

**ORDINANCE NO. 225-22**

**AN ORDINANCE REPLACING SECTION 31.03 OF THE SALARIES AND BENEFITS CODE OF THE CITY OF MEDINA, OHIO RELATIVE TO THE SALARY SCHEDULES FOR EMPLOYEES NOT COVERED UNDER CURRENT UNION CONTRACTS FOR THE YEARS 2023, 2024, AND 2025, AND DECLARING AN EMERGENCY.**

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MEDINA, OHIO:**

**SEC. 1:** That the salary schedules contained in Section 31.03 of the Salaries and Benefits Code of the City of Medina shall be increased by 3.5 percent effective January 1, 2023 for all employees not covered under current union contracts or restricted by grant requirements, 3.5 percent effective January 1, 2024, and 3.5 percent effective January 1, 2025.

**SEC. 2:** That a copy of the salary schedules for Sec. 31.03 are marked Exhibit A, B, and C, attached hereto and incorporated herein, as a clarification of the previously adopted schedule.

**SEC. 3:** That it is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with the law.

**SEC. 4:** That this Ordinance shall be considered an emergency measure necessary for the immediate preservation of the public peace, health and safety, and for the further reason to match the effective date of January 1, 2023; wherefore, this Ordinance shall be in full force and effect immediately upon its passage and signature by the Mayor.

**PASSED:** December 12, 2022

**SIGNED:** John M. Coyne, III  
President of Council

**ATTEST:** Kathy Patton  
Clerk of Council

**APPROVED:** December 13, 2022

**SIGNED:** Dennis Hanwell  
Mayor

City of Medina  
2023 Payscale - Hourly

31.03  
Ord. 225-22  
Exh. A

3.50%

Grade/Step	A	B	C	D	E	F
1	16.70	17.54	18.42	19.34	20.31	21.33
2	17.54	18.42	19.34	20.31	21.33	22.40
3	18.42	19.34	20.31	21.33	22.40	23.52
4	19.34	20.31	21.33	22.40	23.52	24.70
5	20.31	21.33	22.40	23.52	24.70	25.94
6	21.33	22.40	23.52	24.70	25.94	27.24
7	22.40	23.52	24.70	25.94	27.24	28.60
8	23.52	24.70	25.94	27.24	28.60	30.03
9	24.70	25.94	27.24	28.60	30.03	31.53
10	25.94	27.24	28.60	30.03	31.53	33.11
11	27.24	28.60	30.03	31.53	33.11	34.77
12	28.60	30.03	31.53	33.11	34.77	36.51
13	30.03	31.53	33.11	34.77	36.51	38.34
14	31.53	33.11	34.77	36.51	38.34	40.26
15	33.11	34.77	36.51	38.34	40.26	42.27
16	34.77	36.51	38.34	40.26	42.27	44.38
17	36.51	38.34	40.26	42.27	44.38	46.60
18	38.34	40.26	42.27	44.38	46.60	48.93
19	40.26	42.27	44.38	46.60	48.93	51.38
20	42.27	44.38	46.60	48.93	51.38	53.95
21	44.38	46.60	48.93	51.38	53.95	56.65
22	46.60	48.93	51.38	53.95	56.65	59.48
23	48.93	51.38	53.95	56.65	59.48	62.45
31	19.56	20.54	21.57	22.65	23.78	24.97
32	20.54	21.57	22.65	23.78	24.97	26.22
33	21.57	22.65	23.78	24.97	26.22	27.53
34	22.65	23.78	24.97	26.22	27.53	28.91
35	23.78	24.97	26.22	27.53	28.91	30.36
36	24.97	26.22	27.53	28.91	30.36	31.88
37	26.22	27.53	28.91	30.36	31.88	33.47
41	37.57	39.45	41.42	43.49	45.66	47.94
42	41.42	43.49	45.66	47.94	50.34	52.86
43	47.94	50.34	52.86	55.50	58.28	61.19
51	12.35	12.97	13.62	14.30	15.02	15.77
52	13.86	14.55	15.28	16.04	16.84	17.68
53	13.94	14.64	15.37	16.14	16.95	17.80
54	14.37	15.09	15.84	16.63	17.46	18.33
55	15.30	16.07	16.87	17.71	18.60	19.53
56	17.09	17.94	18.84	19.78	20.77	21.81
57	19.01	19.96	20.96	22.01	23.11	24.27

**City of Medina**  
**2023 Payscale - Hourly**

3.50%

Grade/Step	A	B	C	D	E	F
58	19.25	20.21	21.22	22.28	23.39	24.56
59	20.48	21.50	22.58	23.71	24.90	26.15
60	27.84	29.23	30.69	32.22	33.83	35.52
61	33.90	35.60	37.38	39.25	41.21	43.27
62	39.26	41.22	43.28	45.44	47.71	50.10
71	19.06	20.01	21.01	22.06	23.16	24.32
72	20.01	21.01	22.06	23.16	24.32	25.54
73	21.01	22.06	23.16	24.32	25.54	26.82
74	22.06	23.16	24.32	25.54	26.82	28.16
75	23.16	24.32	25.54	26.82	28.16	29.57
76	24.32	25.54	26.82	28.16	29.57	31.05
77	25.54	26.82	28.16	29.57	31.05	32.60
78	20.25	21.26	22.32	23.44	24.61	25.84
79	21.26	22.32	23.44	24.61	25.84	27.13
80	22.32	23.44	24.61	25.84	27.13	28.49
81	23.44	24.61	25.84	27.13	28.49	29.91
82	24.61	25.84	27.13	28.49	29.91	31.41
83	25.84	27.13	28.49	29.91	31.41	32.98
84	27.13	28.49	29.91	31.41	32.98	34.63
85	28.49	29.91	31.41	32.98	34.63	36.36
86	29.91	31.41	32.98	34.63	36.36	38.18
91	26.72	28.06	29.46	30.93	32.48	34.10
92	28.06	29.46	30.93	32.48	34.10	35.81
93	29.46	30.93	32.48	34.10	35.81	37.60
94	30.93	32.48	34.10	35.81	37.60	39.48
95	32.48	34.10	35.81	37.60	39.48	41.45
96	34.10	35.81	37.60	39.48	41.45	43.52

**Salaries (Salaries are paid bi-weekly for the two weeks ended two weeks prior to payday)**

101	44,274.15
102	49,482.42
103	59,535.89
104	65,450.19
105	67,955.85
106	76,715.46
107	84,048.70
108	137,855.11
109	139,903.86

City of Medina  
2023 Payscale - Hourly

3.50%

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<u>Grade/Step</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
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**Salary Ranges (Salaries are paid bi-weekly for the two weeks ended two weeks prior to paydate)**

	minimum	maximum
110	51,253.08	65,603.94
111	64,166.85	77,000.22
112	77,000.22	92,400.26
113	92,400.26	110,880.31
114	110,880.31	133,056.37
121	88,831.46	103,639.66
122	92,400.26	100,097.20

City of Medina  
2024 Payscale - Hourly

31.03  
Ord. 225-22  
Exh. B

3.50%

Grade/Step	A	B	C	D	E	F
1	17.28	18.14	19.05	20.00	21.00	22.05
2	18.14	19.05	20.00	21.00	22.05	23.15
3	19.05	20.00	21.00	22.05	23.15	24.31
4	20.00	21.00	22.05	23.15	24.31	25.53
5	21.00	22.05	23.15	24.31	25.53	26.81
6	22.05	23.15	24.31	25.53	26.81	28.15
7	23.15	24.31	25.53	26.81	28.15	29.56
8	24.31	25.53	26.81	28.15	29.56	31.04
9	25.53	26.81	28.15	29.56	31.04	32.59
10	26.81	28.15	29.56	31.04	32.59	34.22
11	28.15	29.56	31.04	32.59	34.22	35.93
12	29.56	31.04	32.59	34.22	35.93	37.73
13	31.04	32.59	34.22	35.93	37.73	39.62
14	32.59	34.22	35.93	37.73	39.62	41.60
15	34.22	35.93	37.73	39.62	41.60	43.68
16	35.93	37.73	39.62	41.60	43.68	45.86
17	37.73	39.62	41.60	43.68	45.86	48.15
18	39.62	41.60	43.68	45.86	48.15	50.56
19	41.60	43.68	45.86	48.15	50.56	53.09
20	43.68	45.86	48.15	50.56	53.09	55.74
21	45.86	48.15	50.56	53.09	55.74	58.53
22	48.15	50.56	53.09	55.74	58.53	61.46
23	50.56	53.09	55.74	58.53	61.46	64.53
31	20.24	21.25	22.31	23.43	24.60	25.83
32	21.25	22.31	23.43	24.60	25.83	27.12
33	22.31	23.43	24.60	25.83	27.12	28.48
34	23.43	24.60	25.83	27.12	28.48	29.90
35	24.60	25.83	27.12	28.48	29.90	31.40
36	25.83	27.12	28.48	29.90	31.40	32.97
37	27.12	28.48	29.90	31.40	32.97	34.62
41	38.88	40.82	42.86	45.00	47.25	49.61
42	42.86	45.00	47.25	49.61	52.09	54.69
43	49.61	52.09	54.69	57.42	60.29	63.30
51	12.78	13.42	14.09	14.79	15.53	16.31
52	14.35	15.07	15.82	16.61	17.44	18.31
53	14.43	15.15	15.91	16.71	17.55	18.43
54	14.87	15.61	16.39	17.21	18.07	18.97
55	15.84	16.63	17.46	18.33	19.25	20.21
56	17.69	18.57	19.50	20.48	21.50	22.58
57	19.68	20.66	21.69	22.77	23.91	25.11

**City of Medina  
2024 Payscale - Hourly**

3.50%

Grade/Step	A	B	C	D	E	F
58	19.92	20.92	21.97	23.07	24.22	25.43
59	21.20	22.26	23.37	24.54	25.77	27.06
60	28.81	30.25	31.76	33.35	35.02	36.77
61	35.09	36.84	38.68	40.61	42.64	44.77
62	40.63	42.66	44.79	47.03	49.38	51.85
71	19.73	20.72	21.76	22.85	23.99	25.19
72	20.72	21.76	22.85	23.99	25.19	26.45
73	21.76	22.85	23.99	25.19	26.45	27.77
74	22.85	23.99	25.19	26.45	27.77	29.16
75	23.99	25.19	26.45	27.77	29.16	30.62
76	25.19	26.45	27.77	29.16	30.62	32.15
77	26.45	27.77	29.16	30.62	32.15	33.76
78	20.96	22.01	23.11	24.27	25.48	26.75
79	22.01	23.11	24.27	25.48	26.75	28.09
80	23.11	24.27	25.48	26.75	28.09	29.49
81	24.27	25.48	26.75	28.09	29.49	30.96
82	25.48	26.75	28.09	29.49	30.96	32.51
83	26.75	28.09	29.49	30.96	32.51	34.14
84	28.09	29.49	30.96	32.51	34.14	35.85
85	29.49	30.96	32.51	34.14	35.85	37.64
86	30.96	32.51	34.14	35.85	37.64	39.52
91	27.66	29.04	30.49	32.01	33.61	35.29
92	29.04	30.49	32.01	33.61	35.29	37.05
93	30.49	32.01	33.61	35.29	37.05	38.90
94	32.01	33.61	35.29	37.05	38.90	40.85
95	33.61	35.29	37.05	38.90	40.85	42.89
96	35.29	37.05	38.90	40.85	42.89	45.03

**Salaries (Salaries are paid bi-weekly for the two weeks ended two weeks prior to payday)**

101	45,823.75
102	51,214.30
103	61,619.65
104	67,740.95
105	70,334.30
106	79,400.50
107	86,990.40
108	142,680.04
109	144,800.50

City of Medina  
2024 Payscale - Hourly

3.50%

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<u>Grade/Step</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
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**Salary Ranges (Salaries are paid bi-weekly for the two weeks ended two weeks prior to paydate)**

	minimum	maximum
110	53,046.94	67,900.08
111	66,412.69	79,695.23
112	79,695.23	95,634.28
113	95,634.28	114,761.14
114	114,761.14	137,713.37
121	91,940.56	107,267.05
122	95,634.27	103,600.60

31.03  
Ord. 225-22  
Exh. C

City of Medina  
2025 Payscale - Hourly

3.50%

Grade/Step	A	B	C	D	E	F
1	17.88	18.77	19.71	20.70	21.74	22.83
2	18.77	19.71	20.70	21.74	22.83	23.97
3	19.71	20.70	21.74	22.83	23.97	25.17
4	20.70	21.74	22.83	23.97	25.17	26.43
5	21.74	22.83	23.97	25.17	26.43	27.75
6	22.83	23.97	25.17	26.43	27.75	29.14
7	23.97	25.17	26.43	27.75	29.14	30.60
8	25.17	26.43	27.75	29.14	30.60	32.13
9	26.43	27.75	29.14	30.60	32.13	33.74
10	27.75	29.14	30.60	32.13	33.74	35.43
11	29.14	30.60	32.13	33.74	35.43	37.20
12	30.60	32.13	33.74	35.43	37.20	39.06
13	32.13	33.74	35.43	37.20	39.06	41.01
14	33.74	35.43	37.20	39.06	41.01	43.06
15	35.43	37.20	39.06	41.01	43.06	45.21
16	37.20	39.06	41.01	43.06	45.21	47.47
17	39.06	41.01	43.06	45.21	47.47	49.84
18	41.01	43.06	45.21	47.47	49.84	52.33
19	43.06	45.21	47.47	49.84	52.33	54.95
20	45.21	47.47	49.84	52.33	54.95	57.70
21	47.47	49.84	52.33	54.95	57.70	60.59
22	49.84	52.33	54.95	57.70	60.59	63.62
23	52.33	54.95	57.70	60.59	63.62	66.80
31	20.95	22.00	23.10	24.26	25.47	26.74
32	22.00	23.10	24.26	25.47	26.74	28.08
33	23.10	24.26	25.47	26.74	28.08	29.48
34	24.26	25.47	26.74	28.08	29.48	30.95
35	25.47	26.74	28.08	29.48	30.95	32.50
36	26.74	28.08	29.48	30.95	32.50	34.13
37	28.08	29.48	30.95	32.50	34.13	35.84
41	40.24	42.25	44.36	46.58	48.91	51.36
42	44.36	46.58	48.91	51.36	53.93	56.63
43	51.36	53.93	56.63	59.46	62.43	65.55
51	13.23	13.89	14.58	15.31	16.08	16.88
52	14.85	15.59	16.37	17.19	18.05	18.95
53	14.94	15.69	16.47	17.29	18.15	19.06
54	15.39	16.16	16.97	17.82	18.71	19.65
55	16.39	17.21	18.07	18.97	19.92	20.92
56	18.31	19.23	20.19	21.20	22.26	23.37
57	20.37	21.39	22.46	23.58	24.76	26.00



**City of Medina  
2025 Payscale - Hourly**

3.50%

Grade/Step	A	B	C	D	E	F
58	20.62	21.65	22.73	23.87	25.06	26.31
59	21.94	23.04	24.19	25.40	26.67	28.00
60	29.82	31.31	32.88	34.52	36.25	38.06
61	36.32	38.14	40.05	42.05	44.15	46.36
62	42.05	44.15	46.36	48.68	51.11	53.67
71	20.42	21.44	22.51	23.64	24.82	26.06
72	21.44	22.51	23.64	24.82	26.06	27.36
73	22.51	23.64	24.82	26.06	27.36	28.73
74	23.64	24.82	26.06	27.36	28.73	30.17
75	24.82	26.06	27.36	28.73	30.17	31.68
76	26.06	27.36	28.73	30.17	31.68	33.26
77	27.36	28.73	30.17	31.68	33.26	34.92
78	21.69	22.77	23.91	25.11	26.37	27.69
79	22.77	23.91	25.11	26.37	27.69	29.07
80	23.91	25.11	26.37	27.69	29.07	30.52
81	25.11	26.37	27.69	29.07	30.52	32.05
82	26.37	27.69	29.07	30.52	32.05	33.65
83	27.69	29.07	30.52	32.05	33.65	35.33
84	29.07	30.52	32.05	33.65	35.33	37.10
85	30.52	32.05	33.65	35.33	37.10	38.96
86	32.05	33.65	35.33	37.10	38.96	40.91
91	28.63	30.06	31.56	33.14	34.80	36.54
92	30.06	31.56	33.14	34.80	36.54	38.37
93	31.56	33.14	34.80	36.54	38.37	40.29
94	33.14	34.80	36.54	38.37	40.29	42.30
95	34.80	36.54	38.37	40.29	42.30	44.42
96	36.54	38.37	40.29	42.30	44.42	46.64

**Salaries (Salaries are paid bi-weekly for the two weeks ended two weeks prior to paydaye)**

101	47,427.58
102	53,006.80
103	63,776.34
104	70,111.88
105	72,796.00
106	82,179.52
107	90,035.06
108	147,673.84
109	149,868.52

**City of Medina  
2025 Payscale - Hourly**

3.50%

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Grade/Step	A	B	C	D	E	F
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**Salary Ranges (Salaries are paid bi-weekly for the two weeks ended two weeks prior to paydate)**

	minimum	maximum
110	54,903.58	70,276.58
111	68,737.13	82,484.56
112	82,484.56	98,981.47
113	98,981.47	118,777.76
114	118,777.76	142,533.31
121	95,158.48	111,021.40
122	98,981.47	107,226.63