



GOVERNMENT COMMITTEE REGULAR MEETING MINUTES

Location: 120 Royal Crest Drive, Seville, OH 44273

Date: 09/02/2025

- Call to order at 7:04 PM

Present: Nelson Kilgore (Chair), Kathy Rhoads (Member), Dennis Gordon (Member), Randy Eby (Member), Leslie Miller (Member), Jessica Harper-Bigley (Recorder)

Absent: Brad Demiter (Member),

- Mr. Eby made a motion to approve minutes from 08/04/2025 the motion was seconded and carried. Minutes were approved as written.
- **Amendments to the agenda:** Mr. Eby made a motion to add Zoning to New Business. The Motion was seconded and carried.
Mrs. Rhoads made a motion to remove Executive Session from the agenda and move it to the Council agenda for next week. The motion was seconded and carried.
- **Privilege of the floor:**

ORDINANCES UNDER CONSIDERATION:

ORDINANCE NO. 2025-32

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO AUTHORIZING THE MAYOR AND THE FISCAL OFFICER TO ENTER INTO A CONTRACT FOR LIFE INSURANCE COVERAGE FOR THE VILLAGE EMPLOYEES.

This is the 3rd reading – Tabled

Mrs. Rhoads made a motion to recommend to Council to un-table Ordinance 2025-32. The motion was seconded and carried. The motion passes.

ORDINANCE NO. 2025-33

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, AUTHORIZING THE MAYOR AND THE FISCAL OFFICER TO ENTER INTO A CONTRACT WITH MEDICAL MUTUAL THROUGH SEBO, INC. FOR HEALTH INSURANCE COVERAGE FOR VILLAGE EMPLOYEES.

This is the 3rd reading - Tabled

Mrs. Miller made a motion to recommend to Council to un-table Ordinance 2025-33. The motion was seconded and carried. The motion passes.

ORDINANCE NO. 2025-34

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, AUTHORIZING THE MAYOR AND THE FISCAL OFFICER TO ENTER INTO A CONTRACT WITH GUARDIAN THROUGH SEBO, INC. FOR DENTAL INSURANCE COVERAGE FOR VILLAGE EMPLOYEES.

This is the 3rd reading – Tabled

Mrs. Gordon made a motion to recommend to Council to un-table Ordinance 2025-34. The motion was seconded and carried. The motion passes.

ORDINANCE NO. 2025-35

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, AUTHORIZING THE MAYOR AND THE FISCAL OFFICER TO ENTER INTO A CONTRACT WITH GUARDIAN THROUGH SEBO, INC. FOR VISION INSURANCE COVERAGE FOR VILLAGE EMPLOYEES.

This is the 3rd reading - Tabled

Mrs. Rhoads made a motion to recommend to Council to un-table Ordinance 2025-35. The motion was seconded and carried. The motion passes.

ORDINANCE NO. 2025-38

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO REPEALING ORDINANCE NO. 2014-19 AND ADOPTING AN AMENDED SUBSTANCE USE AND RECOVERY PROGRAM.

This is the 3rd reading

ORDINANCE NO. 2025-42

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, AMENDING AND RESTATING ORDINANCE 2022-23 PROHIBITING THE DISCHARGE, IGNITION, OR EXPLOSION OF FIREWORKS.

This is a 3rd reading

ORDINANCE NO. 2025-43

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO ESTABLISHING THE SALARY AND THE BENEFITS OF THE VILLAGE FORESTER.

This is the 2nd reading

ORDINANCE NO. 2025-44

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, AUTHORIZING THE MAYOR AND THE FISCAL OFFICER TO RENEW A CONTRACT WITH THE PUBLIC ENTITIES POOL OF OHIO THROUGH PLUMER INSURANCE AGENCY FOR THE PROVISION OF LIABILITY INSURANCE FOR THE VILLAGE.

This is the 2nd reading

Mrs. Harper-Bigley explained there will be a review from PEP on September 16th and 17th to go over all areas for each department.

ORDINANCE NO. 2025-45

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, TO ADOPT AN INTERDEPARTMENTAL PROFESSIONAL CONDUCT PROTOCOL AND ESTABLISH PROCEDURES FOR RESOLUTION OF INTERDEPARTMENTAL CONFLICT AND DECLARING AN EMERGENCY.

See Attached

This is the 2nd reading

ORDINANCE NO. 2025-46

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO REPEALING ORDINANCE NO. 2013-08, AS AMENDED AND ADOPTING AN AMENDED EMPLOYEE HANDBOOK.

This is the 2nd reading

This will be added to the Government agenda next month. The Committee agreed to take time go through thoroughly and discuss.

ORDINANCE NO. 2025-47

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, ADOPTING THE MEDINA COUNTY ALL HAZARDS AND MITIGATION PLAN 2025.

This is the 2nd reading

ORDINANCE NO. 2025-48

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, AMENDING THE VILLAGE OF SEVILLE'S SALARY AND BENEFITS CODE RELATED TO MERIT RAISES FOR EMPLOYEES FOR THE YEAR 2026.

This is the 1st reading

ORDINANCE NO. 2025-49

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, AMENDING THE VILLAGE OF SEVILLE'S SALARY AND BENEFITS CODE RELATED TO WAGES OF EMPLOYEES OF THE VILLAGE OF SEVILLE FOR THE YEAR 2026.

This is the 1st reading

Mrs. Harper-Bigley passed out information about the difference in the different raises and explained her concerns between the differences.

Chief Deal passed out ordinance from 1996-72 regarding his department step raises. He feels there is some confusion about what a merit raise is compared to a step level raise. He explained with the ordinance in 1996 it shows steps 1 through 5 but level 5 cannot make more the \$4 per hour more than level 1. If he were to give a merit raise for somebody who is at level 5 and he gives them a \$1 per hour but does not want to give it to the person at level 1 it would be out of compliance with the ordinance. Consistency among law enforcement whether you need it or not, appears to be a percentage base across the board. There is not an individual performance that establishes salary increases per person. There is a bit of biasness. There is not current matrix that is determining who is doing a better job like arguing who is doing more traffic stops etc. How do you balance that against somebody who sets up a community event? You currently have legislations that states you cannot put quota on police officers to go out and make stops. Chief feels it would be contradictive to do a merit pay unless you did a merit that would be \$1 for across the board so it would be the within the legislation.

Mrs. Harper Bigley stated the Merit with a cap was a way to keep a happy medium to keep everyone staffed with pay and these incentives but without being too frivolous. Chief's point is very valid but we also need to keep it fair across the village for all employees.

Chief Deal also wanted to mention that other agencies for police use a percentage base. Most of the unions have a 3-year contract and come up with what their percentage is across the board. For example, Wadsworth just gave \$1 raise for this year but added 4% over the next two years. He agrees we do not want to be frivolous with our money but we have to remain competitive via the markets they are trying to absorb from. When they have positions, they want to fill with good officers from other good departments.

Mrs. Rhoads helped work on this in 1996 and explained they worked on this to help bring all of the wages to where they needed to be and it was set up as a tool to help council for further increases. BOPA also has a step increase as well. Streets and Park are based on certificates. These steps were put in place to help for growth. We have done merits and it has worked with steps but the department head did it so it stayed within the limits. She feels we need to discuss if we need to continue this or do we change this system. It is hard to keep track of and maybe it needs to be updated.

Chief said if there was a situation that we were not addressing the COLA at its maximum capacity; there are ways to incentivize things since we are looking at the handbook. For example, vacation where it takes 8 years to earn 3 weeks of vacation and he is seeing a trend from other places that offer more vacation earlier or offer the carry over of vacation differently as some incentives.

Mr. Kilgore agreed and stated at this time it seems police departments are all getting current applicants from other departments so it has to be competitive to be able to get officers to switch. Mr. Kilgore said step increases are the only ones that make sense to him along with other incentives. The officers that are coming over with experience should count that experience toward their steps. He knows of other departments that have had a payout for vacation that wasn't used by a certain time of year. Not the full amount but up to a certain amount.

Mrs. Rhoads asked if the committee members could think about all options and separate them all out. We need to make a decision by October. We have 2 decisions in front of us: 1) What are we going to do for 2026 based on the ordinances we currently have? 2) Make sure that we have looked at all these decisions before we are in the same place in 2026.

Mrs. Shultz explained BOPA also has step levels and if for example you have a level 2 employee that is doing great and we give a merit of \$1.00 to that employee and only want to give a step 4 employee a .40 cent raise, you may now have a level 2 employee who is making more than a step 4 employee. She feels it would be best to give a percentage and maybe not the whole 2.7 % but whatever amount council thinks is best.

Mrs. Rhoads passed out information regarding the benefits that we pay for and how much it adds to what we are paying for each employee. If we give cost of living like social security we give it completely. Social security residents will get it but they have to take the cost of their Medicare which will also go up. We pay for our employee's medical benefits so whatever COLA or merit we give would be above and beyond. Also note, if we give a 2.7%, OPERS will go up 14%, Medicare is 1.45% and OPNF is 19% on top of what we are already paying each employee. There would also be an increase in workers comp. We need to this month so it can go in front of Finance Committee on October 6th.

ORDINANCE NO. 2025-50

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, APPROVING, ADOPTING AND ENACTING THE 2026 EDITION OF THE MODEL OHIO BASIC CODE, PUBLISHED BY THE AMERICAN LEGAL PUBLISHING CORPORATION, FOR THE VILLAGE OF SEVILLE, OHIO; REPEALING ORDINANCES IN CONFLICT THEREWITH; AND PUBLISHING THE ENACTMENT OF NEW MATTER.

This is the 1st reading

ORDINANCE NO. 2025-51

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, AUTHORIZING THE MAYOR AND FISCAL OFFICER TO ENTER INTO A CONTRACT FOR CLEANING SERVICES.

This is the 1st reading

RESOLUTIONS UNDER CONSIDERATION:

RESOLUTION NO. 2025-09

A RESOLUTION OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO AUTHORIZING THE CHIEF OF POLICE TO APPLY FOR THE BLUECOATS OF MEDINA COUNTY 2025 GRANT, AND DECLARING AN EMERGENCY.

This is the 2nd reading.

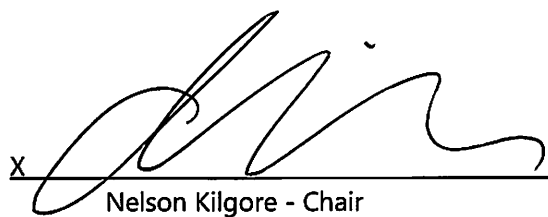
New Business:

Old Business:

- **40 Main Street (rent)** – Mrs. Rhoads made a motion the Government committee recommends to raise rent to \$350 starting January 1, 2026. The motion was seconded and carried. **We will have to confirm with our solicitor if this is the way we can proceed.** If this is ok to proceed, we will notify the current renter as soon as possible.

- **Privilege of the Floor: None**

Adjourn: Mrs. Miller made a motion to adjourn which was seconded and carried. The meeting adjourned at 8:14 pm.

X 
Nelson Kilgore - Chair