Hanover Township Butler County, Ohio

Board of Township Trustees Special Meeting
June 10, 2025 8:30AM Personnel and Finance Issues

Call to Order: Jeff Buddo, Presiding.

Roll Call: Township Fiscal Officer/Clerk- Gregory L. Sullivan. Present Trustees Buddo, Miller and Johnson, Township Administrator Mr. Henry.

The purpose of the meeting is to review/discuss personnel issues related to raises and promotions (ORC121.22), financial status and other operational matters as advertized.

Motion: Motion by Mr. Miller, seconded by Mr. Johnson to move out of public Session and move into Executive Session as per ORC Section 121.22 for Personnel. Mr. Sullivan called the roll with all three Trustees voting yes.

Motion: Motion by Mr. Miller, seconded by Mr. Buddo to move out of Executive Session and reconvene the public portion of the meeting. Mr. Sullivan called the roll with all three Trustees voting yes.

Mr. Henry presented a packet of information covering personnel recommendations, economic data including cost of living figures, levy information with projections, and general personnel information.

Motion: Approve new rates of pay based upon cost of living data and merit/parity considerations effective fist pay period in July 2025 as follows: Scot Gardner $36.00 per hour; Brian Batdorf 27.88 per hour; Sam Smith $25.04 per hour; Mike Jackson $23.07 per hour; and Bruce Henry salary increase of 3%. Moved by Mr. Buddo seconded by Mr. Miller to approve the foregoing. After further discussion, Mr. Sullivan called the roll with all three Trustees voting yes.

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Mr. Henry presented a summary for the Fire Department recommendations regarding personnel and other documentation provided by the Fire Department requesting changes for the future. **Motion**: Approve adding two new Captain level positions and authorizing up to four Lieutenant Positions with the following designations: Captain Goble for EMS Operations; Captain Smith for Fire and Maintenance Operations for vehicles; approving promotion of Clint Nigg to Captain for Training and

Building Maintenance Operations; promoting Mark Baden to Captain for Inspections/Fire Marshall Operations entitling Captains salary at $250.00 per month in addition to hourly rates for service on station and Lieutenants salary at $150.00 per month in addition to hourly rates for on station service effective the first pay period in July if proper documentation is presented. The Fire Chief is directed to prepared Personnel Action forms with pay rates to be submitted to the Township Administrator for review/approval and forwarding to the Fiscal Officer. Mr. Buddo made a motion to approve the forgoing which was seconded by Mr. Johnson. After further discussion, Mr. Sullivan called the roll with all three Trustees voting yes.

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Mr. Henry reviewed discussion with Wichert Insurance and One Digital regarding health insurance coverages and options as well as a limited discussion with legal counsel earlier in the year. The covered group is small (5 employees) since Messer's Buddo, Miller, Johnson, Sullivan and Henry are no longer covered or are part of the group, saving the Township considerable dollars. Mr. Henry presented the options and recommended renewal with Anthem Blue Cross Blue Shield for a monthly premium of $14,045.43 covering period July 1, 2025 through June 30, 2026.

Resolution No. 29-25

Approving Health Insurance Renewal Contract with Anthem Blue Cross Blue Shield Effective July 1, 2025 through June 30, 2026

Whereas, it is in the best interest of the Township to provide employee group health insurance that offers satisfactory health care and prescription drug coverage at affordable rates to maintain a competitive work force; and

Whereas, the Township's Broker, Wichert Insurance Agency, Digital One and the Township Administrator have been reviewing options for this insurance due to the current contract expiration date is June 30, 2025 with Anthem Blue Cross Blue Shield, the current carrier as well as other insurance options, that the plan and level of insurance the Township has had for five contract years; and,

Whereas, a general review took place exploring insurance options that may benefit the Township which resulted in a recommendation from Wichert Insurance Company, the Township's broker agent and Digital One recommending renewal with Anthem for a small group totaling five individuals; and,

Whereas, the proposed renewal option with Anthem quote were generally discussed with the Board of Trustees on June 10, 2025 and,

Whereas, the Board of Trustees provided direction to secure at least equal to the current coverage and look for ways to reduce premiums if possible serving the best interests of the Township in order to maintain a competitive work force; and,

Be it resolved by the Board of Township Trustees of Hanover Township Butler County, Ohio

Section I. Resolution No. 29-25 is hereby approved authorizing a health insurance contract with RX with Anthem Blue Cross/Blue Shield Gold Access PPO 1000 to cover eligible Hanover Township Employees for contract year July 1, 2025 through June 30, 2026 for an annual premium dependent upon final enrollment of $14045.43 monthly premium which represents an increase in annual premium of 11.36% over the current year, which is considered acceptable given comparison with other jurisdictional rates, insurance companies and condition of the economy.

Section II. The Township Administrator is hereby authorized to execute contract documents in behalf of the Township and the Fiscal Officer is authorized to make premium payments as part of this contract.

The foregoing resolution was adopted in an open public meeting and is a reflection of the official action taken by the Board of Trustees of Hanover Township Butler County, Ohio on the 10th day of June 2025.

Board of Trustees	**Vote**	**Attest:**
Jeff Buddo	_____	_____
Larry Miller	_____	**Gregory L. Sullivan**
Douglas L. Johnson	_____	**Fiscal Officer/ Clerk**

Motion: Mr. Buddo made a motion to approve Resolution No. 29-25 as set forth above which was seconded by Mr. Johnson. After further discussion, Mr. Sullivan called the roll with all three Trustees voting yes.

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Mr. Henry and Mr. Sullivan presented information received from the County Auditor and Prosecutor's Office regarding the proposed 3.5 Mills new fire levy and the Resolution of Necessity. There will be overlap in 2026 in revenue if the new levy passes. Changes can be made in 2026 or later if deemed appropriate. For now, the current Resolution of Necessity stands

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Reference Zoning Appeals Case

The Board and Administrator discussed the Variance application presented by John Crothers of 1863 Old Oxford Road to heard on June 17, 2025 by the Zoning Appeals Board. After review, the Board believed the request was reasonable and the owner very dependable. As such, Mr. Buddo made a motion to support said request and direct the Township Administrator to prepare a letter of support in behalf of the Board to be forward to the Zoning Appeals Board which was seconded by Mr. Johnson. After further discussion, Mr. Sullivan called the roll with all three Trustees voting yes.

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There being no further public business for the Board to take up, Mr. Buddo **moved** to adjourn the Special Board meeting of June 10 2025 which was seconded by Mr. Miller. Mr. Sullivan called the roll with Trustees Miller, Johnson and Buddo voting yes with the meeting ending at 10:45AM.

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June 10, 2025 Special Board Meeting Minutes Attached Herewith

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June 10, 2025 Minutes Approved by the Board of Trustees as Witnessed by their Signatures:

Jeff Buddo, President: _____

Larry Miller, Vice President _____

Douglas L. Johnson Trustee: _____

Date: 6/18/25

Verified by: Gregory L. Sullivan, Fiscal Office: _____

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