

**RECORD OF PROCEEDINGS**  
Minutes of Mt. Orab Village Council Meeting

Held

**DECEMBER 4, 2025**

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Mayor Howser called the regular council meeting to order at 7:00 p.m. with the following members present: Darrin Schneider, Shane Ogden, Herm Scott and Jay Shaw.

**MINUTES**

Councilman Scott moved to approve the minutes for the November 18th council meeting as presented. Seconded by Councilman Shaw. All Yea.

John Waits, Jenny Conrad and Carl Vinyard were present to observe the council meeting. Village employees Kelly Cole, Jason Hahn and Nick Rymer were also present.

Christine Barth, our health insurance consultant from Gallagher was present at the meeting to discuss the latest anthem health insurance renewal quote which included a 26.5% increase as well as changes in copays and out of pocket maximums. Christine Barth also discussed various insurance options with a recommendation to move to a United Health Care Plan under Surest. Christian Botts the United Health Care Representative was present virtually to cover the Surest plan and the use of the Surest app in selecting health care options for treatment. A discussion was had regarding options to extend the HRA for 2026 in some form.

**HEALTH INSURANCE PLAN SELECTION 2026**

Councilman Schneider moved to approve the move to the Surest plan with United Health Care effective January 1, 2026. Seconded by Councilman Scott. All Yea.

**FIRE BRUSH TRUCK**

Councilman Schneider moved to approve the purchase of an F150 Truck for the fire department from Mt. Orab Ford in the amount of \$56,134.00 which matches the state bid price and to apply for a grant to equip the back unit for an approximate cost of \$15,000.00 to make it a brush truck. Seconded by Councilman Ogden. All Yea.

**RESIGNATION FIRE DEPARTMENT**

Councilman Shaw moved to approve the resignation of Leanna Whaley as a full time fire department employee effective December 4, 2025 and to move Leanna Whaley to a part time employee status. Seconded by Councilman Scott. All Yea.

**EXECUTIVE SESSION**

Councilman Shaw moved to enter executive session to discuss the following items at 8:02 p.m.

To consider confidential information related to the marketing plans, specific business strategy, production techniques, trade secrets or personal financial statements of an applicant for economic development assistance.

**RECORD OF PROCEEDINGS**  
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To consider the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee or official, or the investigation of charges or complaints against a public employee.

Seconded by Councilman Schneier. All Yea.

Council returned from executive session at 8:55 p.m.

**REDI CINCINNATI DIRECTOR MEMBERSHIP**

Councilman Shaw moved to rescind the previously approved ambassador member in REDI and moved to approve the director membership in REDI Cincinnati at an annual fee of \$10,000 for a period of two years (2026-2027) with the Port Authority contributing \$5,000 annually to provide a seat on the board of directors for the Village.

Seconded by Councilman Ogden. All Yea.

**PAID ADMINISTRATIVE LEAVE**

Councilman Shaw moved to place a police officer on paid administrative leave as recommended by Chief Hahn until January 6, 2026.

Seconded by Councilman Scott. All Yea.

**ADDITIONAL DECEMBER COUNCIL MEETING**

Councilman Schneider moved to set December 11th at 7:00 p.m. for the next council meeting.

Seconded by Councilman Ogden. All Yea.

**COMMUNITY PARK IMPROVEMENT FUND # 2042**

Councilman Scott offered Resolution # 868 RESOLUTION TO REQUEST THE ESTABLISHMENT OF THE COMMUNITY PARK IMPROVEMENT FUND # 2042 UNDER THE PARKS & RECREATION SPECIAL REVENUE CATEGORY OF THE VILLAGE OF MT. ORAB, OHIO AND DECLARING AN EMERGENCY.

Resolution # 868 was given its first reading by title only.

**LOAN AUTHORIZATION WITH COUNTY COMMISSIONERS FOR APPLE STREET WEST**

Councilman Schneider offered Resolution # 869 A RESOLUTION AUTHORIZING THE DEVELOPMENT DIRECTOR TO MAKE APPLICATION TO THE BROWN COUNTY COMMISSIONERS FOR A LOAN IN THE AMOUNT OF \$250,000.00 FOR PARTIAL FUNDING FOR THE CONSTRUCTION OF APPLE STREET WEST WHICH APPLICATION IS TO BE SIGNED BY THE MAYOR OF THE VILLAGE OF MT ORAB, OHIO.

Resolution # 869 was given its first reading by title only.

**RECORD OF PROCEEDINGS**

Minutes of Mt. Orab Village Council Meeting

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**PAVING PROJECT 2026**

Councilman Schneider moved to approve the list of nine roads as recommended by Viox and Viox for advertising for bid once specs are completed, Dean and Brittany Lane will be bid separately.

Seconded by Councilman Ogden. All Yea.

**2025 ANNUAL APPROPRIATIONS**

Councilman Scott offered Ordinance # 1331 AN ORDINANCE TO MAKE APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE VILLAGE OF MT. ORAB, OHIO, DURING THE FISCAL YEAR ENDING DECEMBER 31, 2025.

Ordinance # 1331 was given its first reading by title only.

**2026 APPROPRIATIONS**

Councilman Scott offered Ordinance # 1332 AN ORDINANCE TO MAKE APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE VILLAGE OF MT. ORAB, OHIO, DURING THE FISCAL YEAR ENDING DECEMBER 31, 2026.

Ordinance # 1332 was given its first reading by title only.

**CEMETERY OPENING/CLOSING AGREEMENT**

Councilman Schneider moved to authorize the Mayor to sign the cemetery opening/closing agreement with AJ's Excavation Services, Inc. effective through December 31, 2026.

Seconded by Councilman Ogden. All Yea.

**VILLAGE STREET CLEANUP SERVICES**

Councilman Scott moved to increase Carlos McKinley hourly contractual service for street cleanup services to \$11.00 per hour.

Seconded by Councilman Ogden. All Yea.

**VACATION, SICK AND HOLIDAY LEAVE**

Councilman Scott offered Ordinance # 1333 TO ESTABLISH AND SET POLICY CONCERNING VACATION, SICK LEAVE AND HOLIDAYS FOR FULL-TIME EMPLOYEES OF THE VILLAGE OF MT. ORAB

Ordinance # 1333 was given its first reading by title only.

RECORD OF PROCEEDINGS  
Minutes of Mt. Orab Village Council Meeting

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Council briefly discussed the fire department pay scale proposal and a pay raise for Village employees. A finance meeting is scheduled for 6:30 p.m. on December 11th.

**BILLS AND ADJOURN**

Councilman Shaw moved to approve the bills presented to council and adjourn  
Seconded by Councilman Schneider. All Yea.  
Meeting adjourned at 9:35 p.m.

  
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CHIEF FISCAL OFFICER

  
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MAYOR

# RECORD OF PROCEEDINGS

Minutes of Mt. Orab Village Council Meeting

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Held

Mayor Howser called the regular council meeting to order at 7:00 p.m. with the following members present: Darrin Schneider, Shane Ogden, Herm Scott, Barry Eyre and Jay Shaw.

## MINUTES

Councilman Scott moved to approve the minutes for the December 4th council meeting as presented. Seconded by Councilman Schneider. Scott Yea, Schneider Yea, Ogden Yea, Shaw Yea, Eyre Abstained.

John Waits, Jenny Conrad and Carl Vinyard were present to observe the council meeting. Village employees Kelly Cole, Jason Hahn and Nick Rymer were also present.

## RETURN ADVANCES

Councilman Scott moved to approve the following return advances to the General Fund

Fund # 2052 Coronavirus NEU Local Fiscal Recovery	\$1,000.00
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Fund # 2056 Fire Safer Grant	\$40,000.00
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Seconded by Councilman Ogden. All Yea.

## ADVANCEMENT POLICE OFFICER

Councilman Schneider moved to approve the movement of Jeremy Nay to Tier II at an annual salary of \$60,486.40 effective December 4th based on completion of four years of service. Seconded by Councilman Shaw. All Yea.

## POLICE SURPLUS

Councilman Shaw moved to approve the following list of items as recommended by Chief Hahn to declare surplus and no longer needed for public purpose.

Forfeiture-2016 Black Honda CRV VIN:2HKRM4H72GH619474

Life Fitness Smith Machine

Hammer Strength Leg Press

XP Adjustable Bench

Hammer Strength Power Rack

Pendulum Chess Press Machine

Seconded by Councilman Eyre. All Yea.

## COMMUNITY PARK IMPROVEMENT FUND # 2042 AUTHORIZATION

Resolution # 868 RESOLUTION TO REQUEST THE ESTABLISHMENT OF THE COMMUNITY PARK IMPROVEMENT FUND # 2042 UNDER THE PARKS & RECREATION SPECIAL REVENUE CATEGORY OF THE VILLAGE OF MT. ORAB, OHIO AND DECLARING AN EMERGENCY.

Councilman Scott moved to suspend the rules on the reading of Resolution # 868.

Seconded by Councilman Schneider. All Yea.

Resolution # 868 was read a second and third time by title only.

Councilman Scott moved to adopt Resolution # 868. Seconded by Councilman Ogden. All Yea.

Mayor Howser declared Resolution # 868 duly adopted.

RECORD OF PROCEEDINGS  
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**LOAN AUTHORIZATION WITH COUNTY COMMISSIONERS FOR APPLE STREET WEST**

Resolution # 869 A RESOLUTION AUTHORIZING THE DEVELOPMENT DIRECTOR TO MAKE APPLICATION TO THE BROWN COUNTY COMMISSIONERS FOR A LOAN IN THE AMOUNT OF \$250,000.00 FOR PARTIAL FUNDING FOR THE CONSTRUCTION OF APPLE STREET WEST WHICH APPLICATION IS TO BE SIGNED BY THE MAYOR OF THE VILLAGE OF MT. ORAB, OHIO.

Councilman Scott moved to suspend the rules on the reading of Resolution # 869.

Seconded by Councilman Schneider. All Yea.

Resolution # 869 was read a second and third time by title only.

Councilman Scott moved to adopt Resolution # 869.

Seconded by Councilman Ogden. All Yea.

Mayor Howser declared Resolution # 869 duly adopted.

**APPLE STREET WEST EXTENSION PROJECT FUND # 4913 AUTHORIZATION**

Councilman Scott offered Resolution # 870 RESOLUTION TO REQUEST THE ESTABLISHMENT OF THE APPLE STREET WEST EXTENSION PROJECT FUND # 4913 OF THE VILLAGE OF MT. ORAB, OHIO AND DECLARING AN EMERGENCY.

Councilman Schneider moved to suspend the rules on the reading of Resolution # 870.

Seconded by Councilman Scott. All Yea.

Resolution # 870 was read a second and third time by title only.

Councilman Scott moved to adopt Resolution # 870.

Seconded by Councilman Eyre. All Yea.

Mayor Howser declared Resolution # 870 duly adopted.

**TIF EXTENSION ENGAGEMENT BRICKER/GRAYDON**

Councilman Schneider moved to enter into a legal counsel engagement with Bricker/Graydon to provide legal advice in support of the Village's TIF program, including a comprehensive review of the current TIF program, new legislation related to either an extension of currently active pre-2006 TIF's or the creation of new TIF areas. Seconded by Councilman Shaw. All Yea.

**2025 ANNUAL APPROPRIATIONS**

Ordinance # 1331 AN ORDINANCE TO MAKE APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE VILLAGE OF MT. ORAB, OHIO, DURING THE FISCAL YEAR ENDING DECEMBER 31, 2025.

Councilman Scott moved to suspend the rules on the reading of Ordinance # 1331.

Seconded by Councilman Schneider. All Yea.

Ordinance # 1331 was read a second and third time by title only.

Councilman Scott moved to adopt Ordinance # 1331.

Seconded by Councilman Eyre. All Yea.

Mayor Howser declared Ordinance # 1331 duly adopted.

**RECORD OF PROCEEDINGS**  
Minutes of Mt. Orab Village Council Meeting

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**2026 APPROPRIATIONS**

Ordinance # 1332 AN ORDINANCE TO MAKE APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE VILLAGE OF MT. ORAB, OHIO, DURING THE FISCAL YEAR ENDING DECEMBER 31, 2026.

Councilman Scott moved to suspend the rules on the reading of Ordinance # 1332.

Seconded by Councilman Shaw. All Yea.

Ordinance # 1332 was read a second and third time by title only.

Councilman Scott moved to adopt Ordinance # 1332.

Seconded by Councilman Eyre. All Yea.

Mayor Howser declared Ordinance # 1332 duly adopted.

**VACATION, SICK AND HOLIDAY LEAVE**

Ordinance # 1333 TO ESTABLISH AND SET POLICY CONCERNING VACATION, SICK LEAVE AND HOLIDAYS FOR FULL-TIME EMPLOYEES OF THE VILLAGE OF MT. ORAB

Councilman Scott moved to suspend the rules on the reading of Ordinance # 1333.

Seconded by Councilman Schneider. All Yea.

Ordinance # 1333 was read a second and third time by title only.

Councilman Scott moved to adopt Ordinance # 1333.

Seconded by Councilman Ogden. All Yea.

Mayor Howser declared Ordinance # 1333 duly adopted.

**FIRE DEPARTMENT FULL-TIME EMPLOYMENT**

Councilman Shaw moved to accept the recommendation of Fire Chief Rymer to offer the full-time vacant position under the Safer Grant to Travis Swearingen as a Firefighter/Paramedic at the current pay scale of \$21.75 per hour pending physical and behavioral employee assessment.

Seconded by Councilman Eyre. All Yea.

**GREEN TOWNSHIP FIRE CONTRACT**

Councilman Schneider moved to authorize the Mayor and Chief Fiscal Officer to sign the three year fire contract (January 1, 2026 and ending on December 31, 2028) with Green Township.

In consideration of the services the Township agrees to pay the Village 97% of all proceeds derived from all fire levies less firehouse insurance, utilities and associated expenses. The Township agrees to run a Fire Levy at or above 1 mill on or before November 2026 election. In the event that the Fire Levy should fail the Township agrees to run a new Fire Levy at or above a 1 mill levy on or before November 2027 election. If the levy should fail at the end of 2027, payments will be made in year 2028 in addition to the levy distribution the Township agrees to pay an additional amount of \$52,000 for a total not to exceed \$150,000 for the year 2028.

Seconded by Councilman Shaw. All Yea.

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**EXECUTIVE SESSION**

Councilman Schneider moved to enter executive session to discuss the following items at 7:26 p.m.

To consider confidential information related to the marketing plans, specific business strategy, production techniques, trade secrets or personal financial statements of an applicant for economic development assistance.

To consider the appointment, employment, or compensation of a public employee or official

Seconded by Councilman Schneier. All Yea.

Council returned from executive session at 9:27 p.m.

**HEALTH REIMBURSEMENT ARRANGEMENT**

Councilman Schneider moved for the Village to work with their reimbursement agent to cover employees that participate in the Village health insurance at the same dollar level for 2026 that was covered under the HRA in 2025 and does not cover items that was not covered in 2025.

Seconded by Councilman Eyre. All Yea

**NEW RATE OF PAY FOR EMPLOYEES**

Councilman Scott offered Ordinance # 1334 AN ORDINANCE ESTABLISHING A NEW RATE OF PAY FOR EMPLOYEES OF THE VILLAGE OF MT. ORAB, OHIO AND DECLARING AN EMERGENCY.

Councilman Schneider moved to suspend the rules on the reading of Ordinance # 1334.

Seconded by Councilman Scott. All Yea.

Ordinance # 1334 was read a second and third time by title only.

Councilman Scott moved to adopt Ordinance # 1334.

Seconded by Councilman Eyre. All Yea.

Mayor Howser declared Ordinance # 1334 duly adopted.

**NEW RATE OF PAY FOR COUNCIL AND THE BOARD OF PUBLIC AFFAIRS**

Councilman Scott offered Ordinance # 1335 ORDINANCE SETTING WAGES FOR ELECTED OFFICIALS OF THE VILLAGE OF MT. ORAB, OHIO

Councilman Schneider moved to suspend the rules on the reading of Ordinance # 1335.

Seconded by Councilman Scott. All Yea.

Ordinance # 1335 was read a second and third time by title only.

Councilman Scott moved to adopt Ordinance # 1335.

Seconded by Councilman Eyre. All Yea.

Mayor Howser declared Ordinance # 1335 duly adopted.

**TRANSFER AUTHORIZATION TO THE COMMUNITY PARK IMPROVEMENT FUND**

Councilman Scott offered Resolution # 871 A RESOLUTION TO TRANSFER MONEY FROM THE GENERAL FUND TO THE COMMUNITY PARK IMPROVEMENT FUND # 2042 OF THE VILLAGE OF MT. ORAB, OHIO AND DECLARING AN EMERGENCY.

RECORD OF PROCEEDINGS  
Minutes of Mt. Orab Village Council Meeting

**DECEMBER 11, 2025**

Held

Councilman Schneider moved to suspend the rules on the reading of Resolution # 871.  
Seconded by Councilman Scott. All Yea.  
Resolution # 871 was read a second and third time by title only.  
Councilman Scott moved to adopt Resolution # 871.  
Seconded by Councilman Eyre. All Yea.  
Mayor Howser declared Resolution # 871 duly adopted.

**FIRE DEPARTMENT PAY SCALE**

Councilman Scott offered Ordinance # 1336 AN ORDINANCE TO ESTABLISH A PAY SCALE FOR ALL FIRE DEPARTMENT EMPLOYEES OF THE VILLAGE OF MOUNT ORAB, OHIO  
Councilman Scott moved to suspend the rules on the reading of Ordinance # 1336.  
Seconded by Councilman Eyre. All Yea.  
Ordinance # 1336 was read a second and third time by title only.  
Councilman Scott moved to adopt Ordinance # 1336.  
Seconded by Councilman Ogden. Schneider Nay, Ogden Yea, Scott Yea, Eyre Yea, Shaw Yea  
Motion Carried.  
Mayor Howser declared Ordinance # 1336 duly adopted.

**CHIEF FISCAL OFFICER PAY**

Councilman Scott offered Ordinance # 1337 AN ORDINANCE TO ESTABLISH THE COMPENSATION FOR THE CHIEF FISCAL OFFICER OF THE VILLAGE OF MOUNT ORAB, OHIO AND DECLARING AN EMERGENCY  
Councilman Scott moved to suspend the rules on the reading of Ordinance # 1337.  
Seconded by Councilman Eyre. All Yea.  
Ordinance # 1337 was read a second and third time by title only.  
Councilman Scott moved to adopt Ordinance # 1337.  
Seconded by Councilman Ogden. Schneider Nay, Ogden Yea, Scott Yea, Eyre Yea, Shaw Yea  
Motion Carried.  
Mayor Howser declared Ordinance # 1337 duly adopted.

**BILLS AND ADJOURN**

Councilman Shaw moved to approve the bills presented to council and adjourn  
Seconded by Councilman Eyre. All Yea.  
Meeting adjourned at 9:59 p.m.

  
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CHIEF FISCAL OFFICER

  
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MAYOR