

ORDINANCE NO. 001-26

**AN ORDINANCE AUTHORIZING A PAY INCREASE FOR THE
CITY OF NAPOLEON, OHIO LAW DIRECTOR; AND
DECLARING AN EMERGENCY**

WHEREAS, Council desires to authorize a pay increase to the City Law Director; and,

WHEREAS, Council desires to make said changes effective with the pay period commencing on or about December 22, 2025; and,

WHEREAS, to achieve the above stated goals Council now desires to repeal Ordinance No.(s) 014-19, 099-19, 076-20, 063-21, 085-22, 056-23, 047-24, and 008-25 and to establish a new Classification Pay Plan; **Now Therefore**,

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NAPOLEON, OHIO:

Section 1. That, effective with the first pay period for the Year 2026, that commences on or about December 22, 2025, the biweekly salary of the City Law Director of this City shall be four thousand nine hundred thirty-five dollars and eight cents (\$4,935.08) and continue as such each year thereafter, so long as employed, unless modified by Council.

Section 2. That, this Ordinance allows the terms and conditions of this pay increase to be retroactively applied, the same being hereby approved as it so exists.

Section 3. That, all compensation paid under this Ordinance is subject to appropriation of funds by the Council.

Section 4. That, the Finance Director may adjust compensation for all affected employees to meet the intent of this Ordinance.

Section 5. That, all pay scales reflected in the City of Napoleon Pay Plan shall be rounded, utilizing the five rule, to the nearest penny.

Section 6. That, this biweekly salary is figured before any approved Cost of Living Adjustments are added to the biweekly salary.

Section 7. That, no position mentioned in this Ordinance shall receive longevity benefit unless specified in this City's adopted longevity plan unless otherwise specifically provided for herein, or except as may be permitted by the City's longevity policy.

Section 8. That, Ordinance No.(s) 014-19, 099-19, 076-20, 063-21, 085-22, 056-23, 047-24, and 008-25 are repealed in their entirety effective December 22, 2025.

Section 9. That, it is found and determined that all formal actions of this City Council concerning and relating to the adoption of this Ordinance were adopted in open meetings of this City Council, and that all deliberations of this City Council and any of its committees that resulted in such formal actions were in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code and the Codified Ordinances of Napoleon Ohio.

Section 10. That, if any other prior Ordinance or Resolution is found to be in conflict with this Ordinance, then the provisions of this Ordinance shall prevail. Further,

if any portion of this Ordinance is found to be invalid for any reason, such decision shall not affect the validity of the remaining portions of this Ordinance or any part thereof.

Section 11. That, this Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, health, or safety of the City and its inhabitants, and for the further reason that this legislation must be in effect at the earliest possible time to allow for proper payment of wages to employees, proper payment being essential to the harmony of the necessary workforce; therefore, provided the required number of votes for passage as emergency legislation, it shall be in full force and effect immediately upon its passage; otherwise, it shall be in full force and effect at the earliest time permitted by law. Further, the Emergency Clause is necessary to commence the amendments in a timely manner which affects the public peace, health, and safety accessible to our citizens, and for further reasons as stated in the Preamble hereof.

Passed: 2/14/2026 J. Ross Durham
J. Ross Durham, Council President

Approved: 2/16/2026 Joseph D. Bialorucki
Joseph D. Bialorucki, Mayor

VOTE ON PASSAGE 6 Yea 1 Nay 0 Abstain

Attest:

Ann Harper
Ann Harper, Clerk of Council

I, Ann Harper, Clerk of Council for the City of Napoleon, do hereby certify that the foregoing Ordinance No. 001-26 was duly published in the Northwest Signal, a newspaper of general circulation in said City, on the 24th day of February, 2026; & I further certify the compliance with rules established in Chapter 103 of the Codified Ordinances of Napoleon Ohio and the laws of the State of Ohio pertaining to Public Meetings.

Ann Harper
Ann Harper, Clerk of Council