

RECORD OF PROCEEDINGS
London City Council

Minutes of

Meeting

Casto & Harris Inc. Form S-301 E1412692LD

Held December 18, 2025 20

London City Council
20 S. Walnut Street, London, Ohio 43140
December 18, 2025 at 6:30pm
Minutes

Call to Order

The meeting was called to order by President Pro-Temp Eades at 6:30p.m. The Pledge of Allegiance was recited with a moment of Silent Reflection.

Roll Call

Present – Councilman Eades, Councilman McDaniels, Councilman Stahl, Councilman Hitt, Councilwoman Jackman, Councilman Hays, Councilman Treynor

Absent – President Peters

Minutes – Approval of December 4, 2025, minutes, approved by unanimous vote

Public Hearing - none

Communications/Announcements – The next regular City Council meeting originally scheduled for January 1 will be moved to Monday, January 5 at 6:30 p.m. Council members will be sworn in prior to the regular meeting.

Audience Concerns

Kevin Crossley, 1044 Portway, addressed Council regarding the Sanitation Department. Mr. Crossley stated that recycling and other sanitation issues have been delayed in the past under previous leadership. He encouraged the City to move forward with a fresh start, emphasizing the need for additional personnel and equipment so the department can operate efficiently and make the City proud.

Raymond Anthony, 521 Eaton Street, addressed Council regarding sound issues during City Council meetings. Mr. Anthony questioned whose responsibility it is to ensure the sound system is turned on and functioning properly prior to meetings. He stated that he has raised this concern multiple times over the past year and expressed frustration that funds have not been allocated to upgrade the sound system. Mr. Anthony read a response from the Mayor explaining that City Council meetings are run by Council, and audio/video recording is their responsibility. The response also noted that technical issues occurred during a previous meeting, that troubleshooting was attempted on-site, and that a technician has since serviced the system, which now appears to be functioning properly. Mr. Anthony stated he hopes the issue is resolved going into 2026.

Councilman Eades responded, stating that while audio or video recordings are not legally required, Council has set an expectation by consistently providing them. He agreed that recordings should be reliable and that upgrades should be considered if necessary.

Committee Reports

Councilman McDaniels reported that Parks and Recreation will discuss resident versus non-resident rates for 2026 at the next meeting. Repairs are being completed prior to opening day. Christmas lights were installed at Cowling Park and Main Street. Recreational basketball games began Sunday, December 7, and will continue into January. Volleyball registration is ongoing. Fire Department updates included EMS training, pediatric toxicology training through OhioHealth, orientation for new part-time staff, hosting students, paramedic lab instruction, and EMS coverage for football games.

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Councilman Eades asked about line markings for pickleball courts. Mr. Saltsman explained that paving has occurred and that line painting or installation will occur in the spring, likely around May, once conditions allow.

Councilman Hays reported that the Safety Committee met on December 9, with all members present. November meeting minutes were approved. Fire/EMS and police departments provided reports. The Safety Service Director advised the committee that the traffic calming plan is being finalized. There was no old or new business. The meeting adjourned at 6:08 p.m. The next meeting is scheduled for January 13, 2026 at 6:00 p.m. in the conference room.

Councilman Eades reported total annual revenue of \$22,428,235. After subtracting the \$4.2 million bond, adjusted revenue totaled \$18,220,751. Annual expenses totaled \$19,057,961. Variance was explained as paving expenditures that were appropriated but not yet fully spent. Department heads provided reports. Tax collections were reported as up overall. Under new business, Council discussed participation in the State of Ohio’s Trail Town designation initiative through MORPC and Friends of Madison County Parks and Trails. An initial request of \$6,500 was made, with Council agreeing to contribute \$3,500, which does not require additional legislation. New HR policies were introduced. Upcoming legislation will address new police department computers to ensure compliance with state requirements and the purchase of a police cruiser sooner than originally scheduled due to current availability.

Councilman Hitt added that the General Fund increased 5.98% for the year and the Fire Department increased 7.52%.

Councilman Hitt reported a short Public Service Committee meeting with no additional items to report. The next meeting is scheduled for January 13 at 5:00 p.m.

Councilwoman Treynor provided additional details regarding the Trail Town designation. The program designates municipalities as bicycle-friendly communities. Larger cities such as Columbus, Westerville, and Worthington are included, making London’s inclusion notable. The initial \$6,500 fee is matched by funds raised by Friends of Madison County Parks and Trails, with contributions from the Chamber of Commerce and fundraising efforts. The City’s \$3,500 contribution is available within the 2025 professional services budget. The ongoing \$2,500 annual membership fee will be handled by Friends of Madison County Parks and Trails through fundraising. Benefits include bike racks, wayfinding signage, promotional activities, and increased visibility. No additional legislation is required.

Councilman Stahl reported that construction of the new Police Department building continues, including framing, roof trusses, and concrete work. London Police assisted with traffic control for the funeral procession of an MCSO detective. Officer Dylan Myers resigned to accept a position with the Madison County Sheriff’s Office. Officers provided security and traffic control for the Downtown Old Fashioned Christmas event. The department is actively hiring, with job postings available online.

Councilwoman Jackman reported that crews assisted with Old Fashioned Christmas, street sweeping, signage installation, snow preparation, trash department support, tree trimming, no-parking signage, trash truck repairs, yard waste collection, brush pile work, and backhoe repairs. Crews also addressed citizen concerns regarding trees and assisted throughout the city as needed.

City Official Reports

Mayor Closser thanked the Clerk for service to Council and announced the Clerk position is now open and posted online. He also thanked Councilman McDaniels for his service, noting this was his final meeting. The Mayor provided updates on the Police Department construction, economic development efforts including the former Honeywell building, recent business coverage in Business View Magazine, school outreach, and numerous community events. He announced plans to present a State of the City address in January or February and wished everyone a Merry Christmas and Happy New Year.

Mr. Saltsman reported attending an ODOT roundabout conference and the Madison County Chiefs

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meeting. London will host a full-scale emergency exercise in the spring. He also noted upcoming cybersecurity, IT, and job description policy updates.

Old Business

2nd Reading

RESOLUTION 189-25 Sponsored by: Shannon Treynor A RESOLUTION AUTHORIZING THE AUDITOR TO OPEN A BANK ACCOUNT FOR THE TAX DEPARTMENT

Councilwoman Treynor explained the resolution would allow tax deposits to be reconciled directly within the Tax Department before transfer to the Auditor, improving efficiency and accuracy. An emergency clause was requested to allow implementation before year-end.

Motion to suspend the 3-reading rule by Councilman Hitt, 2nd Councilwoman Treynor. The motion carried by the following vote:

Absent:	0-	
Affirmative:	6-	Eades, Stahl, Hitt, Treynor, Jackman, Treynor
Against:	1-	McDaniels

Motion to adopt RESOLUTION by Councilman Hays, 2nd Councilman Stahl. The motion carried by the following vote:

Absent:	0-	
Affirmative:	7-	Eades, Stahl, Hitt, Treynor, Jackman, Treynor, McDaniels
Against:	0-	

RESOLUTION 190-25 Sponsored by: Andrew Hitt and Lisa Jackman A RESOLUTION AUTHORIZING THE SAFETY SERVICE DIRECTOR TO ADVERTISE FOR BIDS FOR SANITATION DEPARTMENT SERVICES

Mr. Saltsman opened the discussion by explaining that the City must ensure uninterrupted sanitation services while evaluating long-term options. He stated that the current hauling contract can be extended under its existing terms through March and potentially through the end of the year. He noted that he has spoken with the contractor regarding extension pricing and that costs are expected to increase due to issues at the transfer station.

Councilman Eades stated that Resolution 190-25 is directly tied to other anticipated legislation, including an interim measure to maintain sanitation services. He emphasized that Council needs a complete understanding of all related actions before moving forward and expressed concern about proceeding without sufficient public input.

Mr. Saltsman explained that the City has evaluated two options: continuing City-operated sanitation services or privatizing sanitation and recycling. He stated that maintaining City services at current rates is not financially feasible and that rates would need to increase approximately eight to ten dollars per month per household to properly staff and equip the department. He discussed equipment challenges, including one leased truck requiring a decision on extension or purchase, two aging 2019 trucks, the need for a rear-load truck to service dumpsters, and the lack of backup equipment, which contributes to service delays.

Mr. Saltsman further explained that the sanitation operation relies on a transfer station that requires significant investment. He stated that compactor boxes need replacement, with costs passed through to the City, and that the electrical system must be upgraded from a rotor system to a three-phase system at an estimated cost between seventy-five thousand and one hundred fifty thousand dollars. He added that building repairs are estimated at approximately one hundred fifty thousand dollars and would be required regardless of whether sanitation remains City-operated or is privatized.

Mr. Saltsman reported that hauling fees are increasing to approximately eighty-three to eighty-four dollars per ton beginning January first, with additional increases expected. He stated that recycling

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transfer costs are approximately thirteen hundred dollars per month and that the proposed rate increase would include continuation of recycling services.

Mr. Saltsman stated that full staffing requires seven employees, including five drivers, a superintendent, and a foreman. He reported that the department currently has three drivers and one foreman, leaving it understaffed. He noted that two individuals were recently hired, but one did not complete the first week, and that additional job postings remain active.

Councilwoman Treynor asked for clarification on the current number of sanitation employees, which **Mr. Saltsman** confirmed remains below full operational needs.

Mayor Closser questioned whether the sanitation issue could feasibly be placed on the ballot and raised concerns regarding election deadlines, legal requirements, and whether rate increases would be required before a May primary election.

Councilman Eades responded that if the issue were placed on the ballot, the May primary would likely be the only viable option due to filing deadlines. He stated that waiting until November would not provide sufficient time to solicit bids and transition services if privatization were approved. He emphasized that a ballot measure would provide the clearest indication of public preference, while acknowledging that interim rate increases may still be necessary.

Councilman McDaniels stated that given the length of time the sanitation department has experienced challenges, waiting until May for voter input would not be unreasonable.

Councilman Hitt asked about ballot filing deadlines, noting that submissions are generally required approximately ninety days in advance, likely in early February.

Mr. Saltsman discussed additional cost considerations, including annual yard waste expenses estimated between six thousand five hundred and eight thousand five hundred dollars, which are currently absorbed without direct fees. He stated that the potential use of stormwater utility funds to offset sanitation billing costs would require legal review and ordinance changes.

Mr. Saltsman also discussed equipment financing, noting that leasing sanitation trucks costs approximately eleven thousand dollars per month, while purchasing a front-load truck would cost approximately four hundred ninety thousand dollars and a rear-load truck approximately two hundred eighty-nine thousand dollars. He explained that leasing may be a short-term solution, but long-term ownership would be more cost-effective.

Mayor Closser expressed concern that uncertainty surrounding privatization could hinder the City's ability to recruit a sanitation superintendent and additional staff. He stated that the department has not had a permanent superintendent since August 2024 due to an injury and that interim staffing has been difficult.

Kevin Crossley stated his preference that residents be allowed to vote on the future of sanitation services.

Various addressed ongoing hiring challenges, including limited applicant pools, CDL requirements, and workforce availability. They reported that job postings are distributed through the City website, social media, and regional outlets, with mixed results, and noted that additional recruiting tools approved in the budget may assist future hiring efforts.

Councilman Eades concluded the discussion by stating that the City faces significant operational, financial, and staffing challenges regardless of whether sanitation services remain City-operated or are privatized. He stated that Resolution 190-25 would remain on second reading to allow for continued discussion and evaluation.

Left for 3rd Reading

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RESOLUTION 191-25 Sponsored by: Andy Hitt and Lisa Jackman A RESOLUTION AUTHORIZING THE SAFETY SERVICE DIRECTOR TO ADVERTISE FOR BIDS FOR TRASH HAULING SERVICES

Left for 3rd Reading

ORDINANCE 192-25 Sponsored by: Andy Hitt and Lisa Jackman AN ORDINANCE ADJUSTING THE RATE OF SANITATION DEPARTMENT SERVICES

Left for 3rd Reading

RESOLUTION 193-25 Sponsored by: Rich Hayes A RESOLUTION ADOPTING THE MADISON COUNTY MULTI-JURISDICTIONAL HAZARD MITIGATION 5 -YEAR PLAN UPDATE

Councilman Hays stated that adoption of this plan is required for Madison County to remain eligible for FEMA Hazard Mitigation Grant Program funding, Flood Mitigation Assistance, and other federal hazard mitigation grants. Without adoption by all Madison County jurisdictions, the County would become ineligible for federal mitigation funding related to flood events, tornadoes, ice storms, and other extreme weather emergencies. Councilman Hays explained that the plan ensures a coordinated, countywide approach to preparing for, responding to, and mitigating hazards. Once adopted, Madison County Emergency Management Agency will submit the plan, along with all supporting resolutions of adoption, to the State Emergency Management Agency for review. Upon state approval, the plan will then be submitted to the Federal Emergency Management Agency (FEMA) for final review and issuance of an approval letter. Councilman Hays further noted that this process occurs every five years and emphasized that any county jurisdiction that does not formally adopt the plan will not be eligible for federal hazard mitigation grant funding.

Motion to suspend the 3-reading rule by Councilman Hays, 2nd Councilwoman Stahl. The motion caried by the following vote:

Absent:	0-	
Affirmative:	7-	Eades, Stahl, Hitt, Treynor, Jackman, Treynor, McDaniels
Against:	0-	

Motion to adopt RESOLUTION by Councilman Hays, 2nd Councilman Stahl. The motion caried by the following vote:

Absent:	0-	
Affirmative:	7-	Eades, Stahl, Hitt, Treynor, Jackman, Treynor, McDaniels
Against:	0-	

New Business

RESOLUTION 194-25 Sponsored by: Greg Eades A RESOLUTION INCREASING APPROPRIATIONS. The Police Department is in need of a new cruiser

Councilman Eades stated that this item was discussed at the Finance Committee meeting and explained that, while it may not constitute a true emergency, it presented a time-sensitive opportunity. He noted that the Police Department follows a scheduled vehicle replacement plan and that the cruiser proposed for replacement is approximately seven and a half years old. Mr. Eades explained that the Police Chief was notified by the vehicle supplier that three fully outfitted cruisers were currently available for immediate purchase. Based on prior experience, ordering a new cruiser typically results in a six to eight month delay before delivery and outfitting. He further stated that funds are available in the Capital Improvement Fund to make the purchase before the end of the year and clarified that if the funds are not spent, they would revert back to the General Fund for reappropriation. Mr. Eades asked Mr. Saltsman to confirm his understanding of the situation.

Mr. Saltsman confirmed that the cruiser being proposed is fully outfitted and ready for service, including all necessary equipment such as radios, lights, and sirens. He clarified that this purchase would not involve buying an empty vehicle and later paying additional costs for upfitting, as all

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required equipment and installation are included in the purchase price.

Councilwoman Treynor noted that there would be only minimal additional costs associated with transferring or adjusting existing equipment, which would be offset by savings from not having to upfit a vehicle separately.

Mr. Saltsman confirmed that some components are already available in the vehicle, allowing for additional cost savings.

Councilman Eades reiterated that this purchase was not included in the original vehicle replacement package and stated that Council has the option to act now using the emergency clause or allow the funds to return to the General Fund at year-end.

Councilwoman Treynor further explained that the funds are currently available in the Capital Improvement Fund, which contains sufficient balance but is only available for use through the end of the year. She stated that the supplier has a cruiser already outfitted and ready for service, and that the vehicle being replaced is over seven years old and would be auctioned. Councilwoman Treynor emphasized that proceeding now would allow the Police Department to place a cruiser into service immediately rather than having a vehicle out of service for months while awaiting delivery and upfitting and noted that these factors were discussed at the committee level when considering inclusion of the emergency clause.

Motion to suspend the 3-reading rule by Councilman Hitt, 2nd Councilman Stahl. The motion carried by the following vote:

Absent:	0-	
Affirmative:	6-	Eades, Stahl, Hitt, Treynor, Jackman, Treynor
Against:	1-	McDaniels

Motion to adopt RESOLUTION by Councilman Hays, 2nd Councilman Stahl. The motion carried by the following vote:

Absent:	0-	
Affirmative:	6-	Eades, Stahl, Hitt, Treynor, Jackman, Treynor
Against:	1-	McDaniels

RESOLUTION 195-25 Sponsored by: Andrew Hitt A RESOLUTION TRANSFERRING APPROPRIATIONS. The Police Department needs to replace the computers in all of the cruisers

Councilman Hitt stated that the proposed legislation authorizes \$49,338 to upgrade all computer systems located in police cruisers. He explained that the existing computers are outdated and no longer meet current technology and security requirements.

Councilman Eades added that the current computers cannot be upgraded to meet state-level protocol requirements, even if attempts were made to extend their use. He indicated that the systems are incompatible with updated state standards.

Mr. Saltsman explained that while the initial plan was to upgrade the existing systems to Windows 10 Pro, both the Sheriff's Office and LEADS notified the City that the systems must be Windows 11-capable in order to be accepted. He clarified that the computers in question are the mobile data terminals used in police cruisers, which receive communications from the Sheriff's Office and dispatch, and operate GPS and other essential law enforcement functions.

Councilman Hitt asked how many computers were involved, and Mr. Saltsman confirmed that the upgrades apply to the computers installed in the police cruisers.

Councilman Eades explained that the \$49,338 is currently budgeted within the Police Department under administrative support and personnel line items, including a part-time position that has not been filled. He stated that these funds are already available in the current budget and emphasized

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that if the funds are not used before year-end, they would revert to the General Fund for reappropriation.

Councilwoman Treynor clarified that the funding consists of a combination of existing personnel budget line items. She explained that a total of \$49,338 would be transferred from the personnel subcategory to the operations subcategory within the Police Department’s overall budget. She emphasized that this action does not increase overall spending, but rather reallocates underutilized funds to cover the necessary computer upgrades. Councilwoman Treynor also noted that an emergency clause is included due to timing considerations.

Mr. Saltsman stated that the vendor quote for the computer upgrades is valid through December. He further explained that Windows 10 officially expired on October 17 of this year and that while the City currently receives limited security updates through a Windows 10 Pro extension, LEADS does not accept that extension as a sufficient security standard. He explained that if a system failure occurs, the Police Department could lose access to critical systems, making the upgrade necessary to maintain operational and security compliance.

Motion to suspend the 3-reading rule by Councilman Hayt, 2nd Councilman Stahl. The motion carried by the following vote:

Absent: 0-
Affirmative: 7- Eades, Stahl, Hitt, Treynor, Jackman, Treynor, McDaniels
Against: 0-

Motion to adopt RESOLUTION by Councilman Hays, 2nd Councilman Stahl. The motion carried by the following vote:

Absent: 0-
Affirmative: 7- Eades, Stahl, Hitt, Treynor, Jackman, Treynor, McDaniels
Against: 0-

Round Table

Councilman Hays began by thanking all city employees for a job well done, especially over the past weekend when the weather was extremely challenging. He extended his gratitude to the fire department, EMTs, police, and all employees in the building. He wished everyone a Merry Christmas and a Happy New Year, reminding them of the true reason for the season. Councilman Hays also thanked Councilman McDaniels for his work on the council, wishing him Godspeed on his future journey and expressing personal appreciation, saying, “Love you all. Thank you.”

Councilwoman Jackman followed, wishing everyone a Merry Christmas and encouraging them to enjoy the season and make memories. She expressed thanks to Matthew for his hard work and time, and also to Brent for his contributions.

Councilman Stahl thanked the fire department for their heroic efforts saving a dog on an icy pond. He extended holiday wishes to everyone and their families, noting that people often don’t understand the reasoning behind the city’s actions, emphasizing that going to a ballot likely wouldn’t change that.

Councilwoman Treynor acknowledged the difficulty this time of year can bring, hoping everyone finds peace of heart, and wished everyone a Merry Christmas and Happy New Year.

Councilman Hitt thanked Matthew and Brent for their service to the city and reminded everyone that the next service meeting would be on January 13th.

Councilman McDaniels thanked everyone for attending and for putting him in his role for the past two years, humorously noting the challenges and “abuse and bullying” he endured, and stated he would return in two years.

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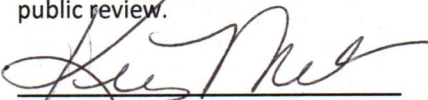
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Councilman Eades expressed thanks to the city clerk and Councilman McDaniels, recognizing how difficult it can be to explain matters while in office. He encouraged everyone to be kind to one another, to stay safe, and wished everyone a Merry Christmas.

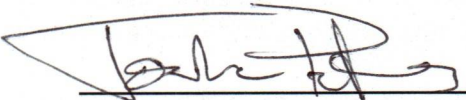
Adjournment - Motion to adjourn at 7:55pm

Attestation: Minutes approved, filed in Auditor’s Office, and posted on City of London website for public review.


Matthew Edgington, Council Clerk

1/5/26
Date

Kris Miller
Council Clerk


Joshua Peters, Council President

1-5-2026
Date