

## ORDINANCE 2026-16

### AN ORDINANCE SETTING THE WAGE AND SALARY RANGES AND THE NUMBER OF EMPLOYEES AND POSITIONS OF THE POLICE DEPARTMENT FOR THE VILLAGE OF MINERVA PARK

**WHEREAS**, pursuant to Section 731.10 of the Ohio Revised Code, the legislative authority may provide such employees for the Village as it determines are needed; and

**WHEREAS**, pursuant to Section 731.13 of the Ohio Revised Code, the legislative authority of a Village shall fix the compensation of all officers, clerks, and employees of the Village except as otherwise provided by law; and

**WHEREAS**, Village Council desires to proactively plan and budget for the coming years so as to provide certainty to residents and employees; and

**WHEREAS**, as part of the budget for 2027 through 2029, the authorized positions and compensation rates are established as set forth below.

#### **NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE VILLAGE OF MINERVA PARK, FRANKLIN COUNTY, OHIO, THAT:**

**Section 1.** The Police Department is authorized to have 9 full-time employees. There shall be one sergeant, one lieutenant, and one chief. The Sergeant's compensation shall be six percent above the Patrol Officer's Step 5 for the assigned shift. The Lieutenant's compensation shall be six percent above that of a Sergeant on first shift. The Chief's compensation shall be ten percent above that of the Lieutenant.

**Section 2.** Patrol officers are assigned to a shift, annually, for a year based on a Shift Bid. Any change in the annual shift assignment is at the discretion of the Chief of Police. The Chief of Police shall notify the Fiscal Office in writing of any change.

**Section 3.** With the exception of the Chief, officers may work an eight hour shift five days a week or a ten hour shift four days a week. Shift duration is at the discretion of the Chief of Police. An annual split shift assignment shall have a rate assigned based on the shift where the majority of hours are worked.

**Section 4.** The compensation for the positions within the Police Department shall be as set forth below:

| Positions                        | 2027 Steps |           |           |           |              |
|----------------------------------|------------|-----------|-----------|-----------|--------------|
|                                  | 1          | 2         | 3         | 4         | 5            |
| <u>Patrol Officers</u>           |            |           |           |           |              |
| Hourly Rates - 1st Shift         | \$35.57    | \$37.71   | \$39.97   | \$42.37   | \$44.91      |
| Annual Compensation              | 73,991.74  | 78,431.24 | 83,137.60 | 88,125.86 | 93,413.41    |
| Hourly Rates - 2nd and 3rd Shift | 36.57      | 38.77     | 41.09     | 43.56     | 46.17        |
| Annual Compensation              | 76,071.74  | 80,636.04 | 85,467.20 | 90,595.23 | 96,030.95    |
|                                  |            |           |           | Hourly    | Annual       |
|                                  |            |           |           | Rate      | Compensation |
| Sergeant, 1st Shift              |            |           |           | \$47.60   | \$99,018.21  |
| Sergeant, 2nd and 3rd Shift      |            |           |           | 48.94     | 101,792.80   |
| Lieutenant                       |            |           |           | 50.46     | 104,959.30   |
| Chief                            |            |           |           | 55.51     | 115,455.23   |

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|                                  | 2028 Steps |           |           |           |           |
|----------------------------------|------------|-----------|-----------|-----------|-----------|
| Positions                        | 1          | 2         | 3         | 4         | 5         |
| <u>Patrol Officers</u>           |            |           |           |           |           |
| Hourly Rates - 1st Shift         | \$36.64    | \$38.84   | \$41.17   | \$43.64   | \$46.26   |
| Annual Compensation              | 76,211.49  | 80,784.18 | 85,633.60 | 90,771.62 | 96,217.91 |
| Hourly Rates - 2nd and 3rd Shift | 37.64      | 39.90     | 42.29     | 44.83     | 47.52     |
| Annual Compensation              | 78,291.49  | 82,988.98 | 87,963.20 | 93,240.99 | 98,835.45 |

| Positions                   | Rate    | Compensation |
|-----------------------------|---------|--------------|
| Sergeant, 1st Shift         | \$49.03 | \$101,990.99 |
| Sergeant, 2nd and 3rd Shift | 50.37   | 104,765.58   |
| Lieutenant                  | 51.98   | 108,110.45   |
| Chief                       | 57.17   | 118,921.49   |

|                                  | 2029 Steps |           |           |           |            |
|----------------------------------|------------|-----------|-----------|-----------|------------|
| Positions                        | 1          | 2         | 3         | 4         | 5          |
| <u>Patrol Officers</u>           |            |           |           |           |            |
| Hourly Rates - 1st Shift         | \$37.74    | \$40.00   | \$42.40   | \$44.94   | \$47.64    |
| Annual Compensation              | 78,497.83  | 83,207.70 | 88,192.00 | 93,483.52 | 99,092.53  |
| Hourly Rates - 2nd and 3rd Shift | 38.74      | 41.06     | 43.53     | 46.14     | 48.91      |
| Annual Compensation              | 80,577.83  | 85,412.50 | 90,542.40 | 95,974.94 | 101,733.44 |

| Positions                   | Rate    | Compensation |
|-----------------------------|---------|--------------|
| Sergeant, 1st Shift         | \$50.50 | \$105,038.08 |
| Sergeant, 2nd and 3rd Shift | 51.84   | 107,837.45   |
| Lieutenant                  | 53.53   | 111,340.37   |
| Chief                       | 58.88   | 122,474.40   |

**Section 5.** Patrol officers in their probationary period shall be compensated \$.75 less than the hourly rate of the starting range.

**Section 6.** The Mayor has the authority to offer a candidate a pay rate for an existing position within the applicable range based upon Village finances, an employee's level of education, certification/licensure, knowledge, skills and abilities, variety and scope of responsibilities, physical and mental demands and other attributes the Mayor considers necessary for the position.

**Section 7.** In the absence of the Chief of Police, the Lieutenant may serve as the Acting Chief. In the absence of the Lieutenant, the Sergeant may serve as the Acting Lieutenant. Acting officers shall be filled only by successive ranks. An officer assigned the responsibilities of Acting Chief or Acting Lieutenant must carry out the duties of the position or rank above that which he/she holds. The Acting Chief or Acting Lieutenant shall receive an additional three and a half percent over their current rate. Absence is defined as incapacitated or unavailable or unable, as determined by the Chief, or in the case of the Chief, the Mayor, to respond to critical incidents or otherwise make decisions on behalf of the Police department.

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(Continued)

**Section 8.** Annually, on the patrol officer's anniversary date, a patrol officer shall advance to the next available step. The Chief may, at his discretion and based on performance, retain an officer in their current step.

**Section 9.** The rates presented in this Ordinance shall be effective with the first pay date in January of the 2027.

**Section 10.** A patrol officer will remain in the same step in 2027 unless his 2026 rate plus 3.5 percent is less, which he then advances to the next step.

**Section 11.** It is hereby found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that any and all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements of the laws of the State of Ohio.

**Section 12.** All prior legislation, or any parts thereof, which is/are inconsistent with this Ordinance is/are hereby repealed as to the inconsistent parts thereof.

First Reading:      October 8, 2026  
Second Reading      October 22, 2026  
Third Reading      November 12, 2026  
Passed:              November 12, 2026

**ATTEST**

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Jeffrey Wilcheck, Fiscal Officer

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Tiffany Southard, Mayor

**APPROVED AS TO FORM**

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Jesse Shamp, Solicitor