

SECOND AMENDED
ORDINANCE NO. 2026-46
INTRODUCED BY COUNCIL AS A WHOLE

**AN EMERGENCY ORDINANCE AUTHORIZING PAY ADJUSTMENTS
RETROACTIVE TO JANUARY 1, 2026 AND HIRING LIMITS FOR CERTAIN
EMPLOYEES AND POSITIONS AND DECLARING AN EMERGENCY**

WHEREAS, Council may, from time to time, provide a pay increase or cost of living adjustment (COLA) for employment positions within the Village; and,

WHEREAS, as a result of economic conditions and work loads, there need to be adjustments to compensation and hiring for certain positions within the Village; and,

NOW THEREFORE, BE IT ORDAINED by the Council of the Village of Oakwood, County of Cuyahoga, and State of Ohio that:

SECTION 1. Council hereby increases the compensation for each full and part-time employee by 3.00% from the employee's present rate of pay with the following exceptions:

- a) The Mayor and all other elected officials;
- b) All Directors with the exception of the Fire Chief;
- c) Employees with less than two (2) years of continuous employment;
- d) Employees at the top of the pay scale for their position as established in Ordinance 2025-46. Department heads may notify Council of employees at the top of the pay scale for special consideration for pay adjustments on a case-by-case basis;
- e) Members of the Fire Department, including the Fire Chief, who shall, instead, be granted an increase in compensation of 4.00% from their present rate of pay;
- f) Members of the Fraternal Order of Police and other employees or officials whose compensation is governed by the collective bargaining agreement in effect for those members whose compensation shall, instead, be governed by said agreement;

SECTION 2. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, and welfare of the inhabitants of the Village, the reason for the emergency being that the same that relates to the daily operation of a municipal department and the ability of the village to provide uninterrupted services to the citizens of the Village, therefore, provided it receives the two-thirds vote of all members of Council elected thereto. Said ordinance shall be in full force and effect immediately upon its adoption by this council and approval by the Mayor, otherwise from and after the earliest period allowed by law.

PASSED: June 2, 2026

Eloise Hardin
Eloise Hardin, President of Council

Carol Jackson
Carol Jackson, Clerk of Council

Presented to the Mayor June 4, 2026

Approved: _____

Mayor, Erica Nikolic

I, Carol Jackson, Clerk of Council of the Village of Oakwood, County of Cuyahoga and State of Ohio, do hereby certify that the foregoing Ordinance No. 2026-46 was duly and regularly passed by this Council at the meeting held on the 2nd day of June, 2026.

Carol Jackson
Carol Jackson, Clerk of Council

POSTING CERTIFICATE

I, Carol Jackson, Clerk of Council of the Village of Oakwood, County of Cuyahoga, and State of Ohio, do hereby certify that Ordinance No. 2026-46 was duly posted on the 5th day of June, 2026, and will remain posted in accordance with the Oakwood Village Charter.

Carol Jackson
Carol Jackson, Clerk of Council

DATED: June 5, 2026

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- d) Employees at the top of the pay scale for their position as established in Ordinance 2025-46;
- e) Members of the Fire Department who shall, instead, be granted an increase in compensation of 4.00% from their present rate of pay;
- f) Members of the Fraternal Order of Police and other employees or officials whose compensation is governed by the collective bargaining agreement in effect for those members whose compensation shall, instead, be governed by said agreement;
- g) Workers in the Clerk of Courts Office who shall be subject to a 50% reduction in the rate of pay for said office, with the application of said reduction to the said employees to be determined by the Mayor.

SECTION 2. Council will not approve the creation of new positions or the hiring of replacement employees or officials except for the following: a) Finance Director and other presently authorized positions in the Finance Department; 2) Law Director; 3) Assistant Law Director; 4) Chief Building Official; 5) one additional position in the Service Department.

SECTION 3. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, and welfare of the inhabitants of the Village, the reason for the emergency being that the same that relates to the daily operation of a municipal department and the ability of the village to provide uninterrupted services to the citizens of the Village, therefore, provided it receives the two-thirds vote of all members of Council elected thereto. Said ordinance shall be in full force and effect immediately upon its adoption by this council and approval by the Mayor, otherwise from and after the earliest period allowed by law.

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