

Burton Village Special Council Meeting  
Minutes  
February 3, 2026

Mayor Spanos called the meeting to order at 6 PM.

Visitors: Christopher Paquette, Rick Smigelski, Keagan Le Roux, Jake Neill, Bill Pinkava, Jamie Barna, Chris Compana, Marty Motil.

**Roll Call:**

Council: Nick Tromba – Yes, Tom Blair – Yes, Megan Williams – Yes, Kevin Freeman – Yes, Charles Boehnlein – Yes, Craig Martin –Yes

**Ordinances and Resolutions**

Mayor Spanos placed on second reading Ordinance 2512-26 authorizing the Fiscal Officer and Village Solicitor to amend the Personnel Handbook to eliminate the Village’s Compensatory Time Off policy and to make associated revisions and declaring an emergency.

**Old Business**

Mayor Spanos noted that this meeting was specifically called to discuss Ordinance 2512-26 and to take public comment.

Mr. Tromba explained that comp time/banks came about to allow the Village to even out payroll expenses over time. Mr. Paquette added that the State of Ohio allowed Villages to permit employees to bank comp time and take that time later. Mr. Tromba noted that there were some individual employees with large comp banks. New rules require tracking separately of overtime earned by employees. There is not a requirement to do away with Comp Bank. The proposal has been made to pay off the Comp bank and just pay employees’ overtime. The Village is concerned that it may be financially difficult to pay off those employees with large comp bank. Mayor Spanos also stated that there is some confusion about defining qualified time going forward and using time earned prior to 2025.

**Public Participation**

Mayor Spanos recognized Mr. Neill. He felt that the new law, as he read it, is fairly clear. Mr. Le Roux felt that Village should have been paying out the bank at the end of the year. That would mean that each year the bank would be clear. Mr. Compana noted that an employee receiving a banked amount would be entitled to a tax deduction whether paid or not.

Council and the public discussed various aspects of how the new law regarding comp time was interpreted. Mayor Spanos asked if those employees present were interested in keeping the comp bank versus a payout of overtime. Mr. Neill and Mr. Compana expressed a desire to keep the comp banks for flexibility and a safety net. Those employees present agreed that they would like some form of comp bank.

Mr. Martin suggested keeping the banks and wondered why the Village even needs to eliminate them. Mr. Tromba mentioned again the potential financial problem of large payouts for employees leaving the Village. Council members and employees made several suggestions that Council will investigate after discussions with legal counsel.

More discussion persisted on when the qualified time was applied and how examples provided applied to our employees. Mayor Spanos noted that employees were often receiving a different pay rate when the hours were banked then when they are taken.

Mr. Boehnlein moved to adjourn, seconded by Mr. Martin. By voice vote the motion passed. Meeting adjourned at 6:42 PM.

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Fiscal Officer

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Mayor/Council President