

**Working Session 4:45 PM:**

For the purposes of: Obtaining signatures for payment of the bills; department update: Legal; as well as agenda review.

**General Session:**

The regular meeting of the Monclova Township Board of Trustees commenced with the Pledge of Allegiance at 5:30 PM.

Roll call of members: Trustee Barbara Lang, present; Trustee Chuck Hoecherl, present; Trustee Trudy Vicary, present; Fiscal Officer Gavin Pike, present.

Chair gave a welcome to the attendees and those watching live from the website.

Chair noted change in agenda. Executive Session to discuss salary increases and employee discipline.

Vicary noted a correction to the minutes regarding Ohio Police and Fire Pension fund 24% employer contribution correct; but employee contributing of 12.25%, not 14%. Moved by Trustee Lang, seconded by Trustee Hoecherl, to dispense with the reading of the July 18, 2022 minutes and approve as corrected and submitted by Fiscal Officer Pike. Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

Moved by Trustee Lang, seconded by Trustee Hoecherl, to approve payment of the bills as presented by Fiscal Officer Pike totaling \$. Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

Hoecherl highlighted quarterly payment to the Lucas County Sheriff and Gerken Paving \$436,000+ for Crystal Ridge, Clearwater and Crimson Hollow. Hoecherl noted that money from gas tax and license fees cannot be reallocated to another department.

**Old Business:**

Fire Department staffing review by Chair Lang via PowerPoint slides.

Highlights: Draft Comparison of Standalone department and partnership.

Trustee Lang highlighted that these are all draft comparisons.

Spoke of employment comparisons. Addition of Crissey and Holloway locations; emphasized that Fire Station at Albon Road location would continue to be fully manned.

Geography

Staffing comparisons

Salary compensation; benefits;

Intangibles e.g. community outreach, shared equipment

Lang reviewed comments received from various residents and interested individuals.

Trustee Vicary commented on people questioning her loyalty. She has no connection to Springfield Township other than family business located in Holland, which is part of Springfield Township (6:00 PM). Her mother was a Springfield Township trustee many years ago. Vicary stated her home has been Monclova Township for many years and she is dedicated to Monclova. Vicary invited anyone to personally talk to her.

Trustee Hoecherl thanked everyone for coming to the meeting. Commented on feedback from others as well as social media commentary being vitriolic. Commented on unfounded rumors.

Hoecherl listed nine points for consideration (6:13 PM):

- 1) Direct Chief to develop a job description for full time firefighter paramedic and advance EMT based on a 48 our work week with a goal of 9/1.
- 2) Increase all part-time and paid per call employees by \$1.00 per hour effective the start of the next pay period.
- 3) Establish a weekend and holiday premium pay schedule where fire department part time and paid per call employees will receive an increase of \$1.00 per hour from 8pm Friday to 8am Monday and all federal holidays recognized by Monclova Township. To be effective the start of the next pay period.
- 4) Realizing many firefighters are legacy firefighters, upon consultation with the Employers Association, the Ohio Township Association (OTA), and the Ohio Fire Chiefs Association (OFCA), establish a Monclova Township nepotism policy for all full time, part time, and seasonal or temporary positions with the township. Implementation 9/15.
- 5) Establish a trustee liaison for each department with the township. A goal for this position would be to attend staff meetings or training session for each department, gather employee feedback, and report back to fellow trustees. A goal of attending one meeting every-other-month. Hoecherl suggested Trustee Lang for Administration and Zoning; Vicary for Maintenance; and Hoecherl for Fire. Implementation 8/15.
- 6) Upon consultation with Employers Association, OTA, and OFCA as well as engaging a marketing firm if necessary, develop a marketing, recruitment, and retention plan to help better attract, recruit, and retain new potential firefighters, EMTs, and cadets. Implementation goal 12/1.
- 7) Direct chief to develop a customized and individual training plan for all part-time and paid per call personnel who are not advance EMT, EMT, or certified engine drivers designed to bring each person to the next level with the next 12 months. Implementation goal 12/1.
- 8) Establish a five member interview committee to consist of chief Bernhard, Chief Homik, Administrator Grim, and two at-large members selected by the Board of Trustees. It is desirable that these at-large members have over 10 years of safety or EMS service, preferably be residents of the township, and will be compensated comparable to the Monclova Township Zoning Board members. Implementation 9/15.
- 9) Authorize Chief to post for the hiring of up to nine full-time firefighters paramedics and EMTs. Minimal staffing will be one paramedic and certified engine driver per shift. Salary range as described in Chief Bernhard's request with full healthcare and pension benefits currently being provided to other township employees. Each potential new full-time employee would be subject to successful background check, pre-employment testing and 129 day probationary period. Hiring goal of 11/1.

Hoecherl further commented on strategic plan committee. Lang commented that that should probably be the first thing the trustees act on.

Vicary thanked previous trustee boards who worked for the establishment of Joint Economic Development Zones and Districts (6:18 PM). Without the funds from these, ability for full-time fire staff would be impacted.

Chief Bernhard was invited to speak and review today's submittal for proposed full-time staff (6:21 PM). Bernhard spoke of staffing hours, hourly costs, reducing reliance on part-time staff, schedule of hiring, cost of four-position minimum and five-position minimum.

Vicary received verification that his written proposal is all-inclusive to healthcare, Ohio Police and Fire retirement contribution of 24% from township.

Hoecherl queried Law Director about a nepotism policy.  
Trustee Lang suggested additional comments from the audience.  
Carol Romiski, Wrenwood  
Dave Burkart, Lake Breeze Lane

Andrea Born, Ramm Road (6:48 PM)  
Janys Keck, Crystal Ridge  
Cathy Conlan, Ridge at Wrenwood (5:53 PM)  
Joan Meyer, Stonebrooke, (6:57 PM)  
Sue Lopes, (6:59 PM)  
Sheila Bernhard, Salisbury Road, (7:00 PM)  
Heidi Hess, Manatee Court, (7:02 PM)  
Stacy Owen, unknown address  
Jeremy Rands, Byrnwyck, (7:09 PM)

Hoecherl gave education on sewer project and opportunity for nearly 50% grant, as well as funding from JEDD as one of the speakers brought up this project. Hoecherl highlighted that ARP funds are restricted to certain types of projects.

Lang asked for any other public comment regarding the staffing issue.  
At 7:16 PM, Lang noted items that will be addressed in Executive Session. Nepotism policy was directed to Law Director Sanderson. Discussion for liaisons for various departments. Conversation ensued. Vicary suggested assigning herself as the Maintenance Department liaison; she further suggested Hoecherl as the liaison for Fire Department, and Lang as the liaison for Administration and Zoning. Trustees agreed that this assignment would be for six months and then they would re-evaluate.

Hiring Committee was commented on. Harold Grim was suggested for a seat on that committee. This will be revisited, perhaps after Executive Session this evening.

**New Business:**

No new business.

**Township Administrator's Report:**

Lang moved, Vicary seconded, to approve Resolution 08012022-01, Authorizing the Administrator to request engineering assistance from the Office of the Lucas County Engineer in preparing an OPWC application for the township's 2024 Resurfacing Project including streets in Waterside and Old Town. Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

Lang noted that she lives in Brandywine but there is no ethics conflict with the nature of this project. Hoecherl moved, Vicary seconded, to approve Resolution 08012022-02, Authorizing the Administrator to request engineering assistance from the Office of the Lucas County Engineer to provide construction administration and inspection services for the micro-surfacing project on Byrnwyck West, Mill Ridge Road, Plumbrook Road and Hickory Hill Court. Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

Discussion regarding Albon and Salisbury roundabout project. The maintenance department will be removing the existing weeds and debris. Vicary moved, Hoecherl seconded, to approve \$4,000 for the purchase of trees and supplies to upgrade the center island of the Albon and Salisbury Roads roundabout to new County Engineer specifications. Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

**Executive Session:**

Moved by Lang, seconded by Vicary, to close General Session and move into Executive Session for the purposes of discussing salary increases and employee discipline. Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

Moved by Lang, seconded by Vicary, to return from Executive Session and enter into General Session. Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

Lang commented on giving Chief tools to solve some specific issues. Salaries are one of the tools that can help.

Lang moved to increase weekend pay through end of year for firefighter EMT, firefighter advanced EMT, firefighter paramedic, lieutenant, captain – additional hourly rate of \$5 per hour for weekend hours from 7pm Friday through 7am Monday; effective the start of the next pay period starting August 11<sup>th</sup>.  
Seconded by Hoecherl. Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

Lang moved to increase weekend pay until the end of the year for a recruit from current rate to \$15; recruit with training from the current rate to \$18; effective starting next pay period, 8/11 and for the weekend hours from 7pm Friday to 7am Monday.

Seconded by Vicary.

Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

Lang stated that the trustees hopes it solves some immediate issues.

Law Director Sanderson will work on nepotism policy.

Trustee liaison has been established.

Interview committee potential members will be called.

Lang asked if there were any other items that the Board would like to accomplish tonight.

Hoecherl moved to authorize Chief Bernhard to post for the hiring of up to 9 full-time firefighter-EMTs, paramedics and advanced EMTs; minimal staffing will be one paramedic/one certified engine driver per shift  
Salary range as described in Chief Bernhard's report. Full healthcare and pension benefits that are currently being provided to other township employees. Each potential new full-time employ is subject to successful background check; pre-employment testing; and 100-day probationary period. (Inaudible between Vicary and Hoecherl)  
Seconded by Lang with Lang adding that the motion was "up to nine" and in prior discussion it was nine. Lang recommended that the motion be changed; additionally she would like to see a goal added for completion.

Hoecherl amended his motion to state: nine full-time firefighters with a hiring goal of November 1, 2022.

Hoecherl re-introduced his motion as follows:

Hoecherl moved to authorize Chief Bernhard to post for the hiring of 9 full-time firefighters, paramedics and advanced EMTs;

Chief suggestion on qualifications of hires, specifically "advanced."

Hoecherl moved to authorize Chief Bernhard to post for the hiring of 9 full-time firefighters paramedics and EMTs with minimal staffing of one paramedic/one certified engine driver per shift. Salary range as described in Chief Bernhard's report with full healthcare and pension benefits as being provided to other township employees. Each potential new full-time employ is subject to successful background check; pre-employment testing; and 120-day probationary period with a hiring goal of November 1, 2022.

Seconded by Lang.

Discussion from the Board: Hoecherl commented on optimal hiring of six paramedics. Chief Bernhard recognized that hiring goal. Lang noted that Chief's timeline is more end of September. Chief verbally confirmed that. Lang remarked that the addition of committee members might extend Chief's timeline to November. Lang mentioned that there is more work for the Board to do. If she votes no it's because she believes there is still room for conversation. Hoecherl commented on room for improvement.

Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

Talk about increase in training. Strategic committee. Paid part-time conversation is part of future discussion.

Unidentified firefighter asked about pay increases for staff working during the weekday. Vicary and Lang both commented that other items need to be worked on during the process. Tonight they are addressing an immediate need of staffing on the weekends and giving Chief tools to use to accomplish that.

Lang stated that there are three items for old business from this evening's discussion that will be addressed at the first meeting in September: Increase training, Strategic Committee; pay for part-time staff.

Hoecherl and Vicary commented on Administrator Grim being a member of the Committee. Lang noted that Mr. Grim has additional work due to some of these changes. Suggested Grim may need assistance in one way or another to get some of this extra work accomplished. Lang suggested that Grim bring that forward to the trustees.

**Adjournment:**

Moved by Vicary, seconded by Hoecherl, to adjourn at approximately 9 PM. Mr. Pike called roll: Lang, yes; Hoecherl, yes; Vicary, yes.

ATTEST: \_\_\_\_\_  
Gavin S. Pike, Fiscal Officer

BOARD OF TRUSTEES Accepted 08/15/2022

\_\_\_\_\_  
Barbara S. Lang

\_\_\_\_\_  
Charles V. Hoecherl

\_\_\_\_\_  
Trudy Vicary

Roll calls taken in random order. Official minutes will display signatures. This meeting was electronically recorded. Audio is available at [monclovatwp.org](http://monclovatwp.org) during that same calendar year. Also on file in the Office of the Fiscal Officer in accordance with the township's Records Retention Schedule.

**Payment Listing**

Year 2022

Payment Advice #	Post Date	Transaction Date	Type	Vendor / Payee	Amount	Status
171-2022	08/01/2022	07/27/2022	CH	TOLEDO EDISON COMPANY	\$1,527.38	O
172-2022	08/01/2022	07/27/2022	CH	TOLEDO EDISON COMPANY	\$28,721.39	O
173-2022	08/01/2022	07/27/2022	CH	spectrum enterprises	\$880.75	O
174-2022	08/01/2022	07/27/2022	CH	VERIZON WIRELESS	\$58.62	O
175-2022	08/01/2022	07/27/2022	CH	OHIO GAS COMPANY	\$95.96	O
176-2022	08/01/2022	07/27/2022	CH	CITY OF TOLEDO	\$232.08	O
177-2022	08/01/2022	07/27/2022	CH	DELTA DENTAL PLAN OF OHIO	\$1,012.31	O
178-2022	08/01/2022	07/27/2022	CH	Consumer Life Insurance company	\$343.38	O
179-2022	08/01/2022	07/27/2022	CH	Ohio Deferred Comp	\$1,340.00	O
180-2022	08/01/2022	07/27/2022	CH	Padgett Business Services	\$395.00	O
181-2022	07/27/2022	07/27/2022	CH	TRI-COUNTY FUELS	\$2,117.09	O
182-2022	07/27/2022	07/27/2022	CH	TRI-COUNTY FUELS	\$2,053.74	O
183-2022	07/27/2022	07/27/2022	CH	OHIO PUBLIC EMPLOYEES RETIREMENT S	\$17,052.86	O
184-2022	07/27/2022	07/27/2022	CH	Payroll	\$53,810.89	O
185-2022	07/27/2022	07/27/2022	CH	OHIO POLICE & FIRE PENSION FUND	\$7,540.27	O
5124	07/27/2022	07/27/2022	AW	Lucas County Sheriff	\$197,595.77	O
5125	08/01/2022	07/27/2022	AW	IMAGE GROUP	\$448.89	O
5126	08/01/2022	07/27/2022	AW	AG PRO	\$247.18	O
5127	08/01/2022	07/27/2022	AW	STONECO, INC.	\$311.78	O
5128	08/01/2022	07/27/2022	AW	Fisher Auto Parts, Inc.	\$68.22	O
5129	08/01/2022	07/27/2022	AW	Swan Creek Landscaping	\$110.00	O
5130	08/01/2022	07/27/2022	AW	AMERICAN FENCE	\$850.00	O
5131	08/01/2022	07/27/2022	AW	THOMAS EQUIPMENT, INC.	\$413.72	O
5132	08/01/2022	07/27/2022	AW	P&R Communications Service, Inc.	\$278.81	O
5133	08/01/2022	07/27/2022	AW	SBH Medical Ltd.	\$118.10	O
5134	08/01/2022	07/27/2022	AW	McKesson	\$128.70	O
5135	08/01/2022	07/27/2022	AW	Federal Fire Equipment	\$60.00	O
5136	08/01/2022	07/27/2022	AW	ST. LUKES HOSPITAL	\$3.14	O
5137	08/01/2022	07/27/2022	AW	Buckeye Emergency Vehicle Products	\$125.00	O
5138	08/01/2022	07/27/2022	AW	Emerge	\$2,356.92	O
5139	08/01/2022	07/27/2022	AW	MT Business Technologies, Inc.	\$146.24	O
5140	08/01/2022	07/27/2022	AW	THE MIRROR	\$75.00	O
5141	08/01/2022	07/27/2022	AW	TRIOTECH CORPORATION	\$241.50	O
5142	08/01/2022	07/27/2022	AW	Ohio Conference of Teamsters & Industry Hea	\$31,509.00	O
5143	08/01/2022	07/27/2022	AW	PNC Bank Great-West Trust Co. LLC	\$275.00	O
5144	08/01/2022	07/27/2022	AW	National DRIVE	\$3.00	O
5145	08/01/2022	07/27/2022	AW	MONCLOVA TOWNSHIP FIREFIGHTERS AS	\$70.50	O
5146	08/01/2022	07/27/2022	AW	Lucas Parmalee	\$52.25	O
5147	08/01/2022	07/27/2022	AW	Ram Exterminators, LLC	\$100.00	O
5148	08/01/2022	07/27/2022	AW	Gerken Paving Inc.	\$436,018.82	O
Total Payments:					\$788,789.26	
Total Conversion Vouchers:					\$0.00	
Total Less Conversion Vouchers:					\$788,789.26	

**Payment Listing**

Year 2022

Payroll Manual Warrant, PR - Payroll Warrant, RW - Reduction of Receipt Warrant, SW - Skipped Warrant, WH - Withholding Warrant, WM - Withholding Manual, WS - Special Warrant, CH - Electronic Payment Advice, IL - Investment Loss, EP - Payroll EFT Voucher, CV - Payroll Conversion Voucher, SV - Payroll Special Voucher, EW - Withholding Voucher, POS ADJ - Positive Adjustment, NEG ADJ - Negative Adjustment, POS REAL - Positive Reallocation, NEG REAL - Negative Reallocation

Status: O - Outstanding, C - Cleared, V - Voided, B - Batch

\* Asterisked amounts are not included in report totals. These transactions occurred outside the reported date range but are listed for reference.