



VILLAGE OF NORTH BALTIMORE
Committee of the Whole 9/2/25

September 02, 2025
5:30 PM

Agenda

I. Call to order: Council President Dee Hefner

II. Pledge of Allegiance

Public Works - Paula Beaupry

Public Works Building

Public Utilities - Eric Sweat

[Turnkey](#) Emergency Ordinance

Water Tower Cleaning Update

Filter Replacement Update

Water Plant Discussion

Public Safety - Dee Hefner

Police Radio Update

Redaction Software Update

III. Finance and Technology - Tim Engard

[1.](#) T-Mobile Resolution

Personnel, Policy and Ordinance Review - Dave Richmond

[RESOLUTION](#) NO. 18 - 2025: A RESOLUTION AMENDING SECTION 4.04 – WORK SCHEDULES AND TIME OFF (FORMERLY TITLED “WORK SCHEDULING”) – OF THE VILLAGE OF NORTH BALTIMORE PERSONNEL POLICY MANUAL TO

CLARIFY AND MODERNIZE POLICIES REGARDING WORK SCHEDULES, REST AND MEAL PERIODS, FLEX TIME, AND COMPENSATORY TIME.

Economic and Community Development - Bill Cook

Finance Officer - Matt Clouse

[Finance](#) Report

Mayor - Aaron Patterson

IV. Adjournment

VILLAGE OF NORTH BALTIMORE, WOOD COUNTY, OHIO

ORDINANCE NO. 2025 – 18

AN ORDINANCE AUTHORIZING THE VILLAGE ADMINISTRATOR TO EXECUTE A FIRST AMENDMENT TO THE COMMERCIAL LEASE AGREEMENT WITH FIBER OPTIC MANAGEMENT LLC, DBA TURNKEY NETWORK SOLUTIONS, AND DECLARING AN EMERGENCY.

WHEREAS, the Village of North Baltimore (“Village”) owns property at 1234 South Dixie Highway, North Baltimore, Ohio, which is leased to Fiber Optic Management LLC, DBA TurnKey Network Solutions (“Tenant”) under an agreement dated September 1, 2024; and

WHEREAS, the Parties wish to amend the Lease to extend the term and clarify rent obligations; and

WHEREAS, Council finds approval of the First Amendment to be in the best interests of the Village and necessary to avoid continued month-to-month tenancy beyond September 2025.

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of North Baltimore, Wood County, Ohio:

SECTION 1.
Council hereby approves the First Amendment to the Commercial Lease Agreement, extending the term from October 1, 2025, through September 30, 2026, at a rent of Two Thousand Five Hundred Dollars (\$2,500.00) per month, continuing thereafter on a month-to-month basis until terminated in accordance with its terms.

SECTION 2.
The Village Administrator is authorized and directed to execute said First Amendment, in substantially the form attached hereto as Exhibit A, and to take all actions necessary to carry out this Ordinance.

SECTION 3. Emergency Clause.
This Ordinance is declared an emergency measure necessary for the immediate preservation of the public peace, health, safety, and welfare, specifically to prevent continued month-to-month tenancy beyond September 2025. It shall take effect immediately upon passage by Council and approval by the Mayor.

The motion to adopt the foregoing ordinance was moved by Member _____ and seconded by Member _____.

EMERGENCY CLAUSE VOTE	VOTE ON FINAL ADOPTION
YEAS _____ NAYS _____	YEAS _____ NAYS _____

ADOPTED AND EFFECTIVE this 9th day of September 2025.

_____ Dee Hefner, President of Council	_____ Aaron Patterson, Mayor
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Attest:

Becky Walter, Clerk-Treasurer

Exhibit A

FIRST AMENDMENT TO COMMERCIAL LEASE AGREEMENT

This First Amendment to Commercial Lease Agreement (“Amendment”) is made and entered into as of the 1st day of October, 2025, by and between:

Landlord: Village of North Baltimore, with a mailing address of 205 North Main Street, North Baltimore, OH 45872 (“Landlord”)

and

Tenant: Fiber Optic Management LLC, DBA TurnKey Network Solutions, with a mailing address of 7020 Southbelt Drive SE, Caledonia, MI 49316 (“Tenant”).

Collectively, the Landlord and Tenant shall be known as the “Parties.”

RECITALS

WHEREAS, the Parties entered into a Commercial Lease Agreement dated September 1, 2024 (the “Agreement”) for the premises located at 1234 S Dixie Hwy, North Baltimore, OH; and

WHEREAS, the Parties desire to amend the Agreement in order to extend the lease term and clarify the rent obligations.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. Amendment to Section IV – Term of Lease

Section IV of the Agreement is hereby deleted in its entirety and replaced with the following:

“IV. TERM OF LEASE. The term of this Agreement shall be extended for a period of twelve (12) months commencing on October 1, 2025, and expiring on September 30, 2026 (“Extended Term”). After the expiration of the Extended Term, this Agreement shall automatically continue on a month-to-month basis upon the same terms and conditions set forth herein, except as modified by this Amendment, until such time that either Party provides sixty (60) days advance written notice of termination of the Agreement.”

2. Clarification of Section VI – Rent

The Parties agree that the monthly rent of Two Thousand Five Hundred Dollars (\$2,500.00) shall continue without change throughout the Extended Term and during any subsequent month-to-month tenancy, subject to the payment and due dates set forth in Section VI of the Agreement.

3. No Other Changes

Except as expressly amended by this Amendment, all other terms, covenants, and conditions of the Agreement shall remain in full force and effect and are hereby ratified and confirmed.

IN WITNESS WHEREOF, the Parties have executed this First Amendment to Commercial Lease Agreement as of the date first written above.

Landlord’s Signature: _____ **Date:** _____

Print Name: _____

Tenant’s Signature: _____ **Date:** _____

Print Name: _____

Current Offer						Our Proposed Offer				
My proposal		Monthly	Yearly	Escalator		My proposal		Monthly	Yearly	Escalator
4/20/2030	4/19/2031	\$2,950.00	\$35,400.00	0.00%		4/20/2030	4/19/2031	\$2,950.00	\$35,400.00	0.00%
4/20/2031	4/19/2032	\$2,950.00	\$35,400.00	0.00%		4/20/2031	4/19/2032	\$2,950.00	\$35,400.00	0.00%
4/20/2032	4/19/2033	\$2,950.00	\$35,400.00	0.00%		4/20/2032	4/19/2033	\$2,950.00	\$35,400.00	0.00%
4/20/2033	4/19/2034	\$2,950.00	\$35,400.00	0.00%		4/20/2033	4/19/2034	\$2,950.00	\$35,400.00	0.00%
4/20/2034	4/19/2035	\$2,950.00	\$35,400.00	12.00%		4/20/2034	4/19/2035	\$2,950.00	\$35,400.00	
4/20/2035	4/19/2036	\$3,304.00	\$39,648.00	0.00%		4/20/2035	4/19/2036	\$3,500.00	\$42,000.00	0.00%
4/20/2036	4/19/2037	\$3,304.00	\$39,648.00	0.00%		4/20/2036	4/19/2037	\$3,500.00	\$42,000.00	0.00%
4/20/2037	4/19/2038	\$3,304.00	\$39,648.00	0.00%		4/20/2037	4/19/2038	\$3,500.00	\$42,000.00	0.00%
4/20/2038	4/19/2039	\$3,304.00	\$39,648.00	0.00%		4/20/2038	4/19/2039	\$3,500.00	\$42,000.00	0.00%
4/20/2039	4/19/2040	\$3,304.00	\$39,648.00	12.00%		4/20/2039	4/19/2040	\$3,500.00	\$42,000.00	15.00%
4/20/2040	4/19/2041	\$3,700.48	\$44,405.76	0.00%		4/20/2040	4/19/2041	\$4,025.00	\$48,300.00	0.00%
4/20/2041	4/19/2042	\$3,700.48	\$44,405.76	0.00%		4/20/2041	4/19/2042	\$4,025.00	\$48,300.00	0.00%
4/20/2042	4/19/2043	\$3,700.48	\$44,405.76	0.00%		4/20/2042	4/19/2043	\$4,025.00	\$48,300.00	0.00%
4/20/2043	4/19/2044	\$3,700.48	\$44,405.76	0.00%		4/20/2043	4/19/2044	\$4,025.00	\$48,300.00	0.00%
4/20/2044	4/19/2045	\$3,700.48	\$44,405.76	12.00%		4/20/2044	4/19/2045	\$4,025.00	\$48,300.00	15.00%
4/20/2045	4/19/2046	\$4,144.54	\$49,734.45	0.00%		4/20/2045	4/19/2046	\$4,628.75	\$55,545.00	0.00%
4/20/2046	4/19/2047	\$4,144.54	\$49,734.45	0.00%		4/20/2046	4/19/2047	\$4,628.75	\$55,545.00	0.00%
4/20/2047	4/19/2048	\$4,144.54	\$49,734.45	0.00%		4/20/2047	4/19/2048	\$4,628.75	\$55,545.00	0.00%
4/20/2048	4/19/2049	\$4,144.54	\$49,734.45	0.00%		4/20/2048	4/19/2049	\$4,628.75	\$55,545.00	0.00%
4/20/2049	4/19/2050	\$4,144.54	\$49,734.45	12.00%		4/20/2049	4/19/2050	\$4,628.75	\$55,545.00	15.00%
4/20/2050	4/19/2051	\$4,641.88	\$55,702.59	0.00%		4/20/2050	4/19/2051	\$5,323.06	\$63,876.75	0.00%
4/20/2051	4/19/2052	\$4,641.88	\$55,702.59	0.00%		4/20/2051	4/19/2052	\$5,323.06	\$63,876.75	0.00%
4/20/2052	4/19/2053	\$4,641.88	\$55,702.59	0.00%		4/20/2052	4/19/2053	\$5,323.06	\$63,876.75	0.00%
4/20/2053	4/19/2054	\$4,641.88	\$55,702.59	0.00%		4/20/2053	4/19/2054	\$5,323.06	\$63,876.75	0.00%
4/20/2054	4/19/2055	\$4,641.88	\$55,702.59	12.00%		4/20/2054	4/19/2055	\$5,323.06	\$63,876.75	15.00%
4/20/2055	4/19/2056	\$5,198.91	\$62,386.90	0.00%		4/20/2055	4/19/2056	\$6,121.52	\$73,458.26	0.00%
4/20/2056	4/19/2057	\$5,198.91	\$62,386.90	0.00%		4/20/2056	4/19/2057	\$6,121.52	\$73,458.26	0.00%
4/20/2057	4/19/2058	\$5,198.91	\$62,386.90	0.00%		4/20/2057	4/19/2058	\$6,121.52	\$73,458.26	0.00%
4/20/2058	4/19/2059	\$5,198.91	\$62,386.90	0.00%		4/20/2058	4/19/2059	\$6,121.52	\$73,458.26	0.00%
4/20/2059	4/19/2060	\$5,198.91	\$62,386.90	12.00%		4/20/2059	4/19/2060	\$6,121.52	\$73,458.26	15.00%
Total			\$1,436,388.46			Total			\$1,592,900.06	

THIRD AMENDMENT TO COMMUNICATIONS SITE LEASE AGREEMENT

This Third Amendment to Communications Site Lease Agreement (the “**Third Amendment**”) is effective on the date of the last signature (the “**Effective Date**”) by Village of North Baltimore, Ohio, an Ohio municipal corporation (“**Landlord**”), and Sprint Spectrum LLC, a Delaware limited liability company (“**Tenant**”).

Landlord and Tenant or their predecessors-in-interest entered into a Communications Site Lease Agreement dated March 11, 2005, and a First Amendment to Communications Site Lease Agreement dated March 24, 2007, and a Second Amendment to Communications Site Lease Agreement dated September 23, 2016 (collectively, the “**Lease**”) regarding the leased space (“**Premises**”) located at 2253 Grant Road, North Baltimore, OH 45872 (“**Property**”).

Landlord and Tenant now agree as follows:

1. Tenant is granted five (5) additional five (5) year Renewal Term beginning on April 20, 2035.
2. Rent will be Three Thousand Four Hundred and 00/100 (\$3,400.00) Dollars per month beginning on April 20, 2035.
3. Beginning on April 20, 2035, the escalation set forth in the Lease will end. Rent will then increase by fifteen percent (15%) on April 20, 2040, and at the beginning of each subsequent Renewal Term.
4. Tenant may complete upgrades and additions of new equipment inside its Premises for no additional consideration or fee, in compliance with required permits.
5. As of the Effective Date of this Third Amendment, Landlord shall be responsible for maintaining all portions of the Property in good order and condition, including without limitation, plumbing, elevators, the roof and support structure, landscaping and common areas, as applicable.
6. Tenant may not assign the Lease or sublease to another company without providing Landlord with written notice.
7. Tenant and Landlord will cooperate with each other's requests to approve permit applications and other documents related to the Premises.
8. Landlord may bill Tenant for any charges related to the Lease besides Rent within twelve (12) months of incurring the cost or the charges are waived.
9. Landlord may assign the Lease immediately upon receiving Tenant’s consent to the assignment.

10. The current notice addresses for the Landlord and Tenant:

If to Landlord:

Village of North Baltimore, Ohio
205 N. Main Street
North Baltimore, OH 45872

If to Tenant:

T-Mobile USA, Inc.
12920 SE 38th Street
Bellevue, WA 98006
Attn: Lease Compliance / DE72XC057

11. The terms of this Third Amendment will control if any provisions conflict with the Lease, otherwise, all other Lease terms will remain in full force and effect. Capitalized terms used but not defined in this Third Amendment will have the same meanings as in the Lease.

12. Landlord and Tenant represent that they have the authority to sign this Third Amendment and have obtained any needed third-party consents to do so.

Landlord:

Village of North Baltimore, Ohio, an Ohio
municipal corporation

By: _____

Print Name: _____

Title: _____

Date: _____

Tenant:

Sprint Spectrum LLC, a Delaware limited
liability company

By: _____

Print Name: _____

Title: _____

Date: _____

VILLAGE OF NORTH BALTIMORE, WOOD COUNTY, OHIO

RESOLUTION NO. 18 - 2025

A RESOLUTION AMENDING SECTION 4.04 – WORK SCHEDULES AND TIME OFF (FORMERLY TITLED “WORK SCHEDULING”) – OF THE VILLAGE OF NORTH BALTIMORE PERSONNEL POLICY MANUAL TO CLARIFY AND MODERNIZE POLICIES REGARDING WORK SCHEDULES, REST AND MEAL PERIODS, FLEX TIME, AND COMPENSATORY TIME.

WHEREAS, it is necessary and in the best interest of the Village of North Baltimore to ensure its personnel policies reflect current operational needs, comply with applicable labor laws, and provide clear expectations for all employees; and

WHEREAS, the current version of Section 4.04 does not adequately address flex time, meal and rest periods, or compensatory time practices as applied across departments; and

WHEREAS, the Village Administrator has recommended updated language for Section 4.04 – Work Schedules and Time Off – which clarifies the responsibilities of supervisors and employees, ensures compliance with the Fair Labor Standards Act (FLSA), and supports operational flexibility;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE VILLAGE OF NORTH BALTIMORE, WOOD COUNTY, OHIO:

Section 1. That Section 4.04 of the Village of North Baltimore Personnel Policy Manual, previously titled "Work Scheduling," is hereby amended in its entirety and retitled "Work Schedules and Time Off," as set forth in Exhibit A – Amendments to Section 4.04: Work Schedules and Time Off, which is attached hereto and incorporated herein by reference.

Section 2. That Section 4.10 – Flex Time – and Section 4.15 – Compensatory Time – are hereby repealed in their entirety, having been incorporated into the revised Section 4.04.

Section 3. All existing policies and administrative practices that conflict with the revised Section 4.04 are hereby repealed to the extent of the conflict.

Section 4. That the remaining subsections of Section 4 – Compensation and Hours of Work – shall be renumbered accordingly by the Village Administrator or Clerk-Treasurer to maintain sequential consistency throughout the Personnel Policy Manual.

Section 5. This Resolution shall take effect and be in force thirty (30) days after its passage, as provided by law.

The motion to adopt the foregoing resolution was moved by Member _____ and seconded by Member _____.

PASSED by the Council of the Village of North Baltimore, Ohio, this ____ day of _____, 2025.

Dee Hefner, President of Council

Aaron Patterson, Mayor

Attest:

Becky Walter, Clerk-Treasurer

**Exhibit A – Amendments to SECTION 4.04
Work Schedules and Time Off**

A.1. General Work Scheduling

Original Language:

1. Generally: The Employer will establish the standard workday, workweek and starting and ending times for each shift in each department, taking into account current and anticipated workloads, public service needs and other related factors. No established schedule should be construed as a guarantee of work hours or as a restriction on the Employer's right to restructure the workday or workweek. Variations in the starting and ending times and the total hours scheduled each workday may occur based on staffing needs and operational demands.

Proposed Language:

1. Generally: The Employer will establish the standard workday, workweek, and starting and ending times for each shift in each department, taking into account current and anticipated workloads, public service needs, and other operational factors. No established schedule shall be construed as a guarantee of work hours or as a restriction on the Employer's right to restructure schedules as needed.

A.2. Rest Periods

Original Language:

2. Rest Periods: Subject to the discretion of the Employer, employees may be authorized rest periods each full working day. Employees shall normally receive one rest break near the middle of the first half of the workday and a second rest break near the middle of the second half of the workday. Rest periods shall not exceed ten (10) minutes in length, shall not be taken in conjunction with the meal period or the beginning or end of the workday, may not be used to cover a late arrival, and shall not interfere with the proper performance of the employee's work responsibilities. Since employees are compensated for rest periods, they shall not be absent from their workstations beyond the allotted time and shall not be entitled to any additional compensation for any rest period not taken due to operational requirements.

Proposed Language:

2. Rest Periods: Subject to the discretion of the Employer, employees may be provided rest periods during each full working day. Employees shall generally receive one rest break near the middle of the first half of the workday and another near the middle of the second half. Rest periods shall not exceed ten (10) minutes, may not be combined with meal periods or taken at the beginning or end of the workday, and shall not interfere with operational needs. Rest periods are paid time but are not accrued, banked, or compensated if not taken.

A.3. Meal Periods

Original Language:

3. Meal Periods: All full-time employees are provided with one meal period each workday. The Employer will schedule meal periods in a manner that best meets the operational requirements of the respective work unit.

Most employees receive an unpaid meal period and shall be relieved of all work responsibilities during such period. Employees shall not perform any work during their unpaid meal period unless specifically requested to do so by their supervisor. In the event a supervisor directs an employee to work during their scheduled meal period, the employee's meal period will be rescheduled or the employee will be compensated for the time.

Certain employees (e.g. police personnel) may be scheduled to work a straight eight (8) hours

and to take their lunch and other breaks as time permits. Such employees will be compensated for their meal period but shall remain subject to call or work assignment during said period without any additional compensation.

Proposed Language:

3. Meal Periods: All full-time employees and part-time employees who work a full eight (8) hour shift are provided with one unpaid meal period of thirty (30) minutes each workday. Meal periods will be scheduled by the Employer to best meet the operational needs of each department.

Non-exempt employees must be fully relieved of all duties during the unpaid meal period. Performing work during this time is prohibited unless explicitly directed by a supervisor. If a non-exempt employee is required to work during their scheduled meal period, the time will either be rescheduled or compensated in accordance with the Fair Labor Standards Act (FLSA). Flexing of hours for non-exempt employees is only permitted within the same workweek and may not be carried over into a different workweek to avoid overtime.

Exempt Employees – Office Staff: The Village Administrator and Finance Officer shall work eight (8) hours per workday, exclusive of a mandatory meal period of thirty (30) minutes, resulting in a minimum of eighty (80) hours per pay period.

Exempt Employees – All Others: All other exempt employees are required to work a standard eight (8) hour workday, which may be scheduled as a straight shift, resulting in a minimum of eighty (80) hours per pay period. If a meal period is taken, it shall be considered part of the employee's workday unless otherwise directed by the supervisor.

Police and EMS personnel may be scheduled to work a straight shift and take meal and break periods as time permits. These employees are compensated for their meal period but remain subject to call or assignment without additional pay.

A.4. Flex time

Original Language:

4. Flex time: Upon request from the employee, the Employer may authorize flex time for certain employees to permit them to vary their starting and ending times each workday within established limits. Flex time shall not be authorized if it will create an overtime situation. The Employer may also direct an employee to flex their normal work schedule in order to avoid the employee working extra hours that would create an overtime situation.

Proposed Language:

4. Flex time: Flex time is a scheduling tool that allows employees to vary their daily or weekly work hours to accommodate business needs or personal scheduling constraints, subject to supervisory approval.

Non-Exempt Employees - Flex time for non-exempt employees may be granted to prevent the need for overtime by adjusting scheduled hours within the same workweek. The process for obtaining pre-approval may be informal (e.g., verbal or email approval), but must be documented in some form and received before the adjusted schedule is worked. All flex time must be accurately recorded on the employee's timesheet. Supervisors may also direct a non-exempt employee to flex their schedule to avoid an overtime situation.

Exempt Employees -Flex time for Exempt employees may request or be directed to flex their schedule as needed to fulfill job responsibilities. Since exempt employees are not eligible for overtime, flex time adjustments do not require formal tracking but should be communicated for coordination purposes. The baseline expectation is a standard eight (8) hour workday, exclusive of any meal period taken. Time beyond the standard workday may be informally flexed within the same pay period with supervisor approval.

A.5 Compensatory Time

1. Non-exempt employees under the FLSA may elect to take compensatory time off in lieu of receiving cash payment for overtime worked, at the rate of one and one-half (1 ½) hours off for each hour of overtime worked. All remaining overtime hours shall be submitted for pay.
2. Compensatory time shall be taken with the advanced approval of the department head and shall only be granted if it does not create an overtime situation.
3. Employees may accumulate up to forty (40) hours of compensatory time. Any accumulated but unused compensatory time shall be paid prior to the end of the year.
4. An employee may be directed to use compensatory time off at the department head's discretion.

B. PROCEDURE

Original Language:

1. Each work unit's standard workday, workweek, starting, and quitting times will be appropriately communicated to the affected employees by the supervisor.
2. Any changes in the normal work schedule, authorization for flex time, or direction to modify the employee's normal starting or ending times will also be appropriately communicated to the affected employees by the supervisor.
3. Employees desiring to work a flex time schedule shall submit a written request to their supervisor explaining the reasons they are requesting a flexible work schedule. The supervisor shall forward the request to the person in charge of the work unit with the supervisor's recommendation for approval or disapproval.

Proposed Language:

1. General Expectations
Each work unit's standard workday, workweek, starting time, and quitting time shall be clearly communicated to affected employees by their supervisor. Supervisors are responsible for managing schedules in accordance with operational needs and applicable laws. Changes to standard work hours must also be communicated in a timely manner.
2. Compensatory Time Procedure
Employees shall request the use of compensatory time off in advance on a Request for Leave of Absence Form, consistent with the provisions of Section A.5.
3. Non-Exempt Employees
 - Work schedules must comply with the Fair Labor Standards Act (FLSA), which requires overtime compensation for hours worked in excess of forty (40) hours in a single workweek.
 - All time worked must be accurately recorded on the employee's timesheet.
 - Advance approval—verbal or written—is required for any adjustments to an employee's regular schedule.
 - Supervisors may authorize flex time within the same work week to help prevent overtime.
 - Any flex time that causes the employee to exceed forty (40) hours in a work week must be compensated at the applicable overtime rate, unless specifically exempted by law.
 - Non-exempt employees may adjust their hours within the same forty (40) hour workweek, with supervisory approval. This flexibility does not constitute compensatory time, does not accrue, and has no cash value.
4. Exempt Employees

- Exempt employees are not subject to FLSA overtime rules and may flex their schedules as needed to meet job responsibilities.
- Office Exempt Employees (Village Administrator and Finance Officer): Required to work eight (8) hours per workday, exclusive of a mandatory thirty (30) minute meal period, resulting in a minimum of eighty (80) hours per pay period.
- All Other Exempt Employees: Required to work eight (8) hours per workday, typically in straight shifts, resulting in a minimum of eighty (80) hours per pay period.
- Time worked beyond the standard eight (8) hours in a day may be informally flexed and must be used within the same pay period, subject to supervisor discretion.
- While exempt employees are not required to track hours for pay purposes, they must record all time worked on their timesheet and communicate significant deviations from their standard schedule to ensure departmental coordination.
- Supervisors may direct schedule adjustments based on operational needs, workload, or staffing coverage.
- Exempt employees may informally bank flex time within the same pay period and use it as needed.
- Flex time for exempt employees is not accrued, tracked hour-for-hour, or carried forward beyond the pay period.

5. Oversight and Equity

Supervisors are responsible for ensuring that all flex time arrangements align with operational needs, are applied equitably, and do not compromise department coverage or performance.

For the Village Administrator, any revocation of flex time privileges or disciplinary action resulting from failure to meet job responsibilities shall require the concurrence of both the Mayor and Village Council.



VILLAGE OF NORTH BALTIMORE

205 North Main Street, North Baltimore, OH 45872

Phone (419)-257-2394

Fax (419)-257-2457

COTW Topics for September 2, 2025

I would like to have these on the agenda for the COTW meeting on September 2, 2025.

- 1. A new Resolution modifying the current agreement and contract with NECO water for Neptune My360. We are currently not signed up for Single-Sign-On Integration (SSO). With SSO residents will be able to log into their account and then click-on their water consumption. Without SSO, residents will have to login into their water consumption account separately from their regular water account. The current Resolution is not to exceed \$16,760.00. The new Resolution would read not to exceed \$20,751. An increase of \$3,991.**
- 2. The estimate for repairs to 2019 F-450 ambulance is \$16,582.05. We are currently waiting to see if our insurance will cover this.**
- 3. Jackson Township EMS contract (We are currently still having conversations)**
- 4. We have received our 1st payment from Fire insurance billing. We have received a check from the Delong Co. for \$6350 to reimburse the Fire Department for new grain rescue equipment.**
- 5. We would like to have a hearing on the JEDD expansion before the October 14th Council meeting. We then would have the 1st reading for an Ordinance to approve the JEDD expansion at the October 14th Council meeting. If Council is alright with the JEDD expansion hearing, we will need to advertise the hearing by September 12th.**
- 6. Star Ohio to Investment- The Federal Reserve decided in July to hold interest rates steady. Right now, it looks like rates will see a cut in September.**
- 7. The new Mayor's Court software contract has been signed and so far, we don't have any surprises to report.**
- 8. We received a reimbursable grant for \$1,000 from PEP. This was for the streetlight at Main St. and Water St.**
- 9. An Ordinance transferring \$71,424.96 from the General Fund to the EMS 4905 Capital Fund. This originates from the \$52,800 received from the Eagleville JAD contract from 2024 & the remaining \$18,624.96 is from the 2024 EMS carryover.**
- 10. An Ordinance for a \$22,000 Tree Maintenance Assessment. This is the same as last year.**
- 11. An Ordinance for a \$86,000 Street Cleaning Assessment. This is the same as last year.**
- 12. An Ordinance for a \$78,000 Street Lighting Assessment. This is \$8,000 higher than last year.**
- 13. An Ordinance submitting Delinquent Utility accounts to the County Auditor for property tax assessment.**
- 14. An Ordinance submitting Grass Mowing Assessments to the County Auditor for property tax assessment.**

