

ORDINANCE NO. 181– 2025

TITLE: AMENDING ORDINANCE NO. 15-2024
EMPLOYEE COMPENSATION AND PAY GRADES
FOR NON-BARGAINING EMPLOYEES

AN ORDINANCE AMENDING ORDINANCE NO. 15-2024 TO REFLECT A
CHANGE IN PAY GRADE FOR THE DIRECTOR OF HUMAN RESOURCES
POSITION, AND DECLARING AN EMERGENCY

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Barberton,
State of Ohio:

SECTION 1: That Council hereby amends Ordinance No. 15-2024, “Employee
Compensation and Pay Grades for Non-Bargaining Employees,” by showing said amendment
with a ~~strike through~~ for any deletions and **bold** for any additions.

The following adjustments to be made:

- 1. Adjust Director of Human Resources position from Pay Grade 9 to Pay Grade 8.

Current Pay Grade Scale:

2025 Pay Grade									
Year/Step	1	2	3	4	5	6	7	8	9
1	15.74	16.91	18.92	42,213.45	49,075.92	55,823.70	63,766.28	70,510.51	83,532.61
2	16.47	17.70	19.82	44,238.40	51,740.02	58,867.33	67,256.70	74,810.26	88,646.24
3	17.20	18.50	20.72	46,263.33	54,404.10	61,910.96	70,747.12	79,110.00	93,759.85
4	17.92	19.29	21.62	48,288.28	57,068.19	64,954.61	74,237.54	83,409.75	98,873.47
5	18.65	20.08	22.51	50,313.22	59,732.24	67,998.22	77,727.94	87,709.50	103,987.08
6	19.38	20.87	23.41	52,338.17	62,396.32	71,041.87	81,218.36	92,009.23	109,100.69
7	20.11	21.67	24.31	54,363.11	65,060.41	74,085.50	84,708.77	96,308.98	114,214.34
8	20.83	22.46	25.21	56,388.04	67,724.48	77,129.14	88,199.17	100,608.71	119,327.94
9	21.56	23.25	26.11	58,412.98	70,388.53	80,172.78	91,689.58	104,908.46	124,441.55

Effective upon signing:

- 1. Adjust Director of Human Resources position from Pay Grade 9 to Pay Grade 8.

PAY GRADE 2

Administrative Assistant I

PAY GRADE 3

Administrative Assistant II Fire Department
Administrative Assistant II Police
Administrative Assistant II Service
Police Information Specialist

PAY GRADE 4

Administrative Coordinator to the Mayor
Administrative Coordinator of Human Resources
Special Events Coordinator
Executive Assistant Finance Department
Executive Assistant Law Department
Stormwater Manager
Clerk of Council

PAY GRADE 5

Assistant Parks & Recreation Director
Community Development Administrator
Communications Supervisor

PAY GRADE 6

Assistant Planning Director
Distribution Foreman Utilities Department

Industrial Pretreatment Coordinator
Maintenance Supervisor

PAY GRADE 7

Assistant Finance Director
Assistant Law Director
Assistant Prosecutor
Building Commissioner
Director of Parks and Recreation
Manager Distribution & Collection
Manager of Water Treatment Plant
Superintendent of Streets
Utilities Manager

PAY GRADE 8

Chief of Fire
Chief of Police
City Engineer
Director of Planning
Superintendent of Utilities
Director of Human Resources

PAY GRADE 9

~~Director of Public Safety/Human Resources~~
Director of Public Service

SECTION 2. That it is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this ordinance were taken in an open meeting of this Council and that all deliberations of this Council and of any of its committees that resulted in such formal action were meetings open to the public in compliance with the law.

SECTION 3. That this ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, convenience and welfare of the City of Barberton and the inhabitants thereof, due to the passing of the City Charter Amendment, and provided it receives the necessary votes required by the City Charter, shall be in full force and effect from and after its passage and approval; otherwise to be in full force and effect from and after the earliest period allowed by law.

Passed December 8, 2025

Clerk of Council

President of Council

Approved _____ 2025

Mayor