

**Minutes**

**October 23, 2018**

**1. Opening of Meeting**

Mr. Unger called the meeting to order at 6:00PM with all Board members present.

**2. Executive Session 6:00 PM**

Mr. Milz requested the Board conduct an executive session in accordance with in accordance with Ohio Revised Code §121.22(G)(8) to consider confidential information relating to specific business strategy and economic development, §121.22(G)(1) to discuss the employment and compensation of public employees, §121.22(G)(3) to discuss pending and imminent litigation with the Township law director, and §121.22(G)(4) to discuss collective bargaining.

Greg Insco made such motion and Raj Rajagopal offered the second. No discussion and the roll was called:

Yes - Dan Unger, Raj Rajagopal, Greg Insco

No - None

The Board returned from executive session at 7:00PM. All Board members were present. Mr. Milz said there was nothing to report.

**3. Pledge of Allegiance 7:00 PM**

All recited the Pledge of Allegiance.

**4. Meditation (Moment of Silence)**

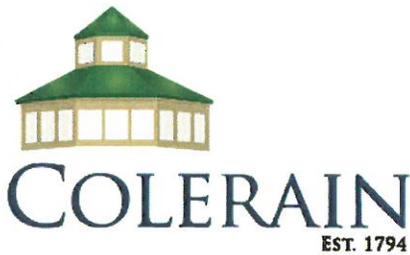
Mr. Unger asked everyone to join in a moment of silence. He asked that we remember Brody Allen, as the young child lost his battle with cancer.

**5. Fiscal Office – Approval of Minutes from October 9, 2018**

Mrs. Harlow asked the Board approve the October 9, 2018, meeting minutes. Greg Insco made such motion and Dan Unger offered the second. No discussion and the roll was called:

Yes - Dan Unger, Raj Rajagopal, Greg Insco

No – None



**6. Citizens Address: Questions Concerning Today's Agenda**

Nancy Aichholz said she is running for Hamilton County Auditor. She described her business background and passion for this county.

Curt Hartman is a judge in the Court of Common Pleas. He described his legal background. He spoke about Ohio Issue 1 and described some of the key points. Mr. Rajagopal said Judge Hartman is very compassionate and seeks to help those who come before him.

Stephanie Wright asked if the Board has scheduled a second meeting for November. Mr. Milz said this is not scheduled.

Mrs. Wright said she made a public records request for a receipt from Mr. Barbieri's firm. She asked if this was a refund. Mrs. Harlow said she will pull it.

Mrs. Wright said she had questions for Mrs. LeCount and Chief Denney, but they are not in attendance. She asked about the vacant lot building license fees. She said many properties are vacant, but when she requested the applications, she only received 54. Mr. Milz said if someone knows of a vacant building, he or she can report it on CSR. We will inspect and appreciate the help in identifying these. Mrs. Wright said these procedures are not in place.

Mrs. Wright spoke about the health insurance kick-back and said this is been done without the Board approval. She encouraged them to vote no.

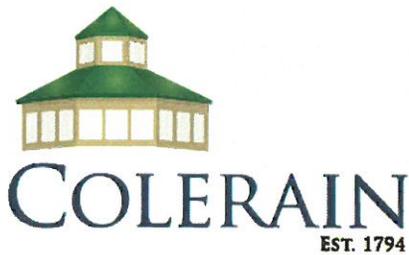
Mrs. Wright said at the October 9 meeting, the Board agreed to reach out for applications for the zoning board and board of zoning appeals. She said this was publicized on October 17 and the deadline is October 26. She said that nine days is not enough time, not reasonable.

Mrs. Wright asked how many proposals we have received for the law director position. Mr. Milz said we have received none.

Mrs. Wright asked about the Northgate Mall study and when we will have an update. Mr. Insko said it will be at the next meeting.

Mrs. Wright asked about the insurance payments and who made ultimate call on writing out checks to employees. Mr. Milz said it was Mr. Meloy. Mrs. Wright asked how this came to light. Mr. Milz said the Ohio Auditor of State is performing the biannual audit and realized we missed this piece, a mistake was made. He said it was a part of the decision-making process for open enrollment. One option for employees is this payment in lieu of benefits.

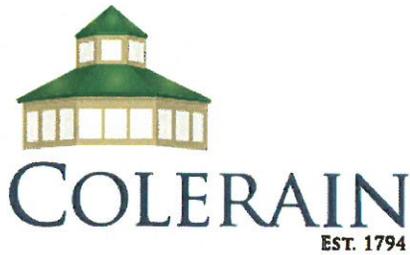
Mrs. Wright confirmed the CIC transfer has not occurred.



Jim Acton spoke about the Kroger situation and asked when the is wall going up. Mr. Milz said it will be by the end of the project. Mr. Insko said the wall was half up yesterday. Mr. Acton said he is asking about this because the Goodyear Tire building and wall are too close. Mr. Milz said he can check the landscape plan about foliage to be planted. Mr. Acton said he sent emails about the bridge over 275 to the Trustees. Mr. Insko said the Township needs a makeover in terms of image, a re-branding. He said the bridge must be a part of a whole package, so we should make it all match and look uniform. Mr. Rajagopal said he is forming a task force with Hamilton County, ODOT and federal grants. He said he has a vision for a Colerain Boulevard and the bridge is part of the project. Mr. Insko said Mr. Rajagopal's plan uses federal money, not Township funds. Mr. Unger said replacing the signage on the bridge is a traffic control issue on the highway. Mr. Insko said the goal is next year, but Mr. Acton said that's too long. Mr. Unger would like to get the letters down very soon. Mr. Acton asked if anyone has followed-up on his suggestion for people to serve on the committee to interview the law director candidates. Mr. Acton asked if the Township is putting together a program for Veterans Day on November 11. He said the Township has never done anything for veterans. Mr. Milz said we honor veterans at our Memorial Day ceremony and recently hosted the Eyes of Freedom memorial. Mr. Unger said the Township has done a lot for veterans.

Rich McVay asked about the length of time the insurance deal will be in place. Mr. Milz said it's until it's taken out of the policy book. Mr. McVay asked if the savings are included in the forecast. Mr. Milz said it's hard to budget for the lack of an expense. Mr. McVay said he is pleased to see this way to save money and appreciates trying to correct the mistake. He said there are gaps in foretasted revenues and expenses, so the assumptions need to change. He said the Board hasn't seen made any decisions to save money, only spending. Mr. Milz said we will talk more in December as the budget book will provide more detail than ever presented. Mr. McVay asked who serves as the point person on the five-year forecast. Mr. Milz said the entire leadership team is very aware of the budget and Mrs. Randolph is finance director. Mr. Unger said Mr. Milz is ultimately responsible.

Kathy Mohr said she came to the office to ask for public record which was not on the internet. Mr. Milz said he provided a copy to her in a few minutes. She said the documents should be in a better binder and the new minutes look terrible. She asked the Board the salary of a newly hired firefighter. She said it's \$43,000, which is pathetic and they should have an increase in pay. She said the health insurance stipend was not passed by the Board. Mr. Milz said this was handled at the staff level, by the administrator. It was



the intention to include this in the September 2017 policy changes, but it was inadvertently omitted. This was part of benefits negotiation. Ms. Mohr said the money should have not been given to the employees. She said the Board should be more involved. Mr. Unger said Mr. Weckbach is reviewing all of our policies. Ms. Mohr said this only benefits married people. Ms. Mohr asked if Mr. Barbieri gave any opinion on this. Mr. Barbieri said he can't divulge attorney client privileged information. Ms. Mohr said she thinks the FAC will recommend a levy because the Board is crazy on spending money. She asked if there are any pending lawsuits. Mr. Barbieri said we have hers and one other. She said she had to file a complaint with the Ohio Court of Claims over the health insurance stipend information. She said she requested the invoices for her case, but was told there are none. Mr. Barbieri said no invoices have been sent out yet, so there is no public record. Ms. Mohr said Brett Piening has stopped invoicing and asked why.

**7. New Business**

**Planning & Zoning**

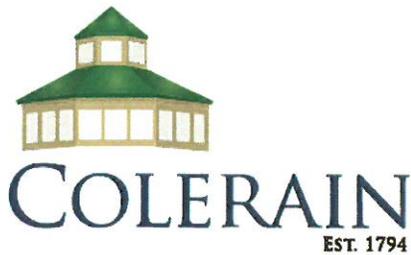
a. Resolution Declaring Nuisance and Ordering Abatement

Mr. Milz recommended adoption of a resolution to remove uncontrolled vegetation and/or refuse at the listed properties. This Resolution is recommended to allow the Trustees to abate and assess properties with the Ohio Revised Code nuisance violations. She read the addresses on the resolution. The resolution is 49-18, "Resolution Declaring Nuisance and Ordering Abatement."

Greg Insco made such motion and Raj Rajagopal offered the second. No discussion and the roll was called:

Yes - Dan Unger, Raj Rajagopal, Greg Insco

No - None

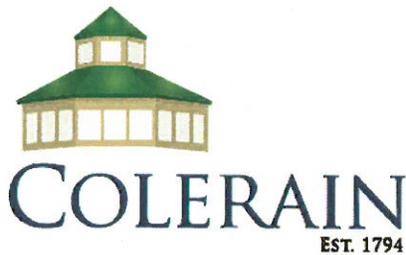


## Administration

### a. Motion to Approve Township Policy and Procedure Revision

Mr. Milz recommended approval of a motion to revise Township Procedure and Policy Article VIII. Insurance to include Section F. Cash Payment in Lieu of Benefits. Effective August 1, 2017 the township offered a cash payment to employees who waived medical insurance offered by the Township. To qualify for the stipend, employees must certify that they have existing alternative insurance available to themselves through a spouse or other source. The objective is to mitigate healthcare expenses. In September 12, 2017 the plan year revisions were presented, however this item was not included for approval. This revision will bring the Township in compliance with current practice. On October 9, 2018 the Township Trustees tabled the update to the Township Policy and Procedures that dealt with Cash in Lieu of Benefits and asked for a report back on the savings that this program has generated. Currently, there are 19 employees and 1 Trustee who receive the Cash in Lieu of Benefits. The annual cost of platinum-family level premium is \$34,994.52 per individual. The township is responsible for 80% of this cost and the individual is responsible for 20%. Therefore, the annual premium cost to the township per individual is \$27,995.62. Employees at this level also receive \$2,000 per year in HSA contribution bringing the total cost to the township per employee per year for this level of benefit to \$29,995.62. This total multiplied by the 20 individuals who receive the benefit equals \$599,912.32. This number represents the total cost the township would pay for these 20 individuals if they were to take our health care. Instead of paying \$599,912.32, the township offers a payment in lieu of benefits option which these 20 individuals have decided to take. This means that they have decided to get their health insurance in some other way – maybe its another employer, maybe its their spouse. As an incentive to get their insurance from some other source, we pay them \$2,600 per year. The total cost to the township of this payment in lieu of benefits is \$2,600 multiplied by the 20 employees who elect to receive it - \$52,000. The savings that the township realizes from this program is the difference between what we would pay if they were on our insurance and what we do pay through the payment in lieu program - \$547,912.32. This program currently saves the township \$547,912.32 annually.

Greg Insko made such motion and Dan Unger offered the second.



Mr. Rajagopal said this needed more study at the last meeting. He said he contacted Hamilton County and learned they used to do this, but don't anymore to save money. He said the County saw no increase in health insurance enrollment when they stopped the reimbursement. He said Mr. Milz's figures are very hypothetical since we have a high-deductible plan.

Mr. Milz clarified that if an employee does not elect health insurance, he or she does not receive the HSA contribution.

Mr. Rajagopal said he will vote no on the motion because the Township has other projects. We need to save our money to improve the neighborhoods. This is adding a burden to the taxpayers.

Mr. Insko asked how many people opt'ed out in 2016. Mr. Milz said we didn't have the program then.

Mr. Insko said he wonders how much more we could offer to get even more employees off our insurance. He said the potential for savings is astronomical.

Mr. Unger said we have policy problems and are picking them off one at a time. He said if two of the 19 decided to take our insurance, the savings is eaten up. He said the Board is simply correcting a policy problem. This is not the time to change anything. If the Board decides to make a change, they should at the end of the plan year.

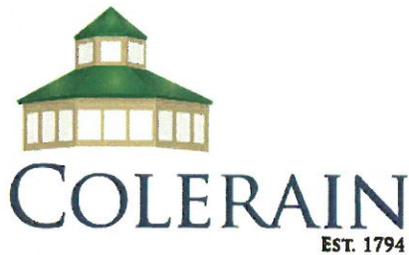
The roll was called:

Yes - Dan Unger, Greg Insko

No - Raj Rajagopal

**8. Citizens Address**

Christine Freiberg said she is very disappointed in Mr. Insko and Mr. Unger for the employee kick-back. She said this is not offered in private industry. She said she sees Mr. Insko and Mr. Unger rubber-stamping everything Mr. Milz brings to the table. She asked why Mr. Insko didn't catch this last year. She said she doesn't see this as savings down the road; it's a government kickback down the road.



Mr. Rajagopal agreed that private businesses don't do this.

Jim Acton asked about beautification in 2019 and asked when will program be presented. Mr. Milz said this will be a part of the budget book for 2019. He said we are tying strategic initiatives to the budget.

Bruce Peirano said he is in 100% agreement with those who voted yes on the insurance and said it's fiscally appropriate. He said a lot of companies do offer this. As far as branding, we don't need to brand Colerain Township. People know what it is or is not. He said the sign isn't very readable, but by the time you're able to read it, you're past it. He said the Board should be judicious in spending because of traffic and people throwing trash out.

Mr. Unger said we are looking at Blue Rock and Colerain Ave, for continuity with Green Township and the City of Cincinnati.

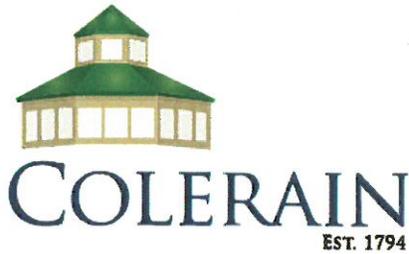
Mr. Insko said we can't make people be good citizens. He said he is ready to change branding.

Mr. Rajagopal said the adult probation comes and cleans around bridge at Ronald Reagan Highway and in Northbrook.

Rich McVay spoke about the insurance incentive and said Northwest did this with teachers. He spoke about the Allen family and said this was special and said we should bring this into more things we do. Residents took ownership and the Township supported them. That transcends this little boy's life.

Stephanie Wright asked if anyone participate in kick-back. Mr. Rajagopal said he is eligible for this, but he doesn't want it. Mr. Milz said this is not public record.

Kathy Mohr asked if the state auditor said there would be any consequence for the Board not approving the insurance incentive. Mr. Milz said we have taken this to the Board and had that vote. Ms. Mohr asked to consider having two meetings a month next year. She said the Board needs to remember that elected officials work for us.



Christine Henson commend the Board for putting in the incentive program. She said UC offered \$2500, which was \$13 million saved. Hospitals are private and do offer this incentive. Mr. Rajagopal said people don't come back on when they don't get the incentive. These numbers are hypothetical. Mrs. Henson said just one person saves the Township money.

Mr. Insko said everyone should go home and convince all employees to get off our insurance.

Ms. Freiberg said this is still tax payer money and she was never offered an incentive when she worked at UC.

**9. Executive Session – if needed**

None.

**10. Adjournment**

With no further business to come before the Board, Greg Insko made a motion to adjourn and Dan Unger offered the second. The roll was called:

Yes - Dan Unger, Raj Rajagopal, Greg Insko

No - None

Fiscal Officer

  
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Trustee  
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Trustee  
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Trustee