

ORDINANCE NO. 30-26

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 2026, 2027, AND 2028.

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 4.0 percent effective January 1, 2026 for all employees not covered under current union contracts or restricted by grant requirements, 4.0 percent effective January 1, 2027, and 4.0 percent effective January 1, 2028.
- 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. Grade 50 has been added to the salary schedules and reflects the Ohio minimum wage, grade 50 will always be the Ohio minimum wage and will not receive any other annual increases.
- 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 in full force and effect at the earliest period allowed by law.

PASSED: February 9, 2026

SIGNED: John M. Coyne, III
President of Council

ATTEST: Kathy Patton
Clerk of Council

APPROVED: February 9, 2026

SIGNED: James A. Shields
Mayor

City of Medina
2026 Payscale - Hourly

31.03
ORD 30.26
Exh. A

4.00%

Grade/Step	A	B	C	D	E	F
1	18.60	19.53	20.51	21.54	22.62	23.75
2	19.53	20.51	21.54	22.62	23.75	24.94
3	20.51	21.54	22.62	23.75	24.94	26.19
4	21.54	22.62	23.75	24.94	26.19	27.50
5	22.62	23.75	24.94	26.19	27.50	28.88
6	23.75	24.94	26.19	27.50	28.88	30.32
7	24.94	26.19	27.50	28.88	30.32	31.84
8	26.19	27.50	28.88	30.32	31.84	33.43
9	27.50	28.88	30.32	31.84	33.43	35.10
10	28.88	30.32	31.84	33.43	35.10	36.86
11	30.32	31.84	33.43	35.10	36.86	38.70
12	31.84	33.43	35.10	36.86	38.70	40.64
13	33.43	35.10	36.86	38.70	40.64	42.67
14	35.10	36.86	38.70	40.64	42.67	44.80
15	36.86	38.70	40.64	42.67	44.80	47.04
16	38.70	40.64	42.67	44.80	47.04	49.39
17	40.64	42.67	44.80	47.04	49.39	51.86
18	42.67	44.80	47.04	49.39	51.86	54.45
19	44.80	47.04	49.39	51.86	54.45	57.17
20	47.04	49.39	51.86	54.45	57.17	60.03
21	49.39	51.86	54.45	57.17	60.03	63.03
22	51.86	54.45	57.17	60.03	63.03	66.18
23	54.45	57.17	60.03	63.03	66.18	69.49
31	21.79	22.88	24.02	25.22	26.48	27.80
32	22.88	24.02	25.22	26.48	27.80	29.19
33	24.02	25.22	26.48	27.80	29.19	30.65
34	25.22	26.48	27.80	29.19	30.65	32.18
35	26.48	27.80	29.19	30.65	32.18	33.79
36	27.80	29.19	30.65	32.18	33.79	35.48
37	29.19	30.65	32.18	33.79	35.48	37.25
41	41.85	43.94	46.14	48.45	50.87	53.41
42	46.14	48.45	50.87	53.41	56.08	58.88
43	53.41	56.08	58.88	61.82	64.91	68.16
50	Ohio Minimum Wage					
51	13.76	14.45	15.17	15.93	16.73	17.57
52	15.44	16.21	17.02	17.87	18.76	19.70
53	15.54	16.32	17.14	18.00	18.90	19.85
54	16.01	16.81	17.65	18.53	19.46	20.43
55	17.05	17.90	18.80	19.74	20.73	21.77
56	19.04	19.99	20.99	22.04	23.14	24.30
57	21.18	22.24	23.35	24.52	25.75	27.04
58	21.44	22.51	23.64	24.82	26.06	27.36

City of Medina
2026 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F
59	22.82	23.96	25.16	26.42	27.74	29.13
60	31.01	32.56	34.19	35.90	37.70	39.59
61	37.77	39.66	41.64	43.72	45.91	48.21
62	43.73	45.92	48.22	50.63	53.16	55.82
71	21.24	22.30	23.42	24.59	25.82	27.11
72	22.30	23.42	24.59	25.82	27.11	28.47
73	23.42	24.59	25.82	27.11	28.47	29.89
74	24.59	25.82	27.11	28.47	29.89	31.38
75	25.82	27.11	28.47	29.89	31.38	32.95
76	27.11	28.47	29.89	31.38	32.95	34.60
77	28.47	29.89	31.38	32.95	34.60	36.33
78	22.56	23.69	24.87	26.11	27.42	28.79
79	23.69	24.87	26.11	27.42	28.79	30.23
80	24.87	26.11	27.42	28.79	30.23	31.74
81	26.11	27.42	28.79	30.23	31.74	33.33
82	27.42	28.79	30.23	31.74	33.33	35.00
83	28.79	30.23	31.74	33.33	35.00	36.75
84	30.23	31.74	33.33	35.00	36.75	38.59
85	31.74	33.33	35.00	36.75	38.59	40.52
86	33.33	35.00	36.75	38.59	40.52	42.55
91	29.78	31.27	32.83	34.47	36.19	38.00
92	31.27	32.83	34.47	36.19	38.00	39.90
93	32.83	34.47	36.19	38.00	39.90	41.90
94	34.47	36.19	38.00	39.90	41.90	44.00
95	36.19	38.00	39.90	41.90	44.00	46.20
96	38.00	39.90	41.90	44.00	46.20	48.51

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

101	49,324.68
102	55,127.07
103	66,327.39
104	72,916.36
105	75,707.84
106	85,466.70
107	93,636.46
108	153,580.79
109	155,863.26

City of Medina
2026 Payscale - Hourly

4.00%

<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	57,099.72	73,087.64
111	71,486.62	85,783.94
112	85,783.94	102,940.73
113	102,940.73	123,528.88
114	123,528.88	148,234.66
121	98,964.82	115,462.26
122	102,940.73	111,515.69

City of Medina
2027 Payscale - Hourly

31.03
ORD. 30-26
Exh. B

4.00%

Grade/Step	A	B	C	D	E	F
1	19.34	20.31	21.33	22.40	23.52	24.70
2	20.31	21.33	22.40	23.52	24.70	25.94
3	21.33	22.40	23.52	24.70	25.94	27.24
4	22.40	23.52	24.70	25.94	27.24	28.60
5	23.52	24.70	25.94	27.24	28.60	30.03
6	24.70	25.94	27.24	28.60	30.03	31.53
7	25.94	27.24	28.60	30.03	31.53	33.11
8	27.24	28.60	30.03	31.53	33.11	34.77
9	28.60	30.03	31.53	33.11	34.77	36.51
10	30.03	31.53	33.11	34.77	36.51	38.34
11	31.53	33.11	34.77	36.51	38.34	40.26
12	33.11	34.77	36.51	38.34	40.26	42.27
13	34.77	36.51	38.34	40.26	42.27	44.38
14	36.51	38.34	40.26	42.27	44.38	46.60
15	38.34	40.26	42.27	44.38	46.60	48.93
16	40.26	42.27	44.38	46.60	48.93	51.38
17	42.27	44.38	46.60	48.93	51.38	53.95
18	44.38	46.60	48.93	51.38	53.95	56.65
19	46.60	48.93	51.38	53.95	56.65	59.48
20	48.93	51.38	53.95	56.65	59.48	62.45
21	51.38	53.95	56.65	59.48	62.45	65.57
22	53.95	56.65	59.48	62.45	65.57	68.85
23	56.65	59.48	62.45	65.57	68.85	72.29
31	22.66	23.79	24.98	26.23	27.54	28.92
32	23.79	24.98	26.23	27.54	28.92	30.37
33	24.98	26.23	27.54	28.92	30.37	31.89
34	26.23	27.54	28.92	30.37	31.89	33.48
35	27.54	28.92	30.37	31.89	33.48	35.15
36	28.92	30.37	31.89	33.48	35.15	36.91
37	30.37	31.89	33.48	35.15	36.91	38.76
41	43.52	45.70	47.99	50.39	52.91	55.56
42	47.99	50.39	52.91	55.56	58.34	61.26
43	55.56	58.34	61.26	64.32	67.54	70.92
50	Ohio Minimum Wage					
51	14.31	15.03	15.78	16.57	17.40	18.27
52	16.06	16.86	17.70	18.59	19.52	20.50
53	16.16	16.97	17.82	18.71	19.65	20.63
54	16.65	17.48	18.35	19.27	20.23	21.24
55	17.73	18.62	19.55	20.53	21.56	22.64
56	19.80	20.79	21.83	22.92	24.07	25.27
57	22.03	23.13	24.29	25.50	26.78	28.12

City of Medina
2027 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F
58	22.30	23.42	24.59	25.82	27.11	28.47
59	23.73	24.92	26.17	27.48	28.85	30.29
60	32.25	33.86	35.55	37.33	39.20	41.16
61	39.28	41.24	43.30	45.47	47.74	50.13
62	45.48	47.75	50.14	52.65	55.28	58.04
71	22.09	23.19	24.35	25.57	26.85	28.19
72	23.19	24.35	25.57	26.85	28.19	29.60
73	24.35	25.57	26.85	28.19	29.60	31.08
74	25.57	26.85	28.19	29.60	31.08	32.63
75	26.85	28.19	29.60	31.08	32.63	34.26
76	28.19	29.60	31.08	32.63	34.26	35.97
77	29.60	31.08	32.63	34.26	35.97	37.77
78	23.46	24.63	25.86	27.15	28.51	29.94
79	24.63	25.86	27.15	28.51	29.94	31.44
80	25.86	27.15	28.51	29.94	31.44	33.01
81	27.15	28.51	29.94	31.44	33.01	34.66
82	28.51	29.94	31.44	33.01	34.66	36.39
83	29.94	31.44	33.01	34.66	36.39	38.21
84	31.44	33.01	34.66	36.39	38.21	40.12
85	33.01	34.66	36.39	38.21	40.12	42.13
86	34.66	36.39	38.21	40.12	42.13	44.24
91	30.97	32.52	34.15	35.86	37.65	39.53
92	32.52	34.15	35.86	37.65	39.53	41.51
93	34.15	35.86	37.65	39.53	41.51	43.59
94	35.86	37.65	39.53	41.51	43.59	45.77
95	37.65	39.53	41.51	43.59	45.77	48.06
96	39.53	41.51	43.59	45.77	48.06	50.46

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

101	51,297.67
102	57,332.15
103	68,980.49
104	75,833.01
105	78,736.15
106	88,885.37
107	97,381.92
108	159,724.02
109	162,097.79

City of Medina
2027 Payscale - Hourly

4.00%

<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	59,383.71	76,011.15
111	74,346.08	89,215.30
112	89,215.30	107,058.36
113	107,058.36	128,470.03
114	128,470.03	154,164.04
121	102,923.41	120,080.74
122	107,058.36	115,976.32

City of Medina
2028 Payscale - Hourly

31.03
Ord. 30-26
Exh. C

4.00%

Grade/Step	A	B	C	D	E	F
1	20.11	21.12	22.18	23.29	24.45	25.67
2	21.12	22.18	23.29	24.45	25.67	26.95
3	22.18	23.29	24.45	25.67	26.95	28.30
4	23.29	24.45	25.67	26.95	28.30	29.72
5	24.45	25.67	26.95	28.30	29.72	31.21
6	25.67	26.95	28.30	29.72	31.21	32.77
7	26.95	28.30	29.72	31.21	32.77	34.41
8	28.30	29.72	31.21	32.77	34.41	36.13
9	29.72	31.21	32.77	34.41	36.13	37.94
10	31.21	32.77	34.41	36.13	37.94	39.84
11	32.77	34.41	36.13	37.94	39.84	41.83
12	34.41	36.13	37.94	39.84	41.83	43.92
13	36.13	37.94	39.84	41.83	43.92	46.12
14	37.94	39.84	41.83	43.92	46.12	48.43
15	39.84	41.83	43.92	46.12	48.43	50.85
16	41.83	43.92	46.12	48.43	50.85	53.39
17	43.92	46.12	48.43	50.85	53.39	56.06
18	46.12	48.43	50.85	53.39	56.06	58.86
19	48.43	50.85	53.39	56.06	58.86	61.80
20	50.85	53.39	56.06	58.86	61.80	64.89
21	53.39	56.06	58.86	61.80	64.89	68.13
22	56.06	58.86	61.80	64.89	68.13	71.54
23	58.86	61.80	64.89	68.13	71.54	75.12
31	23.57	24.75	25.99	27.29	28.65	30.08
32	24.75	25.99	27.29	28.65	30.08	31.58
33	25.99	27.29	28.65	30.08	31.58	33.16
34	27.29	28.65	30.08	31.58	33.16	34.82
35	28.65	30.08	31.58	33.16	34.82	36.56
36	30.08	31.58	33.16	34.82	36.56	38.39
37	31.58	33.16	34.82	36.56	38.39	40.31
41	45.26	47.52	49.90	52.40	55.02	57.77
42	49.90	52.40	55.02	57.77	60.66	63.69
43	57.77	60.66	63.69	66.87	70.21	73.72
50	Ohio Minimum Wage					
51	14.88	15.62	16.40	17.22	18.08	18.98
52	16.70	17.54	18.42	19.34	20.31	21.33
53	16.81	17.65	18.53	19.46	20.43	21.45
54	17.32	18.19	19.10	20.06	21.06	22.11
55	18.44	19.36	20.33	21.35	22.42	23.54
56	20.59	21.62	22.70	23.84	25.03	26.28
57	22.91	24.06	25.26	26.52	27.85	29.24

City of Medina
2028 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F
58	23.19	24.35	25.57	26.85	28.19	29.60
59	24.68	25.91	27.21	28.57	30.00	31.50
60	33.54	35.22	36.98	38.83	40.77	42.81
61	40.85	42.89	45.03	47.28	49.64	52.12
62	47.30	49.67	52.15	54.76	57.50	60.38
71	22.97	24.12	25.33	26.60	27.93	29.33
72	24.12	25.33	26.60	27.93	29.33	30.80
73	25.33	26.60	27.93	29.33	30.80	32.34
74	26.60	27.93	29.33	30.80	32.34	33.96
75	27.93	29.33	30.80	32.34	33.96	35.66
76	29.33	30.80	32.34	33.96	35.66	37.44
77	30.80	32.34	33.96	35.66	37.44	39.31
78	24.40	25.62	26.90	28.25	29.66	31.14
79	25.62	26.90	28.25	29.66	31.14	32.70
80	26.90	28.25	29.66	31.14	32.70	34.34
81	28.25	29.66	31.14	32.70	34.34	36.06
82	29.66	31.14	32.70	34.34	36.06	37.86
83	31.14	32.70	34.34	36.06	37.86	39.75
84	32.70	34.34	36.06	37.86	39.75	41.74
85	34.34	36.06	37.86	39.75	41.74	43.83
86	36.06	37.86	39.75	41.74	43.83	46.02
91	32.21	33.82	35.51	37.29	39.15	41.11
92	33.82	35.51	37.29	39.15	41.11	43.17
93	35.51	37.29	39.15	41.11	43.17	45.33
94	37.29	39.15	41.11	43.17	45.33	47.60
95	39.15	41.11	43.17	45.33	47.60	49.98
96	41.11	43.17	45.33	47.60	49.98	52.48

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

101	53,349.58
102	59,625.44
103	71,739.71
104	78,866.33
105	81,885.60
106	92,440.78
107	101,277.20
108	166,112.98
109	168,581.70

City of Medina
2028 Payscale - Hourly

4.00%

<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	61,759.06	79,051.60
111	77,319.92	92,783.90
112	92,783.90	111,340.68
113	111,340.68	133,608.82
114	133,608.82	160,330.58
121	107,040.35	124,883.98
122	111,340.69	120,615.37