COUNCIL AGENDA

Monday, November 16, 2026 – 7:00 pm

Waynesville Municipal Building, 1400 Lytle Road

I. Roll Call

II. Pledge of Allegiance

III. Mayor (for purposes of acknowledgments)

IV. Disposition of Minutes of Previous Meetings
- Council, November 2, 2026

V. Public Recognition/Visitor's Comments (A five-minute per person time limit will be allowed for each speaker unless more time is requested and approved by a majority of the council)

VI. Old Business

VII. Reports
- Standing Council Committees
  a) Finance Committee
  b) Public Works Committee
  c) Special Committees
- Village Manager's Report
- Police Report
- Finance Director's Report
- Law Director's Report

VIII. New Business:

Legislation:

Reading of Ordinances and Resolutions:

First Reading of Ordinances and Resolutions:

None

Second Reading of Ordinances and Resolutions:

ORDINANCE NO. 2026-046
AN ORDINANCE AUTHORIZING THE VILLAGE MANAGER TO ENTER INTO A RETAINING WALL COST-SHARING AGREEMENT WITH THE OWNER OF 121 SOUTH MAIN STREET (HAMMEL HOUSE) AND AUTHORIZING THE VILLAGE TO PAY FIFTY PERCENT (50%) OF THE COST OF THE RETAINING WALL, NOT TO EXCEED THIRTY THOUSAND DOLLARS ($30,000.00)

ORDINANCE NO. 2026-047
AN ORDINANCE APPOINTING JEFFREY D. FORBES AND THE LAW FIRM OF WOOD & LAMPING LLP AS LAW DIRECTOR FOR THE VILLAGE OF WAYNESVILLE, OHIO, AND ESTABLISHING THE COMPENSATION

ORDINANCE NO. 2026-048
AN ORDINANCE ACCEPTING AND CONFIRMING THE DEDICATION OF THE PUBLIC STREET RIGHT-OF-WAY EXTENDING BETWEEN THIRD STREET AND MAIN STREET, DEDICATED IN PART AS CHAPMAN STREET AND IN PART AS TYLER STREET, AND DECLARING THAT THE ENTIRE RIGHT-OF-WAY SHALL BE KNOWN AS CHAPMAN STREET

ORDINANCE NO. 2026-050
AN ORDINANCE ESTABLISHING AN UNCLAIMED MONEY FUND (FUND NO. 9903) PURSUANT TO SECTION 9.39 OF THE OHIO REVISED CODE AND ESTABLISHING PROCEDURES FOR THE HANDLING OF UNCLAIMED MONEY, INCLUDING UNCLAIMED MONEY OF THE WAYNESVILLE MAYOR'S COURT

ORDINANCE NO. 2026-051
AN ORDINANCE ESTABLISHING CERTAIN POSITIONS AND AMENDING THE BASE PAY RATES AND RANGES OF VILLAGE OF WAYNESVILLE EMPLOYEES

ORDINANCE NO. 2026-052
AUTHORIZING THE MAYOR TO EXECUTE AN AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH GARY L. COPELAND

ORDINANCE NO. 2026-053
AUTHORIZING THE VILLAGE MANAGER TO EXECUTE AN AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH JAMIE MORLEY

Tabled:

None

IX. Executive Session

X. Adjournment

Next Regular Council Meeting:

December 7th, 2026, at 7:00 pm

Upcoming Meetings and Events:

Waynesville Revitalization Partnership, November 16th @ 5:00 p.m.
Finance Committee, November 16th, 2026 @ 6:00 p.m.
Public Works Committee, December 7th, 2026, @ 6:00 p.m.

Village of Waynesville
Council Meeting Minutes
November 2, 2026 at 7:00 pm

DRAFT

Present: Mr. Zack Gallagher
Mayor Earl Isaacs
Mr. Troy Lauffer
Mrs. Connie Miller
Mr. David Nation
Mr. Adam Powell
Absent: Mr. Chris Colvin

Village Staff Present: Jeff Forbes, Law Director; Chief Gary Copeland, Village Manager and Safety Director; Jamie Morley, Finance Director and Clerk of Council

CLERK'S NOTE- *This is a summary of the Village Council Meeting held on Monday, November 2nd, 2026.*

Mayor Earl Isaacs called the meeting to order at 7:00 p.m.

Roll Call – 6 present

Mr. Nation moved to excuse Mr. Colvin from tonight's meeting, and Mr. Gallagher seconded.

Motion – Nation
Second – Gallagher

Roll Call – 6 yeas

Mayor Acknowledgements

Mayor Isaacs said the streets are looking good, and it was nice to see the house on S. Main Street come down and work on the new parking lot progressing. He also added that he loves the proposed artwork for the new mural on Hammel House.

Disposition of Previous Minutes

Mrs. Miller moved to approve the minutes for the Council meeting on October 19th, 2026, as written, and Mr. Lauffer seconded.

Motion – Miller
Second – Lauffer

Roll Call – 6 yeas

Public Recognition/Visitors' Comments

Mike Sales, 1102 Brookfield, stated that he had attended the North Warren County Transportation Plan meeting at the Warren County Career Center. He said the meeting provided much more information than what has been released. He asked whether the Village has been included in the plans, as the proposed plans could have a major impact on the Village, and he feels it is important for the Village to provide input. Mr. Sales stated that one of the proposed plans is a Great Little Trail that would begin at Social Row and cover seven miles to link to the Great Miami Bike Trail. He urged Council to pursue this and ensure the proposed trail is included in the final plan. Mr. Sales added that he feels it is important for the Village of Waynesville to have a dedicated trail from the Village to the bike trail in Corwin.

Mrs. Miller said that it was her understanding that options 1 and 2 would include the Village in the County's plans. Mr. Sales stated that the bike trail was not part of those options but was on a separate map at the meeting. Mrs. Miller said that public comments are open until November 17th and suggested asking that the bike trail be included in the comments. Mr. Sales stated that at the meeting, the engineer indicated that the municipalities involved have been notified. Mr. Nation added that he sees the benefit of the bike trail and asked who they should contact. Mr. Sales stated that they can go online and look up the North Warren County Transportation Plan.

Lindsey Leingang, 1537 Race Street, stated she was at tonight's meeting on behalf of her Oregonia neighbors. She wanted to share information about the proposal to connect I-71 and I-75. The proposed project outlines six options, two of which could affect Waynesville and surrounding communities. The first option follows Route 122 to Route 42 to Route 73. The other option would follow Route 122, with a new connecting road over farmland. She expressed concern about the effects on the Little Miami, Caesar's Creek, and the farmland. Ms. Leingang stated that there is a limited window for public comments on these proposed roadways. She added that she spoke with her lawyer, who advised that it is important for the community to provide as many comments as possible, including letters. Mr. Gallagher added that he believes it is important for the community to provide input to keep the rural community whole. Ms. Leingang suggested that the community lean into the economic value of the river watershed network and the importance of keeping this area whole for economic purposes. Mrs. Miller suggested that Ms. Leingang post the survey link on Let's Talk Waynesville, as this is an effective way to reach residents.

Jill Sizemore, 33 Second Street, stated she was the wife of Earl Sizemore. She asked if Council could do something because she feels the Code Compliance Officer is harassing her. She stated her husband is severely ill and she is serving as a full-time caregiver. She stated that she is working to repair the properties at 272 North Street, but due to health issues, limited funds, and unexpected repairs, she can only do so much. She asked for grace and for the Code Compliance Officer to stop calling her. Chief Copeland said he would speak with Officer Little.

Old Business

None

Reports

Finance

The Finance Committee met last week and will meet again on November 16th at 6:00 p.m. to discuss employee health care. The public is invited to attend.

Public Works Report

The Public Works Committee met this evening to discuss a potential development. The next meeting will be on December 7th, 2026 at 6:00 p.m. The public is encouraged to attend.

Special Committee Reports

Waynesville Revitalization Partnership (WRP) will meet November 16th at 5:00 p.m.

Village Manager Report

- Chief Copeland said that the 137 S Main Street parking lot project is moving along. The parking lot should be paved this month before the plants close down. A drain has been ordered for the overflow parking lot to ensure that surface water does not flow onto adjacent properties. The Water Department fixed a neighboring sanitary service line that was not disclosed on the map.
- Mr. Watkins presented his proposed plans for developing the parcels for sale near Victoria Place at the Public Works Committee meeting.
- There is an ordinance tonight, as requested by the Map Room, to ensure the entire street is listed as Chapman Street in their records.
- The Village missed qualifying for the PY41 by 1 point. Chief Copeland suggested that the Village reapply next year for the OPWC grant and, instead, consider repainting the streets and adding crosswalks.
- The Maintenance Department is following the leaf pickup schedule, which is posted on the Village's website and Facebook.
- The new owner of the apartments at the corner of North Street and Route 42 installed a parking lot without a permit. Chief

Copeland was notified by ODOT, and the owner was informed that the lot would have to be removed.
- Warren County Building Department contacted Chief Copeland and asked whether the Village requires permits for solar panels or outdoor generators. They were informed that the Village requires permits for solar panels but not for generators.

Police Report

- Dispatched Calls for Service and the Mayor's Court End of Month reports will be provided in the next report.
- The Code Compliance Officer's report was provided for review. Chief Copeland will speak with him about his methods.
- SRO Mermann and Sgt. Denlinger attended a tabletop emergency response meeting at Quaker Heights.
- The Police Department received a thank-you note from the Chamber and the Sauerkraut Festival Committee.

Mr. Gallagher asked whether Mr. Sizemore was a veteran, as there are many services he could use if he was. Chief Copeland replied that he did not think so. Mr. Nation asked Chief Copeland to confirm the dates of contact with Officer Little, as they are a month apart and do not appear to be harassing. Chief Copeland responded that there will be extenuating circumstances of hardship and that he will speak with Officer Little about the best way to handle them. He added that Officer Little has worked with the school and arranged for several students to help residents who are having difficulty bringing their property into compliance.

Mr. Nation asked about the electric boxes from the Sauerkraut Festival. Chief Copeland responded that the contract requires them to be removed two weeks after the festival. Mrs. Miller said the one in front of her house was removed today.

Mr. Nation stated that Light Up Ohio installed the Christmas decorations along Main Street and reported several issues with the poles not functioning properly. Chief Copeland said he would look into getting them repaired.

Financial Director Report

- Ms. Morley said she provided a report for review, that there are several ordinances on the agenda, and that she will answer any questions as they are considered.

Law Report

- Mr. Forbes said his office is tracking 6-7 bills currently under consideration by the State Legislature to regulate data centers. There has been no movement because the Legislature is on recess and will return tomorrow.

Mrs. Miller asked about temporary signs and noted that our codes do not define them. She asked whether they could be defined in the Historic Preservation Book or whether the codes would need to be updated. Mr. Forbes said this would be an update to the codes, that it would have to be reviewed by the Planning Commission, and that Council would then review the Planning Commission's suggestions and act on them.

Mr. Nation asked whether, for a vacant building with multiple units, each unit would need to register or only the building as a whole. Mr. Forbes stated that, under the current code, only the building would need to be registered. He said he could reword the vacancy ordinance to address multi-unit buildings and that Council could vote on it, as it is not part of the zoning code. Mrs. Miller asked how people should be notified about registering their buildings. Mr. Forbes stated that education will be the biggest hurdle and will likely fall under the purview of the Code Compliance Officer.

New Business

None

Legislation

First Reading of Ordinances and Resolutions

Ordinance No. 2026-046
An Ordinance Authorizing the Mayor to Enter into a Retaining Wall Cost-Sharing Agreement with the Owner of 121 South Main Street (Hammel House) and Authorizing the Village to Pay Fifty Percent (50%) of the Cost of the Retaining Wall, Not to Exceed Thirty Thousand Dollars ($30,000.00)

Mrs. Miller moved to have the first reading of Ordinance 2026-046, and Mr. Powell seconded the motion.

Motion – Miller
Second – Powell

Roll Call – 6 yeas

Mr. Lauffer asked how big the retaining wall would be and if it is the Village's problem. Chief Copeland replied that installing the parking lot created a drop-off, and the retaining wall will benefit both properties.

Ordinance No. 2026-047
An Ordinance Appointing Jeffrey D. Forbes and the Law Firm of Wood & Lamping LLP as Law Director for the Village of Waynesville, Ohio, and Establishing the Compensation

Mr. Gallagher moved to have the first reading of Ordinance 2026-047, and Mr. Lauffer seconded the motion.

Motion – Gallagher
Second – Lauffer

Roll Call – 6 yeas

Mr. Forbes explained that the contract is a two-year renewal with a modest increase in the retainer and the hourly rate.

Ordinance No. 2026-048

An Ordinance Accepting and Confirming the Dedication of the Public Street Right-of-Way Extending Between Third Street and Main Street, Dedicated in Part as Chapman Street and in Part as Tyler Street, and Declaring that the Entire Right-of-Way Shall be Known as Chapman Street

Mr. Gallagher moved to have the first reading of Ordinance 2026-048, and Mr. Nation seconded the motion.

Motion – Gallagher
Second – Nation

Roll Call – 6 yeas

Mr. Forbes explained that the legislation is at the request of the Map Room. He stated that when the Village was originally platted, Chapman Street was named Tyler Street, and sections on record still refer to Tyler Street. Ms. Morley asked about the section left blank with parcel numbers, and Mr. Forbes stated to contact the Map Room for the proper parcel numbers.

Ordinance No. 2026 - 049

An Ordinance Authorizing the Village Manager to Enter into a Contract with Fed Excavating in an Amount Not to Exceed Forty-Five Thousand and 00/100 Dollars ($45,000.00), Amending the 2026 Appropriations to Transfer Funds from Contingencies to Land and Land Improvements, and Declaring an Emergency.

Mr. Gallagher moved to waive the two-reading rule for Ordinance 2026-049, and Mr. Powell seconded the motion.

Motion – Gallagher
Second – Powell

Roll Call – 6 yeas

Mr. Gallagher moved to adopt Ordinance 2026-049 as an emergency, and Mr. Nation seconded the motion.

Motion – Gallagher
Second – Nation

Roll Call – 6 yeas

Ordinance No. 2026-050

An Ordinance Establishing an Unclaimed Money Fund (Fund No. 9903) Pursuant to Section 9.39 of the Ohio Revised Code and Establishing Procedures for the Handling of Unclaimed Money, Including Unclaimed Money of the Waynesville Mayor's Court

Mrs. Miller moved to have the first reading of Ordinance 2026-050, and Mr. Lauffer seconded the motion.

Motion – Miller
Second – Lauffer

Roll Call – 6 yeas

Ms. Morley explained that there are several uncashed checks in the Mayor's Court checking account and General checking account. This fund will allow the deposit of these funds, and after five years, the funds can be deposited into the General Fund. The ORC outlines this as the proper way to remove uncashed checks from the books.

Ordinance No. 2026-051

An Ordinance Establishing Certain Positions and Amending the Base Pay Rates and Ranges of Village of Waynesville Employees

Mrs. Miller moved to have the first reading of Ordinance 2026-051, and Mr. Powell seconded the motion.

Motion – Miller
Second – Powell

Roll Call – 6 yeas

Ordinance No. 2026-052

Authorizing the Mayor to Execute an Amendment to the Employment Agreement with Gary L. Copeland

Mr. Powell moved to have the first reading of Ordinance 2026-052, and Mr. Gallagher seconded the motion.

Motion – Powell
Second – Gallagher

Roll Call – 6 yeas

Ordinance No. 2026-053

Authorizing The Village Manager to Execute an Amendment to the Employment Agreement with Jamie Morley

Mr. Gallagher moved to have the first reading of Ordinance 2026-053, and Mr. Nation seconded the motion.

Motion – Gallagher
Second – Nation

Roll Call – 6 yeas

Ordinance No. 2026 - 054

An Ordinance Authorizing the Village Manager to Enter into a Service Contract with Buckeye Power Sales Co., Inc. for Standby Generator Maintenance, and Declaring an Emergency.

Mr. Gallagher moved to waive the two-reading rule for Ordinance 2026-054, and Mr. Powell seconded the motion.

Motion – Gallagher
Second – Powell

Roll Call – 6 yeas

Mrs. Miller moved to adopt Ordinance 2026-054 as an emergency, and Mr. Gallagher seconded the motion.

Motion – Miller
Second – Gallagher

Roll Call – 6 yeas

Ordinance No. 2026-055
An Ordinance Certifying Delinquent Utility Charges to the Warren County Auditor for Placement on the Real Property Tax List and Duplicate as a Lien Upon the Properties Served, and Declaring an Emergency

Mrs. Miller moved to waive the two-reading rule for Ordinance 2026-055, and Mr. Powell seconded the motion.

Motion – Miller
Second – Powell

Roll Call – 6 yeas

Ms. Morley explained that these are utility bills at least 60 days past due. The property owners have been notified and given the opportunity to clear the delinquent accounts. This is to assess the unpaid bills for property taxes in accordance with the Village's codes.

Mr. Gallagher moved to adopt Ordinance 2026-055 as an emergency, and Mr. Nation seconded the motion.

Motion – Gallagher
Second – Nation

Roll Call – 5 yeas (Nation, Powell, Gallagher, Isaacs, Miller)
1 nay (Lauffer)

Second Reading of Ordinances and Resolutions

Ordinance No. 2026-044
An Ordinance Appointing Robert Kaufman to Serve as Magistrate of the Village of Waynesville Mayor's Court and Authorizing the Village Manager to Execute Any Necessary Contract Related to the Appointment

Mrs. Miller moved to adopt 2026-044, and Mr. Powell seconded the motion.

Motion – Miller
Second – Powell

Roll Call – 6 yeas

Ordinance No. 2026-045
An Ordinance Authorizing Village Manager to Enter into a Contract with Chase Kirby for Prosecuting Services for the Village of Waynesville and Declaring an Emergency

Mr. Lauffer moved to adopt Ordinance 2026-045, and Mr. Gallagher seconded the motion.
Motion – Lauffer
Second – Gallagher

Roll Call – 6 yeas

Tabled Ordinances and Resolutions

None

Executive Session

None

All members voted to adjourn at 8:16 p.m.

Date: _____

_____
Jamie Morley, Clerk of Council

Council Report

November 16, 2026

Chief Copeland

Manager

- On November 10th at 7 pm., the Village co-hosted an informational meeting with the Chamber at the Government Center on the North Warren County Transportation Plan. Kurt Weber, the Warren County Engineer, delivered the presentation, and 88 residents attended. I have provided a flyer with a QR code, or you can visit the link: https://www.oki.org/north-warren-county-transportation-plan/ for more information about the project.



- I have been working with Jona Powell, the organizer of the Gilmore Girls Event, scheduled for Saturday, November 21st, from 10 am to 7 pm, and Sunday, November 22nd, from 10 am to 5 pm. We have a security plan and the barricades for the street closure locations. I have included a map for your review, which is subject to change.

- Mike Watkins of Supreme Homes attended the Public Works Committee on November 2nd and presented a development plan on property located off Old Stage Road. The Public Works Committee and several area residents expressed concerns. Mr. Watkins said he would address the issues raised and redesign his plans. He will present the revised plans later, which will be advertised to the public. www.supremecustomhomes.net

- On November 12th at 2 pm, I met with Nick Moshos, owner of DOTS, and his General Manager, Neil, at the Bellbrook Market. We discussed potential future ideas for the Village, which I will share as details become available. We plan to meet again after the holidays.

- The municipal parking lot at 137 S. Main Street is ready to be paved. The paving company, Neyra, advised that they will pave our lot by the end of the month.

- The Water Department repaired a fire hydrant on Camp Creek near Lytle Road that was struck on the 7th or 8th of November. Please contact the Waynesville Police Department if you have any information about the incident.



- Mayor Isaacs and I attended the Vietnam Veterans Remembrance Memorial on November 11th at Gardner Park in Springboro, Ohio. Mayor John Agenbroad and business owner Daklak Do hosted the Memorial's dedication and unveiling. Special guest speakers included Lt. General Michael Zettler (Ret.) U.S. Air Force, and Major General Viet Luong, U.S. Army.



Police

- The Police Department's dispatched calls for service in October are included for your review. Please contact me with any questions or concerns.

- The October Mayor's Court report is available for your review. Please contact Ashley or me with any questions or concerns.

- Trick-or-treat was held on Saturday, October 31st, from 6 to 8 p.m. We had extra patrol, and the Police Department Command vehicle was stationed at Camp Creek handing out candy. The event went well, with no incidents reported.

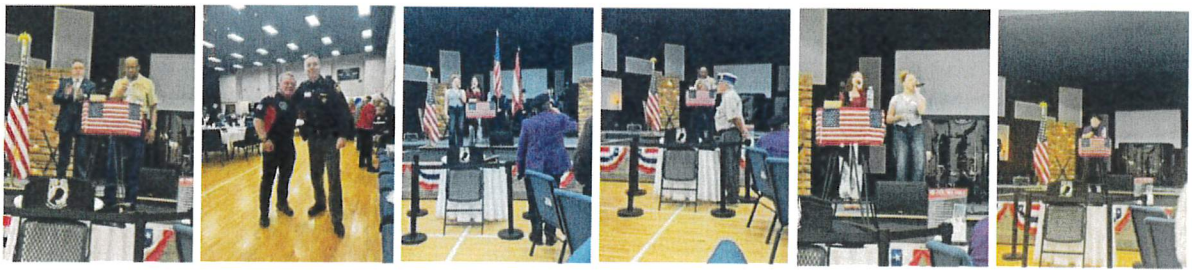


- Congratulations to the Waynesville Spartan Cross Country Team for participating in the Ohio State Championship on Saturday, November 7th. The team did well and finished 7th in the state.



- I attended a few events on November 6th to represent the Village. The appreciation breakfast was held at the Warren County Career Center, and the luncheon at Grace Point Fellowship Church. I have provided photos of both events.





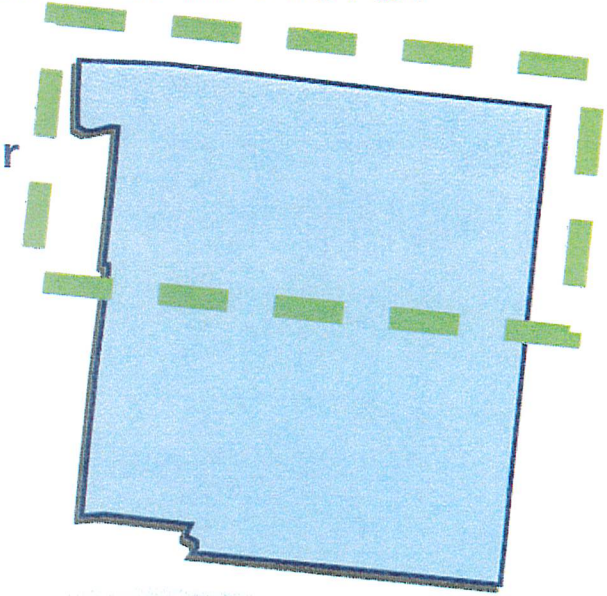
- I went to the Warren County Court of Common Pleas to attend Judge Tepe's Veterans Court graduation. It was a great event and a very good ceremony.



- The Police Department received a thank-you card from Jim and Sherrill Gallagher for services rendered.

TRANSPORTATION OPEN HOUSE

Shape the future of transportation in North Warren County!



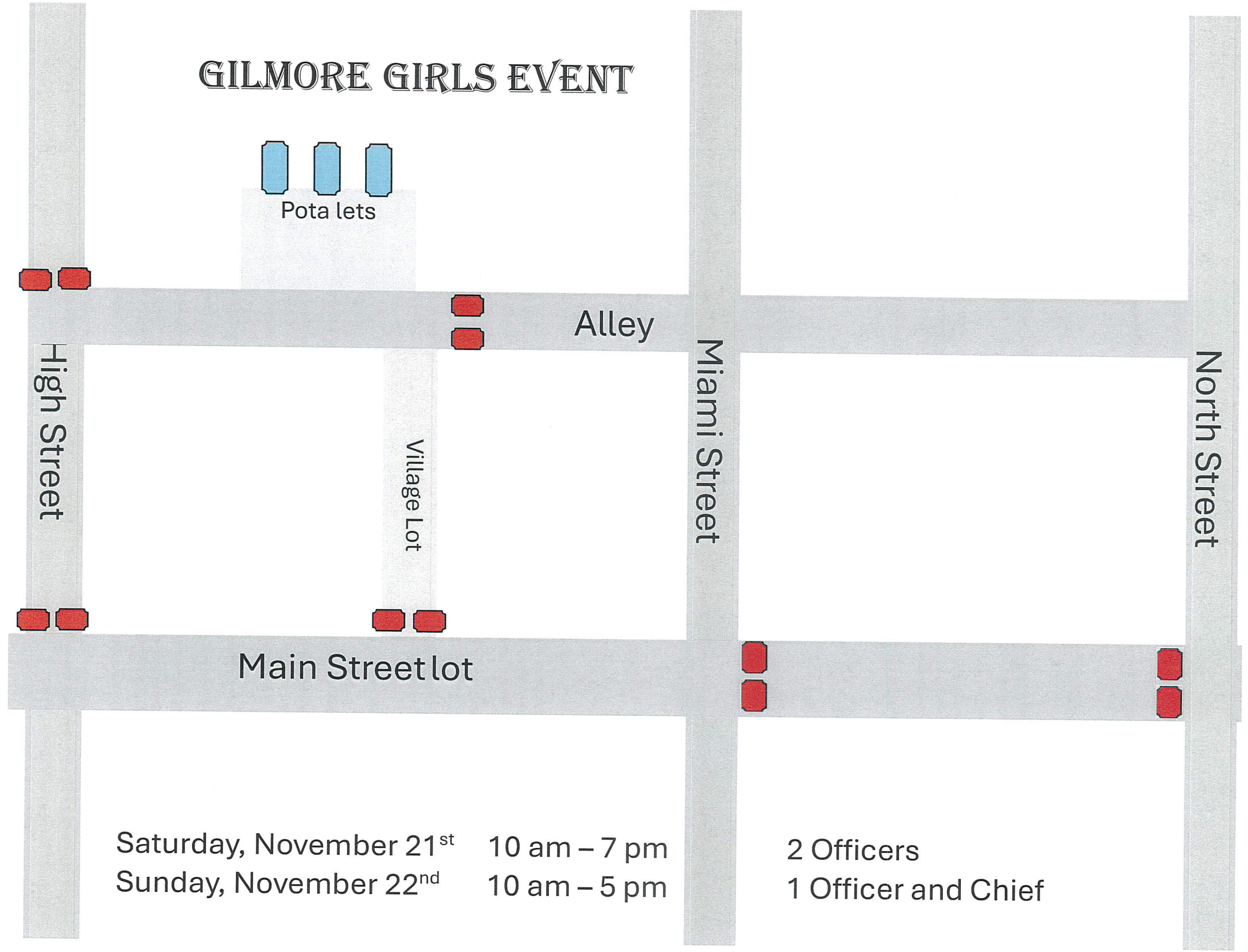
Warren County Career Center
3525 North OH-48
Lebanon, OH 45036

Wednesday,
October 28th, 2026
Anytime Between 4PM - 6PM

Scan Me to Learn More!

NORTH WARREN COUNTY
TRANSPORTATION PLAN
PHASE 1

GILMORE GIRLS EVENT



Saturday, November 21st 10 am – 7 pm
Sunday, November 22nd 10 am – 5 pm

2 Officers
1 Officer and Chief

CALLS FOR SERVICE

From Date: 10/01/2026 12:00:00am
To Date: 10/31/2026 11:59:59pm

Type Description	Count
911 Hangup / Silent	12
Alarm	3
Assault	1
Attempt to Locate	3
Business Check	48
Citizen Assist	7
Criminal Damaging	1
Criminal Warrant	1
Disorderly Conduct/Intox Subj	1
Domestic Violence	2
Escort	2
Extra Patrol	257
Fire Call	7
Follow Up Investigation	8
Harassment/Stalking/Threats	3
Juvenile Complaint	1
Lock Out	3
Medical	26
Mental Disorder	1
Missing Person/Runaway	1
Noise Complaint	2
Notification Only	2
Open Door/Window	1
Parking Complaint	15
Phone Call	9
Recovered Property	2
Road Hazard/Disabled Vehicle	6
Special Detail	18
Suspicious Vehicle	4
Theft - Past	2
Traffic Crash	3
Traffic Offense	5
Traffic Stop	69
Trespassing	1
Unknown Nature	1
Vacation House Check	1
Vehicle Theft - Past	1
Well Being Check	5
TOTAL	**535**

Monthly Mayor's Court Report

WAYNESVILLE MAYOR'S COURT
Cash Flow for October 2026

Report Date : 11/02/2026
Report Time : 15:37:39

	Current Period	Year-To-Date	Last Year-to-Date
City Revenue From:			
Court Costs			
Computer Fund	$351.00	$4,941.00	$4,753.00
Local Costs	$1,743.00	$22,553.00	$20,447.50
Additional Costs	$0.00	$78.00	$78.00
Fines			
Overpayment / Adjustment	$0.00	$0.00	$0.00
City Revenue From Fines	$5,297.50	$72,401.60	$58,388.10
Fees			
Fees	$350.00	$2,090.00	$1,970.00
Miscellaneous/Other			
Miscellaneous/Other	$11.46	$11.56	$-142.56
Bond Forfeits			
Bond Forfeits	$0.00	$0.00	$1,000.00
Miscellaneous/Other			
Bond Administration Fees	$0.00	$0.00	$0.00
Total to City:	**$7,752.96**	**$102,075.16**	**$86,494.04**
State Revenue From:			
Court Costs			
Victims of Crime	$351.00	$4,928.00	$4,739.00
Drug Law Enforcement Fund	$133.00	$1,855.00	$1,746.50
Indigent Defense Support Fund (Costs)	$1,000.00	$14,030.00	$13,200.00
Fees			
Fees	$0.00	$60.00	$0.00
Total to State:	**$1,484.00**	**$20,873.00**	**$19,685.50**
Other Revenue From:			
Court Costs			
Indigent Driver ALC Treatment Fund	$57.00	$795.00	$748.50
Restitution			
Restitution	$64.00	$679.00	$555.00
Total to Other:	**$121.00**	**$1,474.00**	**$1,303.50**
TOTAL REVENUE *	**$9,357.96**	**$124,422.16**	**$107,483.04**
*Includes credit card receipts of	$3,444.00	$34,669.00	$35,246.50

END OF REPORT

Finance Director Report
November 16 2026

- Jim Hough of Wade Insurance will attend the Finance Committee meeting on November 16th to review employee health insurance quotes and any renewals.
- I am hoping to have end-of-month reports ready for your review on Monday. Due to the short turnaround time and the need to reconcile statements from the two banks, reconciliation was difficult.
- I will not be at the next Council meeting on December 7th.

Thank you,

Jamie Morley
Finance Director/Clerk of Council

VILLAGE OF WAYNESVILLE
ORDINANCE NO. 2026-046

AN ORDINANCE AUTHORIZING THE VILLAGE MANAGER TO ENTER INTO A RETAINING WALL COST-SHARING AGREEMENT WITH THE OWNER OF 121 SOUTH MAIN STREET (HAMMEL HOUSE) AND AUTHORIZING THE VILLAGE TO PAY FIFTY PERCENT (50%) OF THE COST OF THE RETAINING WALL, NOT TO EXCEED THIRTY THOUSAND DOLLARS ($30,000.00)

WHEREAS, the Village of Waynesville (the "Village") is constructing a public parking lot on Village-owned property adjacent to the real property located at 121 South Main Street, Waynesville, Ohio, commonly known as the Hammel House (the "Hammel House Property"); and

WHEREAS, excavation for the public parking lot has created a grade differential of approximately four (4) feet along the common boundary between the parking lot and the Hammel House Property; and

WHEREAS, a retaining wall is necessary to provide lateral support along the common boundary, to protect the public parking lot and the persons who will use it, and to protect the Hammel House Property (the "Retaining Wall"); and

WHEREAS, the Retaining Wall will be located entirely on the Hammel House Property and will be owned by the owner of the Hammel House Property (the "Owner"); and

WHEREAS, the Owner has agreed to construct the Retaining Wall, and to own, maintain, repair, and replace the Retaining Wall after construction, in exchange for the Village's contribution toward its cost; and

WHEREAS, Council finds that contributing toward the cost of the Retaining Wall serves a valid public purpose of the Village, including the completion and safe use of the public parking lot, the provision of lateral support for the Village's improvements, and the resolution of any claim arising from the Village's excavation, and that the benefit to the Village is not merely incidental to any benefit to the Owner

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Waynesville, Warren County, State of Ohio, that:

Section 1. The Village Manager is hereby authorized to enter into a Retaining Wall Cost-Sharing Agreement (the "Agreement") with the Owner, in a form approved by the Law Director, under which the Village shall pay fifty percent (50%) of the actual and reasonable cost of the design and construction of the Retaining Wall, provided that the Village's total payment shall not exceed Thirty Thousand Dollars ($30,000.00).

Section 2. The Agreement shall include, at a minimum, the following terms:

(a) The Owner shall be responsible for engaging the designer and contractor for the Retaining Wall and for obtaining all permits and approvals required for its construction.

(b) The Village's payment shall be made by reimbursement after completion of the Retaining Wall, upon the Owner's submission of paid invoices and final lien waivers and the Village's confirmation that the Retaining Wall has been completed in accordance with the approved plans.

(c) Upon completion, the Retaining Wall shall be owned solely by the Owner. The Owner, and its successors and assigns, shall be solely responsible for all maintenance, repair, upkeep, and replacement of the Retaining Wall. The Village shall have no ownership interest in, and no obligation or liability for the maintenance, repair, upkeep, or replacement of, the Retaining Wall.

(d) The Owner shall release the Village from any claim arising from the excavation for the public parking lot or the loss of lateral support along the common boundary, and shall indemnify and hold the Village harmless from claims arising from the construction, condition, or maintenance of the Retaining Wall.

(e) The Owner shall grant the Village a right of entry to inspect the Retaining Wall during construction.

(f) The Agreement shall bind the Owner's successors and assigns and may be recorded with the Warren County Recorder.

Section 3. The Finance Director is authorized to pay the Village's share upon certification that the amount required has been lawfully appropriated.

Section 4. This Ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed this _____ day of _____, 2026.

ATTEST:

_____
Clerk of Council

_____
Mayor

ORDINANCE NO. 2026-047

AN ORDINANCE APPOINTING JEFFREY D. FORBES AND THE LAW FIRM OF WOOD & LAMPING LLP AS LAW DIRECTOR FOR THE VILLAGE OF WAYNESVILLE, OHIO, AND ESTABLISHING THE COMPENSATION

WHEREAS, Article VI, Section 6.2 of the Waynesville Charter provides that the Law Director shall be appointed by Council upon such terms as authorized by Council; and

WHEREAS, attorney Jeffrey D. Forbes and the law firm of Wood & Lamping LLP have experience in the practice of municipal law; and

WHEREAS, Council has determined that Jeffrey D. Forbes and the law firm of Wood & Lamping LLP are qualified to serve as Law Director for the Village of Waynesville.

NOW, THEREFORE, BE IT ORDAINED by the Village Council of the Village of Waynesville, with at least five members elected thereto concurring:

Section 1. That Jeffrey D. Forbes and the law firm of Wood & Lamping LLP are hereby appointed Law Director of the Village of Waynesville.

Section 2. That the terms of compensation for the legal services of Law Director shall be set forth in Exhibit "A" attached hereto and incorporated as if fully set forth herein and shall be effective January 1, 2027.

Section 3. That the Village Manager is hereby authorized and directed to execute the agreement attached hereto as Exhibit "A."

Section 4. That is Ordinance shall be in effect from and after the earliest period allowed by law.

Adopted this _____ day of _____, 2026.

Attest: _____
Clerk of Council

_____
Mayor

5068751.1

AGREEMENT ESTABLISHING COMPENSATION FOR LEGAL SERVICES OF LAW DIRECTOR AND WOOD & LAMPING LLP FOR THE PERIOD BEGINNING JANUARY 1, 2027, THROUGH DECEMBER 31, 2028

This Agreement is entered into by and between the Village of Waynesville, Ohio, 1400 Lytle Road, Waynesville, Ohio 45068, hereinafter called "Village", and Jeffrey D. Forbes and the law firm of Wood & Lamping LLP, 600 Vine St., Suite 2500, Cincinnati, Ohio 45202, hereinafter called "Law Director."

WITNESSETH:

WHEREAS, Jeffrey D. Forbes is by reason of training and experience capable of acting as the legal adviser, attorney, and counsel for the Village and for all offices, departments, divisions, bureaus, boards, commissions and bodies of the Village in connection with Village affairs; and

WHEREAS, pursuant to Section 6.02 of the Village Charter, the Village desires to appoint and retain Jeffrey D. Forbes and the law firm of Wood & Lamping LLP as the Law Director who shall serve at the pleasure of Council.

NOW, THEREFORE, pursuant to the above recitals, and for other good and valuable consideration, the parties agree as follows:

A. RETAINER PAYMENTS

1. Effective January 1, 2027, an annual retainer payment in the amount of Twenty Six Thousand Dollars ($26,650.00) shall be made to the law firm of Wood & Lamping LLP, payable on a monthly basis, upon presentation of a general invoice. The Retainer Payment shall be considered payment for services as described below:

    a. Attendance, including travel time, at regular Council Meetings, including up to one (1) hour work sessions prior to any regular Council meeting at the request of the Mayor, any Council member, or the Village Manager.

    b. Drafting and/or reviewing any ordinances and resolutions requested by the Mayor, Council members or Village Manager.

B. ADDITIONAL LEGAL SERVICES

1. Effective January 1, 2027, an hourly rate of Two Hundred Forty dollars ($240.00) will be paid on a monthly basis for the performance of additional legal services upon presentation of an invoice which provides sufficient detail as to the services rendered and the hours expended such that the Mayor, Council members, and the Village Manager may understand and evaluate those matters from time to time. Such Additional Legal Services include, but are not limited to, research assignments, drafting legal opinions, telephone calls related to Village business, and attending any special Council meetings or meetings of any Village Board or Commission, such as Planning Commission or Zoning Board of Appeals. It is understood that the hourly rate for Additional Legal Services includes travel time and shall be billed in fifteen (15) minute increments.

2. Additional Legal Services shall also include any litigation and administrative appeals.

3. Jeffrey D. Forbes, as Law Director, shall be responsible for the performance of all additional legal services. While other legal professionals within the law firm of Wood & Lamping LLP may render performance of these duties, the Law Director shall retain ultimate and final responsibility for the rendering of these services. In any such matters so assigned, the Law Director shall retain ultimate responsibility and shall inform Council of the status of all legal services and matters on a periodic basis, as needed.

C. ADDITIONAL PROVISIONS

1. Reasonable reimbursement shall be made for expenses incurred during and in support of any legal services contemplated herein under. These shall include, but not be limited to, court costs, costs of litigation, mileage and such other pertinent expenses, costs and fees. However, no expenses for mileage shall be paid for travel to or from law offices of attorneys and the municipal building or other locations when the purpose of the travel is to attend any regularly scheduled Council meeting for which compensation is to be made under the Retainer Payment.

2. Jeffrey D. Forbes and the law firm of Wood & Lamping LLP shall not be responsible for prosecution in the Village of Waynesville Mayor's Court, nor for cases transferred or appealed to the Warren County Court.

3. Jeffrey D. Forbes and the law firm of Wood & Lamping LLP shall serve as independent contractors and shall not be entitled to any other benefits afforded to Village employees.

4. Council may at any time amend or modify the aforesaid terms for compensation for legal services, provided, however, that such amendments or modifications shall be mutually agreed to by the Law Director and shall not become effective sooner than thirty days subsequent to the adoption of such legislation.

Signature page to follow.

VILLAGE OF WAYNESVILLE:

_____

Village Manager

LAW DIRECTOR:

_____

Jeffrey D. Forbes

On behalf of Wood & Lamping LLP

5068750.1

VILLAGE OF WAYNESVILLE
ORDINANCE NO. 2026-048

AN ORDINANCE ACCEPTING AND CONFIRMING THE DEDICATION OF THE PUBLIC STREET RIGHT-OF-WAY EXTENDING BETWEEN THIRD STREET AND MAIN STREET, DEDICATED IN PART AS CHAPMAN STREET AND IN PART AS TYLER STREET, AND DECLARING THAT THE ENTIRE RIGHT-OF-WAY SHALL BE KNOWN AS CHAPMAN STREET

WHEREAS, the Warren County Engineer's Office Tax Map Department has advised the Village of Waynesville (the "Village") that a single public street extending southeast between Third Street and Main Street, in the vicinity of Warren County Auditor's Parcel No. 09-06-207-004, was dedicated under two different names, as reflected in the records of the Warren County Recorder; and

WHEREAS, the plat of the Harrison Square Addition, recorded in Deed Book 24, Page 472, Warren County Recorder's Records, dedicated a street twenty-seven and sixty-seven hundredths (27.67) feet in width, measured from the lot lines of the lots lying along its southern side, as "Chapman Street"; and

WHEREAS, the plat of Evans' Addition, recorded in Deed Book 27, Page 172, Warren County Recorder's Records, dedicated a street twenty (20) feet in width, measured from the lot lines of the lots lying along its northern side, as "Tyler Street"; and

WHEREAS, the two dedications together form the right-of-way of a single public street (the "Street"), which has been open to and used by the public, and has been known to and maintained by the Village, as Chapman Street; and

WHEREAS, the Village has located no ordinance or other record that formally accepts the dedication of the Street or establishes its name, and the Warren County Engineer's Office has recommended that the Village pass and record an ordinance resolving the discrepancy, with reference to the parcels fronting on the Street so that the Warren County Recorder may index it; and

WHEREAS, Section 723.03 of the Ohio Revised Code provides that a street dedicated to public use shall not be a public street, or under the care or control of the legislative authority of a municipal corporation, unless the dedication is accepted and confirmed by an ordinance specially passed for that purpose; and

WHEREAS, Council finds that confirming the Street as a public street and establishing a single name for its full width and length will eliminate confusion in the public records, will assist emergency services, utilities, and the public in identifying the Street and the properties fronting on it, and is in the best interest of the Village;

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Waynesville, Warren County, State of Ohio, that:

Section 1. The dedication of Chapman Street in the plat of the Harrison Square Addition, recorded in Deed Book 24, Page 472, and the dedication of Tyler Street in the plat of Evans' Addition, recorded in Deed Book 27, Page 172, each of the Warren County Recorder's Records, are hereby accepted and confirmed pursuant to Section 723.03 of the Ohio Revised Code, to the extent such dedications have not previously been accepted, and the Street is hereby confirmed as a public street of the Village under the care and control of Council.

Section 2. The Street, consisting of the entire right-of-way created by both of the dedications described in Section 1 and extending between Third Street and Main Street, shall be known and designated as "Chapman Street." The name "Tyler Street" shall no longer be used to refer to any part of the Street, and any reference to "Tyler Street" in the plat of Evans' Addition or in any other record shall be deemed to refer to Chapman Street.

Section 3. The parcels fronting on Chapman Street, as identified by the Warren County Auditor's parcel numbers, are listed in Exhibit A, attached hereto and incorporated herein. Exhibit A is included to permit the Warren County Recorder to index this Ordinance, and the omission of any parcel from Exhibit A shall not affect the validity of this Ordinance or the name of the Street.

Section 4. The Clerk of Council is directed to record a certified copy of this Ordinance, including Exhibit A, in the official records of the Warren County Recorder, and to provide a copy of the recorded Ordinance to the Warren County Engineer's Office Tax Map Department and the Warren County Auditor.

Section 5. Nothing in this Ordinance shall be construed to vacate, narrow, or otherwise alter the width or location of any part of the Street, or to affect any easement or right of any public utility within the Street.

Section 6. This Ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed this ____ day of _____, 2026.

ATTEST:

_____
Clerk of Council

_____
Mayor

EXHIBIT A

PARCELS FRONTING ON CHAPMAN STREET

The following parcels, identified by Warren County Auditor's parcel number, front on Chapman Street between Third Street and Main Street:

Parcel Number	Owner of Record	Property Address

VILLAGE OF WAYNESVILLE
ORDINANCE NO. 2026-050

AN ORDINANCE ESTABLISHING AN UNCLAIMED MONEY FUND (FUND NO. 9903) PURSUANT TO SECTION 9.39 OF THE OHIO REVISED CODE AND ESTABLISHING PROCEDURES FOR THE HANDLING OF UNCLAIMED MONEY, INCLUDING UNCLAIMED MONEY OF THE WAYNESVILLE MAYOR'S COURT

WHEREAS, Section 9.39 of the Ohio Revised Code provides that all money received or collected by a public official under color of office and not otherwise paid out according to law shall be paid into the treasury of the public office to the credit of a trust fund and retained there until claimed by its lawful owner, and that money not claimed within five years shall revert to the general fund of the public office; and

WHEREAS, the Village and the Waynesville Mayor's Court hold checks that were issued to payees but were never presented for payment, and other money that has not been claimed by its lawful owner; and

WHEREAS, Council desires to establish a fund and uniform procedures for the receipt, holding, payment, and reversion of unclaimed money in accordance with Section 9.39 of the Ohio Revised Code;

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Waynesville, Warren County, State of Ohio, that:

Section 1. There is hereby established in the treasury of the Village a trust fund to be known as the "Unclaimed Money Fund," Fund No. 9903.

Section 2. The following shall be paid into the Unclaimed Money Fund:

(a) The amount of any check or warrant issued by the Village, or by the Mayor's Court, that has not been presented for payment within ninety (90) days after its date of issuance, which check or warrant shall be voided by the issuing office; and

(b) Any other money received or collected by any officer or employee of the Village, including the Mayor's Court, under color of office that is not otherwise paid out according to law and that has not been claimed by its lawful owner.

Section 3. The Mayor's Court Clerk shall transfer to the Finance Director, for deposit into the Unclaimed Money Fund, all unclaimed money held by the Mayor's Court, together with a list identifying, for each item, the payee or owner, the last known address, the case number, the amount, and the date of issuance or receipt. The Mayor's Court Clerk shall void each such outstanding check in the records of the Mayor's Court and its bank account.

Section 4. The Finance Director shall maintain a record of all money paid into the Unclaimed Money Fund showing, for each item, the name and last known address of the owner, the amount, the source, and the date of issuance or receipt.

Section 5. Any person claiming money held in the Unclaimed Money Fund shall file a written claim with the Finance Director, together with proof of identity and of entitlement satisfactory to the Finance Director. Upon approval, the Finance Director shall pay the claim from the Unclaimed Money Fund.

Section 6. Money in the Unclaimed Money Fund that has not been claimed within five (5) years after its date of issuance or receipt shall revert to the General Fund of the Village. A valid claim for money that has reverted to the General Fund may be paid from the General Fund upon appropriation by Council.

Section 7. Upon the effective date of this Ordinance, the Finance Director and the Mayor's Court Clerk shall deposit all existing unclaimed money of the Village and the Mayor's Court into the Unclaimed Money Fund in accordance with this Ordinance. Any such money that has remained unclaimed for five (5) years or more after its date of issuance or receipt shall thereupon revert to the General Fund.

Section 8. This Ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed this ____ day of _____, 2026.

ATTEST:

_____
Clerk of Council

_____
Mayor

ORDINANCE NO. 2026-051

AN ORDINANCE ESTABLISHING CERTAIN POSITIONS AND AMENDING THE BASE PAY RATES AND RANGES OF VILLAGE OF WAYNESVILLE EMPLOYEES

WHEREAS, the Village Council of the Village of Waynesville has reviewed the base rates and ranges of Village of Waynesville employees; and

WHEREAS, Council recommends an adjustment to the base rates and ranges pursuant to the exhibit which is attached hereto and marked as Exhibit "A" and incorporated herein.

NOW, THEREFORE, BE IT ORDAINED by the Village Council of the Village of Waynesville, _____ members elected thereto concurring that:

Section 1. That the established positions and base pay rates for Village of Waynesville employees shall be the positions, rates and ranges set forth on Exhibit "A" which is attached and incorporated herein by reference. These rates and ranges shall replace and supersede any other rates and ranges that are in conflict and shall be effective December 27, 2026.

Section 2. This ordinance shall be effective from and after the earliest period allowed by law.

Adopted this _____ day of _____, 2026.

Attest:_____
Clerk of Council

_____
Mayor

4415578.1

Village of Waynesville – Employee Pay Ranges

Administration

Village Manager / Safety Director	Salary per Contract
Finance Director / Clerk of Council	Salary per Contract
Law Director	Compensation per Contract
Magistrate	Compensation per Contract
Part-time Administrative Employee	$14 - $20

Police Department

Police Chief	Salary per Contract
Lieutenant	$40 - $46.77
Sergeant	$35 - $42.64
Patrol Officer	$28 - $41.27
School Resource Officer	$28 - $41.27
Scheduled Reserve Officer	$30.00
Reserve Secondary Officer	$20 per shift (no OPERS)
Mayor's Court Clerk / Police Clerk	$20 - $32.11
Court Bailiff	$40 per Shift (no OPERS)
Special Event Off-Duty Officer	$60 (per hour)

Public Works Department

Water Department Supervisor	$35 - $42.40
Water Licensed Operator	$30 - $36.59
Part-time Water Licensed Operator	$25 - $34.00
Utility Billing Clerk	$18- $27.99
Maintenance Worker II	$24 - $34.44
Maintenance Worker I	$19 - $30.21
Code Compliance Officer	$18 - $28.00
Special Events Public Works	$50 (per hour)

Revised 2027

ORDINANCE NO. 2026-052

AUTHORIZING THE MAYOR TO EXECUTE AN AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH GARY L. COPELAND

WHEREAS, Council of the Village of Waynesville has previously authorized an employment agreement with Gary L. Copeland to serve in the positions of Village Manager and Director of Public Safety; and

WHEREAS, Council has determined that is necessary to authorize an amendment to said employment agreement in order to reflect adjusted compensation.

NOW, THEREFORE, BE IT ORDAINED by the Village Council of the Village of Waynesville, _____ members elected thereto concurring that:

Section 1. That the Mayor is hereby authorized to execute an amended employment agreement as attached hereto as Exhibit "A", incorporated herein by reference on behalf of the Village of Waynesville.

Section 2. That the purpose of said amendment is to provide Gary L. Copeland with the annual compensation of $177,926 effective December 27, 2026. All other terms not specifically amended shall remain in full force and effect.

Section 3. That in addition to the change in annual compensation, Council further authorizes a one-time bonus payment in the amount of $5000 payable to Gary Copeland in recognition of his superior job performance.

Section 4. This Ordinance shall take effect and be in force from and after the earliest period allowed by law.

Adopted this _____ day of _____, 2026.

Attest:_____ _____

Clerk of Council Mayor

EMPLOYMENT AGREEMENT

With

[redacted]

Gary L. Copeland

Date

_____, 2014

EMPLOYMENT AGREEMENT

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Introduction

This Agreement, made and entered on this ____ day of _____, 2014, by and between the Village of Waynesville, which is a municipal corporation in Warren County, Ohio (hereinafter called Employer), and Gary L. Copeland (hereinafter called Employee), an individual who has the education, training and experience in local government management, both of whom agree as follows:

Section 1: Term

This Agreement shall remain in full force and in effect from _____, 2015, unless terminated by the Employer as provided in Section 5.02 of the Charter of the Village of Waynesville, or by the Employee as provided in Section 9 of this agreement. Employee shall also be compensated for all earned vacation, holidays, and other accrued benefits to date, calculated at the rate of pay in effect upon termination, as defined in the Village's Personnel Policy. In the event the Employee is terminated because of his conviction of any illegal act involving personal gain to himself, or criminal activity (excluding traffic-related offenses), then, in that event, Employer shall have no obligation to pay the Employee any compensation for any accrued benefits.

Section 2: Duties and Authority

Employer agrees to employ Gary L. Copeland as Village Manager and Public Safety Director to perform the functions and duties specified in Sections 5, and 6.08 of the Village Charter and to perform other legally permissible and proper duties and functions.

Section 3: Compensation

A) Base Salary: Employer agrees to pay Employee an annual base salary of $80,000.00, payable in installments at the same time and date as other management employees of the Employer are paid.

B) This Agreement shall be automatically amended to reflect any salary adjustments that are provided or required by the Employer's compensation policies.

B) Consideration shall be given on an annual basis to increase compensation via merit pay increase and/or bonus based upon the results of a performance evaluation conducted by Council under the provisions of Section 10 of this Agreement.

D) The Employee shall receive any additional cost of living adjustment provided to other staff.

E) Employer agrees to provide hospitalization, surgical, comprehensive medical, dental, and vision insurance for Employee. Employee shall be responsible for paying a portion of the premiums as is required by other employees of Employer.

Section 4: Vacation, Sick Leave, Funeral

A) The Employee shall accrue vacation time as outlined in the Employer's Personnel Policy Manual.

B) The Employee shall accrue sick leave as outlined in the Employer's Personnel Policy Manual.

C) The Employee may be granted paid funeral leave as outlined in the Employer's Personnel Policy Manual.

Section 5: Automobile Expenses

All mileage for Village business shall be reimbursed at the applicable rates allowed by the Internal Revenue Service for mileage deduction.

Section 6: Cell Phone Allowance & Clothing Allowance

A) The Employer recognizes that the Employee shall have the use of his personal cellular phone for business use during working hours and to that effect is given a monthly allowance of $50.00 towards that usage.

B) The Employee shall be entitled to the same clothing allowance that other uniformed officers receive for maintaining his Director of Public Safety Uniform.

C) These allowances are not considered part of the salary shown in Section 3 of this Agreement.

D) Employer may periodically request documentation of business use to determine the appropriateness of eligibility and level of allowance amount.

Section 7: Retirement

Employee shall participate, in the manner provided by law, in the Ohio Public Employees retirement System (OPERS).

Section 8: General Business Expenses

Employer agrees to pay for the following upon approval from Council:

A) Professional dues and subscriptions of the Employee necessary for continuation and full participation in national, regional, state and local associations and organizations necessary and desirable for the Employee's continued professional participation, growth and advancement and for the good of the Employer.

B) Travel, limited to destinations greater than 25 miles beyond Waynesville, Ohio, and subsequent expenses of Employee for professional and official meetings; occasions to adequately continue the professional development of Employee; and to pursue necessary official functions for Employer.

C) Employer acknowledges the value of having Employee participate and be directly involved in local civic clubs or organizations. Accordingly, Employer shall pay for the reasonable membership fees and/or dues to enable Employee to become an active member in local civic clubs or organizations.

Section 9: Resignation

In the event Employee voluntarily resigns his position with Employer, Employee shall provide a minimum of thirty (30) days' notice.

Section 10: Performance Evaluation

A) Employer shall annually review the performance of Employee prior to his anniversary date of employment. The process at a minimum shall include the opportunity for both parties to prepare a written evaluation, meet and discuss the evaluation and present a written summary of the evaluation results. The final written evaluation shall be completed and delivered to Employee.

B) Annually, Council and Employee shall define such goals and performance objectives which are determined necessary for the proper operation of the Village and in attainment of Council's policy objectives and shall further establish a relative priority among those various goals and objectives. They shall generally be attainable with the time limitations specified and the annual operating and capital budgets and approved appropriations.

Section 11: Hours of Work

It is recognized that Employee is a full-time, exempt employee, and may devote a great deal of time outside the normal office hours on business for Employer. Employee shall strive to maintain a work schedule of Monday through Friday, 8:00 A.M. through 4:30 P.M. but the job duties required for public safety may alter this schedule.

Section 12: Outside Activities

The employment provided for by this Agreement shall be the Employee's sole employment. Recognizing that certain outside opportunities provide indirect benefits to Employer and surrounding communities, Employee may elect to accept limited teaching, coaching or other business opportunities with the understanding that such arrangements shall not constitute direct interference with or conflicts of interest with the responsibilities under this Agreement. Such outside opportunities undertaken by Employee shall be disclosed to Employer.

Section 13: Residency

The Council of the Village of Waynesville has waived any residency requirement

Section 14: Notices

Notices pursuant to this Agreement shall be given by depositing in the custody of the United States Postal Service, postage prepaid, addressed as follows:

A) EMPLOYER: Clerk of Council, Waynesville Government Center, 1400 Lytle Road, Waynesville, OH 45068

Alternatively, notice required pursuant to this Agreement may be personally served in the same manner as is applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as the date of deposit of such written notice in the course of transmission in the United States Postal Service.

Section 15: General Provisions

A) Integration: This Agreement sets forth and establishes the entire understanding between Employer and Employee relating to the employment of Employee by Employer. Any prior discussions or representations by or between the parties are merged into and rendered null and void by the Agreement. The parties by mutual written agreement may amend any provision of the Agreement during the life of the Agreement. Such amendments shall be incorporated and made a part of this Agreement.

B) Binding Effect: This Agreement shall be binding on Employer and Employee as well as their heirs, assigns, executors, personal representatives and successors in interest.

C) Effective Date: This Agreement shall become effective _____.

D) Severability: In the event that any provision of this Agreement is held to be invalid, the remaining provisions shall be deemed to be in full force and effect as if they have been executed by both parties subsequent to the expulsion of judicial modification of the invalid provision.

SIGNATURES

Mayor Signature	David Stubbs	3/16/2015
	Print Name	Date
Employee Signature	Gary L Copeland	March 16, 2015
	Print Name	Date
Clerk of Council Signature	Barbara Hernandez	March 16 2015
	Print Name	Date

ORDINANCE NO. 2026-053

AUTHORIZING THE VILLAGE MANAGER TO EXECUTE AN AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH JAMIE MORLEY

WHEREAS, the Council of the Village of Waynesville, Ohio, has determined that Jamie Morley has the best qualifications necessary to serve as Finance Director for the Village of Waynesville, Ohio; and

WHEREAS, Council has determined that certain amendments are necessary to the employment contract with Jamie Morley.

NOW, THEREFORE, BE IT ORDAINED by the Village Council of the Village of Waynesville, _____ members elected thereto concurring:

Section 1. That the Village Manager is hereby authorized to execute an amended employment agreement as attached hereto as Exhibit "A", incorporated herein by reference on behalf of the Village of Waynesville.

Section 2. That the purpose of said amendment is to provide Jamie Morley with the annual compensation of $67,090.00, effective December 28, 2025. All other terms not specifically amended shall remain in full force and effect.

Section 3. That in addition to the change in annual compensation, Council further authorizes a one-time bonus payment in the amount of $2000 payable to Jamie Morley and recognition of her superior job performance.

Section 4. This Ordinance shall take effect and be in force from and after the earliest period allowed by law.

Adopted this _____ day of _____, 2025.

Attest: _____
Clerk of Council

_____
Mayor

EMPLOYMENT AGREEMENT

with

Jamie Morley

Date
April 1, 2024

EMPLOYMENT AGREEMENT

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Introduction

This Agreement, made and entered on this 1st day of January, 2025, by and between the Village of Waynesville, which is a municipal corporation in Warren County, Ohio (hereinafter called Employer), and Jamie Morley (hereinafter called Employee), an individual who has the education, training and experience in local government finance, both of whom agree as follows:

Section 1: Term

This Agreement shall remain in full force and in effect from January 1, 2025, unless terminated by the Employer as provided in Section 6.04 of the Charter of the Village of Waynesville, or by the Employee as provided in Section 9 of this agreement.

Section 2: Duties and Authority

Employer agrees to employ Jamie Morley as the part-time Finance Director to perform the functions and duties specified in Sections 6.04 and 6.05 of the Village Charter and to perform the duties of Clerk of Council as specified in section 3.11 of the Village Charter and other legally permissible and proper duties and functions.

Section 3: Compensation

A) Base Salary: Employer agrees to pay Employee an annual base salary of $60,278.00, payable in installments at the same time and date as other management employees of the Employer are paid.

B) Employee shall also be eligible for and entitled to longevity pay pursuant to Employer's Personnel Policy Manual.

C) This Agreement shall be automatically amended to reflect any salary adjustments that are provided or required by the Employer's compensation policies.

D) Consideration shall be given on an annual basis to increase compensation via merit pay increase and/or bonus based upon the results of a performance evaluation conducted by Council under the provisions of Section 10 of this Agreement.

E) The Employee shall receive any additional cost of living adjustment provided to other staff.

Section 4: Vacation, Sick Leave, Funeral

A) Employee shall be paid out a percentage of accrued sick leave as of March 31, 2024 pursuant to Employer's Personnel Policy Manual. Thereafter, Employee shall accrue sick leave as outlined in the Employer's Personnel Policy Manual.

B) Employee shall be entitled to four (4) weeks paid vacation every year.

C) The Employee may be granted paid funeral leave with approval of the Council for a maximum of five (5) work days for the death of a spouse or child. "Child" includes a step-child raised in the same household. In the event of a death of an immediate family member, other than spouse or child, the Employee may be granted three (3) work days of leave for the funeral of an immediate family member shall be charged to sick leave. For purposes of this section the "immediate family" is defined as: mother, father, sister, brother, grandparent, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, legal guardian, or other person who stands in place of the Employee's parent.

Section 5: Automobile Expenses

All mileage for Village business shall be reimbursed at the applicable rates allowed by the Internal Revenue Service for mileage deduction.

Section 6: Cell Phone Allowance

The Employee shall receive a monthly $50.00 a business cell phone allowance.

Section 7: Retirement

Employee shall participate, in the manner provided by law, in the Ohio Public Employees retirement System (OPERS).

Section 8: General Business Expenses

Employer agrees to pay for the following upon approval from Council:

A) Professional dues and subscriptions of the Employee necessary for continuation and full participation in national, regional, state and local associations and organizations necessary and desirable for the Employee's continued professional participation, growth and advancement and for the good of the Employer.

B) Travel, limited to destinations greater than 25 miles beyond Waynesville, Ohio, and subsequent expenses of Employee for professional and official meetings; occasions to adequately continue the professional development of Employee; and to pursue necessary official functions for Employer, including but not limited to, the annual conferences of local government fiscal officers' organizations in which Employee serves as a member.

C) Employer acknowledges the value of having Employee participate and be directly involved in local civic clubs or organizations. Accordingly, Employer shall pay for the reasonable membership fees and/or dues to enable Employee to become an active member in local civic clubs or

organizations.

Section 9: Resignation

In the event Employee voluntarily resigns his/her position with Employer, Employee shall provide a minimum of thirty (30) days' notice.

Section 10: Performance Evaluation

A) Employer shall annually review the performance of Employee no later than thirty (30) days prior of his/her anniversary date of employment. The process at a minimum shall include the opportunity for both parties to prepare a written evaluation, meet and discuss the evaluation and present a written summary of the evaluation results. The final written evaluation shall be completed and delivered to Employee upon completion of this process.

B) Annually, Council and Employee shall define such goals and performance objectives which are determined necessary for the proper operation of the Village and in attainment of Council's policy objectives and shall further establish a relative priority among those various goals and objectives. They shall generally be attainable with the time limitations specified and the annual operating and capital budgets and approved appropriations.

Section 11: Hours of Work

It is recognized that Employee is a part-time, exempt employee, and to that end, Employee shall establish an appropriate work schedule, agreeable with Council, with a minimum of 24 hours per week and not exceeding 30 hours per week. Employer and Employee acknowledge that one 8 hour work day per week will be dedicated to Clerk of Council duties and that said work will be performed out of the office at Employee's home.

Section 12: Outside Activities

The employment provided for by this Agreement shall be the Employee's sole employment. Recognizing that certain outside opportunities provide indirect benefits to Employer and surrounding communities, Employee may elect to accept limited teaching, coaching or other business opportunities with the understanding that such arrangements shall not constitute direct interference with or conflicts of interest with the responsibilities under this Agreement. Such outside opportunities undertaken by Employee shall be disclosed to Employer.

Section 13: Residency

The Council of the Village of Waynesville has waived any residency requirements.

Section 14: Notices

Notices pursuant to this Agreement shall be given by depositing in the custody of the United States Postal Service, postage prepaid, addressed as follows:

A) EMPLOYER: Village Manager, Waynesville Government Center, 1400 Lytle Road, Waynesville, OH 45068

B) EMPLOYEE: Jamie Morley _____

Alternatively, notice required pursuant to this Agreement may be personally served in the same manner as is applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as the date of deposit of such written notice in the course of transmission in the United States Postal Service.

Section 15: General Provisions

A) Integration: This Agreement sets forth and establishes the entire understanding between Employer and Employee relating to the employment of Employee by Employer. Any prior discussions or representations by or between the parties are merged into and rendered null and void by the Agreement. The parties by mutual written agreement may amend any provision of the Agreement during the life of the Agreement. Such amendments shall be incorporated and made a part of this Agreement.

B) Binding Effect: This Agreement shall be binding on Employer and Employee as well as their heirs, assigns, executors, personal representatives and successors in interest.

C) Effective Date: This Agreement shall become effective April 1, 2024.

D) Severability: In the event that any provision of this Agreement is held to be invalid, the remaining provisions shall be deemed to be in full force and effect as if they have been executed by both parties subsequent to the expulsion of judicial modification of the invalid provision.

SIGNATURES

Village Manager Signature	Print Name	Date

Employee Signature	Print Name	Date

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