

RECORD OF PROCEEDINGS

Minutes of **Greenfield Township Trustees** *Meeting*

April 20, 2022 - Held 4:00 PM

The Greenfield Township Trustees met in special session at the Greenfield Township Administrative Office for the purpose of obtaining legal opinion on employees using short term disability insurance. Trustee Searle called the meeting to order at 4:00 p.m. Dave Cotner, Lonnie Kosch and Kent Searle were present.

David Riepenhoff (Fishel Downey Albrecht and Riepenhoff LLP) was available by phone conference, and Fiscal Officer Dawn Wyne was also in attendance.

Trustee Searle made the motion to go into Executive Session to discuss the matter of employees using short term disability; Trustee Cotner seconded the motion.

ROLL CALL: Cotner: Yes Searle: Yes Kosch: Yes Motion passed 3-0
Executive Session was entered at 4:02 p.m.

Trustee Cotner made a motion to come out of Executive Session at 4:33 p.m.; Trustee Kosch seconded the motion.

ROLL CALL: Cotner: Yes Searle: Yes Kosch: Yes Motion passed 3-0

Trustee Searle made a motion to accept Resolution 2022 04 20 01 which states;
WHEREAS, Greenfield Township Board of Trustees finds it advisable or necessary to have legal counsel to advise and represent it with respect to human resource personnel management, discipline, and public sector issues, labor and employee relations, and such other and further matters that may affect or come before the Township; and
WHEREAS, the Board finds the law firm of Fishel Downey Albrecht & Riepenhoff LLP qualified to perform these services and approves of the terms in the law firm’s April 20, 2022 engagement letter, and desires to appoint such legal counsel pursuant to O.R.C. 309.09(B);
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Greenfield Township, Fairfield County, Ohio (The “Board”) that:

Section 1. The Board hereby retains Fishel Downey Albrecht & Riepenhoff LLP and they are hereby employed on an annual basis as the Township’s legal counsel to advise and represent the Township and its officers, boards and commissions in their official capacities as requested; and

Section 2. The compensation of the attorneys is to be per the terms of the attached engagement letter; \$195/hour for attorneys and \$95/hour for paralegals and law clerks, plus expenses; the total compensation of attorneys shall not exceed \$5,000 without further action of the Board; and

Section 3. This action and all deliberations upon this matter were conducted and taken in open meetings in compliance with Ohio Revised Code Section 121.22.

This Resolution shall take effect and be in force from the date of its adoption.

Trustee Cotner seconded the motion.

ROLL CALL: Cotner: Yes Searle: Yes Kosch: Yes Motion passed 3-0

Trustee Seale advised that after speaking with our attorney, he believes we are in the position to add to our policy handbook a section on short term disability.

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Trustee Searle made a motion for a short term disability policy to state: Greenfield Township provides a short term disability policy, in which the employer pays 100% of that policy. The short term policy is for 26 weeks after the initial waiting period for an illness or injury. Employees will be required to exhaust all their leave that is applicable (sick leave, vacation, personal leave and compensatory leave) before they can go on short term disability. When individuals go on short term disability, they are on an inactive status with the township; therefore, if they wish to continue their health benefit package, they will need to go COBRA Insurance and will have to pay 100% of their insurance cost. The Board of Trustees, at their discretion, has the right to terminate and/or approve an unpaid medical leave of absence for a certain period of time with required medical documentation provided once the 26 weeks of disability has been exhausted. Trustee Cotner seconded the motion.

ROLL CALL: Cotner: Yes Searle: Yes Kosch: Yes Motion passed 3-0

Trustee Searle advised that someone needs to make our current employee aware of the policy. Fiscal Officer Wyne, along with the supervisor, will advise the employee.

Trustee Cotner advised another special meeting needs to be set up to talk about hiring two more part time employees for the Road Department, and to talk about the Walter Beatty issue. A special meeting was scheduled for April 25, 2022 at 10:00 a.m.

Motion to adjourn was made by Trustee Cotner; seconded by Trustee Kosch.

ROLL CALL: Cotner: Yes Searle: Yes Kosch: Yes Motion passed 3-0

Meeting adjourned at 4:49 p.m.