

Minutes of November 12, 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 November 12, 2024, at 6:00 p.m., with Mr. Stu Harris, Chairman, calling the meeting to order, and it opened with the Pledge of Allegiance.

Roll call – Mr. Stu Harris, Chair – Present

Mr. Jan Rozanski, Vice Chair – Present

Mr. Charles Kranstuber, Trustee – Present

Franklin County Deputy Sheriff's Report:

Deputy Burton Haren with Franklin County Sheriff's Office (FCSO) was not present, but submitted a written report to the Trustees for October 23 through November 12, 2024, including an update on the following:

- During this period, there were twenty (20) Total Calls for Service / Self-Initiated Activity, two (2) Total Reports Taken, and one (1) Total Arrest / Citation:
 - The FCSO Detective Bureau is actively investigating a theft offense that occurred in the township resulting from an email scam that victimized a business. Deputy Haren reminds residents to verify account changes and payment methods with the other party involved before making payments or sending money over the internet. Append #001

Opportunity for Residents to Speak:

No comments.

Visit from Local Girl Scout Troop #6010

Mr. Kranstuber introduced Girl Scout Troop #6010 from Dublin. The troop joined the meeting to observe and learn about government, then received a tour of a Medic unit. The girl scouts were able to ask questions before touring the Medic.

Responding to questions, Mr. Rozanski explained the Wreaths Across America initiative, where he and other volunteers place an evergreen wreath with a red bow on the grave of every veteran at the Dublin cemetery and six (6) other cemeteries around town in an effort to honor the individual's service to our country. He described the shipping process for the wreaths which are made in Maine, with semi-truck drivers volunteering their time to deliver the wreaths to a warehouse in Columbus. Roughly 500 wreaths are then delivered to the Dublin maintenance building before being distributed to the cemeteries. Mr. Rozanski invited the troop to attend the ceremony at 10:30 a.m. on Saturday, December 14 and participate in the wreath laying following the ceremony.

Chief O'Connell explained that the goal of the toy drive is to make sure every child in Dublin gets a toy for Christmas. Mr. Harris added that a lot of Dublin families donate items to make this happen, and provided an example of a pickup truck dropping off several bicycles at last year's toy drive.

Responding to a question, Mr. Kranstuber explained that the Navy is the branch of the armed forces primarily involved with ships.

Julie Rinaldi, representing Dublin Food Pantry, will be addressing the Board

Mrs. Rinaldi expressed her appreciation to the board for supporting her work previously at Syntero and now as she has transitioned to her role with the Dublin Food Pantry. She also expressed her appreciation for Washington Township's previous one-time ARPA fund contribution to the Dublin Food Pantry. As she began her presentation, Mrs. Rinaldi shared how impressed she is with the Dublin Food Pantry as an organization; how well it is run and the number of residents it proudly serves.

Mrs. Rinaldi's presentation provided data on the Dublin Food Pantry, which has operated for forty-eight (48) years and has grown to meet the needs of the community. The pantry serves all ZIP codes within

the Dublin City School District, and works closely with the schools. One of the obstacles the pantry faces is how to educate families on using its services. Hopewell Elementary School students addressed the problem by creating a video of students teaching other students how to use the Dublin Food Pantry. Mrs. Rinaldi invited the trustees to tour the facility. She shared the fact that despite being able to visit the pantry up to twenty-four (24) times per year, the average family uses the services just five (5) times per year, dispelling the myth that many people may misuse the resource. She noted the pantry is also looking at various ways to partner with and bring in other organizations that offer supportive services to help residents navigate the issues they may be experiencing.

Responding to Mr. Rozanski's question, Mrs. Rinaldi will send him a breakdown of use by County of residence. She closed her presentation noting how closely pantries work together to make sure that no food gets wasted. She has witnessed it in action countless times now.

Append #002

Resolution to Authorize and Direct the Township Administrator to Execute an Intergovernmental Construction Agreement between Washington Township and the City of Dublin for the Construction of a Shared Use Path on the South Side of Rings Road:

Discussion:

Mr. Richter introduced Jared Groves with the City of Dublin Engineering Department in follow up to discussion during the October 22nd meeting regarding a shared use path in the Township. Mr. Groves explained that the shared use path was requested by the Township following interest from residents. Project design began in 2022 and will install a 1,782 foot section of shared use path along the south side of Shier Rings Road east of Cosgray Road to connect existing paths that touch Washington Township borders. The proposal includes removal of several trees and drainage improvement along the path, including ten (10) catch basins and around 650 feet of storm drainage pipe to carry water.

Responding to questions from Mr. Rozanski, Mr. Groves outlined the nine (9) parcels being affected. He stated that the width of the right of way acquisition varies by parcel, three (3) would require only a thin acquirement of 20-25 feet, and easement would be pursued for all nine (9) parcels. He also indicated that no path would be pursued on the north side of the road due to the large ditch on that side.

Mr. Harris inquired whether there is any way to reduce the cost of the project. Mr. Groves replied that increased cost is present on all projects right now with construction costs high at the moment, and that a large part of the cost for this project is the increased drainage to ensure residents do not experience flooding in their homes. The quote is based on the upper end of acquisition costs provided by the appraiser and negotiator, which were given in a range based on \$250,000 to \$350,000 in value per acre. He noted that the final appraisal may be lower, and permitting a relaxed construction schedule will sometimes reduce costs. Mr. Richter added that the agreement provided is a worst-case scenario, if the Township has no other funding mechanism toward the project. He explained that there may be opportunity for funding through the recent passage of LinkUS Columbus and through Ohio Public Works Commission (OPWC) grants.

Mr. Groves mentioned that affected residents have been notified, with around ten (10) of them attending a meeting held in December of 2023 to provide information on what to expect and an anticipated timeline for the project.

Motion:

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

A RESOLUTION AUTHORIZING AND DIRECTING THE TOWNSHIP ADMINISTRATOR TO EXECUTE AN INTERGOVERNMENTAL CONSTRUCTION AGREEMENT BETWEEN WASHINGTON TOWNSHIP AND THE CITY OF DUBLIN FOR THE CONSTRUCTION OF A SHARED USE PATH ON THE SOUTH SIDE OF SHIER RINGS ROAD.

WHEREAS, Washington Township identified, through resident survey feedback, a desire by Township residents along Shier Rings Road for a shared use path; and

WHEREAS, Dublin, in communication with Washington Township, agreed to design and construct a shared use path on the south side of Shier Rings Road along Washington Township properties between Cosgray Road and Eiterman Road; and

WHEREAS, Dublin and Washington Township desire to enter into an agreement and cooperate in the design and construction of the identified Shier Rings Road Shared Use Path project.

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 authorizes and directs the Township Administrator to execute an Intergovernmental Construction Agreement with the City of Dublin (as set forth in the Cooperative Construction Agreement and Exhibit B Cost Participation Breakdown).

Section 2: 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 November 12, 2024.

#2024.11.12.001

Append #003

Resolution to Accept a \$15,000 Ohio Bureau of Workers' Compensation Firefighter Exposure to Environmental Elements Grant, Authorizing the Township Administrator to Execute all Documents to Accept the Same, and Agreeing to Contribute a \$3,000 Cost Match:

Discussion:

Chief Donahue expressed his appreciation to Lt. Larger, Cpt. DeGiralomo, and for the assistance from Ms. Grossman for putting this grant together. He noted that later in the agenda is the request to move forward with the purchase of the particulate hoods, which protect the firefighters from smoke and cancer causing material. Responding to Mr. Rozanski's question, Chief Donahue explained the hoods are similar to those used in NASCAR, with an additional barrier to prevent exposure to hazardous fire byproducts.

Motion:

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

A RESOLUTION ACCEPTING A \$15,000 OHIO BUREAU OF WORKERS' COMPENSATION FIREFIGHTER EXPOSURE TO ENVIRONMENTAL ELEMENTS GRANT, AUTHORIZING AND DIRECTING THE TOWNSHIP ADMINISTRATOR, OR HIS DESIGNEE, TO EXECUTE ALL DOCUMENTS NECESSARY TO ACCEPT THE SAME, AND AGREEING TO CONTRIBUTE A \$3,000 COST MATCH.

WHEREAS, the Ohio Bureau of Workers' Compensation offers financial assistance to purchase equipment to substantially reduce or eliminate injuries and illnesses associated with a particular task or operation through the Firefighter Exposure to Environmental Elements Grant program, and;

WHEREAS, the Firefighter Exposure to Environmental Elements Grant program's purpose is to assist an employer in minimizing exposure to dangerous environmental elements, and;

WHEREAS, Lieutenant Jeff Larger, Captain Evan DeGiralomo and Human Resource Manager Catherine Grossman worked together to complete the Ohio Bureau of Workers' Compensation Firefighter Exposure to Environmental Elements Grant Application, on behalf of Washington Township, and;

WHEREAS, the Township's grant application identified the purchase of 138 - BarriAire Gold Extended Bib Comprehensive Particulate Hood PGI and;

WHEREAS, the Ohio Bureau of Workers' Compensation recently approved the Township's Safety Intervention Grant Application in the amount of \$15,000. As a condition of this award, the Township is required to contribute a cost match in the amount of \$3,000, and;

WHEREAS, the Board of Trustees now wants to accept this grant and approve the cost match.

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 accepts the Ohio Bureau of Workers' Compensation Firefighter Exposure to Environmental Elements Grant Application in the amount of \$15,000.

Section 2: The Board of Trustees hereby authorizes and directs the Township Administrator, or his designee, to execute all documents necessary to accept the Ohio Bureau of Workers' Compensation Safety Intervention Grant in the amount of \$15,000.

Section 3: The Board of Trustees hereby agrees to contribute a cost match, in the amount of \$3,000, to the Ohio Bureau of Workers' Compensation Firefighter Exposure to Environmental Elements Grant.

Section 4: 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 November 12, 2024.

#2024.11.12.002

Append #004

Motion to Authorize the Township Administrator to Enter into the Necessary Agreements for VSP LightCare Vision Insurance Benefits Effective January 1, 2025:

Discussion:

Ms. Grossman explained that the Township's vision insurance expires on December 31, 2024. She has been coordinating with the Township insurance broker Todd Bollinger from CBIZ, and the Employee Communications Committee. Mr. Bollinger was able to negotiate a very competitive rate, and proposes a roughly \$600 annual increase over the current cost which offers a higher frame coverage and light care even for those employees who do not require prescription lenses.

Motion:

Mr. Rozanski moved to introduce and approve authorizing the Township Administrator to enter into the necessary agreements for VSP LightCare Vision Insurance Benefits effective January 1, 2025, seconded by Mr. Kranstuber. Motion passed with all members of the Washington Township Trustees that were present voting Aye.

#2024.11.12.003

Append #005

Motion to Authorize the Township Administrator to Enter into the Necessary Agreements for UMR Self-Funding Medical Insurance and HCC Insurance Stop Loss Insurance Plans, and to Fund Employees' Healthcare Savings Accounts to their Appropriate Deductible Level (Family/Single Coverage) and Healthcare Reimbursement Accounts for Employees with Required Participation Effective January 1, 2025:

Discussion:

Ms. Grossman stated that the actuary proposed a zero percent (0%) increase and Mr. Bollinger was able to negotiate a 10% discount, for a \$77,000-80,000 decrease in insurance premiums. With this negotiated rate, and conversation with the Employee Communications Committee, no changes are proposed to the Township provided healthcare insurance plan. In response to Mr. Kranstuber's question, Ms. Grossman noted that WT personnel responded to a survey this year with over a ninety percent (90%+) satisfaction rate with the current insurance plan. Mr. Kranstuber expressed his distaste for High Deductible Healthcare Plans (HDHP) and inquired whether employees could be offered a choice between a HDHP and a more traditional insurance plan. Ms. Grossman noted statistics from the Society for Human Resource Management (SHRM) showing that over 60% of employers across the United States offer a HDHP plan in conjunction with Health Savings Account funding for their employees. She and Mr. Bollinger noted there would be challenges with offering multiple insurance options in an organization this size.

Motion:

Mr. Rozanski moved to introduce and approve authorizing the Township Administrator to enter into the necessary agreements for UMR Self-Funding Medical Insurance and HCC Insurance Stop Loss Insurance Plans, and to fund employees' Healthcare Savings Accounts to their appropriate deductible level (Family/Single Coverage) and Healthcare Reimbursement Accounts for employees with required participation effective January 1, 2025, seconded by Mr. Harris. Motion passed with all members of the Washington Township Trustees that were present voting Aye.

#2024.11.12.004

Append #006

Motion to Authorize the Township Administrator to Enter into an Agreement with Phoenix Safety

Outfitters:

Motion:

Mr. Rozanski moved to introduce and approve authorizing the Township Administrator to enter into an agreement with Phoenix Safety Outfitters for the purchase of 138 particulate hoods, cost not to exceed \$18,000, seconded by Mr. Harris. Motion passed with all members of the Washington Township Trustees that were present voting Aye.

#2024.11.12.005

Append #007

Motion to Authorize the Township Administrator to Enter into an Agreement with Power Hawk Technologies Inc.:

Discussion:

Chief Donahue explained that the department's rescue lifting air bags are at the end of the service life of 15-years, and require replacement. He noted this is a planned replacement and was included in the 2024 budget.

Motion:

Mr. Rozanski moved to introduce and approve authorizing the Township Administrator to enter into an agreement with Power Hawk Technologies Inc. for the replacement of air bags at a cost not to exceed \$15,300, seconded by Mr. Harris. Motion passed with all members of the Washington Township Trustees that were present voting Aye.

#2024.11.12.006

Append #008

Motion to Approve and Accept the 2024 Asset Inventory:

Discussion:

Mr. Richter provided the trustees a binder containing the 2024 Asset Inventory, identifying items that are obsolete or at the end of life. He provided a summary of the changes throughout the year and noted this is an annual reconciliation provided to the board.

Motion:

Mr. Kranstuber moved to introduce and approve accepting the 2024 assent inventory, seconded by Mr. Rozanski. Motion passed with all members of the Washington Township Trustees that were present voting Aye.

#2024.11.12.007

Append #009

Motion to Approve Meeting Minutes:

Mr. Rozanski moved to introduce and approve the minutes from the October 22, 2024, Board of Trustees Meeting, seconded by Mr. Harris. Motion passed with all members of the Washington Township Trustees that were present voting Aye.

#2024.11.12.008

Append #010

Motion to Approve Consent Agenda:

Mr. Harris moved to introduce and approve the Consent Agenda as presented and as follows, seconded by Mr. Rozanski:

- Bills: October 30, 2024 \$ 128,560.10
- Electronic Payments October 2024 \$1,242,615.69
- Medical Payments October 2024 \$ 270,898.31
- Payroll: October 25, 2024 \$ 537,551.40
- Payroll: November 8, 2024 \$ 598,048.09
- Payroll: Monthly November 1, 2024 \$ 9,413.74
- Transfers October 2024 \$ 5,000.00

Motion passed with all members of the Washington Township Trustees that were present voting Aye.

#2024.11.12.009

Append #011

Round Table Discussions:

Township Administrator Eric Richter:

- Mr. Richter noted that he attended a Big Darby Accord Watershed Jurisdictions Workshop on October 24. The accord was passed around twenty (20) years ago. WT was a contributor to the initial development in conjunction with other Franklin County entities. He explained that WT is a very tiny portion of the watershed, mainly the southern boundaries along Hayden Run Road. Brown and Norwich Townships have a larger share of the watershed area. There was discussion that Madison County should be included since the watershed has impacts within the county. Mr. Richter stated he will keep the board apprised as necessary.

Chief Alec O'Connell:

- Chief O'Connell stated that he and Chief Donahue recently participated in the annual Chiefs' Update meetings, meeting with each station and shift to provide updates on the department. The goal of the meetings is to ensure the department continues in the right direction and to offer an avenue for personnel input. The meetings included discussion on the succession plan and the future. Chief O'Connell was happy to share with the crews positive comments the trustees made following David Conley's presentation at the October 22 meeting. The final meeting will be with the Fire Prevention Bureau.

Assistant Chief John Donahue:

- Chief Donahue presented the monthly report for October. He commended the crews, with the Township experiencing just over \$1,000 in fire loss for the month. Looking to the end of the year, he anticipates the department's number of runs will continue to trend higher;
- Chief Donahue explained that during the Battalion Chiefs meeting tomorrow there will be a combination tabletop exercise on the Continuity of Operations Plan and the Information Technology (IT) Disaster Recovery Plan. This exercise will exhibit an assault on systems to make

sure everything is in place should a breach occur, and focus on the prevention of IT security incidents. Chief Donahue will discuss results of the exercise at a future meeting.

Fiscal Officer Scott Melody:

- Mr. Melody noted that October should be closed by end of the week;
- Responding to Mr. Harris' questions, Mr. Melody outlined several improvements he has initiated to grow township funds through investment tools. He noted that the Township is taking advantage of higher interest rates by moving funds from a low interest rate checking account into a high yield savings vehicle. He also noted that Meeder Investment Management reduced investment fees by .25%.

Trustee Stu Harris:

- Mr. Harris outlined several items for the Girl Scout troop:
 - Mr. Rozanski and Mr. Kranstuber both previously served as mayor of the City of Dublin;
 - Mr. Harris and Mr. Melody previously served on Dublin City Schools' Board of Education;
 - WTFD firefighters will assist with the Christmas Tree Lighting Ceremony on Thursday, December 5;
 - The Firefighters for Kids toy drive will be from 9 a.m. to 3 p.m. on Saturday, December 14.

Executive Session – Personnel – To Consider the Appointment, Employment, Dismissal, Promotion, Demotion, or Compensation of a Public Employee or Official, or the Investigation of Charges or Complaints Against a Public Employee, Pursuant to Ohio Revised Code 121.22(G)(1):

Motion by Mr. Rozanski, seconded by Mr. Harris to enter into Executive Session to consider the appointment, employment, dismissal, promotion, demotion, or compensation of a public employee or official, or the investigation of charges or complaints against a public employee per the request of the Chairman, pursuant to ORC#121.22(G)(1) at approximately 6:56 p.m. Motion passed with all members of the Washington Township Trustees that were present voting Aye. Mr. Kranstuber excused himself following the vote to assist with the Girls Scout Troop's tour, and requested to be notified if he was needed for specific discussion. Mr. Harris and Mr. Rozanski were present for the entirety of the executive session, Mr. Kranstuber returned at approximately 7:28 p.m. #2024.11.12.010

Reconvened:

The meeting reconvened at approximately 7:56 p.m. with the following action:

Discussion:

Mr. Harris stated the board conducted Mr. Richter's performance review in executive session.

Motion:

Motion by Mr. Harris, seconded by Mr. Kranstuber to approve a four percent (4%) performance bonus for the year 2024, and increase Mr. Richter's salary by three and a half percent (3.5%), effective with the next pay date. Motion passed with all members of the Washington Township Trustees that were present voting Aye. #2024.11.12.011

Discussion:

Ms. Grossman provided a summary of the Executive Session extending the probationary period and delaying step pay increase for Full-Time Probationary FF Nathan Zweizig. FF Zweizig currently has pending allegations in the Franklin County Municipal Court.

Motion:

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

A RESOLUTION ACCEPTING EXTENSION OF PROBATION PERIOD AND POSTPONEMENT OF STEP INCREASE FOR FIREFIGHTER NATHAN C. ZWEIZIG

WHEREAS, on August 31, 2024, Firefighter Nathan C. Zweizig was charged with an OVI - Impaired in the Franklin County Municipal Court (Case No. 24 TRC 136368), and;

WHEREAS, on November 23, 2024, Firefighter Nathan C. Zweizig's one (1) year probationary period with Washington Township concludes, and;

WHEREAS, at the conclusion of one (1) year as a full-time firefighter, Nathan C. Zweizig is eligible to receive a base step increase;

WHEREAS, as of November 12, 2024, Franklin County Municipal Court Case No. 24 TRC 136368 is yet to be resolved;

WHEREAS, Washington Township's 2024 Compensation Resolution for Uniformed Personnel states that "the Township Administrator, Fire Chief, and/or the Fire Chief's designee, may have sole and absolute discretion to disapprove pay step advancement by notifying the individual, the Township Trustees, in writing, citing reason(s) for disapproval".

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, and the Washington Township 2024 Compensation Resolution for Uniformed Personnel, the Washington Township Trustees impose the following toward Firefighter Nathan C. Zweizig's employment:

- a. Extend Firefighter Zweizig's probationary period and postpone Firefighter Zweizig's step increase until the case is resolved and/or all appeals have been exhausted.
- b. If the OVI charge is dismissed or Firefighter Zweizig is found not guilty at trial and there are no other reasons why Firefighter Zweizig's probationary period should not end, the Township will retroactively end Firefighter Zweizig's original probationary period and advance his pay to the next step effective November 23, 2024.
- c. Should Firefighter Zweizig be found guilty of OVI or enter into a plea to OVI / Physical Control or there are other issues with Firefighter Zweizig's employment performance, his probationary period will not end and the Fire Chief, Assistant Fire Chief, Township Administrator and Human Resource Manager will discuss and communicate with you the next steps, if any

Section 2: 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. Harris seconded the motion, and the roll was called, and all members of the Washington Township Trustees that were present voting Aye. Resolution adopted November 12, 2024. #2024.11.12.012
Append #012

Discussion:

Ms. Grossman provided a summary of the Executive Session disciplinary action as follows: Mr. Darrin O'Bruba, Full-Time Firefighter, did exhibit conduct unbecoming an employee of Washington Township through insubordination for missing a Township-provided deadline as part of disciplinary action on October 24.

Motion:

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

A RESOLUTION ACCEPTING THE HUMAN RESOURCE MANAGER'S RECOMMENDATION AND ISSUING DISCIPLINE AGAINST FIREFIGHTER DARRIN O'BRUBA

WHEREAS, in September 2024, Attorney Peter Griggs investigated five (5) allegations of Firefighter Darrin O’Bruba providing poor patient care since the beginning of 2024, and;
WHEREAS, Attorney Peter Griggs found Firefighter Darrin O’Bruba engaged in conduct unbecoming in three (3) of the five (5) alleged incidents, resulting in a written reprimand / counseling, a Performance Improvement Plan and a series of one-on-one coaching sessions with Scott Warrick, and;
WHEREAS, on October 22, 2024, Firefighter Darrin O’Bruba was directed to make contact with Scott Warrick by October 25, 2024 to initiate coaching sessions, and, as of October 28, 2024, Firefighter Darrin O’Bruba failed to do so, and;
WHEREAS, Washington Township’s 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 insubordination or refusals to obey work instructions”, and;
WHEREAS, the Board of Trustees of Washington Township reviewed Human Resource Manager Catherine Grossman’s findings and deliberated this issue in open session, and now accepts the Human Resource Manager’s recommendation and issue discipline against Firefighter Darrin O’Bruba that includes a suspension without pay.

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 Darrin O’Bruba:

- a. Starting at 8:00 a.m. on December 7, 2024, Firefighter Darrin O’Bruba is suspended, without pay and without supplementing accrued paid time off, for a 72-hour period (three duty days). As such, Darrin O’Bruba will not report to work again until 8:00 a.m. on December 16, 2024. Darrin O’Bruba will not accrue sick and/or vacation leave. He is not to report to work. Likewise, during this unpaid leave, Darrin O’Bruba is not permitted to act on behalf of Washington Township in any manner, unless specifically directed to do so by Chiefs O’Connell, Donahue or Smith, or the Township Administrator. During this period of unpaid leave, Darrin O’Bruba shall not have contact with any Township employee and is restricted from entering the Township Administrative Office and all Fire Stations.

Section 2: The Township Administrator shall issue Firefighter Darrin O’Bruba a letter advising him that his failure to follow any work rule, regulation, policy, order, or instruction (including those set forth in Section 1 above) will result in the Board of Trustees initiating termination proceedings under R.C. 505.38. This letter also shall outline the discipline and related conditions set forth herein.

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. Harris seconded the motion, and the roll was called, and all members of the Washington Township Trustees that were present voting Aye. Resolution adopted November 12, 2024. #2024.11.12.013
Append #013

Adjourn Meeting:

Motion by Mr. Rozanski, seconded by Mr. Kranstuber, to adjourn the meeting of November 12, 2024 at approximately 8:01 p.m. #2024.11.12.014

Mr. Stu Harris, Chair

Mr. Scott Melody, Fiscal Officer