



CITY COUNCIL
Regular Meeting – November 23, 2020 6:00 p.m.
Council Chambers

1368 Research Park Dr
Beavercreek, Ohio

- I. CALL TO ORDER
- II. ROLL CALL
- III. PLEDGE AND PRAYER/MOMENT OF SILENCE – Council Member Duerr
- IV. APPROVAL OF MINUTES
 - A. November 9, 2020 Work Session
 - B. November 9, 2020 Regular Meeting
- V. ORDINANCES, RESOLUTIONS AND PUDS
 - A. Resolution 20-42 Compensation Plan
 - B. Resolution 20-43 Wage Adjustments
 - C. Resolution 20-44 Greene County Mitigation Plan
- VI. COUNCIL TIME
- VII. MAYOR'S REPORT
- VIII. CITY MANAGER'S REPORT
- IX. CITIZEN COMMENTS
- X. EXECUTIVE SESSION
- XI. ADJOURNMENT

BEAVERCREEK CITY COUNCIL
COUNCIL WORK SESSION, November 9, 2020 5:15 p.m.

CALL TO ORDER

Mayor Stone called the meeting to order followed by roll call

PRESENT: Council Member Bales, Council Member Curran, Council Member Duerr, Vice Mayor Adams, Mayor Stone

ABSENT: Council Member Curran

Council Member Garcia MOVED to excuse Council Member Curran seconded by Vice Mayor Adams. Motion PASSED by majority voice vote.

ALSO IN ATTENDANCE: Randy Burkett, Planning and Development Director; Kim Farrell, Recreation Superintendent; Theresa Hathaway, Assistant Finance Director; Bill Kucera, Financial Administrative Services Director; Chad Lindsay, Captain BPD; Pete Landrum, City Manager; Josh Lounsbury, Legal Counsel; Dianne Miscisin, Clerk of Council; Jeff Moorman, City Engineer; Mike Thonnerieux, Public Administrative Services Director

APPROVAL OF AGENDA

Council Member Garcia MOVED to approve the agenda, seconded by Council Member Bales. Motion PASSED by majority voice vote.

DISCUSSION ITEMS

Pay and Classification Study, Kelly Babcock, Account Manager/Shareholder and Ryan Woodward, Senior Consultant, Clemans-Nelson & Associates, Inc.

Mr. Kucera summarized the process of the independent study including the hiring process and job descriptions. A market analysis of twelve jurisdictions was conducted for the positions. The last time this was done was in 2001.

Mr. Woodward reviewed the process of the analysis. He reviewed the point factoring values that was used to arrive at the results. He reviewed the results of the wage survey results and proposed pay scale and pay scale comparison. He said there were guidelines on how to manage the compensation plan structure.

Mr. Landrum said that the new pay scale legislation would be on the next agenda for Council to adopt.

ADJOURNMENT

Council Member Garcia MOVED to adjourn the meeting at 5:45 p.m., seconded by Vice Mayor Adams. Motion PASSED by majority voice vote.

November 9, 2020

Bob Stone, Mayor

ATTEST:

Dianne Miscisin
Clerk of Council
Cmin11092020WorkSession

BEAVERCREEK CITY COUNCIL
REGULAR MEETING November 9, 2020 6:00 p.m.

PROCLAMATIONS

◆ Chief Evers

CALL TO ORDER

Mayor Stone called the meeting to order followed by roll call

PRESENT: Council Member Bales, Council Member Duerr, Council Member Garcia; Council Member Schwartz, Vice Mayor Adams, Mayor Stone

ABSENT: Council Member Curran

Council Member Duerr MOVED to excuse Council Member Curran, seconded by Council Member Schwartz. Motion PASSED by majority voice vote.

ALSO IN ATTENDANCE: Randy Burkett, Planning and Development Director; Dennis Evers, Chief; Jeff Fiorita, Deputy Chief; Bill Kucera, Financial Administrative Services Director; Pete Landrum, City Manager; Steve McHugh, Legal Counsel; Dianne Miscisin, Clerk of Council; Jeff Moorman, City Engineer; Mike Thonnerieux, Public Administrative Services Director

PLEDGE

Council Member Garcia led the pledge and a prayer.

APPROVAL OF AGENDA

Council Member Garcia MOVED to approve the agenda, seconded by Council Member Bales. Motion PASSED by majority voice vote.

APPROVAL OF MINUTES

Council Member Schwartz MOVED to approve the October 26, 2020 Regular Meeting Minutes, seconded by Council Member Duerr. Motion PASSED by majority voice vote.

ORDINANCES, RESOLUTIONS AND PUDS

Ordinance 20-31 Repealing Current Sections 96.35, 96.36 and 96.37 and Adopting New Sections 96.35, 96.36 and 96.37 (Second Reading)

Clerk Miscisin read an Ordinance by Beavercreek City Council repealing the current Chapter 96 "Streets and Sidewalks" of the Codified Ordinances of the City of Beavercreek and enacting a new Chapter 96 "Streets and Sidewalks" to the Codified Ordinances of the City of Beavercreek

November 9, 2020

Council Member Bales MOVED to approve Ordinance 20-31, seconded by Vice Mayor Adams. Motion PASSED by a majority voice vote

Ordinance 20-32 Additional Appropriations (Single Reading)

Clerk Miscisin read an Ordinance to approve supplemental appropriations and certify additional revenue for the fiscal year beginning January 1, 2020 and ending December 31, 2020 and to amend Ordinances 19-30, 20-06, 20-07, 20-14, 20-23 and 20-30.

Mr. Kucera explained that \$240,000 needed to be certified and appropriated for the construction of the new traffic signal at the intersection of Rock Drive and N. Fairfield Road. The City also received a partial reimbursement from FEMA and Ohio EMA for expenditures incurred as a result of the May 27th tornado clean up aid disposal.

There being no public input, the public hearing was closed.

Council Member Bales MOVED to approve Ordinance 20-32, seconded by Vice Mayor Adams. Motion PASSED by a roll call vote of 6-0.

Resolution 20-41 Approval of Chief of Police

Clerk Miscisin read a Resolution by Beavercreek City Council recognizing Deputy Chief Jeff Fiorita's service to the City of Beavercreek and approving the City Manager's appointment of Deputy Chief Jeff Fiorita to the position of Chief of Police

Mr. Landrum said this is the transition of Chief Evers' retirement and Deputy Chief Fiorita. Mr. Landrum reviewed Deputy Chief Fiorita's lengthy bio and why he is the best candidate for the position.

Council Member Bales MOVED to approve Resolution 20-41, seconded by Council Member Garcia. Motion PASSED by a majority voice vote

LIQUOR PERMIT

OSR Pizza LLC DBA Rapid Fired Pizza and Patio (Stock)

Chief Evers said the Ohio Department of Commerce, Division of Liquor control sent notification of a request regarding a change of corporate stock ownership members on a D5 liquor permit for OSR Pizza LLC DBA Rapid Fired Pizza and Patio, 3301 Dayton Xenia Road, Suite 110, Beavercreek, OH 45432. The record checks required by the Ohio Department of Commerce – Division of Liquor Control were conducted on the applicant/shareholders for this application request.

November 9, 2020

Vice Mayor Adams MOVED to accept without comment, seconded by Council Member Garcia. Motion PASSED by majority voice vote.

DECISION ITEMS

Acceptance of 3rd Quarter 2020 Financial Summary

Mr. Kucera reviewed the financial summary.

Council Member Schwartz MOVED to accept the 3rd Quarter 2020 Financial Summary, seconded by Council Member Garcia. Motion PASSED by majority voice vote

COUNCIL TIME

Council Member Bales spent some time with Cub Scout Pack 85. He thanked everyone who exercised their right to vote. He encouraged everyone to wear their mask.

Council Member Duerr thanked everyone for voting. He encouraged everyone to shop small businesses and stay local. He thanked the road crews for the work being done.

Council Member Garcia congratulated Chief Evers and for being a great leader. She looked forward to working with Deputy Chief. She also thanked everyone for voting.

Council Member Schwartz reminded everyone that Wednesday is Veterans Day. She asked everyone to thank those who have served and are serving.

Vice Mayor Adams thanked those who voted. He congratulated Chief Evers. He congratulated Deputy Chief Fiorita. He looked forward to his leadership.

MAYOR'S REPORT

Mayor Stone went to the NASIC (National Air and Space Intelligence Center) ribbon cutting last week which will have a workforce of 800 plus. He congratulated Chief Evers and Deputy Chief Fiorita.

CITY MANAGER'S REPORT

Mr. Landrum said there would be a Veterans Day Ceremony on November 11th at 2:00 p.m. There will be no bleacher seating due to COVID=19 and asked that everyone to please wear their mask. He reviewed the current construction projects occurring throughout the city. The Garden of Peace at Mt. Zion Park Cemetery is

November 9, 2020

now complete with new columbarium and burial offerings for the columbarium now available. Please contact the cemetery for more information at (937) 427-5549.

CITIZEN COMMENTS

There being no comments. Citizen Comments was closed.

ADJOURNMENT

Vice Mayor Adams MOVED to adjourn the meeting at 7:01 p.m., seconded by Council Member Garcia. Motion PASSED by majority voice vote.

Bob Stone, Mayor

ATTEST:

Dianne Miscisin
Clerk of Council
Cmin011092020

**CITY OF BEAVERCREEK
CITY COUNCIL
AGENDA ITEM REPORT**

PC

Meeting Date: November 23, 2020 Agenda Reference No.: V. A.	Reference Topic: Resolution 20-42 A Resolution Establishing a Comprehensive Compensation Plan, Updating Pay Schedules and Providing for Administrative Procedures for Full and Part Time Non-Bargaining Employees
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ACTION REQUESTED		
<input type="checkbox"/> Adopt Ordinance	<input checked="" type="checkbox"/> Adopt Resolution	<input type="checkbox"/> Review and Comment
<input type="checkbox"/> No Action Requested	<input type="checkbox"/> Accept Staff Recommendation	<input type="checkbox"/> Other Motion _____

RESPONSIBLE DEPARTMENT OR AGENCY		
<input checked="" type="checkbox"/> Finance	<input type="checkbox"/> City Council	<input type="checkbox"/> Law
<input type="checkbox"/> Parks & Recreation	<input type="checkbox"/> Engineering	<input type="checkbox"/> Planning & Zoning
<input type="checkbox"/> Police	<input type="checkbox"/> Public Service	<input checked="" type="checkbox"/> City Manager
<input type="checkbox"/> Clerk of Council	<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> Other _____

BACKGROUND AND STAFF SUMMARY:

The City has not had a comprehensive independent review of the City’s current compensation plan and pay structure since 2004. The City budgeted to have this analysis completed in 2019, but the final product was delayed because of the present pandemic. However, the City did complete a Request for Qualifications (RFQ) to solicit firms that specialize in this specific area. The City selected Clemans Nelson & Associates, Inc. to perform the analysis. The objective was to review and update, as necessary, the job descriptions, develop point factor values based on such requirements as education, supervisory duties, span of control, and communication levels – both internally and externally, create a pay schedule with pay grades based on the ratings, as well as the current market (regional municipalities with similar populations), to determine appropriate pay ranges.

Clemans Nelson & Associates made a recommendation to City Council at the November 9, 2020 work session for subsequent adoption. Their recommendation is also included in the “Compensation Plan Structure and Administration” document (Exhibit A). Staff is recommending approval of Exhibit A attached to the Resolution to formally adopt the plan. It should be noted that the recommendation of the plan adoption includes continual review on an ongoing basis and/or when market conditions change to ensure it is effective and pay schedules represent fair and equitable compensation for employees.

STAFF RECOMMENDATION: Staff recommends adoption of Resolution 20-42.

**CITY OF BEAVERCREEK, OHIO
RESOLUTION NO. 20-42**

SPONSORED BY COUNCIL MEMBER _____ ON THE 23rd DAY OF NOVEMBER, 2020.

**A RESOLUTION ESTABLISHING A COMPREHENSIVE
COMPENSATION PLAN, UPDATING PAY SCHEDULES AND
PROVIDING FOR ADMINISTRATIVE PROCEDURES FOR FULL AND
PART TIME NON-BARGAINING EMPLOYEES.**

WHEREAS, the City had not completed an independent review of the City's current compensation and pay schedule since 2004; and

WHEREAS, the City desires to ensure a fair and equitable compensation program based on each individual position's education, responsibilities and experiences; and

WHEREAS, the City budgeted for this study and completed a Request for Qualifications (RFQ) to have an qualified vendor perform the study; and

WHEREAS, the City desires that the compensation and pay structure is established based on current market data to ensure the most qualified individuals apply for open positions; and

WHEREAS, the City desires to maintain a market driven compensation program to retain the City's most valuable assets, the employees.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF BEAVERCREEK, OHIO, THAT:

SECTION I.

The City hereby adopts the Compensation Plan Structure and Administrative plan as outlined on "Exhibit A".

SECTION II.

The City Manager is hereby authorized on behalf of the City of Beavercreek, to implement and administer the provisions of this plan.

SECTION III.

This Resolution shall become effective immediately upon its passage.

THIS RESOLUTION IS ADOPTED BY THE Council of the City of Beavercreek, Ohio this 23rd day of November, 2020.

Bob Stone, Mayor

Attest:

Dianne Miscisin, Clerk of Council

SUMMARY

A RESOLUTION ESTABLISHING A COMPREHENSIVE COMPENSATION PLAN, UPDATING PAY SCHEDULES AND PROVIDING FOR ADMINISTRATIVE PROCEDURES FOR FULL AND PART TIME NON-BARGAINING EMPLOYEES.

CITY OF BEAVERCREEK

COMPENSATION PLAN STRUCTURE AND ADMINISTRATION



CONSULTANTS TO MANAGEMENT

Akron | Cincinnati | Columbus | Lima
www.clemansnelson.com
1.800.282.0787

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INTRODUCTION

The City of Beavercreek, in an effort to provide fair and equitable compensation for employees, hereby adopts the following compensation plan and administration procedures.

The plan is intended to cover all non-bargaining unit full and part-time employees.

1. PLAN STRUCTURE

The pay schedule has been developed to include 14 pay grades. Each position has been assigned to a pay grade based on a combination of internal (point factoring) and external (wage survey) equity analysis. Within each pay grade, a minimum, and maximum rate have been identified.

2. HIRING

New employees shall normally be hired at the minimum rate for their position. New employees who possess outstanding qualifications and experience may be hired up to the mid-point, upon approval of the City Manager. An exception may be made for positions in pay grade(s) 10-14, which provides that an individual may be hired anywhere within the pay range as approved by the City Manager. This is to ensure the City can recruit properly for these upper level positions. No employee should be paid at a rate which exceeds the maximum rate for his/her position. (The exception to this rule is any employee who is making more than the maximum rate at the time the new salary schedule is implemented.)

3. INCREASES

An employee will advance through his/her pay grade by way of a combination of periodic general increases and merit increases.

A. GENERAL INCREASE

City Council may authorize a general percentage increase (cost of living, across the board, or other general increase). An approved General Increase is applied to an employee's base rate of pay up to the maximum rate in the employee's pay grade; however, such General Increase does not affect the minimum or maximum rate in the Pay Scale (Appendix A), unless specifically authorized by Council as discussed in Section 5(B) below.

B. MERIT INCREASES

Merit increases may be awarded to employees, by the City Manager, based upon performance as identified through an annual performance evaluation system and within the budgetary allotment approved by City Council. Employees who are at rates of pay

that exceed the maximum rate for their pay grade may receive a merit increase in a lump sum amount that is not intended to increase their base rate of pay.

C. LUMP SUM PAYMENTS

Employees who are at rates of pay that exceed the maximum rate for their pay grade shall receive no base increase until their rates of pay no longer exceed the maximum rate. However, an employee who is at a rate of pay that exceeds the maximum rate for his/her pay grade may receive an increase in a lump sum amount that is not intended to increase his/her base rate of pay as determined by the City Manager. Lump sum payments may be an equivalent percentage (%) of the intended base pay increase, or a flat dollar amount.

D. STIPENDS

Employees who maintain certain qualifications over and above the minimum requirements for the position (e.g. specialized degree or certification, etc.) may be provided an additional stipend either as a flat hourly rate, a percentage, or a lump sum as determined appropriate by the City Manager. Employees, who may be assigned additional job duties for a limited time by the City Manager (not covered under the Temporary Assignments -Section 4(D)), may be provided an additional stipend either as a flat hourly rate, a percentage, a lump sum, non-FLSA compensatory time or other means as determined appropriate by the City Manager.

4. MOVEMENT BETWEEN PAY GRADES

A. PROMOTION

A promotion is the act of placing an employee in a position which requires greater skills, knowledge, and abilities to perform more complex and responsible work than the employee was required to perform in his/her previous position and pay grade. When an employee is promoted, he/she will be advanced to whichever is the greater of the following: (1) the minimum rate for his/her new position, or (2) a rate of pay which is at least five percent (5%) greater than his/her current rate of pay as approved by the City Manager, provided that said increase does not exceed the maximum rate of pay established for the position.

B. DEMOTION

A demotion is the act of reducing an employee to a position which requires the performance of less complex or less responsible work than the employee was required to perform in his/her previous position. A demotion is also the reduction of an employee to a lower pay grade. If a demotion occurs for any reason, the employee's wages will be reduced accordingly, and the new rate of pay shall be determined proportionately based upon the employee's pay relative to the minimum and maximum rate in his or her previous pay range (progression through the range).

C. LATERAL MOVEMENT

A lateral movement is when an employee is assigned to a different position, but the positions are assigned to the same pay grade and schedule. An employee's rate of pay will not be affected by such change.

D. TEMPORARY ASSIGNMENTS

A temporary assignment is the act of assigning an employee to a job position different than his/her own for a temporary period of time. Such assignments normally occur because of vacancies, illness, emergencies, or other special circumstances.

An employee temporarily assigned to a position with a lower rate of pay will not be reduced in pay. An employee temporarily assigned to a position with a higher rate of pay should be advanced to whichever is the greater of the following: (1) the minimum rate for the position to which he/she has been temporarily assigned; or (2) a rate of pay which is at least five percent (5%) greater than his/her current rate of pay. No temporary increase will exceed the maximum rate of pay established for the position assumed.

In order to receive a temporary increase, an employee must be temporarily assigned by the City Manager the full duties and responsibilities of the higher level position for two (2) weeks or longer. Temporary assignment of partial duties and responsibilities of the higher level position will not qualify an employee for a temporary increase. Also, an employee who is temporarily assigned partial duties and responsibilities of a lower level position will not be eligible for additional compensation.

5. PLAN MAINTENANCE

Maintenance of the compensation system is an important task which cannot be neglected. Failure to properly maintain the plan may eventually result in recruitment problems, pay inequities between positions, lowered employee morale, higher employee turnover, and other related organizational problems.

A. CHANGES IN POSITION FUNCTIONS AND RESPONSIBILITIES

There are numerous factors and influences which may contribute to the erosion of a compensation plan's validity. Common factors and influences generating change include:

1. Addition of new functions or responsibilities to a position;
2. Abolishment or elimination of a position's functions or responsibilities;
3. Reorganization of an organizational function, resulting in the consolidation of work activities;
4. Gradual change of a position by addition, deletion, or modification of duties and responsibilities; or
5. New or revised licensure or certification requirements.

B. CHANGES IN MARKET CONDITIONS

In addition to the above factors, ever changing market conditions may dictate that the compensation plan be upgraded in order for the City to remain in a competitive posture with comparable jurisdictions.

C. UPDATES TO COMPENSATION PLAN

Since it has been pointed out that the compensation plan needs to be updated on a periodic basis in order to remain internally equitable and externally competitive, the following general procedures should be followed in order to achieve these results.

1. Each newly created position will require a position description and then a point factor analysis must be completed to determine the appropriate placement in the pay plan.
2. On each occasion when a position's duties are changed, it will be necessary to review that position's pay grade assignment in order to ensure that equity between classifications is maintained. It may be necessary to point factor the new position in order to determine the proper pay grade assignment.
3. In addition to the continual maintenance process, it is recommended that the City conduct a wage survey of benchmark positions on a periodic basis. (It is recommended that such a survey be conducted at least every three (3) years, and not less than every five (5) years.) The wage survey will help to ensure that wage rates paid to employees are competitive and continually reflective of changing labor market conditions.
4. A total review of the entire plan shall occur at least once every five (5) years.

Appendix A
Non-Union Full Time Positions
Pay Scale

GRADE	MINIMUM RATE	MAXIMUM RATE
Unclassified Positions - Annual Salary		
14	\$95,971	\$129,542
13	\$88,046	\$118,851
12	\$80,766	\$109,034
11	\$74,110	\$100,027
10	\$67,974	\$91,770
9	\$62,379	\$81,078
8	\$57,200	\$74,360
7	\$52,478	\$68,224
6	\$44,574	\$57,949
5	\$41,288	\$53,664
Classified Positions - Hourly Rate		
4	\$18.38	\$23.89
3	\$17.17	\$22.33
2	\$16.05	\$20.87
1	\$15.00	\$19.50

**CITY OF BEAVERCREEK
CITY COUNCIL
AGENDA ITEM REPORT**

pel

Meeting Date: November 23, 2020	Reference Topic: Resolution 20-43 Pay Schedules for Non-Union Part Time, Seasonal and Intermittent Positions
Agenda Reference No.: V. B.	

ACTION REQUESTED		
<input type="checkbox"/> Adopt Ordinance	<input checked="" type="checkbox"/> Adopt Resolution	<input type="checkbox"/> Review and Comment
<input type="checkbox"/> No Action Requested	<input type="checkbox"/> Accept Staff Recommendation	<input type="checkbox"/> Other _____

RESPONSIBLE DEPARTMENT OR AGENCY		
<input type="checkbox"/> Finance	<input type="checkbox"/> City Council	<input type="checkbox"/> Law
<input type="checkbox"/> Parks & Recreation	<input type="checkbox"/> Engineering	<input type="checkbox"/> Planning & Zoning
<input type="checkbox"/> Police	<input type="checkbox"/> Public Service	<input type="checkbox"/> City Manager
<input type="checkbox"/> Clerk of Council	<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> Other _____

BACKGROUND AND STAFF SUMMARY:

The resolution provides for Council to set and approve the 2021 Pay Schedules for Non-Union Part Time, Seasonal and Intermittent positions (Exhibit "A").

Ohio's minimum wage will be adjusted effective January 1, 2021, which reflects an increase in the Consumer Price Index. The minimum wage will increase from \$8.70 to \$8.80 (approximately 1.13% increase) for non-tipped employees, and from \$4.35 to \$4.40 (approximately 1.13% increase) for tipped employees. Minor adjustments have been made to Grades 902 through 904, Grade 906, Grades 603 through 604, and Grade 621 to reduce compression between grades.

Pay Schedules are proposed to become effective with adoption of a resolution by Council establishing the Pay Schedules effective January 1, 2021.

STAFF RECOMMENDATION:

It is staff's recommendation that the proposed 2021 Pay Schedules covering Non-Union Full Time and Part Time positions and Seasonal and Intermittent positions be approved.

**CITY OF BEAVERCREEK
RESOLUTION NO. 20-43**

SPONSORED BY COUNCIL MEMBER _____ ON THE 23rd DAY OF NOVEMBER, 2020.

**RESOLUTION ADOPTING PAY SCHEDULES FOR NON-UNION PART TIME,
SEASONAL AND INTERMITTENT POSITIONS.**

WHEREAS, the City desires to update the schedule of pay to retain and recruit employees to serve the City residents.

NOW, THEREFORE, be it resolved by the City Council of Beavercreek, Greene County, Ohio, that:

SECTION I.

The Council hereby adopts the Pay Schedules for Non-Union Part Time, Seasonal and Intermittent Positions (Exhibit "A") attached and incorporated by reference herein.

SECTION II.

These Schedules approved and adopted by this Resolution shall have an effective date of January 1, 2021 and shall be effective for all of calendar year 2021 or until such time as amended or changed by legislative action of this Council.

SECTION III.

It is hereby found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council, and that any and all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including, but not limited to Section 121.22 of the Ohio Revised Code.

SECTION IV.

This Resolution shall be in full force and go into effect from and immediately after the earliest period allowed by law.

ADOPTED by the Council of the City of Beavercreek, Ohio this 23rd day of November, 2020.

Bob Stone, Mayor

ATTEST:

Dianne Miscisin, Clerk of Council

**CITY OF BEAVERCREEK
PAY SCHEDULE - HOURLY RATES
Effective 01/01/2021**

PART TIME

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
900	\$ 4.40 *	\$ 8.80
901	\$ 8.80 *	\$ 11.06
902	\$ 9.40 **	\$ 13.60
903	\$ 10.48 **	\$ 16.59
904	\$ 10.81 **	\$ 17.14
905	\$ 11.12	\$ 19.00
906	\$ 16.18 **	\$ 21.43 **

SEASONAL AND INTERMITTENT

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
600	\$ 4.40 *	\$ 8.80 *
601	\$ 5.54	\$ 8.80 *
602	\$ 7.44	\$ 8.80 *
603	\$ 8.80 *	\$ 10.40 **
604	\$ 8.80 *	\$ 10.48 **
607	\$ 8.90	\$ 10.54
609	\$ 9.15	\$ 10.72
610	\$ 9.40	\$ 10.94
613	\$ 9.90	\$ 11.25
615	\$ 10.15	\$ 11.53
617	\$ 10.40	\$ 12.34
619	\$ 10.70	\$ 12.48
620	\$ 11.03	\$ 12.83
621	\$ 11.20	\$ 13.20 **
623	\$ 12.44	\$ 13.80
625	\$ 14.37	\$ 16.62
630	\$ 15.76	\$ 21.01

* Ohio Minimum Wage

** Minor adjustments to reduce compression between grades

**CITY OF BEAVERCREEK
CITY COUNCIL
AGENDA ITEM REPORT**

PEC

Meeting Date: <u>November 23, 2020</u>	Reference Topic: Adoption of the 2020 Greene County Natural Hazard Mitigation Plan.
Agenda Reference No.: <u>V. C.</u>	Resolution No. <u>20-44</u>

ACTION REQUESTED		
<input type="checkbox"/> Adopt Ordinance	<input checked="" type="checkbox"/> Adopt Resolution	<input type="checkbox"/> Review and Comment
<input type="checkbox"/> No Action Requested	<input type="checkbox"/> Accept Staff Recommendation	<input type="checkbox"/> Other _____

RESPONSIBLE DEPARTMENT OR AGENCY		
<input type="checkbox"/> Finance	<input type="checkbox"/> City Council	<input type="checkbox"/> Law
<input type="checkbox"/> Parks & Recreation	<input checked="" type="checkbox"/> Engineering	<input type="checkbox"/> Planning & Zoning
<input type="checkbox"/> Police	<input type="checkbox"/> Public Service	<input type="checkbox"/> City Manager
<input type="checkbox"/> Clerk of Council	<input type="checkbox"/> Human Resources	<input type="checkbox"/> Other _____

BACKGROUND AND STAFF SUMMARY:

Federal law requires local units of government to prepare a natural hazard mitigation plan in order to receive Federal funding following a declared disaster. To this end, the Greene County Emergency Management Agency has updated the countywide natural hazard mitigation plan to help local jurisdictions within Greene County to meet this requirement. The Greene County Natural Hazard Mitigation Plan has been reviewed and approved by FEMA and is now ready for adoption by the City. Attached is the Executive Summary. The complete plan is available upon request.

STAFF RECOMMENDATION:

It is recommended that City Council approve the attached Resolution, adopting the 2020 Greene County Natural Hazard Mitigation Plan.

**CITY OF BEAVERCREEK
RESOLUTION NO. 20-44**

SPONSORED BY COUNCIL MEMBER _____ ON THE 23RD DAY OF NOVEMBER, 2020.

A RESOLUTION ADOPTING THE 2020 GREENE COUNTY NATURAL HAZARD MITIGATION PLAN.

WHEREAS, amendments to the Stafford Act mandate that after November 1, 2003 a local government must have a mitigation plan on file with the State in order to receive mitigation funding following any declared disaster; and

WHEREAS, The Greene County Emergency Management Agency has completed an update to the Countywide Comprehensive Natural Mitigation Plan; and

WHEREAS, the Countywide Comprehensive Natural Hazard Mitigation Plan established the foundation for coordination among agencies and the public in Greene County, identifies and prioritizes future mitigation projects in the County, and assists in meeting the requirements of Federal assistance programs; and

WHEREAS, The City of Beavercreek recognizes the vulnerability of its resources, property, and operations to the impact of disasters and emergencies; and

WHEREAS, The City of Beavercreek endorses the objective of the Countywide Comprehensive Natural Hazard Mitigation Plan and acknowledges that it can support the plan in the achievement of those goals in appropriate way; and

WHEREAS, the Countywide Comprehensive Natural Hazard Mitigation Plan has been recently updated and reviewed by FEMA as required by the Stafford Act.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF BEAVERCREEK, OHIO, THAT:

SECTION I.

The attached updated 2020 Greene County Natural Hazard Mitigation Plan is hereby adopted by the City of Beavercreek.

SECTION II.

It is hereby found and determined that all formal actions of the Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council, and that any and all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public, in

compliance with all legal requirements, including, but not limiting to Section 121.22 of the Ohio Revised Code.

SECTION III.

This Resolution shall become effective immediately upon its passage.

THIS RESOLUTION IS ADOPTED BY THE Council of the City of Beavercreek, Ohio this 23rd day of November, 2020.

Bob Stone, Mayor

ATTEST:

Dianne Miscisin, Clerk of Council

Executive Summary: The Greene County Natural Hazard Mitigation Plan

As of November 1, 2003, the Stafford Act mandates that a local government must have a mitigation plan on file with the State in order to receive mitigation funding following any declared disaster. In addition, there is a requirement that the plan be reviewed and updated every five years. As such, Greene County Emergency Management Agency contracted with Michael Baker International to conduct the five-year review and update of the Countywide Comprehensive Natural Mitigation Plan.

Michael Baker and Greene County EMA, in coordination with stakeholder groups, conducted a comprehensive, year-long planning process to update and redevelop their hazard mitigation plan to account for new risk data and cater to updated community priorities. Through this process, the County established a group of jurisdictions interested in participating (i.e., Planning Committee), identified hazards of concern, profiled these hazards, estimated risk and potential losses associated with these hazards, developed mitigation goals and actions that address the hazards that impact the area, and developed a strategy for plan implementation, to be executed upon conditional approval of the plan from the Ohio Emergency Management and FEMA.

The plan is comprised of the following sections:

Section 1: Introduction introduces the reader to the Plan and provides context for the information included in the Plan.

Section 2: County Profile analyzes updated the current and future demographics, geography, and climate in the County to inform the mitigation planning process.

Section 3: Planning Process describes the planning process and records participation of various stakeholders in the planning process

Section 4: Hazardous Identification and Risk Assessment analyzes the County and its jurisdictions' risk and vulnerabilities to natural hazards. The purpose of the risk assessment is to evaluate the risks of natural hazards that are anticipated to impact the people, economy, services, housing, infrastructure, and environment of Greene County.

This assessment evaluated severe thunderstorms, extreme temperatures, infestations, tornado, drought, flooding, dam failure, severe winter storms, wildfires, earthquakes, water quality, public health emergency, terrorism, and hazardous materials incident. The new risks added this year are infestation, dam failure, wildfire, water quality, and public health emergency. Key considerations in this analysis were the likelihood that a hazard would occur (probability of occurrence), the anticipated severity (extent) of the hazard, and anticipated impact of the hazard on the community.

Section 5: Mitigation Strategy and Capability Assessment collates the County's capabilities and assesses how these capabilities can support mitigation programs or be improved to support mitigation. Mitigation Strategy describes the County's mitigation strategy, including the Plan's goals for a mitigation program, Countywide mitigation actions, and a road map for how the County will implement the Plan throughout the five-year planning cycle.

Within this section, Mitigation Goals were developed for jurisdictions that included objective and actions.

Section 6: Plan Implementation and Maintenance

With the planning process completed and the plan revised, Greene County EMA requests the Greene County Natural Hazard Mitigation Plan be adopted by the Greene Commissioners, and all of the cities and villages within Greene County. Noting that the townships are not required to adopt the plan, but are included under the County's resolution. Adoption of the plan will ensure jurisdictions are eligible for mitigation funds following any declared disaster.



CITY COUNCIL
Regular Meeting – December 14, 2020 6:00 p.m.
Council Chambers

1368 Research Park Dr
Beaver Creek, Ohio

- I. CALL TO ORDER
- II. ROLL CALL
- III. PLEDGE AND PRAYER/MOMENT OF SILENCE – Council Member Schwartz
- IV. APPROVAL OF AGENDA
- V. APPROVAL OF MINUTES

- VI. STATE OF THE CITY/BUDGET MESSAGE (City Message)

- VII. ORDINANCES, RESOLUTIONS AND PUDS
 - A. Resolution 20-45 Accepting the 2021 Budget
 - B. Ordinance 20-33 Annual Appropriations (Single Reading)
 - C. Resolution 20-46 City Manager and Clerk of Council Wage Adjustment

- VIII. COUNCIL TIME
- IX. MAYOR'S REPORT
- X. CITY MANAGER'S REPORT
- XI. CITIZEN COMMENTS
- XII. ADJOURNMENT

DRAFT



CITY COUNCIL
Regular Meeting – January 11, 2021 6:00 p.m.
Council Chambers

1368 Research Park Dr
Beaver Creek, Ohio

- I. CALL TO ORDER
- II. ROLL CALL
- III. PLEDGE AND PRAYER/MOMENT OF SILENCE – Mayor Stone
- IV. APPROVAL OF MINUTES
- V. ORDINANCES, RESOLUTIONS AND PUDS
- VI. COUNCIL TIME
- VII. MAYOR'S REPORT
- VIII. CITY MANAGER'S REPORT
- IX. CITIZEN COMMENTS
- X. ADJOURNMENT

DRAFT

PLANNING DEPARTMENT STATUS REPORT
November 11, 2020

CITY COUNCIL

November 23, 2020

- No cases

Tabled / Delayed / Pending

PLANNING COMMISSION

December 2, 2020

- PUD 20-1, The Creek Stop, I-1 to C-PUD
- PUD 20-2, Unison Industries, RP-1 to I-PUD
- PC 96-4 CU 11/20, Empowered Community Services of Beaver Creek
- PUD 96-4 SSP #5, Empowered Community Services of Beaver Creek
- PUD 15-3 MOD 11/20, Minor, Rapid Fire Pick-Up Window

Tabled / Delayed / Pending

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Commercial Permits Submitted and Under Review

- Dayton-Xenia Marathon Gas Station

BOARD OF ZONING APPEALS

November 11, 2020

- No cases