

AGENDA
October 12, 2026

1. Call meeting to order.
2. Invocation * – Please stand- (The Invocation may include a prayer, a reflective moment of silence, or a short solemnizing message. The Invocation is the voluntary offering of a private citizen to and for the benefit of Council; and the views expressed in the Invocation have not been reviewed or approved by Council and do not necessarily represent the views of Council. No member of Council, no Village Employee, and no person in attendance is required to participate in the Invocation that is offered; and such decision will have no effect on any individual's right to participate in the business of the Council.)
3. Pledge of Allegiance – Please Stand
4. Roll Call of Members
5. Approval of Agenda
6. Approval of Minutes from the September 28, 2026 Regular Meeting
7. Public Questions and Statements (Note: Anyone wishing to speak must state their name and will be allowed 3 minutes on their subject)
8. Administrator's Report
9. Departmental Reports
 - a. Mayor – Toby Thomas
 - b. Police – Joe Hicks
 - c. Fire – John Chapin
 - d. Ambulance – Steve Roeder
 - e. Recreation – Joe Thomas
10. Ordinance 2026-19 An Ordinance Adjusting the Current Pay Ranges and Pay Rates for Village Employees, and Declaring an Emergency. Third Reading.
11. Ordinance 2026-20 An Ordinance Amending Ordinance No. 16-13, Setting the Rental Fees and Terms for Use of the Village Hall and Clarifying that Hileman Building Rental Fees are Governed by the Village Recreation Fee Schedule. Third Reading.
12. Ordinance 2026-22 An Ordinance Amending the Village's Employee Handbook to Address Updates to the Reimbursement of Employee Expenses Policy, and Declaring an Emergency. Third Reading.
13. Ordinance 2026-23 An Ordinance Amending Section 143.18 of the Village Codified Ordinances and the Village Employee Handbook Policy on Use of Credit Cards. Third Reading.
14. Resolution 2026-35 A Resolution to Approve a Then and Now Certificate for a Purchase Made, and Declaring an Emergency. Emergency Reading.
15. Old Business
16. New Business
17. Approval of Bills to be paid
18. Adjourn
 - Any minister of a church or member of a religious order representing any religious organization with (501.(c)(3))" Status recognized by the Internal Revenue Service may volunteer to present the Invocation at a meeting by Council by contacting the Fiscal Officer. Volunteers will be accepted on a first come, first served, rotating basis; and, in the absence of such volunteers, the invocation may be delivered by the Mayor. In delivering the Invocation, a volunteer is free to follow the dictates of his own conscience without prior review by the Village, but is requested to maintain a spirit of respect for all; to not exploit the opportunity as an effort to convert others to a particular faith or disparage the faith or belief of others; and to not exceed three minutes.

ORDINANCE NO. 26 – 19

AN ORDINANCE ADJUSTING THE CURRENT PAY RANGES AND PAY RATES FOR VILLAGE EMPLOYEES, AND DECLARING AN EMERGENCY.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF NEW LONDON, HURON COUNTY, OHIO, AS FOLLOWS:

Section 1. That the Village's "Employee Handbook and Personnel Policies" Salary Schedule be, and hereby is, amended, effective from and after *the first full pay period* after the effective date of this Ordinance, to read as follows:

VILLAGE OF NEW LONDON SALARY SCHEDULE (Rates are hourly, except as noted)		
	FROM:	TO, NOT TO EXCEED:
VILLAGE ADMINISTRATOR	\$75,000 Annually	\$ 110,000 Annually
WATER/SEWER SUPT.	\$80,000 Annually	\$ 100,000 Annually
UTILITY FOREMAN	\$65,000 Annually	\$ 95,000 Annually
ASST. WATER/SEWER SUPT.	\$70,000 Annually	\$ 95,000 Annually
WATER & SEWER		
WATER/SEWER DEPARTMENT	\$20.00	\$ 35.00
WATER/SEWER LICENSE SCALE	\$20.00	\$ 35.00
DISTRIBUTION COLLECTION LICENSE	\$21.00	\$ 30.00
CLASS 1 LICENSE	\$21.00	\$ 30.00
CLASS 2 OR DOUBLE CLASS 1	\$22.00	\$ 31.00
CLASS 3 OR CLASS 2 AND CLASS 1 LICENSE	\$23.00	\$ 32.00
CLASS 3 AND CLASS 1 OR DOUBLE CLASS 2 LICENSE	\$24.00	\$ 33.00
CLASS 3 AND CLASS 2 LICENSE	\$25.00	\$ 34.00
DOUBLE CLASS 3 LICENSE	\$26.00	\$ 35.00
*STARTING RATE, BUT STILL FALLS WITHIN DEPT. RANGE FOR MAXIMUM		
A minimum raise of \$1.00 for every operator license		
A minimum raise of \$.50 for every distribution or collection license		
Backflow operator shall receive an additional \$1.00 per hour for running this program.		
A LICENSED EMPLOYEE WHO IS HIRED TO WORK PART-TIME IN A LICENSED CAPACITY WILL BE PAID IN ACCORDANCE WITH THE RATES APPLICABLE TO FULL-TIME LICENSED EMPLOYEES		

STREET & SANITATION*		
STREET/SANITATION DEPT. UNSKILLED	\$15.00	\$24.00
STREET/SANITATION DEPT. SKILLED	\$17.00	\$27.00
PART TIME/SUMMER HELP	\$15.00	\$17.00
PART TIME/SUMMER HELP SKILLED	\$17.00	\$22.00
*IN ADDITION TO THE FOREGOING, ANY EMPLOYEE IN THE STREET & SANITATION DEPARTMENT WILL AUTOMATICALLY RECEIVE AN INCREASE OF \$1.00 PER HOUR FOR OBTAINING A CDL DRIVERS LICENSE		

PARKS & RECREATION		
RECREATION MANAGER	\$40,000 Annually	\$ 80,000 Annually
RESERVOIR CAMPGROUND MANAGER	\$15.00	\$ 24.00

SUMMER HELP	\$11.50	\$ 18.00
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CEMETERY			
CEMETERY SUPERINTENDENT	\$5,000	Annually	\$ 6,000 Annually
CEMETERY SEASONAL	\$12.50		\$15.00
Entry Level	\$12.50		\$13.00
1 st Season Returning	\$13.00		\$13.75
2 nd Season Returning	\$13.75		\$14.25
Lead/Experienced	\$14.25		\$15.00

OFFICE			
FISCAL OFFICER	\$55,640.00	Annually	\$ 75,000 Annually
TAX CLERK	\$18.00		\$ 30.00
UTILITY CLERK	\$18.00		\$ 30.00

POLICE		
POLICE CHIEF	\$30.00	\$45.00
LIEUTENANT*	\$27.00	\$42.00
POLICE SERGEANT*	\$25.00	\$40.00
CORPORAL*	\$23.00	\$38.00
PATROL OFFICERS*	\$21.00	\$36.00
PART TIME PATROL OFFICERS*	\$18.00	\$33.00

*IN ADDITION TO THE FOREGOING, BEGINNING ON THE EFFECTIVE DATE OF THIS ORDINANCE, **ALL RANKS DENOTED ABOVE, OTHER THAN THE POLICE CHIEF**, PATROL OFFICERS WORKING THE "THIRD SHIFT" (I.E. 11:00 P.M. – 7:00 A.M.) SHALL BE PAID AN ADDITIONAL 75¢ **\$1.00** PER HOUR FOR ALL TIME WORKED DURING THE THIRD SHIFT; AND **ALL RANKS DENOTED ABOVE, OTHER THAN THE POLICE CHIEF**, PATROL OFFICERS WORKING THE "SECOND SHIFT" (I.E., 3:00 P.M. – 11:00 P.M.) SHALL BE PAID AN ADDITIONAL 25¢ **50¢** PER HOUR FOR ALL TIME WORKED DURING THE SECOND SHIFT."

Section 2. That, effective from and after *the first full pay period* after the effective date of this Ordinance, the wage rates for the individuals set forth below shall be increased as follows:

Name	Current rate	Final pay rate
Gabe Heilman	\$30.50	\$31.41
Tim McCallister	\$20.00	\$22.00
Matt Hardy	\$26.00	\$27.30
David Patton	\$25.00	\$26.50
Clayton Englet	\$29.00	\$29.87
Chad Bilton	\$31.76	\$32.71
Wendy Kidd	\$29.77	\$30.00
Bryan Clime	\$25.00	\$26.50
Clint Cherry	\$19.54	\$20.12
Tim Brown	\$25.00	\$26.50
Tyler Webb	\$18.42	\$18.97
Lucinda Biddinger	\$20.00	\$21.00
Michelle Popa	\$24.00	\$25.20
Nancy Howell	\$58,240 Annually	\$61,152.00 Annually
Joe Thomas	\$74,880.00 Annually	\$78,624.00 Annually
Don Patton	\$93,600.00 Annually	\$98,280.00 Annually
Cole Riser	\$89,440.00 Annually	\$93,912.00 Annually

Brian Cucco*	\$79,040.00 Annually	\$84,572.80 Annually
<u>5,000 - \$6000.00* plus \$ as compensation for the position of Cemetery Superintendent</u>		
John Chapin	\$8,487.20 Annually	\$8,741.82 Annually
Brittany Roeder	\$18.00	\$18.54
Frank Murr	\$15.45	\$15.45
Tom Albright	\$15.45	\$15.45
Andy O'Dell	\$15.45	\$15.45
Tom Howell	\$15.45	\$15.45
Tammy Montgomery	\$14.00	\$14.42
Shawn Pickworth	\$99,840.00 Annually	\$102,835.00 Annually
Chief J. Hicks	\$76,502.40 Annually	\$80,308.80 Annually
Sergeant L. Capiot	\$29.76	\$32.76
Sergeant Z. Ingraham	\$29.66	\$31.14
Officer T. Ingraham	\$23.69	\$24.40
Officer G. Broeckel	\$23.14	\$23.83
Officer D. Johnson	\$20.09	\$20.89
Officer H. Gregory	\$19.08	\$19.65
S.R.O. C. Cross	\$22.50	\$23.63
Summer Seasonal	\$11.85	\$11.85

Section 3. Supervisory Discretionary Raises. In addition to the wage adjustments authorized in Section 2 of this Ordinance, each department supervisor is hereby authorized, in the supervisor's discretion, to grant an individual wage increase to an employee under the supervisor's direct supervision in an amount not to exceed five percent (5%) of that employee's rate of pay in effect immediately before the increase. No wage increase granted under this Section shall cause an employee's rate of pay to exceed the maximum rate established for the employee's position or classification in the Salary Schedule adopted by Section 1 of this Ordinance. Any increase granted pursuant to this Section shall be documented in writing, submitted to the Fiscal Officer, and shall not become effective until the Fiscal Officer confirms that sufficient funds have been lawfully appropriated and are available for that purpose. A supervisor shall have no authority under this Section to increase the supervisor's own compensation.

Section 4. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, or safety, and for the welfare of the citizens of the Village, and for the further reason that it is necessary that this measure apply as soon as possible to assure that the new wage rates may be implemented at the earliest possible time, and that, provided it receives the majority vote of two-thirds or more of those elected to Council, this Ordinance shall therefore take effect and be in force immediately from and after its passage, and otherwise it shall take effect at the earliest period allowed by law.

PASSED:

ATTEST:

Fiscal Officer

Mayor

RESOLUTION NO. 2026 – 35

A RESOLUTION TO APPROVE A THEN AND NOW CERTIFICATE FOR A PURCHASE MADE, AND
DECLARING AN EMERGENCY.

WHEREAS, Ohio Revised Code Section 5705.41(d) provides a process for the taxing authority (Council) to authorize “Then and Now Certificates” to cover financial commitments made to vendors by the Village prior to a formal purchase order being generated; and

WHEREAS, this Council has received from the Village Fiscal Officer within the prior thirty (30) days certification(s), with respect to the item(s) listed in Section 1 of this Resolution, that there was at the time of the making of such contracts or order and at the time of the execution of such certificates a sufficient sum appropriated for the purpose of such contract(s) and in the treasury, or in process of collection, to the credit of an appropriate fund free from any previous encumbrances; and

WHEREAS, this Council finds and determines that appropriate funds were at hand both then and now for the expenditure(s) stated below, and that the subject expenditure(s) is/are currently budgeted, and the purchase order(s) was/were processed after the order date;

WHEREAS, Council now desires to authorize the drawing of warrant(s) in payment of the amount due upon such contract(s) or order(s); Now, Therefore,

BE IT RESOLVED by the Council of the Village of New London, Huron County, Ohio:

Section 1. That the following purchase(s) is/are approved for Then and Now Certification:

Vendor	Description	Amount	Fund Account Number
Buckeye State Pipe	Valves, Couplings, Tees, Bolt Kits, Lids	\$4,436.41	Water-5101-539-439-6040

Section 2. That this Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, or safety, and for the welfare of the citizens of the Village, and for the further reason that it is necessary that this measure become effective at the earliest possible time in order to allow the Village to pay for this expenditure that is now due and owing, and that, provided it receives the majority vote of two-thirds or more of those elected to Council, this Resolution shall therefore take effect and be in force immediately from and after its passage, and otherwise it shall take effect at the earliest period allowed by law.

PASSED: _____

ATTEST: _____

MAYOR

FISCAL OFFICER