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**MINUTES OF SYMMES TOWNSHIP SPECIAL MEETING**

**MARCH 13, 2015**

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The meeting was called to order at 6:00 p.m. Elected officials present were: Mr. Phil Beck, Mr. Kenneth Bryant, Mrs. Jodie Leis, and Ms. Carol Sims.

Also present: Brian Elliff - Township Administrator

The purpose of the Special Meeting was for the purpose of entering Executive Session to discuss the employment of a public employee, the dismissal of a public employee, the discipline of a public employee, and the compensation of a public employee and for the purpose of taking possible action in regular session.

EXECUTIVE SESSION

MR. BECK moved that the Board enter Executive Session to discuss the employment of a public employee, the dismissal of a public employee, the discipline of a public employee, and the compensation of a public employee. Mr. Bryant seconded the motion and the roll call vote was as follows: Mr. Beck - 'aye'; Mr. Bryant - 'aye'; Mrs. Leis - 'aye'.

The meeting adjourned for Executive Session at 6:02 p.m.

The meeting reconvened from Executive Session at 7:15 p.m.

MR. BECK moved to adopt the following resolution:

RESOLUTION P2015-01  
NOTICE OF TERMINATION

WHEREAS, Employee has been serving as Employer's Administrator pursuant to an Employment Agreement signed on or about March 20, 2014;

WHEREAS, Employer has decided to terminate Employee's employment without cause as provided in that Employment Agreement;

WHEREAS, Employer is willing to proffer a release in exchange for an increase in the Employee's severance and in exchange for the terms and conditions set forth more fully in Exhibit B attached hereto;

NOW, THEREFORE,

(1) Employer hereby gives this thirty (30) day written notice of termination as provided for in paragraph 4c of the Employment Agreement signed on or about March 20, 2014. This termination is without cause and this Resolution constitutes the thirty (3) days written notice provided for in said Employment Agreement. The Township shall pay Brian Elliff three (3) months' severance, including salary, contributions and benefits. This shall be in addition to the full payment for the thirty (30) days subsequent to this notice. In addition, Brian Elliff shall be paid for all accumulated benefits.

(2) Employee shall return all Township items in his possession, including but not intended to be limited to those items listed on Exhibit A. Said items shall be returned not later than 10:30 a.m. on March 14, 2015 at the Township Hall, or such other

time as may be agreed upon between Phil Beck and Brian Elliff.

(3) Effective immediately Brian Elliff shall be placed on administrative leave, with full pay and benefits. This status shall remain effective during the full thirty (30) day notice provided;

(4) The Board of Township Trustees hereby proffer to Brian Elliff a release, which terms are more fully set forth in Exhibit B. This proffer of a release shall remain open to acceptance until 5:00 p.m. on March 20, 2015. The release shall be deemed accepted if delivered to the office of the Law Director at Wood & Lamping LLP, 600 Vine Street, Suite 2500, Cincinnati, Ohio 45202 no later than the stated deadline. Brian Elliff is encouraged to seek legal counsel prior to accepting or rejecting its terms. The terms are not offered as a basis of negotiation;

MR. BRYANT seconded the motion and the roll call vote was as follows: Mr. Beck - 'aye'; Mr. Bryant - 'aye'; Mrs. Leis - 'aye'.

The meeting adjourned at 7:17 p.m.