



FINANCE COMMITTEE REGULAR MEETING MINUTES

Location: 120 Royal Crest Drive, Seville, OH 44273

Date: 09/2/2025

Call to order at 8:20 p.m.

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

Absent: Brad Demiter (Member),

Approval of Minutes: Mr. Kilgore made a motion to approve minutes from the 08/04/25 meeting. The motion was seconded and carried. The minutes were approved as written.

Amendments to the Agenda: None

Approval to pay the bills: Mrs. Miller made a motion to pay the bills. The motion was seconded and carried. Upon Roll Call: YEAS: *Rhoads, Eby, Kilgore, Miller, Gordon* NAYS: *None* The motion passes to pay the bills.

Approval of Financial Reports ending 07/31/25: Due to Audit and working on 2026 budgets, the Financial reports will not be complete until next month's meeting for approval. Mrs. Rhoads stated we will need to approve both July and August reports at the October meeting.

Fiscal Officer Report: Mrs. Harper-Bigley mentioned we already touched on raises and medical information in Government meeting. She has been receiving quotes for the HVAC for the building so we have a good idea of price and we can decide which company we want go with for next year's budget to replace the system.

Privilege of the floor: None

New Business:

- **Salary Increase discussion:** The committee would like more time to review the information and make a decision on this. The committee agreed to have a work session before the Council meeting Monday September 8th at 6:30 pm. We need to make a decision for 2026 based on the ordinances that exist as of today. If we want to re-do an entire wage scale, we need to do that for the future and work on that for next year. Mr. Eby would like to see how our salaries compare to other similar Villages like ours. Mrs. Rhoads agrees but we need to make a decision for this year on whether we are doing a COLA or Merit raise or both and then work on updating the wage scale next year. Mrs. Shultz agrees we need to make a decision so we can get budgets finalized for 2026 and we want to get it right. She also commented it is hard to get a good comparison to other villages because not all do the same things we do. We all want our employees to be paid well to have the best employees and we want to stay competitive but we also cannot bankrupt ourselves to make payroll. Chief Deal agreed it is hard to compare our Police Department to others because of the different challenges in each Village including core values and employee issues, etc.. Mr. Manges also feels it would be hard to compare what the differences are with his department and other villages

because they may not have Parks department and our Parks employees are all licensed in spraying, fertilizing and working with some aquatics as well.

Mrs. Rhoads feels this committee needs to make a decision based on the current ordinance for this coming year and work on the other wage scale changes and incentives over the next year. The items we need to decide for the work session before Council meeting next week are:

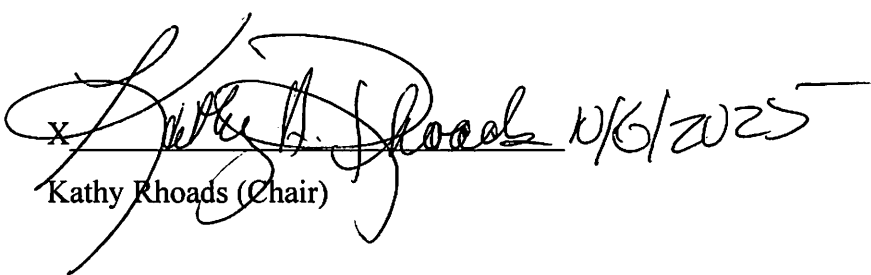
- 1: COLA at level of Social Security 2.7%
 - 2: COLA at a percentage that would be lower than the 2.7% since we cover all of the health care benefit cost.
 - 3: COLA and a Merit that are customized as council has decided with a CAP
 - 4: Merit with a CAP
- **Budget Schedule:** Mrs. Harper-Bigley passed out an outline of proposed/Preliminary Budget Schedule to be filed with the County Auditor.
 - **Insurance costs/contract:** Our Insurance will remain with Medical Mutual, we have had a decrease in cost this year.

Old Business:

- 2026 Preliminary Budget Review – See above
- Audit – Mrs. Haper-Bigley commented we are still working with Charles E Harris firm for the Audit. We are currently waiting for a new list of items they need to look at.

Privilege of the Floor: None

Mrs. Miller made a motion to adjourn. The motion was seconded and carried. The meeting was adjourned at 9:07 pm.

X  11/6/2025
Kathy Rhoads (Chair)