

Minutes of October 24, 2023

Record of Proceedings

The Washington Township Board of Trustees regularly scheduled meeting held at the Washington Township Administration Building, 6200 Eiterman Road, Dublin, Ohio, on October 24, 2023, at 6:00 p.m., with Mr. Charles Kranstuber, Chairman, calling the meeting to order, and it opened with the Pledge of Allegiance.

Roll call – Mr. Charles Kranstuber, Chair – Present
Mr. Stu Harris, Vice Chair – Present
Mr. Jan Rozanski, Trustee – Present

Oath of Office:

Mr. Kranstuber administered the oath of office to the following:

- Shiloh Bailey as Full-Time Firefighter, badge pinned by Fire Chief Alec O’Connell;
- Carter McCormick as Full-Time Firefighter, badge pinned by Karen McCormick, mother of Firefighter McCormick.

Chief O’Connell welcomed Firefighter Bailey and Firefighter McCormick to the Washington Township Fire Department family, and commended them for being highly recommended. He reminded the family members in attendance that the goal of WTFD is to take care of the firefighters, and asked for the family’s help in ensuring the firefighters take advantage of the mental health services offered by WTFD when needed.

Opportunity for Residents to Speak:

No comments.

Franklin County Sheriff’s Report:

Deputy Burton Haren was present and submitted a written and verbal report to the Trustees for October 10 - 24, including an update on the following:

- During this two-week period, there were thirteen (13) Total Calls for Service/Self-Initiated Activity, two (2) Total Reports Taken and two (2) Total Arrests/Citations;
- The two (2) reports included one (1) theft of a molded dental retainer and one (1) criminal damaging of a resident’s trees;
- Officer Haren received a complaint from a resident on Cosgray Rd regarding vehicles ignoring the stop sign on a school bus during the morning pickup hours. The bus stop is in Dublin Police Department’s jurisdiction. Officer Haren and a DPD officer have executed traffic enforcement separately since the complaint and have not witnessed any infractions. They will continue to monitor the area.

Opportunity for Residents to Speak:

No comments.

Resolution Concluding Employment for Nicholas P. Adkins:

Mr. Kranstuber introduced and moved the adoption of the following Resolution:

A RESOLUTION CONCLUDING NICHOLAS P. ADKINS EMPLOYMENT AS PART-TIME FIREFIGHTER / PARAMEDIC

WHEREAS, the Board of Township Trustees of Washington Township hired Nicolas P. Adkins on January 26, 2023 as a part-time firefighter / paramedic, and;

WHEREAS, the Board of Trustees for Washington Township recognizes that Nicholas P. Adkins has communicated his intention to resign for personal reasons.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Washington Township, Franklin, Delaware, and Union Counties, State of Ohio:

Section 1: The Board of Trustees hereby approves the resignation of:

Name: Nicholas P. Adkins
Position/Department: Firefighter/Paramedic/Fire
Classification: Part-Time
Effective date: October 10, 2023

Section 2: Nicholas P. Adkins is eligible for rehire.

Section 3: It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were adopted in an open meeting of the Board and that all deliberations of the Board and any of the decision making bodies of the Board of Trustees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements of the State of Ohio.

Section 4: All prior legislation, or any parts thereof, which is/are inconsistent with this Resolution is/are hereby repealed as to the inconsistent parts thereof.

Mr. Harris seconded the motion, and the roll was called, and all members of the Washington Township Trustees voting Aye. Resolution adopted. #2023.10.24.001
Append #001

Resolution Concluding Employment for Payton J. Senter:

Mr. Harris introduced and moved the adoption of the following Resolution:

A RESOLUTION CONCLUDING PAYTON J. SENTER’S EMPLOYMENT AS FULL-TIME FIREFIGHTER / EMT-B

WHEREAS, the Board of Township Trustees of Washington Township hired Payton J. Senter on November 15, 2018 as a part-time Firefighter / EMT-B, and promoted to full-time Firefighter / EMT-B on October 16, 2021, and; WHEREAS, the Board of Trustees for Washington Township recognizes that Payton J. Senter has communicated her intention to resign for personal reasons.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Washington Township, Franklin, Delaware, and Union Counties, State of Ohio:

Section 1: The Board of Trustees hereby approves the resignation of:
Name: Payton J. Senter
Position/Department: Firefighter / EMT-B / Fire
Classification: Full-Time
Effective date: October 27, 2023

Section 2: Payton J. Senter is eligible for rehire.

Section 3: It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were adopted in an open meeting of the Board and that all deliberations of the Board and any of the decision making bodies of the Board of Trustees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements of the State of Ohio.

Section 4: All prior legislation, or any parts thereof, which is/are inconsistent with this Resolution is/are hereby repealed as to the inconsistent parts thereof.

Mr. Rozanski seconded the motion, and the roll was called, and all members of the Washington Township Trustees voting Aye. Resolution adopted. #2023.10.24.002
Append #002

Resolution to Hire Robert J. Gerodimos:

Mr. Harris introduced and moved the adoption of the following Resolution:

RESOLUTION TO HIRE ROBERT J. GERODIMOS AS A FULL-TIME PROBATIONARY FIREFIGHTER / PARAMEDIC

WHEREAS, Washington Township provides fire suppression and prevention and emergency medical services to its constituents, and;

WHEREAS, during the October 10, 2023 Trustee Meeting, the Washington Township Board of Trustees approved temporary additional firefighter staffing to curtail overtime costs accruing due to extended medical leave of fire department staff, and;

WHEREAS, to adequately provide services, it is necessary to fill the firefighter position to meet community needs, and;

WHEREAS, the appointment is being recommended by the human resource manager, fire chief and township administrator;

NOW, THEREFORE, BE IT RESOLVED, BY THE BOARD OF TOWNSHIP TRUSTEES OF WASHINGTON TOWNSHIP, FRANKLIN, DELAWARE, AND UNION COUNTIES, OHIO THAT:

Section 1. The Board approves the hiring of:

Name: Robert J. Gerodimos
 Position: Probationary Firefighter / Paramedic
 Classification: Uniformed Full-Time Non-Exempt / Fire
 Initial Annual Salary: \$85,355.12
 Effective date: November 11, 2023

Section 2. It is found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board, and that all deliberations of the Board and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Section 3. This Resolution shall take effect and be in force at the earliest time permitted by law.

Mr. Rozanski seconded the motion, and the roll was called, and all members of the Washington Township Trustees voting Aye. Resolution adopted.

#2023.10.24.003

Append #003

Motion to Purchase Recliners from Fire Station Furniture:

Discussion:

Chief O'Connell noted that these recliners would update Stations #92 and #95 where some of the recliners are broken or in disrepair due to normal wear and tear. He noted that recliner replacement was included in the budget, and Assistant Chief Donahue utilized this supplier previously when he served Delaware Fire Department.

Motion:

Motion by Mr. Rozanski, seconded by Mr. Kranstuber, to authorize the Township Administrator to purchase twelve duty-built recliners from Fire Station Furniture, with the cost not to exceed \$13,000. Motion approved.

#2023.10.24.004

Append #004

Motion to Enter into an Agreement with Sutphen Corporation:

Motion by Mr. Kranstuber, seconded by Mr. Rozanski to enter into an Agreement with Sutphen Corporation for the repair to Engine 95, (corrosion around the wheel wells of the vehicle) this repair by Sutphen Corporation will include a new design to prevent future corrosion by allowing water to drain and not collect around the wheel well.

Cost not to exceed \$11,000. Motion approved.

#2023.10.24.005

Append #005

Mr. Kranstuber, Mr. Rozanski and Chief O'Connell expressed well wishes for a speedy recovery for Dan Sutphen.

Motion to Enter into an Agreement – Employee Health, Stop Loss and Dental Insurance; Employee Assistance Program:

Discussion:

Ms. Grossman introduced Todd Bollinger to assist with any questions regarding insurance renewals and the Employee Assistance Program. Noting: The Township Vision Insurance would enter its second of a two (2) year agreement with VSP as a provider on January 1, 2024.

Medical Insurance

Ms. Grossman mentioned that Mr. Bollinger considers the 2.5% increase for medical insurance a fair increase for budgeting.

Stop Loss Insurance

Mr. Bollinger continues to negotiate the renewal rate for the stop loss insurance, quoted at a 15.64% increase by HCC Insurance Group, the Township's current provider. Ms. Grossman noted that providing quotes for stop loss insurance during the month of October is difficult, as the majority of providers require data through the month of October.

Dental Insurance

Ms. Grossman stated a 29% increase quoted by Guardian Dental, the Township's current provider. Mr. Bollinger requested quotes from many other providers, and the Employee Communications Committee considered the two (2) year agreement with Delta Dental to be the most beneficial for the Township, at an 8% increase over the two (2) year agreement. Mr. Rozanski asked if there were any large claims that would have influenced the drastic increase. Mr. Bollinger replied there were no large claims, just an increased usage of dental insurance over last year.

Employee Assistance Program (EAP)

Ms. Grossman mentioned that The Matrix, the Township's current EAP provider, is sufficient for most organizations, but that the Employee Communications Committee found that CuraLinc offers benefits that better align with the Township's mental health initiatives.

Motion:

Motion by Mr. Kranstuber, seconded by Mr. Harris, to authorizing the Township Administrator to enter into the necessary agreements for UMR Self-Funding Medical Insurance Plan, HCC Insurance Stop Loss Insurance Plan, Delta Dental Two-Year Insurance Plan, and Curalinc for the Township's Employee Assistance Program Provider. Motion passed.

#2023.10.24.006

Append #006

Health Reimbursement Account (HRA)

Discussion:

Ms. Grossman outlined that due to IRS regulations, a person participating in social security is ineligible to contribute to a Health Savings Account (HSA). Mr. Richter stated that the previous Board of Trustees approved a motion to create a Health Reimbursement Account (HRA) for individuals ineligible for the Township's HSA plan. However, the approval had an end date of December 31, 2019. If this motion is approved, it will be in perpetuity.

Mr. Kranstuber requested the following additional information:

- The Township contributes \$5,200 to employee HSA, correct? Ms. Grossman confirmed;
- Can you transfer money from an HSA? Mr. Bollinger mentioned that money would not need to be transferred from an existing HSA, but mentioned that those existing funds in the HSA could be used toward qualifying medical expenses even while participating in an HRA. Mr. Richter clarified that an HRA is a reimbursement account in which all receipts would be turned into CBIZ who would in turn notify the Township Office to process a reimbursement check to the employee.
- The employee could no longer contribute to the HSA, correct? Mr. Richter confirmed, due to IRS regulations an individual participating in social security is ineligible to make contributions. Mr. Bollinger recommended that the employee submit the bill to CBIZ as soon as it is received to expedite the reimbursement.
- The employee would need to track every receipt, even minimal prescription expenditures? Mr. Bollinger confirmed.
- Is there another option such as a debit card? Mr. Bollinger stated that it is possible for a debit card option, the Township would incur a fee for administration of the card. Ms. Robinson confirmed the fee to offer a debit card is around \$1,600 annually. If the Township processes reimbursement with a check instead, there is no additional cost to the Township. Mr. Bollinger noted that with either process, the IRS requires that a record of receipts be maintained.
- Following the motion for approval, Mr. Kranstuber additionally asked if it would be possible to offer a fully-funded medical insurance / PPO plan for those employees ineligible for the HSA plan. Mr. Bollinger responded he would research and provide a quote for such a proposal, noting that most current studies still reflect a 15-18% savings for a high deductible healthcare plan over a fully-funded model. It was noted that if every employee were offered the option as opposed to only those ineligible for the HSA, the Township savings realized through the high deductible healthcare plan could be lost. Mr. Bollinger provided additional guidance that only receipts for prescriptions would need to be provided as medical claims could be pulled directly from health insurance provider UMR's website.
- Mr. Richter added that there might be legal ramifications with mid-term changes for elected officials, as elected officials are eligible to receive the same or equivalent benefits as staff. Ms. Robinson commented that when the Township moved to an HSA, there were two (2) elected officials mid-term who could not make changes until their new term began. Mr. Richter will clarify with attorney Pete Griggs whether an elected official could have the option to switch to a fully-funded medical insurance, and if the elected official would have to wait until the beginning of a new term.

Adjourn Meeting:

Meeting of October 24, 2023, adjourned at approximately 6:55 p.m.

Mr. Charles Kranstuber, Chair

Ms. Joyce E. Robinson, Fiscal Officer