

# CITY OF CLAYTON, OHIO

## RESOLUTION NO. R – 04 - 25 - 36

### A RESOLUTION APPROVING A WAGE AGREEMENT FOR THE YEARS 2025 AND 2026 WITH THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION FOR PATROL OFFICERS WITHIN THE CLAYTON POLICE DEPARTMENT

**WHEREAS**, representatives of the City and Union have tentatively agreed upon a Wage Agreement for the years 2025 and 2026 for the Patrol Officers within the Clayton Police Department and staff has recommended it for approval; and

**WHEREAS**, said Agreement provides for a 3% wage increase for the year 2025, effective January 1, 2025, and further provides for a 3% wage increase for the year 2026 plus a market adjustment of \$1.75, effective January 1, 2026; and

**NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CLAYTON, STATE OF OHIO:**

1. That the 2025 and 2026 wage agreement with the OPBA for the Patrol Officers for a 3% wage increase for the year 2025, effective January 1, 2025, and for a 3% wage increase for the year 2026 plus a market adjustment of \$1.75, effective January 1, 2026, **(Exhibit A)** is approved and the City Manager is authorized to execute said Agreement on behalf of the City.

ADOPTED BY COUNCIL ON APRIL 3, 2025.

AUTHENTICATION:

*Vice*   
Mayor (Presiding Officer of Council)

  
Clerk of Council

APPROVED AS TO FORM:

  
Law Director

CERTIFICATION OF PUBLICATION

This shall certify that that the text of the above referenced enactment or a summary thereof was published once in the following newspaper and a summary posted in three places of public access as designated by Council.

Name of newspaper

Eaton Register Herald

Date of publication

April 9, 2025



CLERK

**EXHIBIT A TO RESOLUTION NO. R-04-25-36**

**ARTICLE 28 Wages**

Section 1. Wages in 2024 shall increase by two percent (2%) retroactively to January 1, 2024. In January 2024 the wages in 2024 shall receive a \$1.50 market rate adjustment. **Wages in 2025 shall increase by three percent (3%) retroactively to January 1, 2025. Wages in 2026 shall increase by three percent (3%) and the 2026 wages shall receive a \$1.75 market rate adjustment effective January 1, 2026.** Unless otherwise stipulated in this agreement, all other sections of the three-year agreement will remain in full force and effect through December 31, 2026.

	Step 1	Step 2	Step 3	Step 4	Step 5
2023 (Current)	\$29.46	\$31.16	\$33.06	\$35.05	\$35.57
2024 (2%)	\$31.55	\$33.28	\$35.22	\$37.25	\$37.78
<b>2025 (3% retroactive to January 1, 2025)</b>	<b>\$32.50</b>	<b>\$34.28</b>	<b>\$36.28</b>	<b>\$38.37</b>	<b>\$38.91</b>
<b>2026 (3% plus \$1.75 market rate adjustment retroactive to January 1, 2026)</b>	<b>\$35.23</b>	<b>\$37.06</b>	<b>\$39.12</b>	<b>\$41.27</b>	<b>\$41.83</b>

All step increases shall occur on the anniversary of each employee's hire date unless an employee has had a step increase withheld due to disciplinary or unsatisfactory performance. Step increases withheld due to disciplinary or unsatisfactory performance will be subject to the grievance and arbitration procedures. Wage changes due to step increases shall be reflected in the pay period following the anniversary of the employee's hire date.

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