

**ORDINANCE NO. 45-2026**

**TITLE: MICHAEL LEMLEY COMPENSATION**

**AN ORDINANCE AUTHORIZING THE CITY OF BARBERTON TO PLACE MICHAEL LEMLEY, GENERAL FOREMAN UTILITIES IN THE DISTRIBUTION AND COLLECTION DEPARTMENT, AT PAY GRADE 6/STEP 9, AND DECLARING AN EMERGENCY.**

**WHEREAS**, Mr. Lemley brings nearly fifteen years of dedicated service to the City of Barberton; and

**WHEREAS**, He began his career as a Laborer in the Utilities Department and has advanced to the senior role of Group Leader Senior; and

**WHEREAS**, Throughout his tenure, he has demonstrated strong leadership, reliability, and a great understanding of the department’s operations; and

**WHEREAS**, In addition to his extensive hands-on experience, Mr. Lemley has completed all required licensure and certification requirements ahead of the mandated timeline.

**WHEREAS**, His comprehensive knowledge of both distribution and collection operations makes him well qualified to step into a broader leadership role; and

**WHEREAS**, Given his experience, qualifications, and proven commitment to the City, Mr. Lemley should be equitable compensated in accepting the position of General Foreman for the Distribution and Collection Department; and

**WHEREAS**, Per Ordinance No. 15-2024 Employee Compensation and Pay Grades for Non-Bargaining Employees, if the Appointing Authority chooses to hire an employee in Pay Grades 1 through 6 at a step higher than Step 4, the Appointing Authority shall request City Council approval.

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

**SECTION 1.** That the Director of Finance is hereby authorized to place Michael Lemley, General Foreman Utilities in the Distribution and Collection Department, at Pay Grade 6/Step 9.

**SECTION 2.** That the Director of Finance is hereby directed to draw his warrants in payment thereof.

**SECTION 3.** 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 4.** 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, since the effective date of this ordinance would make compensation retroactive to its inception on April 15, 2024 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 March 23, 2026

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Clerk of Council

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President of Council

Approved \_\_\_\_\_ 2026

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Mayor