



MIKE BICKLEY
Councilmember

PATTY DELAND
Councilmember

TIM MCILRATH
Councilmember

PAM CROSBY
Mayor

CARLA ROSPERT
Councilpresident

NATE SHAFER
Councilmember

STEFAN TAYLOR
Councilmember

VILLAGE COUNCIL – COUNCIL WORK SESSION

Thursday, January 14, 2021 @ 6:00 P.M.

Village Council Chambers

11 S. Main Street

Milan, Ohio 44846

***Livestream information** In light of the current situation with the Covid-19 virus until further notice, the Village feels that it is in the best interest and safety of the residents that the meeting will be open to the public via live-streaming on the Village of Milan Facebook page.*

The public is free to access, observe and hear the discussions and deliberations of all members of the Village of Milan Council via the following link: [Facebook.com/milano](https://www.facebook.com/milano)

- I. Call to Order
- II. Roll Call
- III. New Business - Discussion of Proposed Employee Personnel Policies
- IV. Questions for Next Meeting
- V. Adjournment



**Village of Milan
Council Work Session Meeting
January 14, 2021**

A work session for the Village of Milan Council was called to order by Mayor Pam Crosby on Thursday, January 14, 2021 at 6:00 p.m. in the Council room at 11 S. Main Street, Milan, Ohio.

Roll call: McIlrath - yes, Bickley (by phone) - yes, Rospert - yes, Taylor - yes, Shafer - absent, Deland - yes.

Also, present: Mayor Pam Crosby, Fiscal Officer Cathy Ramey, Administrator Brian Rospert, and Attorney Jim Barney.

Agenda

Discussion on proposed Village of Milan Personnel Policies.

Corrections – Chapter 1.4 Active pay status – remove the wording **sick leave** from the definition.

Section 1.3 Objectives – B. in addition to the annual performance evaluations conducted by the Village Administrator, Mayor and Supervisors in their respective offices/departments, the **Village Administrator, Mayor, Fiscal Officer and Police Chief**, will have a 360 evaluation.

Any clerical changes will be emailed to Administrator Brian Rospert.

Chapter 3 – Section 3.6 Hours of Work - (noted from Administrator to Council that the Village is trying to duplicate the policies from Monroeville and Oak Harbor to fit Milan.)

A. Regular Hours - the work week begins at **12:01 AM Monday** and ends at **Midnight on Sunday**.

B. Flex-Time Policy - Village does not have flex time but does have comp time policy. Discussion over flex time and comp time with no resolution this section has been postponed and will be revisited at a later work session.

C. Lunch Breaks – An employee **may work** through an unpaid meal break in exchange to leave early.

B. 3. Flex-Time Policy - Work call out language will be added once Administrator has an explanation of how Monroeville does their call out for requested attendance at a Council meeting or Council-related committee meeting.

5. On-Call Program will be re-reviewed at next meeting.

Scheduling – will be cleaned up to the Village of Milan On Call Program. Weekend chores are still being discussed and reviewed at next meeting.

Questions for Next Meeting

None

Adjournment

Motion by DeLand, seconded by Taylor, to adjourn tonight’s meeting.

Roll call: Bickley (by phone) - yes, McIlrath - yes, Rospert – yes, Taylor – yes, Shafer - absent, DeLand – yes.

Carla Rospert

Carla Rospert, Council President

Catherine Ramey

Catherine Ramey, Fiscal Officer