

**City of Medina**  
**Ordinance Number --**  
**Attachment A**

**2026 Salary Schedule**

The 2026 salary ranges for full time city employees shall be as follows ([see notes in blue](#)):

**Exempt Unrepresented Employees:**

<a href="#">COLA increase = CPI-W, 2.7%</a>	<b>FTE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Building Official *	1	\$9,375	\$10,549	\$11,720
Planning Manager	0	\$9,102	\$10,242	\$11,379
Public Works Director	1	\$10,488	\$11,798	\$14,421
Development Services Director	1	\$10,488	\$11,798	\$14,421
Finance/HR Director	1	\$10,488	\$11,798	\$13,110
City Clerk	1	\$10,488	\$11,798	\$13,110
Police Chief	1	\$12,920	\$14,535	\$16,147
City Manager	1	\$13,238	\$14,891	\$17,733

*Please note, per a salary survey an additional 3% is recommended for the Building Official Role*

**Non Exempt Unrepresented Employees:**

<a href="#">COLA increase = CPI-W, 2.7%, Captain at 3% per Guild</a>	<b>FTE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Assistant Finance Director *	1	\$6,961	\$8,354	\$9,782
Police Captain	1	\$11,017	\$12,393	\$13,769

*\* = position currently filled with part-time employee with salary pro-rated at 0.7 FTE*

**Collective Bargaining Agreement between City of Medina and City of Medina Patrol Officers:**

<a href="#">Police Guild Contract 3% COLA Increase</a>	<b>FTE</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>
Patrol Officer A		\$8,535	\$8,775	\$9,261	\$9,751
Patrol Officer B		\$8,639	\$8,875	\$9,359	\$9,851
Patrol Officer C	2	\$8,838	\$9,069	\$9,557	\$10,043
Patrol Officer D	4	\$9,038	\$9,261	\$9,753	\$10,239
Police Sergeant A	2	\$10,058	\$10,296	\$10,841	\$11,396
Police Sergeant B		\$10,257	\$10,490	\$11,035	\$11,592

**Public, Professional and Office-Clerical Employees Union, Local 763**

**(Representing Public Works Employees):**

<a href="#">Teamsters Guild Contract 3% COLA Increase</a>	<b>FTE</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>
Maintenance Worker	3	\$6,606	\$6,886	\$7,274	\$7,675
Maintenance Supervisor	1	\$8,037	\$8,484	\$8,938	\$9,415

**Public, Professional and Office-Clerical Employees Union, Local 763**

**(Representing Office-Clerical Employees):**

<a href="#">Teamsters Guild Contract 3% COLA Increase</a>	<b>FTE</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>
Admin. Assistant-Deputy Clerk	1	\$6,606	\$6,886	\$7,274	\$7,675
Information Systems Coordinator	1	\$6,606	\$6,886	\$7,274	\$7,675
Police Administrative Specialist	0	\$6,606	\$6,886	\$7,274	\$7,675
Development Services Coordinator	1	\$6,741	\$6,944	\$7,311	\$7,696
Deputy Building Official	0	\$7,164	\$8,120	\$9,075	\$10,028
Police Office Manager	1	\$8,037	\$8,484	\$8,938	\$9,415