

Monday, August 22

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The Bainbridge Township Board of Trustees met in Special session at the Bainbridge Town Hall on August 22, 2012. Those present were trustees Mrs. Lorrie Sass Benza, Mr. Jeffrey S. Markley, and Mr. Christopher Horn and Fiscal Officer Mrs. Cherianne H. Measures. Mr. Markley presided and called the meeting to order at 10:00 A.M.

EXECUTIVE SESSION

Mrs. Benza made a motion to go into executive session to discuss the discipline of a public employee per Ohio Revised Code Section 121.22(G)(1).

Mr. Horn seconded the motion. Vote followed: Mr. Markley, aye; Mrs. Benza, aye; Mr. Horn, aye.

The trustees recessed their special meeting at 10:01 A.M. in order to go into executive session.

The trustees returned from executive session, after discussing the discipline of a public employee, reconvening their regular meeting at 11:07 A.M.

Purpose

Mr. Markley welcomed everyone to the special meeting. Mr. Markley went on to explain that the purpose of the meeting is to discuss the compensation review performed by Dublin Management Group with the non-bargaining employees.

Mr. Markley opened the floor for the employees to express their concerns with the study to the Board of Trustees. Some of the employees were concerned about the lack of understanding of township finances and how the revenues are restricted. Others were concerned with the fact that the volume of work did not have any impact on the compensation for the employees. This went hand in hand with the opinion that the study did not use comparable entities in size and budget, but rather based on geographical location. Some employees were upset by the fact that school districts were used in the comparisons.

The board recognized the two extreme views from employee to management. But his largest concern was the diminishing pay differential between non-bargaining employees and the bargaining employees. One of the department heads stated that good morale maintains better work performances and that is directly affected by wages and salaries.

Mrs. Benza explained how the discussions have progressed over the past few years including performance evaluations, merit raises, etc. and that it is past time to make some decisions and move the entire process forward.

Some of the individuals present agreed that an entire system needs to be implemented. Performance evaluations are a great tool, but without the ability to act on the outcome of the evaluations, they tend to be meaningless.

The main concern brought forth from this meeting is the position of the non-bargaining employees that have not received a raise since 2007.

The board will check the validity of the study and determine the appropriate salary ranges for Bainbridge Township. The goal of the board is to have something in place by the end of the year.

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Purchase Order Approval

Mr. Markley made a motion to approve the purchase order to O'Brien Technical Services Inc. in the amount of \$1,507.50 for field work and reporting for the removal of the old oil separator at the fire station, per the recommendation of the Service Director.

Mrs. Benza seconded the motion that passed unanimously.

Purchase Order Approval

Mr. Markley made a motion to approve the purchase order to EnviroServe in the amount of \$1,190.50 for the removal and disposal of the material in the old oil separator at the fire station, per the recommendation of the Service Director.

Mr. Horn seconded the motion that passed unanimously.

Mr. Horn excused himself from the meeting at 12:13 P.M.

EXECUTIVE SESSION

Mrs. Benza made a motion to go into executive session to discuss the employment of a public employee per Ohio Revised Code Section 121.22(G)(1).

Mr. Markley seconded the motion. Vote followed: Mrs. Benza, aye; Mr. Markley, aye.

The trustees recessed their special meeting at 12:14 P.M. in order to go into executive session.

The trustees returned from executive session, after discussing the employment of a public employee, reconvening their regular meeting at 12:55 P.M.

Since there was no further business to come before this meeting of the Bainbridge Township Board of Trustees, the meeting was adjourned at 12:56 P.M.

Respectfully Submitted,

Cherianne H. Measures,
Fiscal Officer, Bainbridge Township

_____ Date

_____ Date

_____ Date

Minutes Read: _____

Minutes Approved: _____