



**Village of Milan
Council Work Session Meeting
January 22, 2026**

A work session for the Village of Milan Council was called to order with the Pledge of Allegiance by Mayor Pam Crosby on Thursday at 6:30 p.m. in the Council room at 11 S. Main Street, Milan, Ohio.

Roll call: McIlrath – absent, Naufel – yes, Rospert – yes, Taylor – yes, Shafer – yes, McManus – yes.

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

Motion by Rospert, seconded by Naufel, to excuse Tim McIlrath from tonight's Work Session.

Roll call: Naufel – yes, Rospert – yes, Taylor – yes, Shafer – yes, McManus – yes.

New Business

1. Wage Study – Council gave consensus to Fiscal Officer Ramey to move forward with the study.
2. Part-Time Wage Increase for Police & Zoning – Council discussed and will motion to increase the part-time employee's wages by 3% retroactive back to January 12, 2026 at the regular Council meeting scheduled for Wednesday January 28, 2026.
3. Intermittent Employees – Council would like to amend the Personnel Policy to remove the word intermittent from the policy. A motion on this will be presented and voted on at the regular Council meeting scheduled for Wednesday January 28, 2026.
4. Cell Phone Reimbursement Increase – it was discussed and Council's decision is to keep the cell phone reimbursement at the \$25.00 a month.
5. Reimbursement for Healthcare while on Medicare – Council to motion and amend the Personnel Policy Section 5.10 to read as follows: In the event the Village offers health insurance to its employees and an eligible employee elects not to participate in the Village health insurance (medical, dental and vision), he or she shall be entitled to a monthly payment based on the current terms of the health insurance agreement. Council will also motion to rescind the motion they made at the April 24, 2024, Council meeting, regarding full-time employees Medicare/Medicaid eligible not taking the Village healthcare plan will be 25% of a single rate.

New Business - cont.

It was also mentioned that Fiscal Officer Ramey reimbursed the Village \$311.92 for her portion regarding health insurance and Council discussed reimbursement back to Fiscal Officer Ramey.

6. Life Insurance – Fiscal Officer Ramey mentioned that Village policy states that Life Insurance is a benefit and she has not deducted from employees as a withholding beginning this year.
7. Cybersecurity Policy – RzyInt created a new Cybersecurity Policy that follows House Bill 96. This Policy will be presented at the January Regular Meeting to pass and to remove the old language from our Personnel Policy.
8. Water Tower Update – Administrator Rospert spoke on the Water Tower Notice of Violation Letter from the Ohio EPA where we will be required to have a plan to the Ohio EPA regarding painting the interior and exterior of the water tower and replace the overflow screen by July 1, 2026. He also mentioned that we were not successful in obtaining the Ohio Public Works Commission Grant for this work. He discussed a ten-year maintenance agreement provided by a vendor and the use of Capital Improvement Funds to pay for the agreement. Council asked our Solicitor Jim Barney to investigate this further for his legal opinion.
9. New Four Way Stop Sign on Williams Street – discussion took place and Council chose to have the sign remain permanently.
10. Other – Councilperson Naufel would like to revisit having one garbage hauler in Milan.

Unfinished Business

Questions for Next Meeting

None

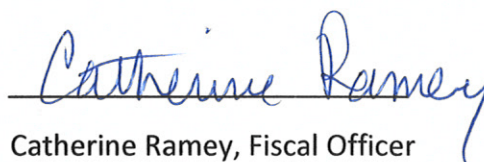
Adjournment

Motion by Taylor seconded by Shafer, to adjourn tonight's meeting.

Roll call: Naufel – yes, Shafer – yes, McManus – yes, Rospert – yes, Taylor – yes.



Carla Rospert, Council President



Catherine Ramey, Fiscal Officer