



## GOVERNMENT COMMITTEE REGULAR MEETING MINUTES

**Location:** 120 Royal Crest Drive, Seville, OH 44273  
**Date:** 11/03/2025

- Call to order at 7:00 PM

**Present:** Nelson Kilgore (Chair), Kathy Rhoads (Member), Dennis Gordon (Member), Randy Eby (Member), Leslie Miller (Member), Jennifer Gray (Recorder)

**Absent:** Brad Demiter (Member)

- Mrs. Rhoads made a motion to approve minutes from 10/06/25. The motion was seconded and carried. Minutes were approved as written.
- **Amendments to the agenda:** None
- **Privilege of the floor:** None

### ORDINANCES UNDER CONSIDERATION:

#### [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 3rd reading - Tabled**

#### [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 3rd 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 3rd reading**

#### [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 3rd 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 3rd reading**

#### [ORDINANCE NO. 2025-52](#)

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO AUTHORIZING THE MAYOR AND THE FISCAL OFFICER TO ENTER INTO AN AGREEMENT WITH THE BOARD OF COUNTY COMMISSIONERS OF MEDINA

COUNTY, OHIO RELATIVE TO THE PURCHASE OF MATERIALS.

**This is the 2nd reading**

**ORDINANCE NO. 2025-53**

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, ESTABLISHING TEMPORARY APPROPRIATIONS OF THE YEAR 2026.

**This is the 2nd reading**

**ORDINANCE NO. 2025-54**

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO APPROVING THE VILLAGE'S TEMPORARY BUDGET FOR THE YEAR 2026.

**This is the 2nd reading**

**ORDINANCE NO. 2025-55**

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO, AMENDING THE VILLAGE OF SEVILLE'S SALARY AND BENEFITS CODE TO ESTABLISH NEW PAY RANGES FOR EMPLOYEES OF THE VILLAGE.

**This is the 2nd reading**

**ORDINANCE NO. 2025-56**

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO AMENDING THE SEVILLE VILLAGE ZONING CODE SECTION 406.03

**This is the 2nd reading**

**ORDINANCE NO. 2025-57**

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO AMENDING THE SEVILLE VILLAGE ZONING CODE SECTION 808 WITH REGARD TO RECREATIONAL VEHICLE YARD RESTRICTIONS.

**This is the 2nd reading**

**Mrs. Gordon recommends to council that we table Ordinance 2025-57 until further discussion with the Zoning and planning Commission. The motion was seconded and carried. Upon roll call YEAS: Rhoads, Miller, Eby, Gordon, Kilgore NAYS: None. Motion passes**

**ORDINANCE NO. 2025-58**

AN ORDINANCE AMENDING THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO REPEALING ORDINANCE 2004-01 REGARDING POINTING AND DISCHARGING FIREARMS AND OTHER WEAPONS, AND DECLARING AN EMERGENCY.

**This is the 2nd reading**

**ORDINANCE NO. 2025-59**

AN ORDINANCE OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO AUTHORIZING THE MAYOR TO ENTER INTO A CONTRACT WITH THE MEDINA COUNTY ECONOMIC DEVELOPMENT CORPORATION.

**This is the 1st reading**

**RESOLUTIONS UNDER CONSIDERATION:**

**RESOLUTION NO. 2025-11**

A RESOLUTION OF THE VILLAGE OF SEVILLE, MEDINA COUNTY, OHIO AUTHORIZING THE CHIEF OF POLICE TO APPLY FOR A GRANT FROM THE STATE OF OHIO BODY-WORN CAMERA GRANT PROGRAM, AND DECLARING AN EMERGENCY.

**This is the 2nd reading**

**New Business:**

**• Handbook Updates**

Mr. Kilgore reported there was discussion about new hires bringing over government time up to eight years with department heads verifying and approving. Our solicitor said this could be a sticky issue. This is why we trying to decide to just cap that at government time or get rid of it all together and just move forward with the approval of the handbook. He asked the department heads for their input. Mr. Manges asked if that meant they could bring over their vacation time?

Mr. Kilgore said it was not bringing over vacation time earned but if they had 6 years of service in at a different government entity, they could start here with the 6 years of service for the purpose of earning vacation. Mr. Shultz asked if this included longevity as well. Mr. Kilgore did state it was part of the discussion. Mr. Bittaker said he feels vacation time and longevity should be earned while employed here. Mr. Manges agreed. Mr. Bittaker stated he feels if you are coming here, it is for a reason. You already get to bring sick time and retirement if you worked for another government entity. Why should you cost the village more money? Mr. Manges explained in his department it is usually not somebody from another government entity and he agrees it should be something you earn at this job. Chief Deal stated he is just repeating that he feels this would benefit making open positions more competitive with the open market that his department deals with. It is common that they take 100% of your years of service at other law enforcement jobs. Even though we talked about capping it, he knows a sheriff's department that just hired somebody with 20 years of service that they gave him credit to take over. Mr. Kilgore said the discussion just started with the police department. It is hard to find good officers and so we were trying to make Seville more marketable to come here instead of going somewhere else to work. Then it was suggested to offer it to all employees of the Village. Mr. Bittaker stated he has several employees that were hired that were not able to bring over their time here and this would not be fair to the people we have if Council agrees to do this. Mr. Manges stated he has some in his department that this would affect as well. Chief Deal stated our current employees working for us that have years of service somewhere else, would be able to be brought up to where they should be as well so it would benefit them. However, some employees would get the bad end of the deal. Mr. Bittaker stated he would be all for shifting our years working here for employees to earn vacation. For example, instead of waiting 8 years for 3 weeks of vacation move it to 5 years. He also asked what would they do to the guys that have been here a long time. Mr. Kilgore stated we have already adjusted the years of vacations. Mrs. Shultz stated it hasn't officially been approved. Mr. Bittaker stated he doesn't agree with getting 2 weeks after 6 months. He feels it should be after a year. After 6 months you get 3 personal days. Mrs. Rhoads said the other thing they discussed was moving all the anniversary dates to January. Mrs. Gray stated the Solicitor said this would be very difficult. Mr. Bittaker agreed he does not like this.

After much discussion, the committee decided to table this again and scheduled another work meeting feels they will need more time to continue to review the updates and department heads need to be invited even though are advertised as open meetings. They agreed to table this and scheduled a work session on **Monday, November 24<sup>th</sup> at 5:00 PM** in the council chambers.

- **40 W Main** – Mayor Carter stated we only got one bid but was under \$350 which was the starting required bid. It was from the current tenant. He reached out to the Mayor and stated under the contract he has now it states that he has the opportunity to give a 60-day notice to agree to the \$350 amount if council approves. Mr. Miller made the motion to recommend to Council to approve. The motion was seconded Upon Roll Call: YEAS: *Rhoads, Miller, Eby, Gordon, Kilgore* NAYS: *None*. Motion passes

**Old Business:** None

**Privilege of the Floor:** Mrs. Shultz asked about the COLA and the Merit raises that are to be voted on at the Council meeting. She was wondering if they were all agreeing on a merit raise with a cap. The last time they talked about it in Finance, there were 3 votes for the Merit with a cap and 2 votes for the COLA. Mrs. Gray explained that was not an official vote and if the vote were to be the same that would not be a quorum. Mrs. Shultz asked if they were to vote for the Merit with a cap then would they pass the wage scale ordinance to have the wage scales



adjusted as well. Mrs. Rhoads agreed there should be more discussion and will amend the finance agenda to discuss all 3 ordinances tonight before next week's council meeting.

**Adjourn:** Mrs. Miller made a motion to adjourn which was seconded and carried. The meeting adjourned at 7:30 pm.

X   
Nelson Kilgore - Chair