-26

Third Reading 2-16-26

Passed this 2 day of 16th, 2026.

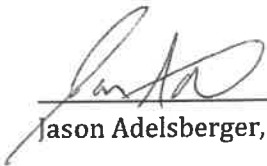
Vote Designating Emergency and allowing ordinance to take effect immediately upon passage:


Vote: yea 5 nay \_\_\_ abstain \_\_\_

Hickey X Wibright X Wilson X Foss \_\_\_ Hull X Finkel X

Vote Regarding Ordinance: Vote: yea 5 nay \_\_\_ abstain \_\_\_

Hickey X Wibright X Wilson X Foss \_\_\_ Hull X Finkel X

  
Jason Adelsberger, Mayor

  
Charles Hickey, President of Council

  
Roger Brake, Clerk of Council