



Budget/Finance Meeting Minutes
Thursday, March 13, 2014

Members present: Scott Coleman, David Faulkner, Charles Hall, Steve McCall, Doug Miller, Tim Notestine, Jenny Snapp, and Andy Yoder.

Absent Members: John Bayliss, Paul Hammersmith, and Jeff Stauch.

Guest present: Brad Bodenmiller, City of Urbana and Heather Martin of LUC Regional Planning Commission.

The Budget and Finance Committee Meeting was called to order at 1:32 pm by Andy Yoder, Treasurer.

New Business:

1. Jenny gave a summary of each of the Tuition Reimbursement policies that were received.
2. Doug – I don't know that I'm in agreement of paying someone's previous loans.
 - Jenny – My conversation with Brad made me think that he was thinking of it for me.
 - Doug – I don't have a problem paying for someone who comes here and then gets a Master's degree, but I don't want to pay someone for having a Master's degree that was required to get hired.
 - Charles – I don't want to hire someone to pay them to go get a degree.
 - Doug – Let's say that someone got hired as a planner, and he wanted to go back to school to further his education for future movement.
3. Andy – I like the Delaware County Tuition Reimbursement policy.
4. Charles – The place where my daughter works will pay her college as long as she maintains a B and works for three years after she's done.
5. Andy – How do you recapture that money if they leave?
 - Jenny – I believe Delaware County had that issue and they had to go through the Prosecutor's Office to get it back.
6. Doug – Does anyone know what the current cost of taking a class?
 - Scott – A 5 credit class at OSU is \$2200; 6 credit class is \$2600.
7. Doug – The one other thing that the Co-op does is get Tuition Reimbursement approved through the Board.
8. Andy – Employees should take the plan to the Director and the Director would approve it or not and then the Director would take it to the Board for approval.
9. Charles – My daughter paid \$1468 for 8 credit hours.
10. Steve – In the budget, what's the most we'd be looking at?



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Director: Jenny R. Snapp

- Jenny – What I would do is appropriate it next year, add a line item.
- 11. Scott – Our Tuition Reimbursement is up to 50% based on having a C or better.
- 12. Jenny – I think you should consider a cap, which Delaware County doesn't do.
- 13. Scott – We still want the Director to take a look at the plan and approve it, not necessarily a degree but by courses.
- 14. Tim – If they did reach a level, they would get a raise in their pay.
- 15. Charles – You also want to make sure that whatever they take has to do with their job.
- 16. Scott – I would recommend the 50% reimbursement and that gives you more capability of working something in the budget.
- 17. Jenny – Somebody said \$6000 and you're saying 50%.
- 18. Brad – You could even do up to \$6000 or 50%.
- 19. Charles – Do we already pay that money out once they completed the course?
- 20. Doug – I would support 50%, but I'd like to see more incentive like 75%. I'd like to see some incentive.
- 21. Charles – Are you tying anything like length of time?
 - Doug – I like Delaware County's model.
- 22. Steve – If I want my employee to take a class or be trained in something, I pay for the training 100%.
- 23. Charles – If they maintain a C average, 50%; if they maintain a B average then 75%.
 - Scott – I'd be fine with that if you go with grades.
- 24. Scott – Did you talk about the repayment of loans? I'm not a fan of it. We're basing the wage on the degree, so the loan would be their responsibility.
- 25. Steve – We had the same discussion.
- 26. Scott – The one item I didn't see but making sure it's not applicable to interns.
- 27. Charles – Something that also helped my daughter is her employer gave her flexibility with her work schedule for her classes.
- 28. Tim – Are we going to discuss a pay change if they complete a degree?
 - Doug – Would it be prudent to put a statement in the policy that college work doesn't guarantee a pay increase but it will be taken into consideration.
- 29. Andy – Jenny, would you check with the Prosecutor to see what kind of steps can be taken if someone leaves without staying the time length and not paying the reimbursement back?
- 30. Jenny summarized what the group was looking for:
 - Mimic Delaware County policy
 - Reimbursement policy is exclusive of seminars, training, etc.
 - 50% reimbursement for C or higher
 - 75% reimbursement for B or higher
 - Reimbursement occurs after completion of class
 - Reimbursement applies to full-time, permanent employees

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31. Scott Coleman made the first motion to go to Executive Session at 2:18 pm for the purpose of discussing the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee or official and requested that Brad Bodenmiller and Jenny Snapp remain. Doug Miller made the second motion to go to Executive Session at 2:18 pm for the purpose of discussing the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee or official and requested that Brad Bodenmiller and Jenny Snapp remain. Roll Call resulted in All in favor.
32. Steve McCall made the first motion to end Executive Session at 2:52 pm and Tim Notestine made the second motion to end Executive Session at 2:52 pm. Roll Call resulted in All in favor.

Adjourn: Andy Yoder made the first motion to adjourn the LUC Budget and Finance Committee Meeting at approximately 2:53 pm, and Dave Faulkner seconded the motion. All in favor.

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