

VILLAGE OF YELLOW SPRINGS

RESOLUTION 2026-23

RESOLVING PAYROLL REVIEW MATTERS

WHEREAS, in October of 2025, per Section 17 of the Village Charter, Village Council invoked its power to inquire into the conduct of any agency of the Village and make investigations as to municipal affairs by requesting a review of payroll, payroll software, and overtime pay processes; and

WHEREAS, Village Council sought to confirm that payroll practices were being performed accurately and properly; and

WHEREAS, the requested review performed by a consultant determined that over the course of 5 years' time, the payroll records of salaried employees of the Village revealed 4 issues: 2 employees overpayments; 1 employee underpayment, and 1 contract interpretation issue; and

WHEREAS, based on these findings, Council for the Village of Yellow Springs hereby orders payment of the underpaid amount to one employee, acknowledges reconciliation of the overpayments made to two employees, and will herein rectify the contract interpretation issue,

NOW, THEREFORE, COUNCIL FOR THE VILLAGE OF YELLOW SPRINGS RESOLVES THAT:

Section 1: Council hereby directs that the Village Manager be compensated for unpaid longevity pay for the time period of reaching eligibility for longevity benefits until entering into his current employment contract as Village Manager. When the now Village Manager was serving as Public Works Director, previous Village Managers determined that he was not entitled to longevity pay based on a contract interpretation which was inconsistent with other department heads at the time. At this time Council directs the unpaid longevity benefit to be paid to the Village Manager in the amount of \$7,528.23.

Section 2: Council hereby orders payment to the underpaid employee in the amount of \$147.73 which corrects a longevity pay discrepancy.

Section 3. Council acknowledges that two employees were overpaid and are reconciling the overpaid amounts with the Village. The overpayment amounts are:

- \$151.47 to one employee due to promotion retro pay error; this overpayment has now been repaid to the Village

- \$7,669.59 to one employee due to a longevity calculation error made on March 19, 2020 that compounded over time: this overpayment is being reconciled with the employee

Gavin DeVore Leonard, President of Council

PASSED: 6-1-2026

Attest: _____
Judy Kintner, Council Clerk

ROLL CALL:

Gavin DeVore Leonard __Y__ Angie Hsu __Y__ Carmen Brown __Y__
Senay Semere __Y__ Stephanie Pearce __Y__