

**TWIN TOWNSHIP TRUSTEES, ROSS COUNTY, OHIO**  
**MINUTES OF SPECIAL MEETING OF MARCH 22, 2018**

**MEETING LOCATION: TWIN TOWNSHIP GARAGE,  
11474 KERAN STREET, BOURNEVILLE, OHIO 45617**

President Michael Whitt called the meeting to order at 8:00 p.m.

**ROLL CALL**

Officials present at roll call were: President Michael Whitt, Vice-President J. Michael Darbyshire, Trustee Bryan Bethel, and Fiscal Officer William Jones. Guests present were: Bill Ford, Jr., Mike Norman, Xavier Holland Jane McCabe, Channing Shepherd, George Jenkins, Dave Green, Ken Bare, Shelby Jamison, Brady Jamison, Dylan Estep, Nathan Aber

**STATED PURPOSE OF SPECIAL MEETING:**

Discussion of personnel issues and to conduct any other business that can legally come before the Twin Township Board of Trustees.

**Motion** by Mr. Whitt and second by Mr. Bethel to enter into Executive Session to discuss personnel issues. All voted yes. Motion passed. Remaining in Executive Session with the Trustees was the Fiscal Officer. Executive Session began at 8:00 p.m. and ended at 8:14 p.m.

**RESOLUTION # 2018-03-22-01:** Motion was made by Mr. Whitt and seconded by Mr. Bethel to have the Fiscal Officer read the following statement to be a part of the official minutes:

“In January, 2018, the Board of Trustees of Twin Township were presented with written documents alleging discrimination and a hostile work environment. The allegations were brought by a member of the Fire/Squad department against the Twin Township Fire Chief.

The Ross County Prosecutor was asked to attend the February 12, 2018, meeting of the Trustees to advise the Board on how to proceed. He advised the person making the allegations be invited to address the Board and present any specific examples of discrimination or hostile work environment.

The person making the charges attended the March 12, 2018, meeting and presented a list of statements that allegedly were said to that person by the Fire Chief, that the person felt were statements of discrimination and also created a “hostile work environment”. Some of these statements were corroborated by a witness.

On March 16, 2018, Trustee Bryan Bethel met with Fire Chief Bill Ford, III, and presented the list to him and asked if he admitted saying them. Mr. Bethel told him that a written reprimand would be recommended to the Board for approval to be placed in his file, if he had made these comments. Fire Chief Bill Ford, III, told Mr. Bethel he denied making the statements. At that point, Mr. Bethel encouraged the Fire Chief to come to the next Board meeting to deny the accusations with the full Board of Trustees. A few hours later on that same day, the Fire Chief came to Mr. Bethel’s home and resigned.”

Upon call for vote, all voted yes. Motion passed.

The Trustees allowed discussion and questions from those guests present. Bill Ford, Jr. relayed to all present that his son, former Fire Chief Bill Ford, III, does not plan to return to the department and that he wished not to be contacted by anyone concerning his decision.

Many of the guests present felt the chain of command was not followed in this instance, specifically that the accusations were not presented to the Assistant Chief. Mr. Whitt explained that, upon advice of the Prosecutor, it was proper in this instance for the Board of Trustees to investigate the charges, since the Fire Chief was the one being accused, and he is the direct superior to all other officers of the department.

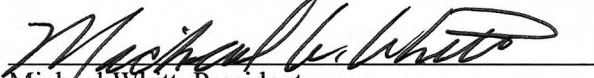
Mr. Whitt told those present that Prosecutor Matt Schmidt offered to meet with any Fire or EMS members to discuss the situation. Several in attendance were interested in meeting with the Prosecutor. Mr. Whitt said he would call him tomorrow and try to set up a meeting for next week, or as soon as possible.

Mr. Whitt said that he hoped in the near future a special training for all members can be scheduled that will cover topics such as workplace professionalism and what types of behaviors or comments may constitute a hostile work environment.


It was emphasized by the Trustees to all those in attendance that no official resignations have yet been accepted by the Board, and if any member wishes to reconsider, to contact a Trustee before the next regular meeting of the Board of Trustees.

With no other business to come before the Trustees, motion made by Mr. Bethel and seconded by Mr. Whitt to adjourn at 9:18 p.m. All voted yes. Motion passed.

APPROVAL OF MINUTES OF 03-22-2018 TWIN TOWNSHIP TRUSTEES MEETING:

  
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Michael Whitt, President

  
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Michael Darbyshire, Vice-President

  
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Bryan Bethel, Trustee