

RECORD OF PROCEEDINGS

Minutes of the Special Meeting of the Trustees of Sycamore Township
Sycamore Township, Hamilton County, Ohio

Thursday, December 9, 2021

The Special Meeting was called to order at 3:43 p.m. by Chairman James to discuss the employment of a public employee.

Present for the Special Meeting were Chairman James, Vice Chairman LaBarbara, Trustee Weidman, Fiscal Officer Porter, Law Director Desai, Administrator Warrick, and Superintendent/Assistant Administrator Kellums.

Executive Session

A motion was made by Mr. James, seconded by Mr. Weidman, to adjourn the meeting to executive session with Law Director Deepak Desai as permitted by Ohio Revised Code Section 121.22 to consider the employment of a public employee.

Mr. Porter called roll. Vote: James: Aye; LaBarbara: Aye; Weidman: Aye

Mr. James invited Mr. Warrick into the executive session with the Trustees and Law Director.

End Regular Session: 3:44 p.m.

Begin Executive Session: 3:45 p.m.

End Executive Session: 4:02 p.m.

Back in Regular Session: 4:03 p.m.

Mr. Porter called roll. All three Trustees indicated they were present.

Mr. James stated the Board had a matter for consideration in the form of a resolution.

The resolution "Authorizing a Separation Agreement and General Release and Dispensing with a Second Reading" was presented by Mr. Desai who noted the separation agreement and release is attached to the resolution. Mr. James made a motion, seconded by Mr. LaBarbara, to approve the resolution.

Mr. James stated this is an unfortunate circumstance he wishes we were not needing to enter into, however political winds have changed.

Mr. Porter called roll. Vote: Mr. James; Aye; Mr. LaBarbara: Aye; Mr. Weidman: No
Resolution 2021-109 passed this 9th of December, 2021

Mr. LaBarbara asked Mr. Weidman why he voted no when he was the architect of this.

Mr. Weidman answered he was not the architect of this; and he did not say that he found it acceptable. He said he requested that Mr. Desai put together a framework for a separation agreement that Mr. James and Mr. LaBarbara might find acceptable. He said the details of the separation agreement were discussed in executive session and both Mr. James and Mr. LaBarbara said they found it to be acceptable.

Mr. LaBarbara stated he had said to Mr. Weidman in the executive session that he and Mr. Weidman were finally in agreement on something after four years.

Mr. James stated the two to one vote on the resolution causes a conundrum. He said the severance agreement takes effect with an administrative leave which would begin this Friday, but the resolution won't technically be effective for a period of time after.

Mr. James said with Mr. Weidman having voiced his opposition to the resolution, he moves that the Board adopt the resolution which was passed by two to one as an emergency measure to take effect immediately subject to unanimous vote of the Board as to its effectiveness date.

Mr. LaBarbara seconded the motion.

Mr. Porter called roll. Vote: Mr. James: Aye; Mr. LaBarbara: Aye; Mr. Weidman: No

Mr. Weidman stated he could make a motion to put Mr. Warrick on Administrative leave until December 31, 2021 at 11:59 p.m.

Mr. Desai stated we have a separation agreement which covers that topic.

Mr. James stated, for the public's reference, this resolution and agreement essentially implements the severance terms of Mr. Warrick's employment contract with some releases each way from the parties involved and provides for an orderly transition.

Mr. Weidman made a motion, seconded by Mr. James, to appoint Mr. Tracy Kellums Interim Administrator effective December 10, 2021 at 5:00 p.m. Mr. Porter called roll. Vote: All Aye.

Mr. James made a motion that the Board immediately commence a professional search process in order to locate candidates for the permanent replacement of the Township Administrator. Mr. Weidman seconded the motion.

Mr. Porter said he thinks that's a great idea which probably should have been done two years ago.

Mr. Weidman stated it was not done two years ago and that is one of the reasons the residents have been showing their anger about this Board not making good decisions for the Township residents. He said it was a bad decision to just appoint someone and not go out and interview prospective candidates and find the best one. He said clearly that was a mistake as residents have

told the Board. He said this is an excellent way to go about it and it was his intent to do that in January.

Mr. Porter called roll. Vote: All Aye.


Mr. Desai asked for clarification on the motion, whether the search is to begin now or in January.

Mr. James said the motion is to begin a search immediately.

Mr. Weidman said it will take longer than that to find the right candidate.

Mr. Weidman made a motion to adjourn. Mr. James seconded the motion. Mr. Porter called roll. Vote: All Aye.


The meeting adjourned at 4:16 p.m.



Thomas C. James, Jr., Trustee



Jim LaBarbara, Trustee



Thomas J. Weidman, Trustee



Robert C. Porter III, Fiscal Officer
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