

Minutes

November 23, 2021

Commissioners present: Timothy Bechtol, Michael Pepple and William Bateson.

Also Present: Tammy Erwin, Lucinda Land, Adam Witteman and Mary Ann LaRoche.

Commissioner Bechtol opened the meeting at 9:30 a.m. in the Commissioner's 1<sup>st</sup> floor conference room. The Pledge of Allegiance was recited. Minutes from the November 18<sup>th</sup>, 2021 meeting were read with William Bateson making a motion to approve, Michael Pepple seconded. Motion passed 3-0.

The Assistant Clerk presented the following resolutions for consideration:

Resolution #813-21 – Authorizing payment of the listed and/or attached purchase orders. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #814-21 – Additional appropriation within the Auditor's certification – Commissioner's to appropriate to Jail Diversion. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #815-21 – Additional appropriation within the Auditor's certification – Commissioner's to appropriate to Common Pleas Court – Probation Improvement. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #816-21 – Additional appropriation within the Auditor's certification – Commissioner's to appropriate to Severance – Common Pleas Court. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #817-21 – Appointment of Donald Essex to the Findlay-Hancock County Public Library Board January 1, 2022 to December 31, 2028. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #818-21 – In the matter of Re-appointing Chuck Bills to the Blanchard Valley Port Authority (BVPA) Board. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #819-21 – Transfer of funds within the appropriation – Dog & Kennel Fund. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #820-21 – Transfer of funds within the appropriation – General Fund. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #821-21 – Additional appropriation within the Auditor's certification – Commissioner's to appropriate to Fiscal Recovery Fund. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #822-21 – Additional appropriation within the Auditor's certification – Commissioner's to appropriate to Sheriff Bond Retirement Fund. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #823-21 – Additional appropriation within the Auditor’s certification – Commissioner’s to appropriate to Real Estate. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #824-21 – Transfer of funds within the appropriation – General Fund. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #825-21 – Transfer of funds from the General Fund to the Severance Fund. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #826-21 – Transfer of funds within the appropriation – Juvenile Court. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #827-21 – Transfer of funds within the appropriation – Probate Court. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #828-21 – Transfer of funds within the appropriation – Agricultural Service Center. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #829-21 – Additional appropriation within the Auditor’s certification – Commissioner’s to appropriate to severance (Judicial). William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Commissioner Bateson made a motion to approve two Warrant Journals. Michael Pepple seconded. Motion passed 3-0.

Commissioner Bechtol made a motion for Timothy Bechtol’s signature on a request from the Ohio Division of Liquor Control for a Liquor license request from Speedway on Tiffin Ave., Findlay. Michael Pepple seconded. Motion passed 3-0. Michael Pepple made a motion for a travel request for Timothy Bechtol, William Bateson seconded. Motion passed 3-0. The Commissioner’s initialed approval for payment to Squire Patton Boggs for an invoice dated 11/12/2021 in the amount of \$2,247.72.

The Assistant Clerk announced that the 1:30 p.m. meeting with the Convention and Visitors Bureau has been cancelled.

Lucinda Land presented the following resolutions for consideration:

Resolution #830-21 – Lease of office space in Agricultural Service Center to the Ag Credit. Lucinda Land stated that the lease is a one-year contract but it does have two one-year options for renewal increasing the costs. It is \$16.00 sq. ft. for 2022, in 2023 it would be \$16.25 sq. ft. and \$16.50 sq. ft. in 2024. Michael Pepple made a motion to approve, Timothy Bechtol seconded. Motion passed 2-0. William Bateson abstained.

Resolution #831-21 – Lease of office space in Agricultural Service Center to the Hancock Soil & Water Conservation District. Lucinda stated that this is a one-year contract at a rate of \$14.65 per sq. ft. for a total annual rent amount of \$31,014.05 to be paid monthly. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #832-21 – Contract with Maximus US Services, Inc., for the update and implementation of the Hancock County Cost Allocation Plan for 2021, 2022 and 2023 for implementation in calendar year 2022, 2023 and 2024. Lucinda stated that they have increased it from \$10,000 to \$12,000 this year. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #833-21 - Adoption of the Coordinated Human Service Public Transportation Plan. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Resolution #834-21 – Authorization regarding acquisition of Cyber Liability Insurance Coverage and payment of insurance premium. Lucinda stated that it has been recommended to have Cyber Liability insurance. It has gone up drastically to \$55,863.00 for the annual coverage. William Bateson made a motion to approve, Michael Pepple seconded. Motion passed 3-0.

Lucinda requested an executive session to discuss personnel regarding discipline .

### Meetings/Reports

William Bateson attended the Lincoln Day Dinner and also the Cory Rawson Ag Class Farmer's Breakfast.

Michael Pepple also attended the Lincoln Day Dinner.

Timothy Bechtol attended the Lincoln Day Dinner as well as the Cory Rawson Ag Class Farmer's Breakfast.

At 10:03 a.m. Timothy Bechtol made a motion to enter into executive session to discuss personnel as it relates to discipline. Michael Pepple seconded. A roll call vote resulted as follows: Timothy Bechtol, yes; Michael Pepple, yes; William Bateson, yes. Commissioner Bechtol also stated that all the Hancock County offices would be closed on Thursday and Friday for the Thanksgiving holiday.

At 10:29 a.m., Timothy Bechtol made a motion to come out of executive session, having discussed personnel as it relates to discipline with no action taken. Michael Pepple seconded. Motion passed 3-0.

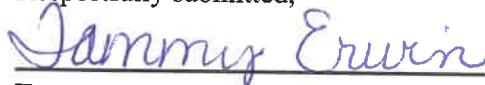
At 10:30 a.m. the Commissioners met with Tricia Valasek to discuss Raise the Bar. Others present included Tammy Erwin. Tricia provided the Commissioners an update regarding Raise the Bar. She discussed some of the initiatives they have been working on. She handed out information for the Commissioners review. They continue to focus on children K through 12 school system and have expanded the adult workforce this year. COVID has really accelerated how many jobs are open and the technology that is coming into companies at this time. They are working hard to make sure that companies are equally investing back into their employees. They will continue to do manufacturing day with the 1000 eighth graders. Due to COVID, they pushed it out until the second week of May, which is after state testing. Tricia stated that the state is changing High School graduation requirements. Classes are no longer required and passed to graduate, but students must take end or course exams, if you don't pass those exams they would have to do work-based earning hours, earn seals, enlist in the military. Every student now has a different individual pathway to graduation, which can be difficult for the school systems. Tricia discussed the apprentice program, which used to be called "Fame." Fame became a national program underneath the manufacturing institute and so the companies here decided they wanted

to keep the money locally instead of paying dues out nationally. They just had 10 students graduate in May and another 8 students who will graduate this coming May. Tricia stated that they also picked up 4 new companies this year, and have 2 more companies in 2022. After reviewing more information and updates to the Commissioners, Tricia stated that Raise the Bar is kindly requesting Hancock County Commissioners to commit to \$30,000 in 2022 toward their workforce development strategies. Timothy Bechtol stated that they would take it under consideration. Tricia thanked them for their consideration and leadership in the county.

Timothy Bechtol made a motion to enter into executive session at 1:15 p.m. to discuss personnel as it relates to hiring. Michael Pepple seconded. A roll call votes resulted as follows: Timothy Bechtol, yes; Michael Pepple, yes; William Bateson, yes.

At 4:00 p.m., Timothy Bechtol made a motion to come out of executive session, having discussed personnel as it relates to hiring with no action taken. Michael Pepple seconded. Motion passed 3-0.

Respectfully submitted,

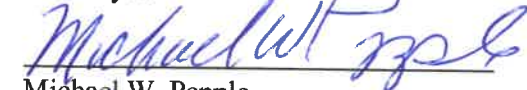


Tammy Erwin, Assistant Clerk

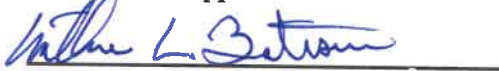
Reviewed and approved by:



Timothy K. Bechtol



Michael W. Pepple



William L. Bateson

November 23, 2021

Hancock County Commissioners  
514 S. Main St., 2nd Floor  
Findlay, Ohio 45840

Dear Commissioners:

The Commission's investment in Raise the Bar Hancock County (RTB) for the past six (6) years demonstrates its strong commitment to supporting a high-quality and productive workforce. Our economic success depends upon our workforce's skills, talents, knowledge, attitudes, and habits. We must continuously partner to remove barriers to gainful employment as well as to foster habits that enable individuals to see themselves as valued, essential persons within society.

Your financial commitment to workforce development allows RTB to impact lives on a cradle-to-career continuum. RTB's initiatives and strategic practices focus on equipping our future workforce, upskilling our current employees, and getting prior employees back on track. With our local need for employees compounding daily, we must further invest time and resources toward strategies that expose all individuals to the variety of careers and industries within Hancock County; create transparent pathways toward employment positions, including ensuring accessible, appropriate education and training; and develop essential soft and technical skills.

RTB continues to accelerate its efforts because current demands and conditions require an "all hands on deck" approach to workforce development. No one entity alone will be able to solve our local workforce challenges; instead, we must all agree to a common approach and united strategy to keep our community as one of the premier locations in Ohio and the nation.

RTB kindly requests Hancock County Commissioners to commit \$30,000 in 2022 toward our workforce development strategies. The progressive strategies identified, implemented, and measured will support Hancock County's economic vitality and assist the Commissioners with fulfilling its responsibilities toward the people.

Your 2022 funding will be used by RTB to:

- Work with all nine (9) K-12 school districts + Millstream Career Center + Findlay Digital Academy on career exposure opportunities and business-education relationships to enable youth more chances to engage first-hand with businesses
- Collaborate with area higher education institutions and other training providers to ensure industry-recognized credentials and certifications are accessible
- Foster leadership qualities and mindsets within youth and adults, including expanding leadership training to the adult workforce to improve employee recruitment and retention
- Align agencies community-wide to understand local business needs and expand opportunities that develop essential skill sets among current and future employees
- Partner with local, regional, and state leadership to bring key workforce development programming and funding to Hancock County

As instrumental leaders of Hancock County that "promote public/private partnerships in human services, economic development, health and infrastructure development" as well as "are out front in local employment training and workforce development efforts," RTB believes this request for investment falls in great alignment with your purpose and goals. RTB has been a tremendous steward of your funds from the past, demonstrating exciting success, and we look to carry this momentum forward into 2022.

Thank you for the consideration and your local leadership.

Sincerely,

Tricia Valasek, Executive Director





**MISSION**

We prepare and connect, through education and training, an adaptive workforce for Findlay-Hancock County to meet emerging employment needs.



**VISION**

By convening partnerships of businesses, education providers, policymakers, and social services, we will change how individuals learn about and prepare for Hancock County's careers and industries.

# BUILDING A SKILLED WORKFORCE



**Emerging Employees**

Investing in the K-12 and higher education talent pipeline to align learning environments and curriculum with employer needs

**Current Employees**

Engaging employers to develop and offer relevant job training programs that upskill employees

**SUPPORTED WORKFORCE POPULATIONS**

**Prior Employees**

Partnering with public and private sector organizations to enable job seekers to gain employment and financial stability



Learn more at [www.raisethebarhancock.org](http://www.raisethebarhancock.org)

Invest in our work by making a tax-deductible donation at

[raisethebarhancock.kindful.com](http://raisethebarhancock.kindful.com)

## LITERACY + MANUFACTURING

Collaborate with Hancock Literacy to provide 800+ 3rd graders a free manufacturing-related book and teachers a classroom lesson plan that highlights Hancock County's manufacturing industry

## MANUFACTURING DAY

Enable all Hancock County 8th graders to physically tour area manufacturing facilities to experience the setting and learn from employees

## CAREER ASSESSMENTS

Collaborate with Millstream Career Center and all Hancock County schools to provide both digital interest and hands-on aptitude assessments to then direct students toward best industries and/or occupations

## CAREER AND INDUSTRY EXPOSURE

### Purpose

Individuals need continuous, broad exposure to careers and industries to understand the vast variety of options and opportunities. Coordinating and aligning industry/career exposure opportunities will

- Increase local knowledge of career options,
- Change perspectives on the college- versus career-ready paradigm
- Improve attitudes toward industries

## HIGH SCHOOL GRADUATION

Assist Hancock County's high schools and career tech center with measuring students' progress and pathways toward a diploma or GED

## CREDENTIALS/ CERTIFICATIONS

Support employers with upskilling their employees via credentials and certifications to improve occupation mobility and economic growth

## WORKFORCE PATHWAYS

### Purpose

People need clearly defined and easy-to-access pathways to enter the workforce and their ideal employment position.

## SOFT AND TECHNICAL SKILL DEVELOPMENT

### Purpose

Raise the Bar commits to supporting Findlay-Hancock County's workers and residents on their journey to become the best versions of themselves. Supporting emerging, current, and prior employees with developing their soft and technical skills will:

- Improve work productivity
- Decrease the skills gap
- Increase the employment rate
- Support Hancock County's economic success



## K-12, CAREER TECH, AND HIGHER EDUCATION CURRICULUM

Guiding education curriculum to align with the workforce training needs of local employers and industries



## LEADERSHIP AND SOFT SKILL DEVELOPMENT

Invest in FranklinCovey's 7 Habits of Highly Effective People/Leader in Me for K-12 schools, higher education providers, and workplaces so youth and adults can nurture essential workplace soft skills



## TECHNICAL SKILL DEVELOPMENT

Work with training providers to ensure technical skill programming is accessible and affordable

## APPRENTICESHIPS

Coordinate two apprenticeship programs that develop (1) Manufacturing Technicians and (2) Entry-Level Managers, each resulting in a nationally recognized credential and robust on-the-job training under mentorship

## MILITARY

Advocate for employers and training programs to recruit Veterans