

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.

1<sup>st</sup> reading: 3/10/2025

2<sup>nd</sup> reading:

3<sup>rd</sup> reading:

PASSED: 3/24/2025

*/s/ Jennifer J. Fenderbosch*  
Council President

POSTED: 3/28/2025

APPROVED: 3/25/2025

ATTEST: */s/ Valeria E. Rosmarin*  
Clerk of Council

*/s/ Mark A. Spatzel*  
Mayor