



**CITY OF PERRYSBURG
CITY COUNCIL
AGENDA**

May 20, 2025

1. Call to Order - 6:30 PM
2. Roll Call
3. Pledge of Allegiance
4. Minutes of Joint Cemetery Meeting
5. Minutes of Public Hearing - Rezoning OS to R5
6. Minutes of Public Hearing - Rezoning OS to C3
7. Minutes of Council Meeting of May 6, 2025
8. Special Reports
9. Letters, Communications, and Citizens Communications
10. Administrative Reports
 - a. Mayor
 - b. City Administrator
 - c. Finance Director
 - d. Law Director
11. President of Council Report
12. Committee Reports

a. Finance & Economic Development

Resolution# 45-2025

PLACING A REPLACEMENT LEVY IN EXCESS OF THE TEN MILL LIMITATION PURSUANT TO O.R.C. §5705.19(V) ON THE NOVEMBER 4, 2025 GENERAL ELECTION BALLOT FOR THE PURPOSE OF PROVIDING FOR THE COLLECTION AND DISPOSAL OF GARBAGE OR REFUSE; AND DECLARING AN EMERGENCY

1st Reading, no vote required

Ordinance# 84-2025

AN ORDINANCE LEVYING SPECIAL ASSESSMENTS FOR THE PURPOSE OF LIGHTING STREETS, ALLEYS, WAYS AND OTHER PUBLIC PLACES IN THE CITY OF PERRYSBURG; AND DECLARING AN EMERGENCY

1st Reading, no vote required

Ordinance# 85-2025

AN ORDINANCE DETERMINING TO PROCEED WITH THE IMPROVEMENT OF CERTAIN PUBLIC PLACES IN THE CITY BY LIGHTING; AND

DECLARING AN EMERGENCY

1st Reading, no vote required

Ordinance# 86-2025

AN ORDINANCE LEVYING SPECIAL ASSESSMENTS FOR THE REMOVAL AND SPECIAL TREATMENT OF SHADE TREES AND CONTROLLING THE BLIGHT AND DISEASE OF SAME AND FOR PLANTING, MAINTAINING, TRIMMING AND REMOVING SHADE TREES IN AND ALONG THE STREETS AND WITHIN PUBLIC RIGHTS-OF-WAY OF THE CITY OF PERRYSBURG; AND DECLARING AN EMERGENCY

1st Reading, no vote required

Ordinance# 87-2025

AN ORDINANCE DETERMINING TO PROCEED WITH THE REMOVAL AND SPECIAL TREATMENT OF SHADE TREES AND CONTROLLING THE BLIGHT AND DISEASE OF SAME AND FOR PLANTING, MAINTAINING, TRIMMING AND REMOVING SHADE TREES IN AND ALONG THE STREETS AND WITHIN PUBLIC RIGHTS-OF-WAY OF THE CITY OF PERRYSBURG; AND DECLARING AN EMERGENCY

1st Reading, no vote required

Ordinance# 88-2025

AN ORDINANCE AMENDING ORDINANCE 68-2024 TO AMEND APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES FOR THE YEAR ENDING DECEMBER 31, 2025; AND DECLARING AN EMERGENCY

***Recommendation to Suspend the Rules,
Waive the Three Readings, and
Pass as an Emergency Measure***

- b. Safety
- c. Recreation
- d. Planning & Zoning
- e. Personnel

Ordinance# 72-2025

AN ORDINANCE ADDING PERRYSBURG CODIFIED ORDINANCE 266.15-1 AND AMENDING PERRYSBURG CODIFIED ORDINANCE §266.15-2

2nd Reading, no vote required

Ordinance# 73-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.01-3

2nd Reading, no vote required

Ordinance# 74-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.03-4

2nd Reading, no vote required

Ordinance# 75-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.03-6

2nd Reading, no vote required

Ordinance# 76-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.04-2

2nd Reading, no vote required

Ordinance# 77-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.05-2

2nd Reading, no vote required

Ordinance# 78-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.09-1

2nd Reading, no vote required

Ordinance# 79-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.09-5

2nd Reading, no vote required

Ordinance# 80-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCES CHAPTER 232

2nd Reading, no vote required

Ordinance# 81-2025

AN ORDINANCE REPEALING ORDINANCE §266.11-1

2nd Reading, no vote required

f. Public Utilities

g. Service

13. Other Business

14. Adjournment

TO: Mayor Mackin
President Fuller
Members of City Council

FROM: Timothy W. Effler, Law Director

RE: Resolution 45-2025

DATE: May 20, 2025



Subject Matter/Background

This Resolution is for a replacement 1.0 mill levy to constitute a tax outside the otherwise applicable ten-mill statutory limitation, for the purpose of providing for the collection and disposal of garbage, recyclables, and other refuse; at a rate not exceeding 1.0 mills for each one dollar of taxable value, which amounts to \$35.00 for each one hundred thousand dollars of the County Auditor's appraised valuation for two (2) years.

Such a levy would be placed upon the tax lists of the current tax year, commencing in 2025 and terminating in 2027, and first due in calendar year 2026, in compliance with Ohio Revised Code Section 5705.34, if a majority of the electors voting thereon vote in favor thereof.

This resolution was approved by the Finance Committee 3-0 to forward to City Council.

Financial Review

There is no funding needed for this resolution.

Legal Review

This resolution has been reviewed and is appropriately before you.

Recommendation

1st Reading – May 20, 2025
2nd Reading – June 3, 2025
3rd Reading – June 17, 2025

If City Council is in agreement, after the 3rd reading, a motion to suspend the rules and pass this legislation as an emergency is appropriate.

RESOLUTION 45-2025

PLACING A REPLACEMENT LEVY IN EXCESS OF THE TEN MILL LIMITATION PURSUANT TO O.R.C. §5705.19(v) ON THE NOVEMBER 4, 2025 GENERAL ELECTION BALLOT FOR THE PURPOSE OF PROVIDING FOR THE COLLECTION AND DISPOSAL OF GARBAGE OR REFUSE; AND DECLARING AN EMERGENCY

WHEREAS, the City of Perrysburg, Ohio, provides for the collection and disposal of garbage or refuse for certain non-commercial residential properties within the City, and the revenue necessary to provide for such collection and disposal comes from tax millage; and,

WHEREAS, the amount of taxes which may be raised within the ten-mill limitation by levies on the current tax duplicate is insufficient to provide adequately for this collection and disposal of garbage or refuse; and,

WHEREAS, the revenue necessary to provide for the collection and disposal of garbage and refuse is provided by a 1.0 mill levy pursuant to O.R.C. §5705.19(V), which has been in place since 2023, but is subject to expire; and,

WHEREAS, pursuant to Resolution 15-2025, the City declared the necessity of placing a replacement levy on the November 4, 2025 general election ballot for the purpose of providing for collection and disposal of garbage or refuse; and,

WHEREAS, the replacement levy for collection and disposal of garbage or refuse is one (1.0) mill for each one dollar of taxable value; and,

WHEREAS, the Wood County Auditor has certified that such tax will generate \$1,037,000.00 during the first year of collection based upon the current assessed valuation of the City of Perrysburg of \$1,036,559,910.00, in accordance with the Auditor's Certification attached hereto as Exhibit A.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO, TWO-THIRD (2/3) OF ALL MEMBERS ELECTED THERETO CONCURRING:

SECTION 1. Pursuant to O.R.C. §5705.19(V), the Council of City of Perrysburg, two-thirds of all members elected thereto concurring, desires to and does submit the question of a replacement 1.0 mill levy to constitute a tax outside the otherwise

applicable ten-mill statutory limitation, for the purpose of providing for the collection and disposal of garbage, recyclables, or other refuse; at a rate not exceeding 1.0 mills for each one dollar of taxable value, which amounts to \$35.00 for each one hundred thousand dollars of the County Auditor's appraised valuation for two (2) years. The County Auditor estimates such tax levy will collect \$1,037,000.00 annually during its term.

SECTION 2. Such a levy would be placed upon the tax lists of the current tax year, commencing in 2025 and terminating in 2027, and first due in calendar year 2026, in compliance with Ohio Revised Code Section 5705.34, if a majority of the electors voting thereon vote in favor thereof.

SECTION 3. The question of such tax levy shall be submitted to the electors of the City of Perrysburg, Wood County, Ohio, November 4, 2025, general election.

SECTION 4. The Clerk is hereby directed to certify, not less than ninety (90) days prior to the election, to the Board of Elections, Wood County, Ohio, a copy of the resolution of Necessity and copy of this Resolution together with the certification of the Wood County Auditor, and notify the Board of Elections to cause notice of election on the question of levying the tax to be given as required by law.

SECTION 5. It is found and determined that all formal actions of Council concerning or relating to the passage of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 6. This Resolution is declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the City, and for the further reason that this ordinance is necessary to permit the City to timely move forward with the process of submitting this issue to the Wood County Board of Elections and Ohio Secretary of State; wherefore, this Resolution shall be in full force and effect immediately upon its passage.

President of Council

Mayor

PASSED: _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

Certificate of Estimated Property Tax Revenue

Use this form when a taxing authority certifies a millage rate
and requests the revenue produced by that rate.

DTE 140R
Rev. 03/25
R.C. 5705.01, 5705.03

The county auditor of Wood County, Ohio, does hereby certify the following:

1. On March 25, 2025, the taxing authority of the City of Perrysburg
(political subdivision name) certified a copy of its resolution or ordinance adopted March 18, 2025,
requesting the county auditor to certify the current taxable value of the subdivision and the amount of revenue that would
be produced by (1.00) mills, to levy a tax outside the 10-mill limitation for Refuse purposes pursuant to
Revised Code § 5705.19(V), to be placed on the ballot at the November 4, 2025, election. The levy
type is Replacement.
2. The property tax revenue that will be produced by the stated millage, assuming the taxable value of the subdivision remains
constant throughout the life of the levy, is calculated to be \$ 1,037,000.
3. The total taxable value of the subdivision used in calculating the estimated property tax revenue is \$ 1,036,559,910.
4. The millage for the requested levy is (1.00) mills per \$1 of taxable value, which amounts to \$ 35.00 for each
\$100,000 of the county auditor's appraised value.

Matthews Outburn
Auditor's signature

4/28/25
Date

Instructions

1. "Total taxable value" includes the taxable value of all real property in the subdivision as indicated on the tax list most recently certified for collection and estimates of the taxable value of public utility personal property for the first year the levy will be collected as set forth on the worksheets prescribed in conjunction with this form. If the subdivision is located in more than one county, the home county auditor (where the greatest taxable value of the subdivision is located) shall obtain the assistance of the other county auditors to establish the total tax valuation of the subdivision.
2. For purposes of this certification, "subdivision" includes any agency, board, commission or other authority authorized to request a taxing authority to submit a tax levy on its behalf. See R.C. 5705.01(A) & (C).
3. "Levy type" includes the following: (1) additional, (2) renewal, (3) renewal with an increase, (4) renewal with a decrease, (5) replacement, (6) replacement with an increase and (7) replacement with a decrease levies.
4. In completing Lines 1 and 4 of this form, mills should be identified in whole numbers, i.e., 5 mills, rather than as a fraction of a dollar, i.e., \$0.005. This expression is consistent with the prior practice of identifying mills in whole numbers per \$1 of valuation.
5. "The county auditor's appraised value" means the true value in money of real property. R.C. 5705.01(P).
6. For any levy or portion of a levy, an estimate of the levy's annual collections, rounded to the nearest one thousand dollars, which shall be calculated assuming that the amount of the tax list of the taxing authority remains throughout the life of the levy the same as the amount of the tax list for the current year, and if this is not determined, the estimated amount submitted by the auditor to the county budget commission. R.C. 5705.03(B).
7. Please file this certificate with the subdivision as soon as possible, so the taxing authority can pass a resolution to proceed not later than 90 days before the election.

TO: Mayor Mackin
President Fuller
Members of City Council

FROM: Timothy W. Effler, Law Director

RE: Ordinance 84-2025

DATE: May 20, 2025



Subject Matter/Background

This Ordinance is to levy a special assessment to cover the cost and expense of lighting streets, alleys, ways, and public places in the City of Perrysburg, Wood County, Ohio, as well as the cost of furnishing the electricity necessary to do so, shall be paid by special assessments levied upon all lots and lands within the City, except those owned by the United States government.

Such special assessment shall be levied and assessed by a percentage of the tax value of the property assessed in the amount of \$210,000.00; shall be payable annually in two equal installments during the period of the assessment; and shall be and hereby are levied on all lots and lands in the City, except those owned by the United States government, for the years 2025 and 2026.

Financial Review

There is no funding needed for this Ordinance.

Legal Review

This Ordinance has been reviewed and is appropriately before you.

Recommendation

1st Reading – May 20, 2025
2nd Reading – June 3, 2025
3rd Reading – June 17, 2025

If City Council is in agreement, after the 3rd reading, a motion to suspend the rules and pass this legislation as an emergency is appropriate.

ORDINANCE 84-2025

AN ORDINANCE LEVYING SPECIAL ASSESSMENTS FOR THE PURPOSE OF LIGHTING STREETS, ALLEYS, WAYS AND OTHER PUBLIC PLACES IN THE CITY OF PERRYSBURG; AND DECLARING AN EMERGENCY

WHEREAS, the Council of the City of Perrysburg, Wood County, Ohio, has provided for the lighting of streets, alleys, ways, and other public places in the City and has financed this lighting by special assessments which are levied on all of the lots and lands in the City (except those owned by the United States government) and which are based on a percentage of the tax valuation of the property assessed; and,

WHEREAS, it is deemed reasonable, appropriate, and advisable in 2025 to provide lighting in public places throughout the City, to provide the electricity necessary to do so, and to continue financing this through special assessments.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO, with three-fourths (3/4) of all members elected in Council concurring:

SECTION 1. The cost and expense of lighting streets, alleys, ways, and public places in the City of Perrysburg, Wood County, Ohio, as well as the cost of furnishing the electricity necessary to do so, shall be paid by special assessments levied upon all lots and lands within the City, except those owned by the United States government.

SECTION 2. Such special assessment shall be levied and assessed by a percentage of the tax value of the property assessed in the amount of Two Hundred Ten Thousand Dollars and Zero Cents (\$210,000.00); shall be payable annually in two equal installments during the period of the assessment; and shall be and hereby are levied on all lots and lands in the City, except those owned by the United States government, for the years 2025 and 2026.

SECTION 3. The City's Director of Finance is directed to certify this special assessment to the Auditor of Wood County, Ohio, to be collected as other taxes are collected and paid.

SECTION 4. The Clerk of Council shall cause a notice of the passage of this ordinance to be published once in a newspaper of general circulation in this City and shall keep on file in the office of the Clerk of Council the special assessments.

SECTION 5. It is hereby found and determined that all formal actions of Council

concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 6. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the residents of the City of Perrysburg, Wood County, Ohio and shall be in full force and effect from and immediately after its passage and approval by the Mayor.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

TO: Mayor Mackin
President Fuller
Members of City Council

FROM: Timothy W. Effler, Law Director

RE: Ordinance 85-2025

DATE: May 20, 2025



Subject Matter/Background

This Ordinance is to assess the cost of improvement of certain public places in the City by lighting in accordance with the Resolution 17-2025. These costs shall be assessed in the manner and pursuant to the payment schedules set forth, and on the lots and lands described in the Resolution.

The improvement shall be made in accordance with the provisions of the Resolution and with the plans, specifications, profiles and estimate of cost previously approved and now on file in the office of the Clerk of Council

Financial Review

There is no funding needed for this Ordinance.

Legal Review

This Ordinance has been reviewed and is appropriately before you.

Recommendation

1st Reading – May 20, 2025

2nd Reading – June 3, 2025

3rd Reading – June 17, 2025

If City Council is in agreement, after the 3rd reading, a motion to suspend the rules and pass this legislation as an emergency is appropriate.

ORDINANCE 85-2025

AN ORDINANCE DETERMINING TO PROCEED WITH THE IMPROVEMENT OF CERTAIN PUBLIC PLACES IN THE CITY BY LIGHTING; AND DECLARING AN EMERGENCY

WHEREAS, the City Council has adopted Resolution 17-2025 on March 18, 2025 (the Resolution), declaring the necessity of making the improvement described in Section 1.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. It is determined to proceed with and complete the improvement of certain public places in the City by lighting.

SECTION 2. The improvement shall be made in accordance with the provisions of the Resolution and with the plans, specifications, profiles and estimate of cost previously approved and now on file in the office of the Clerk of Council.

SECTION 3. There have been no claims for damages legally filed, and the Director of Law is authorized and directed to institute legal proceedings in a court of competent jurisdiction to inquire into future claims if necessary.

SECTION 4. The portion of the cost of the improvement to be assessed in accordance with the Resolution shall be assessed in the manner and pursuant to the payment schedules set forth, and on the lots and lands described in the Resolution.

SECTION 5. The estimated special assessments previously prepared and filed in the office of the Clerk of Council are adopted.

SECTION 6. The Clerk of Council shall deliver a certified copy of this ordinance to the County Auditor within 15 days after its passage.

SECTION 7. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 8. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the residents of the City of Perrysburg, Wood County, Ohio and shall be in full force and effect from and immediately after its passage and approval by the Mayor.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

TO: Mayor Mackin
President Fuller
Members of City Council

FROM: Timothy W. Effler, Law Director

RE: Ordinance 86-2025

DATE: May 20, 2025



Subject Matter/Background

This Ordinance is to levy a special assessment to cover the cost and expense of the removal or special treatment of certain shade trees for the purpose of controlling the blight and disease and for planting, maintaining, trimming and removing of other shade trees in and along the streets and within the public rights-of-way of, there shall be and hereby is placed an assessment. Said assessment shall be assessed upon the lots and lands bounding and abutting upon the streets and public rights-of-way in said district; and, set opposite the description of the respective lots and lands whereas City Council does hereby determine and declare that said lots and lands are specifically benefitted in the amounts so assessed against the same.

Such special assessment shall be levied and assessed by a percentage of the tax value of the property assessed in the amount of .1 mills. The owners of said several lots and parcels of land shall pay the sum so assessed in two (2) equal installments during the period of the assessment to the Treasurer of Wood County, Ohio, at the same time and in the same manner as other taxes are paid, or be subject to penalty and interest to be paid thereon as provided by law.

Financial Review

There is no funding needed for this Ordinance.

Legal Review

This Ordinance has been reviewed and is appropriately before you.

Recommendation

1st Reading – May 20, 2025

2nd Reading – June 3, 2025

3rd Reading – June 17, 2025

If City Council is in agreement, after the 3rd reading, a motion to suspend the rules and pass this legislation as an emergency is appropriate.

ORDINANCE 86-2025

AN ORDINANCE LEVYING SPECIAL ASSESSMENTS FOR THE REMOVAL AND SPECIAL TREATMENT OF SHADE TREES AND CONTROLLING THE BLIGHT AND DISEASE OF SAME AND FOR PLANTING, MAINTAINING, TRIMMING AND REMOVING SHADE TREES IN AND ALONG THE STREETS AND WITHIN PUBLIC RIGHTS-OF-WAY OF THE CITY OF PERRYSBURG; AND DECLARING AN EMERGENCY

WHEREAS, through Ordinance 43-86, City Council for the City of Perrysburg, Ohio, established one district for the purpose of removing or specially treating therein shade trees for the purpose of controlling the blight and disease of same and for planting, maintaining, treating and removing shade trees in and along the streets and public rights-of-way of the City during the year 1986 and the years thereafter; and,

WHEREAS, City Council has determined that the value of the properties in this district are and will be enhanced and improved by this work; and,

WHEREAS, pursuant to Ordinance 43-86, City Council provided that part of the cost and expense connected with said work in said district shall be levied and assessed by a percentage of the tax valued of the property assessed.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO, with three-fourths (3/4) of all members elected in Council concurring:

SECTION 1. To pay the cost and expense of the removal or special treatment of certain shade trees for the purpose of controlling the blight and disease and for planting, maintaining, trimming and removing of other shade trees in and along the streets and within the public rights-of-way of, there shall be and hereby is placed an assessment. Said assessment shall be assessed upon the lots and lands bounding and abutting upon the streets and public rights-of-way in said district; and, set opposite the description of the respective lots and lands whereas City Council does hereby determine and declare that said lots and lands are specifically benefitted in the amounts so assessed against the same.

SECTION 2. Such special assessment shall be levied and assessed by a percentage of the tax value of the property assessed in the amount of Seventy Thousand Dollars and Zero Cents (\$70,000.00). The owners of said several lots and parcels of land shall pay the sum so assessed in two (2) equal installments during the period of the assessment to the Treasurer of Wood County, Ohio, at the same time and in the same

manner as other taxes are paid, or be subject to penalty and interest to be paid thereon as provided by law.

SECTION 3. The City's Director of Finance is directed to certify this special assessment to the Auditor of Wood County, Ohio, to be, by him, placed upon the grand tax duplicate of said County for the year 2025, for collection in 2026, against said lots and lands respectively to be collected at the same time and in the same manner as other taxes are collected.

SECTION 4. The Clerk of Council shall cause a notice of the passage of this ordinance to be published once in a newspaper of general circulation in this City and shall keep on file in the office of the Clerk of Council the special assessments.

SECTION 5. It is hereby found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 6. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the residents of the City of Perrysburg, Wood County, Ohio and shall be in full force and effect from and immediately after its passage and approval by the Mayor.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

TO: Mayor Mackin
President Fuller
Members of City Council

FROM: Timothy W. Effler, Law Director

RE: Ordinance 87-2025

DATE: May 20, 2025



Subject Matter/Background

This Ordinance is to assess the cost of improvement of providing for the removal and special treatment of shade trees and controlling the blight and disease of same and for planting, maintaining, trimming and removing shade trees in and along the streets and within public rights-of-way of the City of Perrysburg in accordance with the Resolution 16-2025. These costs shall be assessed in the manner and pursuant to the payment schedules set forth, and on the lots and lands described in the Resolution.

The improvement shall be made in accordance with the provisions of the Resolution and with the plans, specifications, profiles and estimate of cost previously approved and now on file in the office of the Clerk of Council

Financial Review

There is no funding needed for this Ordinance.

Legal Review

This Ordinance has been reviewed and is appropriately before you.

Recommendation

1st Reading – May 20, 2025
2nd Reading – June 3, 2025
3rd Reading – June 17, 2025

If City Council is in agreement, after the 3rd reading, a motion to suspend the rules and pass this legislation as an emergency is appropriate.

ORDINANCE 87-2025

AN ORDINANCE DETERMINING TO PROCEED WITH THE REMOVAL AND SPECIAL TREATMENT OF SHADE TREES AND CONTROLLING THE BLIGHT AND DISEASE OF SAME AND FOR PLANTING, MAINTAINING, TRIMMING AND REMOVING SHADE TREES IN AND ALONG THE STREETS AND WITHIN PUBLIC RIGHTS-OF-WAY OF THE CITY OF PERRYSBURG; AND DECLARING AN EMERGENCY

WHEREAS, the City Council has adopted Resolution 16-2025 on March 18, 2025 (the Resolution), declaring the necessity of making the improvement described in Section 1.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. It is determined to proceed with and complete the improvement of providing for the removal and special treatment of shade trees and controlling the blight and disease of same and for planting, maintaining, trimming and removing shade trees in and along the streets and within public rights-of-way of the City of Perrysburg.

SECTION 2. The improvement shall be made in accordance with the provisions of the Resolution and with the plans, specifications, profiles and estimate of cost previously approved and now on file in the office of the Clerk of Council.

SECTION 3. There have been no claims for damages legally filed, and the Director of Law is authorized and directed to institute legal proceedings in a court of competent jurisdiction to inquire into future claims if necessary.

SECTION 4. The portion of the cost of the improvement to be assessed in accordance with the Resolution shall be assessed in the manner and pursuant to the payment schedules set forth, and on the lots and lands described in the Resolution.

SECTION 5. The estimated special assessments previously prepared and filed in the office of the Clerk of Council are adopted.

SECTION 6. The Clerk of Council shall deliver a certified copy of this ordinance to the County Auditor within 15 days after its passage.

SECTION 7. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that

resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 8. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the residents of the City of Perrysburg, Wood County, Ohio and shall be in full force and effect from and immediately after its passage and approval by the Mayor.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

TO: Mayor Mackin
President Fuller
Members of City Council

FROM: Timothy W. Effler, Law Director

RE: Ordinance 88-2025

DATE: May 20, 2025



Subject Matter/Background

Throughout the year, budget amendments may be necessary to move appropriations from one account to another or to request additional funding. While monitoring the budget through May 2025 it was found that certain modifications need to be made.

These modifications can be found in Exhibit A.

The Finance Committee reviewed this legislation at their meeting held May 13, 2025 and unanimously forwarded it to City Council for review.

Financial Review

The accounts associated with the modifications can be found in Exhibit A.

Legal Review

This legislation has been reviewed and is appropriately before you.

Recommendation

If City Council is in agreement, a motion to suspend the rules, waive the three readings and pass this as an Emergency is appropriate. The Finance Department is requesting an emergency to ensure such appropriations, powers, and duties within the annual budget shall be in effect immediately.

ORDINANCE 88-2025

AN ORDINANCE AMENDING ORDINANCE 68-2024 TO AMEND APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES FOR THE YEAR ENDING DECEMBER 31, 2025; AND DECLARING AN EMERGENCY

WHEREAS, to provide for current expenses and other expenditures for the fiscal year ending December 31, 2025, the City of Perrysburg, Ohio, approved the 2025 city budget pursuant to Ordinance 68-2024 and subsequently amended by Ordinance 1-2025 and Ordinance 68-2025; and,

WHEREAS, it has been determined by the Mayor and Director of Finance that certain amendments should be made to the revenues, expenditures, and appropriations described in the approved 2025 budget for the City of Perrysburg, Wood County, Ohio; and,

WHEREAS, in order to reflect appropriate adjustments to the budget and otherwise provide for necessary appropriations, it is reasonable and appropriate to amend Ordinance 68-2024.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. To provide for current expenses and other expenditures for the City of Perrysburg, Ohio, during the fiscal year ending December 31, 2025, sums are set aside and appropriated as stated in Exhibit A attached hereto.

SECTION 2. To the extent the sums set aside and appropriated as stated in Exhibit A change those stated in Ordinance 68-2024, that Ordinance is amended.

SECTION 3. The Director of Finance is authorized to draw their warrant upon the City Treasury in the amount appropriated and for the purposes stated in this Ordinance upon receiving the proper certificates and vouchers therefore, approved by the officer authorized by law to approve the same or authorized by an ordinance or resolution of Council to make the expenditure.

SECTION 4. The Mayor and Director of Finance are authorized to enter into contracts in accordance with the laws of the State of Ohio and the Charter, ordinances, and resolutions of the City of Perrysburg, Ohio.

SECTION 5. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 6. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the citizens of the City of Perrysburg, Wood County, Ohio, in order to ensure that such appropriations, powers, and duties within the annual budget shall be in effect immediately, and shall be in full force and effect from and immediately after its passage and approval by the Mayor.

President of Council

Mayor

PASSED: _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

Budget Amendments - May 2025

Department	Account	Description	Amount
City Wide	4403-11755-55999	Other - Capital Outlay (MUP Design Additional Budget)	\$ 76,713.00
City Wide	4403-11755-55999	Other - Capital Outlay (Court Remodel)	\$ 52,500.00
Court - Special Projects	2241-11720-55999	Other - Capital Outlay (Court Remodel)	\$ 52,500.00
Total			\$ 181,713.00

TO: Mayor Mackin
President Fuller
Members of City Council

FROM: Timothy W. Effler, Law Director

RE: Ord 72-2025 through Ord 81-2025

DATE: May 6, 2025



Subject Matter/Background

The City of Perrysburg utilized Archer Company, which specializes in wage and compensation plan creation and maintenance for public entities, to develop a new compensation plan benchmarking against like organizations/communities and establishing internal equity.

The proposed legislation is necessary for the adoption of the new compensation plan and to update certain portions of the Code in conjunction with the compensation plan. The changes will revise outdated terms, job titles, and references within the Code.

In addition to the amendments, these updates will also repeal Codified Ordinance §266.11-1, “Classifications and Rates of Pay.”

Legal Review

This legislation has been reviewed and is appropriately before you.

Recommendation

First Reading – May 6, 2025

Second Reading – May 20, 2025

Third Reading and Vote – June 3, 2025

ORDINANCE 72-2025

AN ORDINANCE ADDING PERRYSBURG CODIFIED ORDINANCE 266.15-1 AND AMENDING PERRYSBURG CODIFIED ORDINANCE §266.15-2

WHEREAS, Perrysburg Codified Ordinance §266.15-1 was repealed by Ordinance 39-2021, on September 7, 2021; and,

WHEREAS, Perrysburg Codified Ordinance §266.15-2 establishes the job titles and wage ranges for Executive Staff, Senior Administrative Staff and Administrative City employees; and,

WHEREAS, the City of Perrysburg utilized Archer Company, which specializes in wage and compensation plan creation and maintenance for public entities, to develop a new compensation plan benchmarking against like organizations/communities and establishing internal equity; and,

WHEREAS, Archer provided the City with a compensation plan outlining the pay grades and wages that should be associated with each pay grade, which was utilized to develop the Placement Wage Table, attached hereto and incorporated herein as Exhibit A; and,

WHEREAS, Exhibit A, presents each of the eighteen pay grades (Pay Grades 4-20, 22) and the positions included in each pay grade. Each pay grade consists of Steps A through K, with Step A being the minimum compensation for each pay grade, Step K being the maximum compensation for each pay grade and Step F being the hiring maximum for each pay grade. If the budget allows, employees in steps A-E will progress to the next step on an annual basis and employees in steps F-K will progress to the next step every three years; and,

WHEREAS, as there is not a current step program utilized in the City, for the initial step placement of current employees in their respective pay grades, each employee was placed into the step on Exhibit A that most closely aligned with the employee's current base wage, without reducing the employee's current base wage. For salary employees, the current base wage was calculated by dividing their current annual wage by 2080 hours. If the budget allows, step increases will begin in 2026 for employees in steps A-E on the first full pay of the employee's anniversary month and step increases associated with steps F-J will occur on the first full pay of the employee's anniversary month in 2028; and,

WHEREAS, to ensure that employees are fairly compensated and to allow the City to attract and retain qualified individuals, the wage table shall be reviewed annually and shall be adjusted to reflect any Council approved across-the-board wage increases; and,

WHEREAS, in developing the City's 2025 budget, the Council budgeted for a four percent (4%) across-the-board wage increases for all full-time non-bargaining unit employees; and,

WHEREAS, the wage table included in the amended Ordinance (Exhibit B) reflects the four percent (4%) across-the-board wage increase budgeted for by Council in 2025; and,

WHEREAS, the Personnel Committee considered this legislation at its meeting on April 22, 2025 and unanimously recommended advancement to City Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. For implementation of the Archer compensation plan, current employees shall be placed into the step on Exhibit A that most closely aligns with the employee's current base wage, without reducing the employee's current base wage. The step that each employee is placed into shall be used for the placement of the employee on the 2025 Wage Table, as set forth in the amended §266.15-2.

SECTION 2. The budgeted for four percent (4%) across-the-board wage increase for all full-time non-bargaining unit employees is hereby approved and shall be incorporated into the 2025 Wage Table, as set forth in the amended §266.15-2.

SECTION 3. Codified Ordinances §266.15-1 and §266.15-2 which currently reads as:

266.15-1 HOURLY WAGE MATRIX. (REPEALED)

(EDITOR'S NOTE: Former Section 266.15-1 was repealed by Ordinance 39-2021, passed September 7, 2021.)

266.15-2 WAGE RANGES FOR EXECUTIVE STAFF, SENIOR ADMINISTRATIVE STAFF AND ADMINISTRATIVE STAFF (including hourly employees)

Broad Band	Title
Band A	City Administrator
Minimum Salary \$104,000	
Maximum Salary \$166,400	
Band B	Assistant City Administrator

Minimum Salary \$83,200	City Engineer
Maximum Salary \$145,600	Director of Finance
	Director of Law
	Director of Public Safety
	Director of Public Service
	Director of Public Utilities
	Fire Chief
	Municipal Court Prosecutor
	Planning and Zoning Administrator
	Police Chief
Band C	Deputy Administrator of Planning and Zoning
Minimum Salary \$72,800	Deputy Director of Finance
Maximum Salary \$124,800	Deputy Director of Public Service
	Deputy Director of Public Utilities
	Deputy Fire Chief
	Deputy Police Chief
	GIS Administrator
	IT Administrator
	Human Resources Manager
	Income Tax Commissioner
	IT Manager
	Natural Resources Manager
	Police Lieutenant
	Police Support Services Manager (Dispatch, Records)
	WWTP (Wastewater Treatment Program) Manager
Band D	Advanced Certified Paralegal
Minimum Salary \$52,000	Assistant Prosecutor
Maximum Salary \$104,000	OSH Coordinator
	Police Support Services Supervisor
	Staff Engineer
	Superintendent of Field Operations
	Tax Administrator
	Urban Forester
	Utilities Supervisor

	WWTP Assistant Manager
Band E	Administrative Assistant
Minimum Salary \$46,800	CAD Technician-Construction Inspector
Maximum Salary \$78,000	Construction Inspector
	Engineering Technician
	Executive Assistant
	GIS/Software Technician
	Hardware/Operations Technician
	HR Coordinator
	Legal Assistant
	Legal Assistant/Clerk of Council
	Public Information Officer
	Stormwater Program Technician
	Victim's Advocate/Administrative Assistant
	Zoning Inspector

These wage rates shall be reviewed every even year beginning in 2024.

Personnel Committee shall be notified each year of increases or reductions to employees' salaries.

Personnel Committee shall be notified of salaries and fringe benefits for new employees.

is hereby added to, amended, and adopted to read as shown in Exhibit B, attached hereto and incorporated herein.

SECTION 4. If the budget allows, step increases will begin in 2026 for employees in steps A-E on the first full pay of the employee's anniversary month and step increases associated with steps F-J will occur on the first full pay of the employee's anniversary month in 2028

SECTION 5. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 6. This Ordinance shall be in full force and effect at the earliest time permitted by law.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

Exhibit A

Placement Wage Table			MIN					Hiring Max					MAX
		Years between steps	1	1	1	1	1	3	3	3	3	3	
PAY GRADE	TITLE	FLSA	A	B	C	D	E	F	G	H	I	J	K
Grade 4	Administrative Assistant/Victim Advocate Fire Administrative Assistant	N N	\$24.44	\$25.42	\$26.40	\$27.38	\$28.36	\$29.33	\$30.31	\$31.29	\$32.27	\$33.25	\$34.22
Grade 5	Executive Assistant Legal Assistant Zoning Inspector	N N N	\$26.19	\$27.24	\$28.28	\$29.33	\$30.38	\$31.43	\$32.47	\$33.52	\$34.57	\$35.62	\$36.66
Grade 6	Construction Inspector GIS Technician IT Technician	N N N	\$27.93	\$29.05	\$30.17	\$31.28	\$32.40	\$33.52	\$34.63	\$35.75	\$36.87	\$37.99	\$39.10
Grade 7	Advanced Certified Paralegal CAD Technician/Construction Inspector Human Resources Coordinator Legal Assistant/Clerk of Council Stormwater Program Technician Support Services Supervisor Urban Forester Utilities Supervisor	N N N N N E E N	\$29.67	\$30.86	\$32.05	\$33.24	\$34.42	\$35.61	\$36.80	\$37.98	\$39.17	\$40.36	\$41.54
Grade 8	Public Information Officer	E	\$31.42	\$32.67	\$33.93	\$35.19	\$36.44	\$37.70	\$38.96	\$40.21	\$41.47	\$42.73	\$43.98
Grade 9	Superintendent Field Operations/DPS	E	\$33.16	\$34.49	\$35.81	\$37.14	\$38.47	\$39.79	\$41.12	\$42.45	\$43.77	\$45.10	\$46.42
Grade 10	Deputy Administrator Planning & Zoning OSH Coordinator	E E	\$34.90	\$36.30	\$37.70	\$39.09	\$40.49	\$41.88	\$43.28	\$44.68	\$46.07	\$47.47	\$48.86
Grade 11	Natural Resources Manager Staff Engineer Superintendent Field Operations/DPU	E E E	\$36.65	\$38.11	\$39.58	\$41.04	\$42.51	\$43.98	\$45.44	\$46.91	\$48.37	\$49.84	\$51.30
Grade 12	Assistant Manager WWTP Support Services Manager	E E	\$38.39	\$39.93	\$41.46	\$43.00	\$44.53	\$46.07	\$47.60	\$49.14	\$50.67	\$52.21	\$53.75
Grade 13	Deputy Director of Public Service	E	\$40.13	\$41.74	\$43.34	\$44.95	\$46.55	\$48.16	\$49.76	\$51.37	\$52.97	\$54.58	\$56.19
Grade 14	Assistant Prosecutor GIS Administrator IT Administrator	E E E	\$41.88	\$43.55	\$45.23	\$46.90	\$48.58	\$50.25	\$51.93	\$53.60	\$55.28	\$56.95	\$58.63
Grade 15	Income Tax Commissioner Lieutenant - Police	E E	\$43.62	\$45.36	\$47.11	\$48.85	\$50.60	\$52.34	\$54.09	\$55.83	\$57.58	\$59.32	\$61.07
Grade 16	Deputy Chief of Police Deputy Director of Finance Deputy Fire Chief Human Resources Manager Municipal Court Prosecutor WWTP Manager	E E E E E E	\$50.44	\$51.44	\$52.45	\$53.46	\$54.47	\$55.48	\$57.50	\$59.51	\$61.53	\$63.55	\$65.57
Grade 17	Deputy Director Public Utilities	E	\$54.24	\$55.32	\$56.41	\$57.49	\$58.58	\$59.66	\$61.83	\$64.00	\$66.17	\$68.34	\$70.51
Grade 18	City Engineer Director of Public Service Fire Chief IT Manager Planning and Zoning Administrator Police Chief	E E E E E E	\$58.04	\$59.20	\$60.36	\$61.53	\$62.69	\$63.85	\$66.17	\$68.49	\$70.81	\$73.13	\$75.45
Grade 19	Director of Finance/Clerk of Council Director of Public Utilities Law Director	E E E	\$61.85	\$63.08	\$64.32	\$65.56	\$66.79	\$68.03	\$70.50	\$72.98	\$75.45	\$77.93	\$80.40
Grade 20	Deputy City Administrator Director of Public Safety	E E	\$65.65	\$66.96	\$68.27	\$69.59	\$70.90	\$72.21	\$74.84	\$77.46	\$80.09	\$82.72	\$85.34
Grade 22	City Administrator	E	\$73.25	\$74.72	\$76.18	\$77.65	\$79.11	\$80.58	\$83.51	\$86.44	\$89.37	\$92.30	\$95.23

Exhibit B

NEW Code Language

266.15-1 PAY GRADES ESTABLISHED FOR FULL-TIME NON-BARGAINING UNIT STAFF

- A. Effective July 7, 2025, Pay Grades are established as follows (Base Wage/Steps are outlined in Section 266.15-2):

PAY GRADE	TITLE	FLSA
Grade 4	Administrative Assistant/Victim Advocate	N
	Fire Administrative Assistant	N
Grade 5	Executive Assistant	N
	Legal Assistant	N
	Zoning Inspector	N
Grade 6	Construction Inspector	N
	GIS Technician	N
	IT Technician	N
Grade 7	Advanced Certified Paralegal	N
	CAD Technician/Construction Inspector	N
	Human Resources Coordinator	N
	Legal Assistant/Clerk of Council	N
	Stormwater Program Technician	N
	Support Services Supervisor	E
	Urban Forester	E
	Utilities Supervisor	N
Grade 8	Public Information Officer	E
Grade 9	Superintendent Field Operations/DPS	E
Grade 10	Deputy Administrator Planning & Zoning	E
	OSH Coordinator	E
Grade 11	Natural Resources Manager	E
	Staff Engineer	E
	Superintendent Field Operations/DPU	E
Grade 12	Assistant Manager WWTP	E
	Support Services Manager	E
Grade 13	Deputy Director of Public Service	E
Grade 14	Assistant Prosecutor	E
	GIS Administrator	E
	IT Administrator	E
Grade 15	Income Tax Commissioner	E
	Lieutenant - Police	E
Grade 16	Deputy Chief of Police	E
	Deputy Director of Finance	E
	Deputy Fire Chief	E
	Human Resources Manager	E

	Municipal Court Prosecutor	E
	WWTP Manager	E
Grade 17	Deputy Director Public Utilities	E
Grade 18	City Engineer	E
	Director of Public Service	E
	Fire Chief	E
	IT Manager	E
	Planning and Zoning Administrator	E
	Police Chief	E
Grade 19	Director of Finance/Clerk of Council	E
	Director of Public Utilities	E
	Law Director	E
Grade 20	Deputy City Administrator	E
	Director of Public Safety	E
Grade 22	City Administrator	E

- B. Pay grades 4 through 7 include hourly, “non-exempt” (“N”) job classifications. These classifications are eligible to earn overtime either through federal overtime statutes or city practice and/or policy.
- C. Pay grades 7 through 22 include “exempt” (“E”) salaried job classifications unless otherwise noted in the job description or appointment letter. Exempt job classifications, when paid on a salaried basis, are exempt from federal overtime requirements. These personnel are paid on a bi-weekly basis, which is based on two weeks at their regular weekly salary. They are compensated on a salaried basis in accordance with federal law. Payments of less than a full weekly salary to an exempt employee shall be in accordance with federal law.
- D. Pay grades are vertical numerical readings along the schedules above. These numbers are keyed to job classifications. Changes in classifications represent changes in job titles and responsibilities at levels appropriate to an individual's education, training, and experience.

Exhibit B

266.15-2 WAGE TABLE: PAY GRADES, BASE WAGES, AND STEPS FOR FULL-TIME NON-BARGAINING UNIT STAFF

A. Effective July 7, 2025, the Wage Table is established as follows (Pay Grades/Job Classifications are outlined in Section 266.15-1):

2025	MIN					Hiring Max					MAX
Years between steps	1	1	1	1	1	3	3	3	3	3	
PAY GRADE	A	B	C	D	E	F	G	H	I	J	K
Grade 4	\$25.42	\$26.44	\$27.46	\$28.47	\$29.49	\$30.51	\$31.52	\$32.54	\$33.56	\$34.58	\$35.59
Grade 5	\$27.24	\$28.33	\$29.41	\$30.50	\$31.59	\$32.68	\$33.77	\$34.86	\$35.95	\$37.04	\$38.13
Grade 6	\$29.05	\$30.21	\$31.37	\$32.53	\$33.70	\$34.86	\$36.02	\$37.18	\$38.34	\$39.51	\$40.67
Grade 7	\$30.86	\$32.10	\$33.33	\$34.56	\$35.80	\$37.03	\$38.27	\$39.50	\$40.74	\$41.97	\$43.21
Grade 8	\$32.67	\$33.98	\$35.29	\$36.60	\$37.90	\$39.21	\$40.52	\$41.82	\$43.13	\$44.44	\$45.74
Grade 9	\$34.49	\$35.87	\$37.25	\$38.63	\$40.00	\$41.38	\$42.76	\$44.14	\$45.52	\$46.90	\$48.28
Grade 10	\$36.30	\$37.75	\$39.20	\$40.66	\$42.11	\$43.56	\$45.01	\$46.46	\$47.92	\$49.37	\$50.82
Grade 11	\$38.11	\$39.64	\$41.16	\$42.69	\$44.21	\$45.73	\$47.26	\$48.78	\$50.31	\$51.83	\$53.36
Grade 12	\$39.93	\$41.52	\$43.12	\$44.72	\$46.31	\$47.91	\$49.51	\$51.10	\$52.70	\$54.30	\$55.90
Grade 13	\$41.74	\$43.41	\$45.08	\$46.75	\$48.42	\$50.09	\$51.75	\$53.42	\$55.09	\$56.76	\$58.43
Grade 14	\$43.55	\$45.29	\$47.03	\$48.78	\$50.52	\$52.26	\$54.00	\$55.74	\$57.49	\$59.23	\$60.97
Grade 15	\$45.36	\$47.18	\$48.99	\$50.81	\$52.62	\$54.44	\$56.25	\$58.06	\$59.88	\$61.69	\$63.51
Grade 16	\$52.45	\$53.50	\$54.55	\$55.60	\$56.65	\$57.70	\$59.80	\$61.90	\$63.99	\$66.09	\$68.19
Grade 17	\$56.41	\$57.54	\$58.66	\$59.79	\$60.92	\$62.05	\$64.31	\$66.56	\$68.82	\$71.08	\$73.33
Grade 18	\$60.36	\$61.57	\$62.78	\$63.99	\$65.19	\$66.40	\$68.81	\$71.23	\$73.64	\$76.06	\$78.47
Grade 19	\$64.32	\$65.61	\$66.89	\$68.18	\$69.46	\$70.75	\$73.32	\$75.90	\$78.47	\$81.04	\$83.61
Grade 20	\$68.27	\$69.64	\$71.00	\$72.37	\$73.74	\$75.10	\$77.83	\$80.56	\$83.29	\$86.03	\$88.76
Grade 22	\$76.18	\$77.71	\$79.23	\$80.75	\$82.28	\$83.80	\$86.85	\$89.90	\$92.95	\$95.99	\$99.04

B. As used in this section, the term “base wage” refers to the base hourly rates before any extra pay, such as longevity or other fringe benefit factors, is received.

- C. Each pay grade establishes base hourly rates for hourly personnel. Rates listed for salaried personnel are hourly rate equivalents. The hourly rates or hourly rate equivalents shall be used since the City's electronic payroll system bases the calculation of payroll on an hourly rate. Those personnel who are salaried or salaried/exempt are compensated properly as salaried personnel based on a weekly salary. All municipal employee classifications shall be paid on a bi-weekly basis. The annual salary will be based upon 2080 hours.
- D. Each pay grade consists of Steps A through K, with Step A being the minimum compensation for each pay grade and Step K being the maximum compensation for each pay grade. Step F is the hiring maximum for each pay grade.
- E. Any adjustments to the Wage Table, shall be approved by a majority of the members of Council and shall be reflected in the Codified Ordinances.
- F. Unless it is determined, by a majority of Council, that the budget does not support step increases, employees in steps A-E will progress to the next step on an annual basis and employees in steps F-K will progress to the next step every three years. Step increases will take effect the first full pay period of the employee's anniversary month.
- G. Newly hired employees may be paid any base wage within the designated pay grade, commensurate with their skills and abilities; however, in no case shall the base wage assigned exceed the hiring maximum established for the designated pay grade, without approval by a majority of the members of Council.
- H. An employee who is reclassified into a higher pay grade as a result of a promotion shall be assigned into the new pay grade at a base wage commensurate with his/her skills and abilities. The base wage assigned shall not exceed the hiring maximum for that pay band, without approval by a majority of the members of Council. The date of promotion shall be the employee's new anniversary date for future step increases.
- I. Whenever an employee voluntarily applies for and accepts a position in a lower pay grade, the employee shall be placed in the same step at the lower pay grade. The date the employee starts the new position shall be the employee's new anniversary date for future step increases.
- J. Whenever an existing employee accepts a position within the same pay grade and level of responsibility, also known as a lateral move, the employee's placement in the pay grade shall not change and the employee's anniversary date shall not change for future step increases.
- K. If an employee is demoted to a position in a lower pay grade, due to an inability or unwillingness to perform assigned duties or for disciplinary reasons, the employee shall be placed in a step in the lower pay grade. However, in no case shall the employee be assigned a base wage that would exceed the hiring maximum established by Ordinance for that pay grade. The date the employee starts their new position shall be the employee's new anniversary date for future step increases.
- L. Acting/Temporary/Interim Employee Appointments/Assignments.
 - 1. Upon there being a vacancy of the City Administrator or any Department Head, Division Head, or Office Head, the Mayor shall have authority to appoint an Acting City Administrator, Department Head, Division Head, or Office Head, on a temporary, interim and acting basis until a permanent City Administrator, Department Head, Division Head, or Office Head is hired or appointed. Unless otherwise set forth within these Codified Ordinances, if the City Administrator,

Department Head, Division Head, or Office Head is a position that requires Council confirmation through the City's Charter or Codified Ordinances, the term of the Acting City Administrator, Department Head, Division Head, or Office Head appointment shall not exceed six (6) months without the approval or confirmation of a majority of the members of Council.

2. Whenever the Mayor or City Administrator determines that, due to any position not listed in 266.15-2(L)(1) being vacated, it is necessary to temporarily assign an employee to perform the duties of a position above that which the employee currently holds, such employee shall be temporarily reclassified to the higher job classification.
3. Unless otherwise set forth in these Codified Ordinances, in the event of an employee's extended absence, the Mayor or City Administrator may temporarily appoint or assign an interim employee to fill the position on a limited-term basis, if the appointment or assignment is determined necessary by the Mayor or City Administrator. If the extended absence is that of a City Administrator, Department Head, Division Head, or Office Head position that requires Council confirmation through the City's Charter or Codified Ordinances, the term of the interim City Administrator, Department Head, Division Head, or Office Head temporary appointment or assignment shall not exceed sixty (60) days without the approval or confirmation of a majority of the members of Council.
4. An employee that is appointed or assigned into an acting/temporary/interim position shall have all the rights and responsibilities traditionally included in the acting/temporary/interim position.
5. The compensation for an employee that is appointed or assigned into an acting/temporary/interim position shall be the employee's base wage plus a "temporary hourly differential". The "temporary hourly differential" shall be the greater of: (1) the difference between the employee's current base wage and the closest step of the acting/temporary/interim position's pay grade above the employee's current base wage or (2) five percent (5%) of the employee's current base wage. These amounts will be pro-rated based upon the employee's period of service in the position. If the employee is temporarily reclassified from an hourly, non-exempt position (eligible for overtime) to a salaried position, which is exempt from earning overtime, the reclassification shall result in the employee being exempt from overtime while so assigned to the exempt classification. Furthermore, the acting/temporary/interim employee shall continue to receive all other fringe benefits at the levels they received prior to the assignment or appointment to the acting/temporary/interim position. When the employee is returned to their regular position, they will be entitled to their base wage plus any wage increase that they would have normally been eligible to receive.
6. All acting/temporary/interim appointments/assignments are subject to the provisions of the City's Charter and Codified Ordinances.

ORDINANCE 73-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.01-3

WHEREAS, the City of Perrysburg utilized Archer Company, which specializes in wage and compensation plan creation and maintenance for public entities, to develop a new compensation plan benchmarking against like organizations/communities and establishing internal equity; and,

WHEREAS, City of Perrysburg, Ohio, Codified Ordinance §266.01-3 is being updated in conjunction with the implementation of the new compensation system; and,

WHEREAS, the Personnel Committee considered this legislation at its meeting on April 22, 2025 and unanimously recommended advancement to City Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. Codified Ordinance §266.01-3 which currently reads as:

266.01-3 NOMENCLATURE.

When referred to collectively, individuals covered by the Personnel Policy may be referred to as staff members. Less than full -time staff members means those working thirty or more hours per week, but less than full-time.

For purposes of this Policy, employees/staff members are categorized as:

Pay Band A, Pay Band B, Pay Band C, Pay Band D, and Pay Band E as described in Codified Ordinance Section [266.15-2](#).

(Ord. 21-2022. Passed 4-5-22.)

is hereby amended and revised to read:

266.01-3 NOMENCLATURE.

When referred to collectively, individuals covered by the Personnel Policy may be referred to as staff members. Less than full-time staff members means those working thirty or more hours per week, but less than full-time.

For purposes of this Policy, employees/staff members **job classifications and pay grades are listed in** Codified Ordinance Section **266.15-1**.

SECTION 2. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the

public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 3. This Ordinance shall be in full force and effect at the earliest time permitted by law.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

ORDINANCE 74-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.03-4

WHEREAS, the City of Perrysburg utilized Archer Company, which specializes in wage and compensation plan creation and maintenance for public entities, to develop a new compensation plan benchmarking against like organizations/communities and establishing internal equity; and,

WHEREAS, City of Perrysburg, Ohio, Codified Ordinance §266.03-4 is being updated in conjunction with the implementation of the new compensation system; and,

WHEREAS, the Personnel Committee considered this legislation at its meeting on April 22, 2025 and unanimously recommended advancement to City Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. Codified Ordinance §266.03-4 which currently reads as:

266.03-4 DISCIPLINE AND SEPARATION FROM EMPLOYMENT.

A. GENERALLY:

Violation of City rules governing the safety, health and/or conduct of staff members covered by this Personnel Policy shall be among the causes for separation from employment or other disciplinary action. Separation from employment or other disciplinary action may be subject to the Dispute Settlement Procedure under this Personnel Policy for staff members below the level of Executive or Senior Administrative Staff provided the staff member has completed his/her probation period.

B. MAJOR VIOLATION:

A violation of major City rules governing safety, conduct and/or health of staff members may be among the causes for involuntary separation from employment. Major violations by way of example and not by way of limitation, may be falsification of any documents required by the City; unauthorized disclosure of sensitive or confidential information such as tax returns; being under the influence of and/or the unauthorized possession, sale or purchase of alcohol or illicit drugs during working hours; physical violence; engaging in gross insubordination; conviction of a felony; embezzlement of public funds; theft, pilferage or unauthorized possession of property; engaging in conduct or encouraging others to engage in conduct in violation of this Personnel Policy, including but not limited to, the no strike provision; or any offense involving gross misconduct.

C. LESSER VIOLATIONS:

With respect to non-probationary staff members below the level of Executive or Senior Administrative Staff level, for violations of lesser City rules governing safety, conduct and/or health of staff members, progressive discipline will be used, consistent with the seriousness of the offense and the work record of the staff member.

D. NOTICE OF DISCIPLINARY ACTION:

Every counselling memo, suspension notice or separation from employment notice shall be in writing and shall contain at a minimum the date given, the name of the individual issuing it, the name of the staff member receiving the warning, the nature of the alleged violation and the date or dates upon which the alleged violation occurred. A non-probationary staff member shall receive a copy within five (5) days of the City's gaining knowledge of the infraction unless the nature of the infraction requires additional investigation time to be determined by the City. The investigation time shall be reasonable. A copy shall be retained by the City in the staff member's personnel file. Executive or Senior Administrative Staff Members will have a verbal discussion with Management in cases of discipline short of suspension of employment, although the file documentation will be similar to the formal method described above.

E. (EDITOR'S NOTE: Former subsection E. was repealed by Ordinance 13-2021, passed February 16, 2021.)

F. HEARING:

No staff member will be involuntarily separated from employment or suspended for more than three (3) days from employment with the City without first being given the opportunity for a hearing before the Mayor or the Mayor's designee. The burden shall be on the City in all involuntary separation cases, except those where the staff member is considered separated for overstaying a leave of absence or for being absent for three (3) consecutive work days without reporting such absence to the City or for failure to report or work within five (5) working days after receipt of a certified letter notifying the staff member of a recall to work following a layoff.

The City and the staff member shall have the right to support of their respective positions. All public records pertinent to the proceedings shall be made available unless disclosure is prohibited by law. The City shall issue its final determination to the affected staff member within seven (7) calendar days following the close of the hearing. If the employment separation or suspension is sustained as a result of the hearing, the staff member shall have three (3) work days following the date of the City's final determination in which to file a dispute at Step 4 of the dispute settlement procedure.

G. VOLUNTARY SEPARATION IN LIEU OF INVOLUNTARY SEPARATION:

A staff member may resign at any time prior to a final employment separation decision and his/her personnel file shall show a voluntary separation from employment. If a staff member resigns in accordance with this provision, the staff

member shall not thereafter file for unemployment compensation in a manner which will cause the City liability; and if the staff member does so, the City will have the right to contend before the OBES that the staff member was involuntarily separated from employment.

(Ord. 13-2021. Passed 2-16-21.)

is hereby amended and revised to read:

266.03-4 DISCIPLINE AND SEPARATION FROM EMPLOYMENT.

A. GENERALLY:

Violation of City rules governing the safety, health and/or conduct of staff members covered by this Personnel Policy shall be among the causes for separation from employment or other disciplinary action. Separation from employment or other disciplinary action may be subject to the Dispute Settlement Procedure under this Personnel Policy for staff members, **whose appointments do not require confirmation of City Council**, provided the staff member has completed his/her probation period.

B. MAJOR VIOLATION:

A violation of major City rules governing safety, conduct and/or health of staff members may be among the causes for involuntary separation from employment. Major violations by way of example and not by way of limitation, may be falsification of any documents required by the City; unauthorized disclosure of sensitive or confidential information such as tax returns; being under the influence of and/or the unauthorized possession, sale or purchase of alcohol or illicit drugs during working hours; physical violence; engaging in gross insubordination; conviction of a felony; embezzlement of public funds; theft, pilferage or unauthorized possession of property; engaging in conduct or encouraging others to engage in conduct in violation of this Personnel Policy, including but not limited to, the no strike provision; or any offense involving gross misconduct.

C. LESSER VIOLATIONS:

With respect to non-probationary staff members **below the level of Executive or Senior Administrative Staff level**, for violations of lesser City rules governing safety, conduct and/or health of staff members, progressive discipline will be used, consistent with the seriousness of the offense and the work record of the staff member.

D. NOTICE OF DISCIPLINARY ACTION:

Every counselling memo, suspension notice or separation from employment notice shall be in writing and shall contain at a minimum the date given, the name of the individual issuing it, the name of the staff member receiving the warning, the nature of the alleged violation and the date or dates upon which

the alleged violation occurred. A non-probationary staff member shall receive a copy within five (5) days of the City's gaining knowledge of the infraction unless the nature of the infraction requires additional investigation time to be determined by the City. The investigation time shall be reasonable. A copy shall be retained by the City in the staff member's personnel file. ~~Executive or Senior Administrative Staff Members will have a verbal discussion with Management in cases of discipline short of suspension of employment, although the file documentation will be similar to the formal method described above.~~

E. (EDITOR'S NOTE: Former subsection E. was repealed by Ordinance 13-2021, passed February 16, 2021.)

F. HEARING:

No staff member will be involuntarily separated from employment or suspended for more than three (3) days from employment with the City without first being given the opportunity for a hearing before the Mayor or the Mayor's designee. The burden shall be on the City in all involuntary separation cases, except those where the staff member is considered separated for overstaying a leave of absence or for being absent for three (3) consecutive work days without reporting such absence to the City or for failure to report or work within five (5) working days after receipt of a certified letter notifying the staff member of a recall to work following a layoff.

The City and the staff member shall have the right to support ~~of~~ their respective positions. All public records pertinent to the proceedings shall be made available unless disclosure is prohibited by law. The City shall issue its final determination to the affected staff member within seven (7) calendar days following the close of the hearing. ~~If the employment separation or suspension is sustained as a result of the hearing, the staff member shall have three (3) work days following the date of the City's final determination in which to file a dispute at Step 4 of the dispute settlement procedure.~~

G. VOLUNTARY SEPARATION IN LIEU OF INVOLUNTARY SEPARATION:

A staff member may resign at any time prior to a final employment separation decision and his/her personnel file shall show a voluntary separation from employment. If a staff member resigns in accordance with this provision, the staff member shall not thereafter file for unemployment compensation in a manner which will cause the City liability; and if the staff member does so, the City will have the right to contend before the OBES that the staff member was involuntarily separated from employment.

SECTION 2. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 3. This Ordinance shall be in full force and effect at the earliest time permitted by law.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

ORDINANCE 75-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.03-6

WHEREAS, the City of Perrysburg utilized Archer Company, which specializes in wage and compensation plan creation and maintenance for public entities, to develop a new compensation plan benchmarking against like organizations/communities and establishing internal equity; and,

WHEREAS, City of Perrysburg, Ohio, Codified Ordinance §266.03-6 is being updated in conjunction with the implementation of the new compensation system; and,

WHEREAS, the Personnel Committee considered this legislation at its meeting on April 22, 2025 and unanimously recommended advancement to City Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. Codified Ordinance §266.03-6 which currently reads as:

266.03-6 RIGHTS OF STAFF MEMBERS.

All employees below the Senior Administrative Staff level that are not included within a Collective Bargaining Agreement and who are subject to this Personnel Policy shall be entitled to the following rights as they relate to non-criminal charges against a staff member for violation of Division policies, rules, and regulations. A staff member being investigated for possible criminal charges shall be afforded the same constitutional rights as are required to be provided to any other citizen.

- A. In any disciplinary hearing arising out of an investigation under this section, the City and the staff member shall have the right to question the other party's witnesses. Complaints against a staff member for violation of division policy and procedure shall be reduced to writing and signed by the Complainant. A confidential complaint shall not be considered as an anonymous complaint, except in those instances in which the person making the complaint is unwilling to testify in any subsequent hearing.
- B. A staff member who is to be questioned as a suspect in any investigation of any criminal charge against the staff member shall be advised of their constitutional rights before any questioning starts. Any internal division questioning of the staff member named in the criminal complaint and any administrative charge against that staff member may be delayed until after the trial stage of the criminal case at the discretion of the Mayor and the City Administrator and shall be delayed until after the trial stage of the criminal case provided: (1) the staff member involved declines to participate in the administrative investigation and (2) the staff member removes himself/herself from duty without pay.

- C. Before a staff member may be charged with any violation of City rules and regulations for a refusal to answer questions or participate in an investigation, the staff member shall be advised that his/her refusal to answer questions or participate in such investigation may be made a basis for such a charge.
- D. Any employment related interrogation, questioning or interview shall be conducted at a reasonable hour, preferably while the staff member to be interrogated or interviewed is working. Such sessions shall be for reasonable periods of time and time shall be allowed for rest periods and other physical necessities. No more than two interrogators at a time will interrogate, question or interview the staff member. This section does not apply to any interrogations, questioning or interview conducted for the purpose of a criminal investigation.
- E. The staff member shall be informed of the nature of the investigation prior to any questioning.
- F. When an annoyance complaint is made against a staff member, the staff member shall be apprised of the circumstance.
- G. The City may divulge the fact that a particular staff member is under investigation, but there shall be no release of any additional information by the City or the staff member regarding the staff member under investigation until such investigation is completed and the staff member is either cleared or charged.
- H. When a staff member suspected of a violation of City Policies, rules or regulations is being interrogated, such interrogation shall be recorded at the request of the staff member or the City. The party requesting the recording shall be responsible for the cost unless both parties desire a copy, wherein the cost shall be equally shared. In addition, the party requesting the recording shall be responsible for providing the appropriate recording equipment.
- I. A staff member who has been charged with a violation of any City Policy, rule or regulation, shall, upon request, be provided the opportunity to inspect and obtain copies, at current reproduction cost, of transcripts, recordings, written statements and any other material relating to the charges as a condition of its use at a hearing on such charge. Such requests must be made not less than twenty-four hours prior to the scheduled hearing; however, the parties may waive the twenty-four hour provision in the event of extenuating circumstances.
- J. Any evidence obtained in the course of an internal investigation through the use of administrative pressures, threats or promises made to the staff member shall not be used by the City in any subsequent court action.
- K. In the course of an internal investigation, a polygraph examination may be administered consistent with applicable law. When such a polygraph examination is conducted, upon the consent of the staff member under investigation, the result of such examination shall not be used by either party for any purpose in a subsequent court action.
- L. When a staff member is to be interviewed in an investigation of any other staff member of the City employee, such interview shall be conducted in accordance with the procedure established herein.
- M. (EDITOR'S NOTE: Former subsection M. was repealed by Ordinance 14-2021, passed February 16, 2021.)

- N. Internal investigations with regard to minor violations shall be completed within forty-five calendar days after the filing of the complaint. Major complaint investigations, other than criminal complaints involving felony violations, shall be completed within one hundred calendar days after filing of the original complaint unless, upon request of the City Administrator, an extension of time for such investigation to be completed is granted. The staff member must be notified of the City Administrator's decision upon the granting of the extension request. An additional fifteen calendar days shall be provided beyond the forty-five or one hundred day limits above in cases where the investigation is not initiated by internal investigation. Criminal complaints involving felony investigations shall be investigated and completed in accordance with the statute of limitations set out in the Ohio Revised Code. Such complaints may be referred for investigation by Bureau of Criminal Identification and Investigation.

(Ord. 14-2021. Passed 2-16-21.)

is hereby amended and revised to read:

266.03-6 RIGHTS OF STAFF MEMBERS.

All employees ~~below the Senior Administrative Staff level~~ that are not included within a Collective Bargaining Agreement and who are subject to this Personnel Policy shall be entitled to the following rights as they relate to non-criminal charges against a staff member for violation of **City and/or Department/Division/Office** policies, rules, **and/or** regulations. A staff member being investigated for possible criminal charges shall be afforded the same constitutional rights as are required to be provided to any other citizen.

- A. In any disciplinary hearing arising out of an investigation under this section, the City and the staff member shall have the right to question the other party's witnesses. Complaints against a staff member for violation of **City and/or Department/Division/Office** policy and procedure shall be reduced to writing and signed by the Complainant. A confidential complaint shall not be considered as an anonymous complaint, except in those instances in which the person making the complaint is unwilling to testify in any subsequent hearing.
- B. A staff member who is to be questioned as a suspect in any investigation of any criminal charge against the staff member shall be advised of their constitutional rights before any questioning starts. Any internal questioning of the staff member named in the criminal complaint and any administrative charge against that staff member may be delayed until after the trial stage of the criminal case at the discretion of the Mayor and the City Administrator and shall be delayed until after the trial stage of the criminal case provided:
 - (1) the staff member involved declines to participate in the administrative investigation and
 - (2) the staff member removes himself/herself from duty without pay.
- C. Before a staff member may be charged with any violation of **City and/or Department/Division/Office** rules and regulations for a refusal to answer questions or participate in an investigation, the staff member shall be advised that his/her refusal to answer questions or participate in such investigation may be made a basis for such a charge.
- D. Any employment related interrogation, questioning or interview shall be conducted at a **reasonable** hour, preferably while the staff member to be interrogated or interviewed is

working. Such sessions shall be for reasonable periods of time and time shall be allowed for rest periods and other physical necessities. No more than two interrogators at a time will interrogate, question or interview the staff member. This section does not apply to any interrogations, questioning or interview conducted for the purpose of a criminal investigation.

- E. The staff member shall be informed of the nature of the investigation prior to any questioning.
- F. When an annoyance complaint is made against a staff member, the staff member shall be apprised of the circumstance.
- G. The City may divulge the fact that a particular staff member is under investigation, but there shall be no release of any additional information by the City or the staff member regarding the staff member under investigation until such investigation is completed and the staff member is either cleared or charged.
- H. When a staff member suspected of a violation of City and/or Department/Division/Office Policies, rules or regulations is being interrogated, such interrogation shall be recorded at the request of the staff member or the City. The party requesting the recording shall be responsible for the cost unless both parties desire a copy, wherein the cost shall be equally shared. In addition, the party requesting the recording shall be responsible for providing the appropriate recording equipment.
- I. A staff member who has been charged with a violation of any City and/or Department/Division/Office Policy, rule or regulation, shall, upon request, be provided the opportunity to inspect and obtain copies, at current reproduction cost, of transcripts, recordings, written statements and any other material relating to the charges as a condition of its use at a hearing on such charge. Such requests must be made not less than twenty-four hours prior to the scheduled hearing; however, the parties may waive the twenty-four hour provision in the event of extenuating circumstances.
- J. Any evidence obtained in the course of an internal investigation through the use of administrative pressures, threats or promises made to the staff member shall not be used by the City in any subsequent court action.
- K. In the course of an internal investigation, a polygraph examination may be administered consistent with applicable law. When such a polygraph examination is conducted, upon the consent of the staff member under investigation, the result of such examination shall not be used by either party for any purpose in a subsequent court action.
- L. When a staff member is to be interviewed in an investigation of any other staff member of the City employee, such interview shall be conducted in accordance with the procedure established herein.
- M. (EDITOR'S NOTE: Former subsection M. was repealed by Ordinance 14-2021, passed February 16, 2021.)
- N. Internal investigations with regard to minor violations shall be completed within forty-five calendar days after the filing of the complaint. Major complaint investigations, other than criminal complaints involving felony violations, shall be completed within one hundred calendar days after filing of the original complaint unless, upon request of the City Administrator, an extension of time for such investigation to be completed is granted. The

staff member must be notified of the City Administrator's decision upon the granting of the extension request. An additional fifteen calendar days shall be provided beyond the forty-five or one hundred day limits above in cases where the investigation is not initiated by internal investigation. Criminal complaints involving felony investigations shall be investigated and completed in accordance with the statute of limitations set out in the Ohio Revised Code. Such complaints may be referred for investigation by Bureau of Criminal Identification and Investigation.

SECTION 2. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 3. This Ordinance shall be in full force and effect at the earliest time permitted by law.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

ORDINANCE 76-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.04-2

WHEREAS, the City of Perrysburg utilized Archer Company, which specializes in wage and compensation plan creation and maintenance for public entities, to develop a new compensation plan benchmarking against like organizations/communities and establishing internal equity; and,

WHEREAS, City of Perrysburg, Ohio, Codified Ordinance §266.04-2 is being updated in conjunction with the implementation of the new compensation system; and,

WHEREAS, the Personnel Committee considered this legislation at its meeting on April 22, 2025 and unanimously recommended advancement to City Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. Codified Ordinance §266.04-2 which currently reads as:

266.04-2 PROBATIONARY PERIOD. (REPEALED)

All employees below the Executive or Senior Administrative Staff level covered by this Personnel Policy that are not included within a collective bargaining agreement shall be considered probationary staff members during the first year of their most recent employment with the City. The probationary period may be extended an additional one (1) ninety (90) calendar day period by the City upon written notice to the staff member before the end of the initial probationary period. All employees below the Executive or Senior Administrative Staff level covered by the Personnel Policy that are not included within a collective bargaining agreement shall receive an evaluation given at or near the end of the first six months. During probation, staff members covered by the Personnel Policy may be separated from employment or disciplined without recourse to the dispute settlement procedure for any reason and will receive no benefits other than health insurance benefits except as may be statutorily required. Upon successful completion of the probationary period a staff member will receive length of service credit retroactive to the staff members' most recent date of hire.

(Ord. 28-2020. Passed 12-1-20.)

is hereby amended and revised to read:

266.04-2 PROBATIONARY PERIOD. (REPEALED)

All employees, other than those whose appointment requires confirmation of City Council, covered by this Personnel Policy that are not included within a collective bargaining agreement shall be considered probationary staff members during the first year of their most recent employment with the City. The probationary period may be extended an additional one (1) ninety (90) calendar day period by the City upon written notice to the staff member before the end of the initial probationary period. All probationary staff members below the Executive or Senior Administrative Staff level covered by the Personnel Policy that are not included within a collective bargaining agreement shall receive an evaluation given at or near the end of the first six months. During probation, staff members covered by the Personnel Policy may be separated from employment or disciplined without recourse to the dispute settlement procedure for any reason and will receive no benefits other than health insurance benefits except as may be statutorily required. Upon successful completion of the probationary period a staff member will receive length of service credit retroactive to the staff members' most recent date of hire.

SECTION 2. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 3. This Ordinance shall be in full force and effect at the earliest time permitted by law.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

ORDINANCE 77-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.05-2

WHEREAS, the City of Perrysburg utilized Archer Company, which specializes in wage and compensation plan creation and maintenance for public entities, to develop a new compensation plan benchmarking against like organizations/communities and establishing internal equity; and,

WHEREAS, City of Perrysburg, Ohio, Codified Ordinance §266.05-2 is being updated in conjunction with the implementation of the new compensation system; and,

WHEREAS, the Personnel Committee considered this legislation at its meeting on April 22, 2025 and unanimously recommended advancement to City Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. Codified Ordinance §266.05-2 which currently reads as:

266.05-2 OVERTIME PAY FOR NON-EXEMPT STAFF MEMBERS.

(a) For staff members in Pay Band E per Section [266.15-2](#), all work actually performed in excess of forty (40) hours in a week will be paid at one and one-half (1-1/2) times a staff member's normal rate of pay. Unless specified, unworked time shall not be considered as hours worked for purposes of this Personnel Policy, except that paid time off work on holidays, vacation and compensatory time shall be counted as hours worked for the purpose of computing overtime. Work actually performed on Saturdays or Sundays which are outside the employee's normal work week, or on holidays which are not normally scheduled workdays shall be paid at one and one-half (1-1/2) times a staff member's hourly rate of pay. Holiday pay will be paid in accordance with Sections [266.07-2](#) and [266.07-3](#) in addition to pay for hours worked on a holiday.

(b) Overtime work for all staff members must be authorized in advance by the Administrator or the Mayor or immediate supervisor, except in case of emergencies. (Ord. 22-2022. Passed 4-5-22.)

is hereby amended and revised to read:

266.05-2 OVERTIME PAY FOR NON-EXEMPT STAFF MEMBERS.

(a) For **non-exempt** staff members, all work actually performed in excess of forty (40) hours in a week will be paid at one and one-half (1-1/2) times a staff

member's normal rate of pay. Unless specified, unworked time shall not be considered as hours worked for purposes of this Personnel Policy, except that paid time off work on holidays, vacation and compensatory time shall be counted as hours worked for the purpose of computing overtime. Work actually performed on Saturdays or Sundays which are outside the employee's normal work week, or on holidays which are not normally scheduled workdays shall be paid at one and one-half (1-1/2) times a staff member's hourly rate of pay. Holiday pay will be paid in accordance with Sections [266.07-2](#) and [266.07-3](#) in addition to pay for hours worked on a holiday.

- (b) Overtime work for all staff members must be authorized in advance by the Administrator or the Mayor or immediate supervisor, except in case of emergencies.

SECTION 2. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 3. This Ordinance shall be in full force and effect at the earliest time permitted by law.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

ORDINANCE 78-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.09-1

WHEREAS, the City of Perrysburg utilized Archer Company, which specializes in wage and compensation plan creation and maintenance for public entities, to develop a new compensation plan benchmarking against like organizations/communities and establishing internal equity; and,

WHEREAS, City of Perrysburg, Ohio, Codified Ordinance §266.09-1 is being updated in conjunction with the implementation of the new compensation system; and,

WHEREAS, the Personnel Committee considered this legislation at its meeting on April 22, 2025 and unanimously recommended advancement to City Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. Codified Ordinance §266.09-1 which currently reads as:

266.09-1 INSURANCE.

A. HEALTH INSURANCE:

- (1) All full-time staff members of the City are eligible to participate in the City's health insurance program which includes comprehensive health, dental, and prescription coverage. Full-time staff members shall pay ten percent (10%) of the premium cost with the City paying ninety percent (90%) of the premium cost.
- (2) As reflected in Section [266.01-2](#), certain employees are not eligible under the City's personnel policy for health insurance coverage and other benefits. Regular part-time staff members whose petitions are budgeted at not less than sixty (60) hours per pay period for the calendar year at issue are eligible to pay twenty-five percent (25%) of the premium for a single or family policy, and the same percentage of any premium increase, in order to provide for and maintain coverage.
- (3) Elected officials who have health benefits available through an employer, spouse's employer or retirement benefit and for whom that benefit has an out of pocket premium cost to the elected official that is the same or less than the City's plan shall not be eligible to have health benefits under the City's plan. If not otherwise prohibited from utilizing the City's health benefits plan under this section, elected officials shall be entitled to the health benefits provided

that premiums incident to such enrollment are paid for by such elected officials.

(Ord. 15-2021. Passed 2-16-21.)

B. HEALTH INSURANCE COMMITTEE.

A Citywide Health Insurance Committee shall be established consisting of two (2) voting entities of equal representation of each labor bargaining unit, nonbargaining employees and management to make recommendations for coverage and coverage changes and other health insurance benefit design modifications. (Ord. 62-2019. Passed 12-17-19.)

C. LIFE AND AD&D INSURANCE:

The City will provide term life insurance to staff members who have length of service credit and who are on the active payroll:

- (1) Pay Bands A & B 110% of the employees annual salary
- (2) Pay Band C 105% of the employees annual salary
- (3) Pay Band D 100% of the employees annual salary
- (4) Pay Band E \$45,000

D. LIFE AND AD & D BENEFIT SUMMARY:

(1) Eligible Classes of Staff Members. All regular full-time staff members of the policy holder working a minimum of 30 hours each week. The staff members are classified as follows:

CLASS DESIGNATION

I. All Eligible Staff Members

(2) Service Waiting Period. First of the month following one month of continued employment.

Staff Member Life Insurance:

At age 70, the benefit amount is reduced to 50%.

Waiver of Premium Continued Protection applies to this coverage.

(3) Accidental Death & Dismemberment Insurance.

Non-Contributory At age 70, the benefit amount terminates.

(Ord. 24-2022. Passed 4-5-22.)

E. DENTAL INSURANCE:

(EDITOR'S NOTE: Former subsection E. was repealed by Ordinance 62-2019, passed December 17, 2019.)

F. DENTAL INSURANCE BENEFIT SUMMARY: (REPEALED)

(EDITOR'S NOTE: Former subsection F. was repealed by Ordinance 78-97, passed June 3, 1997.)

G. OPTICAL REIMBURSEMENT:

The City will reimburse an employee an amount not to exceed \$375 per year per employee household to cover eye exams, frames, corrective lenses, prescription sunglasses, or contacts for employees, spouses and dependents living in the household under the age of eighteen. Original itemized receipts must be submitted to the employee's supervisor for reimbursement.

(Ord. 62-2019. Passed 12-17-19.)

H. PARAMOUNT PREFERRED OPTIONS. (REPEALED)

(EDITOR'S NOTE: Former subsection H. was repealed by Ordinance 78-97, passed June 3, 1997.)

I. HEALTH CARE BENEFITS. (REPEALED)

(EDITOR'S NOTE: Former subsection I. was repealed by Ordinance 78-97, passed June 3, 1997.)

is hereby amended and revised to read:

266.09-1 INSURANCE.

A. HEALTH INSURANCE:

- (1) All full-time staff members of the City are eligible to participate in the City's health insurance program which includes comprehensive **medical**, dental, and prescription coverage. Full-time staff members shall pay ten percent (10%) of the premium cost with the City paying ninety percent (90%) of the premium cost.
- (2) As reflected in Section [266.01-2](#), certain employees are not eligible under the City's personnel policy for health insurance coverage and other benefits. **Less than full-time** staff members whose **positions** are budgeted at not less than sixty (60) hours per pay period for the calendar year at issue are eligible to pay twenty-five percent (25%) of the premium for a single or family policy, and the same percentage of any premium increase, in order to provide for and maintain coverage.
- (3) Elected officials who have health benefits available through an employer, spouse's employer or retirement benefit and for whom that benefit has an out of pocket premium cost to the elected official that is the same or less than the City's plan shall not be eligible to have health benefits under the City's plan. If not otherwise prohibited from utilizing the City's health benefits plan under this section, elected officials shall be entitled to the health benefits provided that premiums incident to such enrollment are paid for by such elected officials.

(Ord. 15-2021. Passed 2-16-21.)

B. HEALTH INSURANCE COMMITTEE.

A Citywide Health Insurance Committee shall be established consisting of two (2) voting entities of equal representation of each labor bargaining unit, nonbargaining employees and management to make recommendations for coverage and coverage changes and other health insurance benefit design modifications. (Ord. 62-2019. Passed 12-17-19.)

C. LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT ("AD&D") INSURANCE:

The City will provide term life insurance to staff members who have length of service credit and who are on the active payroll in the amount of:

- (1) Pay Grades 16 and higher - 110% of the employees annual salary
- (2) Pay Grades 10-15 - 105% of the employees annual salary
- (3) Pay Grades 7-9 - 100% of the employees annual salary
- (4) Pay Grades 4-6 - \$45,000

D. LIFE AND AD&D BENEFIT SUMMARY:

- (1) Eligible Classes of Staff Members. All regular full-time staff members of the policy holder working a minimum of 30 hours each week. The staff members are classified as follows:

CLASS DESIGNATION

I. All Eligible Staff Members

- (2) Service Waiting Period. First of the month following one month of continued employment.

- (3) Staff Member Life Insurance and AD&D Insurance:

At age 65, the benefit amount is reduced to 65%

At age 70, the benefit amount is reduced to 50%.

Waiver of Premium Continued Protection applies to this coverage.

E. DENTAL INSURANCE: (REPEALED)

(EDITOR'S NOTE: Former subsection E. was repealed by Ordinance 62-2019, passed December 17, 2019.)

F. DENTAL INSURANCE BENEFIT SUMMARY: (REPEALED)

(EDITOR'S NOTE: Former subsection F. was repealed by Ordinance 78-97, passed June 3, 1997.)

G. OPTICAL REIMBURSEMENT:

The City will reimburse an employee an amount not to exceed \$375 per year per employee household to cover eye exams, frames, corrective lenses, prescription sunglasses, or contacts for employees, spouses and dependents living in the household under the age of eighteen. Original itemized receipts must be submitted to the employee's supervisor for reimbursement. (Ord. 62-2019. Passed 12-17-19.

H. PARAMOUNT PREFERRED OPTIONS. (REPEALED)

(EDITOR'S NOTE: Former subsection H. was repealed by Ordinance 78-97, passed June 3, 1997.)

I. HEALTH CARE BENEFITS. (REPEALED)

(EDITOR'S NOTE: Former subsection I. was repealed by Ordinance 78-97, passed June 3, 1997.)

SECTION 2. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 3. This Ordinance shall be in full force and effect at the earliest time permitted by law.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

ORDINANCE 79-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCE §266.09-5

WHEREAS, the City of Perrysburg utilized Archer Company, which specializes in wage and compensation plan creation and maintenance for public entities, to develop a new compensation plan benchmarking against like organizations/communities and establishing internal equity; and,

WHEREAS, City of Perrysburg, Ohio, Codified Ordinance §266.09-5 is being updated in conjunction with the implementation of the new compensation system; and,

WHEREAS, the Personnel Committee considered this legislation at its meeting on April 22, 2025 and unanimously recommended advancement to City Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. Codified Ordinance §266.09-5 which currently reads as:

266.09-5 DEFERRED COMPENSATION.

A. PROGRAM - 1 (OPEDC):

All eligible staff members of the City shall have the opportunity to join the Ohio Public Employees Deferred Compensation Program. The Mayor and City Clerk shall execute an agreement with the Ohio Public Employees Deferred Compensation Board on terms and conditions in the best interest of the City, which agreement shall authorize the Ohio Public Employees Deferred Compensation Board to offer the Program to include all eligible staff members of the City and to administer the Program on behalf of them.

B. CITY CONTRIBUTION LIMITS FOR DEFERRED COMPENSATION - PROGRAM 2:

The City shall contribute to Deferred Compensation · Program 2, a monthly amount as follows:

- (1) Pay Bands A, B, and C, an amount not to exceed Six Percent (6%) of the employees annual salary.
- (2) Pay Band D, an amount not to exceed Three Percent (3%) of the employee's annual salary.
- (3) Pay Band E, an amount equal to staff member's voluntary contribution not to exceed Three Percent (3%) of the employees annual wage rate.

The annual wage rate will be based upon 2080 hours.

C. DEFERRED COMPENSATION BENEFITS - PROGRAM - 2:

Benefits shall be paid to the staff member or the staff member's named beneficiary in the event of death, disability, or separation from service in accordance with the terms of the 457 Deferred Compensation Program and applicable Federal law.

D. DEFERRED COMPENSATION - PROGRAM- 2 - VESTING. (REPEALED)

EDITOR'S NOTE: Former Subsection D. hereof was repealed by Ordinance 53-2007, passed April 17, 2007.

E. DEFERRED COMPENSATION - PROGRAM - 2 EMERGENCY WITHDRAWALS.

Withdrawals for the emergency needs of a covered staff member may be made in accordance with the terms of the Ohio Municipal League Master Deferred Compensation Program and applicable Federal law.
(Ord. 26-2022. Passed 4-5-22.)

is hereby amended and revised to read:

266.09-5 DEFERRED COMPENSATION.

A. PROGRAM - 1 (OPEDC):

All eligible staff members of the City shall have the opportunity to join the Ohio Public Employees Deferred Compensation Program. The Mayor and City Clerk shall execute an agreement with the Ohio Public Employees Deferred Compensation Board on terms and conditions in the best interest of the City, which agreement shall authorize the Ohio Public Employees Deferred Compensation Board to offer the Program to include all eligible staff members of the City and to administer the Program on behalf of them.

B. CITY CONTRIBUTION LIMITS FOR DEFERRED COMPENSATION - PROGRAM 2:

The City shall contribute to Deferred Compensation - Program 2, a monthly amount as follows:

- (1) **Pay Grades 9 and higher -** an amount not to exceed Six Percent (6%) of the employee's annual salary.
- (2) **Pay Grades 7-8 -** an amount not to exceed Three Percent (3%) of the employee's annual salary.
- (3) **Pay Grades 4-6 -** an amount equal to staff member's voluntary contribution not to exceed Three Percent (3%) of the **employee's** annual wage rate.

The annual wage rate will be based upon 2080 hours.

C. DEFERRED COMPENSATION BENEFITS - PROGRAM - 2:

Benefits shall be paid to the staff member or the staff member's named beneficiary in the event of death, disability, or separation from service in accordance with the terms of the 457 Deferred Compensation Program and applicable Federal law.

D. DEFERRED COMPENSATION - PROGRAM- 2 - VESTING. (REPEALED)

EDITOR'S NOTE: Former Subsection D. hereof was repealed by Ordinance 53-2007, passed April 17, 2007.

E. DEFERRED COMPENSATION - ~~PROGRAM - 2~~ EMERGENCY WITHDRAWALS.

Deferred compensation withdrawals ~~for the emergency needs of a covered staff member~~ may be made in accordance with ~~the terms of the Ohio Municipal League Master Deferred Compensation Program and~~ applicable Federal, State, and Local laws.

SECTION 2. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 3. This Ordinance shall be in full force and effect at the earliest time permitted by law.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

ORDINANCE 80-2025

AN ORDINANCE AMENDING CODIFIED ORDINANCES CHAPTER 232

WHEREAS, City of Perrysburg, Ohio, Codified Ordinances Chapter 232 establishes “Administrator” through the City of Perrysburg’s Codified Ordinances (“Code”); and,

WHEREAS, this Chapter is being updated to clarify the City Administrator position and duties and add the Deputy City Administrator position and duties into this portion of the Code; and,

WHEREAS, the Personnel Committee considered this legislation at its meeting on April 22, 2025 and unanimously recommended advancement to City Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. Perrysburg Codified Ordinances Chapter 232, which currently reads as:

CHAPTER 232 Administrator

232.01 ESTABLISHED.

There is hereby created the position of Administrator. The Administrator shall be appointed by the Mayor, subject to confirmation by a majority of the members of Council and shall be removed by the Mayor, subject to the concurrence of a majority of the members of Council. Under the supervision of the Mayor, and to the extent consistent with the Charter and the Codified Ordinances, the Administrator shall coordinate and oversee the Departments of Law, Finance, Public Safety, Public Service and the Division of Planning and Zoning.
(Ord. 27-99. Passed 2-16-99.)

232.02 ADMINISTRATIVE DUTIES.

The Administrator, under the supervision of the Mayor, shall evaluate and determine Department and City needs, participate in long-range planning for the City, determine necessary staffing levels for the City, ensure the effective exchanges of information between departments and with the public, represent the City in labor relations and contract negotiations, participate in the hiring, evaluation, promotion and termination of employees, and such other duties as are assigned by the Mayor or Council from time to time.
(Ord. 10-99. Passed 1-19-99.)

are hereby amended and revised to read:

CHAPTER 232 City Administrator

232.01 ESTABLISHED.

There is hereby created the position of City Administrator. The City Administrator shall be appointed by the Mayor, subject to confirmation by a majority of the members of Council and shall be removed by the Mayor, subject to the concurrence of a majority of the members of Council. ~~Under the supervision of the Mayor, and to the extent consistent with the Charter and the Codified Ordinances, the Administrator shall coordinate and oversee the Departments of Law, Finance, Public Safety, Public Service and the Division of Planning and Zoning.~~

232.02 ADMINISTRATIVE DUTIES.

The City Administrator, under the supervision of the Mayor, shall ~~be the chief administrative officer of the City and shall~~ evaluate and determine Department and City needs, participate in long-range planning for the City, determine necessary staffing levels for the City, ~~determine assignment of direct supervision of department, divisions and offices as they may determine with concurrence from the Mayor,~~ ensure the effective exchanges of information between departments and with the public, represent the City in labor relations and contract negotiations, participate in the hiring, evaluation, promotion and termination of employees, and such other duties as are assigned by the Mayor or Council from time to time.

232.03 DEPUTY CITY ADMINISTRATOR.

There is hereby established the position of Deputy City Administrator. The Deputy City Administrator shall serve under the direct supervision of the City Administrator and shall assist in the day-to-day management and supervision of City departments, divisions, and offices.

232.04 DEPUTY CITY ADMINISTRATOR DUTIES

The Deputy City Administrator shall have all of the duties, responsibilities, and authority as assigned by the City Administrator, upon approval by the Mayor. In the case of the City Administrator's absence, the Deputy City Administrator shall serve as the City Administrator with all of the authority and responsibilities of the City Administrator, for a period not to exceed 30 days. In the case of the City Administrator's absence in excess of 30 days, the Mayor may appoint the Deputy City Administrator as the Acting City Administrator, subject to the approval and consent of a majority of the members of Council, until such time as the City Administrator resumes their duties or a permanent City Administrator is appointed.

SECTION 2. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of the Council, and that all deliberations of this Council and any of its

committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 3. This Ordinance shall be in full force and effect at the earliest time permitted by law.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____

Timothy W. Effler
LAW DIRECTOR

ORDINANCE 81-2025

AN ORDINANCE REPEALING ORDINANCE §266.11-1

WHEREAS, the City of Perrysburg utilized Archer Company, which specializes in wage and compensation plan creation and maintenance for public entities, to develop a new compensation plan benchmarking against like organizations/communities and establishing internal equity; and,

WHEREAS, City of Perrysburg, Ohio, Codified Ordinance §266.11-1, establishes “Classifications and Rates of Pay” in the Personnel Policy; and,

WHEREAS, City of Perrysburg, Ohio, Codified Ordinance §266.11-1 is being repealed in conjunction with the implementation of the new compensation system; and,

WHEREAS, Codified Ordinance §266.11-1 is now covered by the City of Perrysburg Codified Ordinances §266.15-1 and §266.15-2, it is therefore, appropriate to repeal Codified Ordinance §266.11-1 as obsolete; and,

WHEREAS, the Personnel Committee considered this legislation at its meeting on April 22, 2025 and unanimously recommended advancement to City Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PERRYSBURG, WOOD COUNTY, OHIO:

SECTION 1. Codified Ordinance §266.11-1, which currently reads as follows is hereby repealed:

266.11-1 CLASSIFICATIONS AND RATES OF PAY.

A. The classifications of staff members in the Executive Staff, Senior Administrative Staff and Administrative Staff shall be determined from time to time by the Mayor with the concurrence of a majority of Council. (Ord. 260-2006. Passed 12-19-06.)

B. The rates of pay for Executive Staff, Senior Administrative Staff and Administrative Staff shall be determined from time to time by the Mayor and shall be within the rates set forth in Section [266.15-2](#). Provided, however, that the Mayor may only adjust the rate of pay by more than five percent (5%) in any twelve (12) month period with the concurrence of a majority of Council. (Ord. 46-2022. Passed 8-16-22.)

SECTION 2. It is found and determined that all formal actions of Council concerning or relating to the passage of this Ordinance were adopted in an open

meeting of the Council, and that all deliberations of this Council and any of its committees, that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of the City of Perrysburg and the State of Ohio.

SECTION 3. This Ordinance shall be in full force and effect at the earliest time permitted by law.

President of Council

Mayor

PASSED _____

ATTEST: _____

APPROVED: _____
Timothy W. Effler
LAW DIRECTOR