

The Board of Trustees of Sugarcreek Township, Greene County, Ohio, met in Work Session on December 17, 2012, at 5:30 p.m., at 2090 Ferry Road, Bellbrook, Ohio 45305.

1. Mrs. Daugherty called the meeting to order at 5:30 pm.
2. Mr. Hodson called the roll with Board Members Nadine Daugherty, Mike Pittman and Scott Bryant present. In addition to Township Administrator Barry Tiffany, others present were Chief Deaton, Chief Pavlak, Cara Tilford, Officer White, Officer Boland, Karen Shroyer and Donna Hellman.

Mr. Tiffany said he put invitations in the Trustees boxes for a Clout Breakfast scheduled for January 30, 2013. He said January 30th was the first day of the OTA Conference.

3. **Discussion Items**

Zoning Permit Fees - Cara said she had prepared a chart comparing our Zoning Fees with other surrounding entities and provided the Board with copies. She suggested fees for four things our Township could do that other entities were doing. She said businesses could be charged a fee for Letters of Compliance. Cara said we could apply charges to Commercial submissions for Revisions to Zoning Certificates. She said she thought one half of the original fee would be appropriate. Cara said she thought a one hundred dollar fee for commercial parking lots would be appropriate. Lastly she said we could charge for Telecommunication Facility renewal fees. Cara also mentioned a few things that could be removed from our current fee schedule. Accessory structures were discussed and Mr. Tiffany said, in his experience, the higher the fee the fewer permits were pulled. Mr. Pittman said fees should be related to how much time was involved. Mr. Tiffany said we do consider time in our costs. Mr. Pittman said it's tough when you apply for a variance and lose. Mr. Bryant said he was okay with that. If you start to waive some it gets to be 'he didn't pay so why do I have to'. He said he would like to see Commercial fees come down to encourage development. Mr. Tiffany reminded the Board that the Fire Department charges their fees in addition to zoning fees. The Board then discussed minimum and maximum fees for commercial development. Mr. Bryant said we are currently looking for pros and cons but we have to be competitively priced commercially. The suggestions were to be reviewed and discussed at a later date to be formalized.

Road Supervisor – Mr. Tiffany said he had an advertisement prepared for publication for the position. Mr. Tiffany asked if the Board wanted a Road employee to be present at the Board meetings. Mr. Bryant said, as time goes on, we need someone from the Department speaking for it. Mrs. Daugherty said she liked the idea for the informative feedback on what they are doing. Mr. Pittman asked if they were all hourly. Mr. Tiffany responded that they were. Mrs. Daugherty said Tony would be a good representative. Mr. Tiffany said he didn't like doing it when he was temporarily in charge of the Department. Mr. Pittman said he doesn't mind an employee attending the meetings but did not want to pay overtime. Mr. Bryant suggested flex time. Chief Pavlak said it may interrupt their schedule in emergency situations. Mr. Bryant said he didn't care if they missed now and then. Mr. Tiffany said he would see what might be worked out with the Department employees.

Health Insurance (Obama Care) – Karen Shroyer passed out copies of a chart containing calculations of employees in accordance to the currently defined Federal formulas. Mr. Bryant asked how many full-time employees we had. Karen said according to current calculations we have seventy-five. Karen also handed out information from Downes, Fishel, Haas, and Kim Attorneys of the Patient Protection and Affordable Care Act. Mr. Bryant asked what the second table on the calculations sheet meant. Karen said it just confirms that we will be considered as a large company. Mr. Pittman asked if a Fire district takes us down in size. Mr. Tiffany said it would. Mr. Tiffany also said size determines how much penalty you may be assessed where penalties apply. Mr. Tiffany said Obama Care will start January 1, 2014. The discussion then centered around how many additional employees might be needed for 2013, the definition of part-time employees and how to keep hours controlled so not to exceed the maximum average allowed to avoid having to offer full-time benefits to part-time employees so costs could be controlled, how to implement our 2013 look-back period to control our status for the January 1, 2014 implementation date and other possible options to control costs. Most of the discussion centered around the Township's current definition of part-time (employees expected not to exceed 1500 hours per year) and the new Obama Care definitions and when to implement changes for the 2013 look back period so additional problems would not be encountered in 2014. Mr. Tiffany said he would like to implement changes the first of the year. Chief Pavlak said he would like a little more time to determine his employee situation and how to implement changes for his Department. The Board

decided they would be okay with an additional thirty days and the Resolutions for those hired tonight would be left at 1500 hours per year. Mr. Tiffany mentioned there were discussions started with other entities to share costs to employ an expert on Obama Care to provide additional guidance.

The meeting adjourned at 6:50 pm.

Theodore L. Hodson, Fiscal Officer