

**VILLAGE OF PEMBERVILLE
COUNCIL MEETING
August 5, 2025**

Mayor Bailey opened August 5, 2025, Council meeting at 7:00pm with a prayer and the pledge of allegiance.

Roll Call: Present at the scheduled meeting of the Council were Angel, Mazur, Rahe, Rollins, Titkemeier. Others present were Solicitors Ryan and Reid Rothenbuhler, Chief Vaughn, Cyndi Muranyi, Eric Campbell, Bob Schacht, Bob Bruning, Ed Wozniak Jr., Teri Long, Linda Avery, Matt & Lori Lenke, Roberta Reiter, Gene Steele, and the Fiscal Officer.

Minutes: Rollins moved, and Titkemeier seconded to approve the minutes of the July 15, 2025, meeting. Motion passed unanimously.

Treasurer's Report: Rahe moved, and Angel seconded to approve the bills in the amount of \$23,822.48. Motion passed unanimously.

ORDINANCE 1693: ORDINANCE AMENDING ORDINANCE NUMBER 1685, SECTION 2, CONCERNING VILLAGE SOLICITOR RATE OF PAY. 1ST READING

ORDINANCE 1694: ORDINANCE PROVIDING SUPPLEMENTAL APPROPRIATIONS FOR THE CURRENT EXPENSES AND OTHER EXPENDITURES OF THE VILLAGE OF PEMBERVILLE, OHIO, DURING THE FISCAL YEAR BEGINNING JANUARY 1, 2025, AND ENDING DECEMBER 31, 2025. 1ST READING

Fiscal Officer explained that this was to add the OWDA loan just received to finish the construction of the water tower. Titkemeier moved and Mazur seconded to suspend the rules. Motion passed unanimously.

Rahe moved and Mazur seconded to approved Ordinance 1694. Motion passed unanimously.

RESOLUTION 797: A RESOLUTION AUTHORIZING THE USE OF BLANKET CERTIFICATIONS AND ESTABLISHING DOLLAR LIMITS FOR SUCH CERTIFICATIONS AND DECLARING AN EMERGENCY. 1ST READING

Police Activity Report: Activity report provided. No comments

Income Tax Levy:

Mayor allowed Pat Rollins to present on the Income Tax Levy, survey outcomes, and next steps. Rollins noted most survey responses supported the levy, valuing police and pool services; opposition was due to insufficient information. Council decided not to pursue the levy in November, instead prioritizing clearer communication with voters.

Mayor:

The mayor proposed cancelling the August 19th council meeting due to the Pemberville Free Fair. Angel moved and Mazur seconded the motion, which passed unanimously.

The Mayor addressed the planned removal of the fire siren, which is scheduled to occur concurrently with the dismantling of the old water tower. She reported discussions with the EMS Manager regarding the replacement cost, estimated at approximately \$35,000. The Mayor noted that most residents now have access to cellular phones equipped with the Integrated Public Alert and Warning System (IPAWS), which extends emergency notifications beyond traditional radio and television broadcasts to include wireless devices. She further explained that, given advancements in communication technology, community sirens are expected to become obsolete within the next decade. Following additional discussion, Rahe moved, and Mazur seconded the motion not to replace the fire siren. The motion passed unanimously.

Mayor stated that the brush collection area is out of control due to outside residents bringing their brush into to the Village. The Mayor reported that a Bradner resident has been adding brush to the pile and asked Council to buy a sign stating the area is for Village residents only and under surveillance.

Mayor stated that the plan electrical outage is scheduled for tomorrow starting at 9:00am and should be completed no later than 11:00am.

The Mayor stated that a resident has expressed interest in the old water tower property, which will be sold through a sealed bid process. Frobose's have also shown interest in the Walnut St. garage, which currently houses the Police Golf Cart. The cart is scheduled to be relocated to the grey building at Memorial Park. If Frobose's use the garage area for storage, a lease agreement would be required for the Village to continue maintaining the public restrooms.

Council Reports:**Titkemeier:**

Planning Commission: No report due to no meeting.

BPA: Titkemeier stated BPA met and discussed the power outage and the inspections needed at the new water tower and the installation of a sidewalk around the tower and the driveway leading back to the tower.

Rahe:

Streets, Sidewalks, Lands & Building: Rahe stated the next streets meeting is August 14th at 1:00pm.

Rahe announced that she is assisting with the planning of the 250th-150th Celebration scheduled for next year. Planned events include an expanded Memorial Day service and a walk-through memorial park where individuals can display military honorary signs in recognition of their loved ones. Rahe also noted that the Great Black Swamp Frogs will play baseball using rules from the 1800s.

Rahe noted that a Zoning Board of Appeals meeting is scheduled for Thursday, August 21 at 6:00pm, which coincides with the fair, and suggested rescheduling it. Rahe mentioned that many potential attendees are involved with fair activities. The Zoning Inspector clarified that the meeting must be held within 21 days of the application submission, as required by statute. After further discussion, it was decided that the meeting will

Mazur:

Park and Rec: Mazur noted that the pool will remain open during the fair from Wednesday through Friday, 1-5pm. The tentative date for closing the pool is August 22nd, following the 5-mile race.

Mazur mentioned that there is a capital bill regarding new playground equipment, which Mayor Bailey is currently reviewing.

Mazur stated that the committee will begin long-range planning for the pool.

Mazur also indicated that the committee is preparing a repair and replacement list for the fall.

Mazur said Rhino Shield will apply ceramic coating to new park restroom doors. The committee requested the same for two replaced pool doors at an extra cost of \$910. Mazur moved, and Angel seconded, to approve this additional expense. Motion passed unanimously.

Mazur stated that the next Park and Rec meeting is August 25th at 10:00am.

Kirkbride: Absent

Cemetery: No report.

Tree Committee: No report

Angel:

Angel welcomed the new Solicitors Ryan and Ried Rothenbuhler with Marsh and Rothenbuhler Law.

Angel stated to the residents that he read through the income surveys and thanked everyone for their time.

Eric Campbell: No report

Guests:

Steele: Gene Steele wanted everyone to be aware of the current Bag-bug infestation.

Long & Avery: Teri Long and Linda Avery attended the meeting to provide a follow-up regarding the Bierley property and the prairie field adjacent to residential homes, as discussed at the previous Wood County Park District meeting. They found the meeting informative, though expressed dissatisfaction with the current progress since then. The Mayor noted she had received an email just prior to the Council meeting indicating that the Park District would soon meet with their engineering department to clarify expectations. She further explained that the Park property was acquired using OPWC grant funds, and there are likely specific requirements governing its use.

Reiter: Roberta Reiter attended to request Council's consideration for another art project. She mentioned surplus funds from the mural project and proposed painting the guardrail on State Route 105 across from the Legion and Pemberville Library. Reiter reported she has been in contact with ODOT, who indicated the guardrail belongs to the Village but would provide barricades to secure the area for the painter if Council approves the project. The Mayor stated she would follow up with her contact at ODOT to confirm ownership of the guardrail prior to approval.

Rollins:

Personnel & Finance Committee: Rollins stated Personnel and finance committee met and discussed the income tax levy. Rollins stated that the new budget request form will be distributed and is due back to the Fiscal Officer no later than October 1st.

Rollins stated that Chief Vaughn would like to go to training that would help the department and allow him to provide CPT training to the Village officers. Rollins stated that the cost of the training would be paid out of the CPT reimbursement that the Police department receives. Rollins stated that the two nights of a hotel for the training plus mileage should not exceed \$450. Angel moved and Mazur seconded to approve the training and hotel stay for Chief Vaughn. Motion passed unanimously.

Rollins reported that she had received a complaint concerning an employee, along with two grievance letters submitted by employees. She noted that one individual requested the discussion be officially recorded to share information with their attorney. Rollins proceeded to read aloud the complaint email from Councilwoman Rahe regarding the Fiscal Officer (attached), followed by the grievance filed by the Fiscal Officer against Councilwoman Rahe (attached), and the grievance submitted by Matt Lenke pertaining to Councilwoman Rahe (attached). Following a comprehensive discussion, both the Fiscal Officer and Councilwoman Rahe agreed to move forward with a "clean slate," seeking to reestablish a positive and productive working relationship and to eliminate previous negativity. The Fiscal Officer indicated that the proceedings and outcomes of this meeting would be communicated to her attorney should the issue require further consideration in the future. Matt Lenke left the meeting before his grievance was resolved.

Mayor Bailey adjourned the meeting at 9:15 P.M.

*Audio recording of the meetings is available upon Public Records request.

Subject **Fwd: Fw: Council meetings**
From Patricia Rollins <plrollins@gmail.com>
To Sarah Dyer <clerk@villageofpemberville.org>
Date 2025-08-07 9:59 am



- Resolution for Council Rules #653.PDF(~1.5 MB)
- Village_of_Pemberville_22_21_Wood_ML.pdf(~819 KB)

----- Forwarded message -----

From: **patricia rollins** <pat2328@hotmail.com>
Date: Tue, Aug 5, 2025 at 4:43 PM
Subject: Fw: Council meetings
To: plrollins@gmail.com <plrollins@gmail.com>

From: Patricia Rollins <rollinsp139@gmail.com>
Sent: Monday, July 28, 2025 5:30 PM
To: patricia rollins <pat2328@hotmail.com>
Subject: Fwd: Council meetings

----- Forwarded message -----

From: **Susan Rahe** <susanrahe612@gmail.com>
Date: Mon, Jul 7, 2025 at 8:32 AM
Subject: Fwd: Council meetings
To: Patricia Rollins <rollinsp139@gmail.com>, Jeffrey Kirkbride <JKSFK@yahoo.com>

Pat/Jeffrey,

I'm sending this email to you because you are the Personnel Committee. I had to chuckle when Pat shared at the last meeting that the "Blanket Certificate" needed to be passed by resolution. None of us should have been surprised, as it is clearly spelled out in the Management letter (attached) we all received at the end of the 2021/2022 audit.

We as council make mistakes and we will continue to make mistakes, but the purpose of this email is how I was treated at the June 17th meeting by our clerk. I didn't understand the blanket certificate as it was presented, yet Ms Dyer felt it appropriate to **snicker** at me with my no vote, and then she **rudely** interrupted me when I was trying to explain my no vote. Ms. Dyer is the "Clerk of the Council". Resolution 653 clearly defines her role and what is expected as our clerk. Nowhere does it give her authority to speak directly to a council member or put them down, which she has done numerous times to me. I question if she meets the definition of a guest, but if she does, this resolution clearly spells out the guidelines for audience participation. Carol was adamant that we start adhering to the section regarding audience participation in January of 2024, and yet it's apparent it doesn't apply me.

Another recent incident was at the May 20th meeting after I shared my opinions of why I felt the income tax levy failed. My comments were formed based upon the numerous conversations I have with residents. As a council member I should be able to voice my opinions/concerns and ask questions without being bullied (Section 22 of the employee handbook) or feeling like I'm being attacked, especially by our clerk! Ms Dyer has made personal, impertinent, and slanderous remarks toward me directly, that you both have witnessed and I'm tired of it.

I have talked with both of you regarding Ms Dyer's behavior and it appears nothing has been done. On June 17th I couldn't tell you why I was voting no for the "blanket certificate" but something just didn't feel right, and it turns out I was correct. Had this been presented properly as a resolution it would have given me the time I needed to research and become comfortable supporting what was being asked of me, instead our clerk **publicly humiliated** me.

I want an apology from Ms. Dyer at the next council meeting and confirmation that her role at council meetings has been addressed with her. I feel a written verbal warning is in line and needs to be placed in her personnel file.

I have the 6/17th council recording I will see if I can email to you so you can listen to it if you like. If either one of you would like to speak to me about this you have my number.

Thanks

Susie

To Whom It May Concern,

I am submitting this formal grievance to raise serious concerns regarding ongoing inappropriate conduct by Councilwoman Susan Rahe, which has impacted my professional integrity, workplace wellbeing, and has created a hostile and unprofessional work environment over the course of several years.

Over an extended period, Councilwoman Susan Rahe has persistently singled me out through public humiliation, repetitive criticism that bears little or no relation to my job performance, and unsubstantiated allegations. These actions are not isolated but part of a long-standing pattern of behavior that undermined my credibility and personal dignity as the Fiscal Officer but have also disrupted professional collaboration and public trust.

Specifically:

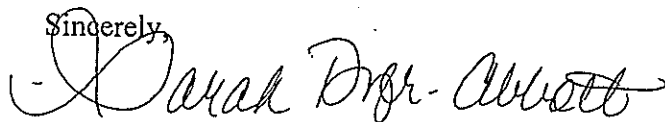
- I have been publicly criticized and accused of undocumented errors without evidence or justification.
- Recently, Councilwoman Susan Rahe requested that I apologize publicly for requesting clarification from the solicitor regarding an Ohio Revised Code— an action that was entirely appropriate and within the scope of my professional responsibilities.
- This pattern dates back to 2021, when I was falsely accused of mismanaging public funds. No supporting documentation has ever been provided, and the accusation was made in a public forum, causing reputational harm.
- Councilwoman Susan Rahe has disregarded recommendations made both by external auditors and myself in my professional capacity, ignoring fiscal and procedural safeguards designed to protect the public interest.

I am deeply troubled by this pattern of behavior. The cumulative impact of these actions has eroded my ability to serve effectively and fostered a toxic workplace culture. I continue to face undue scrutiny, often without basis, despite consistent fulfillment of my responsibilities. I respectfully request that this grievance be investigated promptly and that appropriate measures be taken to restore a respectful, evidence-based working environment.

My goal is to ensure a professional and respectful working environment for all parties involved and to safeguard the integrity of the public service.

Thank you for your attention to this matter.

Sincerely,



Sarah Dyer-Abbott
Fiscal Officer

7-17-2025

I am submitting this grievance to address ongoing concerning behavior by Councilwoman Susan Rahe, which has significantly impacted my work environment over several years. The conduct in question includes repeated, unsubstantiated allegations; persistent criticism unrelated to my actual job performance; and actions that undermine both my work reputation and my ability to fulfill my duties.

Over time, Councilwoman Susan Rahe has made several accusations about me—sometimes even going so far as to say, in public meetings, that I'm not doing my job or, even worse, that I've stolen something. None of these claims have ever been backed up with any evidence. When things like this are said out loud in front of others, it does not just feel unfair; it puts my reputation in real danger.

She keeps criticizing my work, but her focus always seems to be on picking out problems that do not actually have anything to do with what I have accomplished or what's on record. Instead of giving me helpful feedback I can learn from, it just turns into a lot of negativity, which makes it really hard for me to grow in my role.

It is not just about my work either—she often singles me out to other Council members and will even talk about me with residents and business owners. These conversations are usually based on half-truths or things that are not really accurate, and she has never come to me to ask what is really going on. This kind of behavior does not just hurt how others see me at work; it fuels misinformation and makes people doubt whether I am actually good at my job or care about the community.

On several occasions, Councilwoman Susan Rahe has accepted complaints from third parties at face value, failing to provide me with the opportunity to respond or offer my perspective before reaching conclusions or acting upon these complaints. That doesn't feel fair at all, and it's not how things should be done if we want to work together honestly and openly.

I really try to do my job the best I can and am always open to real, helpful feedback. But when I keep getting blamed for things without proof, picked apart for stuff that isn't actually about my work, and talked about in a negative way in public, it makes it increasingly difficult to perform my role effectively.

Here's what I'd like to see happen:

Someone neutral should take a look at how Councilwoman Susan Rahe has been acting—how she talks to me, what she says in public, and how she handles complaints about my work.

There should be some clear rules so that if someone has a problem with how I'm doing my job, I get a chance to explain before any decisions are made.

I'd also like everyone on the council to get a reminder about treating coworkers and community members with respect, both in person and when talking to others.

I really hope these things can help make our workplace fairer, friendlier, and more supportive, so we can all feel good about working together for the community.

Matt Lonke