

RECORD OF PROCEEDINGS

Minutes of the Special Year-End Meeting of the Oxford Township Board of Trustees
Held December 29, 2020 at 10:00 A.M., Page 602

The purpose of this meeting is to finalize township business for the fiscal year 2020 and conduct any other township business if necessary.

The special year-end meeting of the Board of Trustees of Oxford Township was called to order by Chairman Lewis.

Roll call: Steve Lewis, Present; Jim Hatten, present; Craig Pittman, present.

There was discussion regarding the scheduling of the 2021 regular meetings. The resolution will be prepared by the fiscal officer and presented at the January 12, 2021 regular / organizational meeting.

Dave Wheeland's term on the Oxford Township Board of Appeals will expire on December 31, 2020 and Howard Thatcher's term on the Oxford Township Zoning Commissions Board will expire on December 31, 2020. Hatten has confirmed that both Dave Wheeland and Howard Thatcher have agreed to run for a second term expiring on December 31, 2025. A motion to approve will be presented at the January 12, 2021 regular / organizational meeting.

A motion was made by Hatten and seconded by Pittman to adopt the following Resolution No. 12-2020-15. ESTABLISHING AN EMPLOYEE LONGEVITY PAY POLICY, WHEREAS, the Oxford Township Board of Trustees desires to reward Township employees for their dedicated years of service in the employ of the Township; and, WHEREAS, the Board desires to reward such Township employees by establishing a longevity pay policy with the following parameters:

A. As compensation for years of service to Oxford Township, Delaware County full time and part time employees shall be entitled additional compensation based upon consecutive years of completed service. This pay benefit is not retroactive.

B. Compensation shall begin after the completion of the (1) first year. Compensation shall continue as follows each year. Compensation will be paid out at year end of current year.

- After completion of one (1) year (no matter when it falls during the year) full time employee will receive \$300.00 and the Part Time Employee will receive \$150.00 at year end.
- After completion of five (5) years (no matter when it falls during the year) full time employees will receive \$600.00 and part time employees will receive \$300.00 at year end.
- After completion of ten (10) years (no matter when it falls during the year) full time employees will receive \$900.00 and part time employees will receive \$450.00 at year end.
- Longevity pay caps at ten (10) years.

Resolution is effective December 29, 2020. Vote: All yeas. Motion carried. Resolution duly passed.

There was discussion regarding health care reimbursement. Oxford Township's current Resolution No. 06-2017-01 states the maximum reimbursement for an employee with individual coverage is \$4,950.00 and the maximum reimbursement for an employee with family coverage is \$6,000.00. With discussion regarding the increase in insurance rates a motion was made by Hatten and seconded by Lewis to increase the townships reimbursement for health care to the maximum set by Federal and Ohio law which is the following: Employee with individual coverage is \$4,950.00 and an employee with family coverage is \$10,000.00 to become effective on January 1, 2021. Vote: All yeas. Motion carried. Fiscal Officer Leienberger will prepare new resolution to be presented at the January 12, 2021 regular / organizational meeting.

Pittman received a call from Robert Thomas regarding the usage of the baseball fields at the park for the spring and summer of 2021. The trustees discussed other calls they have received regarding the opening of the park and township hall. To start the process of getting the park and township hall reopened from the closure of covid-19 it was decided upon to first contact the Delaware General Health District to see what the current CDC guidelines are for Covid-19 and check into the availability of Covid-19 Cares Act grant money.

Current bills of \$16,047.82 were presented for approval and payment during the latter part of December. After review, a motion was made by Lewis and seconded by Hatten to pay same. Vote: All yeas. Motion carried. (Cks -11136 to 11159 - \$11,956.57, Vchr. 112 - \$2,647.40, Vchr. 113 - \$1,104.04, Vchr. 114 - \$245.36, Vchr. 115 - \$94.45). A list of these checks and their payees are on file in the fiscal officer's office.

This concluded the business for the meeting and a motion was made by _____ and seconded by _____ to adjourn. Vote: All yeas. Motion carried.

Approved: _____ Chairman

Attest: _____ Fiscal Officer