

July 18, 2016

The June 30, 2016 regular meeting was called to order at 6:30 pm by Cheryl with the Pledge of Allegiance. Introductions were skipped.

The following were present: Trustees: Cheryl Welch, Scott Markley & Kay Wright; Fiscal Officer: Kellie Light; Zoning Inspector: Lori Hartsel; Road Crew: Herb Wiles & Jimmy Hall; Guests: Ross Oehling, Jim Power & Elaine Tanner.

The minutes of the May 23, regular meeting were read. Kay made a motion to approve the minutes with the seven corrections. Scott 2nd it & Cheryl in agreement.

### ROAD CREW

Kay said the three year plan for Township Road 251 is to get all the earth drains in, replace damaged culverts, ditching, berming, patch, chip & seal. This is a flexible plan. This year, 2016, the section on Township Road 251 between County Road 500 & County Road 620 is being addressed.

Herb said the First Aid cabinet is very low. It is \$200 to replace the cabinet with all the items in it or \$70 to replace each item in the cabinet. Kay made a motion to replace the First Aid cabinet for \$200. Scott 2nd it & Cheryl agreement.

Herb said the main pin on the mower broke. American Augers made a new pin.

The oil problem on the mower was taken care of because it was still covered under the one year warranty.

He is mowing for the 2nd time this year.

Herb is patching the roads.

Melway will be coming in August to chip & seal.

He put new bristles on the broom.

120 foot culvert replaced on Township Road 580.

On Township Road 251 between Township Road 530 & Township Road 500 have been mowed, bermed & laying grindings.

Cinder bay is all cleaned out & ready to be fixed.

Simonson will be out in July to fix the cinder bay.

Water pump on back hoe had to be replaced.

Herb said he is spreading 9s because of the heat.

Herb said he has heard that there is money available from drilling the oil & gas wells in the township. Kay will check into this.

Herb has been running the roads to get the 3 & ½ miles of road to chip & seal.

Kay said she has backed off on putting a levy for the roads on the ballot. She is afraid it will affect the fire department levy. They also cannot go to door to door to talk to the residents in Cinnamon Lake & they have the most votes.

Herb read the attached rebuttal.

Jimmy said the township needs to hire a part time person with a CDL & experience with a backhoe & grater.

Cheryl said ads have been run looking for that other person.

She said Jonathan Welch is just an extra person if needed to mow.

Mr. Oehling said the curve on his road, Township 133, needs mowed. The stop sign also needs replaced. Herb said he has reported the stop sign to the county because it is their stop sign.

### PUBLIC PARTICIPATION

Mr. Oehling said the following:

- Asked what the # 1 responsibility of the trustees is. He said it is roads & safety.
- His road, Township Road 133, has not been chipped & sealed for 7 years.
- Years ago, Roger Swanson just chipped & sealed the roads right in front of homes.
- Cheryl is good at getting grants. Polk received a grant for \$237,000 through Ohio Public Works to repair their roads. Polk only had to come up with \$60,000. Why couldn't the township get a grant like this?
- Cheryl received a grant years ago for shade structure at the park. One of his relatives played a championship game at PNC Park & it did not have shade.
- Nankin got money for their park that was left over from Perry Township.
- The one truck was purchased from Raymond Kline's inheritance the township received.
- To purchase the other truck, the trustees went door to door asking for voters to pass the levy so the township could purchase the truck to repair the roads.

Cheryl's responses are as follows:

- Everything he said is true.
- The grants she has received from Ohio Department of Natural Resources stipulate that they are to be used for parks only.
- The grants from Ashland County Community Foundation are to be used for things that will benefit everyone in the community.
- She has been able to pay for the township responsibility of grants through fundraisers & the farmers markets.
- Polk received the grant for their roads because of the big sewer project that the EPA made them do.
- Cheryl said if there were any funds for the township roads, she would be right on it.
- Banks won't loan money for roads maintenance & up keep.
- Told Mr. Oehling if he comes across a grant for roads, let her know.

Mr. Oehling said the Amish gave the County Commissions money & it was used for the county roads. She said her husband, Commissioner Welch, has not said anything about that. She will check into it.

Cheryl told Ross that there have been mistakes made that the township will work through & be able to chip & seal five miles of roads again. These mistakes were Kay & Allen went about \$28,000 over on the chip & seal budget in 2014, the mower Allen picked out went about \$5,000 over than what was budgeted in 2015 & Kellie received \$11,300 penalty for not paying IRS on time.

OLD BUSINESS

None to report

NEW BUSINESS

Elaine would like to have Herb bring the township truck to the Amish Health & Safety day at Windy Knoll on August 23, 2016 from 5:00 PM to 8:30 PM.

They have a mock road set up & they would explain about the township truck.

There are about 400 people from Medina County & Ashland County that come to the Amish Health & Safety.

Cheryl told Elaine to come up with a plan & let her know what Herb & the township truck would be doing. Present it at the July trustee meeting & she will decide if it is something Herb should attend with the township truck.

ZONING

Mr. Power presented an address of a home on County Road 175 that has scrap lying around. The zoning says no junkyards in the township.

Lori said the person on County Road 700 needs to get a survey before they can get a zoning certificate.

People have been coming in & asking lot of questions about zoning & building.

Lori said she has been setting up the computer & copier.

She had to get a new phone & Verizon gave her a router for the internet which will save \$2.00 on the cell phone bill.

Kellie will check with Frontier to see what it would save on the phone bill if their internet service was removed.

Kay asked if there is anything in zoning about line fences not being electrified. Lori told her there is nothing in zoning about electrifying line fences.

Does a metal carport need a zoning certificate? Lori said a carport is not a permanent structure so no zoning certificate needed.

Cheryl told Kay that she does not take any calls for zoning, she refers them to Lori so that all zoning is gone through one person & there is no confusion.

The Amish on County Road 700 put an addition on the house & the barn is up.

The Malcombs did get a zoning certificate for their house.

TRUSTEE SCOTT MARKLEY

Nothing else to report

CEMETERY

Kay said there is one huge old stone towards the front of the cemetery that needs to be picked up, put in footer & set the stone back up on footer.

Ross asked if Kay has looked into getting help from the family of the stone to pay for fixing the stone. Kay will look into seeing if there are any family members still alive.

Kay said the caulking on the crept is coming out & she has been quoted no more than \$1,000 to fix it.

TRUSTEE KAY WRIGHT

Nothing else to report

TRUSTEE CHERYL WELCH

Cheryl reported that the Polk Fire Department had 10 fire & 28 squad runs. Also, had 11 mutual aids & 2 public services. Total of \$0 loss in Jackson Township.

PARK

Cheryl said she has not been up there every Saturday for the farmers markets. She has not been collecting the 10% because there has only been 4 vendors there selling. Cheryl said she took some of her own things to sell at the market.

She will try to collect fees from the vendors in July.

The sign on the pavilion has disappeared.

Elaine asked Cheryl about the yard signs for the Farmers Market. Cheryl said she only has 2 signs left but no metal sticks. Elaine told Cheryl she has metal sticks that she will give to her for the 2 signs she has.

Cheryl said brown posts were sent instead of green posts for the park sign. She returned the brown posts & is waiting for the green posts so the park sign can be put up.

She said that she met with Tim Farnsworth about the size of the posts for the park sign & he said they will be okay.

Herb said he put 411s in the holes in the park parking lot & it is smooth now.

Cheryl told Herb to keep track of the stone put at the park so she can turn it in for the grant she has.

She is going to get stone for the park with the grant money & store it at the township house.

Herb said park was a mess to clean up & trash has been awful.

Cheryl said Commission Welch has been dumping the trash cans.

Jimmy said he thinks someone is dumping their trash at the park. Cheryl said she will go through the trash bag to see if she can find out who it is & will call the Sheriff for them to go talk to the people.

Jimmy asked if the ball players could be asked to pick up the trash after the ball games.

Cheryl said she had trouble getting the ballfield people to turn off the water at the park when they were done with it.

Elaine said the following:

- She likes the Farmers Market sign that will be put on the park sign. She said it was worth the 6 years she has been waiting for it.
- Asked about the banners that they paid \$200 for the brackets to hang them. Cheryl said she only has 1 banner & doesn't know where the brackets are.

- She would like to hang the banner at the peak of the pavilion. Cheryl asked who will hang it. Elaine said Jimmy will hang it. Herb will look at the banner to see what is needed to hang it.
- The hitching post at park was taken down when the trees were taken down & has not been put back up.
- She would like a broom to put at the pavilion so the Amish can sweep off the stones on the concrete during the Farmers Markets.
- She asked about putting restrooms at the park. Cheryl said they have looked at that & that is not an option for the park. Don't have the people to take care of the restrooms. Elaine said people in Polk would help, would just need to form a committee. Kay said that Cinnamon Lake has many problems with their public restroom.

Cheryl told Elaine that she is not in favor of the thank you for not smoking signs at the park. Elaine can leave the signs up but Cheryl will not be making a policy for no smoking at the park.

There is no way to enforce no smoking at the park.

Kay said she did agree for the township to pay for one thank you for not smoking sign but not two.

Scott made a motion to accept the receipts as submitted. Kay 2nd it & Cheryl in agreement.

Scott made a motion to accept the warrants with the correction of only paying Elaine \$4.50 for one no smoking sign instead of \$9 for two. Kay 2nd it & Cheryl in agreement.

Kay made a motion to go into executive session to discuss State Auditor & personnel issues. Scott 2nd it & Cheryl in agreement.

Kay made a motion to come out of the executive session. Scott 2nd it & Cheryl in agreement.

Scott made a motion to adjourn the meeting. Kay 2nd it & Cheryl in agreement.

Respectfully submitted by Kellie Light, Fiscal Officer.

Signature: \_\_\_\_\_  
Cheryl Welch

Date: 07/18/2016

Signature: \_\_\_\_\_  
J. Scott Markley

Date: 07/18/2016

Signature: \_\_\_\_\_  
Kay Wright

Date: 07/18/2016

Herb Wiles Jackson Township Road Supervisor  
Prepared for the June 30<sup>th</sup> 2016 Jackson township Board of  
Trustees Meeting

The December 2015, January 2016, February 2016 meetings were held and comments were made implying that my work ethics aren't now and haven't been up to par. This is my rebuttal to those comments and statements since I was not present for two of these meetings due to my father's illness and passing. These comments were made by two Jackson Township Trustees without any proof or documentation; it is my request that this document be put into the minutes making reference to the Dec. 2015, Jan. 2016, and Feb. 2016 meetings and the statements made therein.

Let it be known that the employee, employer relationship has been damaged by accusations that have been publicly noted. This is not a formal complaint, simply an attempt to correct the records in public and those published on the Jackson Township website as a part of the notes from public trustee meetings. It is my request that any further actions following this reading not be vindictive or vengeful but be addressed in the proper format and in the privacy of an executive session with proper proof or documentation proving my inadequacies as permitted by township law.

If I have failed to do my job it should have been addressed properly with formal complaints, pictures and proof of my inadequacies, agreed upon by majority and in executive session, then discussed hopefully in private. Uneducated and ludicrous statements about an employee's performance entered into the minutes should not be allowed. Unsubstantiated opinions are not fact.

For the past five years I have received a token raise, the same raise that was given 20 years ago. Not a raise based on performance but a raise based on a former employee from 20

years ago. I realize we are on a tight budget, but when a statement is made in a meeting and I quote "\$1,000.00 for the park sign is not going to break the township, this concerns me, when this is equal to twice the amount of my raise allowed for one year.

It is also a concern when you ask my opinion of something and then undermine it by calling in the county eng. Or taking advice from another trustee whose expertise and experience are in the postal delivery system and basic farming, not a road maintenance background. My statements and experience are based on my trial and error two retired roadmen's opinions, two current roadmen opinions and often times the county eng. Or his right hand man Mark, right around 80 years of experience and expertise. While not being able to afford to do things exactly by the book, with their help and mine we are doing things less expensive and maybe more labor intensive and a little unorthodox, but we have been keeping Jackson Townships roads from falling apart and safe, however I believe we are going to need a better financial solutions via a levy or whatever to improve our roadways. Trying to lay the blame on the road man is not the answer. Why I have to prove myself at every job being done or question being asked is beyond my comprehension, when I am who actually has the qualifications for the job.

Allen Blodgett was allowed to make unsubstantiated statements in the Dec. 2015 meeting

Allen Blodgett...made the following statement and undercut my opinions at every turn. This would be my response for the record as these statements are untrue and an attack on my job performance which could possibly affect my reputation and or livelihood, and at the time effect my qualifying for my insurance bonus at the end of the year, which has since been taken care of. "Statement...it is important that the snow equipment be ready including the grader."

This implied that the equipment was not ready and I was not doing my job, which is false. The trucks and grader have always been in a ready status including, chains and v plow on the grader both trucks, plows, cinder spreaders, and proper safety

equipment ready.

“Statement...trucks are not capable of getting through drifts.”

This statement is also false. Our roads are plowed very well and the drifts are kept knocked back by our plow trucks equipped with an extra 2 foot wing fabricated by myself to ensure snow getting out over the ditch to melt. Again, unless you are a qualified snow plow driver you do not know or understand what the equipment is capable of or when to call out other equipment such as backhoe or grader.

“Statement...said rights of ways are not maintained.”

We do as much as possible with the equipment and help available. When Jeremiah was available we had trimmed an entire summer, wore out a chain saw doing so, along with the Tiger flail mower, again using equipment not really meant for the job.

“Statement... ditches aren't ready for drainage.”

Another false statement, ditches are mainly fine, the berms need cut. Part of Allen's campaign was he would be help with the roads, said he could drive truck, operate backhoe and the grader, this however was not the case, he didn't have a CDL, which means he couldn't legally operate our trucks and could not operate our backhoe with precision enough to do any job in a timely matter. He could unfortunately operate a grader, which is all he seemed to want to do, unless it was to help out on Lovers Lane, or something the grader was meant for when we did berm with the grader one time, he operated the dump trucks without a CDL, which is illegal and only worked until 1P.M. and had to go, leaving me with the mess, just like his TWP RD 251 project, mower purchase, chip and seal fiasco, threatening Sarver employees and not taking responsibility of over spending blaming this on another trustee, never taking responsibility for his own actions. In his own words, a real hazard to the tax payers of Jackson Township.

“Statement...said chain saws had not been used for years to clear the ditch lines, another false statement, again, Jeremiah and I wore out a chain saw that Allen himself authorized the purchase of a new one. To address the ditch line, without a



proper mower it is very difficult to maintain ditch line by hand, with mainly one person. The mower which Allen purchased is only a brush hog not anywhere close to being a roadside boom mower, which is the basic equipment needed to mow road sides and ditch lines.

Cheryl Welch

“Statement...needs to know what I do when I am not on the roads.

. What I do when not on the road can be verified by cameras located on Township property, stopping by or calling and inquiring “what are you doing” On any given day at the hall; maintaining the yard and assuring the proper amount of stone and supplies are ready for use. Working in the shop, cleaning, organizing, making calls and dealing with residents. Vehicles must be cleaned and maintained including proper maintenance, welding, fabricating snowplows adjustments, backhoe, grader, broom, John Deere and mower, purchasing supplies and materials for these projects, as well as maintaining the cemetery, and park, and keeping records of all said things. As with any job, the duties will change from day to day. The calendar on my desk has a general layout of what my plans are and things are added as the need arises, it is often up to the weather and the demands that come from the community for a more defined plan. This is available for review and would also include my pocket notebook that I keep on my person (most of the time) so that I can write down the duties needed performed along with the equipment and supplies required. This information is available anytime should the trustee’s or residents need to know, or just by asking the roadman and believing what he says.

“Statement... Trustee Cheryl Welch gives direction, and Herb does not follow it.”

This refers to a time when Trustee Scott Markley flagged for Herb. I was working on TWP 101 on BJ Bett’s tree line, removing dead ash, which is also near Trustee Scott Markley’s home, which made it convenient for him to help. This was also the same day Jonathan was scheduled to fly and Justin was sick. Just like the weather, no pre planning could have accounted for

this but I made the best of the situation. In the past trustees flagged and did many other supporting township jobs, this was part of what they got paid for, not to sit at home and try to micro manage a job they know nothing about.

“Statement... Trustee Cheryl Welch stated that Herb has been allowed to do what he wants for years.” and she wants more productivity. Said she does not see this happening as requested at the beginning of the year, first question which year 2015, or 2016? If 2016, we were only one or two months into the year when the statement was made, I was still plowing snow, if 2015, it would truly be a false and unbelievable statement with the amount of work that was done in that calendar year, and the letter of recommendation that Cheryl herself wrote for me in 2015. I do 100% of my job description and much more, not what I want to do, as stated by Trustee Cheryl Welch, more often than not I go out of my way to do my job and keep the community and Trustees happy and safe, coming in early or putting in the extra hour and not being paid, which obviously is not appreciated by this Trustee. The problem occurs when people come to me saying they read on our township website I was not doing my job. This is unacceptable to me and I feel discredits my reputation and is slanderous. Letters of recommendation can be provided from every Trustee I've worked for excluding Allen Blodgett, but definitely including Trustee Cheryl Welch to support my work. When offering direction you must first understand basic road maintenance and equipment operation to begin, whatever task you're taking on. It is my understanding in the past Trustee's have calculated expenses for road maintenance as well as other Township operations. I have no problem doing these calculations myself when I have all the facts and figures required. My entire road plan is always structured around the amount money and help I get to get the job done, all this including snow plowing decisions are my responsibility, yet it is stated on the record I cannot get through a day without direction or putting down a step by step plan on paper for those who do not know what we are doing, this troubles me. Where are you when I am making all the decisions

in the winter time in the middle of the night in freezing temperatures plowing sometimes 12-14 hours straight, keeping everyone safe, only when the sun shines are you concerned with what I am doing, this also concerns me. To help you understand what I did last year please visualize these projects; dug up the centers of our roads for four months and filled with 304's so they would solidify and make a decent road for the residents to drive on. We put down \$40,000.00 worth of patch over these fills and other places that needed attention. Justin and I did this by hand with rakes and shovels in the hot August weather, using 600 degree patching materials to preserve as many areas of road as possible for one more winter. This is my job description, to maintain roads. Often however I have to prove myself for no apparent reason. Example, Allen's TWP RD 251 project that went horribly wrong when Allen tore a large section of the road up with the grader and used many times the product, manpower, hours, fuel, not to mention the time it took to clean the ditches and fix correctly what he had torn up, to many other projects of his to mention that wasted tax payers dollars.

“Statement...Trustee Cheryl Welch stated that Trustee Scott Markley and Herb need a plan with dates and times for jobs to be completed or Herb needs to be written up.”

Reason being, Cheryl has no idea what jobs need to be done or completed, or how to do road maintenance period! Has asked Herb in the past for a report on what's going to be done so she could discuss it in the meeting and turned it around and tried using it against me. To be able to always predict when things can be done is almost ludicrous, quite often we do not have the personnel available to work when the weather is cooperating or cannot choose when the equipment breaks or be able to predict the problems which occur no matter what in any project. In order to get and keep good help you must provide the appropriate compensation for the skills and level of commitment it takes to do the job. It should also be understood when Trustees have me calculate a one or three year plan to repair and maintain the roads the plan needs to be followed through to the end, not when someone decides to change it, example, two years ago

when we chipped and sealed the roads, trustees changed the plan as we were doing the job, and over spent, the following year we played catch up, yet somehow I'm supposed to stay on track, again, to many variables. If it is necessary for me to be written up it would be my request that it be by someone who understands the roads, maintenance of equipment, and in general what it takes to do the job, someone who drives the roads and knows of every crack, hole and potential problems, as I do, someone that will help find solutions to solve these problems, not create more. You cannot do this from home, or by reading a book, or trying to outwit someone, you need on the road experience.

In summation – If you do not know at least as much if not more than your roadman about roads, please do not tell him how to do something or how long it should take, please show him

. Please don't take my sick days from me, or chime in on my raises, take my comp time or hold my insurance over my head if 100% of my job description isn't done. We are here to maintain the roads first and utmost, not to further political careers or place blame, let's work together and get some things done! Finances, equipment, and help allowing. I have and always will work as hard and to the best of my abilities to get whatever needs done, done, however it is difficult to keep a positive and upbeat attitude while being micro-managed, underpaid, scrutinized, harassed, and browbeat for trying to do our jobs!!

A thank you would be more appreciated.