Special Beavercreek Trustee's Meeting

Monday, June 9, 2014

Ms. Graff called the Special Trustee Meeting to order at 12:01 P.M. Those present were Trustees: Carol Graff, Dan Paxson, and Tom Kretz. Staff present: Assistant to the Fiscal Officer James V. Barone, Township Administrator Alex Zaharieff, Road Superintendent Tim Parks, Deputy Fire Chief Scott Dorsten, IT Manager Jeff Terry, Zoning Inspector/Administrator Ed Amrhein and HR Manager Trish Gustafson.

The Purpose of this Special Meeting is to meet in Open Session to discuss an employee recognition program within Beavercreek Township.

Mr. Amrhein, the chair of the committee, began discussions with the Board of Trustees on the proposal that was sent to all elected officials prior to the meeting, and he asked if anyone had any questions or comments regarding the proposal.

Mr. Paxson had several questions and comments, his first being that perhaps there should be outside representation on the committee to help keep things in check. He expressed concerns that there has been no direction set by the Board and that management is all over the place and not consistent. He also expressed that in his opinion, morale is at an all time low and wondered how to cultivate an environment that the Board of Trustees want.

He went on to add that he feels that there should be peer recognition, as the peers are the ones who know if someone is going beyond the scope of their job. He also added that there is an expectation of people doing what is required of them already regardless of recognition.

He also discussed the Fire Department Awards Banquet that is paid for by tax payer funds and explained that it is only for the Fire Department and largely attended only by on duty personnel as well as past firefighters and auxiliary members and those that will be receiving some kind of recognition. He would like to see a Township wide recognition banquet where everyone is invited. He also had some questions about eligibility, and he feels that discipline is designed to correct behavior, and sometimes it is unfairly pointed and should not preclude someone from being eligible.

Mr. Kretz spoke next and thanked Mr. Amrhein and the committee for the proposal, and he stated that it was a great start that covers a broad area. He stated the objective of this proposal was to avoid pitfalls and issues of the past. He prefers the word recognize instead of the word reward, and agrees with Mr. Paxson that reprimands should not be a life sentence. He also sees this program being broad enough so that everyone can compete, and feels that there should be a Township event with recognition at the annual chamber event and not just a fire event, and also fees that there should not be a tax payer burden.

Deputy Fire Chief Dorsten added that the Fire Department receives donations that have covered the banquet in the past.

Mr. Barone stated that any donations in the past were not earmarked for this banquet specifically and were not used to reduce the expenditure for the banquet. The funds were simply receipted into the fire fund under gifts and donations. He went on to state in order to correctly use the donated funds for this specific purpose, the funds should be used to reduce the specific expenditure.

Ms. Graff added that she agrees with Mr. Kretz that this should be recognition and not a reward and does not feel there should be any kind of monetary or financial reward.

Special Beavercreek Trustee's Meeting

Monday, June 9, 2014

Mr. Kretz agreed with Ms. Graff that there be no monetary compensation, and does not want this to end up being a popularity contest.

Mr. Paxson added that he would like to see a ceremony only and not a banquet dinner paid for with tax payer dollars.

Ms. Graff feels that the committee should be made up of Department Heads.

Mr. Kretz added that the objective is to come up with something better than what happened in the past. Mr. Paxson addressed that by saying that there was nothing wrong with what had happened in the past except for what happened last year, and sees this as a way to avoid that and added the majority of the Board's wishes were not carried out last year.

Mr. Paxson also spoke on the 15 page survey that was distributed and the fact that the document was not addressed, and feels that is a good indicator of where morale is.

Mr. Kretz sees a peer level, a committee level and a Trustee level to the program, and it should merge all departments.

Mr. Amrhein will have the committee meet again and bring forth edits to the proposal at a later date.

2014-217 Mr. Paxson made a motion to Adjourn at 12:51 P.M. Mr. Kretz seconded. Roll Call: Mr. Paxson, yes; Mr. Kretz, yes; and Ms. Graff, yes.

Trustee: _____

Fiscal Officer: _____