

MINUTES - REORGANIZATIONAL MEETING FOR 2021

The annual reorganizational meeting of Milton Township Board of Trustees was called to order by Chairman Weimer at 10:00 AM. Following the Pledge of Alligence the Fiscal Officer called the roll. Mr. Weimer, Mr. Tomaino, Mr. Campbell, Fiscal Officer Balsinger, Police Chief Van Dyke, Fire Chief Maynard, Road and Cemetery Dave Dunn, Sr., Zoning Inspector Kurilla and Administrative Assistant Balsinger were present.

Chairman Weimer turned the meeting over to Fiscal Officer Balsinger who asked for nominations for Chairperson for 2021. Mr. Tomaino nominated Mr. Weimer as Chairman, 01-19-21-S1, seconded by Mr. Campbell and passed with 2 ayes, Mr. Weimer abstained.

Mr. Weimer took over as Chairman and asked for nominations for Vice Chairman, Mr. Weimer moved to nominate Mr. Tomaino as Vice Chariman, 01-19-21-S2, seconded by Mr. Campbell and passed with 2 ayes, Mr Tomaino abstained.

DEPARTMENT REPORTS -

POLICE DEPARTMENT

No report - Chief deferred to give his report at tonight's regular meeting.

ZONING DEPARTMENT-

No report - Mr. Kurilla deferred to give his report at tonight's regular meeting.

FIRE DEPARTMENT-

No report - Chief deferred to give his report at tonight's regular meeting

ROAD DEPARTMENT -

No report - Mr. Dunn deffered to give his report at tonight's regular meeting.

REORGANIZATIONAL ISSUES:

MR. CAMPBELL MOVED THAT THE BOARD OF TRUSTEES SHALL CONDUCT ITS MEETINGS IN FULL COMPLIANCE WITH THE OHIO SUNSHINE LAW AND ACCORDINGLY ESTABLISHES THE FOLLOWING RULES FOR THE SCHEDULING AND NOTICE OF ALL MEETINGS;

REGULAR MEETINGS OF THE BOARD OF TRUSTEES SHALL BE HELD ON THE THIRD TUESDAY OF EVERY MONTH AT 7:00 PM BEGINNING JANUARY 19TH 2021. NOTICE OF SAID MEETING SHALL BE POSTED ON THE TOWNSHIP SIGN ON MILTON AVE AND/OR PUBLISHED IN THE WARREN TRIBUINE VINDICATOR AGENDA SECTION 24 HOURS IN ADVANCE, AND SHOULD THE REGULAR MEETING DATE NEED TO BE CHANGED, NOTICE WILL BE PUBLISHED AT LEAST 24 HOURS IN ADVANCE ON THE TOWNSHIP SIGN AND IN THE VINDICATOR.

SPECIAL MEETINGS: NOTICE OF SPECIAL MEETINGS OF THE BOARD OF TRUSTEES SHALL BE GIVEN TO THE YOUNGST WARREN TRIBUINE VINDICATOR AT LEAST 24 HOURS IN ADVANCE OF THE MEETING, EXCEPT IN AN EMERGENCY IN WHICH CASE THE NOTICE SHALL BE GIVEN AS SOON AS PRACTICAL; AND MINUTES DO NOT NEED TO BE READ IF PROVIDED TO TRUSTEES FOR REVIEW BEFORE THE MEETING-01-19-21-S3, seconded by Mr. Tomain and passed with 3 ayes.

Mr. Weimer moved to appoint Trustee Campbell as Head of Fire, Zoning, Zoning Board & Appeals Board, Mr. Tomaino moved to appoint Mr. Weimer as Head of Streets, Cemeteries, Grants and Recycling, Mr. Weimer moved to appoint Mr Tomaino as Head of Police and township buildings, Trustee Salary to be paid from the General Fund, 01-19-21-S4, all were seconded by Mr. Campbell and passed with 3 ayes.

All Trustees agreed to work together on all of the above departments.

Trustee Campbell moved to confirm the appointment to zoning commission and zoning appeals boards, 01-19-21-S5, seconded by Trustee Weimer and passed with 3 ayes.

ZONING BOARD WITH TERM EXPIRING 1/1/26 – Pat Kelley  
ZONING BOARD WITH TERM EXPIRING 1/1/22 – Kristi Oles  
ZONING BOARD WITH TERM EXPIRING 1/1/23 - Chad Pirle  
ZONING BOARD WITH TERM EXPIRING 1/1/24 - James Morgan  
ZONING BOARD WITH TERM EXPIRING 1/1/25 - Nathan Bacorn

Zoning Board Alternate – Pamela Quirk one year term to expire 01/01/2022  
Ed Villone one year term to expire 01/01/2022

ZONING APPEALS BOARD WITH TERM EXPIRING 1/1/26 - Ben Melnykovich  
ZONING APPEALS BOARD WITH TERM EXPIRING 1/1/22 – Debbie Carson  
ZONING APPEALS BOARD WITH TERM EXPIRING 1/1/23 – Penny Stratos  
ZONING APPEALS BOARD WITH TERM EXPIRING 1/1/24 - Jarrod Demes  
ZONING APPEALS BOARD WITH TERM EXPIRING 1/1/25 - Sally Smolek

Zoning Appeals Board Alternate Richard Mastriana one year term expiring 01/01/22  
Bruce Constantine one year term expiring 01/01/22

Also, as in the past, when the alternates are in attendance and 5 regular members are not in attendance the alternate is eligible to vote on board issues

Wages:

Trustee Tomaino moved that the Trustees and Fiscal Officer are to be paid monthly salaries based upon the Townships Annual Budget per the ORC 505.24 and 507.09, AND if desire may enroll in the medical, dental, life and vision and AFLAC benefit programs which are offered to all full time employees, 01-19-21-S6, seconded by Mr. Campbell and passed with 3 ayes.

Trustee Tomaino moved that the ZONING BOARD AND BOARD OF APPEALS MEMBERS will be paid \$25.00 per meeting travel reimbursement, they will be paid semi-annually. The ZONING BOARD CHAIRMAN AND SECRETARY WILL BE PAID \$40 PER MEETING. The Board members must read and acknowledge in writing the ORC Chapter 202 pertaining to ethics and must sign attendance sheets in order to be reimbursed. These attendance sheets will be turned in with the minutes by the zoning & appeals board secretary who will prepare the minutes in a timely manner and deliver them to the Fiscal Officer for reimbursement, 01-19-21-S7, seconded by Mr. Weimer and passed with 3 ayes.

Trustee Tomaino moved that the FIRE DEPARTMENT Reimbursement shall follow the Prosecutors Office advise that the volunteers would be paid a stipen or call response payment earned as employees and subject to deductions and township match of Social Security and Medicare., 01-19-21-S8, seconded by Mr. Campbell and passed with 3 ayes.

Mr. Tomaino moved TO CONTINUE A CLOTHING ALLOWANCE PROGRAM FOR POLICE and ROAD DEPARTMENT PERSONNEL WITH THE FOLLOWING AMENDMENTS:

POLICE DEPT:

The Fiscal Officer provided a letter to Chief Vandyke to be distributed to all the police officers describing items which are eligible to be purchased through the clothing allowance program. See attached

On January 1<sup>st</sup> following your first year anniversary date police personnel are eligible for clothing allowance as follows:

Based on the hours worked in the previous calendar year the clothing allowance earned is as follows:

<u>Under 250 Hours</u>	<u>They will be eligible for</u>	<u>\$ 0.00 clothing allowance</u>
<u>250 Hours to 450 hours</u>	<u>They will be eligolbe for</u>	<u>\$300.00 clothing allowance</u>
<u>450 Hours and over</u>	<u>They will be eligible for</u>	<u>\$450.00 clothing allowance</u>
<u>Full Time Officers</u>	<u>They will be eligible for</u>	<u>\$650.00 clothing allowance</u>

A new hire upon being hired full time will be eligible for \$350 at the time of full time employment.

A part time officer elivated from part time to full time will be eligible for the difference of their current clothing allowance up to the full time level of \$650 at the time of hire as a full time status.

**NO GUNS ARE TO BE PURCHASED WITH CLOTHING ALLOWANCE**

Only approved items will be covered under this policy, each officer must have the items they wish to purchase approved BEFORE they make the purchase. If an item is purchased without approval and is deemed not acceptable by IRS standards then the officer will be responsible to pay for the item with after tax dollars as a deduction to his pay. If an officer goes over the clothing allowance limit, the difference will be deducted from the officers pay check to pay the vendor.

**ROAD DEPT:**

**AFTER A ONE YEAR PROBATIONARY PERIOD HAS BEEN SERVED – A ROAD DEPARTMENT EMPLOYEE IS ALLOWED UP TO \$350.00 PER YEAR PER EMPLOYEE TO BE USED TO PURCHASE APPROVED ITEMS INCLUDING SAFETY STEEL TOED BOOTS, UNIFORM SHIRT, PANTS AND A WORK JACKET, 01-19-21-S9, Seconded by Mr. Campbell and passed with 3 ayes.**

**ALL CLOTHINGALLOWANCE PURCHASES FOR POLICE AND ROAD DEPARTMENTS WILL BE MADE AT STORES WHERE ACCOUNTS HAVE BEEN SET UP BY THE FISCAL OFFICER TO BILL DIRECTLY TO THE TOWNSHIP OR THE TOWNSHIP CREDIT CARD. IF SOMETHING IS PURCHASED AT A NEW VENDOR ARRANGEMENTS MUST HAVE BEEN MADE BY THE FISCAL OFFICER WITH THAT VENDOR BEFORE THE PURCHASE IS MADE.**

**RATES, FEES AND CHARGES:**

Mr. Weimer moved to continue the following rates and fees for copies and zoning variances, and to renew the following rates and policies for the Township cemeteries, 01-19-21-S10, seconded by Mr. Campbell and passed with 3 ayes.

**RECORDS REQUESTS OR COPIES MADE ON THE TOWNSHIP COPIER \$.10 PER COPY, PER PAGE, and a MINIMUM OF \$5.00 FOR COPIES OF POLICE AND FIRE REPORTS, FINGER PRINT AND BACKGROUND REPORTS.**

**ZONING VARIANCE FEE - \$525.00**

**CEMETERY RATES**

**RATES FOR GRAVES FOR RESIDENTS ..... \$ 400.00 PER LOT**

**RATES FOR GRAVES FOR NON- RESIDENTS ..... \$ 600.00 PER LOT**

**OPENING/CLOSING FOR CEMETERY GRAVES..... \$ 500.00**

**OPENING/CLOSING FOR CEMETERY GRAVES AFTER 2PM ON REGULARLY SCHEDULED WORK DAYS..... \$ 600.00**

**OPENING/CLOSING FOR CEMETERY GRAVES ON SATURDAY, SUNDAY AND HOLIDAYS..... \$ 800.00**

**OPENING/CLOSING FOR INFANTS AND CREMATIONS..... \$ 200.00**

**OPENING/CLOSING FOR INFANTS AND CREMATIONS AFTER 2PM ON REGULARLY SCHEDULED WORK DAYS, SATURDAY, SUNDAY AND HOLIDAYS..... \$300.00**

<u>COST OF DISINTERMENT FOR SINGLE OPEN/CLOSE.....</u>	<u>\$ 500.00</u>
<u>COST OF DISINTERMENT FOR DOUBLE OPEN/CLOSE.....</u>	<u>\$1000.00</u>
<u>(BOTH OF THE ABOVE) PLUS COST FROM VAULT CO.</u>	
<u>FEES FOR CONCRETE FOUNDATIONS</u>	
SINGLE	\$250.00
DOUBLE	\$400.00

Also, all Trustees are in agreement that any fees charged at the cemeteries for concrete or foundations for head stones are to be paid to the township. These fees are not to be paid to the Cemetery Sexton directly or any other Township employee. This work is to be done on Township time with Township equipment and the funds are to be deposited into the cemetery fund. Any deviation from this practice and the employee will be charged with "Theft in Office" and will be terminated immediately and may be prosecuted to the full extent of the law.

As in the past, the following disclaimer will be added to any future sales of cemetery lots and this will also apply to any graves previously sold by Milton Township:

"An owner of a Milton Township cemetery lot (grave) upon written request and approval from the Township may be permitted to transfer by deed, will or gifting said lot to another individual for the sole purpose of burying human remains of an individual, but said lot can not be sold to any other person, trust, individual or organization. An owner of a Milton Township cemetery lot can only sell said lot back to Milton Township and only for the original purchase price of the lot or grave(s)."

**TOWNSHIP MAINTENANCE & OPERATION CONTRACTS:**

Mr. Tomaino moved to table the weekly mowing, string trimming and blowing and annual leaf maintenance of cemeteries until this can be reviewed and continue to contract out cemetery grave digging and road berming services with approved independent contractors on an as needed basis and to have the weekly and monthly cleaning of the Township buildings done by the Administrative Assistant and road department personnel at their current hourly wage, 01-19-21 -S11, seconded by Mr. Weimer and passed with 3 ayes.

**TRAVEL EXPENSES & MILEAGE REIMBURSEMENT:**

Mr. Weimer moved that the current mileage reimbursement rate to be \$.52 per mile, for business travel outside of the township and for all business miles in and out of the Township for volunteer fire Chief. Only pre- approved and authorized mileage reimbursements will be honored and paid, In addition to authorize travel expenses, parking, food and lodging for Township elected officials and any employees during the year while attending pre-approved and authorized training session, seminars, conferences and meetings. Any taxes charged and paid by Township for overnight stays at hotels that tax exempt forms were provided and not used will be the responsibility of the employee and will be deducted from mileage reimbursement. To authorize membership in the OTA and attendance to the OTA STATE and Local Government conferences. Food and lodging will only be reimbursed if there is an overnight stay, 01-19-21-S12, seconded by Mr. Campbell and passed with 3 ayes.

**GENERAL ADMINISTRATIVE POLICIES AND PROCEDURES FOR TRUSTEES AND FISCAL OFFICER:**

Chairman Weimer moved to request advances from the County Auditors office for payment of Property Taxes for Tax year 2020 Payment year 2021 per the schedule issued by the County Auditors office, 01-16-20-S13, See attached resolution, seconded by Mr. Weimer and passed with 3 ayes.

Chairman Weimer moved to authorize, implement AND/OR continue the following GENERAL ADMINISTRATIVE POLICIES, 01-19-21-S14, seconded by Mr. Campbell and passed with 3 ayes.

**ACCEPT FARMERS NATIONAL BANK OF CANFIELD AS THE TOWNSHIP DEPOSITORY.**

**ALL TOWNSHIP FUNDS WILL BE DEPOSITED INTO THE INTEREST BEARING CHECKING ACCOUNT, and/or CERTIFICATES OF DEPOSIT TO EARN INTEREST.**

POST ALL CHECKING ACCOUNT AND CD INTEREST EARNED INTO THE GENERAL FUND OR AS DEFINED AND IN ACCORDANCE WITH THE ORC.

AUTHORIZE THE FISCAL OFFICER TO RE-ALLOCATE APPROPRIATION LINE ITEMS WITHIN A FUND DURING THE MONTH AS NECESSARY AND REQUEST A RESOLUTION FOR APPROVAL OF THE SUPPLEMENTAL APPROPRIATIONS AT THE END OF EACH MONTH OR AT THE NEXT REGULAR MONTHLY MEETING.

AUTHORIZE THE FISCAL OFFICER TO ISSUE BLANKET CERTIFICATES AND SUPER BLANKET CERTIFICATES FOR UP TO THE MAXIMUM ALLOWED ORC LIMITS

AUTHORIZE A PETTY CASH FUND OF \$225.00 –  
ADMINISTRATIVE ASSISTANT TO BE CUSTODIAN OF \$75.00  
FIRE CHIEF TO BE CUSTODIAN OF \$50.00  
ROAD DEPT TO BE CUSTODIAN OF \$75.00  
FISCAL OFFICER TO BE CUSTODIAN OF \$25.00

ALL AUTHORIZED CREDIT CARDS USERS ARE REQUIRED TO ADHERE TO THE CREDIT CARD POLICY OR THE PRIVILIGES WILL BE REVOKED.

AUTHORIZE DEPARTMENT HEADS TO MAKE TOWNSHIP PURCHASES OF UP TO \$500.00 WITHOUT A DIRECT AUTHORIZATION BY A TRUSTEE OR FISCAL OFFICER. ALL OTHER PURCHASES ARE TO BE DISCUSSED WITH AND APPROVED BY A TRUSTEE OR FISCAL OFFICER BEFORE A PURCHASE IS MADE.

AUTHORIZE TRUSTEE RUSS WEIMER TO SIGN ALL NECESSARY ISSUE II, OPWC and CDBG GRANT PAPERWORK AND ACT AS GRANT CONTACT PERSON FOR THE TOWNSHIP.

AUTHORIZE THE FISCAL OFFICER TO SIGN CREDIT APPLICATIONS ON BEHALF OF THE TOWNSHIP FOR CHARGE ACCOUNTS FOR UP TO \$2,500.00.

MR. WEIMER MOVED FOR THE CONTINUATION OF THE EMPLOYEE RECOGNITION PROGRAM; (ORC 505.05) ALL EMPLOYEES ARE ELIGIBLE, 01-19-21-S15, seconded by Mr. Campbell and passed with 3 ayes.

RECOGNITION PROGRAM PROVIDES AUTHORITY TO PURCHASE FOOD, COFFEE AND REFRESHMENTS (NO ALCOHOL) AND OTHER AMENITIES DURING THE COURSE OF THE YEAR AS THE TRUSTEES DEEM APPROPRIATE. THIS AUTHORITY MAY ALSO BE UTILIZED TO RECOGNIZE AND REWARD HARD WORK AND/OR SPECIAL ACCOMPLISHMENTS BY A TOWNSHIP EMPLOYEE. THE REWARD MAY BE IN THE FORM OF A CASH BONUS, GIFTS, ADDITIONAL PAID LEAVE OR OTHER ADDITIONAL BENEFITS, SO LONG AS THE COSTS OF THE PROGRAM DO NOT EXCEED THE TOTAL AMOUNT OF COMPENSATION FIXED BY THE BOARD OF TRUSTEES FOR THE DEPARTMENT AND IN COMPLIANCE WITH IRS CODE.  
THE TRUSTEES WILL MAKE THE FINAL DETERMINATION OF OUTSTANDING PERFORMANCE AND THE AMOUNT AND TYPE OF BENEFIT AWARDED. WITH A MAXIMUM OF ALL EXPENDITURES OF \$3,500.00 FOR THE YEAR.

Mr. Weimer moved to set aside \$10,000.00 in the general fund to carry out zoning functions such as investigation, demolition cost, any necessary legal fees or expenses incurred to carry out and enforce zoning violations, and to cover zoning expenses which occur during the year, 01-19-21-S16, seconded by Mr. Campbell and passed with 3 ayes.

Rental of Township Buildings:

Trustee Tomaino moved to Amend all previous policies and not rent the Fire Hall or Community Building, 01-19-21-S17, seconded by Trustee Weimer and passed with 3 ayes.

Trustee Campbell moved to approve the "NEW EMPLOYEE" packages which were prepared by the Fiscal Officer and distributed to all the department heads, 01-19-21-S18 seconded by Trustee Weimer and passed with 3 ayes.

At approximately 10:26 AM Mr. Weimer moved to go into executive session to discuss employment of public employees, pay rates and employee benefits, 01-19-21-S19, seconded by Mr. Tomaino and passed with 3 ayes.

At approximately 11:07 AM Mr. Weimer moved to go back into regular session, 01-19-21-S20, seconded by Mr. Campbell and passed with 3 ayes.

The Township will hire CONTRACTED labor through an employment agency such as the Callos Company for all road, cemetery, recycling and administrative /secretarial duties and as the need arises.

**WAGES AND COMPENSATION:**

Chairman Weimer moved to increase Contracted employees (CALLOS EMPLOYEES) as listed below effective 1/19/21 ,01-19-21-S21 , seconded by Mr. Tomaino and passed with 3 ayes.

CALLOS CONTRACTED EMPLOYEE- NEW RATES AS FOLLOW AS OF 1/19/21:

ROAD & CEMETERY COORDINATOR, includes \$2.00 per hour at year end for IRA	18.75
ASSISTANT TO COORDINATOR,	13.75
CASUAL LABORER THROUGH CALLOS-as needed	9.00
ADMINISTRATIVE ASSISTANT	10.25

See attached Township Employee Pay Schedule for police and contracted employees

CONTRACTED EMPLOYEE DAVE DUNN SR. AND DAVID DUNN, JR. WILL BE ELIGIBLE FOR 8 PAID PERSONAL DAYS PAID AT 8 HOURS PER DAY. AND ADMINISTRATIVE ASSISTANT TARA BALSINGER WILL BE ELIGIBLE FOR 2 PAID PERSONAL DAYS, AT 7 HOURS PER DAY AND TO BE USED BY END OF YEAR. THE DAYS WILL BE PAID THROUGH THE CONTRACTED EMPLOYER -CALLOS.

Mr. Weimer moved to authorize the following paid holidays for full time Township employees only, to be paid as follows, 01-19-21-S22, seconded by Mr. Tomaino and passed with 3 ayes.

**PAID HOLIDAYS FOR FULL TIME MILTON TOWNSHIP EMPLOYEES:**

IF A FULL TIME EMPLOYEE WORKS THE HOLIDAY THEY WILL BE PAID TIME 2 TIMES THEIR REGULAR HOURLY RATE.

IF A FULL TIME EMPLOYEE DOES NOT WORK THE HOLIDAY THEY WILL BE PAID 1 TIME THEIR REGULAR HOURLY RATE.

NEW YEARS DAY

MARTIN LUTHER KING DAY

PRESIDENT'S DAY

MEMORIAL DAY

INDEPENDENCE DAY

LABOR DAY

COLUMBUS DAY

VETERAN'S DAY

THANKSGIVING DAY

CHRISTMAS DAY

IF A HOLIDAY FALLS ON SUNDAY, IT WILL BE OBSERVED ON THE FOLLOWING MONDAY.

IF A HOLIDAY FALLS ON SATURDAY, IT WILL BE OBSERVED ON THE PRECEDING FRIDAY.

POLICE DEPT. EMPLOYEES WILL OBSERVE THE HOLIDAY ON THE ACTUAL DAY OF THE WEEK ON WHICH THE HOLIDAY FALLS

PART TIME EMPLOYEES WHO WORK THE HOLIDAY WILL RECEIVE 2 TIMES THEIR REGULAR HOURLY RATE.

**OTHER PAY CLASSIFICATIONS AND EMPLOYEE REQUIREMENTS:**

**Mr. Tomaino moved to continue the following policies, 01-19-21-S23** seconded by Mr. Weimer and passed with 3 ayes.

1. POLICE DEPARTMENT EMPLOYEES ARE TO BE PAID A MINIMUM OF 4 HOURS FOR COURT APPEARANCE, FULL TIME POLICE ARE TO SCHEDULE COURT DURING THEIR REGULARLY SCHEDULED HOURS WHEN POSSIBLE.
2. REQUIRE MEETING ATTENDANCE AND REPORTING FOR ALL DEPARTMENT HEADS OR DEPARTMENT REPRESENTATIVES AT MONTHLY TRUSTEE MEETINGS. THE DEPARTMENT HEADS OR REPRESENTATIVES SHOULD BE PREPARED TO REPORT ON THE PREVIOUS MONTHS ACTIVITIES AND THE UPCOMING MONTHS EVENTS FOR THEIR DEPARTMENT. A WRITTEN REPORT WILL BE PROVIDED TO THE TRUSTEES AND FISCAL OFFICER.
3. POLICE DEPT. EMPLOYEES WHEN WORKING OVI OR TASK FORCE WILL BE PAID THE AMOUNT THAT WILL BE REIMBURSED BY THE COUNTY OR DEPARTMENT THAT IS SPONSORING THE OVI: OVI STAFFING WILL BE AS FOLLOWS:
  - 1<sup>ST</sup>. - FULL TIME OFFICERS, THAT QUALIFY- IN ROTATION
  - 2<sup>ND</sup> - PART TIME EMPLOYEES IN ROTATION
  - 3<sup>RD</sup> - NON- MILTON TOWNSHIP OFFICERS IF NECESSARY

**Mr. Weimer moved to renew the contract with MK Consulting, to perform Zoning duties for a quarterly fee of \$5,400.00. Mr. Kurilla will provide his own vehicle, gas, liability and auto insurance and workers compensation, and provide proof of same. He will set his hours at his discretion but must meet the needs of the Township. This contract will be reviewed and renewed on a quarterly basis, 01-19-21-S24,** seconded by Mr. Campbell and passed with 3 ayes.

**Mr. Weimer moved to continue to have the Township provide vacation, sick time and health benefits for FULL TIME TOWNSHIP EMPLOYEES ONLY, AS FOLLOWS: AND to continue AFLAC coverage for full and part time employees AND contracted employees as follows, 01-19-21-S25,** seconded by Mr. Tomaino and passed with 3 ayes.

**FRINGE BENEFITS**

**VACATION: FULL TIME TOWNSHIP EMPLOYEES ONLY:**

1 WEEK AFTER	1 YEAR OF FULL-TIME EMPLOYMENT
2 WEEKS AFTER	2 YEARS OF FULL-TIME EMPLOYMENT
3 WEEKS AFTER	5 YEARS OF FULL TIME EMPLOYMENT
4 WEEKS AFTER	20 YEARS OF FULL TIME EMPLOYMENT.

VACATION LEAVE MUST BE TAKEN WITHIN THE ANNIVERSARY YEAR, OR IT IS LOST. ALL VACATION REQUESTS MUST BE SUBMITTED TWO (2) WEEKS IN ADVANCE. VACATIONS ARE SUBJECT TO THE APPROVAL OF YOUR IMMEDIATE SUPERVISOR.

**SICK PAY: FULL TIME TOWNSHIP EMPLOYEES ONLY -**

FULL TIME TOWNSHIP EMPLOYEES WILL EARN ONE AND ONE QUARTER DAYS OF SICK LEAVE PER MONTH WORKED WITH A MAXIMUM OF 720 TOTAL ACCUMULATED HOURS. AT RETIREMENT OR TERMINATION OF EMPLOYMENT FROM MILTON TOWNSHIP THE EMPLOYEE WILL BE PAID FOR 50% OF THE ACCRUED SICK TIME EARNED UP TO A MAXIMUM OF 360 HOURS OR 45- 8 HOUR DAYS AT THEIR CURRENT HOURLY RATE. AT TERMINATION OF EMPLOYMENT ANY ACCUMULATED SICK HOURS OVER THE 360 HOURS OF REIMBURSED TIME WILL BE FORFEITED.

ANY SICK TIME TRANSFERRED FROM ANOTHER POLICE DEPARTMENT AT THE TIME OF HIRE, WILL NOT QUALIFY FOR PAYOUT AT THE TIME OF RETIREMENT OR RESIGNATION, ONLY ¼ OF THE HOURS WILL BE

ELIGIBLE FOR THE PAYOUT BUT THE MAXIMUM PAYOUT OF SICK TIME INCLUDING TRANSFERRED HOURS IS 360 HOURS.

NO PART TIME EMPLOYEES ARE ELIGIBLE FOR SICK PAY ACCRUAL OR PAID SICK TIME OFF.

IF YOU ARE OFF SICK AND UNABLE TO COME TO WORK YOU MUST CALL YOUR IMMEDIATE SUPERVISOR OR THE RESPONSIBLE TRUSTEE FOR YOUR DEPARTMENT BEFORE THE SCHEDULED START OF YOUR WORK DAY. YOU MUST CALL YOUR SUPERVISOR EVERY DAY THAT YOU ARE NOT GOING TO BE AT WORK. AFTER 3 DAYS OFF YOU MUST HAVE A DOCTORS VERIFICATION TO COME BACK TO WORK. AFTER 3 DAYS OFF WITHOUT NOTIFICATION TO YOUR SUPERVISOR YOU WILL BE TERMINATED.

**HEALTH BENEFITS: FULL TIME TOWNSHIP EMPLOYEES AND ELECTED OFFICIALS ONLY:**

FULL TIME TOWNSHIP EMPLOYEES AND ELECTED OFFICIALS ARE ELIGIBLE FOR MEDICAL, DENTAL, VISION AND LIFE INSURANCE BENEFITS FOR TOWNSHIP EMPLOYEES AND THEIR DEPENDENTS (AS ALLOWED BY THE HEALTH CARE PROVIDER) AND IN ACCORDANCE WITH THE AFFORDABLE CARE ACT (ACA). CURRENTLY THESE BENEFITS ARE AVAILABLE AT NO COST TO THE EMPLOYEE. HOWEVER, WITH THE CONSTANT INCREASE IN MEDICAL AND HEALTH CARE COSTS THERE MAY COME A TIME WHEN THESE BENEFITS CAN NO LONGER BE PROVIDE WITHOUT A COST TO THE EMPLOYEE. THESE BENEFITS WILL BE REVIEWED AND REEVALUATED ON THE ANNIVERSARY DATE OF THE PROGRAM, ONCE EACH YEAR.

**AFLAC BENEFITS FOR FULL AND PART TIME EMPLOYEES AND CONTRACTED EMPLOYEES:**

AFLAC - CANCER, SHORT TERM DISABILITY, ACCIDENT AND PERSONAL SICKNESS IS OFFERED TO ALL TOWNSHIP EMPLOYEES AND CONTRACTED EMPLOYEES IF PERMITTED BY THE CONTRACTING COMPANY. THE TOWNSHIP WILL PAY 50% OF THE PREMIUM AND THE EMPLOYEE WILL HAVE A PAYROLL DEDUCTION OF PRE OR POST TAX OF THE OTHER 50% OF THE PREMIUM. TOWNSHIP EMPLOYEES AND CONTRACTED EMPLOYEES ARE ELIGIBLE TO SIGN UP DURING THE ANNUAL ENROLLMENT PERIOD WHICH IS OCTOBER 1, AFTER THEIR 90 DAY PROBATIONARY PERIOD.

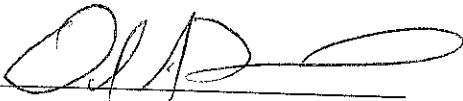
**MR. WEIMER MOVED TO APPOINT SPECIAL LEGAL COUNSEL, 01-19-21-S26,** seconded by Mr. Tomaino and passed with 3 ayes.

WHEREAS, the Township desires to retain and use special legal counsel in addition to the legal services provided by the county prosecutor, for legal advise and representation in township legal matters when necessary because of conflict of interest, prosecutor's availability and case load, and or the special expertise of the special legal counsel; now therefore

BE IT RESOLVED, that the Township appoint Attorney Mark S. Finamore as special legal council for the township on an as needed basis to be paid an hourly rate of \$100.00 for legal services provided the town ship.

**MR. WEIMER MOVED TO AUTHORIZE THE TRUSTEES TO MAKE ANY REVISIONS, REWRITES OR UPDATES DURING THE YEAR TO THE CURRENT MILTON TOWNSHIP HANDBOOK AS NEEDED OR MAY BECOME NECESSARY TO COMPLY WITH STATE AND FEDERAL REGULATIONS, AND AS THE TRUSTEES DEEM NECESSARY, 01-19-21-S27,** seconded by Mr. Tomaino and passed with 3 ayes.

**At approximately 11:33 AM Mr. Weimer moved to adjourn, 01-19-21-S28,** seconded by Mr. Tomaino and passed with 3 ayes.



Date: 2-16-21

