

Minutes of May 14, 2024

Record of Proceedings

The Washington Township Board of Trustees regularly scheduled meeting held at Washington Township Administration Building, 6200 Eiterman Road, Dublin, Ohio, on May 14, 2024, at 6:00 p.m., with Mr. Jan Rozanski, Vice Chairman, calling the meeting to order, and it opened with the Pledge of Allegiance.

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

Franklin County Deputy Sheriff's Report:

Deputy Burton Haren submitted a written and verbal report to the Trustees for April 23 through May 14, 2024, including an update on the following:

- During this period, there were nine (9) Total Calls for Service / Self-Initiated Activity, one (1) Total Report Taken, and no Total Arrests / Citations;
 - The report resulted from a breaking and entering incident overnight where thieves broke in and stole tools from a local business.
- Deputy Haren reported that the Support Services Division of the Franklin County Sheriff's Office will be offering Rape Aggression Defense System (RAD) classes in June and July. Information can be found through the FCSO website on the Programs tab;
- Deputy Haren's unit is offering business, home and house of worship security assessments, which can also be scheduled through the FCSO website;
- Mr. Rozanski inquired about tire marks left at the intersections of Coffman Road and Emerald Parkway, Post Road and Emerald Parkway, and Shier Rings Road and Avery Road. Deputy Haren confirmed that such activities unfortunately increase as the weather improves. He noted to contact FCSO if unsafe activity is witnessed. Append #001

Opportunity for Residents to Speak:

Mr. Bostic provided a brief update on the St. John Lutheran Church proposed Planned Unit Development (PUD), indicating the group has met with an engineer / planner to facilitate a concept plan. Ms. Kramb added that the city is verifying the number of niches available in the Dublin Cemetery, and is reviewing regulations limiting the number of cremations per plot to determine the possibility of increasing that number.

Resolution Concluding Employment for Preston P. Crabtree:

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

RESOLUTION CONCLUDING PRESTON P. CRABTREE'S EMPLOYMENT AS A PART-TIME FIREFIGHTER/EMT-B

WHEREAS, the Board of Township Trustees of Washington Township hired Preston P. Crabtree on June 1, 2023, and;

WHEREAS, the Board of Trustees for Washington Township recognizes Preston P. Crabtree has voluntarily resigned from his position.

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 retirement of:

Name: Preston P. Crabtree
Position / Department: Firefighter-EMT-B / Fire
Classification: Part-Time

Effective date: May 3, 2024

SECTION 2: Preston P. Crabtree 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 that were present voting Aye. Resolution adopted May 14, 2024. #2024.05.14.001
Append #002

Motion to Enter into An Agreement with Scott Warrick HR Consulting and Employment Law Services:

Discussion:

Mr. Richter presented an agreement with Scott Warrick to facilitate the Diversity Committee, as discussed during the April 23 meeting. Mr. Warrick reduced his hourly rate to provide this service to Washington Township noting the longstanding relationship. The agreement includes a written action plan from Mr. Warrick following the conclusion of the committee's work. Mr. Kranstuber noted that he anticipates the committee meeting three (3) to five (5) times over the next several months, which may result in fewer hours than estimated by Mr. Warrick. Mr. Kranstuber requested Monday, May 20 as the initial meeting date for the committee, with Wednesday, May 29 to serve as a backup if members are unavailable.

Motion:

Motion by Mr. Rozanski, seconded by Mr. Kranstuber, to authorize the Township Administrator to enter into an agreement with Scott Warrick HR Consulting and Employment Law Services, with the cost not to exceed \$15,000. Motion approved. #2024.05.14.002
Append #003

Motion to Approve Minutes:

Motion by Mr. Kranstuber, seconded by Mr. Rozanski, to approve the minutes from the April 23, 2024, Board of Trustees Meeting. Motion passed. #2024.05.14.003
Append #004

Motion to Approve Consent Agenda:

Motion by Mr. Kranstuber, seconded by Mr. Rozanski, to approve the Consent Agenda as presented and as follows:

- Bills: April 29, 2024 \$ 217,638.85
- Electronic Payments: April 2024 \$1,409,945.79
- Medical Payments: April 2024 \$ 215,958.75
- Payroll: April 26, 2024 \$ 473,227.91
- Payroll: May 10, 2024 \$ 538,162.03
- Payroll: Monthly May 3, 2024 \$ 9,413.74
- Transfers April 2024 \$ 163,000.00
- Monthly Financial Report April 2024

Motion passed. #2024.05.14.004
Append #005

Round Table Discussions:

Township Administrator Eric Richter provided an update:

- Mr. Richter noted that Mr. Rozanski's two-year term on the Dublin Veterans Committee ends May 31, 2024. After discussion, Mr. Rozanski will continue his service on the committee for another two-year term commencing June 1, 2024;
- Mr. Richter explained that he recently walked through the Amlin community with a representative from MKSK to inspect the landscaping as the one-year warranty is ending. He noted several trees of concern that he is working to resolve with the contractor. He and Kori will be removing the stakes from around the trees as they are no longer needed;
- Mr. Richter outlined an inquiry received regarding the property at 5150 Brand Road. He provided the owner's current proposal to the board and explained that due to the higher density than allowed by Washington Township's Zoning Resolution, the proposal would require the property to be annexed to the City of Dublin. Mr. Richter noted that the owner has also been in contact with the city, and suggested they schedule a coordinated meeting with representatives of both jurisdictions to discuss the plans. Responding to questions from Mr. Rozanski and Mr. Kranstuber, he noted that the owner made no indication of their plans for sewage treatment for the property nor the idea of maintaining the property as green space;
- Since Mr. Rozanski was absent from the April 23 meeting, Mr. Richter revisited the need to schedule a strategic planning session to review the 2023 end of year, financial projections and the levy now that Mr. Melody has been appointed to WT Fiscal Officer.

Chief Alec O'Connell provided an update:

- Chief O'Connell stated that the Quint was sold on the GovDeals website for \$100,000 to an organization in Canada, and noted the organization has already been in contact with Sutphen to initiate some restoration of the apparatus;
- Chief O'Connell outlined that FF Charles Swank was memorialized at the National Fire Academy over the weekend of May 4 and 5, with several members attending as representatives of the department and in support of the Swank family.

Assistant Chief John Donahue provided an update:

- Chief Donahue presented the monthly report for April noting that the department is up a small margin from the same time last year;
- Chief Donahue provided the board a copy of a research paper from an Ohio Wesleyan University (OWU) Economics Department student. He explained that WTFD entered into an agreement with OWU to illustrate the economic value the department adds to the community. The research included calculations of expenditures in Franklin and Delaware Counties, fire loss amounts and the value of lives saved by the department. Chief Donahue summarized that for every \$1 a resident pays in tax, the department returns \$8 in value to the community;
- Chief Donahue outlined that two of the calls crews have recently been training for occurred recently:
 - The first was a car fire in a parking garage at Bridge Park, with only 12 minutes passing from the time the call came in until the fire was extinguished. He explained the fire was a result of arson and that a person has been detained;
 - The second happened across the street when the express elevator to Vaso experienced mechanical failure and became inoperable. He noted that since the individuals in the elevator were not in distress, they waited for the elevator company as opposed to attempting to escort them out through the elevator shaft.
- Chief Donahue noted that the department continues to work with other Central Ohio departments to identify an EMS billing partner that will replace Change Healthcare. Attorney

Brian Zets and Fiscal Officer Melody have been provided a contract to review for a potential partner. Chief Donahue anticipates presenting the information to the board as soon as details are finalized.

Human Resources Manager Catherine Grossman provided an update:

- Ms. Grossman announced that seven (7) Part-time Firefighter applicants have begun the background check portion of the hiring process;
- Ms. Grossman noted that she has a topic that requires executive session.

City of Dublin Councilwoman Amy Kramb provided an update:

- Ms. Kramb noted that she has a conflict with the Trustee meeting dates scheduled in June and July, so will be unable to attend. She reminded the board to reach out to her if they have any need from the city;
- Ms. Kramb reminded the group that the city will honor law enforcement officers who died in the line of duty for Peace Officers Memorial Day on Friday, May 17, 1-3 p.m. at the Dublin Justice Center.

Fiscal Officer Scott Melody provided an update:

- Mr. Melody expressed his gratitude to the trustees and WT staff for the assistance in onboarding. He has placed several calls to the IT helpdesk and noted that he now has access to the files needed.

Trustee Charles Kranstuber provided an update:

- Mr. Kranstuber returned to the discussion surrounding the recently established Diversity Committee. Ms. Kramb suggested during the conversation to contact the Japanese American Society of Central Ohio (JASCO) or Christine Nardecchia for committee member recommendations. Mr. Kranstuber advised that he, Chief O'Connell, Chief Donahue and Scott Warrick meet just prior to the first meeting of the committee to further outline facilitator expectations.

Executive Session - Personnel:

Motion by Mr. Kranstuber, seconded by Mr. Rozanski, to go into Executive Session for Personnel and to discuss the discipline, and also the appointment of a public employee per the request of the Township Administrator and per the ORC#121.22(G)(1) at approximately 6:38 p.m. Motion passed.

Reconvened:

Meeting reconvened at approximately 7:02 p.m. Ms. Grossman gave a summary of the Executive Session disciplinary action as follows: Mr. Joseph R. Rine, Full-Time Firefighter, since March 18, 2002, did exhibit conduct unbecoming an employee of Washington Township and did violate the Washington Township Non-Retaliation Policy by requesting another Washington Township firefighter to change a report issued regarding a safety incident involving Firefighter Rine during live fire training.

Resolution Accepting Recommendation & Issuing Discipline:

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

A RESOLUTION ACCEPTING INVESTIGATING ATTORNEY PETER N. GRIGGS' RECOMMENDATION AND ISSUING DISCIPLINE AGAINST FIREFIGHTER JOSEPH R. RINE

WHEREAS, on April 10, 2024, Assistant Chief Donahue was notified that Firefighter Joseph R. Rine may have asked Firefighter Robert McEntire to change a report issued regarding a training incident involving Firefighter Rine;

WHEREAS, on May 1, 2024, Attorney Peter N. Griggs began an investigation regarding the alleged behavior to recommend any discipline action if believed appropriate, and;

WHEREAS, Attorney Peter N. Griggs completed the internal investigation and recommended discipline, and;

WHEREAS, the Washington Township Employee Handbook states “In addition to violation of laws, resolutions, department rules, regulations, policies and procedures; behavior which may result in immediate termination includes, but is not limited to: engaging in conduct unbecoming an employee of Washington Township and/or; disrespect or other improper treatment toward employees or members of the public”, and;

WHEREAS, the Washington Township’s Non-Retaliation Policy states “Washington Township strictly prohibits retaliation against any employee or community member for reporting or inquiring in good faith about what the member believes to be wrongful or unlawful activity, or for participating in an investigation or proceeding related to such activity. The Township considers such reporting, inquiring, or participating to be protected activities in which all employees and community members of the Township may freely engage”, and;

WHEREAS, the Board of Trustees of Washington Township reviewed Attorney Peter N. Griggs’ findings and deliberated this issue in open session, and now wants to accept Attorney Griggs’ recommendations and issue discipline against Firefighter Joseph R. Rine that includes an unpaid suspension to be held in abeyance.

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

SECTION 1: Pursuant to the authority granted by the Washington Township Employee Handbook, the Washington Township Trustees impose the following discipline against Firefighter Joseph R. Rine:

- a. Issue a two-duty day (48 hours) unpaid suspension to be held in abeyance for violation of the Township’s Anti-Retaliation Policy and conduct unbecoming for requesting Firefighter Robert McEntire to alter his training report on the condition Firefighter Joseph R. Rine does not have a safety violation for two (2) years. Any future safety violation(s) will be handled separately from the March 26, 2024 safety incident; however, the abeyance will be implemented.

SECTION 2: In addition to the discipline set forth in Section 1, Firefighter Joseph R. Rine is required to participate and successfully complete an Employee Performance Improvement Plan as outlined by Fire Chief Alec O’Connell and/or Assistant Chief John Donahue.

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.

Mr. Rozanski seconded the motion, and the roll was called, and all members of the Washington Township Trustees that were present voting Aye. Resolution adopted May 14, 2024. #2024.05.14.005
Append #006

Adjourn Meeting:

Meeting of May 14, 2024, adjourned at approximately 7:07 p.m.