

January 4, 2021

The Board of Commissioners of Lorain County, Ohio met this day in a regular (organizational) meeting, in the J. Grant Keys Administration Building, 226 Middle Avenue, Elyria, Ohio, at 9:30 a.m. with the following members present: Commissioner Michelle Hung, President, Commissioner David J. Moore, Vice-President and Commissioner Matt Lundy, Member and Theresa L. Upton, Clerk.

JOURNAL ENTRY

Commissioners said the Pledge of Allegiance.

Commissioner Lundy gave an inspirational word

Clerk Upton called roll; Commissioner Hung, Commissioner Moore & Commissioner Lundy – All Present

The following business was transacted

COMMISSIONERS

a.1

RESOLUTION NO. 21-1

In the matter of electing the President of the Board)
for the year 2021)

January 4, 2021

BE IT RESOLVED, by the Lorain County Board of Commissioners that we hereby elect the President of the Board for the year 2021.

Commissioner Moore nominated Commissioner Hung as President of the Board for year 2021.

No more nominations, therefore Hung will be 2021 President of Commissioners.

Motion by Moore seconded by Lundy to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Moore, Hung & Lundy / Nays: None
Motion carried.

a.2

RESOLUTION NO. 21-2

In the matter of electing the Vice-President of the Board)
for the year 2021)

January 4, 2021

BE IT RESOLVED, by the Lorain County Board of Commissioners that we hereby elect the Vice President of the Board for the year 2021.

Commissioner Hung nominated Commissioner Moore as Vice-President of the Board for year 2021.

No more nominations, therefore Moore will be 2021 Vice-President of Commissioners.

Motion by Hung seconded by Lundy to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Lundy & Moore / Nays: None
Motion carried.

a.3

RESOLUTION NO. 21-3

In the matter of adopting Roberts Rules as)
Parliamentary Procedures 12th edition to be)
followed at all Board meetings during the)
year 2021)

January 4, 2021

BE IT RESOLVED, by the Lorain County Board of Commissioners that we hereby adopt Roberts Rules as Parliamentary Procedures 12th edition to be followed at all Board meetings during the year 2021.

Motion by Hung seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Moore & Lundy / Nays: None
Motion carried.

a.4

RESOLUTION NO. 21-4

In the matter of providing each Wednesday of each month)
At 9:30 a.m. as regular Board meetings for January 2021)

January 4, 2021

BE IT RESOLVED, by the Lorain County Board of Commissioners that we hereby provide each Wednesday of each month at 9:30 a.m. as regular Board meetings for January 2021.

Motion by Hung seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Moore & Lundy / Nays: None
Motion carried.

a.4a

RESOLUTION NO. 21-5

In the matter of providing each Wednesday of each)
 month at 6:00 p.m. as regular Board meetings) January 4, 2021
 starting February 3, 2021)

BE IT RESOLVED, by the Lorain County Board of Commissioners that we hereby provide each Wednesday of each month at 6:00 p.m. as regular Board meetings starting February 3, 2021

Motion by Hung seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Moore & Lundy / Nays: None
 Motion carried.

a.5

RESOLUTION NO. 21-6

In the matter of providing the 1st or 3rd Tuesday of each)
 month at 9:30 as a regular board meeting day for 2021)
 for public hearings) January 4, 2021

BE IT RESOLVED, by the Lorain County Board of Commissioners that we hereby provide the 1st or 3rd Tuesday of each month at 9:30 as a regular board meeting day for 2021 for public hearings.

Motion by Hung seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Moore & Lundy / Nays: None
 Motion carried.

a.6

RESOLUTION NO. 21-7

In the matter of appointing Commissioner Hung)
 As 9-1-1 Review Board Chairman for the year) January 4, 2021
 2021 and the various members)

BE IT RESOLVED, by the Lorain County Board of Commissioners that we hereby appoint Commissioner Hung as 9-1-1 Review Board Chairman for the year 2021 and the various members.

- | | |
|-----------------------------------|--|
| Commissioner Hung | Chairman |
| Chief Jim Wilhelm | Amherst Fire Department |
| Chief Joseph Kurcinek | Amherst Police Department |
| Chief Frank Root III | Avon Fire Department |
| Chief Richard Bosley | Avon Police Department |
| Chief Chris Huerner | Avon Lake Fire Department |
| Sgt. Victoria Rightnour | Avon Lake Police Department |
| Chief Kevin Dembiec | Carlisle Township Fire Department |
| Chief Raymond Anthony | Columbia Township Fire Department |
| Chief Robert Resar | Eaton Township Fire Department |
| Chief Duane P. Whitely | Elyria Police Department |
| Chief Richard Benton | Elyria Fire Department |
| Chief Brian Bell | Elyria Township Fire Department |
| Asst Chief Kurt Scholl | Florence Township Fire Department |
| Chief Randy Kimbro | Grafton Fire Department |
| Chief Dan Clark | Grafton Police Department |
| Chief James Rader | LaGrange Fire/Rescue |
| Herb de la Porte | Lifecare Ambulance |
| | Lorain County 9-1-1 |
| Thomas E. Kelley | L.C. Emergency Management Agency |
| Brian Holmes | Lorain County Metro Parks |
| Chief Deputy Dennis Cavanaugh | Lorain County Sheriff's Department |
| Chief Matt Homolya | Lorain Fire Department |
| Sgt. Orlando Colon | Lorain Police Department |
| Randy Hand | North Central EMS |
| Chief John Reese | North Ridgeville Fire Department |
| Brenda Stempowski | North Ridgeville Police Department |
| Chief Robert Hammer | Oberlin Fire Department |
| Lt. Michael McCloskey | Oberlin Police Department |
| Lt. Travis Hughes | Ohio State Patrol |
| Delia Rieger | Sheffield Lake Police Department |
| Lt. Wes Mariner | Sheffield Lake Fire Department |
| Asst. Chief Joe Neuhoff | Sheffield Township Fire Department |
| Chief Jeff Young | Sheffield Village Fire Department |
| Jan Fish | Sheffield Village Police Department |
| Pat Wilkinson | South Lorain County Ambulance District |
| Kate Kopriva | Vermilion Police Department |
| Chief Mike Wetherbee | Wellington Fire District |
| Susan Walker | Wellington Police Department |
| Co-Chairman: | Chief Richard Benton |
| Secretary: | |
| Camden Twp Fire - No response | South Amherst Fire- No response |
| LaGrange Police Dept- No response | Rochester Fire- No response |

Motion by Lundy seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Lundy, Moore & Hung / Nays: None
 Motion carried.

a.7

RESOLUTION NO. 21-8

In the matter of appointing the President to the Lorain County)
Data Processing Board, Audit Review Board, Records)
Commission, Solid Waste Management Policy Committee,) January 4, 2021
Board of Revisions (or alternate), Lorain County Children and)
Families Council (or designee) and Safety Committee)
(or designee))

BE IT RESOLVED, by the Lorain County Board of Commissioners that we hereby placed this on hold until 2:00 p.m., January 5, 2021 Commissioners meeting.

Commissioner Moore moved, seconded by Hung. Upon roll call the vote taken thereon, resulted as: Ayes: Moore, Hung & Lundy /
Nays: None
Motion carried.

A.7A

JOURNAL ENTRY

Commissioner Hung would move to amend the agenda to include hiring of Ulmer & Berne LLP to serve as legal counsel, seconded by Moore. Clerk called for discussion.

Commissioner Moore stated this is a historic moment in the county new Prosecutor, new Commissioners and he feels that outside counsel is needed not to burden the Prosecutors office and Prosecutor has given his blessing right now. Ulmer will help with employee issues and lot of issues have come up since the election within the last 60 days and looking at a lot of things. We need to get outside counsel to review and do thing properly and respectful to those involved.

Commissioner Lundy said he would like clarification because Commissioners have to go through Prosecutors office in order to authorize and this is being moved quickly with Commissioners having a meeting at Prosecutors being sworn in at 9 am this morning.

Assistant County Prosecutor Dan Petticord said he and Prosecutor Tomlinson spoke briefly this morning and is not aware that he knows of the scope Commissioner Moore is talking about right now, but the Commissioners have the ability to hire outside counsel if so chose for specific purposes

Commissioner Lundy said he just wanted to make sure for clarification that Prosecutor was aware being Prosecutor is usually the Commissioners legal counselor. Mr. Petticord said correct, he knows that there are legal statutory items that Prosecutors office does.

Following resolution was adopted:

a.7a

RESOLUTION NO. 21-9

In the matter of authorizing the hiring of the law firm)
Ulmer & Berne LLP to serve as counsel for Lorain) January 4, 2021
County within the jurisdiction of the Lorain County)
Board of Commissioners)

BE IT RESOLVED that the Lorain County Board of Commissioners ("the Board") authorizes the hiring and retention of the law firm Ulmer & Berne LLP ("Ulmer") to serve as legal counsel for Lorain County, effective January 4, 2021.

FURTHER BE IT RESOLVED that the scope of Ulmer's representation of Lorain County and/or the Board shall include, but not be limited to, the following matters and/or areas requiring legal consultation and advice:

- 1. The retention of Ulmer as counsel of record on behalf of the Board in the matter captioned *Board of Education of the Columbia Local School District v. Board of County Commissioners of Lorain County*, Case No. 20 CV 202279, pending before the Lorain County Court of Common Pleas. Ulmer shall be replacing the law firm Calfee, Halter & Griswold LLP as counsel of record on behalf of the Board;
- 2. The retention of Ulmer for legal consultation and advice concerning Labor and Employment matters, General Counseling, Benefits Issues, Economic Development matters, and all other matters assigned by the County.

Commissioner Hung moved, seconded by Moore. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Moore & Lundy /
Nays: None
Motion carried.

(discussion was held on the above)

a.8

JOURNAL ENTRY

Commissioner Hung requested an executive session to discuss personnel new hires.

a.9

RESOLUTION NO. 21-10

In the matter of authorizing salary adjustments for various)
Municipal Court employees, which reflects the county's)
2/5 share) January 4, 2021

BE IT RESOLVED, by the Lorain County Board of Commissioners that we hereby Authorize salary adjustments for various Municipal Court employees, which reflects the county's 2/5 share

- Lorain
 - 1. Judge Thomas J. Elwell, Administrative effective bi weekly rate \$973.08
 - 2. Judge Mark Mihok, Presiding, effective bi weekly rate \$950.00
- Elyria
 - 1. Stephen Zacharias, Bailiff, resigned effective January 4, 2021
 - 2. Jackie Vacha, Bailiff, bi weekly rate of \$915.81
 - 3. Michael Gebhardt, increase bi weekly rate of \$970.95

Motion by Hung seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Moore & Lundy / Nays: None
Motion carried.

A 10

RESOLUTION NO. 21-11

the matter of establishing compensation for Law Directors)
Prosecuting violations of State Law in Municipal Courts;)
O.R.C. 1901.34 (C) for the year 2021)
January 4, 2021

WHEREAS, Resolution No. 98-231, adopted March 18, 1998 established compensation for Law Directors prosecuting violations of state law municipal courts; O.R.C. 1901.34(c), which was passed based upon the Supreme Court of Ohio case State ex rel. Botkins v. Laws on an evaluation of evidence submitted concerning the reasonable value of these services; and

WHEREAS, Resolution No. 98-235, adopted March 24, 1998 amended Resolution No. 98-231, adopted March 18, 1998 to reflect payment shall represent gross compensation and is inclusive of tax withholding and employer/employee PERS contributions; and

WHEREAS, Resolution No. 99-940, adopted November 23, 1999 amended Resolution No. 98-235, adopted March 24, 1998 to delete said payment shall represent gross compensation and is inclusive of tax withhold and employer/employee PERS contributions; and

WHEREAS, Resolution No. 10-56, adopted January 27, 2010 cut the compensation by 25% due to budget constraints; and

NOW, THEREFORE BE IT RESOLVED, the Lorain County Board of Commissioners do hereby establish compensation for Law Directors prosecuting violations of State Law in Municipal Courts; O.R.C. 1901.34 (c) for the year 2021 as follows:

Table with 2 columns: Location and Compensation. Locations include Lorain, Elyria, Oberlin, North Ridgeville, Amherst, Avon Lake, Avon, Sheffield Village, Sheffield Lake, South Amherst, Wellington, Kipton, Rochester, Grafton, Vermilion, LaGrange. Compensation amounts range from \$750.00 to \$7,500.00 each.

FURTHER BE IT RESOLVED, attorneys who elect to receive payment directly will be compensated in the amount 10% lower than the amounts herein authorized; said reductions reflect additional costs being borne by the County.

Motion by Hung seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Moore & Lundy / Nays: None
Motion carried.

COUNTY ADMINISTRATOR

Commissioner Hung said an Administrator has not been appointed.

ASSISTANT COUNTY PROSECUTOR

Dan Petticort requested an executive session to discuss several updates on litigation issues.

COMMISSIONERS REPORT

Commissioner Moore asked if this could be held off until after Executive Session.

CLERK'S REPORT

- #1. January 11 at 11 a.m. - Transportation Improvement District meeting
#2. January 13 at 9:30 a.m., Commissioners
#3. January 19 at 9:30 a.m. - Stormwater District meeting
#4. January 21 at 9:30 a.m. - Landbank
#5. January 28 at 11 a.m. - Investment Advisory meeting

BOARD CORRESPONDENCE

Motion by Lundy, seconded by Hung to approve the Board Correspondence and waive the reading of the same. Ayes: Lundy & Hung & Moore/ Nays; None
Motion carried.

- #1. January 11 at 10 am, Data Processing Board will meet on 4th floor, room a
#2. January 11 at 1:30 p.m., Board of Revisions will meet on 4th floor, room a
#3. January 27 Lorain County Chamber of Commerce from at 10:45-11:45 a.m., virtual mini expo and 12-1 pm., annual meeting.. Contact tcascio@loraincountychamber.com
#4. County Chamber of Commerce January events register at www.loraincountychamber.com

JOURNAL ENTRY

Commissioner Hung moved, seconded by Lundy to go into an executive session at 9:50 a.m. to discuss personnel new hires and update on litigation issues. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Moore & Lundy / Nays: None
Motion carried.

Commissioners reconvened from executive session and the following resolution was adopted:

JOURNAL ENTRY

In the matter of authorizing various personnel actions)
 as indicated on the summary sheet for employees)
 within the jurisdiction of the Lorain County Board of)
 Commissioners)

January 4, 2021

Commissioner Hung moved, seconded by Moore. Clerk called for discussion.

Commissioner Lundy said he knows that this is a new administration coming in and do support the new administration and bringing in their management team and lots of folks that are on here he does know and respects and thinks there are some that will do a great job for the county but there are also some that folks on here that have been doing a very good job and very competent and capable people so he has concerns with some of the terminations of some people on here. He wants to stress on this vote that he does not get to pick and choose it is an up and down vote and he has reservations about people that are considered good people he does not want it to be any ill against anyone that is coming in because he knows some of these people in the community they are well known and well respected and has worked with them before and look forward to working with them again, but please understand he can only do an up or down vote. Primarily his concern with some of the reasonable and good people that are being terminated and therefore that is why he will be voting on the resolution he does.

Commissioner Moore said thank you, there is no reflection on the people that are being terminated, there is a new administration coming into town and some of the decisions were based upon there is a new administration and has nothing to do with some of the employees that will be determined, some of them will be discussed with the new county administrator privately before it comes back to the Commissioners.

Following resolution was adopted:

RESOLUTION NO. 21-12

In the matter of authorizing various personnel actions)
 as indicated on the summary sheet for employees)
 within the jurisdiction of the Lorain County Board of)
 Commissioners)

January 4, 2021

BE IT RESOLVED, by the Lorain County Board of Commissioners that we hereby authorize various personnel actions as indicated on the summary sheet for employees within the jurisdiction of the Lorain County Board of Commissioners.

E911**New Hire:**

1. Harry Williamson, Jr., Director, effective January 4, 2021 at rate of \$38.46/hour

Change of Status:

2. Russ Scarbough, Supervisor, effective January 4, 2021 at rate of TBD

Commissioners**New Hire:**

1. Adina Bargan, HR Manager, effective March 8, 2021 at rate of \$40.87/hour
2. John Gall, Commissioner's Assistant, effective January 4, 2021 at rate of \$19.10/hour
3. Jennifer Gawlak, Budget Analyst, effective January 11, 2021 at rate of \$20.00/hour
4. Chris Kish, Administrator's Assistant, effective January 5, 2021 at rate of \$26.44/hour
5. Amy Marcel, Commissioner's Assistant, effective January 4, 2021 at rate of \$19.10/hour
6. Jennifer E. Sinatra, HR Director, effective January 4, 2021 at rate of \$52.88/hour
7. Robert Weber, Deputy Administrator Director, effective January 5, 2021 at rate of \$43.27/hour
8. Thomas E. Williams, Jr., County Administrator, effective January 4, 2021 at rate of \$72.07/hour

Community Development**New Hire:**

1. Robert Duncan, Director, effective January 5, 2021 at rate of \$36.54/hour

Termination:

2. Donald Romancak, Director, effective January 4, 2021 at rate of \$41.75/hour

Facility Management**New Hire:**

1. Daniel Gross, Director, effective January 4, 2021 at rate of \$43.27/hour

Termination:

2. Karen Perkins, Director, effective January 4, 2021 at rate of \$39.20/hour

Job and Family Services**New Hire:**

1. Tim Carrion, Director, effective January 5, 2021 at rate of \$52.88/hour

Termination:

2. Barbara Tamas, Director, effective January 4, 2021 at rate TBD.

Information and Technology**Termination:**

1. Cameron MacDonald, Director, effective January 4, 2021 at rate of \$40.17/hour

Records Retention**New Hire:**

1. Andrew Lipian, Supervisor, effective January 5, 2021 at rate of \$25.48/hour

Termination:

2. Denise Lindak, Supervisor, effective January 4, 2021 at rate of \$23.15/hour

Solid Waste**New Hire:**

1. David Blevins, Director, effective January 5, 2021 at rate of \$36.54/hour

Motion by Hung seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung & Moore /
 Nays: Lundy

Motion carried.

_____ (discussion was held on the above)

JOURNAL ENTRY

In the matter of authorizing personnel action regarding)
 the hiring and employment of Thomas E. Williams, Jr.)
 as County Administrator within the Jurisdiction of the)
 Lorain County Board of Commissioners)
 January 4, 2021

Commissioner Hung moved, seconded by Moore. Clerk called for discussion.

Commissioner Lundy said he wanted to point out that he is looking forward to working with Mr. Williams, new Lorain County Administrator. He said Tom runs a very competitive campaign and knows they got to know each other quit well and does respect Tom and looking forward to working with Tom, but will point out he made it very clear that he had and will not support anymore severance packages and know that became a controversy item recently and cannot support a severance package. This has nothing to do personally with Tom but he has an issue with a severance package including in her and look forward to working with you and will work well together

Commissioner Moore said in his opinion severance package is this, you supported paying Jim Cordes and that he talked with a lot, so many lawyers and in opinions given by Prosecutor, previous county prosecutor was inaccurate and have not found 1 lawyer to agree with reason why they wrote that check and it was voted on. All he knows it was done and can't reverse that decision, thank you.

Following resolution was adopted:

RESOLUTION NO. 21-13

In the matter of authorizing personnel action regarding)
 the hiring and employment of Thomas E. Williams, Jr.)
 as County Administrator within the Jurisdiction of the)
 Lorain County Board of Commissioners)
 January 4, 2021

BE IT RESOLVED that the Lorain County Board of Commissioners authorizes the hiring and employment of Thomas E. Williams, Jr. ("Mr. Williams" or "Administrator") as County Administrator, effective January 4, 2021.

BE IT FURTHER RESOLVED that Mr. Williams shall be employed as County Administrator subject to the following conditions:

1. That the position of County Administrator shall be a full-time exempt position;
2. That the initial term of Mr. Williams' employment shall be for a period of four (4) years ("the initial term");
3. That Mr. Williams shall serve at all times as an "at-will" employee in his capacity as County Administrator, which means that either Mr. Williams or the County may end the employment relationship for any time and for any reason;
4. That, in consideration for performing his duties and responsibilities as County Administrator, Mr. Williams' base salary shall be no less than \$149,900.00, less applicable statutory deductions;
5. That Mr. Williams shall be entitled to no less than 4 weeks of vacation per calendar year with 2 weeks of vacation in calendar year 2021 available as of January 4, 2021 and the remaining 2 weeks of vacation for calendar year 2021 available for use provided that Mr. Williams has served 4 consecutive weeks in his position as County Administrator. Except for the provisions set forth in this paragraph, Mr. Williams' use of any vacation pay shall be governed by the Personnel Policy Manual for the Lorain County Board of Commissioners;
6. That should Mr. Williams' employment be terminated by the County prior to the completion of the initial term for any reason other than "Cause" as defined by this Resolution, Mr. Williams shall be entitled to a severance payment in an amount equal to the equivalent of eighteen (18) months of Mr. Williams' base salary at the time of the termination of his employment, minus applicable statutory deductions. Payment of any severance to Mr. Williams shall be made in one lump sum within thirty (30) days from the date Mr. Williams executes a release of claims as referenced in this paragraph, provided that Mr. Williams does not revoke the agreement following his execution of the release. For purposes of this Resolution, "Cause" shall mean the occurrence of one or more of the following events: (a) Administrator's arrest for a felony or of any crime involving moral turpitude; (b) Administrator's engaging in any fraudulent or dishonest conduct in his dealings with, or on behalf of, the County (or its affiliates); (c) Administrator's misuse of alcohol or drugs which interferes with Administrator's performance of his employment duties as determined by the County. Eligibility for the severance pay identified in this paragraph shall be contingent on Administrator's execution and non-revocation of a release of all claims as determined by the County. Severance will not be subject to an offset for compensation Mr. Williams may receive from a new employer.

Motion by Hung seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung & Moore /
 Nays: Lundy
 Motion carried. _____(discussion was held on the above)

JOURNAL ENTRY

In the matter of authorizing personnel action regarding the)
 hiring and employment of Jennifer E. Sinatra as Director of)
 Human Resources within the Jurisdiction of the Lorain)
 County Board of Commissioners)
 January 4, 2021

Commissioner Hung moved, seconded by Moore. Clerk called for discussion.

Commissioner Lundy said he looks forward to meeting with Jennifer, his degree is in Human Resource Management and knows that it is a very heavy lift and Jennifer is highly spoken of and know that there was intention in this organization and Lorain County government and Lorain County having an HR director and glad to see we are moving this into consideration here today. He said likewise, it is nothing personal but don't support severance package and look forward to working with Jennifer but don't support the severance agreement so nothing personal but that is the reason for his vote today.

Commissioner Hung said with Jennifer we have a highly skilled veteran with over 20 years of municipal experience and lucky to have been able for her to join our team and look forward to working with her.

Following resolution was adopted:

RESOLUTION NO. 21-14

In the matter of authorizing personnel action regarding the)
 hiring and employment of Jennifer E. Sinatra as Director of)
 Human Resources within the Jurisdiction of the Lorain)
 County Board of Commissioners)
 January 4, 2021

BE IT RESOLVED that the Lorain County Board of Commissioners authorizes the hiring and employment of Jennifer E. Sinatra ("Ms. Sinatra" or "Director") as Director of Human Resources, effective January 4, 2021.

BE IT FURTHER RESOLVED that Ms. Sinatra shall be employed as Director of Human Resources subject to the following conditions:

1. That the position of Director of Human Resources shall be a full-time exempt position;
2. That the initial term of Ms. Sinatra's employment shall be for a period of four (4) years ("the initial term");
3. That Ms. Sinatra shall serve at all times as an "at-will" employee in her capacity as Director of Human Resources, which means that either Ms. Sinatra or the County may end the employment relationship for any time and for any reason;
4. That, in consideration for performing her duties and responsibilities as Director of Human Resources, Ms. Sinatra's base salary shall be no less than \$110,000.00, less applicable statutory deductions;
5. That Ms. Sinatra shall be entitled to no less than 4 weeks of vacation per calendar year and that her use of any vacation pay shall be governed by the Personnel Policy Manual for the Lorain County Board of Commissioners;
6. That should Ms. Sinatra's employment be terminated by the County prior to the completion of the initial term for any reason other than "Cause" as defined by this Resolution, Ms. Sinatra shall be entitled to a severance payment in an amount equal to the equivalent of six (6) months of Ms. Sinatra's base salary at the time of the termination of her employment, minus applicable statutory deductions. Payment of any severance to Ms. Sinatra shall be made in one lump sum within thirty (30) days from the date Ms. Sinatra executes a release of claims as referenced in this paragraph, provided that Ms. Sinatra does not revoke the agreement following her execution of the release. For purposes of this Resolution, "Cause" shall mean the occurrence of one or more of the following events: (a) Director's arrest for a felony or of any crime involving moral turpitude; (b) Director's engaging in any fraudulent or dishonest conduct in her dealings with, or on behalf of, the County (or its affiliates); (c) Director's misuse of alcohol or drugs which interferes with Director's performance of her employment duties as determined by the County. Eligibility for the severance pay identified in this paragraph shall be contingent on Director's execution and non-revocation of a release of all claims as determined by the County. Severance will not be subject to an offset for compensation Ms. Sinatra may receive from a new employer.

Motion by Hung seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Moore & Lundy / Nays: None
 Motion carried. _____(discussion was held on the above)

JOURNAL ENTRY

In the matter of authorizing personnel action regarding)
Lorain County's health care plan within the Jurisdiction) January 4, 2021
of the Lorain County Board of Commissioners)

Commissioner Hung moved, seconded by Moore. Clerk called for discussion.

Commissioner Lundy said can you explain so the public understands what this is. Commissioner Hung said particular resolution has to do with healthcare benefits program so for example. If you start working the 5th you could not start your healthcare benefits until March 1, this ratifies that to put them on having healthcare benefits in a 30 day window.

Commissioner Lundy said he is all in favor of people getting healthcare in this county and country and just only concern he had and spoke with you and legal counsel and this is a one shot deal and hope everyone understands that.

Following resolution was adopted:

RESOLUTION NO. 21-15

In the matter of authorizing personnel action regarding)
Lorain County's health care plan within the Jurisdiction) January 4, 2021
of the Lorain County Board of Commissioners)

WHEREAS, the Lorain County health care plan (the "County Plan") requires employees to work 30 days before receiving benefits and in the event an employee terminates employment prior to the 16th day of the month, benefits under the County Plan end on the 15th day of the month of termination;

WHEREAS, the Lorain County Board of Commissioners ("the Board") recommend changing the eligibility requirements so that County employees become eligible to participate in the County Plan on their date of hire and that benefits continue through the end of the month in which an employee terminates employment with the County;

NOW, THEREFORE, be it resolved by the Board as follows:

1. That the County Plan be amended to provide that County employees shall be eligible to participate in the County Plan on date of hire by the County and that participation in the County Plan shall end (subject to legal continuation requirements) on the last day of the month in which the employee's employment with the County has ended, all effective on the date hereof.
2. That the County Administrator and Director of Human Resources take whatever actions are necessary to amend the County Plan to reflect these changes.

Motion by Hung seconded by Moore to adopt Resolution. Upon roll call the vote taken thereon, resulted as: Ayes: Hung, Moore & Lundy / Nays: None
Motion carried. _____(discussion was held on the above)

JOURNAL ENTRY

Commissioner Hung said we will circle around back to Commissioners report which was asked to hold until after executive session.

Commissioner Lundy said congrats to both of you for being elected to office, some folks don't understand how difficult this decision is to run and make a commitment for public office and life is under the microscope. He said many challenges are faced in our county and greater challenge has been during this pandemic and prior to was the epidemic. He said many folks are out of work and losing jobs and have no food and he believes in a partnership and not partisanships to seek solutions. He was raised to treat others with respect and would like to be treated the same. He would like to have things not be personal and focus on the things before us and it is important to be civil we have been given an important responsibility to do the work of the people. He thinks the quote by US Senator John McCain says it very well "I hope that we can again rely on humility and our need to cooperate on our dependence on each other to learn how to trust each other and by doing so we better serve the people that elected us"

Commissioner Moore said he is not big on Commissioner reports, so we might have to have a discussion on carrying forward whether or not we will have them and will have that discussion at another meeting, that is his opinion

Commissioner Hung said she is scheduling the next Commissioners meeting that will take place tomorrow, Tuesday, January 5 at 2 pm

With no further business before the Board, Motion by Hung seconded by Lundy to adjourn at 11:30 a.m. Ayes: Hung, Moore & Lundy / Nays: None
Motion carried.

The meeting then adjourned.

Michelle Hung, President)Commissioners
_____)
_____)of
David J. Moore, Vice-president)
_____)
_____)Lorain County
Matt Lundy, Member)Ohio

Attest: Theresa L. Upton, Clerk
Theresa L. Upton