the village of Oakwood

NOTICE OF SPECIAL MEETING

Pursuant to Section 7.08 of Charter of the Village of Oakwood, notice is hereby given of the calling of a **Special Meeting** by Councilwomen Davis, Councilwoman Evans-Warren, President Hardin to be held on Monday, November 16th, 2026, at 6:30 p.m. in the Village Council Chambers, 24800 Broadway Avenue, Oakwood Village, OH 44146, to consider the following matter(s):

1. **2027 Budget Hearing (Mayor and Mayor's Court)**

2. **Executive Session (*To consider compensation of a public employee*)**

3. **Ord No. 2026-106** — **A Resolution Approving the Appointment of John Freeman To The Position of Police Chief and Declaring an Emergency**
   Introduced by Mayor
   And Council as a whole
   1st read on Nov 16, 2026

4. **Ord. No. 2026-108** — **An Ordinance Revising and Replacing the Salary Ranges for Various Positions of the Village of Oakwood, and Declaring an Emergency**
   Introduced by Mayor
   Tabled on Nov 12, 2026

In accordance with the provisions contained in the Village Charter, no other matters will be considered by Village Council other than those listed herein.

Carol Jackson 11-13-26

Clerk of Council, Carol Jackson

VILLAGE OF OAKWOOD

SPECIAL MEETING

Monday, November 16th, 2026
6:30 P.M.
AGENDA

Pursuant to Section 7.08 of the Charter of the Village of Oakwood, notice is hereby given of the calling of a **Special Meeting** by Councilwoman Mary Davis, President Eloise Hardin and Councilwoman Evans-Warren to consider the following:

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1. **Call Meeting to Order**
2. **Pledge of Allegiance**
3. **Roll Call**

Council President -Eloise Hardin	Mayor -Erica L Nikolic
Council At-Large -Deb Hladky	Law – Brendan Heil
Ward 1 Council -Taunya Scruggs	Interim Finance Dir.-Pamela Keener
Ward 2 Council -Yvonne Evans-Warren	Service -Tom Haba
Ward 3 Council -Paggie Matlock	Fire -Dave Tapp
Ward 4 Council -Mary Davis	Building Dept Mgr. – Rodney Stephens
Ward 5 Council -Malcolm Sims, Jr.	Engineer -Matt Jones
	Recreation -Karen Gaither
	Police – John Freeman/Cameron Reed

4. **6:30PM-8:00PM - Mayor's Budget and Mayor's Court Budget**

5. **Executive Session (Pursuant to Revised Code 121.22(G)(1) *To consider compensation of a public employee for the Police Chief, if deemed*)**

8:00PM

6. **Ord No. 2026-106** — **A Resolution Approving the Appointment of John Freeman to the Position of Police Chief and Declaring An Emergency**
   Introduced by Mayor
   And Council as a whole
   1st read on Nov 16, 2026

7. **Ord. No. 2026-108** — **The Position of Police Chief and Declaring an Emergency An Ordinance Revising and Replacing the Salary Ranges for Various Positions of the Village of Oakwood, and Declaring an Emergency**
   Introduced by Mayor
   Tabled on Nov 12, 2026

In accordance with the provisions contained in the Village of Oakwood Charter, no other matters will be considered by Village Council other than those listed herein.

OAKWOOD VILLAGE
2027 PROPOSED EXPENSE BUDGET

	Description	Budget	YTD Expense as of 10/23/2026	2027 Proposed Budget	Increase/Decrease	Council Changes
MAYOR						
SALARY & WAGES						
101-7702-51110	MAYOR'S DEPT. WAGES	$172,800.00	$120,427.03	$181,735.00	$8,935.00	
101-7702-51111	OVERTIME	$0.00	$0.00	$0.00	$0.00	
101-7702-51120	MAYOR'S DEPT P.E.R.S.	$17,600.00	$17,222.34	$25,445.00	$7,845.00	
101-7702-51140	MAYOR'S MEDICARE	$2,000.00	$1,738.95	$2,635.00	$635.00	
101-7702-51160	MAYOR'S VISION AND LIFE	$0.00	$0.00	$0.00	$0.00	
SALARY & WAGES Totals:		*$192,400.00*	*$139,388.32*	*$209,815.00*	*$17,415.00*	
CONTRACTUAL SERVICES						
101-7702-52110	PRINTING AND REPRODUCTION	$5,000.00	$0.00	$10,000.00	$5,000.00	
101-7702-52130	PROFESSIONAL DUES & FEES	$3,000.00	$8,210.59	$10,000.00	$7,000.00	
101-7702-52150	MISC. CONTRACTUAL SVCS	$6,000.00	$12,779.49	$15,000.00	$9,000.00	
101-7702-52153	FAMILY ENRICHMENT	$12,000.00	$15,033.22	$26,333.00	$14,333.00	
101-7702-52154	EVENTS @ MT. ZION	$0.00	$0.00	$0.00	$0.00	
101-7702-52155	HEALTHY OAKWOOD & GYM REBATE	$0.00	$0.00	$0.00	$0.00	
101-7702-52160	CONFERENCES & EDUCATION	$2,500.00	$258.75	$23,252.00	$20,752.00	
CONTRACTUAL SERVICES Totals:		*$28,500.00*	*$36,282.05*	*$84,585.00*	*$56,085.00*	
MATERIAL & SUPPLIES						
101-7702-53130	TRAVEL AND TRANSPORTATION	$700.00	$0.00	$5,000.00	$4,300.00	
101-7702-53140	REPAIRS AND MAINTENANCE	$1,500.00	$1,310.96	$3,100.00	$1,600.00	
101-7702-53150	OFFICE SUPPLIES	$1,000.00	$186.54	$1,500.00	$500.00	
101-7702-53160	OTHER SUPPLIES	$0.00	$0.00	$0.00	$0.00	
101-7702-53170	POSTAGE	$0.00	$0.00	$5,000.00	$5,000.00	
101-7702-53180	GASOLINE	$600.00	$0.00	$3,000.00	$2,400.00	
MATERIAL & SUPPLIES Totals:		*$3,800.00*	*$1,497.50*	*$17,600.00*	*$13,800.00*	
OTHER EXPENSES						
101-7702-54110	OTHER EXPENSES	$0.00	$0.00	$0.00	$0.00	
OTHER EXPENSES Totals:		*$0.00*	*$0.00*	*$0.00*	*$0.00*	
CAPITAL						
101-7702-55110	EQUIPMENT	$3,000.00	$0.00	$7,000.00	$4,000.00	
CAPITAL Totals:		*$3,000.00*	*$0.00*	*$7,000.00*	*$4,000.00*	
DEBT SERVICE						
101-7702-56000	CONCERTS	$15,000.00	$14,450.00	$30,000.00	$15,000.00	
DEBT SERVICE Totals:		*$15,000.00*	*$14,450.00*	*$30,000.00*	*$15,000.00*	
MAYOR Totals:		**$242,700.00**	**$191,617.87**	**$349,000.00**	**$106,300.00**	

OAKWOOD VILLAGE

2027 PROPOSED EXPENSE BUDGET

	Description	Budget	YTD Expense as of 10/23/2026	2027 Proposed Budget	Increase/Decrease	Council Changes
MAYOR'S COURT						
SALARY & WAGES						
101-7703-51110	MAYOR'S COURT WAGES	$115,000.00	$87,210.82	$125,160.00	$10,160.00	
101-7703-51111	OVERTIME	$0.00	$0.00	$0.00	$0.00	
101-7703-51120	MAYOR'S CT P.E.R.S.	$15,680.00	$12,948.78	$17,525.00	$1,845.00	
101-7703-51140	MAYOR'S CT MEDICARE	$1,600.00	$1,220.33	$1,815.00	$215.00	
101-7703-51160	MAYOR'S CT VISION & LIFE	$0.00	$0.00	$0.00	$0.00	
SALARY & WAGES Totals:		*$132,280.00*	*$101,379.93*	*$144,500.00*	*$12,220.00*	
CONTRACTUAL SERVICES						
101-7703-52110	PRINTING AND REPRODUCTION	$0.00	$0.00	$0.00	$0.00	
101-7703-52130	PROFESSIONAL DUES & FEES	$0.00	$0.00	$250.00	$250.00	
101-7703-52150	MISC. CONTRACTUAL SVCS	$10,000.00	$2,800.00	$20,000.00	$10,000.00	
101-7703-52151	BEDFORD MUNICIPAL COURT	$122,000.00	$96,592.10	$60,000.00	-$62,000.00	
101-7703-52152	BEDFORD LEGAL FEES	$0.00	$0.00	$0.00	$0.00	
101-7703-52160	CONFERENCE & EDUCATION	$0.00	$0.00	$0.00	$0.00	
101-7703-52350	BANK SERVICE CHARGES	$1,200.00	$79.80	$1,700.00	$500.00	
CONTRACTUAL SERVICES Totals:		*$133,200.00*	*$99,471.90*	*$81,950.00*	*-$51,250.00*	
MATERIAL & SUPPLIES						
101-7703-53130	TRAVEL AND TRANSPORTATION	$0.00	$0.00	$500.00	$500.00	
101-7703-53150	OFFICE SUPPLIES	$4,000.00	$1,219.33	$4,500.00	$500.00	
101-7703-53170	POSTAGE	$0.00	$0.00	$400.00	$400.00	
MATERIAL & SUPPLIES Totals:		*$4,000.00*	*$1,219.33*	*$5,400.00*	*$1,400.00*	
OTHER EXPENSES						
101-7703-54110	OTHER EXPENSES	$0.00	$0.00	$0.00	$0.00	
OTHER EXPENSES Totals:		*$0.00*	*$0.00*	*$0.00*	*$0.00*	
CAPITAL						
101-7703-55110	EQUIPMENT	$250.00	$0.00	$250.00	$0.00	
CAPITAL Totals:		*$250.00*	*$0.00*	*$250.00*	*$0.00*	
MAYOR'S COURT Totals:		**$269,730.00**	**$202,071.16**	**$232,100.00**	**-$37,630.00**	

Village of Oakwood
Account Trend

Accounting Years: 2026 to 2020
Account Type: Revenue
Accounts: 101-1600-41501 to 101-1600-41501

Suppress Detail: No
Include Inactive Accounts: No

	2026	2025	2024	2023	2022	2021	2020
Fund: 101 GENERAL FUND							
LICENSES AND PERMITS							
101-1600-41501 MAYOR'S COURT FINES							
Period #01	$3,492.00	$4,594.00	$11,760.00	$6,892.00	$0.00	$0.00	$0.00
Period #02	$4,244.00	$4,676.00	$6,670.00	$15,584.00	$12,779.00	$5,553.00	$13,474.00
Period #03	$4,681.00	$5,586.00	$6,372.00	$12,981.00	$9,559.00	$7,916.00	$15,146.00
Period #04	$6,235.00	$5,988.00	$6,694.00	$13,762.00	$15,714.00	$9,541.00	$9,047.00
Period #05	$5,395.00	$6,122.00	$5,523.00	$11,769.00	$9,539.00	$8,965.00	$726.00
Period #06	$5,301.00	$4,297.00	$5,191.00	$13,720.00	$7,714.00	$11,518.00	$3,286.00
Period #07	$4,986.00	$5,496.00	$3,016.00	$12,474.00	$8,163.00	$14,380.00	$8,565.00
Period #08	$5,968.00	$6,359.00	$4,374.00	$10,577.00	$9,932.00	$15,899.00	$8,107.00
Period #09	$9,314.00	$4,915.00	$3,999.00	$10,488.00	$11,755.00	$17,560.00	$5,392.00
Period #10	$6,932.00	$6,498.00	$4,773.00	$19,928.00	$12,294.00	$12,760.00	$6,729.00
Period #11	$0.00	$5,262.00	$4,582.00	$17,228.00	$11,539.00	$13,534.00	$6,518.00
Period #12	$0.00	$2,980.00	$3,591.00	$12,991.00	$8,554.00	$18,397.00	$7,254.00
MAYOR'S COURT FINES Total:	$56,548.00	$62,773.00	$66,545.00	$158,394.00	$117,542.00	$136,023.00	$84,244.00
LICENSES AND PERMITS Total:	$56,548.00	$62,773.00	$66,545.00	$158,394.00	$117,542.00	$136,023.00	$84,244.00
GENERAL FUND Total:	$56,548.00	$62,773.00	$66,545.00	$158,394.00	$117,542.00	$136,023.00	$84,244.00
Grand Total:	$56,548.00	$62,773.00	$66,545.00	$158,394.00	$117,542.00	$136,023.00	$84,244.00

RESOLUTION NO. 2026-106

INTRODUCED BY MAYOR AND COUNCIL AS A WHOLE

A RESOLUTION APPROVING THE APPOINTMENT OF JOHN FREEMAN TO THE POSITION OF POLICE CHIEF AND DECLARING AN EMERGENCY

WHEREAS, the Police Chief, Mark A. Garrett retired effective October 16, 2026; and,

WHEREAS, pursuant to Charter Section 9.09 the Mayor is appointing Captain John Freeman to the position of Police Chief and that appointment is subject to the approval of this Council; and,

WHEREAS, this Council seeks to confirm the appointment of John Freeman to the position of Police Chief pursuant to Charter Section 9.09.

NOW THEREFORE, BE IT RESOLVED by the Council of the Village of Oakwood, County of Cuyahoga, and State of Ohio:

SECTION 1. That this Council hereby approves the appointment of John Freeman to the position of Police Chief as provided by Oakwood Charter Section 9.09.

SECTION 2. This Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare of the inhabitants of the Village, the reason for the emergency being that it is critical to the daily operations of the Village and the Village is required under the Charter to have a Police Chief, therefore, provided it receives two-thirds (⅔) of the vote of all members of Council elected thereto, said Resolution shall be in full force and effect immediately upon its adoption by this Council and approval by the Mayor, otherwise from and after the earliest period allowed by law.

PASSED:_____ _____

Eloise Hardin, President of Council

_____

Carol Jackson Clerk of Council

Presented to the
Mayor _____

Approved: _____

_____

Mayor, Erica Nikolic

2026-WS-78 becomes Resolution No. 2026-106

I, Carol Jackson, Clerk of Council of the Village of Oakwood, County of Cuyahoga and State of Ohio, do hereby certify that the foregoing Resolution No. 2026 -106 was duly and regularly passed by this Council at the meeting held on the _____ day of _____, 2026.

_____

Carol Jackson Clerk of Council

POSTING CERTIFICATE

I, Carol Jackson, Clerk of Council of the Village of Oakwood, County of Cuyahoga and State of Ohio, do hereby certify that Resolution No. 2026 - 106 was duly posted on the _____ day of _____, 2026, and will remain posted for a period of fifteen (15) days thereafter in the Council Chambers in the locations and manner provided in the Village Charter.

_____
Carol Jackson Clerk of Council

DATED: _____

ORDINANCE 2026 - 108

INTRODUCED BY MAYOR

AN ORDINANCE REVISING AND REPLACING THE SALARY RANGES FOR VARIOUS POSITIONS OF THE VILLAGE OF OAKWOOD, AND DECLARING AN EMERGENCY.

WHEREAS, it is necessary for Council to review salary ranges from time to time for employment positions within the Village; and

WHERAS, employee compensation shall not excess the authorized salary ordinance maximum pay range.

NOW THEREFORE, BE IT ORDAINED by the Council of the Village of Oakwood, County of Cuyahoga, and State of Ohio that:

SECTION 1. This positions of employment and the schedule of compensation for employees of the Village of Oakwood shall be as listed in Exhibit A, attached hereto and incorporated herein. To the extent the pay range in Exhibit A differs from previous salary ordinances those pay ranges are repealed and replaced in accordance with this Ordinance.

SECTION 2. That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting on the date indicated below, and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 3. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare of the inhabitants of the Village, the reason for the emergency being that salary ranges need to be updated to provide for past due raises for employees, and provided it receives two-thirds (2/3) of the vote of all members of Council elected thereto, said Ordinance shall be in full force and effect immediately upon its adoption by this Council and approval by the Mayor, otherwise from and after the earliest period allowed by law.

PASSED: _____

_____
Eloise Hardin, President of Council

_____
Carol Jackson, Clerk of Council

Presented to the
Mayor _____

Approved: _____

_____
Mayor, Erica Nikolic

I, Carol Jackson, Clerk of Council of the Village of Oakwood, County of Cuyahoga and State of Ohio, do hereby certify that the foregoing Ordinance No. 2026 – 108 was duly and regularly passed by this Council at the meeting held on the _____ day of _____, 2026.

_____
Carol Jackson, Clerk of Council

POSTING CERTIFICATE

I, Carol Jackson, Clerk of Council of the Village of Oakwood, County of Cuyahoga and State of Ohio, do hereby certify that Ordinance No. 2026- 108 was duly posted on the _____ day of _____, 2026, and will remain posted in accordance with the Village Charter.

_____
Carol Jackson, Clerk of Council

AMENDED

Exhibit A

OAKWOOD VILLAGE, OH

2026 DRAFT SALARY SCHEDULE

	Current Salary Range		2026 Adjusted Range		Percent Change	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Council Employee						
Clerk of Council	$ 15.77	$ 19.77	$ 17.00	$ 22.00	7.80%	11.28%
Interim Assistant Clerk of Council	$ 15.77	$ 19.77	$ 17.00	$ 22.00	7.80%	11.28%
Administration Full-Time Salary Employee						
Executive Assistant to Mayor	$ 55,000.00	$ 68,250.00	$ 58,000.00	$ 68,250.00	5.45%	0.00%
Administration Assistant			$ 37,440.00	$ 45,000.00	N/A	N/A
Finance Director	$ 82,000.00	$ 92,435.20	$ 85,000.00	$ 108,150.00	3.66%	17.00%
Fire Chief	$ 85,774.00	$ 91,000.00	$ 95,000.00	$ 105,000.00	10.76%	15.38%
Service Director Public Service/Properties	$ 90,542.40	$ 95,069.52	$ 92,000.00	$ 102,000.00	1.61%	7.29%
Recreation Commissioner	$ 49,000.00	$ 56,784.00	$ 75,000.00	$ 92,000.00	53.06%	62.02%
Administrative Job (Part-Time)						
Chief Building Official	$ 40,000.00	$ 43,938.96	$ 41,000.00	$ 51,000.00	2.50%	16.07%
Fire Chief	$ 42,887.00	$ 45,031.35	$ 44,174.00	$ 54,174.00	3.00%	20.30%
Recreation Commissioner	$ 23.55	$ 27.30	$ 24.00	$ 34.00	1.91%	24.54%
Building Department (Full-Time)						
Building Department Secretary	$ 21.66	$ 22.74	$ 22.00	$ 26.00	1.57%	14.34%
Housing Inspector-Building	$ 17.52	$ 40.00	$ 18.00	$ 40.00	2.74%	0.00%
Office Manager/Executive Secretary Building	$ 20.58	$ 21.66	$ 28.00	$ 39.00	36.05%	80.06%
Finance Department (Full-Time)						
Assistant Finance Director			$ 75,000.00	$ 95,000.00	N/A	N/A
Accounts Payable (Sr. Accounting Specialist)	$ 19.23	$ 20.19	$ 25.00	$ 35.00	30.01%	73.35%
Payroll Specialist (Payroll/HR Specialist)	$ 24.04	$ 25.24	$ 24.00	$ 32.00	-0.17%	26.78%
Finance Specialist (Account Specialist)	$ 21.63	$ 22.72	$ 22.00	$ 31.00	1.71%	36.44%
Finance Clerk (Customer Service Specialist)	$ 18.22	$ 19.13	$ 19.00	$ 24.00	4.28%	25.46%
Finance Department (Part-Time)						
Accounts Payable (Sr. Accounting Specialist)						
Payroll Specialist (Payroll/HR Specialist)			$ 25.00	$ 35.00	N/A	N/A
Finance Specialist (Account Specialist)			$ 23.00	$ 32.00	N/A	N/A
Mayor's Court (Full-Time)						
Chief Deputy Clerk of Courts	$ 23.67	$ 24.85	$ 24.00	$ 34.00	1.39%	36.82%
Clerk of Mayors' Court	$ 24.94	$ 26.19	$ 26.00	$ 36.00	4.25%	37.46%
Recreation Department						
Recreation Assistant	$ 12.36	$ 12.98	$ 13.00	$ 16.00	5.18%	23.27%
Recreation Commission Secretary	$ 20.00		$ 21.00	$ 24.00	5.00%	
Summer Camp Counselor	$ 13.00	$ 15.00	$ 13.00	$ 15.00	0.00%	0.00%
Summer Camp Supervisor	$ 16.00	$ 16.80	$ 16.00	$ 17.00	0.00%	1.19%
Police Department (Full-Time)						
Administrative Assistant	$ 23.67	$ 24.85	$ 24.00	$ 34.00	1.39%	36.82%
Police Department (Part-Time)						
Auxiliary Police	$ 16.50	$ 17.33	$ 17.00	$ 24.00	3.03%	38.49%
Service Department (Full-Time)						
Foreman	$ 26.58	$ 27.91	$ 27.00	$ 34.00	1.58%	21.82%
General Laborer Service Worker Level	$ 25.50	$ 26.77	$ 26.00	$ 33.00	1.96%	23.27%
Service Department (Part-Time)						
Custodian	$ 16.81	$ 17.65	$ 18.00	$ 21.00	7.08%	18.98%
Labor Service Worker	$ 25.00		$ 18.00	$ 26.00	-28.00%	
Mechanic	$ 17.00	$ 17.85	$ 18.00	$ 24.00	5.88%	34.45%
Senior Van Driver	$ 10.93	$ 11.48	$ 11.00	$ 19.00	0.64%	65.51%
Summer Laborers	$ 15.00	$ 16.71	$ 15.00	$ 18.00	0.00%	7.72%
Traffic Control (Part-Time)						
School Guard	$ 14.02	$ 14.72	$ 15.00	$ 17.00	6.99%	15.49%
Fire Department (Not to Exceed 71 Total)						
Assistant Fire Chief (2)	$ 35.09	$ 36.84	$ 36.00	$ 47.00	2.59%	27.58%

OAKWOOD VILLAGE, OH

2026 DRAFT SALARY SCHEDULE

	Current Salary Range		2026 Adjusted Range		Percent Change	
(Assistant Chiefs, each one works 20 hours per week on average						
Captain	$ 30.38	$ 31.90	$ 31.00	$ 47.00	2.04%	47.34%
**Captain Weekend Differential Rage*	$ 37.98		$ 39.00		2.69%	
Fire Prevention (Monday - Friday Only)	$ 27.62	$ 29.00	$ 29.00	$ 43.00	5.00%	48.28%
Lieutenant	$ 27.62	$ 29.00	$ 29.00	$ 43.00	5.00%	48.28%
**Lt Weekend Differential Rate*	$ 34.53		$ 35.00		1.36%	
Fire Fighter						
**Fire Fighter Weekend Differential Rate*	$ 25.11	$ 26.37	$ 26.00	$ 39.00	3.54%	47.90%
	$ 31.39		$ 32.00		1.94%	
Probationary Fire Fighter (fire 6 months)	$ 20.33	$ 21.35	$ 21.00	$ 27.00	3.30%	26.46%
**Probationary Fire Fighter Weekend Differential Rate*	$ 25.41		$ 26.00		2.32%	