

RESOLUTION NO. 25-16

**A RESOLUTION ESTABLISHING A NEW WAGE SCALE
FOR FULL-TIME CITY EMPLOYEES.**

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF
BROOKVILLE, OHIO, THAT:**

SECTION I: The following constitutes the wage scale for full-time hourly employees of the City of Brookville, Ohio and shall take effect the pay period including January 1, 2026.
(Annual yearly based on 52 work weeks)

Regular Pay Table							
		A	B	C	D	E	F
1	HOURLY	\$ 15.00	\$ 15.30	\$ 15.61	\$ 15.92	\$ 16.24	\$ 16.56
2	HOURLY	\$ 15.75	\$ 16.07	\$ 16.39	\$ 16.71	\$ 17.05	\$ 17.39
3	HOURLY	\$ 16.54	\$ 16.87	\$ 17.21	\$ 17.55	\$ 17.90	\$ 18.26
4	HOURLY	\$ 17.36	\$ 17.71	\$ 18.07	\$ 18.43	\$ 18.80	\$ 19.17
5	HOURLY	\$ 18.23	\$ 18.60	\$ 18.97	\$ 19.35	\$ 19.74	\$ 20.13
6	HOURLY	\$ 19.14	\$ 19.53	\$ 19.92	\$ 20.32	\$ 20.72	\$ 21.14
7	HOURLY	\$ 20.10	\$ 20.50	\$ 20.91	\$ 21.33	\$ 21.76	\$ 22.19
8	HOURLY	\$ 21.11	\$ 21.53	\$ 21.96	\$ 22.40	\$ 22.85	\$ 23.30
9	HOURLY	\$ 22.16	\$ 22.61	\$ 23.06	\$ 23.52	\$ 23.99	\$ 24.47
10	HOURLY	\$ 23.27	\$ 23.74	\$ 24.21	\$ 24.69	\$ 25.19	\$ 25.69
11	HOURLY	\$ 24.43	\$ 24.92	\$ 25.42	\$ 25.93	\$ 26.45	\$ 26.98
12	HOURLY	\$ 25.66	\$ 26.17	\$ 26.69	\$ 27.23	\$ 27.77	\$ 28.33
13	HOURLY	\$ 26.94	\$ 27.48	\$ 28.03	\$ 28.59	\$ 29.16	\$ 29.74
14	HOURLY	\$ 28.28	\$ 28.85	\$ 29.43	\$ 30.02	\$ 30.62	\$ 31.23
15	HOURLY	\$ 29.70	\$ 30.29	\$ 30.90	\$ 31.52	\$ 32.15	\$ 32.79
16	HOURLY	\$ 31.18	\$ 31.81	\$ 32.44	\$ 33.09	\$ 33.75	\$ 34.43
17	HOURLY	\$ 32.74	\$ 33.40	\$ 34.07	\$ 34.75	\$ 35.44	\$ 36.15
18	HOURLY	\$ 34.38	\$ 35.07	\$ 35.77	\$ 36.48	\$ 37.21	\$ 37.96
19	HOURLY	\$ 36.10	\$ 36.82	\$ 37.56	\$ 38.31	\$ 39.08	\$ 39.86
20	HOURLY	\$ 37.90	\$ 38.66	\$ 39.44	\$ 40.22	\$ 41.03	\$ 41.85
21	HOURLY	\$ 39.80	\$ 40.60	\$ 41.41	\$ 42.24	\$ 43.08	\$ 43.94
22	HOURLY	\$ 41.79	\$ 42.63	\$ 43.48	\$ 44.35	\$ 45.23	\$ 46.14

23	HOURLY	\$ 43.88	\$ 44.76	\$ 45.65	\$ 46.56	\$ 47.50	\$ 48.45
24	HOURLY	\$ 46.07	\$ 46.99	\$ 47.93	\$ 48.89	\$ 49.87	\$ 50.87
Executive Pay Table							
25	HOURLY	\$ 47.06	\$ 48.47	\$ 49.93	\$ 51.42	\$ 52.97	\$ 54.56

Department	Max Step	Title
Administration	Per Contract	City Manager (Salaried Position)
	25	Director of Finance/HR (Salaried Position)
	17	Clerk of Council
	16	Deputy Clerk
	25	Law Director (Salaried Position)
Police	25	Director of Police (Salaried Position)
	24	Police Major
	22	Police Captain
	Per Union Contract	Patrol Officer/Detective
	13	Police Secretary/Age Friendly Director
Fire	25	Director of Fire (Salaried Position)
	19	Fire Captain (100 Hour Employee)
	14	Fire Lieutenant (24/48 Hour Employee (112 Hours))
	12	Firefighter/Paramedic (24/48 Hour Employee (112 Hours))
Service	24	Director of Public Works
	19	Foreman
	18	Maintenance Service
	20	Mechanic
	20	Chief Plant Operator
	18	Plant Operator

SECTION II: All employees will be hired on at least a one-year probationary period. Normal progression is starting at Step A, and at completion of the probationary period move to Step B. Progression through the remaining steps shall be on an annual basis from date of last step increase based upon satisfactory performance evaluation. The City Manager may, if necessary, start more qualified and experienced personnel at a higher step in order to fill a position that would then follow the normal progression through the remaining steps.

SECTION III: A full-time employee who possess an Associate’s degree from a two (2) year program at an accredited college, a Bachelor of Arts or Bachelor of Sciences degree, from a four (4) year program at an accredited college or university, or a Master’s degree shall receive the following additional pay supplement:

Degree	Amount
Job Related Associate’s Degree	\$0.24/hour
Job Related Bachelor’s Degree	\$0.36/hour
Job Related Master’s Degree	\$0.48/hour

SECTION IV: If any sentence, clause, or section or part of this Resolution is found to be unconstitutional, illegal, or invalid, such unconstitutionality, illegality, or invalidity shall affect only such clause, sentence, section, or part of this Resolution, and shall not affect or impair any of the

remaining provisions, sentences, clauses, sections or other parts of this Resolution. It is hereby declared to be the intention of the Council of the City of Brookville that this Resolution would have been adopted had such unconstitutional, illegal or invalid sentence, clause, section or part thereof not been included herein.

SECTION V: This Resolution shall revoke and rescind any Ordinance or Resolution or any part thereof that are in conflict herewith.

Passed this 6th day of January 2026.

ATTEST:



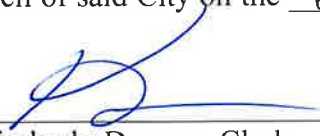
Kimberly Duncan, Clerk



Charles Letner, Mayor

CERTIFICATE


The undersigned, Clerk of the City of Brookville, Ohio does hereby certify that the foregoing is a true and correct copy of Resolution No. 25-16 passed by the Council of said City on the 6th day of January 2026.



Kimberly Duncan, Clerk

CERTIFICATE OF POSTING

The undersigned, Clerk of Council of the City of Brookville, Ohio, hereby certifies that the foregoing Resolution No. 25-16 was posted at the City Building, U.S. Post Office and the Brookville Branch of the Montgomery County Public Library, Brookville, Ohio, on the 7th day of January 2026, to the 5th day of February 2026, both days inclusive.



Kimberly Duncan, Clerk