

**The Board of Trustees of Sugarcreek Township, Greene County, Ohio, met in Work Session on April 15, 2013, at 5:30 p.m., at 2090 Ferry Road, Bellbrook, Ohio 45305.**

1. Mr. Pittman called the meeting to order at 5:30 pm.
2. Mr. Tiffany called the roll with Board Members Nadine Daugherty, Mike Pittman and Scott Bryant present. Mr. Hodson was absent.

**3. Department Discussion Items –**

**Zoning-** Cara discussed the need for zoning options on properties which may be subject to annexation. She said, right now, we have a residential plan that is subject to fifty percent open space and she doesn't know if that is realistic since neighboring entities will allow for different development. Cara said, at this point, she is looking for feed back from others. Mr. Tiffany said his suggestion would be to initiate a text amendment and get it to the BZC to be discussed so they can make recommendations to the Board. Cara said we have developers talking to Beavercreek, Centerville and Bellbrook on various parcels in the Township and we need to have options to get ahead of them. She said the 'Traditions' development (Schwartzkopf property) has fifty percent open space and does not think that may be feasible. Mr. Tiffany said he and Cara have talked to developers interested in developing the Schwartzkopf and Black properties and are looking at where they could get the best deals. Mr. Pittman said he doesn't have a problem with zoning options. Mr. Bryant said he also agrees that we should have options to help prevent the loss of property. He said we can come up with various options but we won't know what is really needed until we talk with the developer. The question is if we want to keep the property, how do we know what the answer is? Cara said we know to a good extent what is possible in Beavercreek, Centerville and Bellbrook. She said we can look in their toolboxes and then look in ours to see what tools are missing. Mr. Bryant said he agrees but how do we know what tools we want. Mr. Pittman said, in the last few years, no one is beating down our doors to do any development so maybe something needs to be adjusted. He said he likes the idea of creative development versus conservation development. Mr. Tiffany said the time when people were buying \$750,000 homes on a five acre tract is gone. Now they are buying \$250 - \$300,000 homes on a one half acre lot. Mr. Pittman said he would go along with that but we would still need some open space. Mr. Tiffany said that's where we could use the 30% but we don't have that right now. Cara said getting the required density and retain the 50% open space has a big impact on lot size. Mrs. Daugherty said we do need some quality of open space. Mr. Tiffany said Cara has done a really good job with this. He said she is not targeting this for the Community but for where it fits and where it doesn't. He said you look at parcels and see where our conservation development fits and where it would not. Mr. Tiffany said he thinks this is a big step for us. Cara said she posed a situation in her draft for the Board and asked what they thought. Mr. Tiffany said he would advise them to just consider it. He said it should go to the BZC and then back to the Board. Mr. Bryant said he is in agreement with the resolution. Cara asked if the Board wanted to apply this to the urbanized areas and to annexation threats or only to possible annexation threats. Mr. Bryant said we should give it to the BZC and let them decide if we need the urban or something else to go along with the annexation threat. Mrs. Daugherty said then our Resolution will be just to initiate the text amendment. Mr. Tiffany said it would. Cara said this will be one step in a two step process. Mr. Bryant said, even though we initiate the Resolution tonight, I think we should sit down with the BZC and share what our vision is for the Township. Mr. Pittman agreed.

Cara said she got a letter from O.D.O.T. to pass a final Resolution to accept the project to allow them to put it out to bid so we can get started building. She said that will be ready for the first meeting in May.

**Police Department –** Chief Brown said they were in the process of hiring and had received about 50 resumes. He said he went through and eliminated some and about 33 were invited for pretesting. He said about 18 showed up and 11 passed. Mrs. Daugherty asked how many full-time positions. Chief Brown said one but they may start looking to build up the part-time. Chief Brown reviewed some of the educational and physical criteria used to get to 11 candidates. He said of the 11, two more were eliminated on the basis of background checks.

Mr. Pittman asked if any women applied. Chief Brown said there were two in the remaining candidates. He also said, of those remaining, three or four are graduates of the Greene County Career Center.

Fire Department - Chief Pavlak said Ladder 72 has been inspected but there were no major problems. He said in March and April we have our annual inspections. Chief Pavlak said we had an incident on the road where a hose fell out of our truck. He said, however, there was minimal damage and no one was hurt. Chief Pavlak discussed the Resolutions on tonight's agenda regarding new employees and those leaving. He also said we have a couple of employees that will be leaving when they lose their health benefits.

Administration – Mr. Tiffany said he had some good news regarding our renewal rate with Anthem. He said the original rate came in at 8.3% but has been negotiated down to 4.0%. He said some jurisdictions were getting anywhere from 11% to 20% increases. Mr. Tiffany said they would like a commitment from us and we would like to do so. He said we are still looking at some other options and Karen is putting together a package on that. Mr. Tiffany said we are looking at bonuses for employees who can use their spouses insurance. He said Anthem has also committed to \$3600.00 for a wellness program like we had last year. Mr. Bryant said he thought we should move forward by looking at reducing our health costs by 5 to 10% by increasing our employee contributions and by looking at some of the options we are currently reviewing. He said our personnel costs are the highest costs we have and would like to set a goal of dropping them by 10% of last years cost. Mrs. Daugherty asked if an employees spouse had insurance if we could make them drop ours. Mr. Tiffany said if an employee spouse had insurance available to them then the spouse cannot be on ours. He said this is very common and this is one of the options we want to present. Mr. Bryant said he thinks we're on the right track and would still like to try to drop insurance costs by 10% by using various option and employee contributions. Mr. Pittman said he was okay with looking at reducing costs but said since our wages were a little less we have rewarded our employees with excellent benefits. Mrs. Daugherty said she would like to make raising the employees cost the last resort in cutting costs.

Mr. Tiffany said at the last meeting we talked about part-time benefits. He said he thought those on it should end with the end of the plan year and any new employees should not be offered it. Chief Pavlak said we should also eliminate the paid time off for part-time employees at the same time. Mr. Tiffany said we will draft a Resolution to remove the PTO and part-time health benefits. The Board discussed the upcoming open house with regards to advertising, refreshments and possible hand-outs. Mr. Tiffany said Cara talked to Lofino's today about the Farmers Market.

Mr. Pittman moved to adjourn to Executive Session to discuss personnel issues (O.R.C. 1222.G1). Mrs. Daugherty seconded. Roll was called with the vote being as follows:

Mr. Bryant – Yes  
Mrs. Daugherty – Yes  
Mr. Pittman – Yes