COLERAIN
EST. 1794

Minutes

March 10, 2020

1. Opening of Meeting

Mr. Unger called the meeting to order at 6:00PM with all Board members present.

2. New Business

a. Policy Book Discussion

Mr. Milz said this is a special meeting regarding the employee policy book. He said the Board sets the policy and the staff carries it out.
Mr. Weckbach said the staff takes the policy book seriously and they execute the day-to-day operations based on that policy. He said the staff has identified some grey areas, which need Board direction.

Mr. Unger said he had some specific policy questions, which were brought forward by citizen Kathy Mohr.
He asked about the Board approval of health savings account contributions.
Mr. Wahlert asked about health care insurance being available for part-time employees.
Mr. Rajagopal spoke about the vacation and sick-leave policies. He said the leave should accrue by the pay period and not be dumped in all at once.
Mr. Unger said he could see the benefit of accrual of leave. He suggested if employees leave within the first year, the vacation would be deducted from the final pay check. He said this would apply to our non-union employees.
Mr. Milz said we have three types of employees: union, non-contract and those who have contracts with the Board. He said an unintended consequence is that if we're hiring a department head, it's difficult to pull professionals if there is not vacation allocation in the first year.
Mr. Weckbach discussed possible implementation of this policy.
Mr. Rajagopal asked about sick day donations to other employees. He said others only allow vacation days to be donated for sick days.
Mr. Milz said he's never seen an abuse of this and it works well.
Mr. Unger requested the staff draft a policy to have vacation pay deducted from a final paycheck, if an employee leaves before one year.
Mr. Unger said there are different rates for healthcare for single people versus employee and spouse.
Mr. Unger spoke about the retire/rehire policy and said the Board has implemented

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this.

Mr. Unger spoke about the public records policy. He suggested we clean-up this language regarding "reasonable" amount of time.

Mr. Wahlert spoke about the on-line portal and said it makes him nervous that it includes email addresses.

Mr. Sollmann said this is also a public record.

Mr. Unger spoke about the holiday schedule and personal days.

Mr. Unger spoke about the boards and commissions applications. He said we use the same application as the County.

Mr. Wahlert asked about a conflict of interest form.

Mr. Unger said it's not disqualifying someone has donated to a candidate.

Mr. Wahlert asked about donations to issues and PACs.

Mr. Weckbach requested the Board provide input about conflicts of interests.

Mr. Milz asked the Board to review the policies in the memo provided to the Board tonight.

Mr. Rajagopal asked about the financial advisory committee

Mr. Milz said after we were sued by Kathy Mohr and Stephanie Wright, for alleged violations of the open meeting act, in an abundance of caution, we are no longer taking input in an organized fashion. He said the Board wanted engagement, but after we were sued, we decided to pause.

3. Old Business

There was no Old Business to be discussed.

4. Adjournment

With no further business to come before the Board, at 6:47PM, Dan Unger made a motion to adjourn and Matt Wahlert offered the second. The roll was called:

Yes - Raj Rajagopal, Dan Unger, Matt Wahlert

No - None

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Fiscal Officer Trustee

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Trustee

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