



VOTING ORDER

K. Zuber
Z. Arnold
J. Fenderbosch
A. Gentry
D. Kos
R. Shahmir
G. Smith

CITY OF AVON LAKE

150 Avon Belden Road
Avon Lake, Ohio 44012

The following business is to be considered at the regular meeting of the Avon Lake City Council on March 10, 2025, at 7 p.m. in the Council Chamber.

Pledge of Allegiance

Roll Call: Mr. Arnold, Mrs. Fenderbosch, Ms. Gentry, Mr. Kos, Mr. Shahmir, Mr. Smith, Mr. Zuber, Mayor Spaetzel, Law Director Ebert, Finance Director Krosse, Public Works Director Liskovec.

Legislation

Appointment of Police Sergeant

Ordinance No. 25-51, AN ORDINANCE CONFIRMING THE APPOINTMENT OF JARROD NIGHSWANDER AS SERGEANT IN THE POLICE DEPARTMENT AND DECLARING AN EMERGENCY. → *Sponsor: K. Zuber*

Swearing in Ceremony of Jared Nighswander

Approval of Minutes: January 13, 2025, and January 27, 2025, Council Meetings.

Correspondence

→ Suspension of the rule requiring three readings

Reports

Mayor
Council President
Law Director
Finance Director
Public Works Director
Standing Committees
Special Committees

Audience Participation

Motions

Instructing the Clerk of Council to return the form to the Division of Liquor Control in the matter of a liquor license transfer from HAVONLAKEP, LLC, to El Corral Restaurant 2, LLC, dba Las Casuelas Mexican Restaurant G1 & Patio, Avon Lake, indicating the City does not request a hearing. **Sponsor: D. Kos**

Confirming the Mayor's appointment of Brooke Potrzeba to the Parks & Recreation Commission for a term commencing March 11, 2025, and expiring December 31, 2027. **Sponsor: A. Gentry**

Confirming the Mayor's appointment of John Kilgore to the Zoning Board of Appeals for a term commencing March 11, 2025, and expiring December 31, 2029. **Sponsor: J. Fenderbosch**

Accepting the resignation of Sam Naumann as a member of the Environmental Affairs Advisory Board, effective March 6, 2025. **Sponsor: A. Gentry**

Accepting the resignation of Recreation Facilities Manager Mike Kral due to his retirement, effective February 28, 2025. **Sponsor: K. Zuber**

Legislation

Third Reading:

Resolution No. 25-23, A RESOLUTION AUTHORIZING AND AFFIRMING THE AUTHORITY OF THE FINANCE DIRECTOR FOR THE CITY OF AVON LAKE TO REQUEST CHANGES ON THE BANKING ACCOUNTS HELD BY PUBLIC DEPOSITORIES IN ACCORDANCE WITH CODIFIED ORDINANCE SECTION 232.04. **Sponsor: K. Zuber**

Second Readings:

Ordinance No. 25-32, AN ORDINANCE AMENDING CERTAIN SECTIONS OF CODIFIED ORDINANCE CHAPTER 260, EMPLOYEES GENERALLY. →**Sponsor: K. Zuber**

→ Suspension of the rule requiring three readings

Ordinance No. 25-35, AN ORDINANCE ADOPTING THE CITY OF AVON LAKE DISASTER PLAN. *Sponsor: D. Kos*

Ordinance No. 25-36, AN ORDINANCE AMENDING CODIFIED ORDINANCE SECTION 238.01 COMMUNITY DISASTER PLAN. *Sponsor: D. Kos*

Ordinance No. 25-37, AN ORDINANCE AUTHORIZING THE PURCHASE OF A MEDIC 10 FOR THE FIRE DEPARTMENT AND DECLARING AN EMERGENCY. →*Sponsor: D. Kos*

Ordinance No. 25-38, AN ORDINANCE AUTHORIZING THE PURCHASE OF AN ENGINE 5 FOR THE FIRE DEPARTMENT AND DECLARING AN EMERGENCY. →*Sponsor: D. Kos*

Ordinance No. 25-39, AN ORDINANCE AUTHORIZING THE PURCHASE OF A HEAVY RESCUE 7 FOR THE FIRE DEPARTMENT AND DECLARING AN EMERGENCY. →*Sponsor: D. Kos*

Resolution No. 25-40, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AVON LAKE ADOPTING VISION ZERO AND THE LORAIN COUNTY COMPREHENSIVE SAFETY ACTION PLAN. *Sponsor: D. Kos*

Ordinance No. 25-46, AN ORDINANCE AUTHORIZING THE CREATION OF THE PROBATION SERVICES FUND AND DECLARING AN EMERGENCY. →*Sponsor: K. Zuber*

Ordinance No. 25-47, AN ORDINANCE AUTHORIZING THE CREATION OF THE SPECIAL PROJECTS FUND AND DECLARING AN EMERGENCY. →*Sponsor: K. Zuber*

Ordinance No. 25-48, AN ORDINANCE AUTHORIZING THE CREATION OF THE LEGAL RESEARCH AND COURT COMPUTERIZATION FUND AND DECLARING AN EMERGENCY. →*Sponsor: K. Zuber*

First Readings:

Ordinance No. 25-52, AN ORDINANCE AUTHORIZING A DONATION TO VILLAGE PROJECT AND DECLARING AN EMERGENCY. *Sponsor: K. Zuber*

Ordinance No. 25-53, AN ORDINANCE AWARDING A CONTRACT FOR THE MILLER ROAD PARK SAND DREDGING PROJECT TO NGW INDUSTRIAL LLC AND DECLARING AN EMERGENCY. →*Sponsor: J. Fenderbosch*

Ordinance No. 25-54, AN ORDINANCE APPROVING WAGE INCREASES FOR CERTAIN PART-TIME NON-BARGAINING POLICE OFFICERS AND DISPATCHERS, REPEALING ORDINANCE NO. 23-116, AND DECLARING AN EMERGENCY. →*Sponsor: K. Zuber*

→ Suspension of the rule requiring three readings

Ordinance No. 25-55, AN ORDINANCE AUTHORIZING THE FINANCE DIRECTOR TO TRANSFER FUNDS AND DECLARING AN EMERGENCY. → Sponsor: K. Zuber

Ordinance No. 25-56, AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO AN AGREEMENT WITH CYBERSECURITY & INFRASTRUCTURE SECURITY AGENCY OF THE DEPARTMENT OF HOMELAND SECURITY FOR CYBER HYGIENE/CONTINUOUS VULNERABILITY SCANNING SERVICES AND DECLARING AN EMERGENCY. → Sponsor: A. Gentry

Ordinance No. 25-57, AN ORDINANCE ADOPTING A JOB DESCRIPTION FOR THE POSITION OF ASSISTANT PUBLIC WORKS DIRECTOR, ESTABLISHING THE QUALIFICATIONS AND DUTIES FOR SAID POSITION, AND REPEALING ORDINANCE NO. 24-156. Sponsor: K. Zuber

Ordinance No. 25-58, AN ORDINANCE ADOPTING A JOB DESCRIPTION FOR THE POSITION OF PUBLIC WORKS SUPERVISOR, ESTABLISHING THE QUALIFICATIONS AND DUTIES FOR SAID POSITION, AND REPEALING ORDINANCE NO. 24-157R. Sponsor: K. Zuber

Ordinance No. 25-59, AN ORDINANCE ADOPTING A JOB DESCRIPTION FOR THE POSITION OF CITY ENGINEER, ESTABLISHING THE QUALIFICATIONS AND DUTIES FOR SAID POSITION, AND REPEALING ORDINANCE NO. 188-90. Sponsor: K. Zuber

Ordinance No. 25-60, AN ORDINANCE APPROVING WAGE INCREASES FOR CERTAIN NON-BARGAINING UNIT PERSONNEL AND DECLARING AN EMERGENCY. Sponsor: K. Zuber

Ordinance No. 25-61, AN ORDINANCE CONFIRMING THE MAYOR'S APPOINTMENT OF ROBERT RUA TO THE POSITION OF COMMUNICATIONS & TECHNOLOGY DIRECTOR, ESTABLISHING THE RATE OF COMPENSATION FOR SAID POSITION, AND DECLARING AN EMERGENCY. Sponsor: K. Zuber

Ordinance No. 25-62, Bond for Fire Vehicles - TO BE PROVIDED ON MONDAY

Public Input

Miscellaneous Business and Announcements

Adjournment

A RESOLUTION AUTHORIZING AND AFFIRMING THE AUTHORITY OF THE FINANCE DIRECTOR FOR THE CITY OF AVON LAKE TO REQUEST CHANGES ON THE BANKING ACCOUNTS HELD BY PUBLIC DEPOSITORIES IN ACCORDANCE WITH CODIFIED ORDINANCE SECTION 232.04.

WHEREAS, pursuant to Codified Ordinance Section 232.04, Authority for Making and Redemption of Interim Deposits, certain City officials are “authorized to act with full power to make and redeem interim deposits in public depositories selected by the City and to execute and deliver any instrument necessary to effectuate the authority hereby conferred”; and

WHEREAS, Codified Ordinance Section 232.04(b) further provides that the “making and redeeming of interim deposits encompass activities such as depositing, withdrawing, rolling over, closing and designating the disposition of funds, including giving instructions to wire transfer funds”; and

WHEREAS, Codified Ordinance Section 232.04(c) provides that “[w]ithdrawals shall be limited to those whereby the proceeds are remitted only to non-payroll checking, savings, or investment accounts maintained by the City in either its selected public depositories or with the State Treasury Asset Reserve of Ohio (STAR OHIO)”; and

WHEREAS, Codified Ordinance Section 232.04(d) authorizes public depositories selected by the City “to honor personal, telephonic, telegraphic, or written instructions received from” certain City officials in the making and redeeming of interim deposits; and

WHEREAS, the Finance Director, Mayor, Council President, and Law Director are those City officials authorized by Codified Ordinance Section 232.04(a) to act on behalf of the City with respect to the “making and redeeming of interim deposits” on behalf of the City; and

WHEREAS, the City of Avon Lake has various accounts at banking institutions and other public depositories that contain funds belonging to the City and its constituency.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That Council hereby reiterates and affirms the authority of the Finance Director for the City of Avon Lake to request changes consistent with Codified Ordinance Section 232.04 to the banking accounts of the City kept or maintained at banking institutions and other public depositories.

Section No. 2: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 3: That this Resolution shall be in full force and effect immediately after passage and approval by the Mayor.

1st reading: 2/10/2025

2nd reading: 2/24/2025

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____
Clerk of Council

Mayor

AN ORDINANCE AMENDING CERTAIN SECTIONS OF CODIFIED ORDINANCE
CHAPTER 260, EMPLOYEES GENERALLY.

WHEREAS, the Human Resource Director and Human Resources Committee recommended amending certain sections of Codified Ordinance Chapter 260; and

WHEREAS, Council, coming now to consider said recommendation, approves it in full.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That Codified Ordinance Section 260.04(c) is hereby amended as follows:

(c) Payment for Unused Sick Leave Upon Retirement.

(1) A full-time non-bargaining employee, at the time of acceptance for retirement by the Public Employees Retirement System, the Police Pension, or the Fire Pension, if he/she/they has/have ten or more years of full-time service as an employee of the City, and if his/her/their retirement is within ninety days of his/her/their last day of service with the City, may elect to receive termination pay.

(2) Each full-time non-bargaining employee who qualifies shall receive fifty percent of his/her/their accumulated sick leave credit up to a maximum of ~~120~~ **180** days. Payment shall be based on the daily rate of pay at the time of retirement and shall not exceed ~~sixty~~ **ninety** days (~~480~~ **720** hours) of accumulated unused sick leave.

Section No. 2: That Codified Ordinance Section 260.04(d) is hereby amended as follows:

(d) Employer Unused Sick Leave Buy Back.

(1) Any full-time non-bargaining employee may elect each year to have the employer buyback a maximum of 120 hours of sick time for the current year. A written request must be completed by the employee to do so and be submitted to the employer no later than ~~November 30~~ **December 31** of the year of the actual conversion. The employee shall specify in writing the number of sick days (or hours) to be converted. The rate of conversion will be one day (eight hours) of pay at the employee's regular rate for each two days (sixteen hours) of sick leave converted. The conversion will result in the employee having his/her/their sick leave account reduced by the number of sick leave days converted. Converted hours will not count as "hours worked" in the week paid out for the purpose of calculating overtime, and the leave converted under this program is done on the last in, first out basis.

(2) The employee will receive the payout no later than ~~the first pay period of the next year~~ **second full pay period the following year**. No employee shall be permitted to convert any more leave than he/she/they would otherwise earn in a calendar year less any leave earned and used in the calendar year.

Section No. 3: That Codified Ordinance Section 260.24 is hereby repealed, and the following subsections are added to Codified Ordinance Section 260.04:

(e) Payment For Unused Sick Leave Upon Retirement.

In lieu of a portion of the maximum severance pay allowed in Section 260.03 (a)-(d), full-time, non-bargaining unit employees with either a total of twenty-six years of PERS-accepted credit time, or who are eligible for PERS pension on the date of their proposed retirement, may request to convert their current awarded sick leave hours to paid wages.

(1) Sick leave shall be limited to a maximum annual accumulation of 120 days of sick leave per year.

(2) Any sick leave utilized during this program will be deducted from the employee's past bank of accumulated hours, if applicable on a first-in-first-out (FIFO) basis.

(3) The payment for the accumulated hours shall be made on the last pay of December, except that the final payment shall be made at the time of retirement.

(4) The hourly rate used to calculate the amount of the payment shall be 100 percent of the employee's prevailing rate of pay at the time of the payment, with the current appropriate amount of pension deduction for employee and employer shares of pension contributions. All sick leave hours converted to payment shall be deducted from the maximum allowed under Section 260.03(a)-(d).

(5) By submitting the request to participate in this sick leave buyout plan, the employee acknowledges that his/her/their final sick leave balance, upon retirement for severance calculation pursuant to Section 260.03(a)-(d), will be reduced by the amount paid (maximum of 120 hours annually). At no point shall the payment received exceed the maximum number of sick days allowed to be paid out upon retirement pursuant to Section 260.03(a)-(d) in order to insure no additional costs to the City. If the employee fails to execute retirement or withdraws from the program, he/she/they:

A. Must repay any amounts received under the program in order to re-enroll; or

B. Will only be eligible for future severance payments to the maximum allowed, less any time previously paid under this plan.

(6) The employee must submit a request in writing to the department head, with a copy to the Finance Director, asking for enrollment in this plan. A copy of the employee's most recent PERS service credit statement must be attached to the request.

A. Within ninety days, the Finance Director will notify the employee of his/her/their correct sick leave balance, and the number of hours to be paid at the last pay of December.

B. The employee then has thirty days within which to dispute any balance in question.

(7) The arrangement is not a guarantee of employment, and the City reserves the right to terminate this plan at the end of any given calendar year.

Section No. 4: That Codified Ordinance Section 260.08, Holidays, is hereby amended as follows:

(a) Full-time non-bargaining members of the Fire Department who work a forty-hour week shall be entitled to the following holidays:

New Year's Day	Labor Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day
Four personal holidays after the first anniversary of employment	

~~(b) (1) All shift non-bargaining employees of the Police Department shall be granted an eight-hour period for each of the following holidays:~~

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New Year's Day	Labor Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day
Three personal holidays after the first anniversary of employment	

~~(2) In addition to the above, all shift non-bargaining employees shall be compensated for hours worked at a rate of double (two times) their hourly rate of pay when they work Thanksgiving Day or Christmas Day, and one and one-half of their hourly rate for the remaining six holidays.~~

(~~ε~~ **b**) Full-time non-bargaining members of the Police Department who work a forty-hour week shall be entitled to the following holidays:

New Year's Day	Labor Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day
Four personal holidays after the first anniversary of employment	

(d c) All other full-time non-bargaining Municipal Utilities employees shall be entitled to the following holidays:

New Year's Day	Labor Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day
Four personal holidays after the first anniversary of employment	

(e d) All other full-time non-bargaining Municipal Utilities employees shall be entitled to the following holidays:

New Year's Day	Labor Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Eve
Christmas Day	
Five personal holidays after the first anniversary of employment	

~~—(e) The Mayor shall receive two personal holidays in addition to the four personal holidays provided in this division.~~

(f e) For employees included in subsections (a), (b), (c), and (d) and (e) hereof, if a holiday falls on a Sunday, the following Monday shall be the holiday. If a holiday falls on a Saturday, the preceding Friday shall be the holiday.

Section No. 5: That Codified Ordinance Section 260.09, Uniform Allowances, is hereby amended as follows:

(a) Police Department. The Chief of Police shall receive a clothing allowance of one thousand two ~~seven~~ hundred dollars (~~\$1,200~~ \$1,700) for the purchase and maintenance of regulation uniforms and clothing to be paid in two installments of six ~~eight~~ hundred ~~fifty~~ dollars (~~\$600~~ \$850) each on the scheduled pay days immediately preceding April 1 and October 1.

(b) Fire Department. The Fire Chief shall receive a uniform allowance of two hundred dollars (\$200.00) more than the current allotment in the effective collective bargaining agreement between the City and the Avon Lake IAFF; the Assistant Chiefs shall receive one hundred fifty dollars (\$150.00) more than the current allotment (as noted above) and the Fire Chief's Secretary (Administrative Assistant, if ordered to wear non civilian clothing) shall receive one hundred dollars (\$100.00) less than the current collective bargaining agreement rate. All clothing allowances will be paid two

equal installments on or before April 1 and October 1 of each calendar year. All of these effected employees must have served their probationary period prior to receiving this benefit unless otherwise allowed by City hiring ordinance(s).

(c) Non-bargaining full-time employees in the Public Works and Building Departments shall receive a boot or safety/work shoe allowance of two hundred dollars (\$200.00) annually (paid on April 1); other non-bargaining employees and/or supervisors may also receive this allowance via their hiring ordinance or as enacted by City Council. In addition to a boot allowance these same employees shall be entitled to a work clothing allowance of ~~six~~ **seven** hundred ~~fifty~~ **fifty** dollars (~~\$600.00~~ **\$750**) per year following the same provision as the boot allowance.

Section No. 6: That Codified Ordinance Section 260.12, Longevity Compensation, is hereby amended as follows:

(a)(1) The following longevity compensation plan is hereby established for all full-time, non- bargaining unit employees. Eligible full-time, non-bargaining unit employee(s) shall be paid longevity compensation equal to the rate negotiated in the current collective bargaining agreement of that department.

(2) Non-bargaining unit employees with more than one collective bargaining agreement in their department shall be paid according to the longevity scale with the higher beginning dollar value. Employees working in a department without a bargaining unit will be paid in accordance with the scale below:

<i>Consecutive Full Years of Service</i>	<i>Amount of Annual Pay for Year 2020</i>
6	\$600
7	\$700
8	\$800
9	\$900
10	\$1,000
11	\$1,100
12	\$1,200
13	\$1,300
14	\$1,400
15	\$1,500
16	\$1,600
17	\$1,700
18	\$1,800
19	\$1,900
20 OR MORE	\$2,000.00 per year until termination

20	\$2,000
21	\$2,100
22	\$2,200
23	\$2,300
24	\$2,400
25	\$2,500 Per year until terminated

Section No. 7: That Codified Ordinance Section 260.XX, Unauthorized Leaves, is hereby added as follows:

An employee absent from work for unauthorized reasons, not included in Section 260.14 and/or without authorization or approval, shall be considered on an unauthorized leave. An unauthorized leave for three or more consecutive working days may be considered by the department head as an automatic resignation.

Section No. 8: That Codified Ordinance Section 260.15, Employee Records, Responsibilities of Department Heads, is hereby amended as follows:

All department heads shall provide holiday, sick leave and vacation information with each payroll. **Time Off Requests** covering sick leave shall also be submitted with the bi-weekly payroll. Documentation of time charged in processing payroll (i.e. vacation, sick) are the responsibilities of the Department Heads.

Section No. 9: That Codified Ordinance Section 260.17, Use of City Vehicles by City Employees, is hereby amended as follows:

~~(3) No City official shall use a City vehicle for personal or non-City business.~~

(3) Personal use of City vehicles is permitted where such personal use is *de minimis* and incidental to the employee's use of the City vehicle and does not result in:

- A. A significant deviation from the course of travel on City business,**
- B. Exposure of the City vehicle to substantial additional risk or loss or damage; or**
- C. Exposure of the City to substantial additional risk of liability.**

(4) Non-employees and non-business passengers (i.e. family and friends) are prohibited from riding in City vehicles, except for when personal use is *de minimis*.

Section No. 10: That Codified Ordinance Section 260.24, Payment for Unused Sick Leave Upon Retirement¹, is hereby repealed.

¹ See Section No. 3 above.

Section No. 11: That Codified Ordinance Section 260.25, Compensation Time is hereby amended as follows:

(c) If any compensation time off is not used during the calendar year in which it was earned, the employee shall be paid for the same in cash 31 days after the end of such calendar year, **at the pay rate effective in the year the compensation time was earned.**

Section No. 12: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council, and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 13: That this Ordinance shall be in full force and effect from and after the earliest period allowed by law.

1st reading: 2/24/2025

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE ADOPTING THE CITY OF AVON LAKE DIASTER PLAN.

WHEREAS, the Safety Director and the Public Safety and Health Committee have recommended the adoption of the City of Avon Lake Disaster Plan and the Lorain County Emergency Operations Plan.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That Council hereby accepts and adopts the City of Avon Lake Disaster Plan, a copy of which is hereto and made a part hereof.

Section No. 2: That Council hereby accepts and adopts the Lorain County Emergency Operations Plan, a copy of which is on file with the City.

Section No. 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 4: That this Ordinance shall be in full force and effect from and after the earliest period allowed by law.

1st reading: 2/24/2025

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE AMENDING CODIFIED ORDINANCE SECTION 238.01, COMMUNITY DISASTER PLAN.

WHEREAS, Public Safety and Health Committee recommended amending Codified Ordinance Section 238.01 Community Disaster Plan; and

WHEREAS, Council, coming now to consider said recommendation, approves it in full.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That Codified Ordinance Section 238.01 is hereby amended as follows:

238.01, ~~COMMUNITY~~ **CITY OF AVON LAKE** DISASTER PLAN.

(a) Council hereby accepts and approves a ~~Community~~ **the City of Avon Lake** Disaster Plan for the City, a copy of which is attached ~~hereto to original Ordinance 112-93, passed September 13, 1993,~~ and made a part hereof by reference.

(b) ~~From time to time changes may be made to the Community Disaster Plan as recommended by the Safety Director and Safety Committee and approved by Council.~~

The City of Avon Lake Disaster Plan shall be reviewed by the Public Safety and Health Committee no later than March of each calendar year to determine revisions recommended by the Safety Director and said Committee. Additional revisions may be considered and made, as necessary, as determined by the Safety Director and said Committee.

(c) A current copy of the ~~Community~~ **City of Avon Lake** Disaster Plan shall be kept on file in the office of the Clerk of Council ~~and at the Avon Lake Public Library.~~ Copies of the Plan shall also be provided by the Safety Director, through the Fire Chief, to all persons listed on the organizational chart contained in the ~~Community~~ **City of Avon Lake** Disaster Plan.

Section No. 2: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 3: That this Ordinance shall be in full force and effect from and after the earliest period allowed by law.

1st reading: 2/24/2025

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE AUTHORIZING THE PURCHASE OF A MEDIC 10 FOR THE FIRE DEPARTMENT AND DECLARING AN EMERGENCY.

WHEREAS, the Fire Chief and the Public Safety and Health Committee have recommended the replacement of the City's Medic 10, and the City desires to contract with Atlantic Emergency Solutions, Inc., of Manassas, Virginia, to purchase a 2027 Freightliner 4-door Medic 10; and

WHEREAS, Atlantic Emergency Solutions, Inc., of Manassas, Virginia, is a party to a cooperative purchasing contract with Sourcewell, a public service cooperative created by the State of Minnesota under the authority of Minn. Stat. § 123A.21, to provide programs and services to public entities and to solicit, evaluate, and award cooperative purchasing contracts through a competitive bidding process for goods and services for all eligible government, education, and nonprofit agencies in the United States and Canada; and

WHEREAS, by entering into this agreement with Atlantic Emergency Solutions, Inc., of Manassas, Virginia, through its contract with Sourcewell, the City can purchase a 2027 Freightliner 4-door Medic 10 under the same terms and conditions, but at a lower cost than what it could acquire through its own selection process.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the bid by Atlantic Emergency Solutions, Inc., of Manassas, Virginia, submitted through the Sourcewell Cooperative Program of the State of Minnesota to supply the City with a 2027 Freightliner 4-door Medic 10 for the Fire Department, in the amount of \$434,000, be and is hereby accepted and approved.

Section No. 2: That upon delivery to this City of the Medic 10 with the proper specifications, to the full satisfaction of the Fire Chief and Finance Director, the Finance Director is hereby directed to deliver Atlantic Emergency Solutions, Inc., of Manassas, Virginia, the warrant of this City in the amount of \$434,000 and to cause said warrant to be paid.

Section No. 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 4: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of taking advantage of the current prices through the Sourcewell Cooperative Program before prices are increased and to provide the Fire Department with safe, reliable emergency equipment, thus for the health, safety, and welfare of the residents of Avon Lake. Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

1st reading: 2/24/2025

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE AUTHORIZING THE PURCHASE OF AN ENGINE 5 FOR THE FIRE DEPARTMENT AND DECLARING AN EMERGENCY.

WHEREAS, the Fire Chief and the Public Safety and Health Committee have recommended the replacement of the City's Engine 5, and the City desires to contract with Atlantic Emergency Solutions, Inc., of Manassas, Virginia, to purchase an Impel Engine 5 vehicle; and

WHEREAS, Atlantic Emergency Solutions, Inc., of Manassas, Virginia, is a party to a cooperative purchasing contract with Sourcewell, a public service cooperative created by the State of Minnesota under the authority of Minn. Stat. § 123A.21, to provide programs and services to public entities and to solicit, evaluate, and award cooperative purchasing contracts through a competitive bidding process for goods and services for all eligible government, education, and nonprofit agencies in the United States and Canada; and

WHEREAS, by entering into this agreement with Atlantic Emergency Solutions, Inc., of Manassas, Virginia, through its contract with Sourcewell, the City can purchase an Impel Engine 5 under the same terms and conditions, but at a lower cost than what it could acquire through its own selection process.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the bid by Atlantic Emergency Solutions, Inc., of Manassas, Virginia, submitted through the Sourcewell Cooperative Program of the State of Minnesota to supply the City with an Impel Engine 5 for the Fire Department, in the amount of \$1,278,735 less a pre-payment discount amount of \$100,560, for a net total amount of \$1,178,175, be and is hereby accepted and approved.

Section No. 2: That upon delivery to this City of an Impel Engine 5 with the proper specifications, to the full satisfaction of the Fire Chief and Finance Director, the Finance Director is hereby directed to deliver Atlantic Emergency Solutions, Inc., of Manassas, Virginia, the warrant of this City in the amount of \$1,178,175 and to cause said warrant to be paid.

Section No. 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 4: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of taking advantage of the current prices through the Sourcewell Cooperative Program before prices are increased and to provide the Fire Department with safe, reliable emergency equipment, thus for the health, safety, and welfare of the residents of Avon Lake. Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

1st reading: 2/24/2025

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE AUTHORIZING THE PURCHASE OF A HEAVY RESCUE 7 FOR THE FIRE DEPARTMENT AND DECLARING AN EMERGENCY.

WHEREAS, the Fire Chief and the Public Safety and Health Committee have recommended the replacement of the City's Heavy Rescue 7, and the City desires to contract with Atlantic Emergency Solutions, Inc., of Manassas, Virginia, to purchase a Pierce Impel Heavy Rescue 7; and

WHEREAS, Atlantic Emergency Solutions, Inc., of Manassas, Virginia, is a party to a cooperative purchasing contract with Sourcewell, a public service cooperative created by the State of Minnesota under the authority of Minn. Stat. § 123A.21, to provide programs and services to public entities and to solicit, evaluate, and award cooperative purchasing contracts through a competitive bidding process for goods and services for all eligible government, education, and nonprofit agencies in the United States and Canada; and

WHEREAS, by entering into this agreement with Atlantic Emergency Solutions, Inc., of Manassas, Virginia, through its contract with Sourcewell, the City can purchase a Pierce Impel Heavy Rescue 7 under the same terms and conditions, but at a lower cost than what it could acquire through its own selection process.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the bid by Atlantic Emergency Solutions, Inc., of Manassas, Virginia, submitted through the Sourcewell Cooperative Program of the State of Minnesota, to supply the City with a Pierce Impel Heavy Rescue 7 for the Fire Department in the amount of \$1,516,220 less a pre-payment amount of \$107,573.47, for a net total of \$1,408,646.53, be and is hereby accepted and approved.

Section No. 2: That upon delivery to this City of a Pierce Impel Heavy Rescue 7 with the proper specifications, to the full satisfaction of the Fire Chief and Finance Director, the Finance Director is hereby directed to deliver Atlantic Emergency Solutions, Inc., of Manassas, Virginia, the warrant of this City in the amount of \$1,408,646.53 and to cause said warrant to be paid.

Section No. 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 4: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of taking advantage of the current prices through the Sourcewell Cooperative Program before prices are increased, and further to provide the Fire Department with safe, reliable emergency equipment, thus for the health, safety, and welfare of the residents of Avon Lake. Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

1st reading: 2/24/2025

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AVON LAKE ADOPTING VISION ZERO AND THE LORAIN COUNTY COMPREHENSIVE SAFETY ACTION PLAN.

WHEREAS, the life and health of all persons living and traveling within the City of Avon Lake are our utmost priority, and no one should die or be seriously injured while traveling on our City streets; and

WHEREAS, Vision Zero is the concept that traffic deaths and serious injuries on our roadways are unacceptable; and

WHEREAS, Vision Zero is a holistic strategy aimed at eliminating all traffic fatalities and severe injuries suffered by all road users while increasing safe, healthy, equitable mobility for all; and

WHEREAS, streets and transportation systems have traditionally been designed primarily to move cars efficiently, and Vision Zero supports a paradigm shift by designing streets and transportation systems to move all people safely, including people of all ages and abilities, pedestrians, bicyclists, public transit users, scooter riders, and motorcyclists, as well as drivers and passengers of motor vehicles; and

WHEREAS, Vision Zero recognizes that people will sometimes make mistakes, so the road system and related policies should be designed to ensure that those inevitable mistakes do not result in severe injuries or fatalities; therefore, transportation planners and engineers and policymakers are expected to improve the roadway environment, policies, and other related systems to lessen the severity of crashes; and

WHEREAS, 108 people in Lorain County lost their lives to traffic deaths between 2018-2022, and traffic crashes are among the leading cause of deaths in the United States; and

WHEREAS, Lorain County's transportation infrastructure serves an increasing number of vulnerable road users, such as pedestrians and bicyclists; and

WHEREAS, according to the Lorain County Comprehensive Safety Action Plan, pedestrians and bicyclists are involved in 1.4 percent of all Lorain County crashes, but 10.9 percent of fatal or serious injury crashes in Lorain County; and

WHEREAS, speed is recognized as a major determining factor of survival in a crash; and

WHEREAS, Lorain County is working toward reducing vehicle speeds because the likelihood of a pedestrian surviving a crash is 10 percent if hit by a vehicle moving 40 mph; and

WHEREAS, children, older adults, people of color, people with disabilities, people who are unhoused, and people with low income face a significantly disproportionate risk of traffic injuries and fatalities; and

WHEREAS, making streets safer for all people using all modes of transportation will encourage people to travel on foot, by bicycle, and by public transit, which supports a healthier, more active lifestyle and reduces environmental pollution; and

WHEREAS, successful Vision Zero programs are a result of both a complete government approach (i.e., interdepartmental, coordinated initiatives) and community support of Vision Zero objectives and the Lorain County Comprehensive Safety Action Plan; and

WHEREAS, Vision Zero resolutions have been adopted by many jurisdictions across the United States.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: The City of Avon Lake adopts the goal of zero traffic deaths and serious injuries, stating that no loss of life or serious injury is acceptable on our streets.

Section No. 2: The City of Avon Lake adopts the goal of eliminating traffic deaths and serious injuries by 2040 and endorses Vision Zero as a comprehensive and holistic approach to achieving this goal.

Section No. 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 4: The City of Avon Lake shall certify the adoption of this Resolution, effective immediately, by the City Council.

1st reading: 2/24/2025

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE AUTHORIZING THE CREATION OF THE PROBATION SERVICES FUND AND DECLARING AN EMERGENCY.

WHEREAS, Judge Allison Manning of Avon Lake Municipal Court desires to establish a monitoring fee schedule for probation cases; and

WHEREAS, Judge Allison Manning issued an Administrative Court Order, pursuant to Ohio Revised Code Section 737.41(A), directing the creation of a Probation Services Fund for the collection of monitoring fees for each case in which a defendant is placed on a term of probation; and

WHEREAS, the fees generated in the Fund shall only be disbursed pursuant to subsequent Order of the Court and pursuant to Ohio Revised Code Section 737.41(B), and all money in the Fund shall not revert to the Treasury of the City but shall be retained in said Fund; and

WHEREAS, in compliance with the Administrative Court Order, Council will create the Probation Services Fund.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: There is hereby established the following fund:

Fund No. 238 Probation Services Fund

Section No. 2: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 3: That this Ordinance shall be in full force and effect from and after the earliest period allowed by law.

1st reading: 2/24/2025

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____
Clerk of Council

Mayor

AN ORDINANCE AUTHORIZING THE CREATION OF THE SPECIAL PROJECTS FUND AND DECLARING AN EMERGENCY.

WHEREAS, Judge Allison Manning of Avon Lake Municipal Court desires to implement a general special projects fund; and

WHEREAS, Judge Allison Manning issued an Administrative Court Order, pursuant to Ohio Revised Code Section 1901.26(B)(1)(a), directing the creation of a Special Projects Fund to support the efficient operations that are necessary to maintain and improve the efficient operations of the Avon Lake Municipal Court; and

WHEREAS, the Clerk of Court will collect \$5 on each criminal, traffic, and civil case, except that the Clerk of Court shall only collect \$1 on each case filed in the small claims division, and said fees will be deposited in the Special Projects Fund; and

WHEREAS, the fees deposited in the Fund shall only be disbursed pursuant to subsequent Order of the Court, and all money in the Fund shall not revert to the Treasury of the City but shall be retained in said Fund; and

WHEREAS, in compliance with the Administrative Court Order, Council will create the Special Projects Fund.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: There is hereby established the following fund:

Fund No. 239 Special Projects Fund

Section No. 2: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 3: That this Ordinance shall be in full force and effect from and after the earliest period allowed by law.

1st reading: 2/24/2025

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____
Clerk of Council

Mayor

AN ORDINANCE AUTHORIZING THE CREATION OF THE LEGAL RESEARCH AND COURT COMPUTERIZATION FUND AND DECLARING AN EMERGENCY.

WHEREAS, Judge Allison Manning of Avon Lake Municipal Court desires to establish a fund for legal research and computerization of the court; and

WHEREAS, Judge Allison Manning issued an Administrative Court Order, pursuant to Ohio Revised Code Section 1901.261(A)(1), directing the creation of a Legal Research and Court Computerization Fund, to make available computerized legal research services and to computerize and maintain computerization of the Avon Lake Municipal Court; and

WHEREAS, the Clerk of Court will collect \$3 on each criminal, traffic, and civil case, and said fees shall be deposited in the Legal Research and Court Computerized Fund; and

WHEREAS, the fees deposited in the Fund shall only be disbursed, pursuant to subsequent Order of the Court, and all money in the Fund shall not revert to the treasury of the City but shall be retained in said Fund; and

WHEREAS, in compliance with the Administrative Court Order, Council will create the Legal Research and Court Computerized Fund.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: There is hereby established the following fund:

Fund No. 241 Legal Research and Court Computerized Fund

Section No. 2: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council, and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 3: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of establishing a fund to facilitate the recording of revenues and expenses for the water distribution, thus for the public welfare. Therefore, this Ordinance shall be in full force and effect from and immediately upon its passage and approval by the Mayor.

1st reading: 2/24/2025
2nd reading:
3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE CONFIRMING THE APPOINTMENT OF JARROD NIGHSWANDER AS SERGEANT IN THE POLICE DEPARTMENT AND DECLARING AN EMERGENCY.

WHEREAS, pursuant to the terms of the Civil Service provisions of the Codified Ordinances of Avon Lake, tests have been given and the results certified; that accordingly, the Police Chief has requested an appointment pursuant to the rules and regulations of the Civil Service Commission; and the Mayor has submitted to this Council confirmation for an appointment to said position.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That appointment of Jarrod Nighswander to the position of Sergeant in the Police Department be, and it is hereby approved and confirmed, subject to the Civil Service Rules and the Administrative Code provisions of the Codified Ordinances, effective March 10, 2025.

Section No. 2: That the duties and responsibilities to be performed and undertaken by a Sergeant in the Police Department shall be those set forth for such position in Ordinance No. 55-2012.

Section No. 3: That Council does hereby fix a rate of \$50.39 per hour for the position, payable biweekly, as determined by the Finance Director.

Section No. 4: That it is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 5: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity to provide the Police Department with adequate personnel to ensure the peace, health, and safety of the citizens of Avon Lake. Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____
Clerk of Council

Mayor

AN ORDINANCE AUTHORIZING A DONATION TO VILLAGE PROJECT AND DECLARING AN EMERGENCY.

WHEREAS, Village Project of Bay Village, Ohio, is a 501(c)(3) non-profit organization that provides nourishing meals and extended care to residents that are experiencing cancer. This organization supports the entire family as they struggle with this devastating disease; and

WHEREAS, Avon Lake residents receiving active cancer treatments are eligible to receive weekly meals from Village Project at no charge for up to six months; and

WHEREAS, it has been recommended by the Administration and the Finance Committee to award a donation to Village Project to provide financial support for their program that services qualified residents in Avon Lake; and

WHEREAS, Council has determined that said donation is for a public purpose.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the Council of the City of Avon Lake hereby directs the Finance Director to pay the amount of \$10,000 to Village Project, P.O. Box 40023, Bay Village, Ohio 44140.

Section No. 2: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 3: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of contributing funds to the Village Project organization to provide meals to residents and their families during cancer treatments, thus for the health, safety, and welfare of the residents of Avon Lake. Therefore, this Ordinance shall take effect and be in full force immediately after its passage and approval by the Mayor.

1st reading:
2nd reading:
3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____
Clerk of Council

Mayor

AN ORDINANCE AWARDING A CONTRACT FOR THE MILLER ROAD PARK SAND DREDGING PROJECT TO NGW INDUSTRIAL LLC AND DECLARING AN EMERGENCY.

WHEREAS, in accordance with the direction of Council, the City Engineer has prepared plans and specifications for the Miller Road Park Sand Dredging Project, which have been and are now on file in the Public Works Department; and

WHEREAS, further in accordance with the direction of Council, the City Engineer has caused notice to be given inviting bids for said improvement, and bids having been received, opened, and tabulated, as provided by law; and

WHEREAS, Council, coming now to consider said bids, has determined that the bid submitted by NGW Industrial LLC of Sheffield Village, Ohio, is the lowest and best responsive bid after advertising, in accordance with Ohio Revised Code, and is acceptable to this Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the bid by NGW Industrial LLC, of Sheffield Village, Ohio, (hereafter referred to as “Contractor”) for the Miller Road Park Sand Dredging Project for the City of Avon Lake, Ohio, in accordance with the plans and specifications prepared by the City Engineer be, and the same is hereby awarded to said Contractor in accordance with said plans and specifications and the bid received. The total amount of said contract is in the sum of \$73,415.

Section No. 2: That the Contractor shall furnish his good and sufficient performance bond in the amount of \$73,415 to the satisfaction of the Mayor and approved as to form by the Law Director, conditioned to insure faithful performance of the contract thereby awarded, and completion of the work free and clear of all claims and encumbrances.

Section No. 3: That the Contractor shall deposit and keep in force and effect on file with the Finance Director memoranda of policies of insurance in the amounts and under the conditions set forth in the specifications of the contract documents.

Section No. 4: That upon receipt by the Finance Director of the certificate of the Public Works Director that the project has been completed to his full satisfaction and in accordance with the plans and specifications, the Finance Director shall be authorized and directed to issue to Contractor the warrants of the City in payment of the amount due the Contractor, as determined by the Public Works Director, according to the terms of the contract.

Section No. 5: That the Mayor shall be and is hereby authorized and directed to sign and execute the contract hereby awarded.

Section No. 6: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 7: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of dredging the sand from the boat launch area at Miller Road Park before the fish spawning season and the upcoming boating season, to ensure safe boating, thus for the public health, safety, and welfare. Therefore, this Ordinance shall go into immediate force and effect from and after its passage and approval by the Mayor.

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE APPROVING WAGE INCREASES FOR CERTAIN PART-TIME NON-BARGAINING POLICE OFFICERS AND DISPATCHERS, REPEALING ORDINANCE NO. 23-116, AND DECLARING AN EMERGENCY.

WHEREAS, it has been recommended by the Police Chief and the Human Resources Committee that certain part-time non-bargaining Police Officers and Dispatchers in the Police Department be granted wage increases; and

WHEREAS, Council, coming now to consider said recommendations, approves them in full and desires to put them into effect.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the following part-time non-bargaining Police Officers and Dispatchers in the Police Department, be granted a wage that represents 10% above the Step 1 rate, and all other terms of previously enacted ordinances shall otherwise remain in full force and effect:

EMPLOYEE	POSITION
Keith Riggs	Police Officer
Victoria Haag	Dispatcher
Patricia Schroer	Dispatcher
Jennel Trifiletti	Dispatcher

Section No. 2: That Ordinance No. 23-116 is hereby repealed.

Section No. 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 4: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of fulfilling commitments to certain City personnel and complying with the Wage and Salary Administration Code. Therefore,

this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE AUTHORIZING THE FINANCE DIRECTOR TO TRANSFER FUNDS AND DECLARING AN EMERGENCY.

WHEREAS, it has been determined by the Finance Director that certain transfers of funds are needed.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the transfer of funds be made as follows:

From	To	Amount
Capital Fund 205	ALPS Playground Fund 446	\$1,675,000

Section No. 2: That it is 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 all deliberations of this Council and any of its committees which resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 3: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of transferring funds for the current and necessary expenses of the City of Avon Lake, thus for the public welfare. Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO AN AGREEMENT WITH CYBERSECURITY & INFRASTRUCTURE SECURITY AGENCY OF THE DEPARTMENT OF HOMELAND SECURITY FOR CYBER HYGIENE/CONTINUOUS VULNERABILITY SCANNING SERVICES AND DECLARING AN EMERGENCY.

WHEREAS, it has been recommended by the Communications & Technology Department and the Communications, Environmental, and Recreational Programming Committee that the City enter an agreement with Cybersecurity & Infrastructure Security (CISA) to conduct continuous network and vulnerability scanning of the City’s publicly accessible networks and systems; and

WHEREAS, Council, coming to consider said agreement, approves it in full.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the Mayor is hereby authorized to enter into an agreement with Cybersecurity & Infrastructure Security (CISA) of the Department of Homeland Security for cyber hygiene/continuous vulnerability scanning services.

Section No. 2: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 3: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of implementing cybersecurity measures to safeguard the operations of City Departments in a secure manner, thus for the health, safety, and welfare of the residents of Avon Lake. Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE ADOPTING A JOB DESCRIPTION FOR THE POSITION OF ASSISTANT PUBLIC WORKS DIRECTOR, ESTABLISHING THE QUALIFICATIONS AND DUTIES FOR SAID POSITION, AND REPEALING ORDINANCE NO. 24-156.

WHEREAS, it has been recommended by the Human Resources Committee and the Human Resources Director that a revised job description for the position of Assistant Public Works Director be adopted.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the specifications, responsibilities, and duties applicable to the position of Assistant Public Works Director shall be as shown in the job description, a copy of which is attached hereto and made a part hereof.

Section No. 2: That Ordinance No. 24-156 is hereby repealed.

Section No. 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 4: That this Ordinance shall be in full force and effect from and after the earliest period allowed by law.

1st reading:

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____
Clerk of Council

Mayor



**City of Avon Lake, Ohio
Classification Specification
Assistant Public Works Director**

JOB FAMILY	GRADE	FLSA STATUS	CLASSIFIED STATUS	PCN
Director	E10	Exempt	Unclassified	

CLASSIFICATION SUMMARY
<p>Under the general supervision of the Public Works Director, the Assistant Public Works Director directly supervises all Public Works employees on a day-to-day basis and coordinates such with the Public Works Supervisor; is responsible for the preparation and execution of planning, direction, monitoring, evaluation, and daily task assignments for the Public Works staff; manages attendance records, payroll, and timekeeping records; issues/recommends discipline; is responsible for the maintenance of City streets and properties, drainage ditches and waterways, parks and grounds maintenance, public buildings and lands, and all equipment maintained or being used by the Public Works Department in day-to-day operations for the delivery of City services; acts as a project manager for City-authorized projects or endeavors, as assigned; and assumes the duties of the Public Works Director, when assigned, in their absence.</p>

ESSENTIAL DUTIES ¹	% OF TIME
Plans, schedules, and implements construction, maintenance, operation, and construction activities designed to provide quality street and drainage service for the City; oversees construction and maintenance work to determine acceptability and conformance to standards; supervises, trains, and oversees employees performing duties of maintenance, construction, and repair of streets, storm drainage, facilities, and parks; conducts oversight and management of capital improvement projects, as assigned by the Public Works Director.	25
In conjunction with the Public Works Director, develops and enforces all City and Departmental policies and disciplinary regulations; provides motivation and mentoring of Department employees; monitors employees' performance; conducts annual performance reviews; and makes recommendations for Department employee development.	25
Makes budget recommendations and has budgetary responsibility, including abiding by City purchasing protocols; provides budgetary oversight of day-to-day operations for department-related maintenance and construction activities.	20
Responds to, investigates, and provides resolution to residents' complaints; interacts with residents, vendors, and City officials; attends various public meetings and functions, as designated by the Public Works Director.	10

¹ The essential duties, functions, responsibilities, and recommended Fair Labor Standards Act (FLSA) designation may vary based on the specific tasks assigned to the position.

<p>Provides oversight and implementation of various programs that fall under outside regulatory body authorities, such as the Ohio Environmental Protection Agency (OEPA); assists the Public Works Director with management and implementation of the City’s Municipal Separate Storm Sewer System (MS4) permit; assists and oversees operation and record-keeping of the City’s compost facility and prepares necessary reports, as directed; assists with and oversees activities related to the closure of the landfill site located at the Public Works facility, along with maintaining up-to-date records.</p>	<p>10</p>
<p>Oversees the maintenance of assigned City-owned, leased, or utilized equipment; tracks repair and life cycle costs and makes recommendations for replacement and/or new equipment; and assists the Public Works Director with the upkeep of the fleet replacement schedule.</p>	<p>10</p>

MINIMUM QUALIFICATIONS

<p><u>EDUCATION AND EXPERIENCE:</u> Associate’s degree in management, civil engineering, construction, or related field, or five or more years of experience in supervision within the public works environment; knowledge of the Ohio Manual on Uniform Traffic Control Devices (OMUTCD) and Ohio Department of Transportation (ODOT) construction standards and specifications; knowledge of OEPA rules and regulations as related to City activities.</p>
<p><u>CERTIFICATIONS/LICENSES:</u> Valid Ohio Driver’s License or ID.</p>
<p><u>PREFERRED QUALIFICATIONS:</u> Bachelor’s degree in a related field, International Society of Automation (ISA) certification, Pesticide Applicator License, or Class-A/Class-B Commercial Driver’s License (CDL).</p>
<p><u>KNOWLEDGE OF:</u></p> <ul style="list-style-type: none"> ▪ Supervision and management within a union environment ▪ Clear and concise understanding of the delivery of City services ▪ Mechanics, engines, maintenance, and construction methods ▪ Understanding and abiding by City Ordinances ▪ Budgetary oversight and procurement protocols, as regulated by the State of Ohio and the City of Avon Lake ▪ Performance and operation of all types of equipment ▪ Life cycle and safety training for Department equipment ▪ Avon Lake’s geography and service areas
<p><u>SKILL IN:</u></p> <ul style="list-style-type: none"> ▪ Strong written and oral communications ▪ Strong computer skills, including but not limited to Microsoft Office Suite, Geographic Information System (GIS), and asset management software ▪ Working with the public

ADA AND OTHER REQUIREMENTS
<p>This position typically requires reaching, standing, walking, fingering, grasping, feeling, talking, hearing, seeing, and repetitive motions.</p> <p><u>SEDENTARY WORK:</u> Exerting up to ten pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull, or otherwise move objects. Sedentary work involves sitting most of the time. Walking and standing are required only occasionally.</p> <p><u>WORKING CONDITIONS:</u> Working conditions may include loud, dusty environments, and hazardous chemicals.</p>

SALARY RANGE* AND BENEFITS <i>*Subject to City Council approval</i>
<ul style="list-style-type: none">▪ \$40.00 to \$49.98 hourly, or \$83,197 to \$103,959 annually.▪ Applicable benefits provided to full-time non-bargaining employees, as declared in Codified Ordinance Chapter 260

DRAFT

AN ORDINANCE ADOPTING A JOB DESCRIPTION FOR THE POSITION OF PUBLIC WORKS SUPERVISOR, ESTABLISHING THE QUALIFICATIONS AND DUTIES FOR SAID POSITION, AND REPEALING ORDINANCE NO. 24-157R.

WHEREAS, it has been recommended by the Human Resources Committee and the Human Resources Director that a revised job description for the position of Public Works Supervisor be adopted.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the specifications, responsibilities, and duties applicable to the position of Public Works Supervisor shall be as shown in the job description, a copy of which is attached hereto and made a part hereof.

Section No. 2: That Ordinance No. 24-157R is hereby repealed.

Section No. 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 4: That this Ordinance shall be in full force and effect from and after the earliest period allowed by law.

1st reading:

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor



**City of Avon Lake, Ohio
Classification Specification
Public Works Supervisor**

JOB FAMILY	GRADE	FLSA STATUS	CLASSIFIED STATUS	PCN
Director	E10	Exempt	Unclassified	

CLASSIFICATION SUMMARY
<p>Under the general supervision of the Public Works Director, the Public Works Supervisor is responsible for the day-to-day planning, scheduling, assigning, and review of work performed by the Public Works staff and coordinates with the Assistant Public Works Director; supervises, plans, and coordinates the construction, installation, maintenance, inspection, and repair of City infrastructure, including facilities, parks, streets, and stormwater and/or drainage systems conducted by Public Works employees; fills in for the Assistant Public Works Director, in their absence; and performs other duties, as required.</p>

ESSENTIAL DUTIES ¹	% OF TIME
In coordination with the Assistant Public Works Director, plans, schedules, and implements construction, maintenance, and operation and construction activities designed to provide quality street and drainage service for the City; oversees construction and maintenance work to determine acceptability and conformance to standards; supervises, trains, and oversees employees performing duties of maintenance, construction, and repair of streets, storm drainage, facilities, and parks.	25
In coordination with the Assistant Public Works Director, supervises the control and use of and assumes responsibility for all materials, supplies, and equipment used in maintenance, construction and repairs, and throughout Department facilities; ensures that all necessary materials, supplies and equipment are available by maintaining an inventory of parts and materials and obtaining necessary parts, tools, and supplies from vendors following City procurement policies or utilizing inventory maintained at the Public Works facility.	25
Develops and coordinates programs for safety training and employee development; stays current on Public Employment Risk Reduction Program (PERPP) guidelines and creates programs to educate employees; maintains compliance and associated records; seeks and implements necessary training opportunities to enhance employees' knowledge of construction and maintenance procedures, as related to the Public Works Department's scope of duties.	20

¹ The essential duties, functions, responsibilities, and recommended Fair Labor Standards Act (FLSA) designation may vary based on the specific tasks assigned to the position.

Documents and records necessary data to create work records; tracks attendance; tracks inventory; documents interactions and resolutions; manages and maintains assets; and creates any other necessary records for the Public Works Department.	10
Responds to, investigates, and provides resolution to residents' complaints; interacts with residents, vendors, and City officials.	10
Provides motivation and mentoring of Public Works Department employees; monitors employees' performance; conducts annual performance reviews; and makes recommendations for employees' development.	10

MINIMUM QUALIFICATIONS	
<p><u>EDUCATION AND EXPERIENCE:</u> High school diploma (or GED equivalent) and five years of progressively responsible leadership experience in public works operations; knowledge of the Ohio Manual on Uniform Traffic Control Devices (OMUTCD) and Ohio Department of Transportation (ODOT) construction standards and specifications.</p> <p><u>CERTIFICATIONS/LICENSES:</u> Valid Ohio Driver's License or ID.</p> <p><u>PREFERRED QUALIFICATION:</u> Associate or bachelor's degree in a related field, International Society of Automation (ISA) certification, Pesticide Applicator License, or Class-A/Class-B Commercial Driver's License (CDL).</p>	
<p><u>KNOWLEDGE OF:</u></p> <ul style="list-style-type: none"> ▪ Supervision and management within a union environment ▪ Clear and concise understanding of the delivery of City services ▪ Mechanics, engines, maintenance, and construction methods ▪ Understanding, abiding, and enforcement of City Ordinances ▪ Performance and operation of all types of equipment ▪ Life cycle and safety training for Department equipment ▪ Avon Lake's geography and service areas 	
<p><u>SKILL IN:</u></p> <ul style="list-style-type: none"> ▪ Strong written and oral communications ▪ Strong computer skills, including but not limited to Microsoft Office Suite, Geographic Information System (GIS), and asset management software ▪ Working with the public 	

ADA AND OTHER REQUIREMENTS

This position typically requires reaching, standing, walking, fingering, grasping, feeling, talking, hearing, seeing, and repetitive motions.

SEDENTARY WORK:

Exerting up to twenty-five pounds of force frequently or constantly to lift, carry, push, pull, or otherwise move objects. Occasional sedentary work involves sitting most of the time. Frequent walking and standing for long periods is required.

WORKING CONDITIONS:

Working conditions may include loud, dusty environments, and hazardous chemicals.

SALARY RANGE* AND BENEFITS **Subject to City Council approval*

- \$33.92 to \$43.47 hourly, or \$70,550 to \$90,408 annually.
- Applicable benefits provided to full-time non-bargaining employees, as declared in Codified Ordinance Chapter 260

DRAFT

AN ORDINANCE ADOPTING A JOB DESCRIPTION FOR THE POSITION OF CITY ENGINEER, ESTABLISHING THE QUALIFICATIONS AND DUTIES FOR SAID POSITION, AND REPEALING ORDINANCE NO. 188-90.

WHEREAS, it has been recommended by the Human Resources Committee and the Human Resources Director that a revised job description for the position of City Engineer be adopted.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the specifications, responsibilities, and duties applicable to the position of City Engineer shall be as shown in the job description, a copy of which is attached hereto and made a part hereof.

Section No. 2: That Ordinance No. 188-90 is hereby repealed.

Section No. 3: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 4: That this Ordinance shall be in full force and effect from and after the earliest period allowed by law.

1st reading:

2nd reading:

3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____
Clerk of Council

Mayor



**City of Avon Lake, Ohio
Classification Specification
City Engineer**

JOB FAMILY	GRADE	FLSA STATUS	CLASSIFIED STATUS	PCN
Director	E13	Exempt	Unclassified	

CLASSIFICATION SUMMARY
<p>Under the direction of the Mayor and Council, the City Engineer directs and coordinates activities of the Engineering Department; monitors completion of the City's capital improvement projects; prepares annual budget requests; performs other related duties, as required; performs and supervises complex engineering work, which includes development of engineering conditions related to land use decisions and construction permits, and oversight of capital projects; acts as a representative of the City in meetings with consultants, the public, and other agencies; supervises professional-level engineers and engineering support staff.</p>

ESSENTIAL DUTIES ¹	% OF TIME
Directs the activities of the department to include overseeing the development and administration of projects, policies, procedures, programs, goals, and objectives and presents them to executive management, Council, the public, and/or other interested parties, as necessary.	25
Supervises the Engineering Department staff, including preparing work schedules; directs and evaluates work/performance; manages training and professional development; enforces policies; and makes disciplinary recommendations.	20
Monitors construction of City capital improvement projects; serves as consulting engineer for other City departments.	15
Coordinates projects in the design and conception phases with City staff, government officials, consultants, architects, property owners, and/or other applicable parties.	15
Prepares annual budget requests for the Engineering Department and monitors expenditures.	10
Serves as a liaison between the Engineering Department and Council; attends Council meetings and other commissions, boards, and civic and professional association meetings, if requested.	5
Conducts research and prepares and maintains records, reports, and other related documentation.	5

¹ The essential duties, functions, responsibilities, and recommended Fair Labor Standards Act (FLSA) designation may vary based on the specific tasks assigned to the position.

Develops and modifies Engineering Department policies and procedures, as needed.	5
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MINIMUM QUALIFICATIONS

EDUCATION AND EXPERIENCE:

Bachelor's degree in civil engineering, or equivalent, and five years of management experience.

CERTIFICATIONS/LICENSES:

- Registration as a Professional Engineer in the State of Ohio
- Valid Ohio Driver's License or ID

KNOWLEDGE OF:

- Principles and practices of civil engineering
- City government structure and process
- Design and construction standards and methods
- Codes, standards, ordinances, and regulations governing public works projects
- Management principles and practices

SKILL IN:

- Exercising independent judgment
- Communicating effectively through speech and writing
- Collecting, analyzing, and interpreting data
- Identify problem areas and formulating corrective measures
- Developing and maintaining working relationships with other City employees, associates, elected officials, civic groups, and the public

ADA AND OTHER REQUIREMENTS

This position typically requires climbing, balancing, stooping, kneeling, crouching, crawling, standing, walking, lifting, grasping, feeling, talking, hearing, seeing, fingering, and repetitive motion.

LIGHT WORK:

Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently and/or a negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for sedentary work, and the worker sits most of the time, the job is rated for light work.

WORKING CONDITIONS:

Works in a public building environment where the noise level is generally moderate and in a field environment at construction sites that include exposure to adverse weather conditions, heavy construction equipment, and traffic.

HOURLY/SALARY RANGE* AND BENEFITS **Subject to City Council approval*

- \$54.32 to \$80.72 hourly, or \$112,985.60 to \$167,897.60 annually
- Applicable benefits provided to full-time non-bargaining employees, as declared in Codified Ordinance Chapter 260

AN ORDINANCE APPROVING WAGE INCREASES FOR CERTAIN NON-BARGAINING UNIT PERSONNEL AND DECLARING AN EMERGENCY.

WHEREAS, it has been recommended by the Mayor and the Human Resources Committee that certain non-bargaining unit positions be granted wage increases; and

WHEREAS, Council, coming now to consider said recommendations, approves them in full and desires to put them into effect.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the following non-bargaining unit personnel be granted a 3% wage increase effective in retro, and all other terms of previously enacted Ordinances shall otherwise remain in full force and effect:

EMPLOYEE	JOB TITLE	FT/PT STATUS	EFFECTIVE JANUARY 1, 2025
Carleton, Tom	Chief Building Official	FT	\$4,242.78/biweekly
Hamker, Dan	BD-Plumbing Inspector	FT	\$43.30/hour
Meigh, Lynn	BD-Secretary	PT	\$18.36/hour
Rutherford, John	BD-Electrical Inspector	FT	\$41.14/hour (1/1-1/30/25)
Rutherford, John	BD-Electrical Inspector	FT	\$43.20/hour (effective 1/31/25)
Biggers, Stephanie	C&T-Technology Coordinator	FT	\$30.17/hour
Bowles, Brian	C&T-Senior Production Assistant	FT	\$24.15/hour
Hricko, Lucas	C&T-Production Assistant	PT	\$20.93/hour
Esborn, Ted	CD-Community Development Director	FT	\$4,544.36/biweekly
La Rosa, Kelly	CD-Planning & Zoning Manager	FT	\$37.70/hour
Page, Austin	CD-Planning & Zoning Manager	FT	\$40.01/hour
Boggins, Ramona	Council-Deputy Clerk of Council	FT	\$22.21/hour
Rosmarin, Valerie	Council-Clerk of Council	FT	\$2,719.20/biweekly
Jirka, Judy	Finance-Payroll Administrator	FT	\$38.27/hour (1/1/25- 2/23/25)
Gomez, Kristin	FD-Fire Secretary	FT	\$28.74/hour

EMPLOYEE	JOB TITLE	FT/PT STATUS	EFFECTIVE JANUARY 1, 2025
Netkowicz, Glenn	FD-Fire Inspector	PT	\$27.88/hour
Kernya, Lynn	Human Resource Director	FT	\$4,555.77/biweekly
Dever, A. Steven	Law Prosecutor	PT	\$1,782.69/biweekly
Ebert, Gary	Law Director	PT	\$4,161.99/biweekly
Graves, David	Assistant Law Director	PT	\$848.56/biweekly
DeLima, Julie	Mayor-Records Clerk	PT	\$20.60/hour
Fundak, Melaine	Mayor-Front Desk Assistant	PT	\$17.33/hour
Krupar, Mary	Mayor-Administrative Assistant	FT	\$30.17/hour
Teter, Carla	Mayor-Front Desk Assistant	FT	\$20.73/hour
Burson, Rachel	PD-Police Secretary	FT	\$29.31/hour
Ferguson, David	PD-Police Maintenance	PT	\$22.06/hour
Hartz, Jeff	PD-Animal Control/CSO	PT	\$32.17/hour
Molnar, Vincent	Police Chief	FT	\$5,244.76/biweekly
Rednour, Kathleen	PD-Victim Advocate	PT	\$32.57/hour
Wasytko, Frank	PD-Animal Control/CSO	PT	\$32.17/hour
Liskovec, Jonathan	Public Works Director	FT	\$4,714.23/biweekly
Ward, Darwin	PW-Assistant Public Works Director	FT	\$47.09/hour
Brown, Jonathan	PW-Community Transportation Driver	PT	\$19.44/hour
Fry, Virginia	PW-Community Transportation Driver	PT	\$21.86/hour
Graham, Robert	PW-Boat Launch Attendant	PT	\$19.44/hour
Livchak, Dennis	PW-Boat Launch Attendant	PT	\$21.01/hour
Schneider, Ronald	PW-Boat Launch Attendant	PT	\$19.44/hour
Shepard, Joseph	PW-Boat Launch Attendant	PT	\$18.03/hour
Smith, Ronn	PW-Boat Launch Attendant	PT	\$19.44/hour
Wilson, Jeffrey	PW-Boat Launch Attendant	PT	\$18.03/hour
Fach, Erin	Recreation Director	FT	\$3,918.94/biweekly
Nielsen, Marijo	REC-Receptionist	PT	\$19.64/hour

Section No. 2: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 3: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of fulfilling commitments to certain City personnel and complying with the Wage and Salary Administration Code. Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

1st reading:
2nd reading:
3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor

AN ORDINANCE CONFIRMING THE MAYOR'S APPOINTMENT OF ROBERT RUA TO THE POSITION OF COMMUNICATIONS & TECHNOLOGY DIRECTOR, ESTABLISHING THE RATE OF COMPENSATION FOR SAID POSITION, AND DECLARING AN EMERGENCY.

BE IT ORDAINED BY THE COUNCIL OF THE
CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That the appointment by the Mayor of Robert Rua as the Communications & Technology Director for a term concurrent with the term of the Mayor is hereby confirmed by Council.

Section No. 2: That the powers, duties, and responsibilities to be performed and undertaken by the Communications & Technology Director shall be those provided for in Ordinance No. 24-139.

Section No. 3: That Council does hereby fix and establish an annual salary of \$117,000, payable bi-weekly, effective March 24, 2025.

Section No. 4: That Mr. Rua shall be entitled to receive the applicable benefits provided to full-time non-bargaining employees, as declared in Codified Ordinance Chapter 260.

Section No. 5: That in addition to the benefits provided in Codified Ordinance Chapter 260, Mr. Rua shall be entitled to receive three (3) weeks of vacation in the calendar year 2025, and each year thereafter, until 10 years, after which he will follow Codified Ordinance Chapter 260.

Section No. 6: That Mr. Rua shall be entitled to receive four (4) additional personal days after 90 days of employment to be used before his first year anniversary in 2026.

Section No. 7: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and any of its committees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 8: That this Ordinance is hereby declared to be an emergency measure, the emergency being the necessity of making immediate provisions to fill the vacancy of the Communications & Technology Director to ensure the efficient

operation of the Communications & Technology Department, thus for the health, safety, and welfare of the citizens of Avon Lake. Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

1st reading:
2nd reading:
3rd reading:

PASSED: _____

President of Council

POSTED: _____

Approved

ATTEST: _____

Clerk of Council

Mayor