

Safety Committee Meeting Minutes

December 8, 2025 – 6:30 PM

Members Present

Jason Adelsberger (Mayor), Roger Brake (Administrator), Chuck Foss (Council), Chief Patrick (Police), Scott Wilson (Council), Matt Bebout (Fire Chief), Becky Stewart (Fiscal Officer), Billy Cobbs, Charles Hickey, Steve Castle, Mike Hull

Fire Department Payroll & Leave Discussion

Fire Chief Matt Bebout addressed the accrual of vacation and personal time, stating that leave should be accrued by days rather than hours. He explained that Fire and EMS personnel work 12-hour shifts, and when using PTO they must use 12 hours, compared to 8 hours for other departments.

Chief Bebout also expressed concern regarding holiday pay, stating that Fire/EMS personnel should be paid for their entire shift rather than having holiday pay end at midnight following the holiday.

Chief Patrick was asked how the Police Department handles holiday pay. He stated that officers have always only been paid for the hours worked on the holiday.

Mayor Jason Adelseberger is going to check with HR.

Fiscal Officer Becky Stewart questioned why three personnel were scheduled on a shift and reminded Chief Bebout that payroll is not currently structured to sustain this additional cost. Chief Bebout responded that some personnel may decline shifts if staffing is reduced.

Mayor Jason Adelsberger advised Chief Bebout to discuss these issues directly with staff.

Chief Bebout stated that conversations with Union Township are going well.

Police Department Updates

Chief Patrick distributed a citation list to the committee.

Council Member Scott Wilson asked about the Pacifics on an incident involving Madison. Officer McConnell explained the traffic stop to the group.

Chief Patrick also stated that Officer Smith has expressed interest in becoming full-time, contingent upon a pay scale increase.

Council Member Chuck Foss asked whether the proposed 10% raise would apply to all officers or only new personnel. Chief Patrick clarified that the increase would be across the board for the Police Dept only.

Council Member Foss emphasized the importance of pay equity across all departments to avoid interdepartmental issues. Council Member Scott Wilson agreed and asked Roger Brake to gather pay comparables from other villages to determine current standing. Mayor Adelsberger agreed that comparative data is necessary.

Fiscal Officer Comments

Fiscal Officer Becky Stewart reminded the committee that she has only been in her role for six months, noting that for part of that time Dan's computer was unavailable. She stated that she is most comfortable taking a conservative financial approach until she has a clearer understanding of the long-term budget outlook.

Additional Discussion

Mike Hull stated that he believes the village is on the low end of the pay scale for Fire/EMS.

Administrator Roger Brake asked whether the committee would like to schedule an ordinance/resolution in 2026 to rewrite the payroll ordinance once new members are sworn in.

Adjournment

The meeting was adjourned at 7:19 P

Low Subbas
Scott Wilson
Charles Foss
Bjorn C. C. C.

Charles Wilson
RB