

**VILLAGE OF BLANCHESTER,
ORDINANCE NO. 2026.012**

**AN ORDINANCE AUTHORIZING THE BOARD OF PUBLIC AFFAIRS TO
EXECUTE AN EMPLOYMENT AGREEMENT WITH RAM REDDY**

WHEREAS, on January 2, 2002, the Board of Public Affairs for the Village of Blanchester (“BPA”) entered into an Addendum to Director of Utilities Agreement (hereinafter “Employment Agreement”) with the Village of Blanchester’s Director of Utilities, Ram Reddy (“Reddy”);

WHEREAS, the BPA and Reddy previously entered into a Settlement Agreement and Release Addendum to the Employment Agreement on February 6, 2014, addressing OPERS service credits; and

WHEREAS, the BPA and Reddy previously entered into a Second Settlement Agreement and Release Addendum to the Employment Agreement on September 9, 2021, addressing paragraph three (3) of the Employment Agreement regarding compensation; and

WHEREAS, the BPA desires to extend the term of Reddy’s Employment to December 31, 2027, and Reddy agrees to such extension; and

WHEREAS, the Council for the Village of Blanchester finds it to be in the interest of the health, safety, and welfare of the Village of Blanchester to authorize the BPA to enter into a contractual agreement with Reddy.

NOW, THEREFORE, BE IT ORDAINED, by the Council of the Village of Blanchester, Clinton County, Ohio:

SECTION 1.

The BPA is authorized and directed to execute the “Amendment to Employment Agreement” attached hereto as Exhibit A.

SECTION 2.

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 of Council, and that all deliberations of the 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.


SECTION 3.

This Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health and safety, and it shall be effective upon its passage. This Ordinance must be passed as an emergency to ensure the Village secures the unique services offered by Reddy.

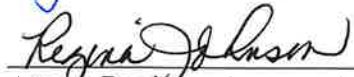
Council member Mr. Hopkins moved to adopt this Ordinance, and Mrs. Lewis seconded the motion, and the roll call being called upon its adoption, the vote was as follows:

Ms. Brooker- Yes
Mr. Coffman- Yes
Mr. Hill- Yes
Mr. Hopkins-Yes
Ms. Lewis- Yes
Mr. Parks- No

Adopted this 23rd day of April, 2026.



John M. Carman, Mayor



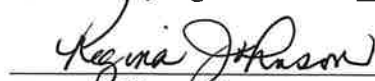
Attest: Regina Johnson, Fiscal Officer

Fiscal Officer's Certificate:

The State of Ohio, County of Clinton, ss:

I, Regina Johnson, Fiscal Officer of the Village of Blanchester, County of Clinton, and in whose custody the files, journals, and records are required by the laws of the State of Ohio be kept, do hereby certify that the foregoing Ordinance is taken and copied from the original Ordinance now on file with the said Village, that the foregoing Ordinance on has been compared by me and the said original and the same is a true and correct copy thereof, and has been posted as required by law. This Ordinance has been duly published by posting in the following places: Blanchester Municipal Building, 318 E. Main Street, First National Bank, 121 E. Main Street, Blanchester Post Office, 115 S. Wright Street, Tom's Express Mart, 7529 Fairground Road, and at the Blanchester Public Library 110 N. Broadway Street, each for a period of fifteen (15) days commencing on the 24th day of April, 2026.

Witness my signature this 24th day of April, 2026.



Fiscal Officer of the Village of Blanchester, Clinton County, Ohio

**VILLAGE OF BLANCHESTER
BOARD OF TRUSTEES OF PUBLIC AFFAIRS**

AMENDMENT TO EMPLOYMENT AGREEMENT

This Agreement is entered into this 23rd day of April, 2026 (the “Effective Date”), by and between the Village of Blanchester, Clinton County, Ohio Board of Public Affairs (hereinafter “Employer”) and Ram Reddy (hereinafter “Employee”).

RECITALS

WHEREAS, the Employer has previously entered into an Addendum to Director of Utilities Employment Agreement with the Employee dated January 2, 2002, (hereinafter the “Employment Agreement”); and

WHEREAS, the Employer and the Employee have previously entered into a Settlement Agreement and Release Addendum to the Employment Agreement on February 6, 2014, addressing OPERS service credits; and

WHEREAS, the Employer and the Employee have previously entered into a Second Settlement Agreement and Release Addendum to the Employment Agreement on September 9, 2021, addressing paragraph three (3) of the Employment Agreement regarding compensation; and

WHEREAS, the Employer desires to extend the term of Employee’s Employment to December 31, 2027, and the Employee agrees to such extension.

NOW, THEREFORE, in consideration of the promises, covenants and agreements set forth herein, the Parties agree to amend the Employment Agreement as follows:

1. Term Extension: The Employee’s term of Employment is hereby extended through December 31, 2027.

2. Acknowledgement: The Employee acknowledges and agrees to the extension of the Employment Term.

3. Compensation Adjustment: The Employer agrees to increase the Employee’s base biweekly pay of \$7,753.17 by three percent (3%) effective as of the Effective Date, with biweekly pay of \$7,985.67, and by an additional three percent (3%) effective January 1, 2027, with biweekly pay of \$8,225.24, with each increase calculated based on the Employee’s then-current salary.

4. The Employer agrees to permit the Employee to work remotely, subject to operational needs, provided that the Employee attends Board meetings and other in-person obligations as reasonably required.

5. Continuing Effect: Except as expressly amended herein, all provisions and obligations of the Employment Agreement executed by the parties on January 2, 2002, as amended, shall remain in full force and effect.

6. Consideration: The parties acknowledge that the mutual promises contained herein constitute sufficient consideration for this Amendment.

7. Public Records Compliance: Nothing in this Agreement shall be construed to limit, abrogate, or otherwise affect the Village's obligations under Ohio Public Records Law, or any lawful subpoena or court order.

8. Mr. Reddy is hereby notified and acknowledges that: (a) he has the right to review and consider this Agreement; (b) he has the right to consult with an attorney regarding this Agreement; (c) he is not waiving any rights he has against Village of Blanchester that may arise from future occurrences outside of paragraph three (3) of his Employment Agreement with the Village of Blanchester; (d) this Agreement is entered into knowingly and voluntarily by him, after having been given the chance to obtain counsel and knowingly and voluntarily choosing not to do so; (e) Mr. Reddy understands that the Village Solicitor DOES NOT represent him; and (f) that the benefits and monetary compensation that he will receive under this Agreement are made without any acknowledgement by the Village of Blanchester of any pre-existing obligation by Village of Blanchester.

9. Governing Law. This Agreement is governed by Ohio law.

IN WITNESS WHEREOF, the Parties have executed this Amendment as of the date first written above.

EMPLOYER:
Village of Blanchester
BOARD OF TRUSTEES OF PUBLIC AFFAIRS

EMPLOYEE:

By: John M. Cannon
Mayor

Ram Reddy
Ram Reddy

Dated: 4/23/26

Dated: 4/23/26

By: [Signature]
Chairman of the Board of Public
Affairs

Dated: 4/23/26