

## RECORD OF PROCEEDINGS

Minutes of \_\_\_\_\_

Regular

Meeting

BARRETT BROTHERS - DAYTON, OHIO

Form 6101

Held

Tuesday, November 14, 2023

The Pandora Village Council met in Regular Session on Tuesday, November 14, 2023, at 7:00 PM at the Municipal Building, with Mayor, Jeremy Liechty presiding.

Members Present: Burkholder, Eisenbach, Dettrow, Fricke, Braidic

Members Absent: Tadena

Also in attendance: Chief, Scott Stant/Village Administrator, Rick Morrison/Fiscal Officer, Kimberly Reese/ Solicitor, Scott Basinger/ Residents, Geoffrey and Doris Wolfrom, Tim Gray/ Village employees, Joe Karhoff and Ryan Shartell.

The meeting was opened with the Pledge of Allegiance.

Motion was made by Mr. Burkholder, seconded by Mr. Eisenbach, to approve the October 24, 2023 minutes with one correction. Voting: All Yea.

Motion was made by Mr. Eisenbach, seconded by Mr. Fricke, to approve the bills as presented; Total non-payroll of \$80,481.16 and payroll of \$30,588.50 for a total of \$111,069.66. Voting: All Yea.

Motion was made by Mr. Burkholder, seconded by Mr. Eisenbach, to approve the Fund Summary, Bank Reconciliation and Bank Balance Reports for October, 2023. Voting: All Yea.

Motion was made by Mr. Eisenbach, seconded by Ms. Dettrow, to approve the Revenue and Appropriation Summary Reports for October, 2023. Voting: All Yea.

Mr. Geoffrey Wolfrom expressed his concern to Council for information he had heard regarding village employees, Joe Karhoff and Ryan Shartell being dissatisfied with their wage increases for 2024. Mr. Wolfrom stated that these two employees are a great value to the village with their experience, good attitude, and water/sewer licenses that they hold. He asked that Council consider the cost of replacing these two employees if they would leave and that they should be paid fair and equitable wages. Mr. Tim Gray stated that there should be annual meetings with employees and Council together, regarding wages, to avoid conflicts.

Employees, Joe Karhoff and Ryan Shartell, started the conversation with Council by asking how raises are determined. Ms. Dettrow stated that they compare the village of Pandora with other villages and look at salaries, how many employees there are, and insurance benefits that are offered. Ms. Dettrow also stated that significant raises were given last year to catch up Pandora employees to other villages. Raises for 2024 were determined by using a cost of living increase of 2%-3% calculated by the lowest hourly employee, giving everyone an increase of \$0.75 per hour. Joe Karhoff was given an increase of \$1.25 due to having both Class I Water and Wastewater licenses which was not accounted for last year. Joe and Ryan also expressed dissatisfaction with last year's raises as the comparison to other villages put them on the low end of the survey and continue to reflect this. Other items discussed were the fact that evaluations were done after Council had already determined wage increases and that supervisors, Rick Morrison and Scott Stant, prepare evaluations however are never a part of the conversation with Council regarding wages. Joe Karhoff requested consideration of \$25-\$25.50 per hour and Ryan Shartell requested consideration of \$24.50-\$25 per hour. Council apologized for the way evaluations were handled this year, expressed their appreciation to Joe and Ryan for the work that they do and recognized the skill sets that they have. Council also stated that they need to be fiscally responsible and answer to the taxpayers.

Ordinance No. 611-2023: AN ORDINANCE REPEALING ORDINANCE 558-2015; 571-2016; 583-2018 AND 492-2006 OF THE ORDINANCES OF THE VILLAGE OF PANDORA REGARDING MUNICIPAL INCOME TAX AND RESTATING SAID MUNICIPAL INCOME TAX ORDINANCE AS FOLLOWS: Motion was made by Mr. Burkholder,

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seconded by Mr. Eisenbach, to place Ordinance No. 611-2023 on its second reading. Voting: All Yea.

Ordinance No. 612-2023: AN ORDINANCE PROHIBITING NEW INSTALLATION OF PROPANE TANKS AS A PRIMARY HEAT SOURCE AND PROPANE TANKS LARGER THAN 100 POUNDS WITHIN THE VILLAGE LIMITS FOR HEALTH AND SAFETY CONCERNS. SAID PROPANE TANKS MUST MEET THE BELOW STATED REQUIREMENTS TO BE ALLOWED WITHIN THE PANDORA VILLAGE LIMITS. Motion was made by Mr. Fricke, seconded by Ms.Dettrow, to place Ordinance No. 612-2023 on its second reading. Voting: All Yea.

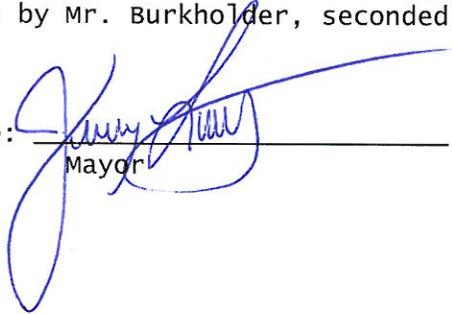
Council reviewed an agreement with the Risser family in regards to the purchase of cemetery plots in the village of Pandora Cemetery. Motion was made by Ms.Dettrow, seconded by Mr. Burkholder, to approve said agreement with the Risser family. Voting: All Yea.

Resolution No. 2023-722: A RESOLUTION AUTHORIZING THE MAYOR OF THE VILLAGE OF PANDORA, OHIO TO ENTER INTO AN AGREEMENT WITH LITA SUE SEIFKER, MEGAN FARRELL, MICHAEL RISSER, AND RITA FOLLAS AS TO CEMETERY BLOCKS 30, 31, 32, LOCATED IN THE PANDORA CEMETERY, PANDORA, OHIO. Motion was made by Mr. Burkholder, seconded by Mr. Eisenbach, to adopt Resolution No. 2023-722. Voting: All Yea.

Village Administrator, Rick Morrison, presented the following report: (1) Spouting - Had spouting and downspout installed on new salt bin and had downspout installed on the water plant building. (2) Main St. Lights - On Saturday, Nov.4th all the lights on the north side of Main St. and the lights on the south side from the Lunch Box to the old Missionary Church quit working. Joe found the problem on Monday which was a faulty photoelectric switch in the main control panel. (3) PEP - Nick Leach with Public Entities Pool of Ohio visited the village on Monday, Nov. 6th and had several suggestions for the village. The suggestions included safety measures be added to the Municipal building such as security cameras, panic button, etc. in case of emergency. Succession planning be reviewed annually for vital village roles such as Police Chief, Fiscal Officer, Village Administrator, etc. Ensure life safety elements are current such as fire extinguishers, and are serviced annually and routinely tested and emergency exit backup lighting is working properly. Consider removing or modifying the high risk equipment, such as the rubber bridge, moving steps, rope climbs, tire bridges, etc. and perform inspections at the play structure in the park. (4) Brian Hilvers EMA- Sent me an FYI email that there is a grant for external weather sirens. He has sent this out to all the mayors and feels if all the mayors go together there is a better chance of getting on. (5) Madison Ave. Siren - Radio Hospital looked at this siren and determined the problem and presented a quote to make needed repairs and replacement of equipment. I have accepted the proposal for the needed repairs. Estimated delivery is 8 weeks.

With no further business to discuss, the meeting was adjourned upon a motion by Mr. Burkholder, seconded by Mrs. Braidic. Voting: All Yea.

SIGNED:

  
Mayor

SIGNED:

  
Fiscal Officer