



**RECORD OF PROCEEDINGS**

*Minutes of* **NORWICH TOWNSHIP BOARD OF TRUSTEES** *Meeting*

**5181 NORTHWEST PARKWAY, HILLIARD, OHIO**

*Held* **December 5, 2011**

---

The meeting was called to order by Chairman Mike Cope.

Roll Call - **Michael D. Cope, Chairman– Present**  
**Charles Wm. Buck, Trustee– Present**  
**Larry Earman, Vice-Chairman – Present**

Also Present - **Dave Long, Fire Chief**  
**Bob Kaufman, Asst. Fire Chief**  
**Steve Montgomery, Roads/Cemetery Dept.**  
**Wayne Warner, Township Administrator**

**AGENDA ADDITIONS** - None

**PUBLIC PARTICIPATION** - None

**Approval of Trustee Meeting Minutes for 11/21/11**

Motion by Mr. Buck, seconded by Mr. Earman, for the approval of the Norwich Township Trustee meeting minutes for the regular meeting of November 21, 2011.

Vote: Buck-Yes Cope-Yes Earman-Yes Motion passed - #1112.05.01

**HILLIARD POLICE DEPARTMENT**

Chief Francis provided the November Summary of Activity. He reminded residents to lock up their belongings and valuables.

**FIRE DEPARTMENT**

Chief Kaufman requested approval of the Memorandum of Agreement. He reported that Santa would be visiting the Township on Tuesday, December 13<sup>th</sup> at 7 pm. In addition, staff would be visiting over 600 nursing home residents this week. The new medic is scheduled for inspection this Friday with the final inspection scheduled for December 14<sup>th</sup>. Captain Warren reported on the recent condo fire. He noted that the condo association updated their structures for fire code in 2010 and last month the Department changed out the batteries in their smoke detectors.

**Approval of a Memorandum of Agreement**

Motion by Mr. Earman, seconded by Mr. Buck, for approval of a Memorandum of Agreement with Local 1723 to change rank of selected Captains to Battalion Chief and Fire Prevention Captain to Fire Marshal effective January 1, 2012.

Vote: Buck-Yes Cope-Yes Earman-Yes Motion passed - #111205.02

**CEMETERY & ROAD DEPARTMENT**

Steve Montgomery provided an update on the Schirtzinger Road project. He reported that most of the structures were in place but does not expect the drainage work to be completed



**RECORD OF PROCEEDINGS**

*Minutes of* **NORWICH TOWNSHIP BOARD OF TRUSTEES** *Meeting*

5181 NORTHWEST PARKWAY, HILLIARD, OHIO

*Held* **December 5, 2011**

---

prior to the end of the year. The drainage plans for the Checchio property is expected to be submitted to the Township the last week of December and the Franklin County Engineer's Office is expecting to present the plans to the Board at the January 3 trustee meeting.

**FISCAL OFFICE**

Nothing to report.

**TOWNSHIP ADMINISTRATION**

Mr. Scott Rider presented the Board with possible healthcare options for 2012. Mr. Cope stated that the Board would take the information under advisement and a decision would be made at the next planning meeting. Mr. Earman wants to look at Mount Carmel's contract to see if there are wellness options that could be cut out. Mr. Cope thinks that the Township needs to take a look at employees paying a portion of their healthcare and look into a reduction of benefits.

**TRUSTEE-OLD BUSINESS** - None

**TRUSTEE-NEW BUSINESS**

A special planning meeting is scheduled for December 6<sup>th</sup> at 12 noon at the Safety Services Building.

Motion by Mr. Earman, seconded by Mr. Buck, to adjourn from regular session at 12:37 pm.

Vote: Buck-Yes Cope-Yes Earman-Yes

  
Michael D. Cope, Chairman

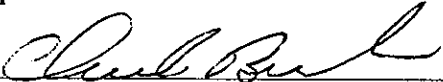
  
Jamie Miles, Fiscal Officer

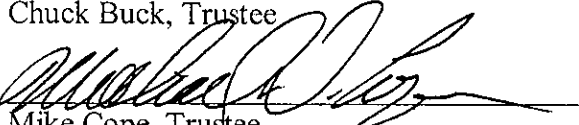
MEMORANDUM OF AGREEMENT

This memorandum of agreement is entered into this 5th day of December, 2011, by and between Norwich Township and the Norwich Township Board of Trustees (Township) and Local 1723, International Association of Firefighters (Local 1723). The Township and Local 1723 are parties to a collective bargaining agreement (CBA) effective from January 1, 2010, through December 31, 2012. The Township desires to change the title of several positions which are in the bargaining unit represented by Local 1723 and which are covered by the CBA. This memorandum of agreement is intended to set forth the parties' agreement and understanding as to how those title changes will be implemented.

1. The title for the positions of captains who are in charge of a shift shall be changed from captain to battalion chief. For the purpose of clarification only, the employees currently holding the positions of captains who are in charge of a shift are Jeff Warren and Joe Russell, and it is anticipated that Greg Collier will be transferred into this position as well.
2. The Township intends to create an administrative, 40 hour, battalion chief position to be filled by a captain. For the purpose of clarification only, it is intended that the employee who will fill this position is John King.
3. The title for the position of prevention captain shall be changed to fire marshal. For the purpose of clarification only, the employee currently holding the position of prevention captain is Eric Manske.
4. The wages, hours, terms and conditions of employment for battalion chiefs, the administrative, 40 hour, battalion chief, and the fire marshal shall continue to be those set forth in the CBA for captains. The CBA does not address or mention battalion chiefs, the administrative, 40 hour, battalion chief, or fire marshal. However, the parties agree that, despite the title changes, the positions of battalion chiefs, the administrative, 40 hour, battalion chief, and the fire marshal shall continue to be treated as and considered to be captains for all purposes under the parties' CBA.

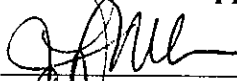
Approved:

  
\_\_\_\_\_  
Chuck Buck, Trustee

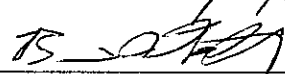
  
\_\_\_\_\_  
Mike Cope, Trustee


  
\_\_\_\_\_  
Larry Earman, Trustee

Certified and Approved:

  
\_\_\_\_\_  
Jamie Miles, Fiscal Officer

Date: 12/5/11

  
\_\_\_\_\_  
Brian Gatley, President

  
\_\_\_\_\_  
Morgan Wellman, Vice-President

Kevin Strawser, Secretary

  
\_\_\_\_\_  
Ray DiLisi, Treasurer

RESOLUTION 11121.03

**RESOLUTION MEMORIALIZING TOWNSHIP HEALTH INSURANCE  
POLICY AND BENEFIT PROGRAM PURSUANT TO OHIO REVISED CODE  
SECTIONS 505.60 AND 9.833**

**WHEREAS**, the Board of Trustees of Norwich Township, Franklin County, Ohio (the "Board"), pursuant to Ohio Revised Code Section 505.60, is authorized to procure and contract for a group health care plan, consisting of, but not limited to, sickness, major medical care, surgical care, medical care, prescription drugs and hospitalization insurance and other forms of insurance for Township officers and full-time employees; and

**WHEREAS**, the Board, pursuant to Ohio Revised Code Section 9.833 is authorized to establish and maintain a self-insurance program for Township officers and full-time employees; and

**WHEREAS**, the Board has, in the past, provided and currently desires to continue to provide health, vision, dental and life insurance for Township officers and full-time employees pursuant to Ohio Revised Code Section 505.60; and

**WHEREAS**, the Board has previously established and currently desires to maintain a self-insured health care benefit program for Township officers and full-time employees pursuant to Ohio Revised Code Section 9.833; and

**WHEREAS**, the Board believes it is in the best interest of the Township to adopt a resolution memorializing the Township's health insurance policy, benefit program and reimbursement practices pursuant to Ohio Revised Code Sections 505.60 and 9.833.

**NOW THEREFORE, BE IT RESOLVED** by the Board of Trustees of Norwich Township, Franklin County, Ohio that the following Resolution be, and it hereby is, adopted:

**Section 1. Health Care Plan.** The Township has previously provided and presently intends to continue to make available to Township officers and full-time employees, a group health care plan, consisting of, but not limited to, sickness, major medical care, surgical care, medical care, prescription drugs and hospitalization insurance, as well as other forms of insurance, such as vision, dental and life insurance, all as authorized by Ohio Revised Code Section 505.60(A).

**Section 2. Health Reimbursement and/or Savings Account.** In addition to the health care benefits described in and memorialized by this Resolution, the Board has previously established and continues to maintain a self-insured health care benefit program for Township officers and full-time employees, including a Health Reimbursement Account (HRA), pursuant to Ohio Revised Code Section 9.833. The Board, as part of the memorialization of the Township's health insurance policy and reimbursement practices, hereby authorizes any Township officer the option of participation in any HRA, Health Savings Account (HSA), or any

other self-insured benefit program that possesses similar characteristics, pursuant to Ohio Revised Code Section 9.833, in an amount not to exceed ten thousand dollars (\$10,000) per trustee and/or fiscal officer per year.

**Section 3. Amendment, Modification and/or Termination of Resolution.** While it is the expectation of the Board to continue this Resolution and the health care related policies, benefits and practices outlined therein in substantially their present form, no obligation, contractually or otherwise, to do so is assumed by the Board. Furthermore, the Board reserves the right to amend, modify or rescind this Resolution and any policy, benefit or practice referenced herein, in whole or in part, at any time without notice and in the sole and absolute discretion of the Board.

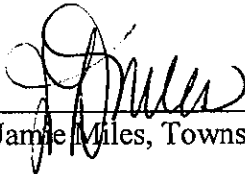
**Section 4. Open Meetings.** All formal actions of this Board, concerning and relating to the adoption of this Resolution, were adopted in an open meeting of this Board, and all deliberations of the Board and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.


This Resolution shall be in full force and effect immediately upon its adoption.

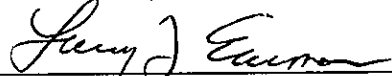
**NORWICH TOWNSHIP  
BOARD OF TRUSTEES,  
FRANKLIN COUNTY, OHIO**


Adopted: NOVEMBER 21, 2011

Attest and Certified

  
\_\_\_\_\_  
Jamie Miles, Township Fiscal Officer

  
\_\_\_\_\_  
Chuck Buck, Trustee

  
\_\_\_\_\_  
Larry Earman, Trustee

  
\_\_\_\_\_  
Mike Cope, Trustee