

RECORD OF PROCEEDINGS

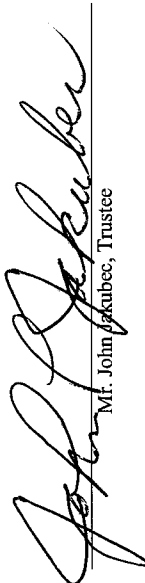
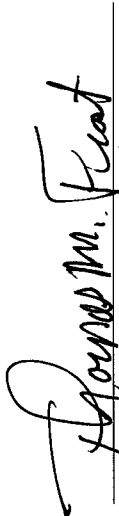
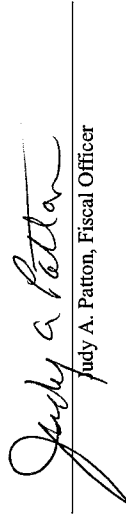
Minutes of

REORGANIZATION

JACKSON TOWNSHIP TRUSTEES

Held	December 27, 2018	10:00am
<p>Present: Trustee Frost, Trustee Hemphill, Trustee Jakubec, Fiscal Officer Patton, Road/Cemetery Mark Plant, Zoning Inspector Chris Locke</p> <p>RESOLUTION #18-127: Mr. Hemphill moved and Mr. Jakubec seconded the motion to request the fiscal officer to entertain a motion to appoint the 2019 Trustee Chair - Mr. Tom Frost. Vote was unanimous.</p> <p>RESOLUTION #18-128: Mr. Frost moved and Mr. Hemphill seconded the motion to request the fiscal officer to entertain a motion to appoint the 2019 Trustee Vice Chair - Mr. John Jakubec. Vote was unanimous.</p> <p>RESOLUTION #18-129: Mr. Hemphill moved and Mr. Frost seconded the motion to enter into executive session per ORC 121.22 to prepare and review employee compensation. Roll Call Vote- Mr. Jakubec-Yes; Mr. Hemphill-Yes; Mr. Frost-Yes.</p> <p>Vote was unanimous.</p> <p>RESOLUTION #18-130: Mr. Frost moved and Mr. Hemphill seconded the motion to reconvene the regular meeting following executive session. Roll Call Vote- Mr. Jakubec-Yes; Mr. Hemphill-Yes; Mr. Frost-Yes. Vote was unanimous.</p> <p>RESOLUTION #18-131: Mr. Frost moved and Mr. Jakubec seconded the motion that the following orders of business were set forth by the Board of Trustees for the 2019 year. Vote was unanimous.</p> <p>Employees' compensation as listed below and will be effective with the pay starting 12/31/2017 for bi-weekly employees and January 1, 2018 for monthly paid employees.</p> <p>Police Department: Police Chief Greg Taillon - \$53570.40/Year (\$2060.40/Bi-weekly) (4%) Sergeant Rick Snyder @\$19.39/hr. (4%) Officer Lisa Storey @\$17.87/hr. (4%) Corporal Steven Schneider @\$18.62/hr. (4%) Assistant Chief Peter Rozzi @\$21.73/hr. (4%) All part time officers hourly rate of pay @\$15.00/hr.- Clothing allowance: full time officers \$1000.00/year; part-time/reserves \$500/year. Effective dates will be ½ on April 1 and ½ on October 1. There will be no range training.</p> <p>Towing Policy Revision: Administration Fee - \$75.00; Daily Storage Fee - \$25.00. No change in fee for other items.</p> <p>The trustee approved purchasing a new Ford Explorer Police Vehicle for \$42832.00 through Statewide Ford at State Purchasing price. Financing to be determined at another meeting.</p> <p>Road/Cemetery/Recycling: The Township hires contracted labor through an employment agency such as The Callos Company for all road, cemetery, recycling and administrative/secretarial duties, Zoning and as the need arises.</p> <p>Contract Employees-Callos Employees Mark Plant @\$15.81/hr. - \$23.87/hr. paid to The Callos Co. Don Clegg @\$12.75/hr. - \$17.09/hr. paid to The Callos Co; Scott Hupko @\$12.75/hr. - \$17.09/hr. paid to The Callos Co. Contract Employees-Mark Plant and Scott Hupko will receive 6 paid Holidays (New Years, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day) and 1 week (40 hours) Vacation in a year. Mr. Plant & Mr. Hupko will continue with recycling duties.</p> <p>Grave-\$600; Open & Close -\$650- After 2pm - plus \$250; Open & Close Saturdays-\$800- After 2pm - plus \$250; Open & Close 3 Day Holiday Weekend-Sunday-\$850 - After 2pm add-\$250; Cremations/Infants-\$300; Saturday-\$400; Deed Transfer - \$50; Foundations/per Sq. Inch \$1.25; Disinterment 1.5 Times Open & Close</p> <p>Zoning Department: Inspector Christine Locke @\$16.90/hr. to \$17.24/hr. (13/hrs. weekly). Part time Zoning Aid Bill D'Avignon @13.50/hr. He will also fill in for Zoning Inspector Locke, vacations, etc. Part Time Zoning Board Secretary Angela Javorsky will start January 8, 2019 @\$13.00/Hr. Zoning Compliance Officer Lisa Storey - @\$ 12.12/hr. - \$16.24/hr.-Paid to Callos; New Rate - \$12.36/Hr - \$16.56/Hr paid to The Callos Company Zoning Hours - 10:30am - 2:00pm Monday thru Thursday. Zoning Board Positions will be considered a non-paid reimbursement for expenses position of \$30 a meeting reimbursed semi-annually.</p> <p>Zoning Hearing charges - \$425.00. Zoning Appeals Board Hearing - \$475.00. Zoning Commission Board - Sterling Jamison was appointed for a 5 year term-2019-2023. Zoning Appeals Board - Melissa Roberts was appointed for a 5 year term - 2019-2023</p> <p>Fire Department: Fire Chief Salary @\$800.00/Mo Fire Department calls/drills, etc. will be at \$16.00/ea.; Battalion Chiefs-\$18.00/ea.; Captain-\$17.00/ea.; EMT on EMS Calls- \$17.00/ea. Paid December 1, thru November 30. Rename Harold Oliver and Sterling Jamison to the Fire Indemnity Board for the township representatives. Fire Department representatives are Mike McDougal and Brenda McDougal. The Fire Indemnity Board will name the fifth representative.</p> <p>Administrative Department: Compensate Trustees and Fiscal Officer for annual salary according to the state maximum set in accordance with ORC 505.24 and 505.09, an annual salary in equal monthly installments in accordance with the Township budget. Receptionist Karen Novak-Contract Employee-Callos Employee @\$13.00/hr. - paid to The Callos Co. - \$16.90/hr. Hours are 10:00 am to 3:30pm Monday thru Friday.</p> <p>All trustees, fiscal officer and eligible employees and said officials and employee dependents will be provided with all group insurance offered by the township pursuant to Ohio Rev. Code 505.60. Auditor's Bulletin 96-002 and in accordance with the Affordable Care Act (ACA). Currently these benefits are available at no cost to the employee. However, with the constant increase in Medical and Health Care costs there may come a time when these benefits can no longer be provided without a cost to the Employee. These benefits will be reviewed and reevaluated on the Anniversary date of the program once each year. Medical Insurance is available through OTARMA (Medical Mutual) or comparable plan with another source, Group Life Insurance is offered through Mahoning County Plan or comparable plan with another source. Dental Insurance is offered by Delta Dental or comparable plan with another source. No Vision Plan Insurance is offered. If any township officer or employee is denied coverage under a health care plan procured herein or if a township officer or employee elects not to participate in the township's health care plan, the township may reimburse for only those health care benefits listed in Ohio Rev. Code 505.60 for the township officer or employee for each out of pocket premium that the township officer or employee incurs for insurance policies that the township officer or employees otherwise obtains but not to exceed an amount equal to the average premium paid by the township for other officers and employees for Health Care & Dental policies.</p> <p>Continue the practice that any full time hourly/salary employee is entitled to vacation that is stated in township policy manual.</p> <p>Trustees/Fiscal Officer authorizes membership in OTA/Mahoning County Township Association, attendance of Annual State Association Conference and Quarterly Dinner Meetings with Payment of expenses for Trustees and Fiscal Officer. Also authorization for attendance of the Local Government Conference from the Auditor of the State.</p>		

RECORD OF PROCEEDINGS

	Held	December 27, 2018	10:00am
<p>The Trustees have approved that 5% of our Medical/Health Insurance Premium with Medical Mutual will be paid for by eligible full time employees, trustees and Fiscal Officer starting January 1, 2019. At this time only our Medical Mutual Medical/Health Insurance will be effected. This does not include dental Insurance premium payments with Delta Dental. The township does not offer any vision care plan at this time.</p> <p>CERTIFICATE OF RESOLUTION</p> <p>The undersigned authorized representative of Jackson Township/Mahoning County (the Employer) herby certifies that the following resolutions Were duly adopted by the governing body of the Empl9oyer on December 27, 2018 and that such resolutions have not been modified or rescinded As of the date hereof:</p> <p>RESOLVED, that the form of Welfare Benefit Plan, effective January 01, 2019, presented to this meeting (and a copy of which is attached hereto) is hereby approved and adopted, and that the proper agents of the Employer are hereby authorized and directed to execute and deliver to the Administrator of said Plan one or more counterparts of the Plan.</p> <p>RESOLVED, that the Administrator shall be instructed to take such actions that the Administrator deems necessary and proper in order to implement the Plan, and to set up adequate accounting and administrative procedures for the provision of benefits under the Plan.</p> <p>RESOLVED, that the proper agents of the Employer shall act as soon as possible to notify the employees of the Employer of the adoption of the Plan and to deliver to each employee a copy of the Summary Plan Description of the Plan, which Summary Plan Description is attached hereto and is hereby approved.</p> <p>The undersigned further certifies that attached hereto as Exhibits, are true copies of JACKSON TOWNSHIP/MAHONING COUNTY's Benefit Plan Document and Summary Plan Description approved and adopted at this meeting.</p> <p>Mileage - reimbursed at \$.58/per mile – Rates established by IRS Federal Guidelines and may be adjusted within their guidelines for 2019. Convention/Conference/Training expenses at \$40.00 per day.</p> <p>The Township Records Commission for 2019 will consist of the Township Fiscal Officer, Judy Patton and Trustee Chairperson, Mr. Tom Frost.</p> <p>The Board of Trustees shall act as the internal auditing committee for the township.</p> <p>The Board of Trustees shall conduct its meetings in full compliance with the Ohio Sunshine Law and accordingly establishes the following Rules for the scheduling and notice of all meetings:</p> <p>Regular Meetings of the Board of Trustees shall be held on the third Tuesday of every month at 6:00pm. Notice of said meeting shall be posted on the township sign at the Government Building on Mahoning Avenue and in the Agenda Section of the Vindicator.</p> <p>Special Meetings - Notice of Special Meetings of the Board of Trustees shall be given by posting advanced written notice of the same on the township sign. Additionally, notice of Special Meetings shall be given to the Vindicator and any other media that requests the same, by at least 24 hours in advance of the meeting, except in an emergency in which case the notice shall be given as soon as practicable.</p> <p>The Farmers National Bank of Canfield is the township depository and may be used for investments.</p> <p>The Board of Trustees authorizes the Fiscal Officer to use the State Treasury Asset Reserve of Ohio for investments.</p> <p>The Board of Trustees grants the Fiscal Officer permission to invest interim monies as they become available throughout the 2018 year.</p> <p>RECOGNITION PROGRAM: The trustees will continue a Recognition Program (ORC 505.05) all employees are eligible, 1-1-17. Recognition Program provides authority to purchase food, coffee and refreshments (no alcohol) and other amenities during the course of the year as the trustees deem appropriate. This authority may also be utilized to recognize and reward hard work and/or a special accomplishments by a township employee, the reward may be in the form of a cash bonus, gifts, additional paid leave or other additional benefits, so long as the costs of the program do not exceed the total amount of compensation fixed by the Board of Trustees for the department. The trustees will make the final determination of outstanding performance and the amount and type of benefit awarded. All benefits will be paid out of the General Fund with a maximum of all expenditures of \$2800.00 for the year.</p> <p>Road Department head is allowed to spend up to \$500 using own discretion.</p> <p>Fire Department head is allowed to spend up to \$1000 using own discretion.</p> <p>Police Department Chief is allowed to spend up the \$1000 using own discretion.</p> <p>Zoning Department head is allowed to spend up to \$100 using own discretion.</p> <p>Blanket Certificates will expire as specified in current year not to exceed \$25,000/ea. certificate. Super Blanket Purchase Orders are good for the whole year not to exceed \$50,000/ea. Authorize the Fiscal Officer to adjust individual line appropriations within a fund with the discussion and knowledge of the Trustees in order to meet obligations incurred by the Board.</p> <p>Departments must be represented at all meetings. No Smoking policy at any Township buildings or in Township Vehicles. All Personnel to be rehired as of January 1, 2019.</p> <p>RESOLUTION#18-132: Mr. Frost moved and Mr. Jakubec seconded the motion for the adoption of the aforementioned points of business. Vote was unanimous.</p> <p>There being no further business to come before the Board, the meeting adjourned at 12:38pm.</p> <div><div>Mr. Alan Hemphill, Chair</div><div> Mr. John Jakubec, Trustee</div></div> <div><div>Mr. Thomas Frost, Co-Chair</div><div> Mr. Thomas Frost, Co-Chair</div></div> <div><div>Judy A. Patton, Fiscal Officer</div><div> Judy A. Patton, Fiscal Officer</div></div>			