

**Village of Milan
Council Work Session Meeting Minutes
December 2, 2025**

A work session for the Village of Milan Council was called to order by Mayor Pam Crosby on Tuesday December 2, 2025, at 6:30 p.m. in the Council room at 11 S. Main Street, Milan, Ohio.

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

Motion by McIlrath, seconded by Naufel, to excuse Taylor from tonight's meeting.

Roll Call: McIlrath – yes, Naufel – yes, Rospert – yes, Shafer – yes, McManus – yes.

Also present were Fiscal Officer Cathy Ramey, Administrator Brian Rospert and Solicitor Jim Barney.

New Business

2026 Budget – Fiscal Officer Ramey will submit the budget to Council this coming weekend, noting it will be the same as last year except for a 6% wage increase and any additional cost per departments.

Employee Health Care – Fiscal Officer Ramey stated she should have a response back sometime this week from the insurance broker. Councilperson Naufel wants Fiscal Officer Ramey to explore HSA option when researching.

Employee Wages – Mayor Crosby asked if any of the following employees in attendance: Julie Stelzer, Bob Cumston, Tim Heim, Tyson Metz or Brad Simon wanted to speak. Village Electric Superintendent Tyson Metz spoke stating he came on his own, along with the other employees to speak to Council regarding the upcoming raises and requested that Council consider adjusting wages to ensure they are aligned with up-to-date compensation levels. Councilperson McManus stated that she did invite the employees to this meeting. Water/Wastewater Superintendent Simon also expressed compensation to be updated to reflect current pay levels for similar positions in surrounding villages. Council President Rospert proceeded to say she did not feel comfortable giving 6% raise or the merit raises Administrator Rospert stated in an explanation given to Council, nor did she agree with Electric Superintendent Tyson Metz's comments he gave Council. Council President Rospert along with Councilpersons, McIlrath, Shafer and Naufel want a rate study done. Fiscal Officer Ramey will call in the morning and get quotes for Council for this study, while Councilperson McManus feels this wage study will be a waste of taxpayers' money.

Amendments to the Personnel Policy – the following additions were discussed to be included in the personnel policy.

Amend Section 5.2 – Vacation (D) to add the following language: All new hired full-time employees after completion of their six (6) month probationary period shall be granted one (1) calendar week of vacation. Upon the employees one (1) year anniversary date of hire, the employee will be granted an additional one (1) calendar week of vacation and will start accruing vacation hours after the first year of employment, at 3.07 hours per pay period.

This will be presented at the Council meeting on December 17th.

Amend Chapter 7: Employee Development - Section 7.1 - Developmental Training by adding subsection (E) **Merit Increase for Required Certification(s).**

- An employee of the Water Department shall receive a merit increase in the amount of \$1.00 for their Water Distribution Certification License.
- An employee of the Wastewater Department shall receive a merit increase in the amount of \$1.00 for the Wastewater I Certification License.
- An employee of the Wastewater Department shall receive a merit increase in the amount of \$1.00 for the Wastewater II Certification License.
- An employee of the Electric Department shall receive a merit increase in the amount of \$1.00 for each year of the Electric Journey Workers Certification, which is a four-year program.
- Any employee required to have a Commercial Drivers License (CDL) for their job shall receive a merit increase in the amount of \$1.00 upon successful completion of this license.

This was tabled until after the wage study.

Four Way Stop at Williams and Liberty Street – Discussion on how to slow traffic on Williams Street and it was suggested to make it a four (4) way stop at Williams and Liberty Street. This will be presented at the Council meeting on December 17th.

Unfinished Business

None

Questions for Next Meeting

None

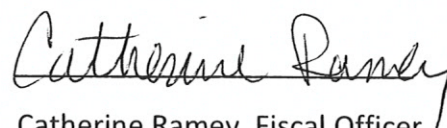
Adjournment

Motion by McManus, seconded by Naufel, to adjourn tonight's meeting.

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



Carla Rospert, Council President



Catherine Ramey, Fiscal Officer