

RECORD OF PROCEEDINGS

Minutes of

Franklin Township Trustees

Meeting

DAYTON LEGAL BLANK, INC., FORM NO. 10148

Held January 25, 20 16

The Franklin Township Board of Trustees on January 25, 2016 at 6 p.m. Trustee Callahan, Trustee Morris, Trustee Ruppert, and Fiscal Officer Fromeyer were in attendance. Administrator Stivers was unable to attend. Road Superintendent Rob Rose and Cemetery Superintendent Steve Bishop were present. There were also several employees; Kevin Jennings, Tim Brewer, Nic Lamb, and Roger Miller.

Mr. Morris made a motion to approve the minutes of the January 13th Re-Organizational meeting. Mr. Ruppert seconded the motion.

ROLL CALL: Mr. Morris - Yes
Mr. Ruppert - Yes
Mrs. Callahan - Yes Motion carried.

Mr. Ruppert made a motion to approve the minutes of our January 13th Record Retention meeting. Mr. Morris seconded the motion.

ROLL CALL: Mr. Ruppert - Yes
Mr. Morris - Yes
Mrs. Callahan - Yes Motion carried.

Mr. Ruppert made a motion to approve the minutes of our January 13th Trustee meeting. Mr. Morris seconded the motion.

ROLL CALL: Mr. Ruppert - Yes
Mr. Morris - Yes
Mrs. Callahan - Yes Motion carried.

Visitors:

Joy Broedling, Howard Drive in Franklin Township, asked when the fire issue would be back on the agenda. She said she had seen that there was an article in the paper where the City of Franklin responded to a fire on Bunnell Hill and she wondered if they were paid to respond. She'd really like to know if there is going to be a new levy. She said she would like to see that on the agenda in the near future.

Ms. Broedling also said that she saw on the agenda that the trustees had an executive session planned to discuss wage increases. She would like the trustees to do that in an open meeting so that we may have a public debate. Mrs. Callahan confirmed it is on the agenda. Mr. Ruppert said that by law, the Trustees are allowed to have an executive session, and if they determine that action needs to be taken then that would take place in an open meeting. Mrs. Broedling said that the trustees had already had an executive session to discuss wage increases previously. Mr. Ruppert said yes, that they could have multiple discussions without violating any laws. Ms. Broedling said she thought we were past the point of discussion. Mr. Ruppert said no, that we were not. Mr. Morris said that they are having a second discussion because they needed more financial information and that without that information the previous discussion had come to a stalemate.

Tim DeHart, owner of AAA Wastewater on Anthony Lane, asked if there would be a letter to the attorney regarding Mr. Morris. Mr. Ruppert said he spoke to Mr. Sorey, our legal counsel, and that Mr. Sorey said it's really an issue for Mr. Morris. Mr. Ruppert said he doesn't foresee the township taking any action on the subject. Mr. Ruppert said he would email the other trustees and the administrator on what his conversation with Mr. Sorey was so that we are all on the same page.

Mr. DeHart also said that he was in the audience last week and the trustees were discussing different committees and boards during the re-organizational meeting. He'd like to be provided with that list, and in the future he thinks it would be beneficial if everyone in the audience were provided with the list. He suggested that it be put on the website and that we consider having citizen appointees.

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Mrs. Callahan said that Mr. Boy had asked her how a citizen committee would go about getting set up. Mr. Ruppert said that the township doesn't have to be involved, although having Traci involved might prove beneficial.

Old Business:

Metropolitan Planning Organizations were discussed. The township automatically belongs to OKI because the county belongs to OKI. We do not have a vote there though. Miami Valley Regional Planning Commission does give you a vote, but there is a fee. Mrs. Callahan said that according to MVRPC information we could have two people involved, one elected official and then an alternate. Mr. Ruppert said he agrees that it might be a good idea to go with MVRPC. Mr. Morris said that we should maintain attendance in both groups,

Mr. Bishop said he had some concerns about the Woodhill Cemetery Sales Agreement that was adopted at the last meeting. He's concerned that if someone dies and they don't have the money to be buried that we cannot bury them. Mr. Morris said that this was discussed at the last meeting, that the board had said that they would make exceptions on a case by case basis. Mr. Ruppert agreed, that deed would not transfer until paid in full. Mr. Bishop said that his concern is that he is going to have to go to the trustees every time this happens. He wants to know what kind of time frame we're talking about. Will they give him an answer in an hour or two or will it be a day or two? Mr. Ruppert asked how often that happens. Mr. Bishop said about once a year. Mr. Ruppert said that if it were to happen that Mr. Bishop should remind the family of the agreement and if its still a problem and they absolutely cannot afford to pay for the grave and the burial then we'd handle it at that time. Mr. Ruppert understands that things do happen, but typically between death and burial there is a 3-4 day lapse. Mr. Bishop said he was also concerned that the cost of opening and closing wasn't listed in the agreement. Mr. Bishop said that the cemetery office has a very simple document for this type of case. Mr. Ruppert and Mrs. Callahan said that they had never seen it and asked if Mr. Bishop would send that to the administrator. Mr. Ruppert said that if someone purchases a grave today and they don't have the grave opened for 30 years, we would typically charge them the amount due at the later date. Mr. Ruppert said it would probably need to be a completely different document. Mrs. Callahan asked about making the funeral homes responsible. Mr. Bishop said that if the deceased has life insurance then the funeral home pays for it.

New Business:

Mr. Fromeyer said that Mrs. Stivers had given him information on a National Flood Insurance Rating program that Mr. Morris had asked her to look into. Mr. Fromeyer read an email aloud, between Mrs. Stivers and a representative of the National Flood Insurance Rating program. The email said that this is not a township issue, but rather a county issue. It is up to the discretion of the County Commissioners if they are interested in pursuing this program. There are 750 applicants and only 15 in Ohio have been successful. It's extremely hard to qualify for the program. Best case scenario is that we qualify and have the best possible rating and receive a 10% discount on flood insurance. If we did qualify we as a township would have to perform a minimum of six projects a year to benefit our community and make efforts in improving our flood insurance rating. Mrs. Stivers is concerned that it will cost the township more money than what we'd save, since the 10% discount is the very best possible scenario. Mr. Morris said it's easy to say that it might cost more than we'd save but he personally paid \$1300 in flood insurance last year and ten percent savings on that would be fantastic. If everyone saved that much money, those people may re-invest in the community. Mr. Morris will talk with the Warren County Regional Planning Commission and the Commissioners and try to get this accomplished.

Road Report:

Mr. Rose said he'd like to get a new laptop for his office at the garage. The quotes are in the trustees packets, Mr. Rose would like to buy a \$500 computer. Currently, his computer is twelve years old. It was a hand me down from the previous administrator.

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The trustees had no problem with it, as long as the Superintendent was the only person allowed to remove it from the township garage.

Mr. Rose said that when they had done a drainage project on Lynn Drive in the summer that they found a pipe that didn't belong. They just found out that someone had their sump pump ran to our pipes, and now they need to be replaced. Mr. Rose advised the board that he would be fixing that.

Mr. Rose also said that he had to purchase some parts for a snow plow and it was \$2700. He just wanted to let the board know that that expense was coming.

Mr. Ruppert said that the road crew had done a nice job during the recent snow fall.

Cemetery Report:

Mr. Bishop said that January had been a busy month. Mrs. Callahan asked if the cemetery employees open and close the grave. Mr. Bishop said that they did. Mrs. Callahan asked if the cemetery employees set the vault too? Mr. Bishop said no, that a vault company comes in and does that.

Fire Report:

Chief Bishop said things had been quiet as far as runs go. However, as the Trustees knew, Firefighter Justin Tankersley had had an accident at his full time job and died as a result. The fire department did a great job representing the township at the funeral. Mr. Ruppert said that he;d seen a goFundMe page had been set up and it said that either Carlisle or Franklin Fire Department had donated. Mr. Bishop said it was not our fire department. Mr. Morris said that Firefighter Tankersley was his cousin and he really appreciated everything the township had done for the funeral. Mr. Morris said that Firefighter Tankersley's mom was also on Carlisle City council.

Fiscal Report:

The payment listing was reviewed. Mrs. Callahan asked what the payment to KS State bank was, Mr. Fromeyer reminded her that that is who the loan for our front end loader is through. Mr. Ruppert made a motion to approve the payment listing as presented by the Fiscal Officer.

Mr. Morris seconded the motion.

ROLL CALL: Mr. Ruppert - Yes

Mr. Morris - Yes

Mrs. Callahan - Yes Motion carried.

Mr. Morris made a motion to approve the appropriations status, appropriate summary, fund summary, fund status, revenue summary and revenue status reports. Mr. Ruppert seconded the motion. ROLL CALL: Mr. Morris - Yes

Mr. Ruppert - Yes

Mrs. Callahan - Yes Motion carried.

Mr. Fromeyer said that People's bank had increased their ACH fee by one dollar.

Mrs. Callahan asked if Mrs. Stivers had left an administrative report with Mr. Fromeyer. Mr. Fromeyer said that Mrs. Stivers asked him to relay that she still needs assistance with the Cemetery Advisory Board. It would be nice if more township affiliated people attended the meetings. Currently, Mrs. Stivers is doing it alone. Mr. Morris said Denny Fitzgerald had expressed an interest. He also said Mr. Fitzgerald asked if the meeting date and times could be changed to meet his needs.

Mrs. Callahan said that someone had asked her about a lighting district and she didn't know how they worked. She asked if someone could explain it to her. Mr. Fromeyer said that it's based on the development. While building a subdivision it's up to the developer or the residents to request that Duke put streetlights in. Then Duke approaches the township and we sign a contract. We pay the bill monthly and then we asses a tax to the property owners to cover the cost.

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Mrs. Callahan reminded everyone of the Ohio Township Association conference coming up.

Mr. Ruppert made a motion to enter into executive session at 6:42 p.m. to discuss the compensation of public employees. Mr. Morris seconded the motion.

ROLL CALL: Mr. Ruppert - Yes
Mr. Morris - Yes
Mrs. Callahan - Yes Motion carried.

Mr. Morris made a motion to return to regular session at 7:16 p.m.

Mr. Ruppert seconded the motion.

ROLL CALL: Mr. Morris - Yes
Mr. Ruppert - Yes
Mrs. Callahan - Yes Motion carried.

Mrs. Callahan said that while we have fantastic employees our insurance has gone up 23%. She looks at the area that she serves and she believes that the median income for Franklin is \$30,000. \$33,000 is the median for Carlisle, Middletown's median income is \$44,000. She believes she is here to serve the people and use the tax dollars wisely. She wants to support her employees and make sure they are well taken care of. She said currently every employee is well taken care with the exception of one, who would fall below the median income. Many people have to pay more for insurance in addition to a deductible. She suggests restructuring all the personnel and making the Superintendents salaried. She said that when some employees are making overtime they are making as much as a doctor. She said that when she looks on her street she sees people driving salvaged cars and her neighbors don't have a lot. She doesn't want to have to tell her neighbors and those in the community that the employees of the township make almost twice as much as they do.

Mr. Morris said he made his decision based on numbers alone and took the person out of it. Dollars alone, he feels that the township should continue to pay 100% of the insurance costs. He doesn't want to see anyone make less money than they are now, which would happen if we gave a raise but charged for insurance, which was one option that was mentioned in the Board's discussion. He'd like to see us put a bottom cap on our wages to \$16. an hour, raising only two of the employees pay rate. He suggested outside of that we should maintain our current pay rate, since it won't affect our budget. He said it's really hard to make this decision in his second meeting. He suggested re-evaluating it in 6 or 12 months. He said we have a lot of great workers, that he has met many of them. He doesn't want to see someone go without insurance just because he gave them a raise. If we gave a 3% raise but only paid 80% of their insurance that may happen.

Mr. Ruppert said his thoughts are that he has been here a long time and he knows we have an obligation to spend money appropriately. He said he has also looked at median incomes, insurance costs and salaries. He said that we have not given a cost of living raise or any type of raise in many years. He said if someone has an opinion and they are looking to substantiate their opinion with facts that that can always be done. He feels the board should look at the facts without preconceived ideas. He said that just because our budget isn't as big as a bigger city doesn't mean that our employees aren't just as valuable as those in a bigger city. He said our employees do a good job and they should earn a good living comparable to what they would make at another township or city. He knows that our revenue has increased, we spend less than we take in, and our carryover has grown year after year. He thought doing evaluations and performance bonuses as we did last year was a great idea, but that he would support a cost of living raise now, while still doing those performance reviews in the spring. He said he understands the idea of raising two employees to a minimum wage but if you look at those two particular employees, they have the highest cost of insurance. After Mr. Morris and Mrs. Callahan were so concerned with insurance costs, he couldn't see how that made sense. He said

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Mr. Mark Boy, in the audience, asked if Mr. Ruppert was suggesting a 3% raise and absorbing the insurance costs. Mr. Ruppert confirmed that is his suggestion.

Mr. Morris said that he is suggesting no change in insurance costs.

Mrs. Callahan said that we need to look at restructuring because we need to have supervisors on salary, part time people are making a very low wage, and we need to look at insurance. She doesn't feel its fair to the taxpayer if we follow Mr. Ruppert's suggestion. She can't justify that to the taxpayers who aren't making good money, have sick time or insurance. She said it used to be that government employees make low wages but had great benefits but now the wages and benefits are both good.

Mr. Morris made a motion to have a minimum wage for full time of \$16.00 an hour, continue paying 100% insurance and review this again in 6 months.

Tim Brewer, in the audience, asked about part time employees. Mr. Morris said that part time employees have a more flexible schedule, so they are typically paid less and therefore he'd like part time employees to be a separate discussion. Mr. Ruppert asked if the review in 6 months was part of Mr. Morris's motion. Mr. Morris said it was, however if a supervisor wanted to bring a specific employee to the board's attention that he'd be open to reviewing a specific employee.

There was no second. The motion dies.

Kevin Jennings, in the audience, said that he felt it was unfair to give additional compensation to only two people.

Someone else in the audience spoke up and Mr. Ruppert reminded everyone that this is not a public forum.

Mr. Morris made a motion that the reviews from last spring be sent to the board. Mr. Ruppert said that if Mr. Morris wanted to see them no motion was needed. Mr. Ruppert and Mrs. Callahan both have them and if Mr. Morris wants to see those reviews we can certainly get him that information.

Mrs. Callahan said that our township has no direction. She said that many projects have been discussed but we have no plan. We need a plan of what to do in the future. Yes, we have a large carry over, but we just put a fire levy on the ballot. Instead of giving raises we should be talking about using all the extra money to get projects done and new equipment. She said we have no economic development and we need a plan. She said she talks to a lot of townships and they supervisors on salary so that they don't pay overtime. Mr. Rose spoke up and said that those supervisors on salary do not drive salt trucks or work overtime. If we were to do that we would lose two snow plow drivers.

Mr. Ruppert said that he wanted to remind the employees that while Mr. Fromeyer and Mrs. Stivers are often included in these discussions, that the board makes the decisions.

Mr. Ruppert made a motion to adjourn at 7:39 p.m.

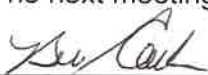
Mr. Morris seconded the motion.

ROLL CALL: Mr. Ruppert - Yes

Mr. Morris - Yes

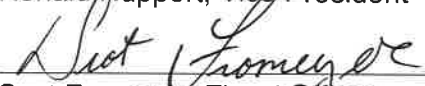
Mrs. Callahan - Yes Motion carried.

The next meeting will be held February 10, 2016 at 6 p.m.


Beth Callahan, President


Ronald Ruppert, Vice President


Brian Morris, Trustee


Scot Fromeyer, Fiscal Officer