

Ordinance No. 2025-3

Passed Sept. 22, 2025

ORDINANCE AMENDING AND ESTABLISHING PAY BANDS FOR THE VILLAGE OF GRAND RAPIDS

BE IT HEREBY ORDAINED BY THE COUNCIL OF THE VILLAGE OF GRAND RAPIDS, COUNTY OF WOOD, STATE OF OHIO TO ESTABLISH THE FOLLOWING PAY BANDS:

SECTION 1: Pay Bands are hereby established to:

Position	Minimum	Maximum
Public Works Technician I	\$21.00/hr	\$40.00/hr
Public Works Technician II	\$22.00/hr	\$45.00/hr
Fiscal Officer/Administrative Clerk	\$21.00/hr	\$40.00/hr
Village Administrator	\$25.00/hr	\$50.00/hr
Zoning Inspector	\$250/month	\$500/month
Laborers & Seasonal Labor	\$12.00/hr	\$20.00/hr
Council		\$70.00/per meeting
President of Council		\$85.00/per meeting
Council & Mayor -- Committee Meetings		\$35.00/per meeting
Mayor		\$6,000/year (\$500 per month)
	Minimum	Maximum
Village Solicitor	\$5,000/year	\$10,000/year
Village Solicitor	\$75.00 per hour	for all matters concerning litigation

At the completion and passing of each required Ohio EPA Certificates, a 7.5% hourly wage increase will be granted to the Public Works Technician I. Thirty-two (32) hours per week constitutes a full-time position.

The Village Solicitor shall be appointed by the Mayor, approved by Village Council, and shall serve until his successor is duly appointed and approved. The Solicitor shall be an employee of the Village and shall receive a gross amount of \$7,500 per year. The Solicitor's salary shall include his/her services for all calls, written correspondence and letters, opinions whether written or verbal, and personnel opinions, with respect to the members of Village Council, the Mayor or employees of the Village. In addition, the Solicitor shall be paid an hourly rate of \$75.00 per hour for all matters concerning litigation in courts and or public agencies, or claims that may lead to formal action before an agency or court of law. The Solicitor shall not be eligible for vacation accrual or sick time, but shall be eligible for the Village Medical Insurance Plan. In the event the Solicitor chooses to participate in the Village Medical Insurance Plan, he/she shall be responsible for the entire cost thereof and the premium shall be deducted from his/her salary as aforesaid. Compensation shall be paid from the General Fund in the same manner as all other employees of the Village.

SECTION 2: The rates of pay set forth for the Village Council and Mayor shall be effective immediately following completion of each present terms of office for each respective position and shall increase three percent per year thereafter.

Ordinance No. _____ Passed _____, 20____

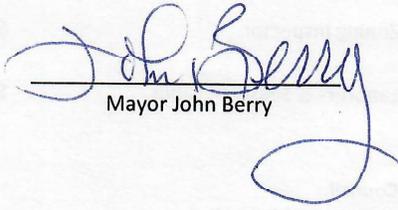
SECTION 3: The Village Council may, beginning in 2026 and in each successive calendar year, establish village employees' Cost of Living Adjustments (COLA) for calendar years 2027 and thereafter. The failure of the Village Council to establish village employees' COLA for any successive year by November 30 shall trigger an automatic COLA to employee wage rates for all employees (not elected officials and Solicitor), of 3% over their respective rate of pay that was in effect December 31. Such pay increase shall be effective the following day, January 1.

(As an example, and for illustrative purposes only, if before November 30, 2026, Council fails to establish COLA for its employees for calendar year 2027, then, and in such event, effective January 1, 2027, all employees (not elected officials and Solicitor) shall receive a pay increase of 3% over their rate of pay that was in effect on December 31, 2026).

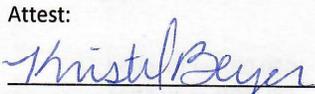
SECTION 4: All ordinances that conflict with this ordinance are repealed.

SECTION 5: This ordinance shall take effect at the earliest time permitted by law.

Passed: Sept. 22, 2025



Mayor John Berry

Attest:


Fiscal Officer Kristel Beyer