



## CITY COUNCIL REGULAR MEETING PACKET

March 04, 2024 @ 6:00pm Smith Park Shelter House

1. Call to Order: Mayor Bill Cook
2. Roll Call: Clerk of Council
3. Invocation:
4. Pledge of Allegiance:
5. Action on Minutes: 02/20/24 Regular Meeting
6. Communications: Pete Bales of Local Government Consultants – Council Vision & Retreat Discussion
7. City Manager’s Report:
8. Committee Reports:
9. Comments from Members of the Public: \*Comments limited to 5 minutes or less

**10. RESOLUTIONS:** (0 - Intro; 0 - Action)

**11. ORDINANCES:** (2 - Intro; 4 - Action\*)

**\*A. Ordinance 2024-07 (Introduced on 02/20/24. Public Hearing and Action Tonight)**

AN ORDINANCE AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT FOR IT AND COMPLIANCE SERVICES

**\*B. Ordinance 2024-08 (Introduced on 02/20/24. Public Hearing and Action Tonight)**

AN ORDINANCE SUPPLEMENTING CERTAIN APPROPRIATIONS CONTAINED IN NEW CARLISLE CITY ORDINANCE 2023-61

**\*C. Ordinance 2024-09 (Introduced on 02/20/24. Public Hearing and Action Tonight)**

AN ORDINANCE AUTHORIZING THE CITY MANAGER TO EXECUTE A MEMORANDUM OF UNDERSTANDING THAT AMENDS ORDINANCE 2023-08 AND THE CURRENT COLLECTIVE BARGAINING AGREEMENT REGARDING CERTAIN UNION WAGES

**\*D. Ordinance 2024-10 (Introduced on 02/20/24. Public Hearing and Action Tonight)**

AN ORDINANCE AUTHORIZING THE CITY MANAGER TO EXECUTE A MEMORANDUM OF UNDERSTANDING WITH THE COLLECTIVE BARGAINING UNIT FOR THE PURPOSE OF ADDING AN INCENTIVE PAY POLICY

**E. Ordinance 2024-11 (Introduction Tonight. Public Hearing and Action on 03/18/24)**

AN ORDINANCE AMENDING ORDINANCE 2023-52 FOR THE PURPOSE OF CORRECTING A SCRIVENER’S ERROR

**F. Ordinance 2024-12 (Introduction Tonight. Public Hearing and Action on 03/18/24)**

AN ORDINANCE TO APPROVE THE EDITING AND INCLUSION OF CERTAIN ORDINANCES AS PARTS OF THE VARIOUS COMPONENT CODES OF THE CODIFIED ORDINANCES; TO PROVIDE FOR THE ADOPTION OF NEW MATTER IN THE UPDATED AND REVISED CODIFIED ORDINANCES; TO PROVIDE FOR THE PUBLICATION OF SUCH NEW MATTER; AND TO REPEAL ORDINANCES IN CONFLICT THEREWITH.

**12. OTHER BUSINESS:**

- Additional City Business:
  - Open for Discussion on City Related Business

13. Executive Session:

14. Return to Regular Session:

15. Adjournment

Next Regular City Council Meeting is Monday, March 18, 2024 @ Smith Park Shelter House. 6:00PM.

**RECORD OF PROCEEDING**

**MINUTES: CITY OF NEW CARLISLE, OHIO REGULAR SESSION MEETING @ Smith Park Shelter House held 2/20/24 @ 6:00 PM**

**1. Call to Order:** Mayor Cook calls the meeting to order.

**2. Roll Call:** Berner calls the roll- Cook, Grimm, Bahun, Shamy, Wright, Eggleston 6 members present:  
Absent: Lindsey

**3. Invocation:** Trusty

**4. Pledge of Allegiance:** All are Welcome to Participate

**5. Action on Minutes:**

2/5/24 1st Shamy 2nd Eggleston YES: Cook, Bahun, Shamy, Wright, Eggleston Abstain: Grimm- Absent Accepted 5-0-1

**6. Communications:** Recommendations from the Planning Board for code changes will be in front of the council at the next regular meeting.

Grimm reads a letter from Jane Slanker on the name of the new rental hall. Grimm moves to have the CM seek citizen ideas for a name change. Bridge notes the name can be changed and is not set in stone. He asks that the council make the changes. He suggests a neutral name. Council discussions on the name. Bahun noted he is open to seeking citizen input. Wright notes she likes the name and can see why some may not, but she feels there are other things Council can do.

Grimm withdraws his motion and moves to seek citizen ideas, where he will field all ideas with a second by Bahun. YES: 6 Shamy, Wright, Eggleston, Cook, Grimm, Bahun NAY: 0 Accepted 6-0

**7. City Manager's Report:**

**DEPARTMENTAL REPORTS-** Given at 2nd meeting of the month.

**Service Report:**

To: Randy Bridge, City Manager  
From: Howard Kitko, Service Director/Asst. City Manager  
Date: February 20, 2024  
Subject: Council Update

**Public Works Departments:**

- Installing new park and lease rules at the various parks
- Winter pothole repairs, if you see one, please call it in.
- Preparing for parks and streetscape improvements for 2024
- Snow and Ice removal

**Water Department:**

- Private well inspection ongoing. We have about 20 to go. The interactions with residents have been very positive.
- Working on OPWC Old High Service Pump Building Upgrade Project.
- Lead Service and Water Main replacement Project. Old Section of town. Working with the Ohio EPA for additional funding for private line replacement. Project is in the survey phase.

**Sewer Department:**

- Performing general maintenance.
- Plant Expansion Study: Study is complete. Will be reviewing in the coming weeks.

**2023 Road Reconstruction/Resurfacing Projects:**

- Working on 2024 Road Reconstruction items.
- Working with contractor on additional ADA ramp replacements in the Willowick Area.
- Fenwick Dr. Reconstruction Phase II: Complete except manhole adjustments.

**Carlisle Park Phase I upgrade Project:**

- The City of New Carlisle has been awarded a CDBG grant. Project to remove the existing basketball court and replace it with a new court. A new ADA accessible swing is to be added to the existing Swing-set. Estimated Cost of \$91,000 with the city's estimated share to be \$25,000. Clark county awarded the contract to Outdoor Enterprises, LLC out of Tipp City. Spring 2024 Start time.

**NatureWorks Grant:**

- The City of New Carlisle has been awarded the ODNR NatureWorks grant. Project to add gazebos with ADA access. Received pricing for 3ea.12'x24'Gazebos. Meeting Concrete contractors for concrete estimates.

**Additional Items:**

- Pease sidewalk. There is available right-of-way to install sidewalk on the west side of Pease. Discussion on timeframe to complete.
- 235 curve study. Reviewing Data.
- Completed initial review of Monroe Meadows and Reserve at Honey Creek development construction plans.

Eggleston asks if they are still reviewing the 235 curve study. Kitko says he will have the info at the next meeting.

Wright asks if the people downtown will be notified of the upcoming work, informing them of their types of pipes. Kitko notes all residents will be notified, and some may receive a water filtration system. The city will pay both city and private portions. She asks about the gazebos at Carlisle Park and where they will go. Kitko will send her the plans. Kitko works with the public works department and the engineer to decide where things will be placed best. Wright offers her time if they would need assistance.

Eggleston asks how far east the lead pips go. Kitko notes Pike St to Madison (South).

**Fire/EMS Report:**

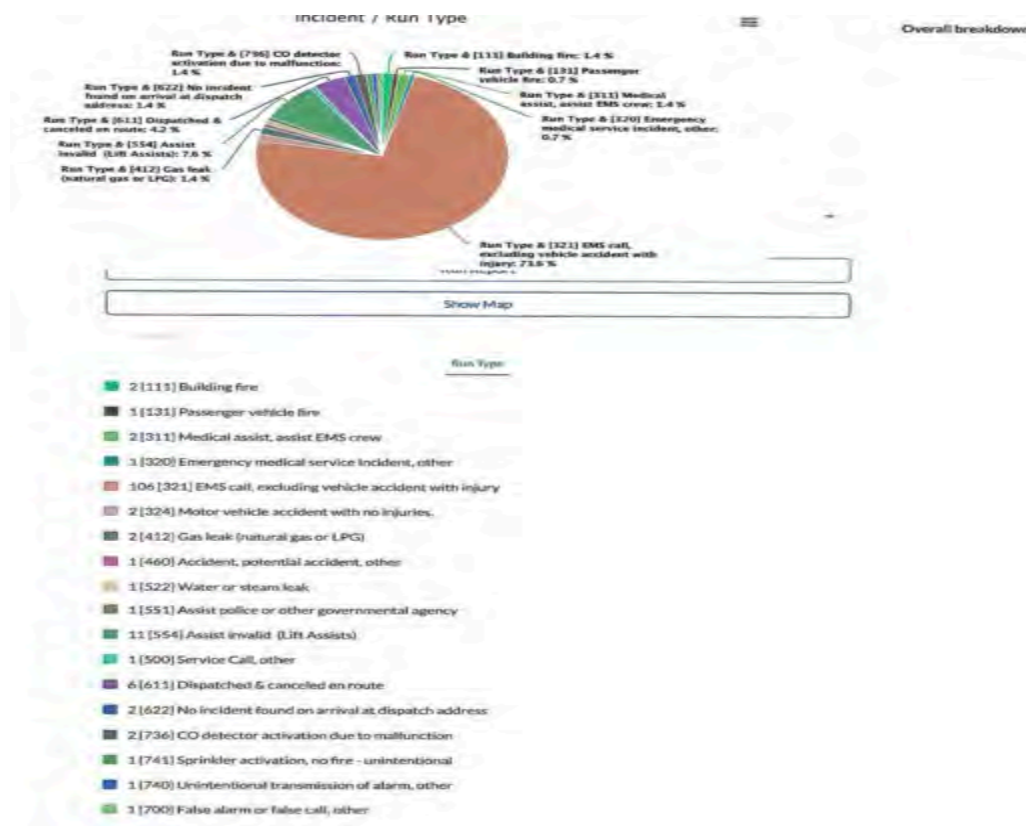


City of New Carlisle  
City Council Meeting  
02-20-2024

**Fire-EMS Report**

- In the Month of December, the New Carlisle Fire Division responded to 122 EMS call in the city.
- The Division responded to 11 fire related calls, 10 good intent or service calls 1 False Alarms.
- We had 4 EMS calls answered by mutual aid, either by Pike Township or Bethel Clark, due to medic 52 being on a response.
- We answered 3 mutual aid EMS calls for Pike Township and 3 for Bethel Clark.
- Our total run count at time of this report is 190
- We still have FREE smoke alarms for our citizens, just call the station at (937)-854-8401 or stop by the station.

**Planning and Zoning Report:**





Planning Department Report  
Date: February 3, 2024-February 16, 2024

Case #	Main Status	Violation Date	Correction Deadline	Extension Date	Parcel Address	Violation Name	Violation Status
1682	Open	2/7/2024	2/15/2024	0	415 B N MAIN ST	1460.43 Donation Bins	Open
1683	Open	2/7/2024	2/14/2024	0	317 S SCOTT ST	1460.25 (g) Storage	Open
1683	Open	2/7/2024	2/14/2024	0	317 S SCOTT ST	1460.25 Exterior Property and Structure Exteriors; Residential	Open
1683	Open	2/7/2024	2/14/2024	0	317 S SCOTT ST	1460.43 (d) Parking on Private Property	Open
1683	Open	2/7/2024	2/14/2024	0	317 S SCOTT ST	1460.44 Accessory Uses; Residential, Commercial, Industrial	Open
1684	Open	2/7/2024	2/14/2024	0	204 W MADISON ST NEW CARLISLE	1460.43 (d) Parking on Private Property	Open
1685	Open	2/7/2024	2/14/2024	0	301 W WASHINGTON ST	1460.23 Structural Soundness and Maintenance of Dwellings	Open
1685	Open	2/7/2024	2/14/2024	0	301 W WASHINGTON ST	1460.25 Exterior Property and Structure Exteriors; Residential	Open
1685	Open	2/7/2024	2/14/2024	0	301 W WASHINGTON ST	1460.43 (d) Parking on Private Property	Open
1686	Open	1/30/2024	2/16/2024	0	301 ZIMMERMAN ST NEW CARLISLE	1460.25 (b) Exterior Maintenance	Open
1686	Open	1/30/2024	2/16/2024	0	301 ZIMMERMAN ST NEW CARLISLE	1460.44 Accessory Uses; Residential, Commercial, Industrial	Open

**Police Report:**

City of New Carlisle  
Clark County Sheriff's Office  
January 2024 Stats



**Patrol Division:**

The New Carlisle Deputies were dispatched to 269 calls for service during the month of January.

Calls Taken: 269

Reports: 41

Assists: 55

Criminal Arrest: 7

Felony Arrest: 2

Misdemeanor Arrest: 4

Warrants: 1

Traffic Stops: 28

Traffic Warnings: 17

Moving Citations: 11

Business checks: 1961

Code Enforcement Follow-ups: 16

Traffic Crashes: 5

Parking Citations: 10

Respectfully,

*Sgt. Ronnie E. Lemen*  
Sgt. Ronnie E. Lemen

CLARK COUNTY SHERIFF'S OFFICE											
NEW CARLISLE DIVISION 2024											
NEW CARLISLE	CALLS	ASSISTS	REPORTS	TRAFFIC STOP	CITATIONS	WARNINGS	ARREST	CODE ENFO	BUSINESS CHE	CRASH	PARKING CIT
January											
Dep. Bowers	59	4	12	12	7	5	1	12	993	3	9
Dep. Arnold	72	9	9	3	2	1	3	3	73	0	0
Dep. O'Brien	102	28	9	5	1	4	2	0	442	1	0
Dep. Speckman	36	10	3	4	1	3	0	0	260	1	0
Dep. Harris	26	4	8	4	0	4	1	1	193	0	1
<b>Total</b>	<b>269</b>	<b>55</b>	<b>41</b>	<b>28</b>	<b>11</b>	<b>17</b>	<b>7</b>	<b>16</b>	<b>1961</b>	<b>5</b>	<b>10</b>

Wright asks if these stats are from the city only. Bridge notes they are.

**Finance Report:**

**COUNCIL FINANCIAL REPORT SUMMARY – JANUARY 2024**

<b>Estimated Revenue</b>	<b>\$ 7,436,904.00</b>
Amended Est. Resources	
Amended Est. Resources	
Amended Est. Resources	
Amended Est. Resources	\$ -
<b>2024 REVISED TOTAL</b>	
<b>EST. REV.</b>	<b>\$ 7,436,904.00</b>

<b>2024 Original Budget</b>	<b>\$ 8,468,028.00</b>
1st Q. Supplemental	
2nd. Q. Supplemental	
3rd. Q. Supplemental	
4th Q. Supplemental	
<b>2024 REVISED TOTAL BUDGET</b>	<b>\$ 8,468,028.00</b>

Month	Revenue Received
January	\$ 591,331.55
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	
<b>Received To Date</b>	<b>\$ 591,331.55</b>

Month	Expenses Paid
January	\$ 568,745.82
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	
<b>Expenses to Date</b>	<b>\$ 568,745.82</b>

**Statement of Cash from Revenue and Expense**

From: 1/1/2024 to 1/31/2024

Fund	Description	Beginning Balance	Net Revenue YTD	Net Expense YTD	Unexpended Balance	Encumbrance YTD	Ending Balance
Grand Total:		\$8,114,991.2	\$591,331.55	\$568,745.82	\$8,137,576.95	\$1,126,794.19	\$7,010,782.76

**JANUARY 2024**

Bank Accounts	Bank Balance	Outstanding Vendor	Outstanding Employee	Deposits in Transit	NSF Check (s)	Adjustments	Book Balance	Difference
PNC - General	\$ 1,606,043.19	\$ (10.00)	\$ -	\$ 1,499.14	\$ -	\$ 70,080.26	\$ 1,677,612.59	\$ -
PNC - Payroll	\$ 286,071.46	\$ (121.26)	\$ -	\$ -	\$ -	\$ (70,080.26)	\$ 215,869.94	\$ -
Star Ohio	\$ 3,053,263.03	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,053,263.03	\$ -
US BANK INVEST	\$ 1,006,295.43	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,006,295.43	\$ -
Park Nat. Secured	\$ 1,204,738.48	\$ (123,954.91)	\$ -	\$ 2,451.60	\$ -	\$ -	\$ 1,083,235.17	\$ -
Park Nat. - MMA	\$ 1,023,890.23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,023,890.23	\$ -
Park Nat. - Mayor's	\$ 200.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 200.00	\$ -
NCF - CD's	\$ 76,710.56	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 76,710.56	\$ -
Cash on Hand	\$ 500.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500.00	\$ -
<b>Grand Totals</b>	<b>\$ 8,257,712.38</b>	<b>\$ (124,086.17)</b>	<b>\$ -</b>	<b>\$ 3,950.74</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 8,137,576.95</b>	<b>\$ -</b>

### New Carlisle Bank Report

Banks: 0001 to 0100  
As Of: 1/1/2024 to 1/31/2024

Include Inactive Bank Accounts: No

Bank	Beginning Bal.	MTD Revenue	YTD Revenue	MTD Expense	YTD Expense	YTD Other	Ending Bal.
PNC - GENERAL	\$1,735,730.79	\$127,941.82	\$127,941.82	\$140,896.78	\$140,896.78	(\$45,163.24)	\$1,677,612.59
PNC - PAYROLL	\$200,000.00	\$140,501.44	\$140,501.44	\$169,190.34	\$169,190.34	\$44,556.84	\$215,866.94
STAR OHIO	\$3,038,972.15	\$14,290.88	\$14,290.88	\$0.00	\$0.00	\$0.00	\$3,053,263.03
US BANK INVESTMENTS	\$1,005,629.19	\$666.24	\$666.24	\$0.00	\$0.00	\$0.00	\$1,006,295.43
PARK NAT. - GENERAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
PARK NAT. SECURED - GENERAL	\$1,036,338.92	\$300,598.05	\$300,598.05	\$254,306.20	\$254,306.20	\$604.40	\$1,083,235.17
PARK NAT. - MMA	\$1,021,242.38	\$2,647.85	\$2,647.85	\$0.00	\$0.00	\$0.00	\$1,023,890.23
PARK NAT. - MAYOR'S COURT	\$200.00	\$4,352.50	\$4,352.50	\$4,352.50	\$4,352.50	\$0.00	\$200.00
NCF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
NCF - CD	\$76,377.79	\$332.77	\$332.77	\$0.00	\$0.00	\$0.00	\$76,710.56
CASH ON HAND	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00
<b>Grand Total:</b>	<b>\$8,114,991.22</b>	<b>\$591,331.55</b>	<b>\$591,331.55</b>	<b>\$568,745.82</b>	<b>\$568,745.82</b>	<b>\$0.00</b>	<b>\$8,137,576.95</b>

#### MONTHLY NET INCOME TAX COLLECTION COMPARISON 2023-2024

MONTH PAYMENT RECEIVED	CCA				STATE OF OHIO			
	2023	2024	DIFFERENCE	% DIFFERENCE	2023	2024	DIFFERENCE	% DIFFERENCE
JANUARY	144,974.32	152,657.05	7,682.73	5.30%	-	-	-	0.00%
FEBRUARY								
MARCH								
APRIL								
MAY								
JUNE								
JULY								
AUGUST								
SEPTEMBER								
OCTOBER								
NOVEMBER								
DECEMBER								
<b>TOTALS</b>	<b>144,974.32</b>	<b>152,657.05</b>	<b>7,682.73</b>	<b>5.30%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.00%</b>

**COMBINED TOTAL NET COLLECTIONS 2024 = \$152,657.05**



#### MAYOR'S COURT REPORT FOR JANUARY 2024

Total Citations: 23 (10 Traffic + 13 Other)

FUND RECEIVED	CURRENT MONTH	YEAR-TO-DATE
Fines	\$ 1,655.00	\$ 1,655.00
Court Cost	\$ 2,155.00	\$ 2,155.00
Fines- Clark County Municipal (transfer Cases)	\$ -	\$ -
Total Fees Paid (LF, Bounced Cks, BW)	\$ 120.00	\$ 120.00
Other (Bond Forfeiture)	\$ -	\$ -
Misc Fees Paid (Jail Time)	\$ -	\$ -
Bond Collected	\$ -	\$ -
Restitution	\$ -	\$ -
SB 17 Indigent driver interlock & alcohol	\$ -	\$ -
<b>TOTAL FUNDS RECEIVED</b>	<b>\$ 3,930.00</b>	<b>\$ 3,930.00</b>
FUNDS DISBURSED		
Victims of Crime	\$ 135.00	\$ 135.00
Child Safety/Seat Belts	\$ -	\$ -
Indigent Defense Support Fund	\$ 385.00	\$ 385.00
Drug Law Enforcement Fund	\$ 38.50	\$ 38.50
Expungement	\$ -	\$ -
State Bond Surcharge (new as of 2010)	\$ -	\$ -
<b>TOTAL REMITTED TO STATE</b>	<b>\$ 558.50</b>	<b>\$ 558.50</b>
Indigent Drivers Alcohol Treatment (Springfield)	\$ 16.50	\$ 16.50
Remitted to Computer Fund (Clerk)	\$ 200.00	\$ 200.00
Remitted to Computer Fund (Court)	\$ 60.00	\$ 60.00
Remitted to Court Security Fund	\$ 200.00	\$ 200.00
Remitted to Facility Fee	\$ 100.00	\$ 100.00
Remitted to City GF - Fines	\$ 1,655.00	\$ 1,655.00
Remitted to City GF - Court Court/Misc	\$ 1,140.00	\$ 1,140.00
Remitted to City- Jail Expenses	\$ -	\$ -
Remitted to City- Enforcement & Education	\$ -	\$ -
Remitted to City- Drug Analysis	\$ -	\$ -
SB 17 Indigent Driver Interlock & Alcohol	\$ -	\$ -
<b>TOTAL REMITTED TO CITY</b>	<b>\$ 3,355.00</b>	<b>\$ 3,355.00</b>
Capital Recovery	\$ -	\$ -
Restitution	\$ -	\$ -
Bonds forfeited	\$ -	\$ -
<b>TOTAL DISBURSED</b>	<b>\$ 3,930.00</b>	<b>\$ 3,930.00</b>

Prepared & Submitted By:  
Kristy Thome, Clerk of Court

**MAYOR'S COURT P&L 2023**

	REVENUE	EXPENSE	TOTAL PROFIT OR (LOSS)
<b>P &amp; L CARRY OVER</b>	<b>\$ 11,838.00</b>	<b>\$ 15,714.22</b>	<b>\$ (3,876.22)</b>
JANUARY	\$ 2,181.00	\$ 3,325.27	\$ (5,020.49)
FEBRUARY	\$ 5,558.00	\$ 1,379.46	\$ (841.95)
MARCH	\$ 5,585.00	\$ 1,196.78	\$ 3,546.27
APRIL	\$ 4,966.00	\$ 1,783.17	\$ 6,729.10
MAY	\$ 6,259.00	\$ 899.67	\$ 12,088.43
JUNE	\$ 3,310.00	\$ 1,473.04	\$ 13,925.39
JULY	\$ 3,754.00	\$ 887.88	\$ 16,791.51
AUGUST	\$ 4,540.00	\$ 4,204.38	\$ 17,127.13
SEPTEMBER	\$ 3,095.00	\$ 2,683.69	\$ 17,538.44
OCTOBER	\$ 4,567.50	\$ 1,040.44	\$ 21,065.50
NOVEMBER	\$ 6,198.00	\$ 2,307.15	\$ 24,956.35
DECEMBER	\$ 4,352.50	\$ 2,483.58	\$ 26,825.27
<b>TOTAL FOR 2023</b>	<b>\$ 54,366.00</b>	<b>\$ 23,664.51</b>	<b>\$ 21,065.50</b>

<b>EXPENSE DETAIL:</b>	
PAYROLL/BENEFITS	\$ 10,339.21
TRAINING/TRAVEL	\$ 577.30
COMMUNICATION	\$ 803.36
POSTAGE	\$ 353.00
PROF SERV, MAGISTRATE, LOCKS	\$ 5,029.00
MAINT. OF FACILITIES	\$ 75.00
MAINT. OF EQUIP.	\$ 2,565.00
Misc.	\$ 455.69
OPERATIONAL SUPPLIES	\$ 3,466.95
<b>TOTAL EXPENSES</b>	<b>\$ 23,664.51</b>

**CITY OF NEW CARLISLE MAYOR'S COURT**



**Court Report February 14, 2024**

Sweat, Jessica of New Carlisle pled guilty to driving under Suspension. Fined \$500 plus court cost. If defendant provides this court with proof of valid license within 45 days then \$400 of fine will be suspended. Payment arrangements made.

**PAID THROUGH VIOLATION BUREAU**

**Johnston, Courtney** of New Carlisle, Speed 11-15 over, \$235 (Payment arrangements made)  
**Lean Bottello, Javier** of New Carlisle, Speed 56/35 & Expired License, \$355

Motion by Grimm 2nd by Eggleston to accept the Finance Report YES: 6 Cook, Grimm, Bahun, Shamy, Wright, Eggleston NAY: 0 Accepted 6-0

Motion by Eggleston 2nd by Shamy to accept the Mayor's court report. YES: Wright, Eggleston, Cook, Grimm, Bahun, Shamy

No further comments from Council.

**B. INFORMATIONAL ITEMS**

- **Discussion Topics**
  - Pete Bales, Local Government Consultants at the 03/04/24 meeting to discuss with City Council Retreat.
  - 2024 Fireworks Display
    - Saturday, June 29<sup>th</sup>
    - Sunday, June 30<sup>th</sup> (Rain-Out)
  - Executive Assistant to the City Manager
  - TextMyGov – *Information Attached*
  - Business Cards for City Council
  - Clark County Public Health Update - *Attached*
  - Upcoming Legislation
    - Ordinance to Accept Codification Update – Intro 03/04; Action 03/19
  - Ongoing Council Projects
    - Swimming Pool\*
    - Mayor’s Court
    - Council Chambers
    - Utility Billing Procedures
  - Additional Discussion Topics

-Discussions over the pool and Bridge suggest letting the pool continue as is. Wright recommends starting a plan now, even if the pool is doing well. Cook asks how many residents use the pool. April, the pool manager notes it is about 50/50 on resident vs non-resident. Bridge asks what the end goal would be. Continued discussions and Mike Lowrey speaks noting creating a plan may be a draw for a family purchasing a new home. Bridge suggests having a council meeting at the pool this summer and starting this process then. Kitko gives some “rough numbers” where a 2 mil bond issue could cost roughly 40.00 per household. Grimm asks about the study involved if we moved the pool. Ktko noted a geo test where the soil will need to be tested. Continued discussions and the council will have a meeting this summer at the pool to also include residents.

Discussions over future fireworks locations. Cook noted he met with Evans Ranch and had a great discussion about using their facility. Wright noted she isn’t for them making money off of the city-related fireworks. Continued discussions on location sites and how the Council wants the city businesses to continue to benefit. Bridge asks for a motion from the council to continue to speak with Evans and look into other locations.

Mike Lowrey will be given the key to the city April 1st regular council meeting.

Shamy motions to excuse Lindsey with a second from Eggleston YES: 6 Cook, Grimm, Bahun, Shamy, Wright, Eggleston NAY: 0 Accepted 6-0

**8. COMMITTEE REPORTS:** Cook suggests meeting with Evans Farm and discussing a new location for fireworks in the future.

**9. COMMENTS FROM MEMBERS OF THE PUBLIC:**

**Janel Zimmerman-** notes she is confused about taxes and how to build a new pool. Bridge notes a “bond issue” is voted on by residents and additional to a TIFF that the new homes will have.

**Mike Lowrey-** Lowrey notes the name is not horrible for the new shelter. He likes how names like that typically draw people in. He does understand some frustrations and suggests the “John Paul Hall”.

**10. RESOLUTIONS: none****11. ORDINANCES:**

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**12. OTHER BUSINESS:**

CCA Taxpayer Assistance Day – Saturday, March 2, 2024, from 9 am-3 pm. @ the Fire Station.

Open for Discussion on City-Related Business:

Eggleston motions to have Bridge continue to work with Evans and others to look into firework locations for future use with a 2nd by Shamy. YES: 5 Wright, Eggleston, Cook, Bahun, Shamy NAY: 1 Grimm -since it involves Evans Accepted 5-1

**13. Executive Session:** none

**14. Adjournment:** 1st Grimm 2nd Eggleston @ 7:05 pm Yes: Bahun, Shamy, Wright, Eggleston, Cook, Grimm Accepted 6-0

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Mayor Bill Cook

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Clerk of Council Emily Berner

# City Manager Report

March 04, 2024

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## **A. DEPARTMENTAL REPORTS**

- The Following Departmental Reports will be given at the next City Council meeting that will be held on Monday, March 18, 2024
  - Finance, Public Service, Fire/EMS, and Police
- Planning & Zoning, Mayor's Court Report - *Attached*

## **B. INFORMATIONAL ITEMS**

- Discussion Topics
  - Main Street Curve Study – *Attached*
    - Discussion at the 3/18/24 Meeting
  - 6<sup>th</sup> Deputy
  - Council Coffee and Donuts – *Motion Needed*
    - Date change requested due to facility availability
    - From 3/16/24 to 4/13/24 - Nicer weather!
  - New City Swimming Pool Rules and Regulations – *Attached*
  - VFDF (Volunteer Firefighter's Dependent Fund Board) Annual Certification
    - Two City Council members on Board – *Motion Needed*
  - City of Eaton Comprehensive Plan (Used for example purposes for Council – *Attached*)
  - Loading/Unloading in Alley Behind Downtown Stores and Adjacent to Public Parking
  - Utility Billing Review – Update
  - Twin Creeks Parcels – Information Attached. Motion Requested.
  - Ongoing Council Projects
    - Swimming Pool – Revisit when pool is open. Council meeting at pool in June
    - Mayor's Court – Ties into Council Chambers
    - Council Chambers – Ongoing.
  - Additional Discussion Topics

### Attachment Summary:

- Planning / Zoning – Mayor's Court Report
- Main Street Curve Study
- City Swimming Pool Rules and Regulations
- City of Eaton Comprehensive Plan
- Twin Creeks Parcels

### Motion Summary:

- Coffee and Donuts Date Change
- VFDF Board Members
- Twin Creeks Parcels



# Planning Department Report

Date: Date: February 17, 2024-March 1, 2024

Data Summary	Feb 3rd- Feb 16th	Feb 17th- Mar 1st
1280.05 Additional Yard Height Requirements		
1280.03 Private Swimming Pools		
1244.10 Zoning Permit Required		
1290.03 Sign Permit Required		
1290.20 Sign Construction and Maintenance		
1290.22 Sign Permit Application		1
1290.23 Sign Permit Fees		1
1460.15 Abatement of Nuisance by the City; Cost Recovery		
1460.23 Structural Soundness and Maintenance of Dwellings	1	
1460.25 Exterior Property and Structure Exteriors; Residential	2	2
1460.25 (a) Exterior Space		
1460.25 (b) Exterior Maintenance	1	1
1460.25 (c) Fences and Walls		1
1460.25 (d) Yards, Tall Grass & Weeds		
1460.25 (e) Hazards		
1460.25 (f) Temporary Occupancy		
1460.25 (g) Storage	1	4
1460.25 (h) Drainage		
1460.25 (i) Drainage Swales		
1460.25 (j) Junk, Inoperable, Unlicensed Vehicle		1
1460.25 (k) Sanitation		1
1460.25 (l) Swimming Pools		
1460.25 (m) Open Fires		
1460.26 Vegetation; Residential		2
1460.28 Accessory Structures		
1460.32 -Exterior Property and Structure Exteriors; Commercial		
1460.33 Vegetation; Commercial		
1460.43 Donation Bins	1	
1460.43 (c) On-Street Parking Limitations		
1460.43 (d) Parking on Private Property	2	1

	Feb 3rd- Feb 16th	Feb 17th- Mar 1st	
Total Violations	10	16	26
Total Properties Violated	5	7	12
Average Violations Per Property	2	2.29	2.16
Abatement Complete			
Closed Violations	4	8	12.00%
Sheriff's Dept.			
Under Investigation			
Vacant Property Violated			
Work Order Issued			
Nuisance Property List			
# of Violations Submitted to Mayor's Court			
Property Extensions Granted			

**Disclaimer**  
Case Number is a unique identifier assigned to the parcel address being violated.

Main Status determines the activity of the entire case. Main Status will show open even if some of the violations have been closed (remedied).

Violation Status means one or more violations assigned to the case are either open or closed.

Extensions are provided on a case by case scenario. In most cases the the violations are exteme and more time is needed to remedy the situations.

1460.44 Accessory Uses; Residential, Commercial, Industrial	2	1
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Permit Date	Permit Type	Main Status	Parcel Address	Total Payments
2/23/2024	Fence	Approved	212 SMITH ST NEW CA	\$20.00
2/20/2024	Food Truck/Trailer/Stand	Approved	439 N MAIN ST NEW C	\$50.00



## Planning Department Report

Date: February 17, 2024-March 1, 2024

Case #	Main Status	Violation Date	Correction Deadline	Extension Date	Parcel Address	Violation Name	Violation Status
1687	Open	2/27/2024	3/8/2024	0	310 N CLAY ST	1460.25 (b) Exterior Maintenance	Open
1687	Open	2/27/2024	3/8/2024	0	310 N CLAY ST	1460.25 (g) Storage	Open
1687	Open	2/27/2024	3/8/2024	0	310 N CLAY ST	1460.25 (j) Junk, Inoperable, Unlicensed Vehicle	Open
1687	Open	2/27/2024	3/8/2024	0	310 N CLAY ST	1460.25 Exterior Property and Structure Exteriors; Residential	Open
1687	Open	2/27/2024	3/8/2024	0	310 N CLAY ST	1460.26 Vegetation; Residential	Open
1688	Open	2/28/2024	3/8/2024	0	111 N Adams Street	1290.22 Sign Permit Application	Open
1688	Open	2/28/2024	3/8/2024	0	111 N Adams Street	1290.23 Sign Permit Fees	Open
1689	Open	2/28/2024	3/8/2024	0	909 LEATHERWOOD DR	1460.25 (g) Storage	Open
1690	Open	2/26/2024	3/8/2024	0	706 BAYBERRY DR	1460.25 (g) Storage	Open
1690	Open	2/26/2024	3/8/2024	0	706 BAYBERRY DR	1460.25 (k) Sanitation	Open
1691	Open	2/26/2024	3/8/2024	0	800 BAYBERRY DR	1460.25 (g) Storage	Open
1691	Open	2/26/2024	3/8/2024	0	800 BAYBERRY DR	1460.44 Accessory Uses; Residential, Commercial, Industrial	Open
1692	Open	2/26/2024	3/8/2024	0	322 GALEWOOD DR NEW CARLISLE	1460.25 (c) Fences and Walls	Open
1692	Open	2/26/2024	3/8/2024	0	322 GALEWOOD DR NEW CARLISLE	1460.25 Exterior Property and Structure Exteriors; Residential	Open
1692	Open	2/26/2024	3/8/2024	0	322 GALEWOOD DR NEW CARLISLE	1460.26 Vegetation; Residential	Open
1693	Open	2/26/2024	3/8/2024	0	333 GALEWOOD DR	1460.43 (d) Parking on Private Property	Open

**CITY OF NEW CARLISLE MAYOR'S COURT**



**Court Report February 28, 2024**

Bledsore, Connor M of New Carlisle pled guilty to Speed 16-20 and was fined court cost only. Payment arrangements made.

Vanhoose, Heidi of New Carlisle pled guilty to Non-Compliance and was fined \$500 plus court cost. If defendant provides this court with valid license within 60 day then \$400 will be suspended. Payment arrangements made.

**PAID THROUGH VIOLATION BUREAU**

Fox, Shannon of New Carlisle, U-turn signals, \$150

Frawley, Amethyset of New Carlisle, On a sidewalk, curb or street lawn area, \$40

Littlefield, Paul of New Carlisle, Parking vehicle one foot of another parked vehicle, \$40

Lyons, Jordan of London, Standing and backing vehicles, \$150

Murillo, Genaro B of New Carlisle, Parking of a vehicles with expired on roadway, and parking on sidewalk, curb or street lawn, \$80

Ortiz, Adrian of New Carlisle, Parking on sidewalk, curb or street lawn area, \$40

Quinton, Rick, of New Carlisle, Parking Direction, \$40

Rehal, Ibrahim of Vandalia, Speed 39/25, \$235

# Traffic Memo - Main Street Curve

## Project Snapshot

The City of New Carlisle has contracted with Choice One Engineering to provide a traffic memo on Main Street (SR 235). This memo is intended to address the safety of a slight dog leg curve on Main Street between W. Linden Avenue and W. Madison Street.

## Existing Conditions

Main Street is a two-lane roadway segment (1 northbound lane, 1 southbound lane) from W. Linden Avenue at SLM 4.191 to W. Madison Street at SLM 4.364. The existing speed limit on this segment is 25 mph. Main Street is classified as a “Major Collector” in ODOT’s Functional Classification system and carries an AADT of approximately 6,800 vehicles. There is an existing sidewalk on the west side of Main Street. See [Appendix A](#) for a plan view of the existing signage.

## Crash Data

Crash data was obtained from ODOT’s Transportation Information Mapping System (TIMS) from 2014-2023. During this ten-year span, seven crashes occurred within the corridor as shown below in *Table 1*. Six of these crashes occurred from northbound traffic, while only one crash occurred from southbound traffic. Of the total crashes, 29% (2 crashes) resulted in injury. The most prominent types of crashes were fixed object at 71% (5 crashes), parked vehicle at 14% (1 crash), and overturning at 14% (1 crash). Most crashes occurred during darkness on dry pavement under no adverse weather conditions. The crashes were predominately located at the curve. The crash data shows that vehicles lose control near the curve during nighttime hours. A table of crash summaries is shown below. See [Appendix B](#) for a complete crash summary sheet.

Table 1: Crashes by Year

YEAR	TOTAL CRASHES
2014	1
2015	0
2016	0
2017	0
2018	0
2019	1
2020	1
2021	1
2022	2
2023*	1

\* Includes data as of October 20, 2023

## Recommendations

After investigation of recent crash data and a site visit, Choice One proposes to increase drivers' awareness around the curve through the use of signage and pavement markings. It is recommended that a measure approach be utilized. Each improvement should be installed and evaluated before moving onto the other recommended improvements.

### First Improvement:

- Remove existing small chevron signs and install three (3) large Chevron Alignment Signs (W1-6L) [24" X 30"].
- Install a Large Arrow warning sign (W1-8L) [36" X 18"].
- Install a 6" edge line on the northbound lane.

### Second Improvement:

- Install a Left Curve warning sign to the left side of the corridor (W1-2L) [30" X 30"].
- Install Edge Lit LED Flasher signs. It is recommended that the Large Arrow and both Left Curve warning signs be upgraded.

### Third Improvement:

- Install rumble strips (per ODOT's Traffic SCD TC-64.10) along the proposed 6" edge line. If this option is chosen, it should be noted that rumble strips can cause loud noise which will be heard by residents in the area. Therefore, it is recommended that a public meeting be held to inform the residents of the noise that can be generated. The outcome of the meeting should be considered before moving forward with the installation.

## Appendix

- A. [Concept Plan](#)
- B. [Crash Data](#)



# APPENDIX

# APPENDIX A – Concept Plan

Z:\project\Clark\NewCarlisle\CLA-NCA-2312CurveStudy\CLA-NCA-2312\_CONCEPT.dwg 11-Oct-23 2:59 PM



**LEGEND**

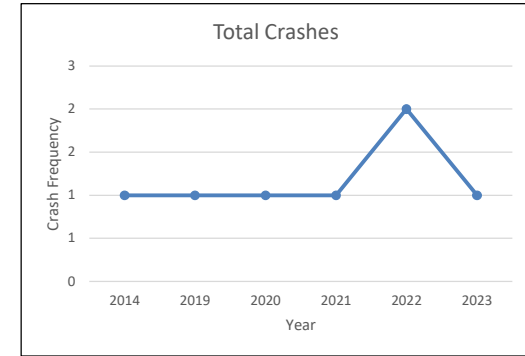
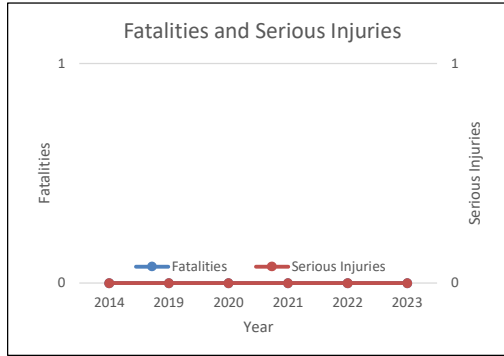
	ITEM 644 - EDGE LINE, 6"
	PROPOSED SIGN
	EXISTING SIGN
	EXISTING SIGN (TBR)

## APPENDIX B – Crash Data

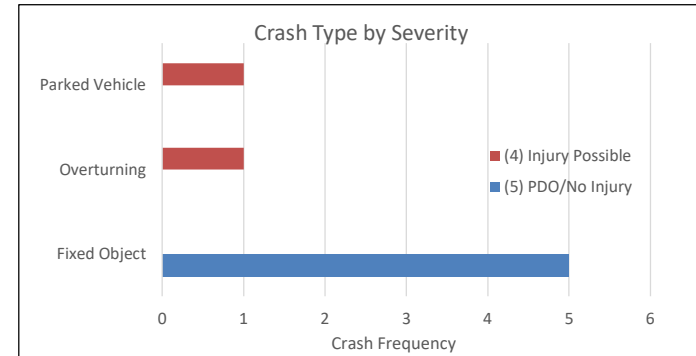
**2014-2023 Curve Crashes**  
**Crash Summary Sheet**

**Crashes Per Year** 0.70 **Percent Injury** 28.6% **EPDO** 1.98

Year	Total Crashes	Fatalities	Serious Injuries
2014	1	0	0
2019	1	0	0
2020	1	0	0
2021	1	0	0
2022	2	0	0
2023	1	0	0
<b>Grand Total</b>	<b>7</b>	<b>0</b>	<b>0</b>



Total Crashes	Injury Level	Grand Total
Crash Type	(4) Injury Possi (5) PDO/No Inj	
Fixed Object	0 5	5
Parked Vehicle	1 0	1
Overturning	1 0	1
<b>Grand Total</b>	<b>2 5</b>	<b>7</b>



**2014-2023 Curve Crashes**  
**Crash Summary Sheet**

<b>Crashes Per Year</b>	0.70	<b>Percent Injury</b>	28.6%	<b>EPDO</b>	1.98
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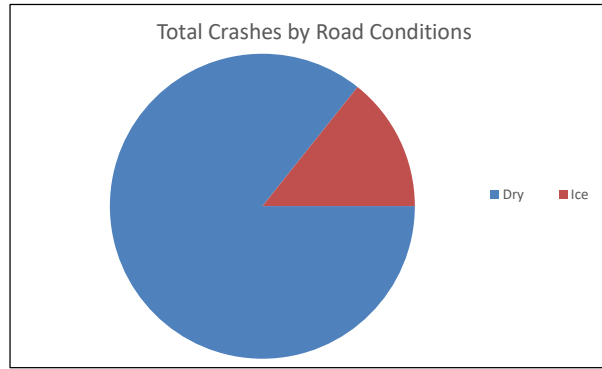
Road Condition	Total Crashes	Fatalities	Serious Injuries
Dry	6	0	0
Ice	1	0	0
<b>Grand Total</b>	<b>7</b>	<b>0</b>	<b>0</b>

Hour of Day	Total Crashes
2	1
3	1
6	1
7	1
20	2
23	1
<b>Grand Total</b>	<b>7</b>

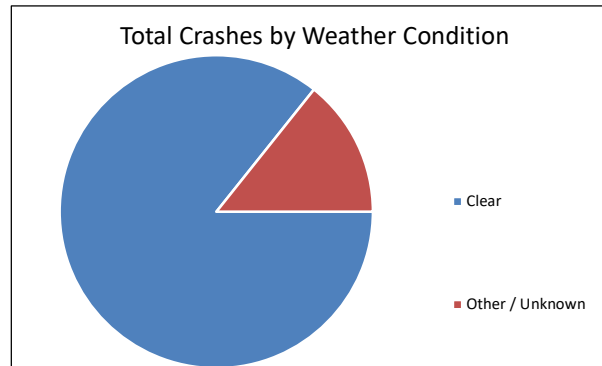
Month	Total Crashes
February	1
March	2
May	1
July	2
November	1
<b>Grand Total</b>	<b>7</b>

Day in Week	Total Crashes
(1) Sunday	1
(3) Tuesday	1
(5) Thursday	2
(6) Friday	1
(7) Saturday	2
<b>Grand Total</b>	<b>7</b>

Weather	Total Crashes	Fatalities	Serious Injuries
Clear	6	0	0
Other / Unknown	1	0	0
<b>Grand Total</b>	<b>7</b>	<b>0</b>	<b>0</b>



Crash Location	Total Crashes	Fatalities	Serious Injuries
Not An Intersection	6	0	0
T-Intersection	1	0	0
<b>Grand Total</b>	<b>7</b>	<b>0</b>	<b>0</b>



Roadway Contour	Total Crashes	Fatalities	Serious Injuries
Curve Level	6	0	0
Straight Level	1	0	0
<b>Grand Total</b>	<b>7</b>	<b>0</b>	<b>0</b>



# City of New Carlisle Swimming Pool Rules & Regulations

The following rules and regulations have been established for the benefit of all users of the swimming pool to ensure the safe operation of the pool facilities and to provide enjoyable recreation for all.

Patrons must cooperate with these rules and obey the instructions of the pool staff. Any patron who violates these rules is subject to expulsion by the Pool Manager or his/her designee and may have his/her privileges suspended or revoked by City Administration. Criminal activity may be prosecuted under the New Carlisle City Ordinances and/or Ohio Revised Code.

The City of New Carlisle reserves the right to refuse admittance when full capacity of the pool has been reached or when otherwise deemed necessary for the health, welfare or safety of the patrons.

The City of New Carlisle welcomes patrons to enjoy the use of all its facilities without regard to race, sex, age, color, creed, national origin, marital status, sexual orientation, gender identity or disability.

The Pool Manager and his/her designated assistants are responsible for the operation of the pool. Their instructions must be followed at all times.

These rules and regulations are subject to change by City Administration.

## **GENERAL RULES / ADMISSION POLICIES**

1. Anyone who is age five (5) years or older must pay an admission fee upon entry for each session.
2. The pool may close early for special events (per posted notice).
3. All persons entering the pool area must pay the appropriate admission fee and sign in, or present proof of a valid pass.
4. No one will be permitted in the swimming area unless the pool is officially open and at least one ready-to-rescue lifeguard is on duty and present on deck.
5. Program fees are only for the specific lesson or program and not for any other use of the facility.
6. All season pass holders must have their photograph taken for a membership pass.
7. If a patron with a disability needs special accommodations to use the pool, then please notify the Pool Manager.
8. Guards have the authority to enforce all pool rules. Patrons who violate the rules may be ejected by the Pool Manager or his/her designee, and may be subject to further discipline by City Administration.
9. Any patron whose privileges are suspended or revoked will be provided with and expected to sign a Pool Suspension/Revocation Notice Form.
10. Bringing an animal, other than a service animal, onto the immediate premises is prohibited. Service animals may not enter the water.
11. No coolers, or outside food or drinks are permitted.
12. No person shall knowingly damage or destroy any City property or any other property.

## GROUP ADMISSION POLICIES

For any group admission, pool management must be contacted and proper arrangements must be made in advance.

## ADDITIONAL RULES

1. There will be a 15-minute rest period every hour. All patrons are to immediately exit the pool at the beginning of the rest period. After everyone has exited the pool, there will be an adult-only swim for 15 minutes, at which time baby wading is to stay clear.
2. None of the following are permitted anywhere in the facility: glass containers, alcoholic beverages, illegal or recreational drugs, weapons, or smoking or vaping.
3. The office telephone and public address equipment may only be used to deliver emergency messages or information about the facility.
4. Only pool employees are permitted in the staff rooms, filter room, mechanical room, storage room or offices.
5. Single groups may not monopolize any area of the pool in a way that limits its use by or intimidates other patrons.
6. Chairs are not permitted on the concrete pool deck except for staff operations.
7. The City is not responsible for lost, stolen or damaged property, and property may not be checked with pool staff.

## ATTIRE\*

1. Pool users must wear swimming suits or swimming trunks upon entry into the pool.
2. No street shoes or clothes are allowed in the pool.
3. Clothing such as cut-offs, gym shorts or underwear are not permitted as swimwear.
4. Swim attire must not have been worn while exercising immediately prior to pool use and must be colorfast and of lightweight material suitable for swimwear, such as Lycra, spandex or nylon.
5. Clean T-shirts may be worn for modesty or medical reasons but must first be approved by the Pool Manager.
6. Swimwear should be modest in nature.
7. Prohibited swimwear types include Brazilian, thong, ultra-low cut and any suit deemed too revealing or see-through.
8. **Please see the attached graphic for approved swim attire.**
9. If a child is wearing a life jacket, then he/she must be within arm's reach of an adult. Life jackets must be Coast Guard approved.
10. Headphones must be worn while listening to entertainment devices.



## **LOCKER ROOMS**

1. Children 5 years and older must change in the appropriate locker room or see the Pool Manager for alternate arrangements.
2. Food is NOT permitted in locker rooms.
3. The use of cell phones, cameras, video cameras or any other device containing recording equipment of any kind is prohibited in all Restroom/Changing facilities.
4. Use of Restroom/Changing facilities is limited to the purpose of changing and showering prior to entering the pool.
5. Personal grooming is not permitted within the facility. Personal grooming includes cutting nails, coloring/cutting hair, washing clothes and ex-foliating.

## **BEHAVIOR**

1. Socializing with, disrupting, distracting, harassing or intimidating the pool staff are all strictly prohibited.
2. No person may behave in such a manner as to jeopardize the safety or health of himself or others.
3. Running, boisterous or rough play, pushing, acrobatics, dunking, wrestling, splashing, yelling, diving or jumping haphazardly, snapping of towels, improper conduct causing undue disturbances on or about the pool area and any other acts which could endanger any patron are all prohibited.
4. Spitting, spouting water, blowing nose, urinating or defecating in the pool are all prohibited.
5. Gum chewing is not permitted anywhere in the facility.
6. Public displays of affection or abusive or profane language are all prohibited.
7. Trash must be properly discarded.

## **AGE RESTRICTIONS**

1. Children younger than 10 years old who enter the pool must be accompanied by and cared for (at pool side) by a responsible person who is 16 years of age or older and who has passed a swimming test.
2. Use of the wading pool (Baby Pool) is restricted to children 5 years old and younger. Each child who uses the wading pool must ALWAYS be supervised in the water by an adult. Children must not be left unattended.

## **HEALTH / SAFETY POLICIES**

1. The City assumes no liability for injury or damage arising from the use of the pool. Due to the strenuous nature of some activities, the participant is advised to consult his/her physician concerning fitness to participate. All activities present certain inherent risks and hazards which the participant assumes.
2. Infants or children who are not toilet trained and adults who are incontinent, who wish to enter any pool, must wear a clean diaper or disposable swim diaper covered by a separate plastic pant, all of which must fit snugly around the legs and waist. If the diaper becomes soiled, the person must leave the pool immediately, and may not return until he/she has taken or been given a soap shower and has been covered by a new diaper with clean plastic pants.
3. Persons suspected of being under the influence of alcohol or drugs will not be permitted in the pool facility or in surrounding areas.
4. Any injury occurring in the pool area must be reported to pool management immediately.
5. All patrons must take a cleansing soap shower before entering the deck area. Sun bathers should shower before each entrance into the water to rinse off perspiration, lotions, etc.
6. Any person who has a skin disease, sore or inflamed eyes, cold, nasal or ear discharge, communicable disease or who is wearing any kind of bandage is not permitted in the pool.
7. Any person who has any considerable area of exposed sub-skin tissues, open blisters, cuts, etc. is not permitted in the pool.
8. Any adult or child who is experiencing any diarrhea-like symptoms may not use the pool.

## **EQUIPMENT / TOYS**

1. Toys, balls, inner tubes, inflated boats and rafts are not permitted in the main pools. Small toys may be allowed at the Pool Manager's discretion.
2. Wearing eyeglasses in the pool is discouraged unless absolutely necessary.
3. The use of masks or snorkels is not permitted.
4. The use of the starting blocks is restricted to approved swim practices, swim meets or instruction.

## **RULES FOR SWIMMERS**

1. Non-swimmers must remain in shallow water (chest-deep or lower).
2. No diving except from the diving board.
3. Prolonged underwater swimming for time and/or distance is prohibited. Competitive and/or repetitive breath holding can be deadly and is not permitted. Hyperventilation is absolutely not permitted.
4. Coast Guard approved and labeled personal flotation devices, such as vests designed to provide vertical support, may be worn with permission of the Pool Manager. Water wings (swimmies) may also be worn. Everyone wearing a personal flotation device must be accompanied by an adult in the pool who is within arm's reach. No back floats, bubbles, rings or one-sided flotation devices are permitted.
5. No flotation devices of any type are permitted on diving boards or slides.

## **RULES FOR DIVERS**

1. Must be willing to pass a swim test to dive.
2. Only one person is allowed on the diving apparatus (including ladder) at a time.
3. Divers must dive straight from the front end of the board.
4. Divers may not bounce more than once on the board.
5. Upon surfacing, divers must immediately swim to the nearest ladder. Divers must not swim under the ropes or boards.
6. A diver must wait until the preceding diver has surfaced and reached the ladder before proceeding.
7. No general swimming is permitted in the diving area unless the diving boards are closed by staff.
8. Extended dives or dives for distance from the one-meter board, toward shallow water, etc. are prohibited.
9. Diving board users must be able to swim to the ladder unaided.
10. Cartwheels and handstands off the board or the side of the pool are prohibited.
11. Goggles, masks or flotation devices may not be worn when going off the diving board.
12. The weight limit for people using the board is 250lbs.

## **LESSONS**

1. Only City staff and contractors who have been authorized by the City of New Carlisle to teach swimming may utilize the pool to provide swimming instruction. No activity for private gain is permitted at any time.
2. Observation is allowed from designated areas ONLY.
3. Lesson questions should be directed to the pool staff.
4. Parents/Guardians must remain in the facility while their children are participating in lessons.

## **WATER SLIDE**

1. All users must be at least 4'6" tall.
2. Only one person is permitted on the slide at a time.
3. Younger children may not ride with a parent.
4. Slide feet first only, while on back.
5. Always keep your hands inside the slide.
6. No stopping, turning, standing, kneeling or rotating.
7. Patrons are NOT permitted to catch individuals at the bottom of the slide.
8. Goggles and glasses are prohibited.
9. Exit pool immediately after using the ladder. No swimming under the ropes is permitted.

## **WEATHER**

1. Rainchecks may be issued under certain circumstances.
2. The pool may be closed for inclement weather, low patronage, maintenance, health conditions or for any other reason deemed necessary by the City.
3. During storms, outdoor pools will be closed, and the entire area cleared of patrons. Due to limited cover, patrons are encouraged to leave the facility. Others must remain within the shelter of the bathhouse or their car. Absent circumstances beyond the City's control, the pool will open twenty (30) minutes after the storm passes.
4. Outdoor pools will not open when the temperature is below 70°. If the pool is open and then the temperature falls below 70°, then the pool will stay open unless conditions merit closing for safety reasons.

## **PRACTICE HEALTHY SWIMMING HABITS**

Under Health Department standards, adopted on the recommendations of the Centers for Disease Control, accidents involving fecal matter now require longer pool closure. Prevention is far better than contamination, so please follow the CDC's healthy swimming habits.

1. Children (and adults) who have had diarrhea in the last two weeks should not swim.
2. Use the bathroom before getting into the pool. Take frequent bathroom breaks and check diapers often.
3. Take advantage of the safety break to use the bathroom.
4. Shower before entering the pool and after using the toilet.
5. Change diapers in the bathroom (not the pool area). Throw diapers away in trash receptacles. Do not dispose of diapers in toilets or rinse in showers/sinks.
6. Avoid swallowing pool water or getting it in your mouth.
7. Children who are not yet toilet trained must wear snug fitting plastic pants over a clean swim diaper. A bathing suit must be worn over plastic pants.

# CITY OF NEW CARLISLE APPROVED SWIM ATTIRE



**1 PIECE BATHING SUIT**



**2 PIECE TANKINI**



**SURF SHIRT**

## NOT PERMITTED



**2 PIECE BATHING SUIT**



**LONG SWIM BRIEFS**



**RELIGIOUS SWIMWEAR**



**JEAN SHORTS**



**COTTON T-SHIRTS (EXCEPT WHITE)**



**PLASTIC PANTS/ RUBBER DIAPER**



**SHORT SWIM BRIEFS**



**SWIM TRUNKS**



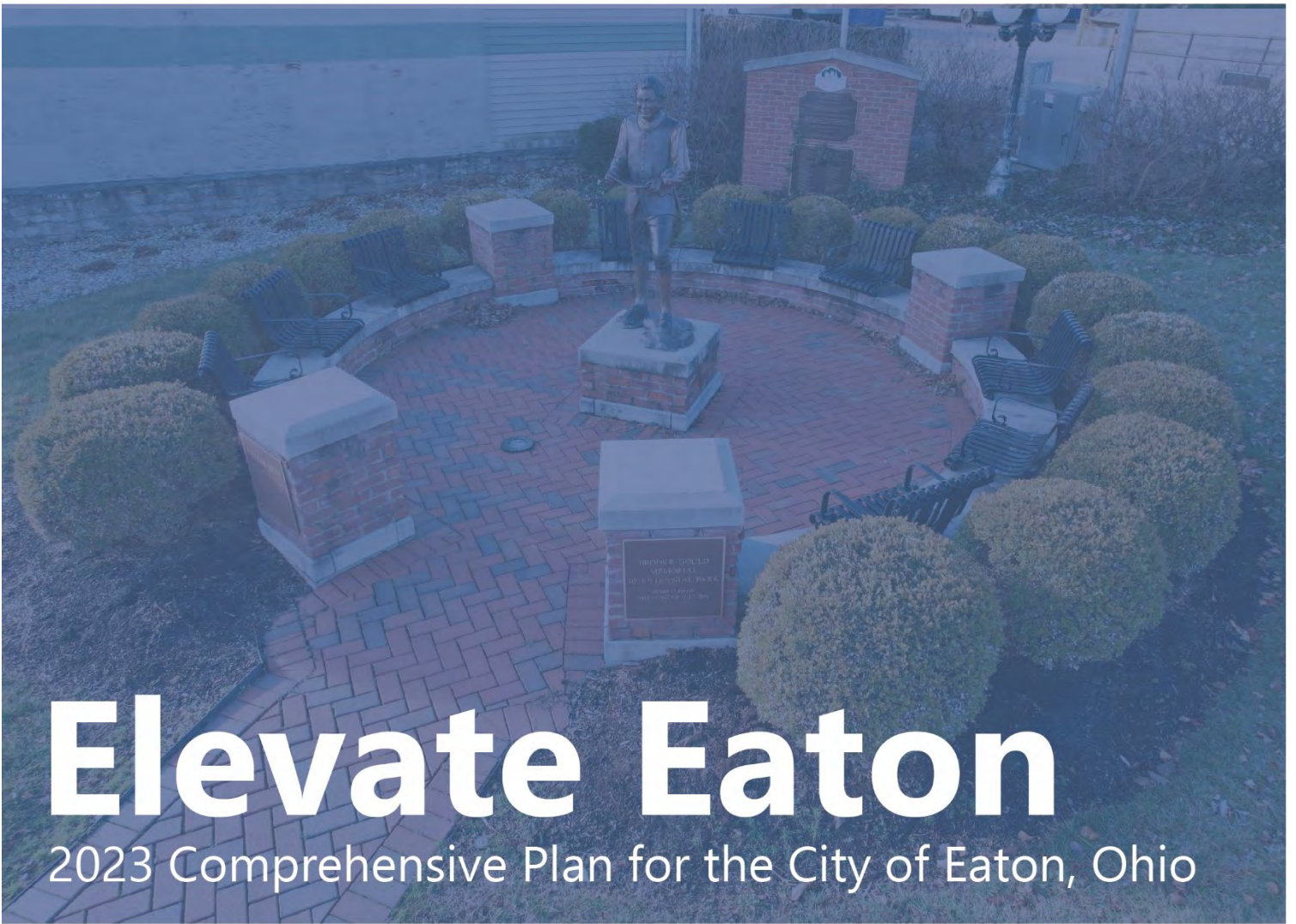
**BOXER SHORTS**



**BASKETBALL SHORTS**

**INCLUDING BUT NOT LIMITED TO BRAZILIAN CUT, THONG AND OTHER SUITS THAT DO NOT SHOW MODESTY**

**\*REFUNDS WILL NOT BE ISSUED FOR IMPROPER SWIMWEAR. POOL STAFF RESERVES THE RIGHT TO ENFORCE THE SWIM ATTIRE POLICY IF ARTICLES OF CLOTHING ARE INAPPROPRIATE OR OFFENSIVE**



# Elevate Eaton

2023 Comprehensive Plan for the City of Eaton, Ohio

*Adopted February 20, 2023*



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## Introduction

The City of Eaton is a city that values its small-town, safe character. Located in the heart of Preble County, Ohio, the City serves as the central core of the county and the crossroads of the larger region. While the population of the City has grown at a relatively slow but manageable pace over the last two decades, commercial and industrial growth has been considerable. The City has actively used its past planning efforts to guide decisions and wanted to update its 2003 Comprehensive Plan to ensure that the vision moving forward reflects the current value and needs of the entire community. This update is intended to streamline the document to focus on critical background data and recommendations. This plan also centers its recommendation around four main goals that include:

- **Maintaining Eaton's Small-Town Identity through Managed Growth**
- **Expanding Opportunities in Support of a Strong Economic Base**
- **Supporting Downtown Eaton as the Center of Our Community**
- **Leveraging Resources to Ensure Strong Infrastructure and Amenities**

These goals and the recommendations of this plan build off and modernize past planning goals and recommendations. They also are aligned with regional planning efforts that recognize the City of Eaton as a central location for residential, commercial, and industrial development.

### ***What is a Comprehensive Plan?***

A comprehensive plan is a planning tool that evaluates various aspects of the City and establishes a series of policies to help guide future decisions about the physical, economic, environmental, and social aspects of the City. Comprehensive plans are general in nature and are purposely long-term, recognizing that some visions cannot be achieved immediately but take years to accomplish. Other than the future land use plan, this plan does not make recommendations about the future of specific properties. Even within the future land use plan, the plan is merely a guide to community leaders on the vision of Eaton over the next 10 to 20 years.

All of the background information, goals, and recommendations can be used by city decision-makers, property owners, business owners, and even regional agencies to make decisions based on what the community desires to be in the long-term future. The adoption of this plan does not change any laws or zoning regulations as they apply to the City, nor does it mean that the City will aggressively pursue annexation where future growth areas are discussed. It does, however, provide guidance for future changes that may be made to city policies, laws, and regulations in the future.



*Cover of the 2003 Eaton Comprehensive Plan, Prepared by Miami Valley Regional Planning Commission (MVRPC)*

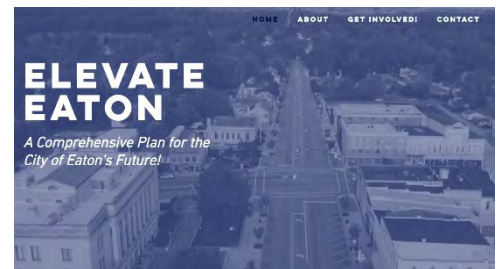


## Summary of the Planning Process and Public Input

The City of Eaton has been proactive in its planning efforts, having developed its first comprehensive plan in 1967 with complete updates in 1989, 1994, and 2003. In addition, since 2003, the City has undertaken updates to the land use plan map that is a part of the 2003 plan. The City has continued to actively use its comprehensive plan as a guide for making policy decisions. As such, it must continually gauge whether the adopted goals and policies reflect its citizens' current desires.

For this 2023 Comprehensive Plan, the City engaged the assistance of Local Gov Consultants and Compass Point Planning to assist in the planning process, which included the development of a project website ([www.ElevateEaton.com](http://www.ElevateEaton.com)) to keep residents apprised of the planning effort. The process also included a series of public meetings where residents and business owners were invited to discuss what they felt were important issues that the plan should address. The public engagement began in June 2022, when the City hosted an engagement tent at the Eaton Community Fun Fest. The goal of that outreach was to let people know about the project, dates for upcoming meetings, and ask them to help identify what they love about Eaton. This event was followed by public meetings and an open house in July, October, and November 2022. The meetings were all interactive and sought out insight into what residents and businesses wanted to continue or change in the City. At the October 2022 public meeting, the discussion focused on three strategic areas, including future land uses, downtown, and quality of life in Eaton. All of the information and feedback gathered showed a general consensus that the City is on already moving forward in a positive direction but that there is undoubtedly a desire to see more housing options, downtown and park improvements, and more community events, just to name a few ideas that consistently arose out of the process.

In addition to the general public outreach, the City also utilized a steering committee consisting of City Council members, Planning Board members, and representatives of the community at large. The committee's purpose was to help delve into questions that arose from the data analysis phase and provide input on recommendations from the public meetings. They also provided a preliminary review of the draft plan before presentation to the public as part of the adoption process.



## Acknowledgments

This plan was prepared with the direct involvement of City leaders, staff, a steering committee, and the many residents and business owners who participated in the various outreach events. We thank you for your time and support!

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Compass Point Planning



Unless otherwise noted, all images in this plan are provided by the City of Eaton or the consultants.

## Existing Conditions and Trends

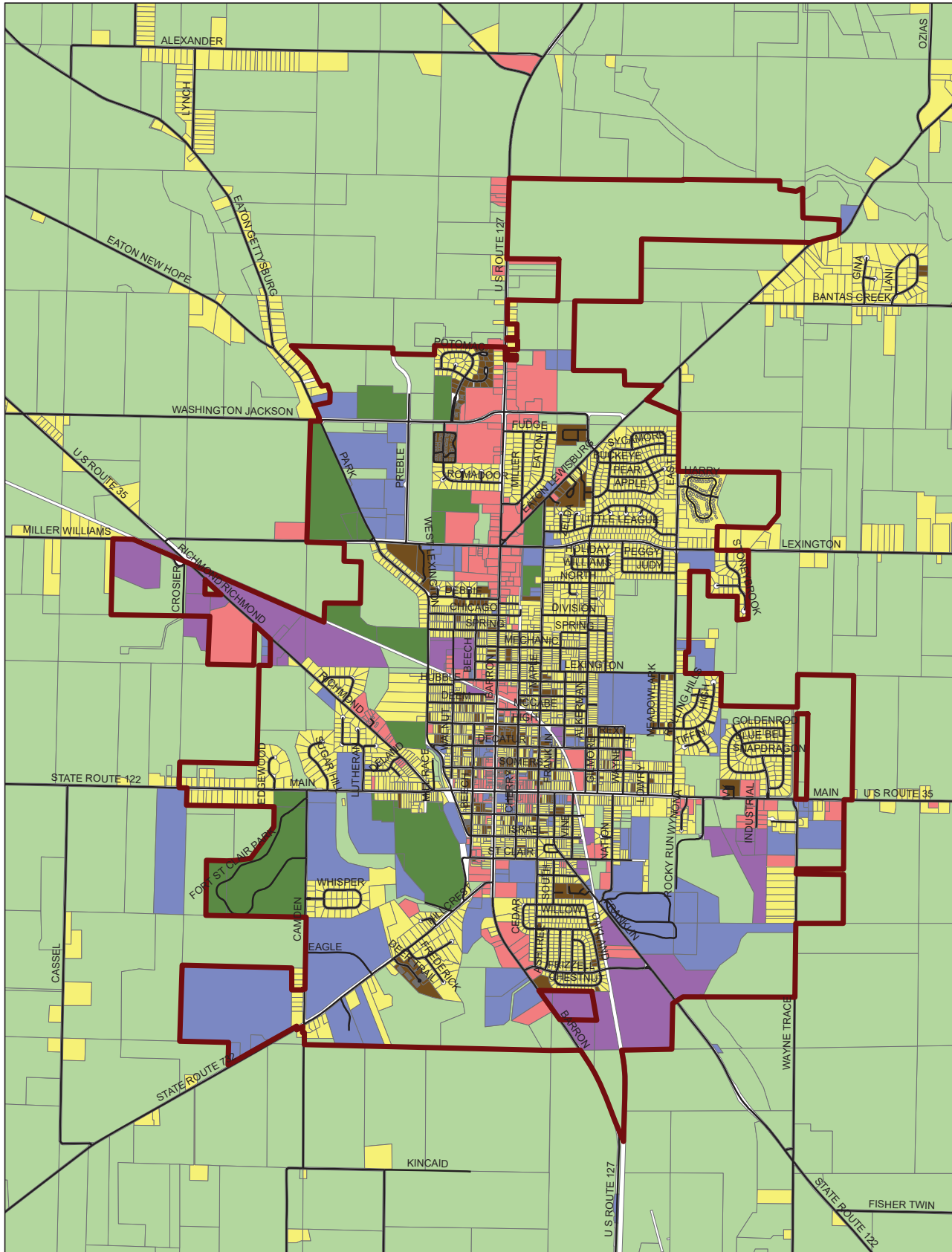
### **Existing Land Use**

How land in the City is currently used is an essential piece of information that must be evaluated in any physical planning effort. The Existing Land Use Map on the following page was created using property tax information, cross-referenced with aerial photography to showcase how properties are currently being used in the City. A land use map differs from a zoning map, which reflects how land uses are permitted in a particular area of the City.

There are instances in which properties may be currently used for residential housing but are zoned for commercial purposes and vice versa. The Existing Land Use Map classifies properties in Eaton under one of the existing land use categories described below. The map and related data do not focus on individual vacant lots within a subdivision or large-scale development but rather on the broader use of land within the City. For this reason, an entire subdivision may be shown as single-family residential even though several lots may remain vacant, or there might be one or two duplexes mixed into the subdivision. Simply put, the purpose of the existing land use analysis is to establish the general land use characteristics of the City thus far in its development history.

#### **Existing Land Use Categories**

- **Single-Family Residential** uses are properties within the City with one detached dwelling unit located on a single parcel.
- **Multi-Family Residential** uses are properties within the City where multiple dwelling units are attached in a single structure and located on a single parcel. This land use category may include apartment buildings, townhomes, duplexes, two-family homes, and other attached housing.
- **Commercial and Office** uses cover those areas of the City where the primary use is the provision of goods and services to the general public in a commercial setting or where there are establishments that provide executive, management, administrative, medical, dental, or professional services in either small or large-scale office buildings. In addition, this category can include mixed-use buildings with a residential component on the upper floors.
- **Industrial** uses are properties used for the manufacturing, assembly, or distribution of goods or services that do not typically include the retail sale of such goods or services except as a minor accessory activity to the industrial use.
- **Parks, Recreation, and Open Space** uses are properties used for public or private open space and recreational uses such as playgrounds, ball fields, and open spaces, including streams and creeks, and other local or regional parks.
- **Public and Institutional** uses are properties and structures used to provide services related to the general public (e.g., city offices, public utilities, or fire stations) or institutions such as schools, hospitals, and places of worship.
- **Agriculture, Vacant, or Undeveloped** uses are areas of the City that are maintained as farmland, fields, and large tracts of properties that are not currently being used for any category listed above or have not been developed for a permanent use.



**Existing Land Use Map (October 11, 2022)**

- |  |   |
|--|---|
| <span style="display: inline-block; width: 15px; height: 15px; background-color: #c8e6c9; border: 1px solid black; margin-right: 5px;"></span> Agriculture, Vacant, or Undeveloped | <span style="display: inline-block; width: 15px; height: 15px; background-color: #43a047; border: 1px solid black; margin-right: 5px;"></span> Parks and Recreation     |
| <span style="display: inline-block; width: 15px; height: 15px; background-color: #fff9c4; border: 1px solid black; margin-right: 5px;"></span> Single-Family Residential           | <span style="display: inline-block; width: 15px; height: 15px; background-color: #546e7a; border: 1px solid black; margin-right: 5px;"></span> Public and Institutional |
| <span style="display: inline-block; width: 15px; height: 15px; background-color: #8d6e63; border: 1px solid black; margin-right: 5px;"></span> Multi-Family Residential            |   |
| <span style="display: inline-block; width: 15px; height: 15px; background-color: #e57373; border: 1px solid black; margin-right: 5px;"></span> Commercial and Office               |   |
| <span style="display: inline-block; width: 15px; height: 15px; background-color: #9c27b0; border: 1px solid black; margin-right: 5px;"></span> Industrial                          |   |



## Floodplains

In addition to the existing land uses, the recommendations in this comprehensive plan consider any potential constraints to development. While there is some slight topography throughout the area, there are no large areas of steep slopes that could potentially limit future development in the City. On the other hand, there are some areas of land where special flood hazard areas will hinder future development. Figure A below shows the boundaries of the current special flood hazard areas as determined by the Federal Emergency Management Agency (FEMA). Any development in the blue or pink bounded areas will be limited with minimal construction within those boundaries or construction of structures specially designed to withstand periodic flooding without increasing the potential for flooding other areas.

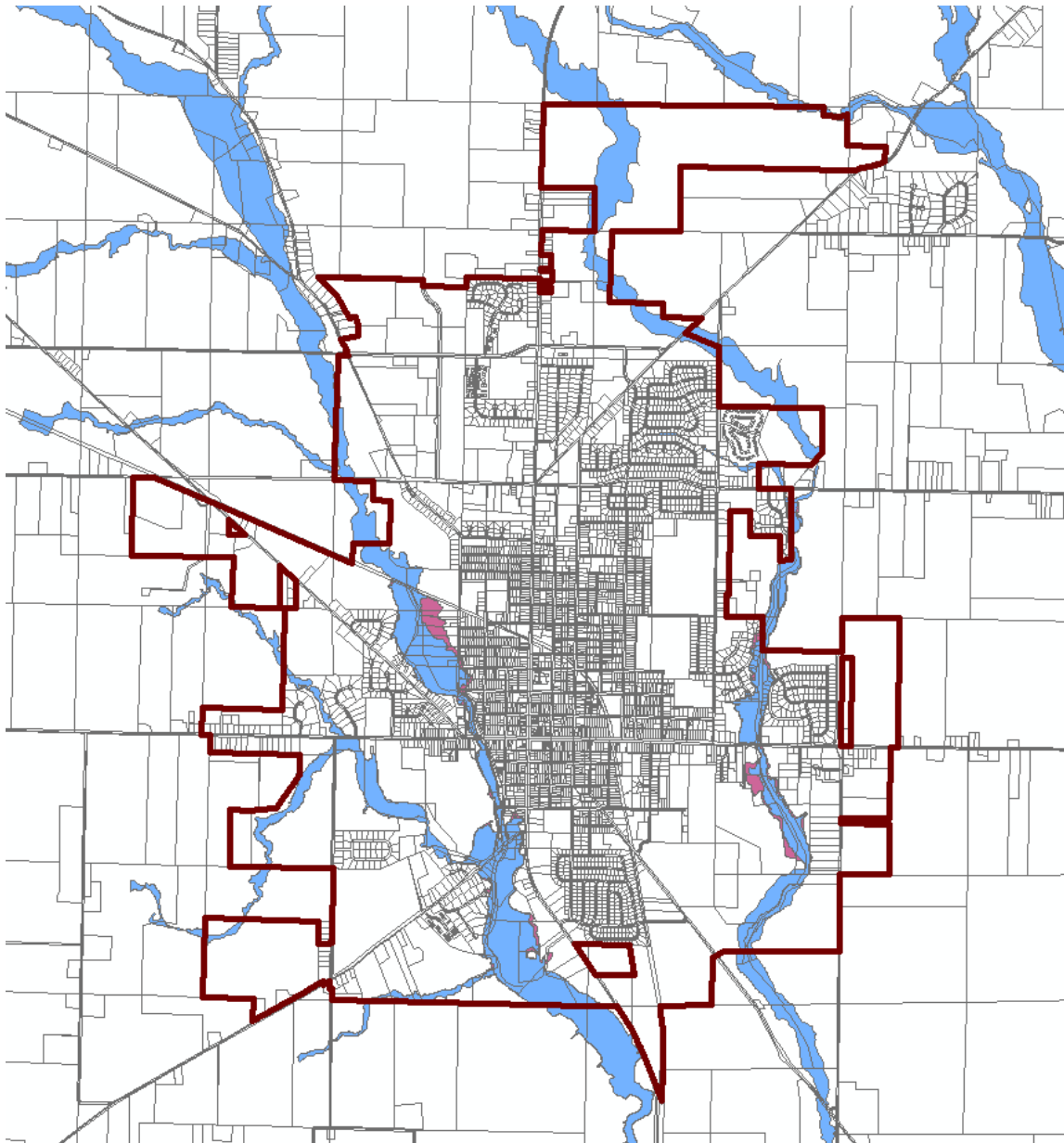


Figure A: Floodplain map of the City of Eaton, with blue representing the 100-year floodplain area and the pink fringe area representing the larger 500-year floodplain area.

## Population

Table 1 illustrates the historical population trends for the City of Eaton, the county and township, and the cities of Oxford and Germantown for comparison purposes only. The table shows that Eaton, like the county and township, experienced significant periods of growth before 2000, but then the population started to stabilize with some minor ups and downs. The stagnant population in the region could be due to the lack of opportunities for new residential developments, a lack of housing choices for those who may want to live in Eaton (i.e., workforce housing), and a national trend of declining household sizes that are impacting community populations far beyond Preble County.

**Table 1: Population Growth**

	1980 Pop.	1990 Pop.	1980-1990 Change	2000 Pop.	1990-2000 Change
Preble County	38,223	40,113	4.9%	42,337	5.5%
<b>City of Eaton</b>	<b>6,839</b>	<b>7,396</b>	<b>8.1%</b>	<b>8,133</b>	<b>10.0%</b>
Washington Township	1,941	1,974	1.7%	2,104	6.6%
City of Germantown	5,015	4,916	-2.0%	4,884	-0.7%
City of Oxford	17,655	19,013	7.7%	21,943	15.4%
	2010 Pop.	2000-2010 Change	2020 Pop.	2010-2020 Change	
Preble County	42,270	-0.2%	40,999	-3.0%	
<b>City of Eaton</b>	<b>8,407</b>	<b>3.4%</b>	<b>8,375</b>	<b>-0.4%</b>	
Washington Township	1,824	-13.3%	1,809	-0.8%	
City of Germantown	5,547	13.6%	5,796	4.5%	
City of Oxford	21,371	-2.6%	23,035	7.8%	

*Data Source: U.S. Census*

This early surge in growth before 2000 was a trend discussed in the 2003 Eaton Comprehensive Plan. The plan also included population growth estimates based on those historical growth trends. See Figure B. For the time being, it is expected that the City of Eaton's population will remain relatively stable in the upcoming years unless there is a policy shift to encourage the development of more housing in the City and a policy shift to accommodate a broader range of housing options. Even then, other market influences and supply chain issues will likely impede significant growth surges in the near future. While early community participation has spoken about a desire to maintain the small-town character of Eaton, there has not been a push to stop growth completely, so now is a good time for the City to evaluate what the policies for future growth should be to help tailor changes necessary to implement those policies within the plan.

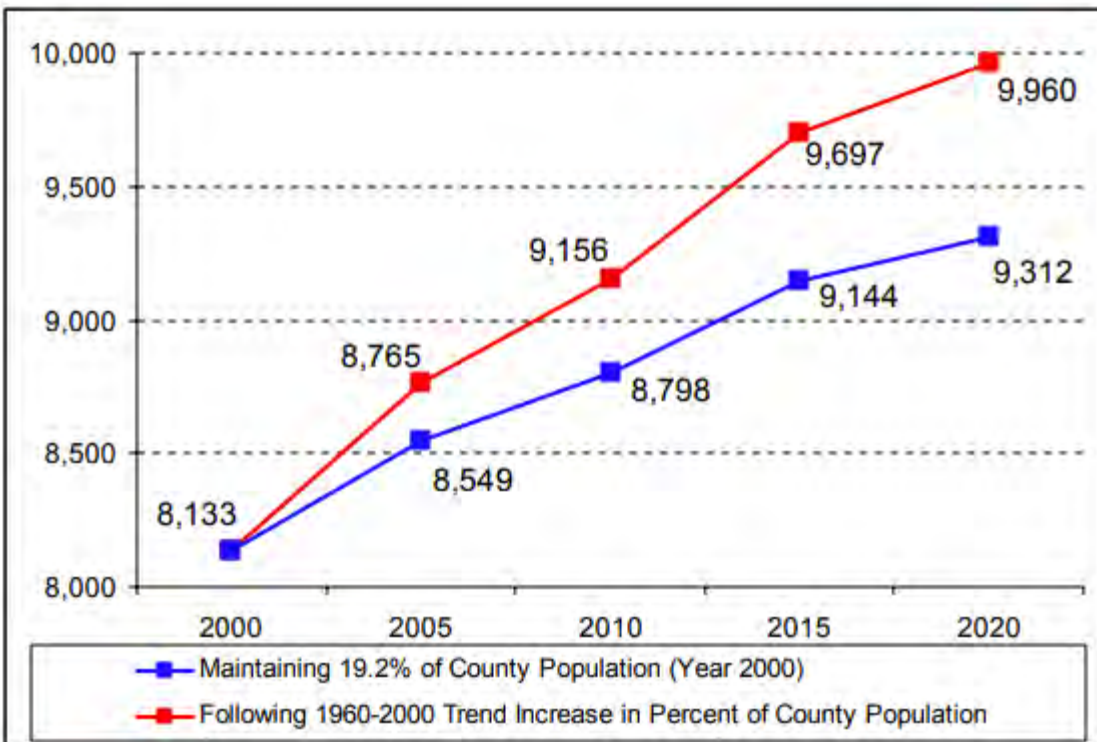


Figure B: Population growth estimate graphic from the 2003 Eaton Comprehensive Plan.

**Population - Race and Ethnicity**

As noted in the 2003 Eaton Comprehensive Plan, the City has not been historically racially or ethnically diverse, which continues to be common across many midwestern cities. However, since the 2003 plan, there has been increasing diversity within the City, county, and state, primarily within the Hispanic ethnicity and the Black and Asian racial population. Table 2 focuses on the changes within these larger populations in the region.

Community	Year	Hispanic	Non-Hispanic White-Alone	Non-Hispanic Black-Alone	Non-Hispanic Asian-Alone
State of Ohio	2010	2.9%	81.2%	12.1%	1.6%
	2020	4.4%	75.9%	12.3%	2.5%
Preble County	2010	0.6%	96.3%	0.4%	0.4%
	2020	0.9%	94.4%	0.4%	0.4%
City of Eaton	2010	0.8%	96.7%	0.6%	1.0%
	2020	1.1%	92.3%	0.9%	0.9%

*Source: U.S. Census 2010 and 2020 Census and American Community Survey*

**Population - Age**

The age of a population can be an important indicator of the City's future needs. National trends have indicated that there is an increase of residents who wish to 'age in place,' which means that as a population ages, the services that need to be provided to residents must shift as well. Building off of median age information in the 2003 Comprehensive Plan, Table 3 illustrates the changes in a community's median age over the decades. In 2020, the City of Eaton had the highest median age of all the communities within the comparison, including a higher median age than the county and state. The City witnessed a significant increase in the median age between 2000 (38.8) and 2020 (46.5). Looking at the breakdown of age brackets (Figure C), you can see major increases in the older brackets. Some of this can be attributed to people generally living longer, but it could also indicate that younger people and families are not moving to the City and young residents are not returning after graduating from the school system.

Community	1990	2000	2010	2020
Ohio	33.3	36.2	38.3	39.5
Preble County	33.7	37.5	40.3	43.1
<b>City of Eaton</b>	<b>35.0</b>	<b>38.1</b>	<b>38.8</b>	<b>46.5</b>
Washington Township	35.8	38.8	38.3	43.2
City of Greenville	38.4	40.4	43.0	44.7
West Alexandria Village	32.1	35.6	30.2	34.4
New Paris Village	32.6	36.6	34.6	34.2
New Lebanon Village	32.6	35.3	34.5	38.4

*Source: 2003 Eaton Comprehensive Plan and the 2010 & 2020 U.S. Census*



As the age of the population changes, so does the demand for different housing options and services. Trends have shown that young professionals seek urban living options to accommodate their transient lifestyles. Traditionally, they have sought rental housing or apartment living where they can walk to work and access various points of interest such as shops, restaurants, cultural venues, and recreational activities. As stated earlier, an important aspect of evaluating the age of the population is that different age groups demand different services. In response to the change in population demographics, the City may need to consider providing services and businesses to support the general aging trend of Eaton. Moreover, suppose the City would like to change the population trend outlook in the next decade. In that case, the City may want to provide services that accommodate the needs of the age groups they wish to attract to maintain a balanced population.

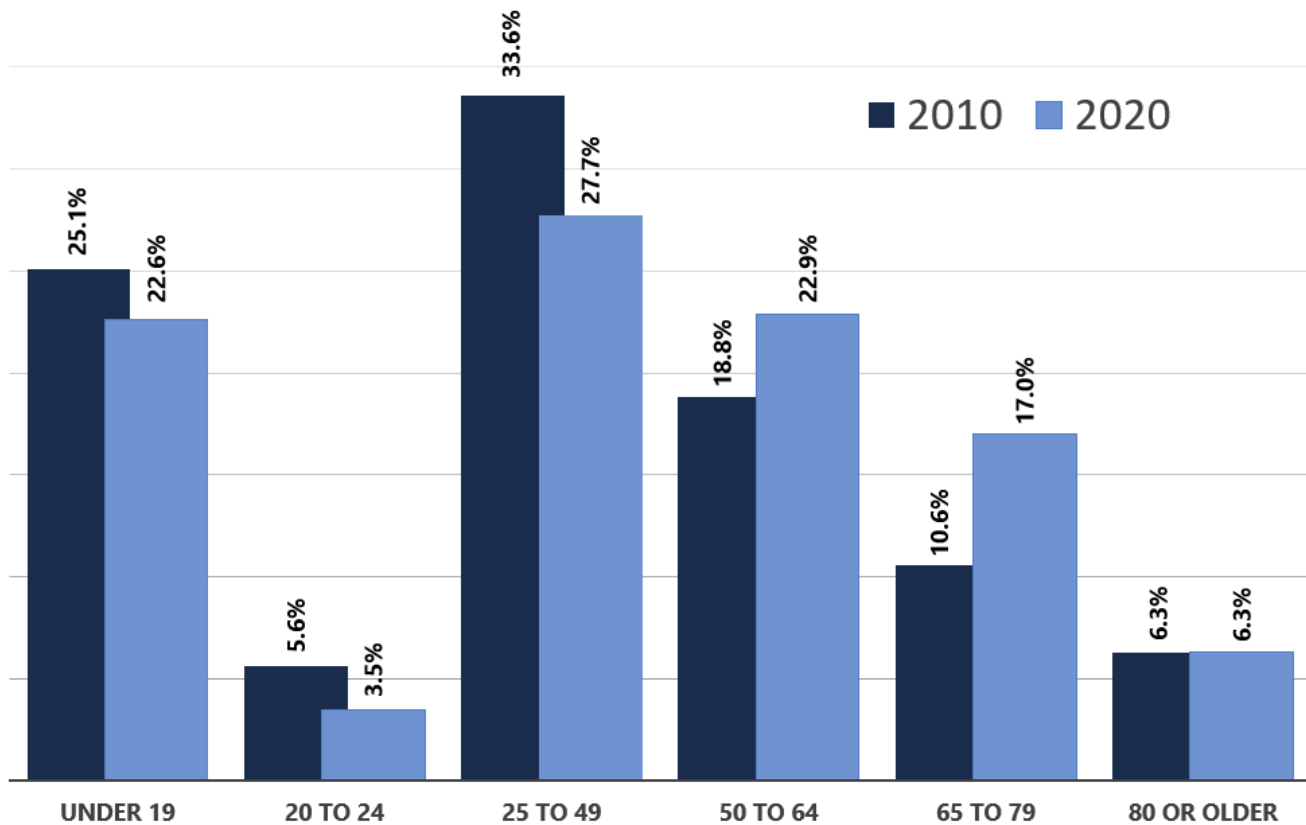


Figure C: Eaton population shifts, by age bracket, between 2000 and 2020.  
 Source: U.S. Census and American Community Survey

## Housing

As with other demographics in Eaton, the amount of housing in the City has remained essentially stable over the years. The 2020 U.S. Census shows 3,970 housing units in the City, a slight increase from the 2000 Census, which said there were 3,903 housing units. This slight increase of 1.7% takes into account all new units but could also account for the demolition and replacement of certain housing and a margin of error in the U.S. Census estimates. Regardless, there has not been a significant shift in housing numbers in the City of Eaton over the last decade. In Ohio, the number of housing units increased by 2.2% at the same time. Reiterating the sentiment from the population analysis, unless the City makes an intentional shift in its policy about housing involving higher densities as part of redevelopment activities, it is unlikely that there will be any significant changes in the number of units in the next 10 to 20 years.

### Housing - Occupancy

Of all the housing units in Eaton, approximately 6.5% of the total units are vacant. This percentage is much lower than Preble County (8.4%) and the State of Ohio (9.6%), demonstrating a tight housing market explained further in the later section. Additionally, the number of vacant units shows that the City has not experienced excessive vacancies like other communities have suffered, particularly during the latest 'great' recession.

In 2020, 3,715 housing units were occupied in the City of Eaton; 66.2% of the properties were owner-occupied, and 33.8% were renter-occupied. Like the vacancy rate, housing occupancy rates have not changed much since 2010. These findings are generally in line with trends in Preble County and the State of Ohio.

	2010		2020	
	Owner-Occupied	Renter-Occupied	Owner-Occupied	Renter-Occupied
City of Eaton	65.7%	34.3%	66.2%	33.8%
Preble County	78.7%	21.3%	78.1%	21.9%
State of Ohio	69.2%	30.8%	66.3%	33.7%

*Source: U.S. Census 2000 and 2020*

**Housing - Cost of Housing**

According to the 2020 American Community Survey, the median value of an owner-occupied home in the City of Eaton is \$105,700 compared to \$139,000 in Preble County. This is not surprising given that Eaton is the only City in the county and, thus, will likely have some of the more affordable housing across the county due to higher densities/smaller lots. It is also important to note that there is a margin of error of nearly \$16,000 for the City's median value compared to a \$5,000 margin of error for the county's housing value. Strong housing values can contribute to a stronger community and local economy. However, high housing costs can limit housing options and may prevent people who work in Eaton from living in the City. The median cost for rental properties is \$674 per month in the City and \$736 in the county, including rent for apartments and detached homes.

In order to provide relevant information regarding current-day home prices in 2022, a basic search of homes and lots for sale was conducted using www.realtor.com. The search captured a sample of real-life housing availability within the City as of the timing of this report. The search yielded only 24 current listings of homes and lots for sale within city limits. Of those 24 listings, only 17 were homes, and 7 were vacant lots. Regarding rental opportunities, neither realtor.com nor apartments.com, two sites commonly used to list rentals, identify any active rental unit availability.

The limited number of houses and rentals listed reflects the tight housing market. Table 5 illustrates the breakdown of prices of the available housing stock within the City. Roughly 80% of those homes listed are above the 2020 median home value of \$105,700, as identified by the American Community Survey (U.S. Census). The majority of the homes for sale, three-fourths of the housing, were listed for well over \$250,000. At the time of the review, the most expensive listing was a historic home on 10 + acres listed for \$385,000.

<b>Listing Value</b>	<b>Homes Listings (17 Total)</b>
Under \$100,000	3 (17.7%) <sup>1</sup>
\$100,000 to \$200,000	5 (29.4%)
\$200,000 to \$300,000	4 (23.5%)
\$300,000 to \$400,000	5 (29.4%)
<i>Source: Realtor.com, October 2022</i>	

Of the seven lots currently listed for sale, one is for a condominium plot, where the cost is \$62,000 for a 2,052-square-foot condo plat. The remaining six properties are for sale at a range of \$60,000 to \$110,000 per acre. While most lots will not sell for the asking price, it demonstrates that the cost of land will significantly impact development costs in the City of Eaton.

<sup>1</sup> One home was listed for \$50,000 but the property details note that this is the minimum reserve for a forthcoming auction.

### Housing - Housing Types

The final component of the housing analysis is a breakdown of the existing housing types in the City. Housing occupancy and listings showed that the City has a tight housing market, with most of the housing stock available at higher than median housing costs. The final housing analysis on available housing types within the City was conducted to explain further why the community has a general population of its current composition.

In this evaluation, the size of existing housing, the types of housing units, and the age of the housing units will be analyzed. Housing trends can alert the City if the population is aging and if there will be a more significant hurdle for residents to maintain their properties. For instance, the decline in individual owners and the increase in renters can lead to absentee landlords, which could delay property maintenance and cause an increase in code enforcement and property maintenance complaints. In 2020, the U.S. Census estimated that 68.0% of all occupied housing units in the City of Eaton were single-family detached dwellings (See Figure D.). This is a decrease from 2010, when the Census reported 73.1% of occupied units were single-family detached dwellings. It appears that some of the change came from a slight increase in the number of low-intensity attached dwellings in the last ten years.

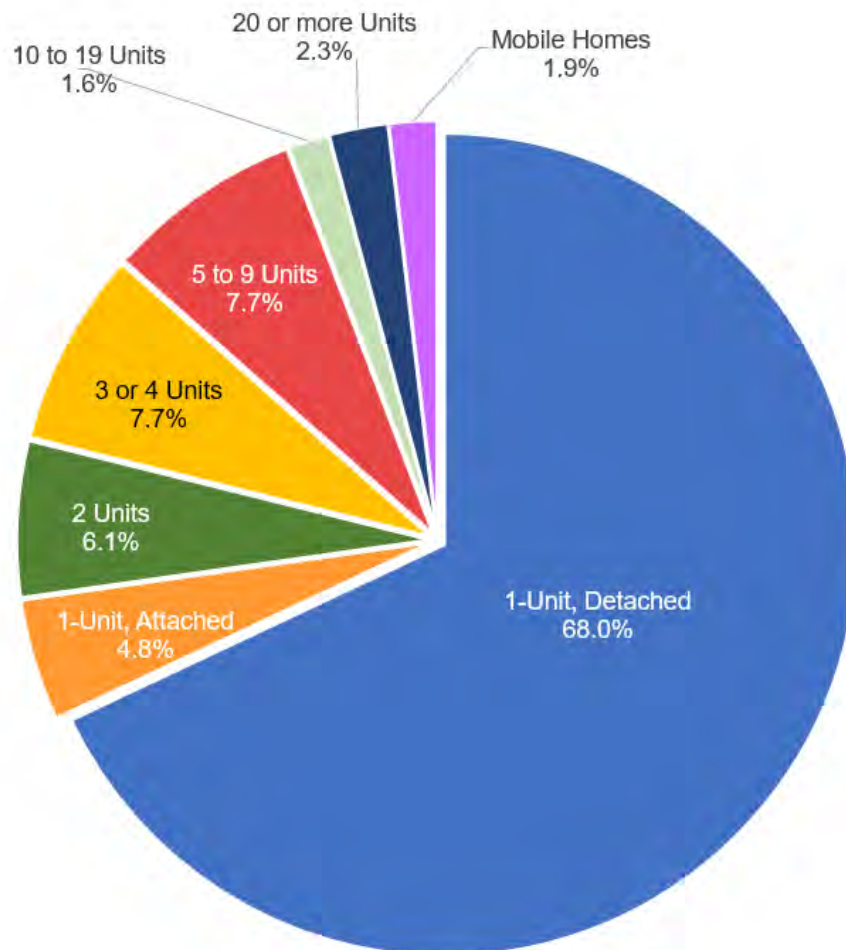


Figure D: Breakdown of the number of housing units in residential structures.  
Source: 2020 U.S. Census

**Housing - Age of Housing**

As stated earlier in the discussion about population trends, Eaton experienced a high level of growth before 2000. Just under 90% of the City’s housing units were built before 2000. This is very much in line with the age of housing in Preble County and Ohio overall. The age of housing is a critical factor because it sheds light on the quality of the homes that were constructed and the types of modern amenities included in the homes. Homes built in the post-war boom and earlier tend to be smaller than those built in more recent years. These homes also tend to be smaller and less expensive than homes built more recently. Housing built after the 1990s is typically 80% larger than housing built during the 1940s. As the existing housing stock continues to age without new housing being built or home renovations and modernizations being implemented, there may be growing concerns related to the condition of housing in Eaton and their conformance with the existing codes.

Taken together with similar trends across the state, this information also helps support concerns over the underproduction of housing, which is considered one of the reasons for the lack of housing affordability in current times. A recently released report entitled "2022 Housing Underproduction in the U.S." by Up for Growth (<https://upforgrowth.org/>) shows that there is currently an underproduction of over 50,000 housing units in Ohio alone. Encouraging more housing units and a more diverse allowance of housing types is something the City will need to consider to ensure the continuance of a healthy and affordable housing stock.



Figure E: The years a structure was built based on the total number of occupied housing units.  
Source: 2020 U.S. Census

**Housing – Year of Move In**

The final piece of the housing analysis was to look at the year when the household moved into their housing unit. This ties together population, household, and housing data. Figure F illustrates that the City of Eaton has experienced more of a recent housing turnaround than Preble County or the State of Ohio. Occupancy of over half (56.6%) of the City's occupied housing units was taken since 2010, which is close to the state numbers. Preble County, however, shows that just over 42% of households moved into the county in that same time, and over 20% have lived in their housing unit before 1989.

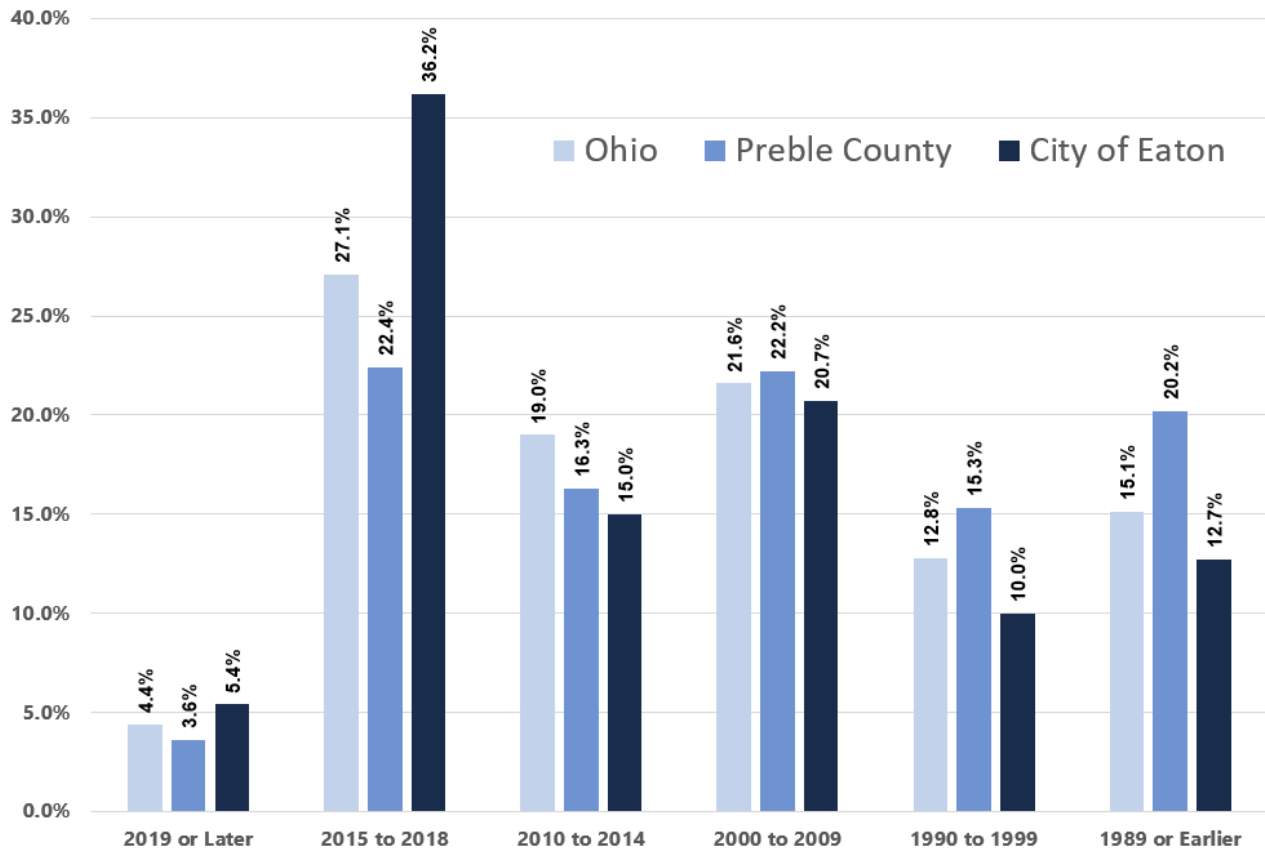


Figure F: The years a household moved into their housing unit.  
Source: 2020 U.S. Census

## ***Economic Development***

The economic development analysis is based on three components: occupations, where residents work and where workers live, and income levels of workers and residents. Findings from this analysis were derived from U.S. Census data and the OnTheMap tool, a mapping application created through a partnership between the U.S. Census and the Local Employment Dynamics (LED) partner states. The information is gathered from several sources, including payroll taxes and tax payment records maintained by the State of Ohio. The information provided in this section and other sections of this economic development analysis utilizes data from the year 2019, which is the most recent information available.

### **Economic Development - Occupations**

The first component of this economic development analysis pertains to occupations. These analyses were conducted to establish a side-by-side understanding of the potential mismatch between jobs in the community and the occupations of residents. First, the occupation of residents (who are 16 years and older and employed in the civilian sector of the labor force) was categorized by the U.S. Census based on the industries in which residents were employed. Next, the information was compared to the OnTheMap data regarding the occupations of people who work in the City of Eaton.

In 2019, an estimated 4,783 people worked in Eaton, and 8,183 people lived in the City. In that same year, 34.7% of the residents in the labor force worked in the manufacturing industry, and another 20.8% worked in education and the health care fields, often referred to as the 'Eds and Meds' field. Eaton appears to have a large manufacturing base (roughly 2,469 people in 2019) and an 'Eds and Meds' base (which employed 3,678 people in 2019). Nevertheless, many of these people leave the City to work, which is why a much smaller number of people work and live in Eaton. Table 6 on the following page shows examples of where a mismatch exists between jobs and residents. In certain industries, there are more jobs that are not represented by the occupations of residents or vice versa.

As a community that relies on the income taxes of employees who work in the City, this comparison offers an important economic development consideration for the City. The City must decide whether it should make accommodations for the existing workforce to live within the city limits in order to retain steady employment in the area. To do this, the City could prioritize attracting more residents to work within the City by developing broader housing options that fit the needs of the current workforce that commute into the City. The comparison also begs the question as to whether the City should attract more industries in which residents are employed to reduce the need for residents to commute outside of Eaton for work.



<b>Table 6: Industries of Employees and Residents in Eaton (2019)</b>		
<b>Industry</b>	<b>Occupation of Employees</b>	<b>Occupation of Residents</b>
Agriculture, forestry, fishing and hunting	0.1%	0.0%
Mining, quarrying, and oil and gas extraction	0.0%	0.0%
Utilities	0.3%	1.4%
Construction	1.7%	3.8%
Manufacturing	51.6%	34.7%
Wholesale trade	1.1%	0.4%
Retail trade	10.4%	8.5%
Transportation and warehousing	2.0%	5.1%
Information	0.2%	1.4%
Finance and Insurance	2.1%	4.7%
Real estate and rental and leasing	0.3%	0.5%
Professional, scientific, and technical services	2.5%	4.3%
Management of companies and enterprises	0.0%	0.0%
Administration & support, waste management and remediation	1.9%	3.7%
Educational services	0.0%	5.2%
Health care and social assistance	14.0%	15.6%
Arts, entertainment, and recreation	0.2%	1.1%
Accommodation and food services	9.2%	2.7%
Other services (excluding public administration)	2.3%	5.3%
Public administration	0.0%	1.7%
<i>Data Source: U.S. Census OnTheMap for the year 2019 and U.S. Census 2019 American Community Survey</i>		



**Economic Development - Employment Commuting Patterns and Transportation**

The second part of the economic development analysis considers where residents work and where workers with jobs in the City live. In order to establish a baseline of residential and workforce commutes, this analysis was conducted using U.S. Census estimates derived from payroll tax and unemployment insurance payment records maintained by each state through a program called OnTheMap. Here are some statistics related to employment commuting patterns:

- The 2019 OnTheMap data estimates that approximately 898 people both lived and worked in the City of Eaton, while 2,182 residents left the City to work elsewhere, primarily in the City of Dayton and Montgomery County. At the same time, 3,885 people who reside outside of Eaton have jobs in the City. See the figures and tables below for more detail.
- These numbers are a slight increase from the 2002 estimates except for the number of people entering the City to work, which grew by 1,000 people. This information demonstrates the need for strong connectivity throughout the region while also showing regional commuting patterns.

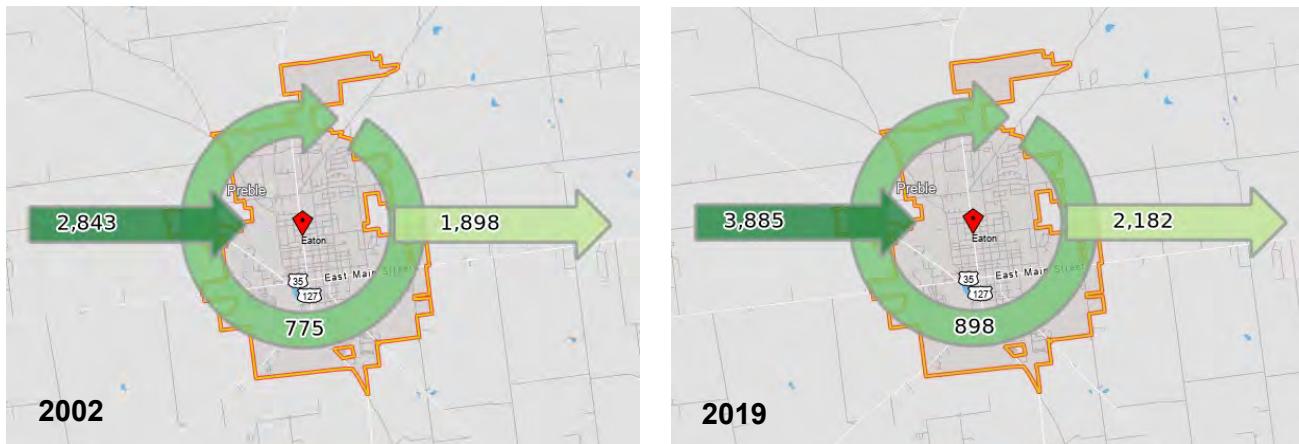


Figure G: Illustrations of the inflow (people commuting into Eaton) and outflow (residents commuting outside of Eaton) as well as the number of residents who live and work in the City for both 2002 and 2019.

Table 7: Counties Where Residents Work	
	# of Employed Residents
<b>All Counties</b>	<b>3,080</b>
Preble County, Ohio	1,148
Montgomery County, Ohio	585
Butler County, Ohio	200
Wayne County, Indiana	157
Hamilton County, Ohio	102
Greene County, Ohio	90
Franklin County, Ohio	88
Warren County, Ohio	67
All Other Counties	643

Table 8: Counties Where Employees Reside	
	# of Workers
<b>All Counties</b>	<b>4,783</b>
Preble County, Ohio	2,335
Montgomery County, Ohio	573
Wayne County, Indiana	347
Butler County, Ohio	282
Darke County, Ohio	183
Warren County, Ohio	104
Hamilton County, Ohio	100
Miami County, Ohio	79
All Other Counties	780

Source: U.S. Census OnTheMap for the year 2019

**Economic Development - Workers and Household Income**

The incomes of residents in Eaton are lower than the county, Montgomery County, the state and the U.S. This is important when considering the cost of housing and the disposable incomes of community members. Table 9 below compares the median income of all households and family households for the City, counties, state, and nation. The median income is the income of a resident in the financial middle of the rest of the community, meaning half of the households in the jurisdiction make less than the median income and the other half of residents make more than the median income. It is important to note that because of the higher median age in Eaton, the lower median incomes within the City could partially be attributed to retirement income (Social Security, 401k, pensions, etc.) that tends to be less than the income received by persons in the workforce.

<b>Table 9: Median Family and Household Incomes</b>		
	<b>Median-Family Income</b>	<b>Median Household Income</b>
City of Eaton	\$73,549	\$49,375
Preble County	\$73,166	\$61,338
Montgomery County	\$69,893	\$53,064
State of Ohio	\$74,391	\$58,116
United States	\$80,069	\$64,994
<i>Source: 2020 U.S. Census</i>		

In addition to evaluating the income of households, the U.S. Census provides information on the general income of employees in Eaton through the OnTheMap program. Table 10 illustrates the income for employees in Eaton as compared to the counties, City of Dayton, and state. As with the median income of households and families that live in Dayton, the percentage of workers in Eaton making more than \$3,333 a month is the lowest of all compared communities.

<b>Table 10: Income of Employees</b>	
<b>Job Locations</b>	<b>% of Workers Making \$3,333 per month or more</b>
City of Eaton	41.0%
City of Dayton, Ohio	49.8%
Preble County, Ohio	41.1%
Montgomery County, Ohio	45.5%
State of Ohio	45.9%
United States	Information not available
<i>Source: U.S. Census OnTheMap for the year 2019</i>	

**Parks and Recreation**

During the initial rounds of public engagement, it was clear that everyone loves the quality of life in Eaton and appreciates all the parks and recreational activities available to residents. While some people have noted a desire to see some improvements, the City should take pride in the park and recreational system that supports a strong quality of life. Table 11 summarizes the various parks and amenities found in the City of Eaton.

**Table 11: Summary of Existing Parks and Amenities**

Park Name	Acres	Restroom	Playgrounds	Shelter/ Gazebo	Other Amenities
Fort St. Clair	76.79	1	1	3	2 cabins; outside fireplace; 50-60 picnic tables; parking
Waterworks Park	25	1	1	1	Dog park; water treatment facility; picnic tables
Clarence E. Hook Memorial Park	8.37	0	1	1	No restroom, large wooded area; small parking
Blakeman Fields – Little League Park	10	1	0	1	Concession stand; five baseball fields – one with lights; parking
DPL Ball Fields / Brooke-Gould Memorial Tennis Complex	17	1	1	1	One basketball court; concession stand; one sand volleyball court; five softball fields; five tennis courts; parking
Seven Mile Park	42.18	1	1	1	Concession building; picnic tables; walking track (1.9 mile and 1.2 mile); park benches; picnic tables; open fields for soccer; parking
Brooke-Gould Memorial Bicentennial Park	0.1	0	0	0	William Bruce Statue; park benches
Youth Center	0.47	1	0	0	Parking; full kitchen; 137 capacity; banquet tables and chairs; ADA accessible; air-conditioned
Crystal Lake / Roberts Bridge	6.41	0	0	2	Park benches; parking
<b>TOTAL</b>	<b>186.32</b>	<b>6</b>	<b>5</b>	<b>10</b>	

The National Recreational and Park Association (NRPA) provides guidance and recommendations for parks and recreational facilities for communities across the U.S., generally based on the size of the population. On average, a typical park and recreation agency (or community park system) will offer one park for every 2,323 residents, with 10.4 acres of parkland for every 1,000 residents, along the lines of what the City of Eaton offers for its population of 8,376. However, it is important to remember that park and recreation agencies are as diverse as the communities they serve, and what works well for one City may not be best for Eaton.

Figure H gives an overview of the 2022 data and trends collected by the NRPA.



Figure H: National data and trends related to parks and recreation

Table 12 highlights how the trends illustrated on the previous page compare to what the City of Eaton offers. For the purposes of listing out trends for certain amenities, this table only includes a handful of the most popular park and recreational amenities, but the NRPA includes trends on many other amenities.

<b>Table 12: Comparison of National Trends to Eaton's Park System</b>			
<b>National Trend<sup>2</sup></b>		<b>Needs for Eaton Based on Current Population of 8,376</b>	<b>Existing Condition in Eaton Today</b>
Median residents per park	1,233	6.7 Parks	9 Parks
Median acres per 1000 population	12.9	108.05 Acres	186.32 Acres
<b>Amenities based on Median Residents per Amenity</b>			
Playgrounds	1,986	4-5	5
Basketball courts	3,750	2-3	1
Diamond fields: baseball – youth	3,107	2-3	10
Tennis courts	2,723	3	5
Rectangular fields: multipurpose	4,362	2	9
Dog parks	11,100	0-1	1
Diamond fields: softball fields – adult	5,667	1-2	3
Diamond fields: softball fields – youth	5,339	1-2	5
Diamond fields: baseball – adult	7,954	1	3
Swimming pools	8,637	1	1
Community gardens	8,773	1	0
Rectangular fields: soccer field – youth	3,504	2-3	9
Multi-use courts: basketball, volleyball	5,400	1-2	0
Tot lots	6,642	1-2	1
Rectangular fields: soccer field – adult	8,017	1	9
Skate parks	11,100	0-1	0

<sup>2</sup> This information is based on parks and recreational agencies/communities serving a population of less than 20,000 people. Larger agencies and communities tend to provide for more recreational facilities.

### **Staffing Comparison**

Because park and recreation agencies differ by size and jurisdiction served, so do staffing levels. Staffing at the typical park and recreation agency includes 49.4 full-time equivalents (FTEs) with a mix of full-time and part-time staff. Staff size, however, expands rapidly as the size of the population served by an agency increases. Park and recreation agencies serving jurisdictions of less than 20,000 residents have a median of 11.8 FTEs on staff. Agencies serving areas with 50,000 to 99,999 people have a median of 64.1 FTEs, while those with more than 250,000 residents have a median of 273.6 FTEs on staff.

Staffing dedicated to parks and recreation needs compared to the national average of a typical community of under 20,000 residents would require Eaton to have between 5.4 FTE dedicated staff on the lower end to 23.8 FTE staff on the highest end, with the median agency having 11.8 FTE dedicated to parks and recreation operations.

### **Parks and Recreation Budget Comparison**

Normalizing operating expenditure data by population served by an agency is a much more accurate and meaningful way of articulating and comparing spending. By this measure, the typical park and recreation agency has annual operating expenses of \$93.01 per capita. Moreover, the denser the population served by an agency, the higher the per capita operating expenses: the typical agency serving a jurisdiction of less than 500 people per square mile has per capita operating expenses of \$57.53, while one serving a jurisdiction of more than 2,500 people per square mile has a median of \$108.36 per resident. At the same time, per capita operations spending is inversely related to the population of the area served. For example, agencies serving less than 20,000 people have a median operating expenditure of \$117.36 per person. That figure declines to \$54.92 per resident for agencies serving jurisdictions of more than 250,000 people, declining further to \$40.28 in jurisdictions of more than 500,000 residents.

To meet the national average of a typical community of under 20,000 residents, Eaton should fund the budget for parks and recreation annually between \$779,015.76 and \$1,457,636.12. Using the lower quartile averages because Eaton's population is far less than 20,000 equates to an average annual park and recreation budget between \$430,526.40 and \$679,720.90.



## Water and Sewer Infrastructure

The City of Eaton has a water distribution system that serves an approximate population of 8,400 people with around 3,700 customer accounts. The water system consists of the following components:

- Eaton Water Plant (3 wells) - This plant is an iron removal plant served by three wells. It is fully automated and can be operated manually as required.
- Black Water Plant (5 wells) - This plant is an iron and manganese removal plant served by five wells. It is also fully automated and can be operated manually as required.
- Two Water Tower Storage Tanks - Two elevated storage tanks provide a capacity of 0.75 Million Gallons (M.G.) and 1.5 MG. The system can operate with one tank out of service. However, should the 1.5 MG tank be out of service, normal fire flows could be a problem in the event of a major fire.
- The distribution is approximately 55 miles long of pipe varying in size from 2" to 12".
- There are approximately 475 fire hydrants around the City.
- Current Design of Water Plants: 1.7 Million Gallons per Day (MGD)
- The average daily water use is 1.2 MGD. The water system is currently running with an average of 30% excess capacity.
- Elevated Storage Water Capacity: 2.25 MGD
- Wastewater Treatment System Current Design: 1.9 MGD
- The average daily wastewater system use is 1.4 MGD. The wastewater system is currently running with an average of 26% excess capacity.

The following maps and graphics provides an overview of this critical infrastructure.

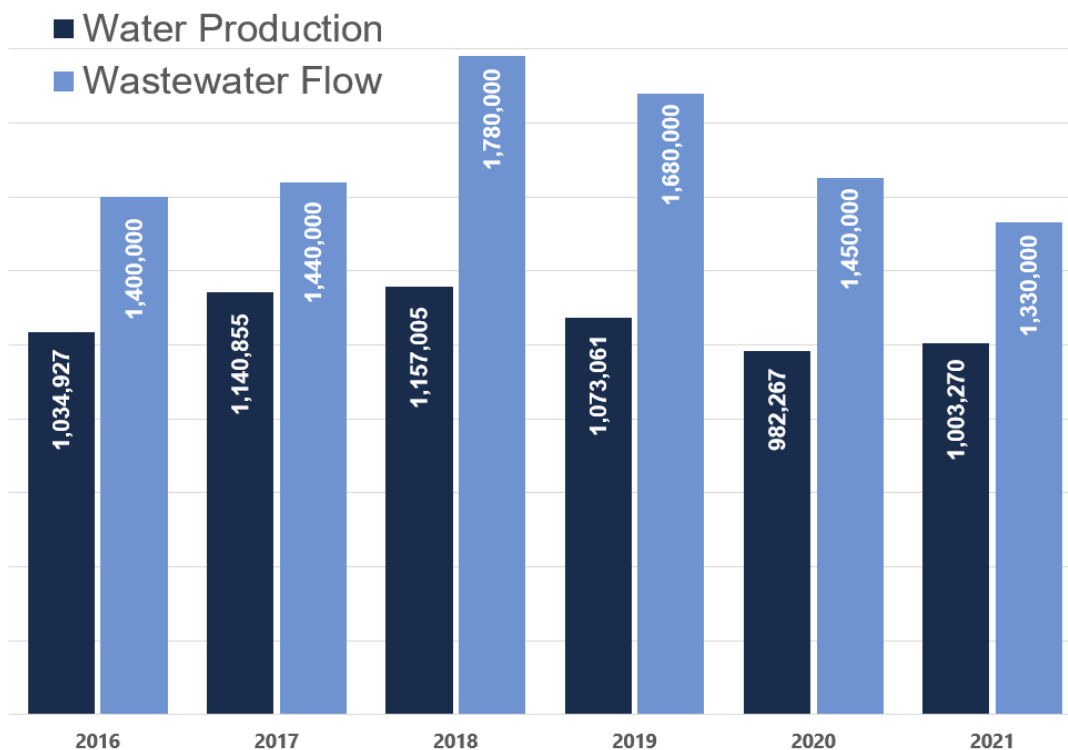


Figure I: Average Daily Water Production and Wastewater Flow 2016-2021. Source: City of Eaton

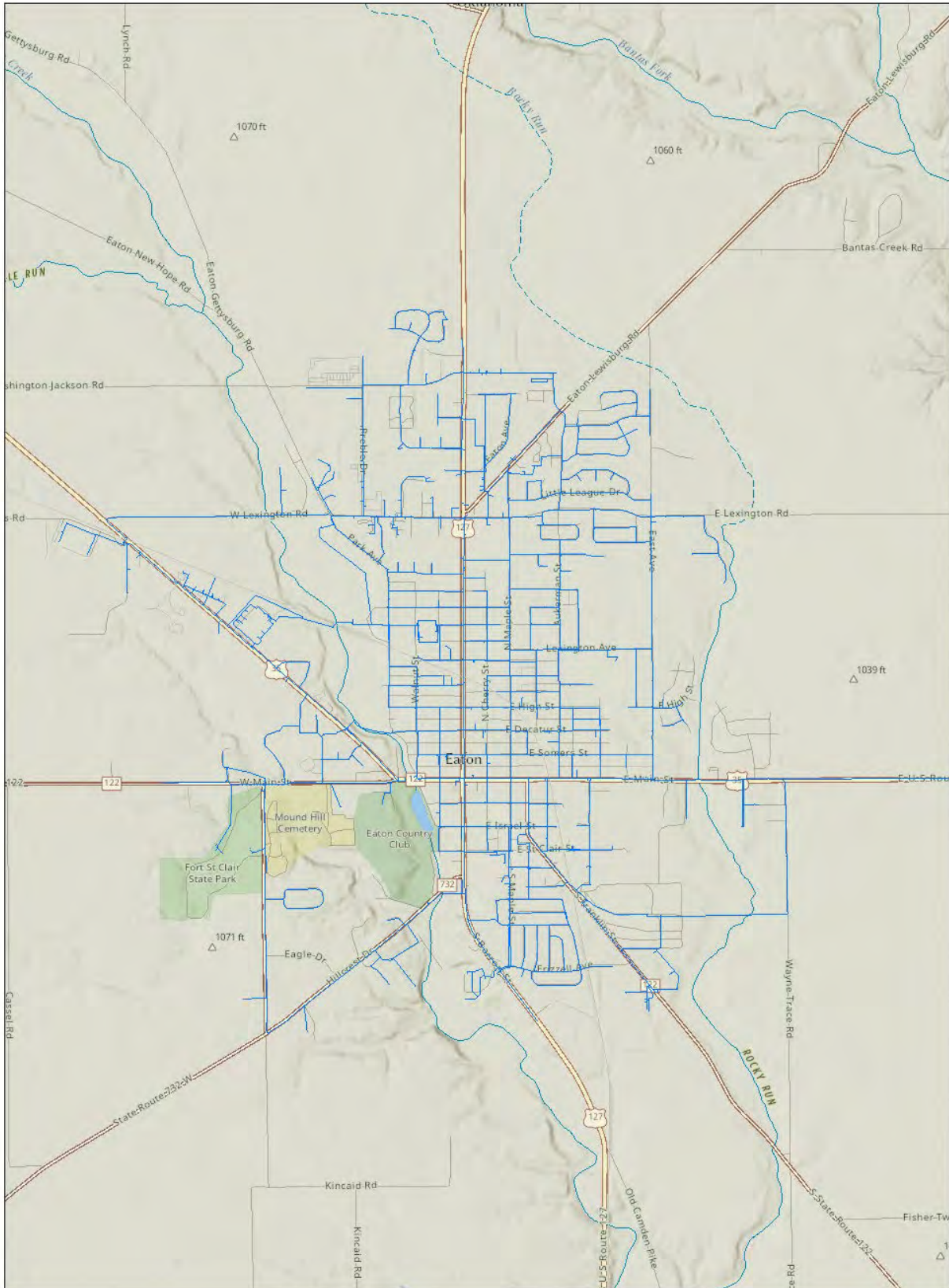


Figure J: Water distribution line system. Source: City of Eaton



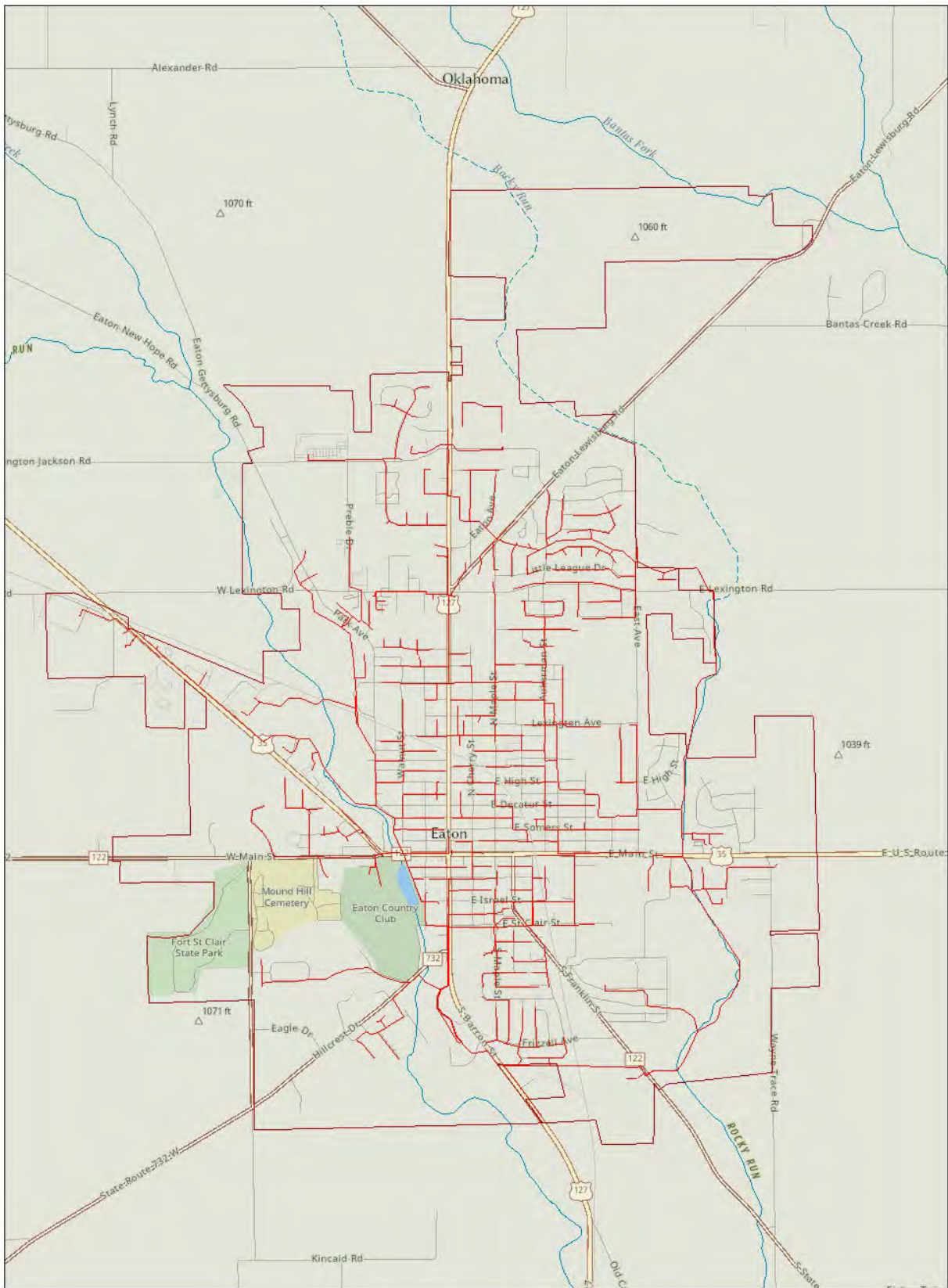


Figure K: Sanitary sewer line system. Source: City of Eaton

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## **Street Infrastructure**

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The City of Eaton operates a full-service Public Maintenance Division responsible for the infrastructure mentioned earlier and for the streets, public parks, and the cemetery. The City of Eaton is rather unique among municipal service departments in that it operates as a large labor and equipment pool rather than creating divisions specializing in municipal functions. All City of Eaton Public Maintenance Division employees plow snow, mow grass, patch potholes, pick up dead animals along the roadway, collect leaves or chip brush, maintain equipment, and perform other diverse public maintenance functions. This provides variety to the public maintenance employees but also provides the Public Maintenance Supervisor and his Crew Leader flexibility to assign work daily based on the community's needs rather than hamstrung by silos of a more extensive operation. Some public maintenance employees have developed specialties, and some have important credentials (e.g., spray license), but all employees can do a wide range of public maintenance tasks on a given day.

### Public Maintenance Services:

- Brush and leaf pick up
- Building maintenance
- Dead animal removal and disposal
- Park and recreation facility maintenance
- Set up support during and clean up after special events
- Snow removal
- Street sweeping
- Storm sewer maintenance and repairs
- Catch basin cleaning
- Grass mowing of parks, the cemetery, and roadsides
- Guard rail installation and repair
- Signs: stop signs, street names, speed zones, etc.
- Traffic lights, walk lights, etc.
- Cemetery duties

Eaton currently utilizes a five-year capital improvement planning process to prioritize roadway resurfacing and enhancement projects. The annual budget for these efforts is \$600,000 (not including grants or other outside funding sources). When prioritizing projects, the plan considers multiple factors such as safety, pavement condition, traffic counts, growth, and potential funding sources. This is a "reactive program" that bases improvements on known problem areas and complaints.

## Goals and Objectives

The purpose of a comprehensive plan is to help guide the community's future development over the next 10-20 years. Central to that guidance are the goals, which form the foundation of a long-term vision for Eaton. The goals provide the overarching policies for the various plan recommendations, including housing, land use and growth, downtown investment, economic development, transportation, infrastructure, and community facilities, and provide general guidance to community leaders when making decisions about the City's future. The following goals serve as the basis for the plan recommendations that follow. As the City continues to evaluate this plan and development tools in the future, the City should first consider how any proposed action will fit within the context of these goals. If the proposed action generally complies with the goals, then the action will likely result in furthering the City's achievement of the vision of this plan. This evaluation will allow the City to maintain the flexibility of considering tools, investments, and projects that may not have initially been envisioned as part of this plan due to changes in state or federal laws and funding.

Unlike the specific, actionable tasks defined in the implementation chapter of this plan, a **GOAL** is a broader statement of a desired end state or target that, if pursued over the long term, will contribute to the attainment of the established community vision. In some cases, these goals reflect current policies that the public desires to see continued (e.g., the City will focus on maintaining its small-town identity.) as Eaton continues to grow. In contrast, others will ultimately require additional work to accomplish the stated goals (e.g., improving marketing efforts related to vacant or underutilized buildings.). Each main goal is accompanied by supporting objective statements that arose from discussions with the boards, steering committee, and the public during this planning effort.

The following are goals and objectives broken down into four major themes for the plan. These goals and objectives incorporate some of the direction established in the 2003 Eaton Comprehensive Plan because many of the goals and objectives from that plan continue to reflect the resident's vision of Eaton 10 to 20 years from today.



## Maintain Eaton's Small-Town Identity through Managed Growth

**Goal: The City of Eaton will provide for the future growth of neighborhoods, downtown, and business centers in a managed approach that will allow the City to maintain its small-town identity. We will accomplish this by:**

1. Encouraging the development of single-family residential neighborhoods while providing housing options through the provision of strategic multi-family and mixed-use developments in appropriate places.
2. Encouraging property owners to maintain and rehabilitate (when necessary) the community's existing housing stock and neighborhoods.
3. Supporting efforts to construct and maintain affordable housing for the elderly, handicapped, and other disadvantaged persons in areas with convenient access to recreation, commercial activity and other services.
4. Promoting development patterns that follow guidelines for planned growth that is located where infrastructure is readily available and minimizes impacts on sensitive development areas (e.g., wetlands, floodplains, and slopes).
5. Providing residential development guidelines that stress flexibility and creativity in neighborhood design that focuses on neighborhood character, landscaped streets, open spaces, the human scale and walkability.
6. Balancing the needs for future development while preserving and protecting the City's existing assets and character.
7. Requiring quality development and land use through fair, equal, and uniform review processes, land use designations, subdivision regulations and other activities relating to planning.
8. Encouraging effective site, architectural, and landscape design to facilitate higher-quality development and minimize conflicts between adjacent land uses.

## Expand Opportunities in Support of a Strong Economic Base

**Goal: The City of Eaton will encourage and promote the development of a stable and diversified economic base that embraces new employment opportunities while continuing to support the community's current businesses. We will accomplish this by:**

1. Ensuring the City continues as a vital component to a solid local and regional economy by increasing economic diversity and creating expanded employment opportunities.
2. Participating in regional economic efforts and encouraging the recruitment of clean industries in designated areas when adequate infrastructure is available.
3. Working with the City's major employers to ensure needed expansion opportunities are available within Eaton.
4. Encouraging small business development, entrepreneurship, and growth by providing adequate areas for commercial development and professional offices and encouraging support services and technical assistance for small businesses, especially for local start-up companies.
5. Improving marketing efforts regarding vacant or underutilized land and buildings.
6. Collaborating with state and regional business and educational parts to support workforce development.
7. Expanding housing options to increase the opportunities for people to live and work in Eaton.

## Support Downtown Eaton as the Center of Our Community

**Goal: The City of Eaton will continue to promote and expand on the understanding that Downtown Eaton serves as the community's geographic, cultural, and social core. We will accomplish this by:**

1. Fostering local businesses located downtown through continued business support activities and public investment in the downtown.
2. Promoting the area as a destination for locals and visitors by expanding event opportunities and promoting businesses.
3. Encouraging the identification, restoration, and protection of all significant historic buildings, structures, and other features.
4. Providing for the adaptive reuse of existing buildings to ensure flexibility to accommodate business and residential uses that are compatible with the downtown character.
5. Enhance the street network with pedestrian elements that add to the downtown character while expanding connections to other neighborhoods and business activity centers in Eaton.

## Leverage Resources to Ensure Strong Infrastructure and Amenities

**Goal: The City of Eaton will use its resources strategically to support this plan's other goals and maintain its robust quality of life. We will accomplish this by:**

1. Encouraging the preservation of open spaces, green areas, and parks, both publicly and within new developments.
2. Pursuing grants and other funding opportunities to assist in expanding parks, infrastructure, and amenities that provide a beneficial return on investment made by the City.
3. Seeking a balanced approach between annual increases in revenue and annual improvements for all services and facilities.
4. Continuing to update the City's parks and recreation master plan on a routine basis.
5. Keeping existing infrastructure efficient by promoting restoration and redevelopment of property already in development areas. New nonresidential uses, multi-family housing, and other higher-intensity uses should be near uses with a similar character and development intensity.
6. Ensuring adequate water, sewer, solid waste services, and other utilities are provided efficiently and safely.
7. Encouraging continued efficient public safety services, including police, fire, and emergency services, by coordinating and addressing all new development during coordinated development review.
8. Promoting the coordination of transportation and infrastructure improvements between local, county and regional jurisdictions.
9. Providing a balanced multi-modal transportation system by increasing public transit opportunities and encouraging citizens to walk or bicycle whenever possible by providing safe sidewalks, street crossings, bike paths and other alternatives to vehicular transportation.
10. Encouraging local and regional cooperation and coordination in the provision of regional community services.

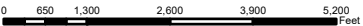
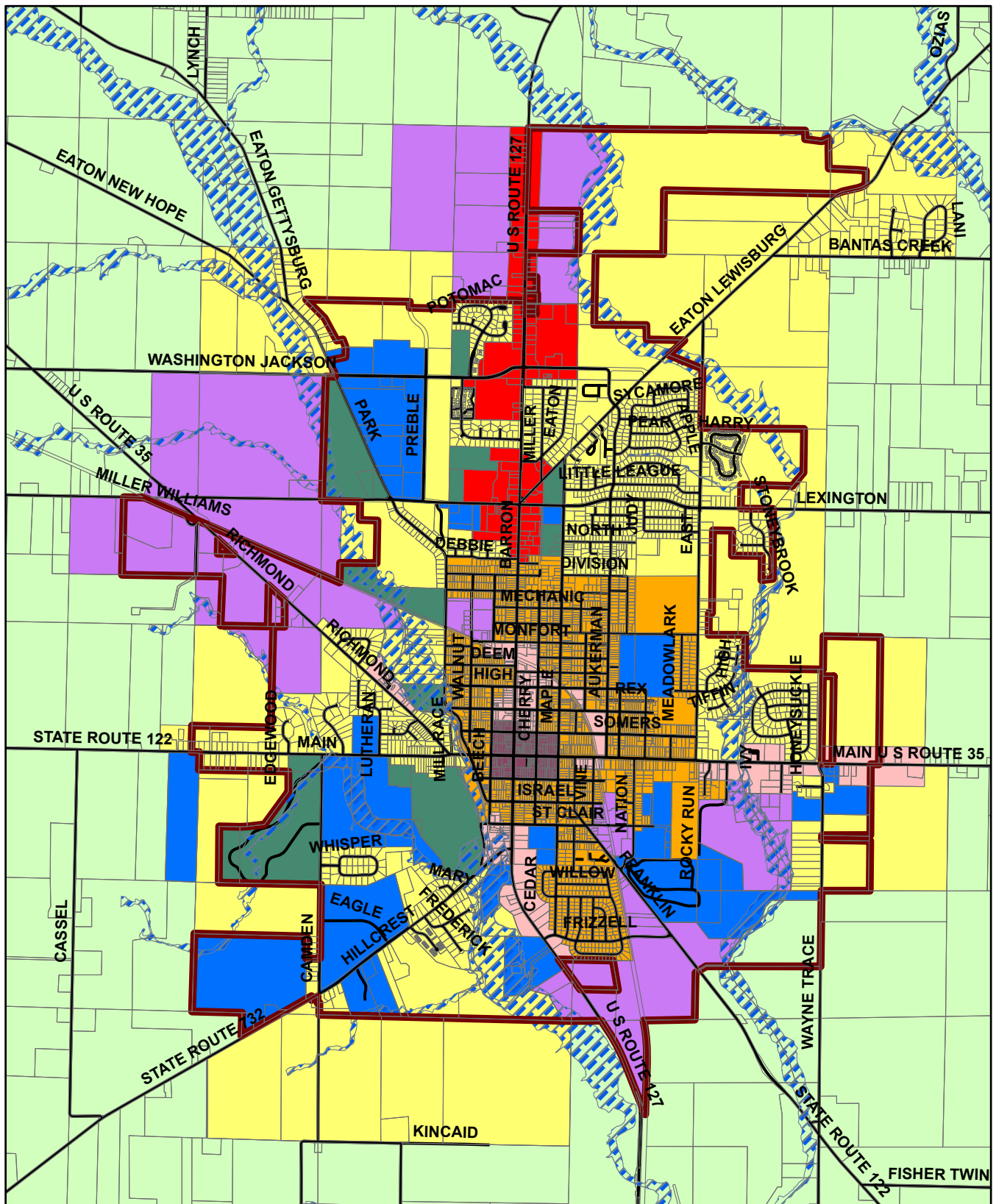
## Future Land Use Plan

The City of Eaton Future Land Use Plan establishes the desired future land use types for properties throughout the City based on the community's overall vision, the existing land uses, environmental conditions, and general development patterns of the surrounding area. The plan is a graphic representation of many of the goals and objectives. This plan will help guide the decisions of the Eaton City Council, Planning Commission, and other committees and agencies regarding issues such as zone changes, capital improvements, development of public facilities, and similar decisions.

### **General Land Use Guidance**

The future land use categories are described further below, but in general, there are a number of broad guidelines the City should use when considering land use and development decisions based on the future land use map and other recommendations of this plan.

- The future land use plan map is not intended to provide parcel-specific land use recommendations.
- The future land use plan map is intended to serve as a broad guide for continued development and redevelopment within the boundaries of Eaton. The map is not a zoning map. It only serves as a general basis for the decision-making bodies of the City. Adopting this comprehensive plan does not change any zoning in the City unless the City Council, Planning Commission, or a private property owner initiates a zone change that requires a separate and distinct hearing process with specific public notice requirements.
- In making any decisions around the edges of recommended land uses, the City should consider existing land uses in the area, the use and character of surrounding properties, the proposed development, and the general goals of this plan as it relates to the land use categories shown on the map to determine the best land use for a particular site.
- Public and institutional uses (e.g., schools, places of worship, and community buildings), as well as parks, recreational facilities, and open spaces, are appropriate in all residential neighborhoods. However, those uses should be sited to avoid excessive traffic on local streets with a focus on providing vehicular access from collector and/or streets with a higher capacity for traffic and safe connections to nearby sidewalks and trails for pedestrians and bicyclists.
- This plan is not designed or intended to prevent anyone from reasonably developing their private property unless state or federal laws prohibit development (e.g., no development allowed in the floodways).
- The future land use map incorporates recommendations for future land uses outside of the current city boundaries. The purpose of this is to recognize that the City may have opportunities for future annexations. In this case, the plan will remain current with recommendations for the areas most likely to be annexed. This plan is not intended to state that any of these areas should be annexed into the City or that the City has specific plans to annex additional land. It is simply a method of planning for the future should annexations occur.



# Future Land Use Plan

- Agricultural
- Residential Neighborhoods: Core Neighborhoods
- Residential Neighborhoods: Suburban Neighborhoods
- Downtown Core
- Urban Mixed-Use
- General Business Area
- Industrial
- Parks and Recreation
- Public and Institutional
- 100-Year Floodplain

NOTE: This is NOT A ZONING MAP. It is intended to serve as a general policy guide for future land uses.



## ***Future Land Use Categories***

### **Agricultural**

The agricultural areas on the future land use plan are primarily located outside the City's current municipal limits. They reflect the predominant use and character of rural Preble County, which is agriculture and single-family detached residential uses on large lots. These areas will not likely have access to centralized water and sewer in the near future and should remain as agricultural and low-density residential uses even if they are eventually annexed into the City. Should these areas be annexed and provided with infrastructure service, the City should consider amending the land use plan to determine an appropriate future land use for the area served.

### **Residential Neighborhoods**

Eaton is a city with some very definable neighborhoods, including the older neighborhoods that were developed as an extension of the urban downtown area and newer subdivisions that reflect modern suburban development styles. In the future, there will be opportunities for additional investment and redevelopment of areas with the core residential neighborhoods (older) and new development in the suburban residential neighborhoods. The following are some guidelines for development in each of these neighborhood categories.

#### **Residential Neighborhoods: Core Neighborhoods**

- The primary land use in the core neighborhoods should continue to be single-family detached homes with a density of 5 to 10 units per acre.
- Multi-family residential uses ranging from duplexes to townhomes and other attached housing types are already found in all of the City's neighborhoods, but the core neighborhood areas have more robust infrastructure and connectivity to accommodate these higher-density uses.



Eaton should provide for the establishment of multi-family residential uses in the core residential neighborhoods with the creation of new uses with the following considerations:

- New multi-family uses should be confined to a maximum of 16 dwelling units per acre.
  - The density and design of the proposed residential use should blend in with the character of the surrounding neighborhood.
  - Multi-family residential uses should be located on collector or arterial streets.
  - Multi-family residential uses may be allowed in areas adjacent to nonresidential uses to serve as a land use transition or buffer between the more intense nonresidential use and nearby residential properties.
  - Duplexes and multi-family housing should not be used as infill development in a block that is predominantly single-family detached residential but could be an opportunity if an entire block is to be redeveloped.



## **Residential Neighborhoods: Suburban Neighborhoods**

- The primary land use in suburban neighborhoods should be single-family detached homes with a density of 5 units per acre or less.
- Higher-density single-family detached housing of up to 8 units per acre may be appropriate if designed for patio homes.
- Some low-intensity, multi-family residential uses, such as townhomes, small apartment buildings, or condominiums, may be appropriate at a density of up to 8 units per acre if they are built in an area that will serve as a transition between commercial areas and lower density residential uses or along arterial or collector streets. These attached housing options could also be part of a large planned development where they are designed to be located internal to the larger development in order to provide multiple housing types within a single development.
- Senior living developments that contain a mix of detached and attached living options are appropriate for suburban neighborhoods.



Image Source: Google Street View

## **General Business Area**

This land use is characterized by a variety of building sizes that incorporate commercial retail, services, and office uses that typically have on-site parking, most often located in front of and around the buildings. These areas typically contain the largest scale commercial and office uses that attract local residents and people from the surrounding region. These commercial areas are an essential part of the local economy and should be maintained with a focus on improving the quality of design for longevity as well as improving access to the local transportation network. Redevelopment of underutilized lots is highly encouraged, and any new development or redevelopment should be designed to provide a buffer between the nonresidential uses and adjacent residential properties.

## **Downtown Core**

This land use designation serves as the City's principal center for commercial activity. It contains a compact arrangement of business and office enterprises together with financial, cultural, entertainment, and governmental uses with some minimal single-family residential uses on the fringe of the downtown core. Buildings in this core area tend to have little to no setback from the back of the sidewalk and a height of at least two to four stories. The long-term goal for this area is to preserve the existing building stock as an area of mixed-use buildings with commercial activities along the first floor and commercial or residential uses on the upper floors. If a new building or block is to be redeveloped, all efforts should be made to construct a new building that reflects the current historic character of Downtown Eaton.



### **Urban Mixed-Use**

The urban mixed-use areas of Eaton are both transitional areas between urban and suburban areas and areas where there could be a wide range of uses, including multi-family residential, commercial, and office uses. These areas are ideal for more intense land uses than those that might be found in suburban neighborhoods. The following are appropriate uses and guidelines for development in this area:

- Higher-density residential developments, such as townhomes, rowhouses, condominiums, and apartment buildings, are appropriate in these areas, with a maximum density of 16 units per acre.
- A broad range of retail and service commercial uses, including office space, are appropriate and should be designed to accommodate neighborhood-scale uses rather than big-box commercial developments or strip centers.
- Mixed-use buildings and live/work units with commercial or office space on the first floor and residential or office units above or behind the commercial and office space are appropriate.

### **Industrial**

Industrial areas and industrial parks will provide employment-oriented land use types in Eaton that reflect the predominant non-retail centers in the City today. These areas should continue to be areas with a focus on non-retail-oriented jobs. These developments should be light industrial uses, including clean manufacturing centers, technology/data centers, distribution centers, supporting offices, research facilities, and other similar uses where business activities take place indoors. Buffering and good site design will be necessary to accommodate heavier truck traffic and minimization of impacts on any adjacent neighborhoods.



### **Parks and Recreation**

The parks and recreation category identifies land used for public and/or private recreational purposes, including parks, playgrounds, open spaces, walking trails, ballfields, and similar uses. While the future land use map only designates existing parks and recreational uses, such uses may also be appropriate within other land use categories. New developments, in all other land use categories, are encouraged to incorporate parks and recreational components within the design of the developments, especially for residential construction.

### **Public and Institutional**

The public and institutional uses shown on the future land use map are existing areas that include a broad range of uses such as government buildings, schools, places of worship, and other public or semi-public buildings and uses. This category may include buildings or activities related to providing utilities such as gas, electric, water, sewer, cable television, or other similar infrastructure. Additionally, other uses related to, or supportive of, public and institutional uses are appropriate to these areas (e.g., medical and dental offices near the hospital). While the future land use map only designates existing large public and institutional uses, public and institutional uses may be appropriate in other areas of the City, regardless of the future land use designation. When considering the siting of a public or institutional use, the City should consider the impact the buildings or use will have on the surrounding area and apply appropriate conditions to help mitigate those impacts, such as buffering or access management.

## Implementation

The final element of this plan focuses on implementation, that is, the steps the City and other agencies need to take to work toward the stated goals and objectives. While the goals and objectives are broader statements that comprise a vision, this element narrows those concepts to actionable items.

Table 13 lists the actionable tasks developed as part of this update under the established goals. The focus of this table is to summarize actions that the City should consider as part of its annual actions and budgetary process. Some tasks may be simple and easy to accomplish within a few years, while others may take more planning and resources and, therefore, could take longer. This table is not intended to be an exhaustive list of ideas or implementation tools but an initial list that combines some actions from previous plans and new strategies to address any additional community issues identified during this planning process. An important part of this planning process will be the continual monitoring of the goals and implementation tasks.

### ***Plan Monitoring***

---

A comprehensive plan is a long-term visionary document, but this does not mean the City should update the plan every 5 or 10 years and not look at it again until the next update is due. As part of this process, this section outlines a monitoring system that will make this plan a more readily used document that can be adjusted based on the changing needs and resources of the City.

#### **Regular Review and Update of the Implementation Tasks**

Planning and demographic trends, as well as resources, shift much faster than most comprehensive plan goals, and what is a priority or possibility now may not be next year. At the same time, the amount of available resources (financial and staffing) can vary over the years. As such, it is crucial that the City review the plan, but more specifically, this implementation section every one or two years, possibly at the annual strategic work session. This annual review can be used to:

- Create specific, quantitative goals for various goals. For example, if one goal is to acquire additional lands for parks and recreation, the City can set a specific goal of the amount or type of acreage to be acquired within a specified timeframe.
- Determine if certain programs to implement the goals are creating successes and whether there is a need to modify the programs to make them more useful.
- Identify those tasks completed in the previous year and reevaluate the priorities for the remaining tasks based on the imminent needs of the community and available resources.
- Update Table 13 to reflect the abovementioned changes and add new tasks as necessary.

#### **Five- or Ten Year Review**

Significant changes can occur in a very short time. Because infrastructure changes, the transportation system, development methods, and even changes in elected officials, state law or other regulations can significantly impact the recommendations of this plan, it is necessary to review the document for substantive changes periodically. It may not be necessary to go through a long and intensive review process, but the City should take steps to involve the public in this review process to ensure that the goals and objectives are still relevant. The review should also identify major infrastructure and transportation changes and trends that may change the plan's recommendations.

## General Implementation Strategies

In addition to the specific tasks established in Table 13, a few implementation strategies discussed below apply to all aspects of this comprehensive plan and address future planning topics. The following is a brief discussion of each general strategy:

### Involve the Public

Elected and appointed officials of Eaton and the city staff are responsible for a growing population and business base where public input helps ensure that decisions are made in the best interest of those citizens. As the City continues to grow, public input will be a key ingredient in the process and needs to include multiple formats, including public meetings, articles in the newspaper, social media posts, public surveys, and other innovative forums.



### State and Regional Cooperation

The City recognizes that it is not an isolated community and that what impacts the state and region impacts Eaton. As such, city officials and residents alike have made a concerted effort to immerse themselves in state and regional plans and agencies. The City is already involved with multiple state agencies, Preble County, the Preble County Development Partnership, and the Miami Valley Regional Planning Commission. The City should continue its involvement in any group that will help address Eaton's interests through planning and progress at the regional and state levels.

## Specific Implementation Strategies

Implementation is the realization or execution of a plan and is ultimately about action. This section of the plan is intended to identify specific actions or strategies that the City should undertake to achieve the goals established early in this planning document. Table 13 on the following pages identifies specific strategies to implement the City's overall goals. In addition, the table identifies the various plan components that the implementation strategy helps support.

The City could theoretically establish an exhaustive list of strategies to undertake as part of this implementation section that might include hundreds of tasks, but the reality of the situation is that the City does have a limit on resources (funding and staffing). Therefore, Table 13 intends to include those strategies that are most realistic at this point in time or are vital steps for the immediate issues. In recognition that additional resources may become available, priorities change, and new tools may become available to the City, this portion of the plan is intended to be updated more frequently than the remainder of the plan. As noted in the chapter on goals, those goals and objectives are what the City should use to consider future actions, and the City is not beholden to ONLY work on tasks proposed in Table 13.

**Table 13: Implementation Tasks**

<b>Implementation Task</b> (Not Listed in Any Particular Order)	Themes/Goals			
	Small-Town Identity	Economic Opportunities	Downtown	Infrastructure & Amenities
Update the planning and zoning code to correspond with recommendations of the future land use map, including the development and revision of existing zoning districts, where appropriate, to expand housing opportunities. The update should also consider modern zoning reforms related to ease of permitting, reduction of parking requirements, basic design standards for downtown and commercial areas, and modernization of infrastructure requirements to allow for more green infrastructure options (rather than gray/concrete infrastructure). In all cases, the development regulations need to be consistent in requiring that the improvement of land that will continue to mitigate or reduce stormwater and flooding.	X	X	X	X
Incorporate context-sensitive infill and redevelopment zoning regulations that support the innovative and adaptive reuse of underutilized properties and quality redevelopment projects, especially downtown, and in the areas designated as urban mixed-use, that do not take away from the character or value of surrounding properties. This may include establishing some basic design standards for new construction downtown that does not require a historic preservation review.	X	X	X	
Open a dialogue with more local developers to target the development of attached residential housing units or varied detached residential housing units (e.g., patio homes, small floor plans, etc.) that provide more diversity in housing values and options in the City.	X	X		
Establish periodic meetings and surveys with existing businesses to ensure the City is developing programs that support the continuation of those businesses and promote business and job growth.		X		
Work with businesses operating out of their homes (home occupations) to assist in business expansions within Eaton and expand work-from-home opportunities.		X		
Encourage mixed-use development downtown and along major roadways that can provide residential opportunities close to jobs and where retail uses can prosper from the proximity to businesses and residents. This higher-density development can also serve as a transitional buffer between more intense uses and nearby, lower-intensity development.	X	X	X	
Establish a Designated Outdoor Refreshment Area (DORA) in the downtown area to expand opportunities for local restaurants and breweries and create an additional purpose for downtown to be a regional destination.		X	X	
Expand streetscaping and beautification efforts throughout downtown with additional seating, plantings, and other simple efforts that will make downtown even more of a destination.			X	

**Table 13: Implementation Tasks**

Implementation Task (Not Listed in Any Particular Order)	Themes/Goals			
	Small-Town Identity	Economic Opportunities	Downtown	Infrastructure & Amenities
Continue regional economic development and transportation efforts through cooperation and coordination of efforts with other groups, including the chamber of commerce, Downtown Eaton Inc., the Preble County Development Corporation, and the Miami Valley Regional Planning Commission.		X		X
Work with Preble County to develop and maintain an inventory of potential development sites (available or not) with information on zoning, development constraints, incentives, costs, etc., and develop an online web-based platform to showcase the properties beyond traditional real estate listings. Provide easy links to the information from Eaton's and other organizations' websites with appropriate contacts to people within the City.		X		
Work with Preble County to enhance digital mapping and communications beyond the existing county Geographic Information System (GIS) to promote available sites, as noted above, but also to provide basic information such as zoning, future land use recommendations, shovel-ready sites, etc., as part of an interactive and easy to use website.		X		
Incorporate stronger connectivity requirements (vehicular, pedestrian, and bicycle) for all new developments, especially if the connections are identified in adopted plans. Require a high level of connectivity for all modes of travel to the maximum extent feasible.				X
Expand requirements for sidewalks and/or trails for developments to expand non-vehicular options and increase recreational opportunities. Utilize the Parks and Recreation Master Plan to guide future connections between local and regional parks.				X
Continue to monitor and implement the Eaton Parks and Recreation Master Plan to ensure that future parks and recreational improvements meet the needs of the citizens.				X
Expand the programming of activities at local parks while ensuring accessibility to parks and community services for all citizens, regardless of age and/or ability.				X
Provide adequate maintenance for all park and recreational facilities (e.g., trash, garbage collection, vegetation control, trail maintenance, painting, etc.)				X
Implement a protocol for evaluating the incorporation of public art in significant capital improvements such as trails or street improvements, utility upgrades, park investments, etc., to enhance a sense of place in Eaton.	X			X
Identify potential industrial land opportunities and the necessary improvements to make the sites "shovel-ready" for quick turnaround and then prioritize investments on those sites that will provide the largest economic impact for the community.		X		

**Table 13: Implementation Tasks**

<b>Implementation Task</b> (Not Listed in Any Particular Order)	Themes/Goals			
	Small-Town Identity	Economic Opportunities	Downtown	Infrastructure & Amenities
Look for funding and development opportunities that could potentially result in the development of outdoor gathering spaces (e.g., an amphitheater) and an indoor, multi-use event, conference, and/or recreation space for residents of the City and for visitors.		X		X
Expand on the current list of civic, arts, and entertainment events to generate more activities for residents and businesses that will allow for more community gatherings. Events in downtown and in local parks are appreciated explicitly by residents and businesses as they serve as the core of the City's quality of life.	X		X	
Work with Preble County and the Miami Valley Regional Planning Commission to develop more public transit opportunities within the region, especially to ensure people of all abilities can access work and their daily needs.				X
Undertake a detailed housing study that will identify key information about the existing housing stock and housing demand beyond the U.S. Census data; evaluate the impacts of the City's regulations and policies on housing development; and identify key initiatives the City can undertake to accomplish the housing goals of this plan.	X	X		X
Coordinate growth activities with fire, police, and emergency safety services to ensure the continued quality of life people have come to expect and the continuation of a safe community.				X
Work with the Preble County Land Bank to help address vacant buildings and underutilized lots in Eaton	X	X	X	
Coordinate with the regional Wi-Fi and broadband services to ensure that residents and businesses have consistent and reliable service.				X
Collaborate with schools, universities, and large employers to provide additional educational opportunities, including more childcare/pre-school opportunities (all hours) and workforce education.		X		X
Develop a program for establishing monuments and/or memorial spaces to recognize people and special places in the City.				X

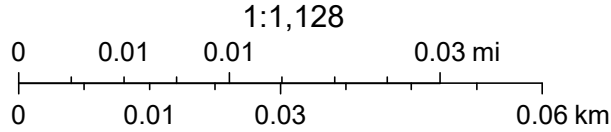
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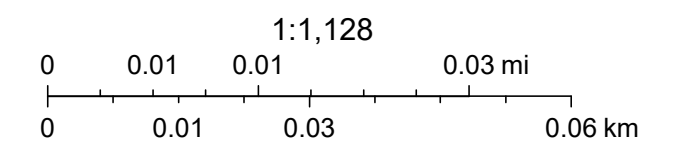




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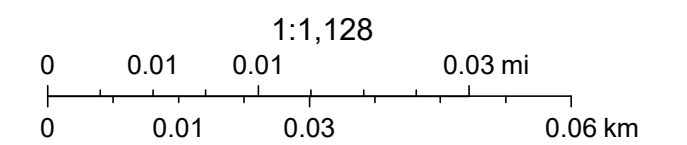
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# ORDINANCE 2024-07

## AN ORDINANCE AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT FOR IT AND COMPLIANCE SERVICES.

**WHEREAS**, the City of New Carlisle utilizes information technology (IT) as a means of conducting City business; and

**WHEREAS**, in recent years, IT security breaches have significantly harmed other municipalities by disrupting services and being costly to remedy; and

**WHEREAS**, to be proactive against potential security breaches to the City’s IT infrastructure, the City of New Carlisle desires to enter into the attached agreement with the Bridge Group for IT and Compliance services.

**NOW, THEREFORE, THE CITY OF NEW CARLISLE HEREBY ORDAINS** that:

Section 1: The City Manager is authorized and directed to enter into the attached agreement with the Bridge Group for IT and Compliance services.

Section 2: The yearly amount paid to the Bridge Group for its services shall not exceed \$80,000.

Passed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Bill Cook, MAYOR

\_\_\_\_\_  
Emily Berner, CLERK

APPROVED AS TO FORM:

\_\_\_\_\_  
Jake Jeffries, DIRECTOR OF LAW

1st \_\_\_\_\_

2nd: \_\_\_\_\_

Wright	Y	N
Bahun	Y	N
Lindsey	Y	N
Mayor Cook	Y	N
V. Mayor Eggleston	Y	N
Shamy	Y	N
Grimm	Y	N

Totals:

Pass

Fail



PO Box 62  
New Carlisle, OH 45344  
937-845-3626

### Master Services Agreement

This Agreement for Professional Services (the "Agreement"), effective \_\_\_\_\_, 2024, is by and between City of New Carlisle, with its principal office at 331 S. Church St., New Carlisle, OH 45344 (hereinafter "Client"), and Hanrahan Enterprises, LLC, dba The Bridge Group, with its principal office at 235 Quick Rd., New Carlisle, OH 45344 (hereinafter the "Company").

WHEREAS, Client finds that the Company is willing to perform certain work hereinafter described in accordance with the provisions of this Agreement; and

WHEREAS, Client finds that the Company is qualified to perform the work, all relevant factors considered, and that such performance will be in furtherance of Client's business.

NOW, THEREFORE, in consideration of the mutual covenants set forth herein and intending to be legally bound, the parties hereto agree as follows:

#### 1. SERVICES.

1.1 Services to Client. The Company shall provide the following ("Services") to Client:

- IT as a Service (ITaaS)
- Managed Cyber Security
- Network as a Service (NaaS)
- Managed Business Continuity/Disaster Recovery (BC/DR)
- Remote Maintenance & Monitoring Services (RMM)
- Software as a Service (SaaS) Protection/Defense
- Hosted VOIP System (HVS)
- Virtual CIO (vCIO)
- Compliance Reviews
- Miscellaneous Managed Services
- Time & Materials

1.2 Services outlined above apply only to Client's employees, equipment, infrastructure, policies, procedures, and other assets. Should Client request that the Company provide services to one of Client's customers, contractors or any other party, those services will be provided outside the terms of this agreement; therefore, not subject to the pricing, service level and other terms of service outlined in this agreement.

1.3 Special projects, office moves, implementation of new services or software, significant network/system configuration changes and other changes to existing infrastructure that will require more than one hour to complete will be quoted as a special project.

#### 1.4 Service Availability

1.4.1 Normal Office Hours. Company will be open Monday through Friday, 8:30 AM EST to 5:00 PM EST. Service provided outside of these hours will be invoiced at the After Hours Support rate, specified in Addendum A, with approval from the Customer Primary Contact or another Customer Contact authorized to approve After Hours Support.

1.4.2 Service Level Agreement: Company will respond to reactive technical errors, malfunctions, security incidents and employee departures within the following time frames

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during normal business hours:

Priority	Response
Critical	1 hour
High	2 hours
Medium	4 hours
Low	6 hours

1.4.3 Company will be closed during major holidays observed by the Company. Should the observed holiday fall on a Saturday or Sunday, Company will be closed the day before or after the holiday, respectively.

1.4.4 Company may decide to hold staff in-services or trainings which may affect service availability to Client. Notice of such service disruptions will be emailed to Client at least two business days prior to scheduled disruption. Company will still provide support for Critical and High priority issues during scheduled service disruptions, inside of normal office hours.

1.5 Company will provide the following additional services as part of this agreement:

1.5.1 Filming and post-production of council meetings.

1.5.2 Up to two hours of vCIO services per month.

## 2. PAYMENT AND INVOICING TERMS.

2.1 Payment for Services. The Company will invoice and be paid in accordance to the pricing schedule in Addendum A included with this agreement.

2.2 Other Costs. The Company will charge the Client for costs not associated with the services outlined in section 1 of the contract. Services requested that are not listed under section one will be quoted and that quote approved before the additional services requested are actioned on.

2.3 Invoicing.

2.3.1 Invoices will submitted weekly by the Company for payment by Client. Payment is due upon receipt and is past due fifteen (15) business days from receipt of invoice. If Client has any valid reason for disputing any portion of an invoice, Client will so notify the Company within ten (10) calendar days of receipt of invoice by Client, and if no such notification is given, the invoice will be deemed valid. The portion of the Company's invoice that is not in dispute shall be paid in accordance with the procedures set forth herein.

2.3.2 Changes in the quantity of services provided will be prorated and may be invoiced immediately upon execution of the order to increase the quantity of the specified service.

2.3.3 Payment for equipment over \$500 may be required at time of purchase by credit card, ACH, cash or check.

2.4 Past Due Accounts.

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City of New Carlisle

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2.4.1 A finance charge of 1.5% per month on the unpaid amount of an invoice, or the maximum amount allowed by law, will be charged on past due accounts. Payments by Client will thereafter be applied first to accrued interest and then to the principal unpaid balance. If payment of invoices is not current, the Company may suspend performing further work.

2.4.2 At any point the Client's account is over 30 days past due, the Company reserves the right to limit support, configuration and project services provided to the Client while the account is delinquent.

2.4.3 At any point the Client's account is over 60 days past due, the Company reserves the right to disable any services being provided to the Client while the account is delinquent.

2.4.4 Client can, at any time, request a payment plan for past due balances. Company will, in good faith, work with Client to enter into a mutually agreed upon written payment plan. If payments are being made per the agreed upon payment plan, Company will not limit, disable, or otherwise suspend services to Client.

2.5 Taxes. All amounts payable pursuant to this Agreement are exclusive of taxes. Accordingly, there will be added to any such amount payable by Client the monetary sum equal to any and all current and future applicable taxes, however designated, incurred as a result of or otherwise in connection with this Agreement or the Services, including without limitation state and local privilege, excise, sales, services, withholding, and use taxes and any taxes or other amounts in lieu thereof paid or payable by Client (other than taxes based on the Company's net income). If Client does not pay such taxes, the Company may make such payments and Client will reimburse the Company for those payments. Client will hold the Company harmless for any payments made by Client pursuant to this Section 2.5.

2.6 Currency. Company will submit invoices to Client in US Dollars. Client will submit payment to Company in US Dollars.

### 3. CHANGES.

Client may, with the approval of the Company, issue written directions within the general scope of any Services to be ordered. Such changes (the "Change Order") may be for additional work or the Company may be directed to change the direction of the work covered by the Task Order, but no change will be allowed unless agreed to by the Company in writing.

### 4. STANDARD OF CARE.

The Company warrants that services shall be performed by personnel possessing competency consistent with applicable industry standards. No other representation, express or implied, and no warranty or guarantee are included or intended in this Agreement, or in any report, opinion, work product, document or otherwise. Furthermore, no guarantee is made as to the efficacy or value of any services performed or software developed. THIS SECTION SETS FORTH THE ONLY WARRANTIES PROVIDED BY THE COMPANY CONCERNING THE SERVICES AND RELATED WORK PRODUCT. THIS WARRANTY IS MADE EXPRESSLY IN LIEU OF ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING WITHOUT LIMITATION ANY IMPLIED WARRANTIES OF FITNESS FOR A PARTICULAR PURPOSE, MERCHANTABILITY, NON-INFRINGEMENT, TITLE OR OTHERWISE.



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5. MISCELLANEOUS

5.1 Insecurity and Adequate Assurances. If reasonable grounds for insecurity arise with respect to Client's ability to pay for the Services in a timely fashion, the Company may demand in writing adequate assurances of Client's ability to meet its payment obligations under this Agreement. Unless Client provides the assurances in a reasonable time and manner acceptable to the Company, in addition to any other rights and remedies available, Company may partially or totally suspend its performance while awaiting assurances, without any liability.

5.2 Severability. Should any part of this Agreement for any reason be declared invalid, such decision shall not affect the validity of any remaining provisions, which remaining provisions shall remain in full force and effect as if this Agreement had been executed with the invalid portion thereof eliminated, and it is hereby declared the intention of the parties that they would have executed the remaining portion of this Agreement without including any such part, parts, or portions which may, for any reason, be hereafter declared invalid. Any provision shall nevertheless remain in full force and effect in all other circumstances.

5.3 Modification and Waiver. Waiver of breach of this Agreement by either part shall not be considered a waiver of any other subsequent breach.

5.4 Independent Contractor. The Company is an independent contractor of Client.

5.5 Notices. Client shall give the Company written notice within one hundred eighty (180) days of obtaining knowledge of the occurrence of any claim or cause of action which Client believes that it has, or may seek to assert or allege, against the Company, whether such claim is based in law or equity, arising under or related to this Agreement or to the transactions contemplated hereby, or any act or omission to act by the Company with respect hereto. If Client fails to give such notice to the Company with regard to any such claim or cause of action and shall not have brought legal action for such claim or cause of action within said time period, Client shall be deemed to have waived, and shall be forever barred from bringing or asserting such claim or cause of action in any suit, action or proceeding in any court or before any governmental agency or authority or any arbitrator. All notices or other communications hereunder shall be in writing, sent by courier or the fastest possible means, provided that recipient receives a manually signed copy and the transmission method is scheduled to deliver within 48 hours, and shall be deemed given when delivered to the address specified below or such other address as may be specified in a written notice in accordance with this Section.

If to the Company:

The Bridge Group  
Attn: Jason Hanrahan  
PO Box 62  
New Carlisle, OH 45344  
Jason.hanrahan@bridge-group.org

If to Client:

City of New Carlisle  
Attn: Randy Bridge  
331 S. Church St.  
New Carlisle, OH 45344



PO Box 62  
New Carlisle, OH 45344  
937-845-3626

rbridge@newcarlisleohio.gov

Any party may, by notice given in accordance with this Section to the other parties, designate another address or person or entity for receipt of notices hereunder.

5.6 Assignment. The Agreement is not assignable or transferable by Client. This Agreement is not assignable or transferable by the Company without the written consent of Client, which consent shall not be unreasonably withheld or delayed.

5.7 Disputes. The Company and Client recognize that disputes arising under this Agreement are best resolved at the working level by the parties directly involved. Both parties are encouraged to be imaginative in designing mechanism and procedures to resolve disputes at this level. Such efforts shall include the referral of any remaining issues in dispute to higher authority within each participating party's organization for resolution. Failing resolution of conflicts at the organizational level, the Company and Client agree that any remaining conflicts arising out of or relating to this Contract shall be submitted to nonbinding mediation unless the Company and Client mutually agree otherwise. If the dispute is not resolved through non-binding mediation, then the parties may take other appropriate action subject to the other terms of this Agreement.

5.8 Section Headings. Title and headings of sections of this Agreement are for convenience of reference only and shall not affect the construction of any provision of this Agreement.

5.9 Representations; Counterparts. Each person executing this Agreement on behalf of a party hereto represents and warrants that such person is duly and validly authorized to do so on behalf of such party, with full right and authority to execute this Agreement and to bind such party with respect to all of its obligations hereunder. This Agreement may be executed (by original or telecopied signature) in counterparts, each of which shall be deemed an original, but all of which taken together shall constitute but one and the same instrument.

5.10 Residuals. Nothing in this Agreement or elsewhere will prohibit or limit the Company's ownership and use of ideas, concepts, know-how, methods, models, data, techniques, skill knowledge and experience that were used, developed or gained in connection with this Agreement.

5.11 Non solicitation of Employees. During and for one (1) year after the term of this Agreement, Client will not solicit the employment of, or employ the Company's personnel, without the Company's prior written consent.

5.12 Cooperation. Client will cooperate with the Company in taking actions and executing documents, as appropriate, to achieve the objectives of this Agreement. Client agrees that the Company's performance is dependent on Client's timely and effective cooperation with the Company. Accordingly, Client acknowledges that any delay by Client may result in the Company being released from an obligation or scheduled deadline or in Client having to pay extra fees for the Company's agreement to meet a specific obligation or deadline despite the delay.

5.13 Governing Law and Construction. This Agreement will be governed by and construed in accordance with the laws of Ohio, without regard to the principles of conflicts of law. The language of this Agreement shall be deemed to be the result of negotiation among the parties and shall not be construed strictly for or against any party.





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5.14 Arbitration. Any controversy, dispute or claim arising out of or related to this Agreement or breach of this Agreement shall be settled solely by confidential binding arbitration by a single arbitrator in accordance with the commercial arbitration rules of JAMS in effect at the time the arbitration commences. The award of the arbitrator shall be final and binding. The arbitration shall be held in New Carlisle, Ohio.

5.15 Entire Agreement; Survival. This Agreement, including any Exhibits, states the entire Agreement between the parties and supersedes all previous contracts, proposals, oral or written, and all other communications between the parties respecting the subject matter hereof, and supersedes any and all prior understandings, representations, warranties, agreements or contracts (whether oral or written) between Client and the Company respecting the subject matter hereof. This Agreement may only be amended by an agreement in writing executed by the parties hereto.

5.16 Force Majeure. The Company shall not be responsible for delays or failures (including any delay by the Company to make progress in the prosecution of any Services) if such delay arises out of causes beyond its control. Such causes may include, but are not restricted to, acts of God or of the public enemy, fires, floods, epidemics, riots, quarantine restrictions, strikes, freight embargoes, earthquakes, electrical outages, communications failures, and severe weather, and acts or omissions of subcontractors or third parties.

5.17 Use By Third Parties. Work performed by the Company pursuant to this Agreement is only for the purpose intended and may be misleading if used in another context. Client agrees not to use any documents produced under this Agreement for anything other than the intended purpose without the Company's written permission. This Agreement shall, therefore, not create any rights or benefits to parties other than to Client and the Company.

5.18 Indemnification. Company shall indemnify Client, its employees, and its agents to the fullest extent possible for any loss, liability, damage, settlement, cost, expenses or other obligation, including without limitation reasonable attorney fees and defense costs, incurred by Client, its employees, and its agents, as a result of Company's breach of any obligation under this Agreement, or Company's negligence in performing its obligations under this Agreement. This provision shall not inhibit Client's ability to seek relief from Company for any claim of negligence caused in whole or part by Company or any other action at law or in equity.

5.19 Non-Discrimination. Company agrees that in the hiring of employees for the performance of work under the contract or in any subcontract, no contractor or subcontractor, by reason of race, color, religion, sex, age, sexual identity, gender identity, gender expression, disability, or military status as defined in section 4112.01 of the Ohio Revised Code, national origin or ancestry, shall discriminate against any citizen of the State of Ohio in the employment of a person qualified and able to perform the work to which the agreement relates; and

Company agrees that no contractor, subcontractor, or person acting on behalf of any contractor or subcontractor, in any manner, shall discriminate against, intimidate, or retaliate against any



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employee hired for the performance of work under the agreement on account of race, color, religion, sex, age, sexual identity, gender identity, gender expression, disability, or military status as defined in section 4112.01 of the Ohio Revised Code, national origin, or ancestry.

By signing this Agreement, both parties certify that they are currently in compliance with and will continue to adhere to the requirements of the Ohio Ethics Law as provided by Ohio Revised Code Sections 102.03 and 102.04.

Both parties agree that in the performance of this agreement there shall be no discrimination against any client or any employee because of race, color, sex, religion, national origin, or any other factor specified in the Civil Rights Act of 1964 and subsequent amendments. Also included is the Americans with Disabilities Act. It is further agreed that both parties will fully comply with all applicable Federal and State laws regarding such discrimination and the right to and method of appeal will be made available to all persons served pursuant to the terms of this agreement.

5.20 Previous Agreements. This agreement supersedes all previous agreements between the Client and the Company.

5.21 Term of Agreement. This agreement shall remain in place twelve calendar months from its effective date. The Client and the Company can decide to renew the agreement at any time during its term. Client's intent to not renew should be delivered to the company 60 days prior to their anticipated termination date of the agreement. If notification to not renew is not received by company within 60 days prior to the requested termination date, the contract remains in effect until 60 days after the notification not to renew is received by the company. Any termination fees associated with the early termination of this agreement are specified in addendum A.

5.22 Insurance. Company agrees to obtain liability insurance and provide Client with the written declaration page as proof of, and maintain for the duration of this agreement, insurance not less than \$1,000,000.00 against claims for injuries to persons or damages to property that may arise from or in connection with the performance of the work under this agreement by Company, its agents, representatives, or employees.



PO Box 62  
New Carlisle, OH 45344  
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IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

Date: \_\_\_\_\_

Client

Randy Bridge

By: \_\_\_\_\_

Title: City Manager

Signature: \_\_\_\_\_

Approved as to form: \_\_\_\_\_  
Jake Jeffries, Law Director

Company

By: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

Initials: \_\_\_\_\_



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## Addendum A – Pricing and Termination Details

### A.1: Monthly Costs

Service/Item	Unit Rate	Minimum
ITaaS Workstation/Server (Windows Based)	\$32.39	40
Managed Security Service	\$12.50	40
Remote Maintenance & Monitoring	\$15.80	20
Tablet Monitoring	\$9.18	20
Managed Router (onboard Wifi)	\$109.96	1
Managed Router (no onboard Wifi)	\$96.90	8
Wireless Access Point	\$12.24	8
Managed Network Switch	\$14.36	1
SaaS Protection	\$3.98	40
Domain/Webhosting	\$76.50	1
Hosted VOIP System (16 simultaneous calls)	\$407.98	1
Standard VOIP Extension	\$5.87	20
Microsoft 365 Licenses	See MS Pricing	

### A.2: Compliance Services

Standard	Frequency	Rate per Review
NIST CSF	Quarterly	\$535.50
Cyber Security Insurance	Quarterly	\$535.50

### A.3 Time & Materials Rates

Service	Unit Plan	Remote		Onsite	
		Hourly Rate	Minimum	Hourly Rate	Minimum
After Hours Support	Per Hour	\$200.00	One Hour	\$300.00	Two Hours

### A.4: Miscellaneous Charges

Charge	Rate
Trip Charge (1-30 Minutes)	\$50.00 per trip
Trip Charge (31-60 Minutes)	\$80.00 per trip
Trip Charge (61 – 90 Minutes)	\$110.00 per trip
Trip Charge (91+ Minutes)	Quoted
No-Show Service Call (Onsite)	\$150.00 per instance
No-Show Service Call (Remote)	\$25.00 per instance

### A.5 Early Termination Fees

N/A

### A.6 Maximum Annual Amount

Unless otherwise agreed and notwithstanding anything contained herein to the contrary, Client's total obligation per year for Company's services and fees under this Agreement shall not exceed Eighty Thousand and xx/100 Dollars (\$80,000.00).

Initials: \_\_\_\_\_

City of New Carlisle

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# ORDINANCE 2024-08

## AN ORDINANCE SUPPLEMENTING CERTAIN APPROPRIATIONS CONTAINED IN NEW CARLISLE CITY ORDINANCE 2023-61

**WHEREAS**, Ordinance 2023-61 is the Annual Appropriations Ordinance for the City of New Carlisle for the fiscal year ending December 31, 2024; and

**WHEREAS**, it is necessary to amend certain appropriations contained therein pursuant to subsections (a) and (c) of Section 7.09 of the Municipal Charter.

**NOW, THEREFORE THE CITY OF NEW CARLISLE HEREBY ORDAINS** that the annual appropriations shall be supplemented as follows:

SECTION 1. To bring the City's appropriations in line with the required expenses of the City of New Carlisle for the fiscal period ending December 31, 2024, the 2024 appropriations are hereby increased for the following fund/fund types by the amounts shown:

<b>Fund #</b>	<b>Fund Name</b>	<b>Increase Appropriations</b>	<b>Reason</b>
101	GENERAL FUND	\$ 30,000.00	CARLISLE PARK BASKETBALL GRANT
		\$ 2,000.00	CUSTODIAL SERVICES 101 BLDG
		\$ 15,000.00	EXECUTIVE ASSISTANT ITEMS, LEGISLATIVE CABINETS, 101 OPERATIONAL SUPPLIES
		\$ 1,500.00	REPAIRS MAINT. TO 331 BUILDING - FOYER AND KITCHEN FLOORING
		\$ 8,500.00	REPAIRS MAINT. TO 331 BUILDING - MOLD INSPECTION AND POSSIBLE REMOVAL
<b>101</b>	<b>TOTAL GEN FUND</b>	<b>\$ 57,000.00</b>	
201	STREET FUND	\$ 20,000.00	DEVELOPMENT UTILITY CONSULTATION
		\$ 100,000.00	ADDITIONAL ROAD REPAIRS PER COUNCIL
<b>201</b>	<b>TOTAL STREET FUND</b>	<b>\$ 120,000.00</b>	
202	STATE HIGHWAY	\$ 20,000.00	235 / 571 TRAFFIC SIGNAL UPGRADE
<b>202</b>	<b>TOTAL STATE HWY FUND</b>	<b>\$ 20,000.00</b>	
501	WATER FUND	\$ 20,000.00	DEVELOPMENT UTILITY CONSULTATION
<b>501</b>	<b>TOTAL WATER FUND</b>	<b>\$ 20,000.00</b>	
502	SEWER FUND	\$ 20,000.00	DEVELOPMENT UTILITY CONSULTATION
<b>502</b>	<b>TOTAL SEWER FUND</b>	<b>\$ 20,000.00</b>	
	<b>TOTAL INCREASE</b>	<b>\$ 237,000.00</b>	

CONTINUED ON NEXT PAGE

SECTION 2. The Finance Director is hereby authorized and directed to enter the foregoing supplemental appropriations upon the books and accounts of the City of New Carlisle, and issue warrants pursuant to such authorization.

Passed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Bill Cook, Mayor

\_\_\_\_\_  
Emily Berner, Clerk of Council

APPROVED AS TO FORM:

\_\_\_\_\_  
Jake Jeffries, Law Director

1st \_\_\_\_\_

2nd: \_\_\_\_\_

Wright	Y	N
Bahun	Y	N
Lindsey	Y	N
Mayor Cook	Y	N
V. Mayor Eggleston	Y	N
Shamy	Y	N
Grimm	Y	N

Totals:

Pass

Fail

Intro: 02/20/24  
Action: 03/04/24  
Effective: 03/19/24

# ORDINANCE 2024-09

## AN ORDINANCE AUTHORIZING THE CITY MANAGER TO EXECUTE A MEMORANDUM OF UNDERSTANDING THAT AMENDS ORDINANCE 2023-08 AND THE CURRENT COLLECTIVE BARGAINING AGREEMENT REGARDING CERTAIN UNION WAGES

**WHEREAS**, the non-exempt employees of the City of New Carlisle are represented by Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO, and Local No. 101, Dayton Public Service Union; and

**WHEREAS**, the City and Union desire to enter into the attached Memorandum of Understanding to amend certain parts of the wage tables included in the current Collective Bargaining Agreement.

**NOW, THEREFORE, THE CITY OF NEW CARLISLE HEREBY ORDAINS** that:

1. The attached memorandum of understanding is hereby approved.
2. The City Manager is hereby authorized to execute the memorandum of understanding on behalf of the City of New Carlisle.

Passed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Bill Cook, MAYOR

\_\_\_\_\_  
Emily Berner, CLERK OF COUNCIL

APPROVED AS TO FORM:

\_\_\_\_\_  
Jacob M. Jeffries, DIRECTOR OF LAW

1st \_\_\_\_\_

2nd: \_\_\_\_\_

Wright	Y	N
Bahun	Y	N
Lindsey	Y	N
Mayor Cook	Y	N
V. Mayor Eggleston	Y	N
Shamy	Y	N
Grimm	Y	N

Totals:

Pass	Fail
------	------

Intro: 02/20/24  
Action: 03/04/24  
Effective: 03/19/24

## MEMORANDUM OF UNDERSTANDING

**To:** Mr. Dave Coleman, Chapter Chair  
Mr. Pete McLinden, Staff Representative  
**From:** Mr. Randy Bridge, City Manager for the City of New Carlisle  
**Date:** 02/15/24  
**Subject:** Amendment to Add \$0.25 per Hour to the Parks and Building Maintenance Position Wage Tables

---

The City of New Carlisle, Ohio, and the Dayton Public Service Union Local No. 101 A.F.S.C.M.E Ohio Council 8 agree to amend the wage table dated 03/13/23-01/31/24 by adding \$0.25 per hour to only that part of the table that applies to the Parks and Building Maintenance position. The employee in that position has been paid the additional \$0.25 per hour but the wage table approved by Ordinance 2023-08 was incorrect as to that position.

The amendment to the wage table dated 03/13/23–01/31/24 also necessitates an amendment to the wage table dated 02/01/24–01/31/25 for the Parks and Building Maintenance Position in order to correct the previous error.

The parts of the wage tables affected by this amendment to the current Collective Bargaining Agreement are highlighted and attached to this Memorandum of Understanding.

For the City of New Carlisle:

By: \_\_\_\_\_  
Mr. Randy Bridge, City Manager

Date: \_\_\_\_\_

For the Union:

By: \_\_\_\_\_  
Mr. Pete McLinden, Staff Representative

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Mr. Dave Coleman, Chapter Chair

Date: \_\_\_\_\_



**Amended Wage Table (ORD 2024-09)**

**Effective 03/13/23 - 01/31/24**

<b>Classification</b>	<b>Step A Original</b>	<b>Step A Amended</b>	<b>Step B Original</b>	<b>Step B Amended</b>	<b>Step C Original</b>	<b>Step C Amended</b>	<b>Step D Original</b>	<b>Step D Amended</b>	<b>Step E Original</b>	<b>Step E Amended</b>	<b>Step F Original</b>	<b>Step F Amended</b>
Superintendent Waste Water Plant	<del>28.48</del>	28.73	<del>29.05</del>	29.30	<del>29.64</del>	29.89	<del>30.24</del>	30.49	<del>30.87</del>	31.12	<del>31.51</del>	31.76
Waste Water Plant Operator (with license)	<del>23.11</del>	23.36	<del>23.52</del>	23.77	<del>23.94</del>	24.19	<del>24.39</del>	24.64	<del>24.84</del>	25.09	<del>25.31</del>	25.56
Waste Water Plant Operator (without license)	<del>21.14</del>	21.39	<del>21.51</del>	21.76	<del>21.88</del>	22.13	<del>22.27</del>	22.52	<del>22.67</del>	22.92	<del>23.07</del>	23.32
Waste Water Plant Maintenance (with license)	<del>23.11</del>	23.36	<del>23.52</del>	23.77	<del>23.94</del>	24.19	<del>24.39</del>	24.64	<del>24.84</del>	25.09	<del>25.31</del>	25.56
Waste Water Plant Maintenance (without license)	<del>21.14</del>	21.39	<del>21.51</del>	21.76	<del>21.88</del>	22.13	<del>22.27</del>	22.52	<del>22.67</del>	22.92	<del>23.07</del>	23.32
Laboratory Technician (with license)	<del>23.11</del>	23.36	<del>23.52</del>	23.77	<del>23.94</del>	24.19	<del>24.39</del>	24.64	<del>24.84</del>	25.09	<del>25.31</del>	25.56
Laboratory Technician (without license)	<del>21.14</del>	21.39	<del>21.51</del>	21.76	<del>21.88</del>	22.13	<del>22.27</del>	22.52	<del>22.67</del>	22.92	<del>23.07</del>	23.32
Superintendent Water Plant	<del>27.31</del>	27.56	<del>27.89</del>	28.14	<del>28.47</del>	28.72	<del>29.05</del>	29.30	<del>29.63</del>	29.88	<del>30.21</del>	30.46
Water Plant Operator (with license)	<del>21.65</del>	21.90	<del>22.03</del>	22.28	<del>22.39</del>	22.64	<del>22.78</del>	23.03	<del>23.14</del>	23.39	<del>23.59</del>	23.84
Water Plant Operator (without license)	<del>21.14</del>	21.39	<del>21.51</del>	21.76	<del>21.88</del>	22.13	<del>22.27</del>	22.52	<del>22.67</del>	22.92	<del>23.07</del>	23.32
Public Works Superintendent	<del>24.69</del>	24.94	<del>25.27</del>	25.52	<del>25.75</del>	26.00	<del>26.24</del>	26.49	<del>26.75</del>	27.00	<del>27.27</del>	27.52
Street Maintenance, Lead	<del>22.34</del>	22.59	<del>22.71</del>	22.96	<del>23.08</del>	23.33	<del>23.47</del>	23.72	<del>23.86</del>	24.11	<del>24.27</del>	24.52
Mechanic	<del>21.72</del>	21.97	<del>22.06</del>	22.31	<del>22.41</del>	22.66	<del>22.78</del>	23.03	<del>23.15</del>	23.40	<del>23.53</del>	23.78
Street Maintenance II	<del>19.45</del>	19.70	<del>19.73</del>	19.98	<del>20.02</del>	20.27	<del>20.31</del>	20.56	<del>20.62</del>	20.87	<del>20.98</del>	21.23
Street Maintenance I	<del>18.98</del>	19.23	<del>19.24</del>	19.49	<del>19.52</del>	19.77	<del>19.78</del>	20.03	<del>20.07</del>	20.32	<del>20.37</del>	20.62
Parks & Building Maintenance(*New Position, \$.75 raise included in wages) (\$0.25 Missed on Wage Sheet)	21.00	<del>21.00</del> 21.25	21.30	<del>21.30</del> 21.55	21.60	<del>21.60</del> 21.85	21.90	<del>21.90</del> 22.15	22.20	<del>22.20</del> 22.45	22.50	<del>22.50</del> 22.75
Secretary/Clerk/Assist. Tax Admin.	<del>20.09</del>	20.34	<del>20.42</del>	20.67	<del>20.77</del>	21.02	<del>21.12</del>	21.37	<del>21.48</del>	21.73	<del>21.85</del>	22.10
Assistant Income Tax / Finance Administrator	<del>19.80</del>	20.05	<del>20.15</del>	20.40	<del>20.42</del>	20.67	<del>20.75</del>	21.00	<del>21.09</del>	21.34	<del>21.43</del>	21.68
Utility Accounts Receivable Clerk	<del>19.51</del>	19.76	<del>19.87</del>	20.12	<del>20.07</del>	20.32	<del>20.38</del>	20.63	<del>20.69</del>	20.94	<del>21.01</del>	21.26
Account Clerk, Tax	<del>19.51</del>	19.76	<del>19.87</del>	20.12	<del>20.07</del>	20.32	<del>20.38</del>	20.63	<del>20.69</del>	20.94	<del>21.01</del>	21.26
Finance Clerk	<del>19.51</del>	19.76	<del>19.87</del>	20.12	<del>20.07</del>	20.32	<del>20.38</del>	20.63	<del>20.69</del>	20.94	<del>21.01</del>	21.26
Central Cashier	<del>18.53</del>	18.78	<del>18.80</del>	19.05	<del>19.07</del>	19.32	<del>19.38</del>	19.63	<del>19.63</del>	19.88	<del>19.92</del>	20.17

**Wage Table (ORD 2024-09)**  
**Effective 02/01/24 - 01/31/25**

Classification	Step A Original	Step A AMENDED	Step B Original	Step B AMENDED	Step C Original	Step C AMENDED	Step D Original	Step D AMENDED	Step E Original	Step E AMENDED	Step F Original	Step F AMENDED
Superintendent Waste Water Plant	<del>28.73</del>	29.23	<del>29.30</del>	29.80	<del>30.05</del>	30.55	<del>30.80</del>	31.30	<del>31.55</del>	32.05	<del>31.76</del>	32.26
Waste Water Plant Operator (with license)	<del>23.36</del>	23.86	<del>23.77</del>	24.27	<del>24.52</del>	25.02	<del>25.27</del>	25.77	<del>26.02</del>	26.52	<del>25.56</del>	26.06
Waste Water Plant Operator (without license)	<del>21.39</del>	21.89	<del>21.76</del>	22.26	<del>22.51</del>	23.01	<del>23.26</del>	23.76	<del>24.01</del>	24.51	<del>23.32</del>	23.82
Waste Water Plant Maintenance (with license)	<del>23.36</del>	23.86	<del>23.77</del>	24.27	<del>24.52</del>	25.02	<del>25.27</del>	25.77	<del>26.02</del>	26.52	<del>25.56</del>	26.06
Waste Water Plant Maintenance (without license)	<del>21.39</del>	21.89	<del>21.76</del>	22.26	<del>22.51</del>	23.01	<del>23.26</del>	23.76	<del>24.01</del>	24.51	<del>23.32</del>	23.82
Laboratory Technician (with license)	<del>23.36</del>	23.86	<del>23.77</del>	24.27	<del>24.52</del>	25.02	<del>25.27</del>	25.77	<del>26.02</del>	26.52	<del>25.56</del>	26.06
Laboratory Technician (without license)	<del>21.39</del>	21.89	<del>21.76</del>	22.26	<del>22.51</del>	23.01	<del>23.26</del>	23.76	<del>24.01</del>	24.51	<del>23.32</del>	23.82
Superintendent Water Plant	<del>27.56</del>	28.06	<del>28.14</del>	28.64	<del>28.89</del>	29.39	<del>29.64</del>	30.14	<del>30.39</del>	30.89	<del>30.46</del>	30.96
Water Plant Operator (with license)	<del>21.90</del>	22.40	<del>22.28</del>	22.78	<del>23.03</del>	23.53	<del>23.78</del>	24.28	<del>24.53</del>	25.03	<del>23.84</del>	24.34
Water Plant Operator (without license)	<del>21.39</del>	21.89	<del>21.76</del>	22.26	<del>22.51</del>	23.01	<del>23.26</del>	23.76	<del>24.01</del>	24.51	<del>23.32</del>	23.82
Public Works Superintendent	<del>24.94</del>	25.44	<del>25.52</del>	26.02	<del>26.27</del>	26.77	<del>27.02</del>	27.52	<del>27.77</del>	28.27	<del>27.52</del>	28.02
Street Maintenance, Lead	<del>22.59</del>	23.09	<del>22.96</del>	23.46	<del>23.71</del>	24.21	<del>24.46</del>	24.96	<del>25.21</del>	25.71	<del>24.52</del>	25.02
Mechanic	<del>21.97</del>	22.47	<del>22.31</del>	22.81	<del>23.06</del>	23.56	<del>23.81</del>	24.31	<del>24.56</del>	25.06	<del>23.78</del>	24.28
Street Maintenance II	<del>19.70</del>	20.20	<del>19.98</del>	20.48	<del>20.73</del>	21.23	<del>21.48</del>	21.98	<del>22.23</del>	22.73	<del>21.23</del>	21.73
Street Maintenance I	<del>19.23</del>	19.73	<del>19.49</del>	19.99	<del>20.24</del>	20.74	<del>20.99</del>	21.49	<del>21.74</del>	22.24	<del>20.62</del>	21.12
Parks & Building Maintenance	<del>21.00</del> 21.25	<del>21.25</del> 21.75	<del>21.30</del> 21.55	<del>21.55</del> 22.05	<del>21.60</del> 21.85	<del>21.85</del> 22.35	<del>21.90</del> 22.15	<del>22.15</del> 22.65	<del>22.20</del> 22.45	<del>22.45</del> 22.95	<del>22.50</del> 22.75	<del>22.75</del> 23.25
Secretary/Clerk/Assist. Tax Admin.	<del>20.34</del>	20.84	<del>20.67</del>	21.17	<del>21.42</del>	21.92	<del>22.17</del>	22.67	<del>22.92</del>	23.42	<del>22.10</del>	22.60
Assistant Income Tax / Finance Administrator	<del>20.05</del>	20.55	<del>20.40</del>	20.90	<del>21.15</del>	21.65	<del>21.90</del>	22.40	<del>22.65</del>	23.15	<del>21.68</del>	22.18
Utility Accounts Receivable Clerk	<del>19.76</del>	20.26	<del>20.12</del>	20.62	<del>20.87</del>	21.37	<del>21.62</del>	22.12	<del>22.37</del>	22.87	<del>21.26</del>	21.76
Account Clerk, Tax	<del>19.76</del>	20.26	<del>20.12</del>	20.62	<del>20.87</del>	21.37	<del>21.62</del>	22.12	<del>22.37</del>	22.87	<del>21.26</del>	21.76
Finance Clerk	<del>19.76</del>	20.26	<del>20.12</del>	20.62	<del>20.87</del>	21.37	<del>21.62</del>	22.12	<del>22.37</del>	22.87	<del>21.26</del>	21.76
Central Cashier	<del>18.78</del>	19.28	<del>19.05</del>	19.55	<del>19.80</del>	20.30	<del>20.55</del>	21.05	<del>21.30</del>	21.80	<del>20.17</del>	20.67

**ORDINANCE 2024-10**

AN ORDINANCE AUTHORIZING THE CITY MANAGER TO EXECUTE A  
MEMORANDUM OF UNDERSTANDING WITH THE COLLECTIVE  
BARGAINING UNIT FOR THE PURPOSE OF ADDING AN INCENTIVE PAY  
POLICY

**WHEREAS**, the non-exempt employees of the City of New Carlisle are represented by Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO, and Local No. 101, Dayton Public Service Union; and

**WHEREAS**, the City and Union desire to enter into the attached memorandum of understanding to add an Incentive Pay Policy to the current Collective Bargaining Agreement.

**NOW, THEREFORE, THE CITY OF NEW CARLISLE HEREBY ORDAINS** that:

1. The attached memorandum of understanding is hereby approved.
2. The City Manager is hereby authorized and directed to execute the memorandum of understanding on behalf of the City of New Carlisle.

Passed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Bill Cook, MAYOR

\_\_\_\_\_  
Emily Berner, CLERK OF COUNCIL

APPROVED AS TO FORM:

\_\_\_\_\_  
Jacob M. Jeffries, DIRECTOR OF LAW

1st \_\_\_\_\_

2nd: \_\_\_\_\_

Wright	Y	N
Bahun	Y	N
Lindsey	Y	N
Mayor Cook	Y	N
V. Mayor Eggleston	Y	N
Shamy	Y	N
Grimm	Y	N

Totals:

Pass

Fail

Intro: 02/20/24  
Action: 03/04/24  
Effective: 03/19/24



## MEMORANDUM OF UNDERSTANDING

**To:** Mr. Dave Coleman, Chapter Chair  
Mr. Pete McLinden, Staff Representative  
**From:** Mr. Randy Bridge, City Manager  
**Date:** 02/15/24  
**Subject:** Addition of an Incentive Pay Policy to the Collective Bargaining Agreement

---

The City of New Carlisle, Ohio, and the Dayton Public Service Union Local No. 101 A.F.S.C.M.E Ohio Council 8 agree to amend the current Collective Bargaining Agreement by adding Article 36 – Incentive Pay Policy.

The Incentive Pay Policy is attached to this Memorandum of Understanding.

For the City of New Carlisle:

By: \_\_\_\_\_  
Mr. Randy Bridge, City Manager

Date: \_\_\_\_\_

For the Union:

By: \_\_\_\_\_  
Mr. Pete McLinden, Staff Representative

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Mr. Dave Coleman, Chapter Chair

Date: \_\_\_\_\_



## **City of New Carlisle Incentive Pay Policy for Water and Wastewater Departments**

Effective Date: March 19, 2024

### Objective:

The City of New Carlisle is committed to recognizing and rewarding the exceptional performance of its employees, including the dedicated employees of the Water and Wastewater Departments. The purpose of this Incentive Pay Policy is to encourage and motivate employees to achieve higher levels of efficiency, productivity and innovation in their roles, ultimately contributing to the overall success of the city's water and wastewater services.

### Eligibility:

All full-time employees within the Water and Wastewater Departments are eligible for participation in the incentive pay program after approval from the Director of Public Service / Assistant City Manager or City Manager.

### Administration:

The Director of Public Service / Assistant City Manager, or the City Manager in the absence of the Director of Public Service / Assistant City Manager, shall provide, in writing, to the Finance Department the date each license was obtained, the name of the employee, the department of the employee and the classification level obtained. There will be no back-pay under this policy, but each current employee shall immediately be granted the incentive pay based on his/her class level certifications.

### Incentive Payment Schedule:

Incentive pay will be added to the hourly wage and paid in accordance with the city's current payroll schedule.

### Communication:

New employees will be informed of the incentive pay policy and its criteria upon being hired and will receive regular updates and reminders. Clear and transparent communication will be maintained throughout the performance assessment process. Current employees will also be notified and, if applicable, granted the incentive pay at the earliest date allowable.

### Review and Modification:

This policy will be subject to periodic review by City Administration to ensure its effectiveness and relevance. Modifications may be made by City Council only through an ordinance that is based on feedback, changing circumstances or evolving organizational priorities. By implementing this Incentive Pay Policy, the City of New Carlisle aims to foster a culture of excellence and continuous improvement within the Water and Wastewater Departments, ultimately enhancing the quality of services provided to the community.

### Incentive Pay Structure:

Incentive pay will be based on the following criteria and will be slightly different between the Water and Wastewater Department as indicated below:

#### Water Department

- Plant Class – 1
- Incentive Pay Structure:
  - The incentive pay structure will be based on a tiered system, with additional compensation beginning at the next level after the plant minimum as detailed below:
    - Class 1 License Obtained – No incentive pay granted.
    - Class 2 License Obtained - \$0.50 added to the employee's hourly wage.
    - Class 3 License Obtained - \$0.50 added to the employee's hourly wage.
    - Class 4 License Obtained - \$0.50 added to the employee's hourly wage.
    - The maximum total compensation that can be added to an employee's pay rate through this policy is \$1.50.

#### Wastewater Department

- Plant Class – 3
- Incentive Pay Structure:
  - The incentive pay structure will be based on a tiered system, with additional compensation beginning at the Class 2 certification. The Environmental Protection Agency (EPA) will allow a Class 2 Operator to act as Operator of Record in the absence of a Class 3 Operator.
    - Class 1 License Obtained – No incentive pay granted.
    - Class 2 License Obtained - \$0.50 added to the employee's hourly wage.
    - Class 3 License Obtained - \$0.50 added to the employee's hourly wage.
    - Class 4 License Obtained - \$0.50 added to the employee's hourly wage.
    - The maximum total compensation that can be added to an employee's pay rate through this policy is \$1.50.

# **ORDINANCE 2024-11**

## **AN ORDINANCE AMENDING ORDINANCE 2023-52 FOR THE PURPOSE OF CORRECTING A SCRIVENER'S ERROR**

**WHEREAS**, Ordinance 2023-52, which was approved by City Council on September 18, 2023, prohibits donation bins within City limits; and

**WHEREAS**, it has been determined that an incorrect code section was assigned to the ordinance at the time of its adoption; and

**WHEREAS**, the code section should have been 1460.45 instead of 1460.43; and

**WHEREAS**, City Council desires to correct the scrivener's error by amending Ordinance 2023-52.

**NOW, THEREFORE, THE CITY OF NEW CARLISLE HEREBY ORDAINS**, that Ordinance 2023-52 be amended as follows:

### **SECTION 1.** 1460.43~~5~~ Donation Bins

The purpose of this Section is to provide rules regarding donation bins in the City of New Carlisle.

(a) **Definitions.** As used in this Section:

- (1) A "Donation Bin" is an unattended receptacle, located outdoors, designed or intended for the collection and temporary storage of clothing, books, games, toys or other salvageable personal property donated by members of the public. A trailer where personnel are present at all times donated items are accepted at the trailer is not a "Donation Bin" for the purposes of this Section.
- (2) A "Donation Bin Owner" is each person, or their officer(s), legal representative(s) or agent(s), who owns, maintains or operates a Donation Bin.
- (3) A "Site Host" is each person, or their officer(s), legal representative(s) or agent(s), who has legal or equitable ownership, dominion, possession, charge, care of or control of the site where a Donation Bin is located.

(b) **Prohibition.** Donation Bins are prohibited in the City, and no person shall place or allow to be placed a Donation Bin on any property.

(c) Removal. If a Donation Bin is located on any property in violation of this Section, then the City may require that each Donation Bin Owner and Site Host remove the Donation Bin. If the Donation Bin is not removed within the specified timeframe, then the City, in addition to invoking any other sanction or penalty under this Code, is authorized to remove the Donation Bin and charge the costs (including administrative costs) thereof to each Donation Bin Owner and Site Host.

(d) Liability. Each Donation Bin Owner and Site Host in violation of this Section shall be jointly and severally liable.

Passed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Bill Cook, Mayor

\_\_\_\_\_  
Emily Berner, Clerk of Council

APPROVED AS TO FORM:

\_\_\_\_\_  
Jacob M. Jeffries, DIRECTOR OF LAW

1st \_\_\_\_\_

2nd: \_\_\_\_\_

Wright	Y	N
Bahun	Y	N
Lindsey	Y	N
Mayor Cook	Y	N
V. Mayor Eggleston	Y	N
Shamy	Y	N
Grimm	Y	N

Totals:

Pass

Fail

Intro: 03/04/2024  
Action: 03/18/2024  
Effective: 04/02/2024



ORDINANCE NO. 2024-12

AN ORDINANCE TO APPROVE THE EDITING AND INCLUSION OF CERTAIN ORDINANCES AS PARTS OF THE VARIOUS COMPONENT CODES OF THE CODIFIED ORDINANCES; TO PROVIDE FOR THE ADOPTION OF NEW MATTER IN THE UPDATED AND REVISED CODIFIED ORDINANCES; TO PROVIDE FOR THE PUBLICATION OF SUCH NEW MATTER; AND TO REPEAL ORDINANCES IN CONFLICT THEREWITH.

WHEREAS, American Legal Publishing has completed its annual updating and revision of the Codified Ordinances of the City; and

WHEREAS, various ordinances and resolutions of a general and permanent nature that have been passed by Council, but not heretofore included in the Codified Ordinances of the City, have now been made a part thereof; and

WHEREAS, the Codified Ordinances has been revised to conform to current State law.

NOW, THEREFORE, THE CITY OF NEW CARLISLE HEREBY ORDAINS, that:

Section 1. The editing, arrangement and numbering or renumbering of the following ordinances and resolutions and parts of ordinances and resolutions are hereby approved as parts of the various component codes of the Codified Ordinances of the City, so as to conform to the classification and numbering system of the Codified Ordinances:

<u>Ord. No.</u>	<u>Date</u>	<u>C.O. Section</u>
2022-02	1-18-22	238.03
2022-08	2-22-22	278.08, 278.10, 278.13, 278.17
2022-15	5-16-22	1040.01 to 1040.12, 1040.14 to 1040.20, 1040.23 to 1040.26
2022-16	5-16-22	1041.04, 1041.05, 1041.06
2022-18	5-16-22	1043.01 to 1043.39, 1043.99, Ch. 1043, App. A, Ch. 1043, App. B
2022-29	8-1-22	248.13
2022-35	9-6-22	280.03
2022-36	9-6-22	1460.09
2022-37	9-6-22	1460.99
2022-45	10-3-22	850.01 to 850.03, 850.06 to 850.18, 850.99
2022-46	10-3-22	648.12
2022-47	10-3-22	220.01
2022-48	10-3-22	220.08
2022-55	11-21-22	1250.04, 1252.04, 1254.04, 1256.04, 1258.04, 1260.04, 1262.04, 1266.04, 1268.04, 1270.04

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<u>Ord. No.</u>	<u>Date</u>	<u>C.O. Section</u>
2022-56	11-21-22	1268.04, 1270.04, 1272.04, 1274.04
2022-57	11-21-22	1278.04
2022-58	12-5-22	1460.32
2022-60	12-5-22	1460.43, 1460.44
Res. 2023-06R	1-17-23	Ch. 210, Ed. Note
2023-09	2-21-23	238.03
2023-14	2-21-23	452.03
2023-15	2-21-23	452.08

Section 2. The following sections of the Codified Ordinances are or contain new matter in the Codified Ordinances and are hereby approved, adopted and enacted:

202.02, 408.02, 432.42, 434.01, 434.03, 434.09, 436.071, 436.14, 438.10, 438.16, 438.23, 440.08, 442.01, 452.04, 452.05, 452.055, 606.01, 606.06, 606.12, 612.01, 612.02, 612.07, 618.06, 624.01, 624.03, 624.04, 624.14, 630.11, 636.02, 636.045, 636.05, 636.09, 636.11, 636.12, 636.24, 642.015, 642.08, 648.05, 648.13, 660.02, 660.14, 666.01, 666.05, 666.06, 666.07, 672.02, 672.04, 672.10, 672.15, 698.02, 698.03

Section 3. Pursuant to Sections 4.14 and 4.17 of the City Charter and R.C. § 731.23, the Clerk of Council shall publish this ordinance or a brief summary thereof, together with a summary of the new matters covered by it, which summary is attached hereto as Exhibit A, in one or more newspapers of general circulation in the Municipality.

Section 4. All ordinances and resolutions or parts thereof which are in conflict with or inconsistent with any provision of the new matter adopted in Section 2 of this ordinance are hereby repealed as of the effective date of this ordinance except as follows:

- (a) The enactment of such sections and subsections shall not be construed to affect a right or liability accrued or incurred under any legislative provision prior to the effective date of such enactment, or an action or proceeding for the enforcement of such right or liability. Such enactment shall not be construed to relieve any person from punishment for an act committed in violation of any such legislative provision, nor to affect an indictment or prosecution therefor. For such purposes, any such legislative provision shall continue in full force notwithstanding its repeal for the purpose of revision and codification.
- (b) The repeal provided above shall not affect any legislation enacted subsequent to May 15, 2023.

Passed this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
BILL COOK, MAYOR

\_\_\_\_\_  
EMILY BERNER, CLERK

APPROVED AS TO FORM:

\_\_\_\_\_  
JAKE JEFFRIES  
Law Director

1st \_\_\_\_\_

2nd \_\_\_\_\_

Wright	Y	N
Bahun	Y	N
Lindsey	Y	N
Mayor Cook	Y	N
V Mayor Eggleston	Y	N
Shamy	Y	N
Grimm	Y	N

Intro: 03/04/24  
Action: 03/18/24  
Effective: 04/02/24

Totals: /

Pass Fail

## EXHIBIT A

### SUMMARY OF NEW MATTER CONTAINED IN THE 2024 REPLACEMENT PAGES FOR THE CODIFIED ORDINANCES OF NEW CARLISLE, OHIO

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New matter in the Codified Ordinances of New Carlisle, Ohio, as contained in the 2024 Replacement Pages therefor, includes legislation regarding:

<u>Section</u>	<u>New or amended matter regarding:</u>
202.02	General definitions.
408.02	General code penalty.
432.42	Texting while driving prohibited.
434.01	Driving or physical control of vehicle while under the influence of alcohol or drugs.
434.03	Maximum speed limits; assured clear distance ahead.
434.09	Operation restricted for mini-trucks and low-speed, under-speed, or utility vehicles.
436.071	Driving under suspension or in violation of license restriction.
436.14	Removal of vehicles after accidents.
438.10	Lights, emblems, and reflectors on slow-moving vehicles, farm machinery, agricultural tractors, and animal-drawn vehicles.
438.16	Number of lights permitted; red and flashing lights.
438.23	Windshield required; sign or poster upon windshield; windshield wiper.
440.08	Occupying travel trailer, fifth wheel vehicle, or manufactured or mobile home while in motion.
442.01	Definitions related to drivers of commercial vehicles.
452.04	Manner of parallel and angle parking; handicapped persons.
452.05	Willfully leaving vehicles on private or public property.
452.055	Parking prohibitions on private property; private tow-away zones.
606.01	General offenses definitions.
606.06	Limitation on criminal prosecutions.
606.12	Failure to report a crime or death.
612.01	Definitions related to alcoholic beverages.
612.02	Sales to underage persons; prohibitions and misrepresentations.
612.07	Open container prohibited.
618.06	Coloring rabbits and baby poultry; sale or display of poultry.
624.01	Definitions related to drugs.
624.03	Drug possession offenses.
624.04	Possession of drug abuse instruments.
624.14	Use or possession of paraphernalia.
630.11	Raffle drawings.
636.02	Assault.
636.045	Menacing by stalking.
636.05	Menacing.
636.09	Nonsupport of dependents.

<u>Section</u>	<u>New or amended matter regarding:</u>
636.11	Endangering children.
636.12	Interference with custody.
636.24	Failing to provide for a person with a functional impairment.
642.015	Theft.
642.08	Assaulting police dog or horse or assistance dog.
648.05	Disturbing a lawful meeting.
648.13	Impeding public passage of an emergency service responder.
660.02	Spreading contagion.
660.14	Smoking in places of public assembly.
666.01	Definitions relating to sex related offenses.
666.05	Voyeurism.
666.06	Polygraph examinations for victims: restrictions on use.
666.07	Procuring; engagement in sexual activity for hire.
672.02	Carrying concealed weapons.
672.04	Improperly handling firearms in a motor vehicle.
672.10	Fireworks.
672.15	Possession of an object indistinguishable from a firearm in a school safety zone.
698.02	Penalties for misdemeanor.
698.03	Imposing sentence for misdemeanor.