

1st Reading: November 12, 2025
2nd Reading: December 2, 2025
Final Reading: December 9, 2025
Effective Date: December 9, 2025

VILLAGE OF NORTH BALTIMORE, WOOD COUNTY, OHIO

RESOLUTION NO. 37- 2025

**A RESOLUTION REGARDING COMPENSATION FOR
EMPLOYEES OF THE VILLAGE OF NORTH BALTIMORE
FOR FISCAL YEAR 2026**

BE IT RESOLVED by the Council of the Village of North Baltimore, County of Wood, State of Ohio:

SECTION 1: All non-elected employees of the Village of North Baltimore, shall be classified as hourly employees for purposes of compensation. The stating of rates of compensation for non-elected employees as salary shall not affect this classification.

SECTION 2: Pay levels 1-21 have been established via Ordinance 2015-42 and updated via subsequent wage resolutions. Compensation within each pay level is hereby determined by experience level and performance.

Council may by resolution start an employee at any rate within their pay level depending upon the experience of the employee and the needs of the Village.

SECTION 3: Except as otherwise provided herein, by law, or act of Village Council, Compensation shall be as follows for hourly employees:

1. Compensation shall be recorded and paid in fifteen (15) minute increments.
2. All time cards shall reflect the start and end time of the actual hours worked.
3. Depending on position and needs within the Village, Overtime is intermittently expected for full time employees. Guidelines and compensation procedures will be governed by The United States Dept. of Labor, The Village Employee Handbook, and the Pay Procedures Policy.

SECTION 4: That the rates of compensation for the following positions in the Village work force are hereby revised as follows:

A. Police Department

1. Police Officers will be paid as follows: (rates noted as dollars per hour).

Police Chief:	\$35.29	\$36.35 (Salaried)
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Effective 9/2/2025 All Current Full Time Police Officers wage was increased to \$26.50. Effective 9/2/2025 Full Time new hire Police Officers wage will be \$26.50.

Full Time Officers: \$26.50 **\$27.30**

- 2. Part Time Police Officers will be started at the pay rate of \$24.50. Part Time Police Officers will be paid \$25.50 after completing 6 months of employment. Part Time Police Officers will be paid \$26.50 after completing 12 Months of employment.**

If Part Time Police Officers reach the \$26.50 pay before July 1, they will receive the next annual raise determined by council. If Part Time reach the \$26.50 pay after July 1, they will not receive the next annual raise. Instead, they will have to wait until the following annual raise to receive additional compensation.

- 3. Auxiliary Officers who work on a special assignment or task force assignment shall be compensated at the rate of one dollar (\$1.00) per year for such time worked.**
- 4. Shift Differential: Any Police Officer beginning their shift between the hours of 3PM and 7AM will receive an extra seventy-five cents (\$.75) per hour in addition to their regular rate of pay.**
- 5. Any Full Time Police Officer who is required to work on a holiday recognized by the village will receive Holiday compensation of twelve (12) hours, their regularly scheduled shift, at their respective rate of pay, along with their overtime rate of pay for hours actually worked. Any Part-Time Police Officer who is required to work on a holiday recognized by the village will receive their overtime rate of pay for hours actually worked. Shift Differentials apply.**
- 6. Police Officers will be paid as follows: (rates noted as dollars per hour).**

Administrative Sergeant-additional	\$ 2.00
Road Patrol Sergeant-additional	\$ 2.00

Sergeant in Charge (Chief Absent)-additional \$ 1.00

- 7. If the Village provides security for any NBHS activity, the Police Officer who is providing these security services will be paid their overtime rate of pay with no shift differential.**

8. All Police salaries will be paid from the General Fund (101).

B. Communications Department

1. The salary of each member of the Village of North Baltimore Communications Department shall be paid as follows: (rates noted as dollars per hour).

New Dispatcher:	\$15.45	\$15.91
Dispatcher (1yr.)	\$15.91	\$16.39
Dispatcher (2-4yrs.)	\$16.38	\$16.87
Dispatcher (5-10yrs.)	\$16.86	\$17.37
Dispatcher (11-20 yrs.)	\$17.82	\$18.35

2. Upon approval by Council, all dispatcher's will be compensated according to the longevity pay scale directly above in line #1. After receiving this additional longevity pay, they then will receive additional pay as part of the 2026 annual raise if approved by Council.

3. Shift Differential: Any Dispatcher beginning their shift between the hours of 3PM and 7AM will receive an extra seventy-five cents (\$.75) per hour in addition to their regular rate of pay.

4. Any Dispatcher who is required to work on a holiday recognized by the village will receive Holiday compensation of eight (8) hours, their regularly scheduled shift, at their respective rate of pay, along with their overtime rate of pay for hours actually worked. Shift Differentials apply.

5. All Communication salaries will be paid from the General Fund (101).

6. The part-time Dispatch Supervisor will be hired on a 6-month trial basis and will be paid an additional \$1.50 per hour on top of their regular rate of pay. The dispatch supervisor will also receive the shift differential pay of an extra seventy-five cents (\$.75) per hour, in addition to the Dispatch Supervisor rate of pay.

C. Fire Department

1. Salary of the members of the Village of North Baltimore Fire Department shall be as follows:

Fire Chief:	\$1,250.00 per quarter.
Assistant Chief (2):	\$1,000.00 annual
Captain (1):	\$ 750.00 annual
Lieutenants (2)	\$ 500.00 annual

2. All responding firemen will be granted a quarterly honorarium of fifteen dollars, (\$15.00) **\$18.00**, per run. For any runs lasting longer than 2 hours, each responding fireman will be granted an honorarium of twenty dollar, (\$20.00) **\$23.00**, per run.

3. All Fire salaries will be paid from the General Fund (101).

D. EMS Department

1. Salary of the members of the Village of North Baltimore EMS Department shall be paid as follows: (rates noted as dollars per hour).

EMS Chief:	\$33.05	\$34.04
Basic EMT:	\$16.25	\$16.74
Advanced EMT:	\$17.39	\$17.91
Paramedic:	\$19.67	\$20.26
Lead Paramedic:	\$20.82	\$21.44

2. All responding EMS volunteers will be granted a quarterly honorarium of fifteen dollars (\$15.00), per run. For any runs lasting longer than 2 hours, each responding EMS volunteer will be granted an honorarium of twenty dollars (\$20.00), per run.

3. All EMS salaries will be paid out of the General Fund (101).

4. Any Full-Time EMT who is required to work on a holiday recognized by the village will receive Holiday compensation of twelve (12) hours, their regularly scheduled shift, at their respective rate of pay, along with their overtime rate of pay for hours actually worked. Any Part-Time EMT who is required to work on a holiday recognized by the village will receive their overtime rate of pay for hours actually worked. Shift Differentials apply.

5. Full-Time EMT's shall receive an additional \$0.50 per hour on their rate.

6. The designated Captain shall receive an additional \$1.00 per hour on their rate.
7. Part-time EMT's who work on the weekend, 7:00pm Friday through 7:00am Monday, will get an additional \$2.00 per hour.

E. Administrative Department

1. **Salary of the members of the Village of North Baltimore Administrative Department shall be paid as follows: (rates noted as dollars per hour).**

Village Administrator:	\$36.05 (Salaried)	\$37.13
Fiscal Officer:	\$32.93 (Salaried)	\$33.92
Asst. Finance Officer:	\$26.12	\$26.90
Finance Clerk I:	\$18.00	\$18.00

2. **The Village Administrator's salary shall be split and paid evenly between The General Fund (101), Street Construction Maintenance and Repair Fund (201), Water Utility Fund (511), and Wastewater Utility Fund (521).**
3. **The Finance Officer and Asst. Finance Officer Salaries shall be split and paid evenly between The General Fund (101), Water Utility Fund (511), and Wastewater Utility Fund (521).**
4. **The Finance Clerk I salary shall be split and paid evenly between the Water Utility Fund (511), and Wastewater Utility Fund (521).**
5. **Cleaning: The Village allows a monthly stipend of Two Hundred and Sixty Dollars (\$260.00) as compensation for services related to cleaning the front office. This stipend is offered to an employee who administers cleaning services for the respective month. This stipend may be split between multiple employees. This stipend will be split and paid evenly between the General Fund (101), Water Utility Fund (511), and Wastewater Utility Fund (521).**

F. Legislative Department

1. **Salary of the members of the Village of North Baltimore Legislative Body shall be as follows: (rates are noted as annual salaries)**

Mayor:	\$9,120.00 (Salaried)	\$15,000 on 1/1/28
Council Member:	\$3,600.00 (Salaried)	\$5,000 for 4 members on 1/1/26, \$5,000 for 2 members on 1/1/28
Clerk:	\$6,300.00 (Salaried)	\$7,500

2. All Legislative salaries shall commence at the beginning of the next elected term.
3. All Legislative salaries shall be paid from the General Fund (101).
4. All legislative salaries will be paid evenly on a monthly basis.
5. Any council member who is appointed to council president will be eligible for a two hundred fifty dollar (\$250.00) pay increase. This pay increase is an annual increase, dispensed evenly on regular council pay dates throughout the year.

G. Street Department- Parks, Buildings, Land, & Street Cleaning

1. Salaries of the members of the Village of North Baltimore Street Department shall be paid as follows: (rates noted as dollars per hour).

Public Works Superintendent:	\$29.67 (Salaried)	\$30.56
Public Works Foreman	\$22.59	\$23.27
Street Laborer 2:	\$19.25	\$19.83
Street Laborer 1:	\$17.00	New Hire

2. Any Street Department Employee who is required to work on a holiday recognized by the village will receive Holiday compensation of eight (8) hours, their regularly scheduled shift, at their respective rate of pay, along with their overtime rate of pay for hours actually worked. Shift Differentials apply.
3. Shift Differential: Any Street Department employee beginning their shift between the hours of 3PM and 7AM will receive an extra Seventy-five (\$.75) Cents per hour in addition to their regular rate of pay.
4. For budgetary purposes, all Street Department salaries have been designated to be expended from the following funds: fifteen (15%) percent paid from the General Fund (101), fifty-five (55%) percent paid from The Street Construction, Maintenance, and Repair Fund (201), ten (10%) percent paid from The Parks and Recreation Fund (204), five (5%) percent paid from The Storm water Fund, fifteen (15%) percent paid from The Street Cleaning Assessment Fund (821). The aforementioned designations are based on historical data. Regardless of time-sheet information, Street Department Salaries shall be expended according to the aforementioned percentage distributions. Overtime will be expensed to the fund for which the work is completed.

5. In the absence of the Public Works Superintendent, the Public Works Foreman will receive an additional \$1.00 per hour.
6. A new hire Street Laborer has 6 months to obtain a minimum of a Class B CDL license. Upon obtaining a CDL license and completing their 6 month probationary period, they then will receive an additional \$.50 compensation.
7. The Public Works foreman shall be a commercial certified spray applicator. One additional Public Works employee certified in commercial spray application shall receive an additional \$.50 per hour for holding the commercial spray certification.

H. Public Utilities Department

1. Salaries of the members of the Village of North Baltimore Public Utilities Department shall be paid at their placement on the salary schedule incorporated into this resolution as Exhibit A.

Utility Director:	\$45.31(Salaried)	\$46.67
Operator of Records:	\$26.17	\$28.53
Utility Operator:	\$27.94	\$30.45
Utility Operator:	\$24.82	\$27.05
Utility Operator:	\$22.28	\$24.29
Utility Operator:	\$22.29	\$24.30
New Hire Utility Operator:	\$17.00	\$18.50

2. Any Utility Department employee who is required to work on a holiday recognized by the village will receive Holiday compensation of eight (8) hours, their regularly scheduled shift, at their respective rate of pay, along with their over-time rate of pay for hours actually worked. Shift Differentials apply.
3. Shift Differential: Any Utility employee beginning their shift between the hours of 3PM and 7AM will receive an extra Seventy-five (\$.75) Cents per hour in addition to their regular rate of pay.
4. All Public Utility Department Salaries shall be split and paid evenly between the Water Utility Fund (511) and Wastewater Utility Fund (521). Regardless of time-sheet information, Public Utility salaries shall be expended according to the aforementioned distributions.

Overtime will be expensed to the fund for which the work is completed.

5. Any utility employee who receives further certification or class license (1-4) shall be compensated as designated in the Licensing Payments Schedule adopted September 1, 2020 in Ordinance 2020-26.

SECTION 5: That this Resolution shall take effect and be in force from the pay period beginning December 28, 2025.

SECTION 6: That all resolutions which are in conflict with this Resolution are hereby repealed, replaced and/or amended.

SECTION 7: That this Council hereby finds and determines that all formal actions relative to adoption of this Resolution were taken in an open meeting of this Council and that all deliberations of the Council which resulted in formal action were taken in meetings open to the public, in full compliance with the applicable legal requirements including Section 121.22 of the Ohio Revised Code.

SECTION 8. Emergency Clause. This Resolution constitutes an emergency measure necessary for the immediate preservation of the public peace, health, safety, and welfare of the residents of the Village of North Baltimore and as such shall go into immediate effect upon the passage thereof. The reason for the emergency is that the public peace, health, safety, and welfare of the Village residents requires this Resolution to be become effective immediately.

EMERGENCY CLAUSE

YEAS ____ NAYS ____

VOTE ON MEASURE

YEAS ____ NAYS ____

ADOPTED AND EFFECTIVE this ____ day of _____, 2025.

Dee Hefner, President of Council

Aaron Patterson, Mayor

Attest:

Matthew Clouse, Fiscal Officer

FISCAL OFFICER CERTIFICATE

State of Ohio, County of Wood

It is hereby certified that the amount required to meet the obligation in the foregoing Resolution No. 37 - 2025 has been lawfully appropriated and is in the Treasury, or in the process of collection to the credit of the proper fund, free from any previous encumbrances.

Date: _____

Matthew Clouse

Fiscal Officer

Village of North Baltimore, Wood County, Ohio