

CLYDE CITY COUNCIL
Regular Session – August 18, 2026

Clyde City Council met at 7:00 p.m. on Tuesday, August 18, 2026, in Council Chambers of the Municipal Building, 222 N. Main Street, Clyde, Ohio. Mayor Doug McCauley called the meeting to order.

Roll Call.

Present: Mayor Doug McCauley
Vice Mayor Chris Shay
Council Member Cody Browning
Council Member Greg McMaster
City Manager Justin LaBenne (Not voting)
Clerk of Council Janet Dickman (Not voting)
Deputy Clerk Jackie Hoppe (Not voting)
Solicitor Zachary Selvey (Not voting)

Absent/

Excused: Council Member Terri Meek

Visitors signing in can be referenced in the Record Book Supplement.

The meeting opened with The Lord's Prayer followed by the Pledge of Allegiance to the Flag.

APPROVAL OF MINUTES

The minutes of August 4, 2026, regular session of council were distributed for review prior to this meeting. There were no corrections.

Motion: to approve the minutes of August 4, 2026, regular session of council as written,

Action: Approve,

Moved by Council Member Cody Browning, **Seconded by** Council Member Greg McMaster.

Vote: Motion carried by unanimous roll call vote (**summary:** Yes = 4).

Yes: Mayor Doug McCauley, Council Member Greg McMaster, Vice Mayor Chris Shay, Council Member Cody Browning.

DISCUSSION OF PENDING OLD BUSINESS

There was none.

CORRESPONDENCE

There was none.

Visitors:

Walker Cooper, 4558 C.R. 175, Clyde attended to oppose Resolution 2026-61 which was passed by Council on 8/4/2026. He feels this Resolution was passed quickly, and he would like to have

discussion and discovery related to this information. He offered thanks to Chris Shay for encouraging community members to be engaged in Council meetings; it was through Mr. Shay's transparency that Mr. Cooper gave his attention to this Resolution which he takes issue with. Like any responsible citizen he is voicing his concerns. He would like to highlight the key issues and concerns with this already passed Resolution. Mr. Cooper loves being a citizen of this town; when he returned to reside in Clyde, he vowed to positively impact it the way Clyde has positively impacted him. Clyde Light & Power (CL&P) is critical to this town. It is responsible for powering this town, the largest employer, Whirlpool, and thousands of private citizen's homes. CL&P is one of the largest revenue generators for this town. He would like to highlight portions of this Resolution that Council was unaware of. Elected Council members must make ethical and critical decisions as leaders of this community. He believes some administrators have hidden important portions of this Resolution in plain sight. As most people, he believes this City Council was led to believe that everything is alright at CL&P as long as the lights are on and power bills are being paid. With permission, he distributed two documents to Council members.

The first document is the unanimously passed Resolution 2026-61. The other document is data from Exhibit A from that resolution, with a further statistical analysis. Mayor McCauley confirmed the data listed in columns 1, 2 and 3 is the same data presented in the Resolution. Columns 4 through 9 are data completed by Mr. Cooper to show patterns or lack thereof of salary adjustments. The adjustments for the three levels of journeyman was at a standard rate of roughly 7% for each level. For the two classifications of laborer 1 and 2, the increase is 10.2% and remains the same through 2026. Apprentice levels show there is no pattern, except for levels one to five receiving the largest adjustments ranging from a twenty-nine cent reduction in salary to a \$5.58 raise per hour in salary. Similar findings are shown in the column of percentage increases ranging from negative 1% to a 27% increase. He offered thanks to the Council member who asked the only critical question of this Resolution before it was passed unanimously, which was "is there really a reduction at apprentice level 9."

Mr. Cooper has five key questions:

1. Why did it take almost 2.5 years before adjustments to pay structure of CL&P employees was presented to City Council by Administration and the City Manager?

- a. Mr. LaBenne – they were under active union negotiations.

Were they the only bargaining group that is within the city that was withheld raises during that 2.5 year period?

No

Why was a Resolution similar to this not presented sooner when the staff of CL&P included five journeyman and one apprentice, before the staff reduced to two apprentice level linemen

You have to negotiate for wages.

It wasn't necessary to retain the staff at that point?

We cannot give wages when they want to negotiate for them; it would be illegal to present wages to them and force wages on them as it would be an unfair labor practice as filed by their unfair labor practice which they lost in March 2026; at no time were any wages offered, countered or anything; they could have had these wages 2.5 years ago if they would have accepted and then negotiated for more later.

2. Does this Resolution and the pay adjustments open the city to possible litigation with alleged nepotism claims; is Council aware the Administration of CL&P is making decisions directly affecting family members of the Administration and the inconsistencies in pay adjustments?

- a. Mr. Selvey – as Solicitor he only offers legal advice to Council/City, not opinions regarding the actual decisions being made; he agrees that raises cannot be given during negotiations
- b. In regards to nepotism, the head of the department does not set raises; Council votes on raises after recommendations and these Council members are not related to CL&P staff

Section 9 of the Resolution that addresses a benefit trust fund, which is an annual deposit in the non-bargaining benefit trust fund, \$1,050/employee/year; would this be cause for litigation as it rewards staff who are not bargaining with the city

Mr. LaBenne – if there is no union existing, this 2024 Ordinance exists for all administrative personnel; two other unions within the city do not receive this fund because they have other things they have negotiated for; yes, this is called out for non-bargaining units

Mr. Selvey – employers are permitted to treat union and non-union employees differently; the City has multiple union groups;

Mr. LaBenne - electrical voted in December 2024 to unionize, then on July 23, 2026 they decertified.

What is the process for a union to decertify?

Mr. LaBenne – they can submit in writing they no longer want to proceed or if the union feels that there is not enough people to represent and they walk away.

In closing, Mr. Cooper feels Council was unaware of the key issues of this Resolution and was led to believe it would improve the pay for a critical department and attract new talent and stabilize it. He feels two apprentices trying to learn their trade on the job must be overwhelmed by the emerging needs of our power grid. He also feels the leadership of CL&P have received little questioning from Council or publicly for the rapid departure of staff in that department. With the growing demand put on our power grid and the lack of people entering the electrical trade, it has never been more important to retain good, reliable and young talent on staff. He presents that our current City Manager and CL&P leadership have failed us in that regard. He asks Council as a concerned and angry citizen to reconsider the unanimous vote of Resolution 2026-61 and investigate our municipal power service. There has to be a better way to steward and improve the way we keep the lights on and build washing machines that go all over the world. He thanked Council for their time and consideration.

FIRST READING ORDINANCES

2026-63 AN ORDINANCE AMENDING SECTIONS 1157.02, 1157.03, AND 1157.06 OF CHAPTER 1157 (SIGNS) OF THE CODIFIED ORDINANCES OF THE CITY OF CLYDE, OHIO.

Ordinance No. **2026-63** was read in its entirety.

Mr. LaBenne stated these sections were reviewed at three Planning Commission meetings to arrive at the recommendations being made. Mr. Selvey noted political signs cannot be treated differently from any other sign.

Mayor McCauley announced that Ordinance No. **2026-63** had its first reading.

SECOND READING ORDINANCES

2026-57 AN ORDINANCE AMENDING AND RESTATING CHAPTER 349 – ABANDONED, DISABLED, AND JUNK VEHICLES OF THE CODIFIED ORDINANCES OF THE CITY OF CLYDE TO ADOPT OBJECTIVE POINT-VALUE VEHICLE CRITERIA, ESTABLISH ALTERNATIVE COMPLIANCE OPTIONS, A CIVIL CITATION AND ADMINISTRATIVE CIVIL PENALTY PROCESS, AND A CHRONIC NUISANCE PROPERTY DESIGNATION, STRENGTHEN CRIMINAL AND CIVIL PENALTIES, ADOPT THE STANDARD APPEALS PROCESS OF CHAPTER 109, ADDRESS DISABLED VEHICLES ON PUBLIC STREETS AND VEHICLES INCAPABLE OF CONVENTIONAL REMOVAL, CONFORM THE CHAPTER OF THE OHIO REVISED CODE.

By poll of Council, Ordinance No. **2026-57** was read by title only for its second reading.

Mr. LaBenne noted this provides a comprehensive checklist to determine a junk vehicle. Also, an appeal process has been added.

Mr. McMaster noted residents have had the past two weeks to review this Ordinance, the changes proposed and to submit any comments or questions.

Motion: to adopt Ordinance No. **2026-57** **Action:** Adopt,

Moved by Vice Mayor Chris Shay, **Seconded by** Council Member Greg McMaster.

Vote: Motion carried by unanimous roll call vote (**summary:** Yes = 4).

Yes: Council Member Greg McMaster, Vice Mayor Chris Shay, Council Member Cody Browning, Mayor Doug McCauley.

Mayor McCauley announced that Ordinance No. **2026-57** has been adopted

RESOLUTIONS

2026-64 A RESOLUTION APPOINTING BLAKE MILLER TO THE CLYDE PLANNING COMMISSION.

Resolution No. **2026-64** was read in its entirety.

Mr. LaBenne noted Mr. Miller attended the most recent Planning meeting. His work in the construction field will help make his experiences relatable to the issues being discussed. He will be a good fit with this Commission.

Mr. McMaster is glad to have Mr. Miller volunteer.

Mr. Shay feels Mr. Miller has a good background for this Commission and offered his thanks for volunteering.

Mayor McCauley knows Mr. Miller. He is aware that Mr. Miller has wanted to get involved since he returned to reside in Clyde. It is good to have a younger generation getting involved.

Motion: to pass Resolution No. **2026-64 Action:** Pass,

Moved by Council Member Cody Browning, **Seconded by** Vice Mayor Chris Shay.

Vote: Motion carried by unanimous roll call vote (**summary:** Yes = 4).

Yes: Vice Mayor Chris Shay, Council Member Cody Browning, Mayor Doug McCauley, Council Member Greg McMaster.

Mayor McCauley announced that Resolution No. **2026-64** passed.

2026-65 A RESOLUTION SUPPORTING THE APPLICATION OF THE SANDUSKY COUNTY LAND BANK TO THE OHIO DEPARTMENT OF DEVELOPMENT'S BROWNFIELD REMEDIATION PROGRAM FOR THE FORMER RUBBER BELTING SITE LOCATED AT 960 COUNTY ROAD 232, RILEY TOWNSHIP, SANDUSKY COUNTY, OHIO.

Resolution No. **2026-65** was read in its entirety.

Mr. LaBenne noted this has been a long process, with a property that has been left go. The property owner has been deceased for twenty-two years. It will be very costly to clean up. The Sandusky County Landbank is considering applying for a grant for assistance with these costs. This property is in our fire jurisdiction, and it is a big safety concern. This allows us to show support for the grant.

Mr. McMaster questioned a maximum amount that the City may need to pay (this is just a letter of support; this is no commitment to pay; we will not be signing any contract at this time, merely a political show of support; if the amount, when known, is not an amount we are agreeable to, we can opt out).

Mayor McCauley noted we must do anything we can to maintain safety and keep our volunteer firefighters safe. In the future, Mayor McCauley requests a definitive cap amount be included with future projects (this is for one third of the assessment fee).

Motion: to pass Resolution No. **2026-65 Action:** Pass,

Moved by Council Member Greg McMaster, **Seconded by** Vice Mayor Chris Shay.

Vote: Motion carried by unanimous roll call vote (**summary:** Yes = 4).

Yes: Council Member Cody Browning, Mayor Doug McCauley, Council Member Greg McMaster, Vice Mayor Chris Shay.

Mayor McCauley announced that Resolution No. **2026-65** passed.

2026-66 A RESOLUTION AUTHORIZING THE CITY MANAGER TO ADVERTISE FOR BIDS FOR THE 2026 PREMIER DRIVE IMPROVEMENT PROJECT.

Resolution No. **2026-66** was read in its entirety.

Mr. LaBenne noted there is a \$400,000 grant for this project but it will be an extremely expensive project. We are hopeful for additional funds with the existence of Northwood and other businesses in that area. This will be changed over to asphalt as we will not fix the concrete.

Mayor McCauley questioned which part of Premier Drive this applies to (right off Elm; Mr. LaBenne is unsure of the measurements of the project).

Motion: to pass Resolution No. **2026-66 Action:** Pass,

Moved by Vice Mayor Chris Shay, **Seconded by** Council Member Cody Browning.

Vote: Motion carried by unanimous roll call vote (**summary:** Yes = 4).

Yes: Mayor Doug McCauley, Council Member Greg McMaster, Vice Mayor Chris Shay, Council Member Cody Browning.

Mayor McCauley announced that Resolution No. **2026-66** passed.

2026-67 A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH ANSTEAD CONSTRUCTION FOR THE CEMETERY BUILDING OFFICE PROJECT.

Resolution No. **2026-67** was read in its entirety.

Mr. LaBenne stated we are getting closer to building the cemetery building; this agreement will be for completing the inside of the office.

Motion: to pass Resolution No. **2026-67 Action:** Pass,

Moved by Council Member Greg McMaster, **Seconded by** Vice Mayor Chris Shay.

Vote: Motion carried by unanimous roll call vote (**summary:** Yes = 4).

Yes: Council Member Greg McMaster, Vice Mayor Chris Shay, Council Member Cody Browning, Mayor Doug McCauley.

Mayor McCauley announced that Resolution No. **2026-67** passed.

2026-68 A RESOLUTION MAKING CERTAIN SUPPLEMENTAL APPROPRIATIONS, INTER-FUND TRANSFERS, AND INTRA-FUND TRANSFERS TO APPROPRIATIONS DURING THE FISCAL YEAR 2026.

Resolution No. **2026-68** was read in its entirety.

Mr. Weasner noted this is a clean-up of budget/accounting lines; this is done about three times a year to keep all funds accurate.

Motion: to pass Resolution No. **2026-68 Action:** Pass,

Moved by Vice Mayor Chris Shay, **Seconded by** Council Member Greg McMaster.

Vote: Motion carried by unanimous roll call vote (**summary:** Yes = 4).

Yes: Council Member Greg McMaster, Vice Mayor Chris Shay, Council Member Cody Browning, Mayor Doug McCauley.

Mayor McCauley announced that Resolution No. **2026-68** passed.

2026-69 A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A 5-YEAR AGREEMENT WITH JULIAN AND GRUBE INC. FOR THE CITY OF CLYDE'S 2026-2030 ANNUAL AUDIT.

Resolution No. **2026-69** was read in its entirety.

Mr. Weasner explained this is a bid for a five-year contract, with an option to extend for another three to five years. The State Auditors only have to do audits for two years. Julian and Grube proposed the next to best estimate, based on the estimated hours.

Mr. McMaster questioned the difference in the bids between Julian and Grube and the best estimate (it is based on the number of hours that were estimated; Julian and Grube proposed an estimated average of \$59/hour).

Mayor McCauley noted the 2024 audit exit conference was held yesterday. It is a very complex process. We have many checks and balances in place to keep our records ethically sound. An audit also helps to ensure against improper practices.

Mr. Weasner clarified any invoice submitted by a department manager requires review and approval by accounts payable clerk, Mr. LaBenne and Mr. Weasner.

Motion: to pass Resolution No. **2026-69 Action:** Pass,

Moved by Council Member Cody Browning, **Seconded by** Council Member Greg McMaster.

Vote: Motion carried by unanimous roll call vote (**summary:** Yes = 4).

Yes: Council Member Cody Browning, Mayor Doug McCauley, Council Member Greg McMaster, Vice Mayor Chris Shay.

Mayor McCauley announced that Resolution No. **2026-69** passed.

ADMINISTRATIVE REPORT

Mr. LaBenne gave the following report:

- Paving will return on SR 510 to Maple Street.
- Traffic lights have been removed at Maple/Mulberry Streets.
- Traffic lights will be removed soon at Maple/Woodland.
- DORA has been approved, have a few things to work out yet.
- ODNR application to seek funds to be used toward the nature trail bridge design.

FINANCE DIRECTOR'S REPORT

Mr. Weasner reported the following:

- 2024 audit exit conference was held
- Auditor of State is now working on 2025 audit
- We are hopeful to recoup funds owed to the City from the Evergreen property
- Reconciliation has been a huge project; we are seeing positive results sooner than later
- 2024 final audit should be ready to sign in two weeks.

COUNCIL REMARKS

By poll of Council and Administration, the work session scheduled for August 25, 2026 is cancelled.

Mr. Browning questioned if Whirlpool has paid a back due utility balance (yes).

Mr. McMaster questioned if due diligence is occurring related to the Evergreen property (assessment is occurring and moving forward).

Mr. Shay offered thanks to Mr. Cooper for attending tonight's meeting to share his concerns. Mr. Shay tries to encourage residents to bring questions and concerns to Council, instead of airing on social media. At a Council meeting, there are City representatives who can address questions and concerns. Council member and City staff email addresses can be found on the city website for an alternative way to submit questions and concerns.

Mayor McCauley also thanked Mr. Cooper. Mayor McCauley does not use Facebook, as he prefers one on one face time. Council will do their best to find answers to questions, and desire to be truthful and transparent.

Mayor McCauley questioned if the Route 101 project will interfere with the Clyde Fair (we sent a timetable of Fair events to ODOT).

MOTIONS

There were no motions.

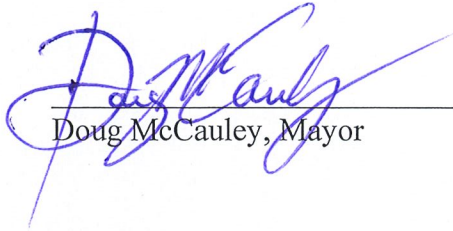
ADJOURNMENT

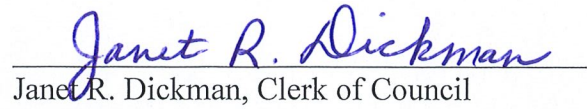
Motion: to adjourn the meeting at 7:59 p.m. **Action:** Adjourn,

Moved by Mayor Doug McCauley, **Seconded by** Council Member Greg McMaster.

Vote: Motion carried by unanimous roll call vote (**summary:** Yes = 4).

Yes: Mayor Doug McCauley, Council Member Greg McMaster, Vice Mayor Chris Shay, Council Member Cody Browning.



Doug McCauley, Mayor

Janet R. Dickman, Clerk of Council

CITY OF CLYDE
COUNCIL MEETING

Date: Tuesday, August 18, 2026 Regular Session

Visitors – PLEASE SIGN IN:

1. GARY BEAMER
2. Brian Brown
3. Walker Cooper
4. Tim Willis
5. Arvon Hamdery
6. Loreli Phillips
7. Gary Smith
8. GENE PAUL
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____