

The Board of Lake Township Trustees met in regular session at 6:30 p.m. at 12360 Market Avenue North, Hartville, Ohio with the following members present:

John Arnold, President  
Jeremy Yoder, Vice President  
Steve Miller, Member

Also Present:

Bob Moss    Joy Dingman

John Arnold called the regular meeting to order.

18-375 A resolution was made by John Arnold approving the minutes of September 24, 2018 meeting as submitted. Seconded by Steve Miller. Roll call votes were:

John Arnold        yes  
Jeremy Yoder      yes  
Steve Miller       yes

18-376 A resolution was made by John Arnold authorizing processing and payment of payroll for October 19, 2018. Seconded Steve Miller. Roll call votes were:

John Arnold        yes  
Jeremy Yoder      yes  
Steve Miller       yes

18-377 A resolution was made by John Arnold approving Financial (Fund/Appropriation/Revenue Status and Cash Summary by Fund) Reports as of October 8, 2018 reports will be attached to the minutes and made a part thereof. Seconded by Steve Miller. Roll call votes were:

John Arnold        yes  
Jeremy Yoder      yes  
Steve Miller       yes

18-378 A resolution was made by John Arnold authorizing all EXPENDITURES as of October 8, 2018 in the amount of \$785,809.57 reports will be attached to the minutes and made a part thereof. Seconded by Jeremy Yoder. Roll call votes were:

John Arnold        yes  
Jeremy Yoder      yes  
Steve Miller       yes

- The Board noted that amount includes \$684,493.75 in payment to the Fire Departments

**CORRESPONDENCE**

1. Ohio Township Association – October 2018 *Grassroots Clippings* newsletter; legislative alerts and information
2. CareWorks – reminder to cash Bureau of Workers’ Compensation rebate checks as part of the \$1.5 billion back rebate
3. 415 Group – Monthly IT Summary report
4. Kiersten Pepper/Lake Elementary – request for Board member to visit Third Grade class at Lake Elementary
5. Stark County Regional Planning Commission – notice of Fair Housing luncheon on October 30<sup>th</sup>; notice of Stark County Regional Planning Commission on October 9<sup>th</sup> at 7:30 p.m.; notice that RPC is seeking new members on its Subdivision Review Subcommittee; October 9<sup>th</sup> Meeting Agenda and September 9<sup>th</sup> Meeting Minutes; announcement of 3<sup>rd</sup> public forum for the Hall of Fame Land Use & Transportation Study on October 17<sup>th</sup>
6. Abbie Neo – inquiring about potential projects for their environmental club at Lake High School
7. Charles E. Harris & Associates, Inc. – information about their firm and services
8. The University of Akron CUE – notice that non-committed bid from Cargill was awarded and information about supplemental bids received for road salt; requesting a committed number of tons for road salt if want to purchase at \$102/ton
9. United States Bankruptcy Court – information regarding FirstEnergy Solutions Corp., et al., bankruptcy
10. Stark Parks – notice of Five-Year Plan public meeting dates
11. David Eigel – concerns about speed limit on Nimishillen Church Street and the condition of various trees along his property
12. Coalition of Large Ohio Urban Townships (CLOUT) – reminder to complete Wage & Benefit Survey
13. T-Mobile for Government – information about their services
14. Stark Metropolitan Housing Authority – information regarding October 30<sup>th</sup> Fair Housing Luncheon
15. Stark County Recorder – October issue of *The Recorder* newsletter
16. Gauer Rental – information about their services

**DEPARTMENT REPORTS**

**Police Department**

- None

**Road Department**

- None

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**Zoning Department**

- None

**Fire Departments/Fire Prevention Office**

- None

**OLD BUSINESS:**

- None

**NEW BUSINESS:**

18-379 A resolution was made by John Arnold authorizing the Board and Fiscal Officer to execute the following Road Open Permit:

- D-18-35: Dominion Energy Ohio – Peppertree Ave. (install new long side Service line)

Seconded by Steve Miller. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

18-380 A resolution was made by John Arnold to move the November 12, 2018 regular meeting of the Board of Trustees to Tuesday, November 13, 2018 at 6:30 p.m. in observance of Veterans day. Seconded by Jeremy Yoder. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

18-381 Trustee Arnold motioned the following resolution:

WHEREAS, Lake Township is committed to ensuring the safety and security of all those living in and visiting Lake Township and

WHEREAS, fire is a serious public safety concern both locally and nationally, and homes are the locations where people are at greatest risk from fire; and

WHEREAS, home fires killed 2,735 people in the United States in 2016, according to the National Fire Protection Association (NFPA), and fire departments in the United States responded to 352,000 home fires; and

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WHEREAS, the majority of U.S. fire deaths (4 out of 5) occur at home each year; and

WHEREAS, the fire death rate per 1000 home fires reported to U.S. fire departments was 10 percent higher in 2016 than in 1980; and

WHEREAS, Lake Township residents should identify places in their home where fires can start and eliminate those hazards; and

WHEREAS, working smoke alarms cut the risk of dying in reported home fires in half; and

WHEREAS, Lake Township residents should install smoke alarms in every sleeping room, outside each separate sleeping area, and on every level of the home; and

WHEREAS, Lake Township residents should listen for the sound of the smoke alarm and when it sounds respond by going outside immediately to the designated meeting place;

WHEREAS, Lake Township residents who have planned and practiced a home fire escape plan are more prepared and will therefore be more likely to survive a fire; and

WHEREAS, Lake Township's first responders from Greentown, Uniontown and Hartville fire departments are dedicated to reducing the occurrence of home fires and home fire injuries through prevention and protection education; and

WHEREAS, Lake township's residents are responsive to public education measures and can act to increase their safety from fire, especially in their homes; and

WHEREAS, the 2018 Fire Prevention Week theme, "Look. Listen. Learn. Be aware – fire can happen anywhere effectively serves to remind us that we need to take personal steps to increase our safety from fire.

THEREFORE, the Lake Township Trustees do hereby proclaim October 7-13, 2018, as Fire Prevention Week throughout this township, and we urge all the people of Lake Township to be aware of their surroundings, look for available ways out in the event of a fire or other emergency, respond when the smoke alarm sounds by exiting the building immediately, and to support the many public safety activities and efforts of Greentown, Uniontown, and Hartville fire and emergency services during Fire Prevention Week 2018.

Seconded by Jeremy Yoder. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

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18-382 A resolution was made by John Arnold accepting the resignation of Donald C. Biltz, effective immediately, as an auxiliary Road Department employee. Seconded by Steve Miller. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

18-383 A resolution was made by John Arnold accepting the request and authorizing an expenditure to Northstar Asphalt for an amount not to exceed \$3,500.00 for the striping of Andrews Street. The rate per mile is based on the successful 2018 Paving Bid Proposal received from Northstar Asphalt and will be invoiced separately from the 2018 Agreement. Seconded by Steve Miller. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

18-384 A resolution accepting the “Delivery Option from Cleveland” for 400 tons of road salt from Nordonia Landscape Supplies pursuant to their September 30, 2018 Estimate at a rate of \$12.85 per ton delivered. Seconded by Jeremy Yoder. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

18-385 Trustee Arnold motioned the following resolution:

WHEREAS, the Lake Township Board of Trustees, by Resolution, have entered into Fire Protection Contracts with the Greentown Volunteer Fire Department, Hartville Volunteer Fire Department and the Uniontown Fire Department for fire protection and emergency medical services and

WHEREAS, the Fire Departments utilized the Ohio Fire Code and the Ohio Building Code as resources to help safeguard the public health and safety of the people and inhabitants of Lake Township;

NOW, THEREFORE BE IT RESOLVED that the Lake Township Board of Trustees, recognize the 2017 Ohio Fire Code and the 2017 Ohio Building Code as the standard code applications being utilized by the Greentown Volunteer Fire Department, Hartville Volunteer Fire Department and the Uniontown Fire Department as resources to help safeguard the public health, safety and welfare of the people and inhabitants of Lake Township, and as the same be amended from time to time, is hereby recognized by the board of Lake Township Trustees.

Seconded by Steve Miller. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

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- 18-386 A resolution was made by John Arnold accepting the October 5, 2018 Quote No. ES802257 from Barrington Carpet and Flooring and authorizing an expenditure, in the amount of \$12,272.13, for the purchase and installation of new carpet/flooring for the upper level of the Uniontown Police Department at 1635 Edison Street NW, Uniontown. Seconded by Steve Miller. Roll call votes were:
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| John Arnold  | yes |
| Jeremy Yoder | yes |
| Steve Miller | yes |
- 18-387 A resolution was made by John Arnold accepting the October 4, 2018 Quote No. 40210 from Hartville Hardware and authorizing an expenditure, in the amount of \$28,675.32, for the purchase and installation of windows and doors for the Uniontown Police Department at 1635 Edison Street NW, Uniontown. Seconded by Steve Miller. Roll call votes were:
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| John Arnold  | yes |
| Jeremy Yoder | yes |
| Steve Miller | yes |
- 18-388 A resolution was made by John Arnold accepting the Proposal received from B.T. Klein's Landscaping and authorizing an expenditure for an amount not to exceed \$6,176.65, for the materials and labor necessary to replace the existing retaining wall for the Uniontown Police Department at 1635 Edison Street NW, Uniontown. Seconded by Steve Miller. Roll call votes were:
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| John Arnold  | yes |
| Jeremy Yoder | yes |
| Steve Miller | yes |
- 18-389 A resolution was made by John Arnold accepting the July 9, 2018 and July 12, 2018 Quotes from Adams Signs and authorizing an expenditure in the amount of \$27,756.00 for the purchase and installation of a double-face freestanding LED sign and an LED wall sign for the Uniontown Police Department at 1635 Edison Street NW, Uniontown. Seconded by Steve Miller. Roll call votes were:
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| John Arnold  | yes |
| Jeremy Yoder | yes |
| Steve Miller | yes |
- 18-390 A resolution was made by John Arnold accepting the March 29, 2018 Quote No. 731676610 from B & H Photo and authorizing an expenditure, for the Police Department, in the amount of \$1,791.00 for the purchase of nine (9) Canon Powershot Elph digital cameras. Seconded by Steve Miller. Roll call votes were:
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| John Arnold  | yes |
| Jeremy Yoder | yes |
| Steve Miller | yes |

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18-391 A resolution was made by John Arnold accepting the June 13, 2018 Quote No. 3927884 from All Construction Services and authorizing an expenditure, in the amount of \$13,878.00, for the material and labor necessary to insulate the detached garage for the Uniontown Police Department at 1635 Edison Street NW, Uniontown. Seconded by Steve Miller. Roll call votes were:

John Arnold      yes  
Jeremy Yoder     yes  
Steve Miller      yes

18-392 A resolution was made by John Arnold accepting the September 25, 2018 Estimate Nos. 0002 and 0003 from Media 144 Security Solutions and authorizing an expenditure, in the amount of \$9,285.27, for the purchase and installation of a DVR upgrade/camera server and additional cameras for the Uniontown Police Department at 1635 Edison Street NW, Uniontown. Seconded by Steve Miller. Roll call votes were:

John Arnold      yes  
Jeremy Yoder     yes  
Steve Miller      yes

18-393 A resolution was made by John Arnold authorizing the Board to execute a Memorandum of Understanding//Modification of Collective Bargaining Agreement with local representatives of the Utility Workers of America, AFL-CIO Local 578 changing the language for **ARTICLE XX** of the current **NEGOTIATED AGREEMENT BETWEEN THE BOARD OF TRUSTEES FOR LAKE TOWNSHIP, STARK COUNTY AND THE UTILITY WORKERS UNION OF AMERICA, AFL-CIO LOCAL 578 DATED MARCH 1, 2018 THROUGH AUGUST 31, 2020:**

**The Negotiated Agreement currently reads as follows:**

**ARTICLE XX – MISCELLANEOUS BENEFITS Section A(2):**

**ARTICLE XX**

(A)(2) The Employer will provide each Employee, through a third-party uniform provider, three sets of cold weather under garments.

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**Upon acceptance and ratification of the Memorandum of Understanding the Negotiated Agreement will be modified and amended to read as follows:**

**ARTICLE XX – MISCELLANEOUS BENEFITS Section A(2):**

**ARTICLE XX**

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(A)(2) The Employer will pay a reasonable amount, up to \$60.00 per set, for each Employee to purchase, anytime within the 30-months covered by this Agreement, three (3) sets of cold weather under garments.

Seconded by Jeremy Yoder. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

18-394 A resolution was made by John Arnold to amend the Lake Township Employee Handbook as follows:

**ARTICLE VII – BENEFITS / HOSPITALIZATION PLAN AND TERM LIFE INSURANCE**

**This section currently reads:**

**HOSPITALIZATION PLAN AND TERM LIFE INSURANCE** – The township provides a comprehensive Group Medical Insurance Plan, a Vision Plan and a Dental Plan for all full-time employees who elect to receive coverage (09-131). The township also provides full-time employees with term life insurance in the amount of \$25,000.00 (97-275) (94-248). Insurance coverage is effective approximately thirty (30) days after the beginning of employment. The Board reserves the right to change these benefits.

**Revise to read:**

**ARTICLE VII -- MAJOR MEDICAL/HOSPITALIZATION – OTHER MEDICAL BENEFIT COVERAGE:**

In order to be eligible for insurance, an employee must be contracted for at least 30 hours per week.

Employees may not be paid cash in lieu of insurance benefits. Insurance coverage is effective approximately thirty (30) days after the beginning of employment. The Board reserves the right to change these benefits.

Coverage: See Plan Booklet for COG adopted coverage information

**Medical**

- A. The Employer will pay 85% of the premium and the employee will pay 15% of the insurance premium for full-time employees.

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B. Stark County Schools Council

The Employer may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in the health benefits program of the Stark County Schools Council (COG). The Employer shall provide health, dental, vision and life insurance through the COG. The coverage shall be the standardized COG specifications.

C. Preferred Provider - Doctors/Hospitals

- a. The parties agree that one or more Preferred Provider Organization (PPO) programs for hospital and physicians' services shall be provided through the Stark County Council of Governments (COG) Health Insurance Program
- b. The selection of the PPO(s), the types of benefits/programs, or any changes therein, shall be determined by the COG.

D. Preferred Provider - Prescription Drugs

The Employer shall provide, through the Stark County Council of Governments, a preferred provider drug program that, if the employee chooses to utilize, will include the following:

1. The program will be available to employees and their dependents who have "primary" coverage under the Employer's insurance.
2. The employee will pay the 20% co-payment to the provider and the remaining 80% will be direct billed to the insurance company. If the yearly maximum has been reached, provisions will be made to refund the employee's 20% co-payment.
3. The deductible will be waived.
4. The list of covered expenses shall be agreed upon by the COG.
5. Mail order prescription: Mail order must be used for maintenance drugs in order for the insurance provisions to apply.
6. Generic: Generic drugs must be substituted where applicable in order for the insurance provisions to apply.

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**Life Insurance**

The Employer shall provide term life and accidental death and dismemberment coverage in the amount of \$25,000 for each employee.

~~Bargaining unit members~~ **Employees** may purchase additional term life insurance at the group rate, in \$5,000 increments, up to a maximum of \$60,000 coverage in addition to Employer paid coverage. Modifications to this provision may be necessary to comply with requirements of the insurance carrier. The value of the life insurance reduces by 50% at age 65. The specific terms of the policy are contained in the life insurance contract.

**Dental Insurance**

The Employer shall provide dental coverage. ~~and pay the percent of the premium specified under Medical above.~~

**Section 125 Tax Shelter**

Tax sheltering of the individual's contribution for health costs, unreimbursed medical expenses and dependent coverage will be provided, under IRS Section 125.

All COG employers must offer the IRS Section 125 tax shelter provided through the COG. If an employee elects to utilize any of the IRS 125 benefits, the administrative cost shall be shared equally between the employee and the employer.

**Vision**

The Employer shall purchase Vision Insurance. ~~The cost of this program shall be paid as specified under Medical above.~~

**PREMIUM HOLIDAYS:** If the employer receives a premium holiday(s), the employees shall not be required to pay their portion of the premium(s) for the holiday month(s).

**SPOUSAL COVERAGE:** Any new Participants to the COG, after June 30, 2015, with working spouses who have the ability to be covered under an insurance plan through his/her place of employment, will be required to take his/her plan as their primary plan. This provision does not apply to a participant who had insurance with one COG

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employer and immediately thereafter, moved to another COG employer. If the spouse is required to pay forty (40%) percent or more of the premium with his/her employer, the requirements of this section shall not apply.

SAME SEX MARRIAGE: If state law recognizes same-sex marriage, the COG plan specifications will be modified to include those individuals.

Employer reserves the right to open negotiations, pursuant to ORC 4117.14, on this Article if the Plan currently in place is not financially feasible within the Departmental Budget

FLEXIBLE SPENDING ACCOUNT: Employer will offer a “Flexible Spending Account” (FSA) contribution to each Employee at an amount of not more than Two Hundred Dollars (\$200.00) per year contingent upon and subject to Employee having an annual wellness examination by the Employee’s health care provider.

Seconded by Jeremy Yoder. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

**MEETING REPORTS/MISCELLANEOUS**

- Trustee Jeremy Yoder, Fiscal Administrative Assistant Steve Lacey and Zoning Administrator Nicole Wilkinson met with Carla Acher from the Federal EPA concerning Brownfield Grants that may be available for the old greenhouse property on Mogadore Rd.

**FISCAL OFFICER’S REPORT**

18-395 A resolution was made by John Arnold authorizing the Board and Fiscal Officer to sign all Purchase Orders, Vouchers, and Reconciliations. Seconded by Steve Miller. Roll call votes were:

John Arnold	yes
Jeremey Yoder	yes
Steve Miller	yes

**PUBLIC SPEAKS**

- None

18-396 A resolution was made by John Arnold for The Lake Township Board of Trustees to convene an executive session pursuant to ORC 121.22 (G)(2) to consider the

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purchase or sale of property and to include the Trustees, Fiscal Officer, Legal Counsel and John Walsh/GBC Design.

Immediately following, The Lake Township Board of Trustees will convene an executive session pursuant to ORC 121.22 (G)(1) to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee and to include the Trustees, Fiscal Officer, Legal Counsel and Police Chief.

Seconded by Steve Miller. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

18-397 A resolution was made by John Arnold to come out of executive session at 7:54 p.m. Seconded by Jeremy Yoder. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

18-398 A resolution was made by John Arnold to adjourn the meeting at 7:55 p.m. Seconded by Jeremy Yoder. Roll call votes were:

John Arnold	yes
Jeremy Yoder	yes
Steve Miller	yes

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Bob Moss, Fiscal Officer

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John Arnold, President

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Jeremy Yoder, Vice President

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Steve Miller, Member

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