CITY OF SOUTH LEBANON, OHIO
ORDINANCE 2026-15

AN ORDINANCE AMENDING ORDINANCE 2025-23 AND APPROVING REVISIONS TO THE MINIMUM AND MAXIMUM PAY RATES OF THE CITY'S PAY SCALE AS PART OF THE CITY'S PERSONNEL POLICY AND PROCEDURE MANUAL

WHEREAS, the Council adopted Ordinance No. 2025-23 on November 20, 2025, placing in effect the City's current pay scale; and

WHEREAS, the City's Personnel Policy and Procedure Manual defines the City's employment positions, pay scale, and the job requirements for each position; and

WHEREAS, the City has conducted a wage and compensation study using data from the Center for Local Government to examine current labor market conditions; and

WHEREAS, it is the recommendation of the Personnel Committee that the minimum and maximum pay rates be amended per the attached Exhibit "A"; and

WHEREAS, the adjustment of the City pay scale will allow the City to remain in a competitive position with comparable jurisdictions with respect to compensation; and

WHEREAS, said changes shall become effective October 26 ~~12~~, 2026.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of South Lebanon, at least a majority of all members elected thereto concurring:

Section 1. That the Council does hereby amend Ordinance 2025-23 for the proposed changes to the pay scale as presented in Exhibit "A" attached hereto and made a part hereof.

Section 2. That the recitals contained within the Whereas Clauses set forth above are incorporated by reference herein.

Section 3. That it is found and determined that all formal actions of the Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of Council in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Adopted this 17th day of September, 2026.

Linda S. Burke

Linda S. Burke, Mayor

Attest: _____
Petrina Williams, Director of Finance/Clerk

Rules Suspended: – (if applicable)

First Reading: 8/20/26

Second Reading: 9/16/26

Vote: 5 Yeas
– Nays

Effective Date: 10/26/26

Approved as to form:

Chase T. Kirby
Law Director

By: _____

Date: 9/17/26

Exhibit "A"

Proposed Pay Scale for the City of South Lebanon

Position/Job Title	Current Pay Grade	Proposed Pay Grade	Current Minimum	Current Maximum	Proposed Minimum	Proposed Maximum
Administrator	9	7	$ 47.43	$ 66.40	$ 48.00	$ 68.00
Director of Finance	9	7	$ 47.43	$ 66.40	$ 48.00	$ 68.00
Assistant Administrator	8	6	$ 41.25	$ 57.75	$ 40.00	$ 54.00
Public Works Director	7	6	$ 35.86	$ 50.21	$ 40.00	$ 54.00
Deputy Director of Finance	6	5	$ 31.19	$ 43.65	$ 35.00	$ 45.00
Lead Operator	5	5	$ 27.13	$ 37.98	$ 35.00	$ 45.00
Zoning Manager	6	5	$ 31.19	$ 43.65	$ 35.00	$ 45.00
Foreman	4	4	$ 24.22	$ 33.90	$ 29.00	$ 39.00
Wastewater Operator	3	4	$ 21.62	$ 30.28	$ 29.00	$ 39.00
Water Operator	4	4	$ 24.22	$ 33.90	$ 29.00	$ 39.00
Administrative Specialist	4	3	$ 24.22	$ 33.90	$ 26.00	$ 36.00
Code Enforcement Officer	4	3	$ 24.22	$ 33.90	$ 26.00	$ 36.00
Finance Specialist	4	3	$ 24.22	$ 33.90	$ 26.00	$ 36.00
Senior Maintenance Worker	3	3	$ 21.62	$ 30.28	$ 26.00	$ 36.00
Court Clerk	3	2	$ 21.62	$ 30.28	$ 23.00	$ 33.00
Equipment Operator	2	2	$ 19.84	$ 27.78	$ 23.00	$ 33.00
Maintenance Worker	2	2	$ 19.84	$ 27.78	$ 23.00	$ 33.00
Tax Clerk	3	2	$ 21.62	$ 30.28	$ 23.00	$ 33.00
Utilities Clerk	3	2	$ 21.62	$ 30.28	$ 23.00	$ 33.00
Part-time Laborer	1	1	$ 18.20	$ 25.47	$ 19.00	$ 23.00