

RECORD OF PROCEEDINGS

Minutes of the Paris Township Trustees

Held January 5, 2026

Fiscal Officer Rudy Evanich called the reorganization meeting to order at 6:00 PM at the Township Hall with trustees James Glavan, Michael Stewart & James Kiko present.

Mr. Evanich asked for nominations for president. Mr. Glavan nominated Mr. Kiko. Mr. Stewart seconded. Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved. Mr. Kiko was then declared President for 2026.

Mr. Kiko then assumed control of the meeting. A call was then made for nominations for vice-president. Mr. Glavan nominated Mr. Stewart for vice-president. Seconded by Mr. Kiko. Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved. Mr. Stewart was declared Vice-President for 2026.

Approval of Minutes

Mr. Glavan moved to dispense with the reading of the minutes for December 15th meetings and approve those minutes, seconded by Mr. Stewart. Approved. Financial reports approved as printed.

Meeting night & time. Resolution 1-26

Mr. Kiko made a motion, seconded by Mr. Glavan to hold meetings at the dates listed below at 7:00 P.M.

Jan. 5 & 19	Feb. 2 & 16	March 2 & 16	April 6 & 20
May 4 & 18	June 1 & 15	July 6 & 20	Aug. 3 & 17
Sept. 8 & 21	Oct. 5 & 19	Nov. 2 & 16	Dec. 7 & 21

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

Vacation Policy. Resolution 2-26

Mr. Stewart made a motion, seconded by Mr. Glavan to approve the vacation policy as follows:

That vacation time must be used by the end of each year and will start anew at the beginning of the year according to the employee's years of service.

0-1 year of service - 1 week vacation
1-5 years of service - 2 weeks vacation

5-9 years of service - 3 weeks vacation
Over 10 years - 4 weeks vacation

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

Sick Pay. Resolution 3-26

Mr. Stewart made a motion, seconded by Mr. Glavan, to approve that sick pay remain the same as last year.

The employees get three paid non-accumulative sick days per year to be used at their discretion. If the sick days are not used during the year, then at the end of the year they will receive their daily wage for the unused days. Aflac policy will be used after five sick days.

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

RECORD OF PROCEEDINGS

Minutes of the Paris Township Trustees

Held January 5, 2026

Rehiring Personnel. Resolution 4-26

Mr. Stewart made a motion, seconded by Mr. Glavan to rehire current road, dump & seasonal road employees as ended in 2025. Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

Wages. Resolution 5-26

Mr. Kiko made a motion, seconded by Mr. Glavan to raise full time road workers 75 cents (\$0.75) dollars each to \$25.75 & \$23.75 & \$21.75 per hour. Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

Overtime. Resolution 6-26

Mr. Stewart made a motion, seconded by Mr. Glavan to keep overtime policy the same as in 2025.

The supervisor or department head may approve overtime work for any employee based upon necessity for efficient department operation.

Employees will be paid a minimum of 4 hours for weekend burials, per overtime policy. Upon a vote, Mr. Stewart - Aye. Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

Comp Time. Resolution 7-26

Mr. Kiko made a motion, seconded by Mr. Glavan to keep Comp time policy the same as in 2025 as follows:

For every hour over 40 hours per week worked an employee will receive 1.5 hours of comp time off without regular pay if they so desire. No more than 2 days straight at a time can be taken and no more than 40 hours of comp time may be accumulated at any time.

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

Cemetery Rates. Resolutions 8-26

Mr. Glavan made a motion, seconded by Mr. Kiko to make the cemetery rates for Liberty and New Franklin Cemeteries as follows:

Grave openings & closings \$1,000 weekdays & \$1,500 weekends & holidays.

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

Cemetery Rates. Resolutions 9-26

Mr. Kiko made a motion, seconded by Mr. Glavan to make the cemetery rates for Liberty and New Franklin Cemeteries as follows:

Foundation fees \$20 per cubic foot of concrete.

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

Cemetery Rates. Resolutions 10-26

Mr. Glavan made a motion, seconded by Mr. Kiko to make the cemetery

RECORD OF PROCEEDINGS

Minutes of the Paris Township Trustees

Held January 5, 2026

rates for Liberty and New Franklin Cemeteries as follows:

Burial of cremation urn will be \$500 weekdays, and \$800 weekends & holidays.

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye.
Approved.

Cemetery Rates. Resolutions 11-26

Mr. Kiko made a motion, seconded by Mr. Glavan to make the cemetery rates for Liberty and New Franklin Cemeteries as follows:

Cemetery lots for township residents - \$700 per lot.

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye.
Approved.

Cemetery Rates. Resolutions 12-26

Mr. Kiko made a motion, seconded by Mr. Glavan to make the cemetery rates for Liberty and New Franklin Cemeteries as follows:

Cemetery lots for non-residents - \$1,200 per lot.

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye.
Approved.

Cemetery Rates. Resolutions 13-26

Mr. Kiko made a motion, seconded by Mr. Glavan to make the cemetery rates for Liberty and New Franklin Cemeteries as follows:

Disinterment \$2,500.

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye.
Approved.

Cemetery Sexton Wage Resolution 14-26

Mr. Kiko made a motion, seconded by Mr. Glavan to keep the cemetery sexton's wage at \$500.00 per month. Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

Employee Holidays. Resolution 15-26

Mr. Kiko made a motion, seconded by Mr. Glavan to observe the holidays as follows:

New Year's Day
Martin Luther King Day
Presidents Day
Memorial Day
Juneteenth
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day plus the day after
Christmas Day

RECORD OF PROCEEDINGS

Minutes of the Paris Township Trustees

Held January 5, 2026

If a holiday falls on a Saturday, it will be observed the preceding Friday, or if holiday falls on a Sunday, it will be observed on the following Monday.

Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye.
Approved.

Dump Pass Fees - Resolution 16-26.

Mr. Stewart made a motion, seconded by Mr. Glavan to raise the dump pass fee to \$155 per year. Upon a vote, Mr. Stewart - Aye, Mr. Kiko - Aye, Mr. Glavan - Aye. Approved.

Permanent Appropriations - Resolution 17-26

Mr. Kiko moved to accept permanent appropriations for 2026 in the amount of \$1,295,675.00 as presented by Fiscal Officer Rudy Evanich. Seconded by Mr. Glavan. Upon a vote, Mr. Kiko - Aye, Mr. Stewart - Aye, Mr. Glavan - Aye. Approved.

Check Signing - Resolution 18-26

Mr. Kiko moved to approve check signing with Consumers National Bank by James Kiko, Michael Stewart, and James Glavan & Rudy Evanich. Seconded by Mr. Glavan. Upon a vote, Mr. Kiko - Aye, Mr. Stewart - Aye, Mr. Glavan - Aye. Approved.

Road Report

Road Superintendent Todd Kirkpatrick reported receiving 5 loads of salt. Plowing snow continues. The cemetery shed was broken into. The 2010 dump truck needs a new oil pan at a cost of \$2,500.00. The loader's oil leak will be fixed soon.

Road Levy

Mr. Kiko reported contacting Ms. Dawson from the prosecutor's office concerning a replacement road levy on the May ballot. He has not heard back from her.

No further business, Mr. Kiko moved to pay bills as presented in the amount of \$6,326.94 and adjourn. Mr. Stewart seconded.
Approved.

Meeting adjourned.