

BOARD OF TRUSTEES
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FISCAL OFFICER
ERIC C. FERRY

MIAMI TOWNSHIP

6101 MEIJER DRIVE • MIAMI TOWNSHIP, OH 45150-2189

ADMINISTRATOR
JEFFREY A. WRIGHT

RESOLUTION 2023-10

The Board of Trustees of Miami Township, Clermont County, Ohio met in regular session at the Miami Township Civic Center on March 13, 2023, with the following members present: Mark Schulte, Ken Tracy and Mary Makley Wolff.

A motion was made to adopt the following Resolution:

RESOLUTION AUTHORIZING THE PAYMENT OF EMPLOYEE RETENTION BONUSES TO ALL TOWNSHIP EMPLOYEES USING FEDERAL PASS-THROUGH AMERICAN RESCUE PLAN ACT GRANTS RECEIVED FROM THE OHIO DEPARTMENT OF PUBLIC SAFETY AND OHIO OFFICE OF BUDGET AND MANAGEMENT IN RECOGNITION OF THEIR EXTRAORDINARY SERVICE AND CONTINUED RETENTION, DISPENSING WITH A SECOND READING, AND DECLARING AN EMERGENCY.

WHEREAS, In 2021 and 2022, Miami Township was awarded funds from the American Rescue Plan Act (“ARPA”) which could be used for a variety of purposes including the payment of salaries and other payments to employees in recognition of the risks they endured serving the Township during extraordinary times, and funds to ensure employee retention continues in order to provide necessary and essential services to Township residents; and

WHEREAS, The Miami Township Police Department was awarded a grant from the Ohio Department of Public Safety Office of Criminal Justice Services, ARPA Law Enforcement Violence Reduction and Staffing Program which was to be used to make retention payments to all current police officers equal to 10% of the sworn employees' 2022 annual contractual guaranteed base salaries, and inclusive of the employers required share of any payroll liabilities (the “State Police Grant”); and

WHEREAS, the Board of Trustees hereby accepts the funds from the State Police Grant and authorizes the payment of retention bonuses to all eligible police department employees using the State Police Grant funds consistent with the formula provided for by the State Police Grant; and

WHEREAS, in order to recognize the efforts and retention of all other Township employees who will not receive a payment under the State Police Grant, the Board will use a portion of the Township’s other state and federal local fiscal recovery grant funds to pay a

commensurate retention bonus to all other Township employees; and

WHEREAS, the retention payments shall be paid to all eligible Township employees in two payments to be made in March 2023 and December 2023.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Miami Township, Clermont County, Ohio by authority of Section 505.05 of the Ohio Revised Code, and its home rule authority, as follows:

SECTION 1: The Board hereby accepts the funds from the Ohio Department of Public Safety Office of Criminal Justice Services, ARPA Law Enforcement Violence Reduction and Staffing Program and authorizes the payment of retention bonuses to all eligible police department employees consistent with the formula provided for by the State Police Grant.

SECTION 2. The Board further authorizes the payment of a retention bonus to all other current fulltime, part time and seasonal employees using a portion of the Township's other state and federal local fiscal recovery grant funds commensurate with the percentage under the State Police Grant, exclusive of additional compensation earned for overtime, holidays and shift differentials, and inclusive of the employers required share of any payroll liabilities, and as further clarified in Section 3 of this Resolution.

SECTION 3. The retention bonuses shall also be paid to current Township employees who were not employed by the Township for the entirety of 2022 as indicated below:

- a. Fulltime Township employees in their first year of employment in 2023 will have their base salary calculated as their annual salary or hourly rate times their standard number of hours worked annually (i.e. 2080 or 2496).
- b. Part-time Township employees who were hired mid-2022 will have their base salary reviewed prior to the second disbursement and adjusted based on the hours worked for the past year.
- c. Township employees hired after the March 2023 distribution and still an employee at the time of the second distribution, are eligible to receive the December 2023 distribution, however, there will be no retroactive payment for the March 2023 distribution. The calculation will follow the same guidelines as above, however, 2023 compensation will be used to determine the base salary.
- d. Eligible seasonal employees who have not returned as of the normal distribution dates will receive payments if they return for the season immediately following the March 2023 distributions.

SECTION 4. Elected officials of the Township shall be excluded from receipt of the employee retention bonus provided for by this Resolution.

SECTION 5. The Township Fiscal Officer is hereby authorized to make the retention payments to all eligible Township employees in two payments to be made in March 2023 and December 2023 under the terms authorized by this Resolution.

SECTION 6. The Board does hereby dispense with the requirement that this Resolution be read on two separate days, pursuant to Section 504.10 of the Ohio Revised Code, and authorizes the adoption of this Resolution upon its first reading.

SECTION 7: This Resolution is hereby declared to be an emergency measure necessary for the preservation of the health, safety, welfare and morals of Miami Township specifically in order to allow for the immediate payment of the retention bonuses to all Township employees at the earliest possible date in recognition of their hard work and devotion to the Township and its residents, and this legislation shall take effect immediately upon its passage by the affirmative vote of all members of the Board.

SECTION 8: That this Board hereby finds and determines that all formal actions relative to the passage of this Resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of its Committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 9: This Resolution shall take effect at the earliest period allowed by law.

First Reading:	<u>March 13, 2023</u>
Second Reading:	<u>Dispensed with</u>
Effective:	<u>March 13, 2023</u>

The motion was seconded, and the resolution was adopted.

Resolution 2023-10 adopted March 13, 2023

ATTEST:

APPROVED AS TO FORM:


Eric C. Ferry
Township Fiscal Officer


Joseph J. Braun
Township Law Director

CERTIFICATION

I, Eric C. Ferry, Fiscal Officer of Miami Township, do hereby certify that the foregoing is taken and copied from the Record of the Proceedings of Miami Township; that the same has been compared by me with the Resolution of said Record and that it is a true and correct copy thereof.


Eric Ferry, Fiscal Officer