CITY OF FAIRBORN
SPECIAL COUNCIL MEETING
CITY COUNCIL RETREAT
March 21, 2025, at 8:00 a.m.
Holiday Inn Fairborn
Challenger Room
2800 Presidential Drive

COUNCIL MEMBERS	Present	Absent
Dan Kirkpatrick, Mayor	☒	☐
Clint Allen, Deputy Mayor	☒	☐
Sylvia Chess, Councilwoman	☒	☐
Adam Fritzsche, Councilman	☒	☐
Rodney McCubbins, Councilman	☒	☐
Mary Reaster, Councilwoman	☒	☐
Tana Stanton, Councilwoman	☒	☐

STAFF MEMBERS PRESENT

Adkins, Barker, Browning, Cooper, Davis, Gay, Gebhart, Jacobs, McClure, McNamee, Petty, Riggs, Schell, Taylor, and Williams.

Mike Gebhart, City Manager, called the meeting to order. He reviewed the schedule for the retreat. A copy of the agenda is attached hereto as Exhibit "A."

There will be a short Council meeting for Resolution 10-25 which is an extension to the moratorium on the marijuana issue which will go through the end of August. This will give the state time to figure out what they are doing on this Bill that is rolling through the state house.

They will talk about the two Public Safety property tax levies that we need to renew. The first time we can do that is on the November 2025 ballot. The two chiefs, Mrs. Browning and he will help walk through that. There is going to be a question for Council. Do you want to do the renewal plus additional millage, or do you want to do a replacement? We don't have to have a definitive answer today, but we want to at least think about it. We will have to put something on one of the meetings in July so that it gets over to the Board of Elections by the first Tuesday in August, so it goes on the November ballot.

He stated they have not done changes to City Council's rules since 2012. Those rules are not covered in the Charter. This is order of the meeting, how Ordinances are heard, and how Resolutions are done. We should do an update to those. This will start the discussion. He does not think they will come out of this meeting, but it will lead to a further work session discussion or two and then hopefully something that Council is agreeable to, and we can put it on the agenda so we can update the Rules of Council

EVALUATING A REZONING REQUEST

Jay Stewart of Stewart Land Use reviewed the attached power point presentation labeled Exhibit "B." Highlighting the following information:

- Straight Rezoning Basics
- PUD Rezoning Basics
- Recommendations to Consider
- Using the Comprehensive Plan as a Guide
- Other Plans and Rezoning Newly Annexed Land
- Other Elements to Consider (Balancing Test)
- Zoning Code PUD Chapter Items to Consider

Mayor Kirkpatrick asked if HOAs play any part in this. Mr. Stewart stated that it has come up a lot these days. There seems to be this complete revolt about HOAs and how they should not be legal and this and that. They are legal all day long because they voluntarily signed it along with the other paperwork that was signed at closing. HOAs are a separate entity. Again, a lot of folks think HOAs are zoning, or the City is in charge or that we were the ones that made them put the HOAs in place. HOAs are set up by the developer and you signed that at the closing. They can go as hard-core in enforcement and regulations. They can way surpass anything the City requirements have, and it be totally legal.

Councilman McCubbin asked how often we should be reviewing and updating our zoning code and comprehensive land use plan. Mr. Stewart suggested at least every 5 to 7 years.

Councilman Allen thanked Mr. Stewart for his presentation and found it to be very informative. The Comprehensive Land Use Plan frames the thinking for important decision points.

HOW IS A SITE PLAN EVALUATED FOR STORMWATER

Manuel Jacobs, City Engineer, reviewed the attached power point presentation labeled Exhibit "C." Highlighting the following information:

- When and Why is a Stormwater Review Needed – everything needs adequate drainage. How does this benefit the City?
- Tools: O.R.C. Chapter 921 – Stormwater Management
- STRAND designed the City's Drainage Policy Manual – refines the design standards to facilitate the City's compliance with local, state, and federal regulations. Serves as a reference document for professional consultants for the design of storm system infrastructure projects in the City.
- SMP – Pre-developed Conditions – easiest and most important aspect of stormwater review. It looks at what the site currently does. They look at what the site is and what it has been.
- SMP – Construction
- SMP – Post-Construction Stormwater Management Facilities

Mr. Jacobs explained after a site is built, they don't wash their hands from it. The EPA requires the City to maintain and continue inspecting all of the outfall structures, all the basins and all the stormwater management facilities. It is the City's responsibility to make sure they are still working correctly. If there are issues, they are to provide notices to the parties responsible. The City does not take responsibility for the basin. For a subdivision, the HOA is the one responsible for maintaining the basin. Unfortunately, they have run into situations where an HOA goes defunct. We do have a couple of subdivisions where we no longer have an HOA, but it still has stormwater structures in place and stormwater management facilities that essentially no one is maintaining them. They have started to work with Greene County over the last year or so on a couple of avenues that will allow them to be able to take responsibility for these basins and management facilities while still being able to collect a fee from everyone that is benefiting from these structures. Maintenance agreements are usually a part of the subdivider's agreement.

Councilman Allen asked if the discovery about Waterford Landing was through inspection or was it reported to the City. Mr. Jacobs stated it was actually reported. A resident called in and now they are following up on that complaint. Councilman Allen asked what action steps are taking once the discovery has been made. Mr. Jacobs stated the first step is a letter to the party responsible for maintenance. That gets things moving. So, the Engineering Department has really gotten to a point of citation or enforcement. Generally, things get worked out. Deputy Mayor Reaster stated in a situation of a defunct HOA, what are the steps there other than getting the government to be able to mitigate the risk. Mr. Jacobs stated in those situations there are resources where a petition is filed that the City takes over responsibility of the basin in order to maintain its operation and maintenance. We establish the watershed the basin is operating in and the communities that are being benefited, not just upstream but downstream by this basin and they tax them. It is mostly utilized on the north side of the state, but he has had conversations with Stephanie Goff, who lives further south where the HOA is no longer active, and they have basins and other areas of Greene County, and they are looking out how they are going to step in. If we move forward with such actions, it would be from the County perspective not just a municipal, but we would participate in assisting whether that be providing the maintenance of it. They are working on an agreement with the County. Thankfully, basins themselves are not an expensive investment, but it is still something that needs to be maintained. Deputy Mayor Reaster asked if there are any other surrounding communities that utilize that. Mr. Jacobs stated there is nothing in the area. Engineering is looking into options that have been used in the norther counties of the state to do it. It is a matter of research. Mike McNamee, City Solicitor, asked if cities are getting easements on various catch basins if they do take responsibility of them. Mr. Jacobs stated he would have to look into that as he does not know the mechanics of it.

Councilwoman Stanton asked if the maintenance is what Mr. Jacobs described as cleaning out around the perimeter of it or is it things wash into and settle in the bottom. Mr. Jacobs stated it should be both. Over time, detention basins end up collecting sediment and there is a certain design buffer as to how much sediment is acceptable but after several years you start losing volume for capacity.

Mike Gebhart, City Manager, stated he appreciates everything Manuel Jacobs does and the things he has learned about his staff in two months, he would not want any other Engineer.

FINANCE UPDATE

Hilary Browning, Finance Director, explained that Fairborn is on a GAP basis, which is to say they are on a Governmental Accounting basis. The numbers she will present are on GAP. Secondly, when they talk about Fund Balance, that is the cash that the City has allocated to each fund. But Cash Balance is the total cash that they have invested in the bank as a whole which is different than budget. When they talk about budgets it is a policy tool. It is our plan and how they are putting the numbers to policy, but it is not the reality of what is cash on hand. Lastly, what encumbrances mean is commitments that we have to vendors based upon the budgetary plan. In other words, Chief Williams is going to buy a ladder truck, and we have $1.4 million committed to that vendor for his ladder truck that is what encumbrance means, but when we have purchase commitment it does count as a liability. Lastly the 2024 audit is not complete they are in the routine process of the 2024 audit; therefore, the numbers she will present from the prior fiscal year are unaudited. She does have that disclaimer.

She continued by reviewing the attached power point presentation labeled Exhibit "D." She explained last year the City's sources were $94.9 million and our uses were $93.4 million. In other words, we had a positive variance and dropped $1.4 million to the bottom line. Over the last couple of years, they have had positive variances. Why? This was due to ARPA Funding. They were able to use ARPA to supplement our operations and all that cash then just dropped to the bottom line. We started to taper off ARPA and now there is no more ARPA. The budgetary plan at this point does have a $9.2 million use of cash reserve. She does not think it will get to that space based on historical trends, but that is what the budget the prior Finance Director did put together. They will be monitoring it very closely. Just noting that they have three major revenue categories and that would be Income Tax, Property Tax, Water and Sanitary Sewer Fees. Those are the revenue drivers. Were we to have any bobbles in the economy, any issues on property tax that would really affect the revenues, and they would have to look at their expenditure trends. She reviewed the operating funds. Those funds account for about $60 million of the $98 million from the prior fiscal year. So, on actual basis last year, they did about $63 million in revenue, $67.9 is the projection for this year. Last year, they spent $58 million, and the budget was $71 million. In operating there is a $3 million use of cash and most of that cash is being utilized between Police, Fire and Water. She noted specifically General Fund performance has been very strong. The reason it has been so strong is because Income Tax is performing spectacularly. We are not alone in terms of local economy. Income tax, in particularly the Business Profits tax, have been performing well since 2022 but that is not a circumstance that is projected to continue. We have a lot of economic conditions now that are putting pressure on business profits. When we look at income tax it is the City's number one source of revenue. If anything were to happen to our major withholders or the major corporations that are paying business profits tax that would impact on the City's bottom line in a very heavy way. For now, the General Fund is in a very strong position. The Police Fund is supported by income tax and property tax proceeds. The Police Fund and the Water Fund are probably the two that are most close to deficit spending. Police revenues are very stable, but their revenues do not cover their expenses. They are being supported by a General Fund transfer in. On the Fire side though the Fire Department is bringing in EMS revenues which is making up some of those differences. The Fire Fund is performing better than the Police Fund purely on the basis purely of revenue. Expenditures wise are within a couple of dollars of each other's

expense wise each year, but it comes down to those EMS revenues generating about $1.3 million a year. The Street Fund is very stable it has the combination of income tax and permissive taxes. The Water Fund is particularly vulnerable and that is because of a combination of a lower comparative rate in the region and a very high-cost basis for providing the service. Water is very vulnerable in terms of the infrastructure needs as they are incredibly costly; debt service is high, and the cost of treatment is very high. Commodity pricing has been pretty extraordinary chemical in particular since Covid. Inflation in expenses is close to 11% but we have only been increasing the rate by 1% over the last three years. That is not a sustainable practice. Her recommendation was that they address any of the funds that would be to address Police, Fire and Water.

When they look at Cash Balances we are in very sound shape. At the end of the year, they have $55.2 million. They are carrying that same amount now. The most cash is in the General Fund as expected and that is largely the income tax proceeds. The remaining fund balances were shown in the power point. She discussed income tax collection being the largest single source of revenue for the City. Last year they collected $25.5 million in income tax. She explained that one of the City's major businesses was acquired and because of that they made a profit on the sales. The majority of the increase is from one single business that made an extraordinary profit in 2024, and they will not be seeing that level of proceeds again. It is unlikely that the City will see that amount of business profits tax again because now they are sold to a multi-national. The withholdings from the newly acquired space will continue. Property tax is generating in total about $5.6 million and it is again pro-rated across different levies, and it has to be apportioned based upon the ballot language. There is no flexibility about this. It comes in as a lump sum and Finance prorates it based on the apportioned sheets Greene County sends them. We have our inside millages which are the General Fund and Police and Fire Pension. On the outside millages they have the two 2.4 millages that are for Police and Fire.

Property tax is very stable and slow growing because we are operating on levies that were but in place in 2011 and the City is not getting the benefit of the reassessments or the new buildings that are being built, so just keep in mind that what was committed to in 2011 in essence is the revenue that they will be collecting through the entire period that the levy is valid for the outside millages.

Councilwoman Chess stated Mrs. Browning had done a great job on her presentation.

The group broke for lunch and conducted a brief special meeting to consider Resolution 10-25. Those minutes are a separate document as the meeting was publicized as its own separate meeting.

HARRASSMENT/BULLYING TRAINING

Peggy Ann Berry, PhD, RN, COHN-S, FAACHN reviewed the attached power point presentation labeled Exhibit "E." Highlighting the following information:

- Learning Objects: Describe Workplace Aggression, Dive Down to Current Issues and Determine Actions to Prevent Aggression/Bullying
- Four types of violence: Violence in connection to robbery, Customer/client/patient-related violence, violence between co-workers and domestic violence-intimate partner violence

- Workplace Bullying – 30% of adult Americans are bullied at work. 76.3% million works affected, 61.3% of bullying is same gender bullying and 43% of remote workers are bullied.
- Suggestions for management – Cross team collaboration, set clear expectations for inclusion, lead by example, implement team-building activities, monitor workplace dynamics, encourage open communication, recognize and reward inclusive behavior and training on workplace etiquette.
- Organizational Intervention – put policies and procedures on organizational etiquette together – Decrease negativity, gossip, and culture of blame by maintaining a zero tolerance for any communication that is unhealthy, increase a climate of safety and healthy communication by role modeling and utilize opportunities to teach interpersonal and confrontational skills; remove destructive bullies-predators who look for the next target.
- Implement a Zero Tolerance Policy – Educate, Talk, and Walk and Create

Councilman Allen thinks many of the situations that we run into, do we know it is bullying. Specifically, in a workplace do they see the signs, do we know it? A lot of times it is not called out until someone crosses a particular line. Dr. Berry discussed a bystander being able to look at the interaction between two other people and then call it out for what it is. A lot of times women don't want to be perceived as the villain. Dr. Berry calls a person who is being bullied a target. It is when they become a victim that they become depressed.

Robin McClure, HR Director, appreciated the suggestion of signage that reflects a Zero Tolerance and placing posters in the City building which state – Our workers have the right to be treated with dignity and respect at all times. They should be able to do their jobs without being physically or verbally abused. Most people respect this. Thank you for being one of them.

Hilary Browning, Finance Director, discussed threatening emails sent to staff. Dr. Berry suggested filing a police report if someone is threatening with bodily harm. Ben Roman, Police Chief, stated they could also file a telecommunications harassment charge if needed. Mayor Kirkpatrick asked if this was a problem in other departments as well. Mr. Gebhart stated Code Enforcement takes a tremendous amount of abuse. Mayor Kirkpatrick wants the City employees to know that Council has their back, and they don't expect workers to take abuse from any citizen.

LEVY STRATEGY DISCUSSION

Hilary Browning, Finance Department, compared the 2024 budget to the 2024 reality. The original budget for the Police Fund was $9.7 million. It was revised down to $9.6 million, but they spent $8 million. So, they used 82.53% of the budget given. They came in 18% below budget. The threshold of budgetary variance is generally supposed to be no greater than 10%. So, when we are looking at this, whether it is above budget 10% or below budget 10% when you have this vast budget variance, frankly this budget was probably incorrect. Was this budget correct to begin with? She would hazard not. The other thing that likely happened was Ben Roman said I have to have full strength 55 and two recruits. Last year, the Police Department did not reach 55. So, the budget for those 55 people and two recruits is all there at a full and burning cost, but because we don't fill

those positions and personnel is the largest proportion of the budget we come in hugely under budget. With the best practices these days is to account for your vacancy savings. This budget did not have any vacancy savings assumed so it assumes a full and burning cost for every person. You can see the largest part of the underage is actually in personnel services. Most of the capital outlay for both Police and Fire is going to be through their separately funded Police and Fire Capital Fund which is funded by income tax. We are only talking about the Police and Fire Operating Funds that are supported by the 4.4 outside millages. Last year, again they were hugely under budget, but still even though they are massively under budget they still had to get nearly $3.2 million infusion of General Fund and ARPA support. Because, even though they were under budget their revenues were only $7 million, therefore they needed more support because their revenues did not cover their expenses even though they were under budget.

This year the story is the same. The budget is very high $10.5 million. She does not see that being expensed due to the vacancy savings not being assumed. Chief Roman stated they are at 54, however, they do have four retirements scheduled for this year. Mrs. Browning stated so it is unlikely that by the end of the year Police will be at full strength of 55. It is unlikely this budget will be expended. They have used 21% so far. They are about $400,000 below target for this year. Ben Roman and Ryan Williams were in her office for about 2 hours as they played out the scenarios. Right now, her thought process is close to $9.6 million. That is what she thinks they will spend based on their current trends. It could be a little less. The revenue funds are about $8 million for that combo of property tax and income tax which will be insufficient to cover their costs. The Police Department does not have other major sources of revenue, where the Fire Department does so what they will see is the Police Department has a much larger deficit than Fire because Fire is getting EMS revenues. The Police Fund has a $1.7 and $3 million deficit annually that we are supporting with the General Fund.

She explained for Fire the picture is a lot better because the additional EMS revenues are an additional $1.3 million on top of the very same revenues the Police Department get. Their underage last year was slightly less than $300,000. She explained last year actuals were almost $8 million even for the Fire Department. Police and Fire are dollar for dollar on expenses. This year Fire's original budget is just shy of $10 million. They revised it up because of certain bargaining items they needed to include. They have spent less than $2 million so they are 20% expensed. They are $548,000 under budget year to date. She thinks they will spend close to $8.8-$9 million this fiscal year. There General Fund support could be nothing, or it could be about $300,000 depending on how the fund performs. That said Fire has very expensive equipment costs.

Councilman McCubbins asked Chief Williams about the Fire Department staffing. Chief Williams stated they have never filled about one of the additional six positions since 2020. So, they have had up to 9 vacancies and if you take that total compensation value that is about $115,000 per person. Right now, they are sitting at eight. They are hiring three people in two weeks. They will be at 5. They have seven people eligible for retirement in 2025 and of course due to what is going on across the country they have several people that are looking for other jobs as well, just chasing money. It is valuable to consider what Hilary is saying although they want to keep people budgeted that is imperative. They can find people and they can change hiring practices to build a liability reduction. Mrs. Browning stated it has become routine in the field and GFAO recommends using target-based budgeting where you are actually looking at those targets of how realistic this is,

what is the historic trend, how many have we ever had filled. The other thing that has changed regarding Police and Fire costing is that staff does not always take the family insurance plan. What happens when Police and Fire officers come in, they typically come in very young. Now with changes to insurance practice sometimes they are still on their parents' insurance or sometimes they are taking a single plan. So, the assumption of that extra $26,000 for the family plan is not necessarily a good assumption. She explained when you take that number for ten vacancies that is $200,000. Across the organization that assumption alone is $1 million. When we start the year with negative $9 million, they should put those best practices in place when we are talking about budgetary principles. For Police and Fire because these are funds are supported by property tax it is important that we put the best budgetary practices in place. Because that property tax levy is like living on a pension. Its value is in its first year. Every subsequent year it loses value while their expenses are increasing at a greater rate than the levy's value can produce. We must always consider we are living off of a fixed income. She recommends going toward the best practices in future years.

Mike Gebhart, City Manager, stated even though he has been out in the two months that Hilary has been here he has a better understanding of the budget than he ever has. There have been many conversations he and she have had where he has been speechless about the level of what they are seeing. He thinks it is what the other directors need to see. It is very eye-opening, and he appreciates everything she has done to give this kind of breakdown to them. It is easier to absorb and how do we go from here. She appreciated his comments. She is very proud to be in this community. She is happy to be here.

Councilman Allen stated that particular model in 2008 might have worked for the short sprint, but over time and they can see from her numbers over time this is what they are missing. She stated it was not purposeful. Councilman Allen stated this does help him understand a little more of what they need to be moving toward when it comes to considering a levy.

Mike Gebhart, City Manager, stated he is very interested to see how the budgeting process works not so much for 2026, but for 2027 because they are used to the way they have been doing it. The work sessions where they do the budget presentation as we change models should be interesting. It does bring in the discussion then. We have already talked about the 4.4 mil Police and 4.4 mill Fire property tax levy that passed in 2011. The first opportunity they have to renew it is this November. Like David Graham had shared with us, it was passed at 4.4 mils its effective rate is about 2.7. Mrs. Browning agreed. Again, the value of an outside millage peaks in the very first year and after that it will lose value or effectiveness because you will have to maintain that levied amount. Every year it will have a lower effective rate until it is replaced or renewed. Mr. Gebhart stated if you think in terms of the amount of new residential, they have had in a decade and a half since the levies were approved the Bluffs were not there, Arden Place wasn't there. We were still building out Waterford landing. We have had expansion which puts further stress on our public services. At one point we were averaging well over 80 new homes per year for a significant number of years. Every time we expand, we stretch Police and Fire services.

Mrs. Browning stated on our 2024 assessment value for the 2025 collection it is $663 million and some change. We are growing very rapidly. If you do the math on the last

collection year which was audited which was 2022 that was about $550 million. We are growing and growing, and our current levies are effective at 2011 values and the effective rate will keep going lower and lower. Deputy Mayor Reaster stated she does not know if the common resident understands that effective rate. Mr. Gebhart stated no decision needs to be made today on what direction Council wants to go, but he thinks they need to start having discussions. They had a previous discussion when David Graham was still the County Auditor since he retired and gone to the City of Beavercreek, he is still available to us. They talked about renewal with additional millage versus replacement. He knows that Mr. Graham went one direction at the time, and he thinks Council will need to have continued discussion between now and when there should be something on your agenda in July to place it on the November ballot. He thinks there are pros and cons to both a renewal plus additional millage versus a replacement. They will try to get that information for Council and then talk through it with them on what is the best direction to go. This is our first shot in November to do that.

The goal is to get a levy that we can live with and reduce the General Fund support and do some transfers in that are within the bounds of state law. Mr. Gebhart stated they will need to have further discussions as time goes on at work sessions to discuss which direction Council wants to go in. We are going to need these two levies approved by the voters to maintain the same level of public safety that everyone wants and needs. He will still argue that we have the best public safety folks. They serve the residents and business very well.

Councilwoman Stanton asked a question about manpower. She asked if the departments stand out in finding people. Is it average? Robin McClure, HR Director, stated everyone is struggling with Police and Fire and have been for years. There is a lot of poaching that goes on. People are jumping for a couple of dollars difference in pay. Fairborn is highly regarded in the area.

COUNCIL RULES

Mike McNamee, City Solicitor, reviewed the attached Power Point presentation labeled Exhibit "F" highlighting the following items:

- Big Picture Overview of the Rules of Council
- Specific Review of Executive Sessions
- Order of Business
- Emergency Ordinances
- Chain of Command Over
- Amendments/Charter Commission

In Fairborn we are what is known as a Council-Manager form of government. All powers of the City shall be vested in an elected Council hereinafter referred to as Council which shall enact local legislation, adopt budgets, determine policies, appoint the City Manager, who shall execute the laws and administer the government of the City. It is a separation of powers.

Section 2.06 of the Charter specifies actions and is for the protection of Council members and staff. If Council has a big picture item, not a casual conversation; you should not

address it with City staff. The first place to start is with the City Manager. He reviewed best practices. He asked Council to be cognizant of this prohibition and let common sense prevail. Section 3.04 again spells out what the powers and duties of the City Manager are.

He asked that Council be careful with direct communication with staff, but that is the exception of the City Manager. The City Manager reports to Council. They can talk to him all day long. What about the City Solicitor? He explained the solicitor shall act as legal counsel and advisor to the following: Mayor and City Council, City Manager and all directors of the City. He encouraged everyone to have direct and constant contact with him.

Best practices between City Council and Staff (excluding the City Manager and City Solicitor): Initially avoid direct communication with staff on a big sustenance issue. Common sense applies. Always vet staff communications first with the City Manager. Develop and implement a communication plan with the City Manager.

It has been a while since a Charter Commission was formed and the Charter examined for potential deletions or additions, so he suggested City Council consider forming a Charter Commission. He would suggest that he perform an analysis of the Charter and make some suggestions and bring that to Council during a work session and then decide if they would like to form a commission.

Deputy Mayor Reaster thinks there is a little bit of gray area for them because in their transition of City Managers one of the concerns that they brought forward was that the staff was allegedly forbidden from talking to Council. So, she thinks there is a differentiation there between having conversations versus them giving direction or Council asking for something specific. She can't go to Terry and say I need this, and this done. But she can go to Terry and say I hear this project is going on, can you give me a little more detail? Is she wrong in that assumption? Mr. McNamee said common sense prevails and she is not wrong. He said if a Council member goes to staff, and they are saying I would like to see this happen and I would like to see that happen. In Mr. McNamee's short time with the City, he has not seen any problem with this.

Mike Gebhart, City Manager, stated he believes it has been six or seven years since a Charter Review has been done. He believes they should do one every five years. He believes the last one was done when they changed the Mayor's role from a maximum of two, two-year terms to the four-year term which was either 2018 or 2019. So, we are probably more than due for a review. He also likes the idea of updating these rules.

He and Emily Gay had talked about one thing though similar to the City of Springfield where they have a five-minute rule, but they have a maximum amount of time on a particular topic. He does not know if that is something they should entertain like 30 minutes. They had a situation where people were yielding time to someone else, and that person would continue to talk. They would spend an hour or more on a topic. Mr. McNamee asked if we had a prohibition against contributing time. Mr. Gebhart stated he did not think so. Emily Gay stated their City Council meetings kind of got out of hand because they did not have a maximum time limit for citizen comments overall. So, it was five minutes a person until everyone talked. Do we want to do something before so it is in place it could be 30 minutes, an hour, or two hours, but they were getting tied up

because everyone got to speak during citizens' comments. Mr. McNamee asked if that was general citizens' comments or under legislation. Ms. Gay stated it was the general citizens comments. Mr. McNamee could see that. Mr. McNamee said that is also where the Mayor can use the power of his gavel and say look, we have talked about the traffic issue, no more comments on traffic. It is worthwhile. Deputy Mayor Reaster thought it would make sense to have that in writing as they go through those reviews.

Mr. Gebhart stated when they originally put this on the work session agenda there is a misconception of what the Rules of Council are and what the Charter provides for specifically, the Charter addresses absences by Council members. That is not something the Rules of Council deals with. If people are upset with that particular portion of the City Council. That is a Charter item that would have to go back to the electorate to change. Once Council votes someone excused it is like it never happened and there is nothing that can be put in the Rules of Council that would supersede the Charter. Mr. McNamee agreed. He explained that was why he went through the hierarchy, and the Charter prevails over everything.

There is a mechanism if a citizen wants to change the Charter, they can do that on their own initiative as can City Council. That is always an option. Councilwoman Stanton said when they said to do a Charter Review that would go through that process. Mr. Gebhart stated it has to be voted on by the electorate so it would have to be on the ballot. Mr. McNamee explained if City Council wants to make edits to the Charter, we identify what those edits are going to be. Then the edits must be passed by a super majority, two-thirds of Council must pass it and then to the electorate for their review, vote, and approval. Citizens do the same thing, but they must obtain signatures to get on the ballot. Mr. Gebhart explained he had discussion with Emily Gay during the time he was not in the building and then he had a conversation with the mayor specific to Citizens Forums and could be do things a bit differently, rather than have a Citizens Forum every month.

Emily Gay, Public Relations Manager, reviewed the attached power point presentation labeled Exhibit "G."

Council agreed to look into making the changes that Ms. Gay presented.

COUNCIL GOALS

Council and staff reviewed the City Council goals. After some discussion below is the draft version of the proposed goals:

1. Prioritization and commitment to Public Safety
2. Enhance the Quality of Life in Fairborn for all citizens and city employees.
   a. Promote an inclusive, diverse, and equitable environment.
   b. Foster community pride and neighborhood stabilization
   c. Highlight and invest in amenities.
   d. Promote and advocate "health" in all plans and policies.
3. Transparency and Engagement
   a. Continue to make community trust a priority.
   b. Explore opportunities to increase civic engagement.
   c. Fiscal Transparency

d. Increased educational programming opportunities.

4. Be Environmentally Sustainable and Resilient
   a. Collaborate with local boards and community groups that share the same vision.
   b. Educate and enable businesses and residents with sustainable practices.
5. Create an environment that fosters business growth and enables the emergence of new opportunities.

Mike Gebhart, City Manager, explained he would get the goals out to Council next week and they could suggest any additional changes. Mr. Gebhart stated that was all he had for the group. He thanked the staff for their attendance. He knows they had talked about doing these sessions twice a year for a half day. He does not know how Council feels about that. They could have some discussion. It is nice to get it done in one day.

Councilman Allen appreciates the one-day format. He would like to see more time allotted for the Work Sessions. He does not think the current format is long enough for work session. Mr. Gebhart stated he is open on how to change that, when they talk about Rules of Council. He would rather not bump Council back to the 7:00 p.m. starting time. Mr. Gebhart explained the reason he went to the new format of conducting the work sessions prior to the Council meetings. He suggested on Monday, April 7th Chris Barker and April Floyd would be discussing downtown projects and they could further discuss the work session schedule at that time. They could possibly move the Council meetings to 6:30 p.m. allowing an hour and a half for the work session. Councilman Allen just wanted to make sure they had enough time. He personally does not think they have enough time during the existing work session. Mr. Gebhart does not hate the idea of moving the Council meeting to 6:30 p.m. He does not mind talking about options.

ADJOURNMENT

Mayor Kirkpatrick adjourned the meeting at approximately 3:52 p.m.

MAYOR

CLERK, CITY OF FAIRBORN

Exhibit "A"

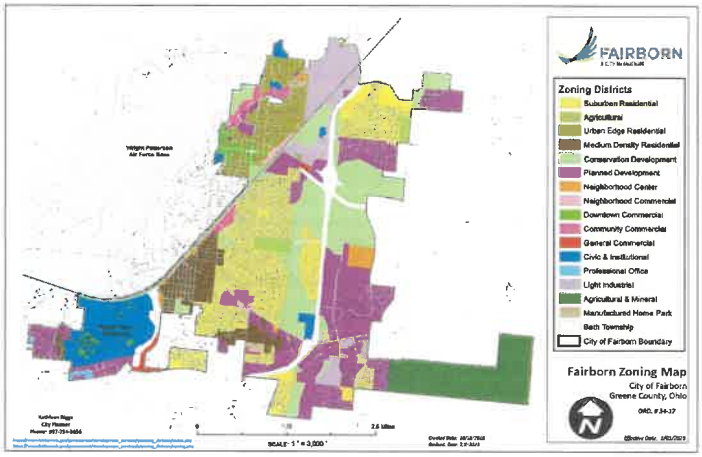
City Council Retreat
Holiday Inn - Fairborn
March 21, 2025
8:00am-4:30pm

8:00-8:45	Breakfast
8:45-10:00	Evaluating a Rezoning Request-Jay Stewart
10:00-10:15	Break
10:15-11:00	How is a site plan evaluated for stormwater?
11:00-11:30	Finance Update
11:30-12:00	Lunch
12:00-12:05	City Council Meeting to approve Resolution #10-25 the extension of the marijuana moratorium until August 31, 2025
12:05-1:00	Harassment/Bullying Training
1:00-2:00	Levy Strategy Discussion
2:15-2:30	Break
2:30-3:15	Council Rules – Mike McNamee
3:15-4:30	Council Goals/Mission Statement

Exhibit "B"

City of Fairborn
Rezoning & PUD's Session

City Council Retreat
March 21, 2025



"Straight" Rezoning Basics

FAIRBORN

Overall Goal: Ensure the proposed rezone is appropriate for the specific property in question.

What is a "Straight" rezone request vs. a Planned Unit Development (PUD) request?

Property Owner's Rights: The Zoning Code permits any property owner to request a zoning district change.

Don't do this: Do not base your decision (entirely) on what type of land use / business the Applicant says they plan to do if the rezone is approved.

You must consider the rezone request by looking at all of the various permitted land uses available if rezoned.

You can't place conditions or requirements on a straight rezoning approval. (Contract Zoning)
(versus you can place conditions or requirements as part of a PUD approval)

PUD REZONING BASICS

Overall PUD Goals:

1. Ensure the proposed rezone is appropriate for the specific property in question.
2. Create a development project that is superior to what could be developed under a "straight" (non-PUD) zoning approach.

Specific Goals May Include:

More innovative design layout.

More efficient design layout.

Better overall development aesthetics / controlling aesthetics.

Higher quality building materials.

More user site amenities.

PUD Rezoning Basics

PUD Purpose Statements: Review PUD Purpose Statements in Zoning Code Section 1123.01

You should place conditions / special requirements on PUD applications.

You should consider specifically what types of land uses will be built if the PUD is approved.

Different Types of Application Submittals

"Straight" Rezoning Application Contents



PUD Application Contents





Recommendations to Consider

Planning Board Recommendation

City Staff Report

Public Input (Public Hearing testimony + Other Forms of Public Input)

Consistency with the Comprehensive Plan / Other Adopted Plans

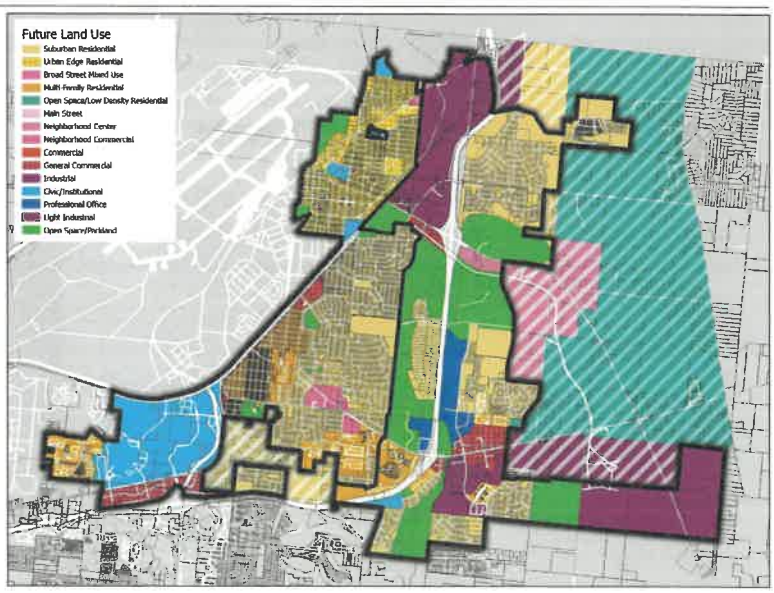
Using The Comprehensive Plan as a Guide

Future Land Use Map

Comprehensive Plan
(Future Land Use Section 3.4)

Future Land Use Map

Future Land Use Categories
(Descriptions +
Development Character)



Using The Comprehensive Plan as a Guide

Future Land Use Categories
(Descriptions, Key Features + Development Character)



MEDIUM DENSITY RESIDENTIAL

DESCRIPTION

These areas are intended for well-planned medium-density residential uses connected via pedestrian and vehicular routes. Often these developments are located along natural features such as ponds, rivers, or parkland, and include several amenities for residents. Streets should include sidewalks and street trees, and be designed to promote a walkable environment with short blocks.

Developments should provide distinct public places within a half-mile walk of all dwellings, and well planned parks and open spaces within a quarter-mile walk of all dwellings. Developments can include a range of housing options at a range of price points and styles, including condominiums, townhouses, row houses, and mid-rise multi-tenant buildings. All units not within a mid-rise building should face the street, have their primary entry off of the street, and are encouraged to include covered porches. Public on-street parking and private parking should be accessed from a service road behind the structure.

KEY FEATURES

- Short walkable blocks with common open space
- Shared recreational amenities
- Potential for age restricted housing
- Variety of unit types (1 br, 2 br, etc.)
- Parking visibility minimized from the street

DEVELOPMENT CHARACTER

FAIRBORN COMPREHENSIVE LAND USE PLAN 2016

Using The Comprehensive Plan as a Guide

Comprehensive Plan Detailed Planning Districts
(Chapters 4, 5, 6, 7)

Development Character Map + Descriptions (Section 7.4)



7.4.5
open space/
low density
residential
subdistrict

DEVELOPMENT CHARACTER

FAIRBORN COMPREHENSIVE LAND USE PLAN 2016

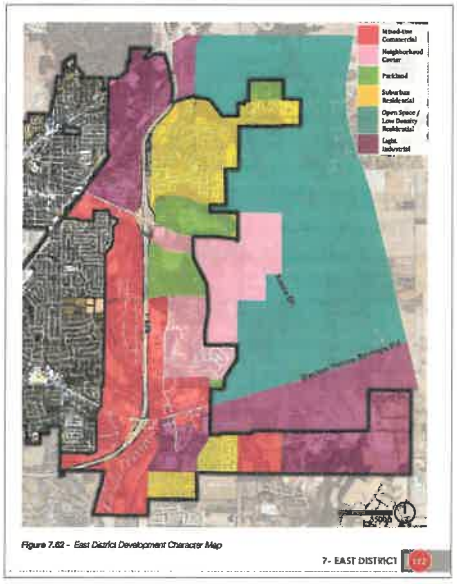


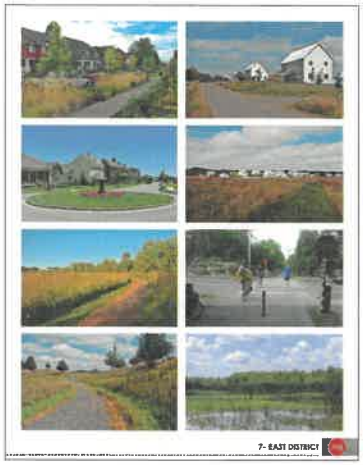
Figure 7.62 - East District Development Character Map

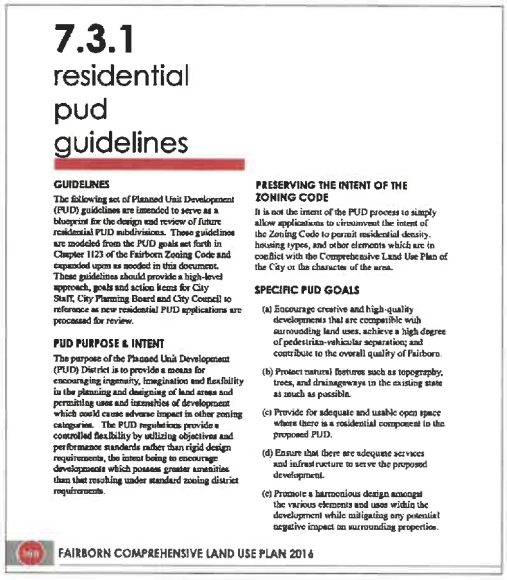
7- EAST DISTRICT

Using The Comprehensive Plan as a Guide

Residential PUD Guidelines (Section 7.3.1)

East District Objectives (Section 7.6)





7.3.1 residential pud guidelines

GUIDELINES

The following set of Planned Unit Development (PUD) guidelines are intended to serve as a blueprint for the design and review of future residential PUD subdivisions. These guidelines are modeled from the PUD goals set forth in Chapter 1123 of the Fairborn Zoning Code and expanded upon as needed in this document. These guidelines should provide a high-level approach, goals and action items for City Staff, City Planning Board and City Council to reference as new residential PUD applications are processed for review.

PUD PURPOSE & INTENT

The purpose of the Planned Unit Development (PUD) District is to provide a means for encouraging ingenuity, imagination and flexibility in the planning and designing of land areas and permitting uses and intensities of development which could cause adverse impact in other zoning categories. The PUD regulations provide a controlled flexibility by utilizing objectives and performance standards rather than rigid design requirements, the intent being to encourage developments which possess greater amenities than that resulting under standard zoning district requirements.

PRESERVING THE INTENT OF THE ZONING CODE

It is not the intent of the PUD process to simply allow applications to circumvent the intent of the Zoning Code to permit residential density, housing types, and other elements which are in conflict with the Comprehensive Land Use Plan of the City or the character of the area.

SPECIFIC PUD GOALS

(a) Encourage creative and high-quality developments that are compatible with surrounding land uses, achieve a high degree of pedestrian-vehicular separation; and contribute to the overall quality of Fairborn.

(b) Protect natural features such as topography, trees, and drainageways in the existing state as much as possible.

(c) Provide for adequate and usable open space where there is a residential component in the proposed PUD.

(d) Ensure that there are adequate services and infrastructure to serve the proposed development.

(e) Promote a harmonious design amongst the various elements and uses within the development while mitigating any potential negative impact on surrounding properties.

Other Plans + Rezoning Newly Annexed Land

Reference Other Adopted Plans or Studies

Examples: If you adopted a Downtown Redevelopment Plan, or a Broad Street Corridor Plan.

Future Annexed Land: Same approach when zoning a parcel for the first time.

Other Elements to Consider (Balancing Test)

Impact on Adjacent (and Nearby) Properties

Impact on the Transportation Network

Highest & Best Use

Spot Zoning

Fiscal Impact to the City (Cost & Capacity of Services or Lost Future Tax Revenue)

Economic Development Potential

Impact on Adjacent / Nearby Property Values

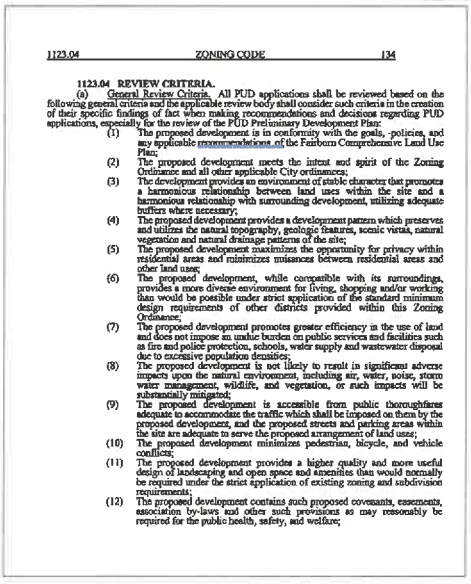
Environmental Considerations (Stormwater, Ecosystems, Air & Water Quality)

Creation of Health & Safety Concerns (Traffic, Flooding, Proximity to Children)

Zoning Code PUD Chapter Items to Consider

PUD General Review Criteria
Zoning Code Section 1123.04(a)

PUD Waiver of Standards
Zoning Code Section 1123.03(f)



1123.04 ZONING CODE 134

1123.04 REVIEW CRITERIA.

(a) General Review Criteria. All PUD applications shall be reviewed based on the following general criteria and the applicable review body shall consider such criteria in the creation of their specific findings of fact when making recommendations and decisions regarding PUD applications, especially for the review of the PUD Preliminary Development Plan:

(1) The proposed development is in conformity with the goals, policies, and any applicable recommendations of the Fairborn Comprehensive Land Use Plan;

(2) The proposed development meets the intent and spirit of the Zoning Ordinance and all other applicable City ordinances;

(3) The development provides an environment of stable character that promotes a harmonious relationship between land uses within the site and a harmonious relationship with surrounding development, utilizing adequate buffers where necessary;

(4) The proposed development provides a development pattern which preserves and utilizes the natural topography, geologic features, scenic vistas, natural vegetation and natural drainage patterns of the site;

(5) The proposed development maximizes the opportunity for privacy within residential areas and minimizes nuisances between residential areas and other land uses;

(6) The proposed development, while compatible with its surroundings, provides a more diverse environment for living, shopping and/or working than would be possible under strict application of the standard minimum design requirements of other districts provided within this Zoning Ordinance;

(7) The proposed development promotes greater efficiency in the use of land and does not impose an undue burden on public services and facilities such as fire and police protection, schools, water supply and wastewater disposal due to excessive population densities;

(8) The proposed development is not likely to result in significant adverse impacts upon the natural environment, including air, water, noise, storm water management, wildlife, and vegetation, or such impacts will be substantially mitigated;

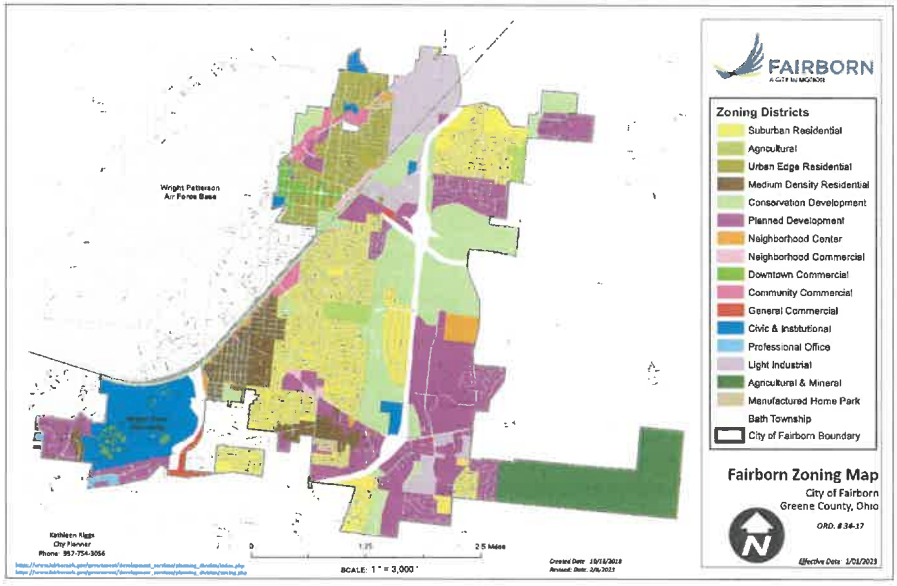
(9) The proposed development is accessible from public thoroughfares adequate to accommodate the traffic which shall be imposed on them by the proposed development, and the proposed streets and parking areas within the site are adequate to serve the proposed arrangement of land uses;

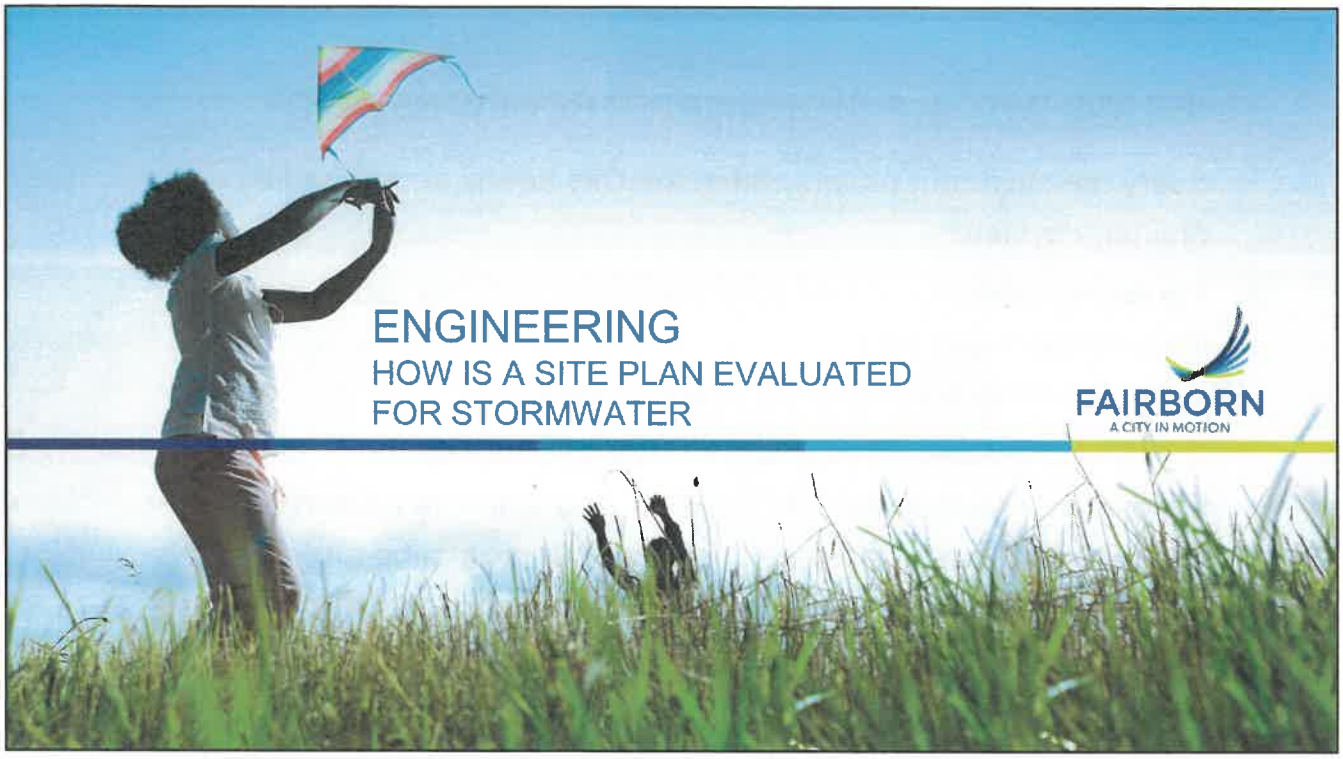
(10) The proposed development minimizes pedestrian, bicycle, and vehicle conflicts;

(11) The proposed development provides a higher quality and more useful design of landscaping and open space and amenities than would normally be required under the strict application of existing zoning and subdivision requirements;

(12) The proposed development contains such proposed covenants, easements, association by-laws and other such provisions as may reasonably be required for the public health, safety, and welfare;

Questions?


FAIRBORN
Zoning Districts
Suburban Residential
Agricultural
Urban Edge Residential
Medium Density Residential
Conservation Development
Planned Development
Neighborhood Center
Neighborhood Commercial
Downtown Commercial
Community Commercial
General Commercial
Civic & Institutional
Professional Office
Light Industrial
Agricultural & Mineral
Manufactured Home Park
Bath Township
City of Fairborn Boundary
Fairborn Zoning Map
City of Fairborn
Greene County, Ohio
ORD. # 34-17
Effective Date: 1/01/2023
Wright Patterson Air Force Base
Kathleen Riggs
City Planner
Phone: 937-754-3056
0
1.25
2.5 Miles
SCALE: 1 " = 3,000 '
Created Date: 10/15/2018
Revised: Date: 2/6/2023



1

INTRODUCTION & TOPICS FOR TODAY

- When is a stormwater review needed?
- The Tools: ordinances & drainage policy
- Evaluating a Stormwater Management Plan
  - Pre-Developed Conditions
  - During Construction
  - Post Construction Stormwater Management Facilities

FAIRBORN
A CITY IN MOTION

2

WHEN AND WHY IS A STORMWATER REVIEW NEEDED?

- Every development project within the City needs an adequate drainage system.
- For developments over an acre, additional considerations and information is required
  - Implement erosion and sediment controls
  - Implement post-construction stormwater management facilities
- Lands and waters of the City of Fairborn are limited resources and that their quality is of primary importance in promoting and maintaining the health, safety, and general well being of all life within its jurisdictional boundaries

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A CITY IN MOTION

3

THE TOOLS

4

THE TOOLS: CHAPTER 921 – STORMWATER MANAGEMENT

- Create standards to comply with city's requirements for the Ohio Environmental Protection Agency
- Establishes intent and scope for reviews
  - Minimize soil erosion and volume & rate of stormwater runoff
  - Preserve to the extent practicable the natural drainage characteristics of the site
  - Prevent unnecessary stripping of vegetation and loss of soil
  - Preserve to the maximum extent natural infiltration and groundwater recharge
- Provides performance standards
- Establishes Site Development & Stormwater Plan Requirements

FAIRBORN
A CITY IN MOTION

5

THE TOOLS: DRAINAGE POLICY MANUAL

- Further refines design standards that been authorized by the City to facilitate the City's compliance with local, state, and federal regulations
- Serves as a reference document for professional consultants in the design of storm system infrastructure projects within the city
- Identifies a single set of standards to be used in the planning and design of stormwater projects

FAIRBORN
A CITY IN MOTION

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SMP – PRE-DEVELOPED CONDITIONS

- Pre-developed conditions shall reflect the average type of land use over the past 10 years.
- Must be established to determine the peak flow rates
- Two important variables to look for:
  - Curve Numbers, Time of Concentration
- Curve Numbers – Reflect the runoff potential of the average type of land use of the site. Ranges from 30 to 100

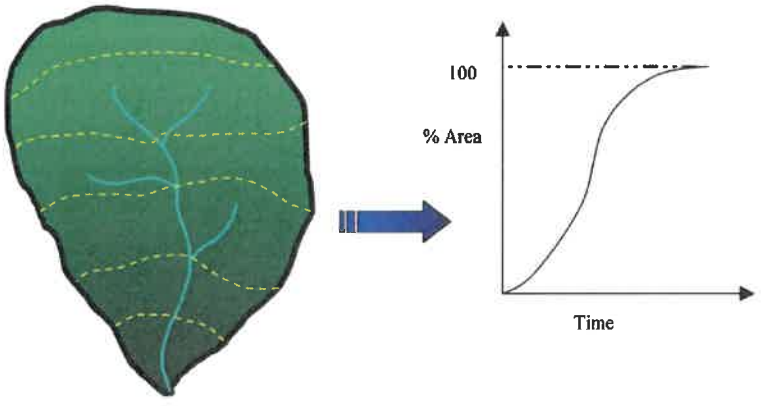
Land use	Hydrologic soil group			
	A	B	C	D
Agricultural land without conservation (Kharif)	72	81	88	91
Double crop	62	71	88	91
Agriculture plantation	45	53	67	72
Land with scrub	36	60	73	79
Land without scrub (stony waste/rock outcrops)	45	66	77	83
Forest (degraded)	45	66	77	83
Forest plantation	25	55	70	77
Grass land/pasture	39	61	74	80
Settlement	57	72	81	86
Road/railway line	98	98	98	98
River/Stream	97	97	97	97
Tanks without water	96	96	96	96
Tank with water	100	100	100	100

FAIRBORN
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7

SMP – PRE-DEVELOPED CONDITIONS

- Time of Concentration – estimate travel time for runoff flow across the site



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8

SMP – PRE-DEVELOPED CONDITIONS

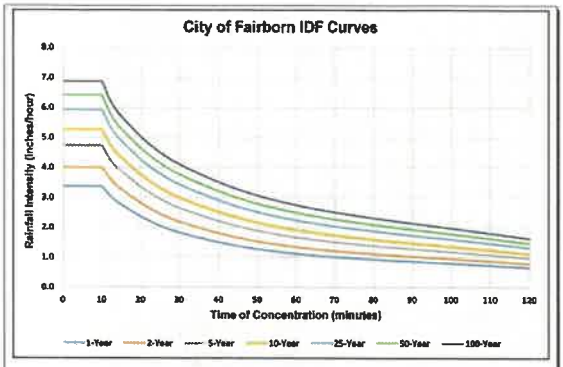


Figure 2.6 City of Fairborn IDF Curves Created from NOAA Atlas 14 Rainfall Data

Duration	Average Recurrence Interval (years)						
	1	2	5	10	25	50	100
10-min:	3.37	4.01	4.74	5.28	5.94	6.43	6.89
15-min:	2.75	3.27	3.88	4.33	4.89	5.30	5.71
30-min:	1.82	2.19	2.65	3.00	3.44	3.78	4.11
60-min:	1.11	1.34	1.66	1.91	2.23	2.49	2.74
2-hr:	0.65	0.78	0.96	1.11	1.31	1.46	1.62
	Data from NOAA Atlas 14, Volume 2, Version						

Table 2.6 City of Fairborn Intensity Frequency Estimates (Inches per Hour)

Storm Frequency	24-Hour Rainfall Depth (in.)
1-Year	2.26
2-Year	2.71
5-Year	3.32
10-Year	3.79
25-Year	4.43
50-Year	4.94
100-Year	5.46

Table 2.7 City of Fairborn 24-Hour Storm Rainfall Depths

FAIRBORN
A CITY IN MOTION

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EXAMPLES

FAIRBORN
A CITY IN MOTION

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EXAMPLES

Arden Place 17663.00
Basin 001 5/26/2020

Curve Number
Pre-Development

Cover	Soil Type	CN	Area (ac)
Brush, Fair	B	56	0.87
Pasture, Fair	B	69	1.46
Total		64	2.33

Times of Concentration
Pre-Development

Flow Type	Length (ft)	n-value	slope (ft/ft)	velocity (fps)	travel time (hr)
Overland	42	0.40	0.040		0.14
Shallow Concentrated	200		0.070	1.8	0.03
Channel Flow					
					0.17



FAIRBORN
A CITY IN MOTION

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EXAMPLES

Arden Place 17663.00
Basin 001 5/26/2020

Curve Number
Post-Development

Cover	Soil Type	CN	Area (ac)
1/3 Acre Lots	D	88	1.64
Total		88	1.64

Times of Concentration
Post-Development

Flow Type	Length (ft)	n-value	slope (ft/ft)	velocity (fps)	travel time (hr)
Overland	84	0.24	0.040		0.13
Shallow Concentrated Flow	100		0.010	2.0	0.01
Channel Flow	189			3.0	0.02
Piped Storm Sewer	614			6.0	0.03
					0.19



FAIRBORN
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EXAMPLES



Proposed Detention Basin

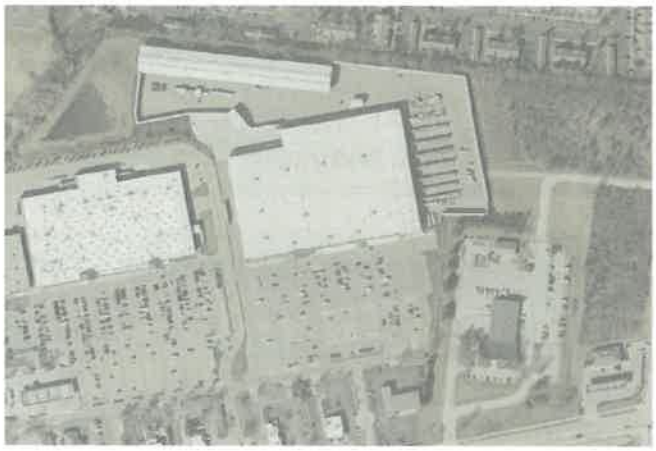
- Time of Concentration (Tc)
  - Pre-developed drainage area = 36 minutes (0.440 hrs) - See page 7 of 24 of computer calcs
  - Post-developed drainage area = 22 minutes (0.370 hrs) - See page 5 of 24 of computer calcs
- CN Number
  - Pre-developed = 72 - see page 10 of 24 of computer calculations
  - Post developed = 89 - see page 9 of 24 of computer calculations
- Total Acreage = 19.72 acres

Pre-developed Hydrograph Volume		Post-developed Hydrograph Volume	
Storm	Peak Volume	Storm	Peak Volume
1 year	0.846 ac-ft	1 year	2.248 ac-ft
2 year	1.212 ac-ft	2 year	2.827 ac-ft
5 year	1.938 ac-ft	5 year	3.874 ac-ft
10 year	2.511 ac-ft	10 year	4.640 ac-ft
25 year	3.241 ac-ft	25 year	5.572 ac-ft
50 year	3.749 ac-ft	50 year	6.200 ac-ft
100 year	4.271 ac-ft	100 year	6.831 ac-ft

FAIRBORN
A CITY IN MOTION

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EXAMPLES



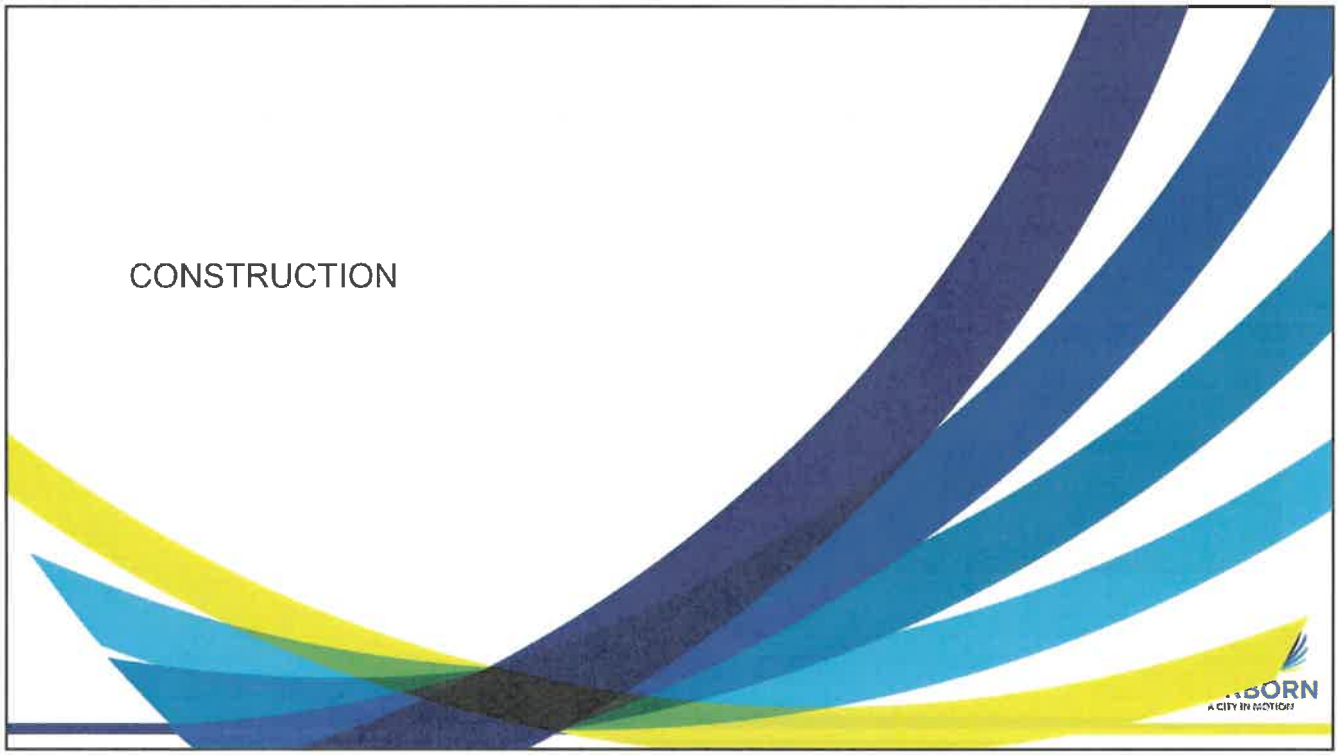
Proposed Detention Basin

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50 year	3.749 ac-ft	50 year	6.200 ac-ft
100 year	4.271 ac-ft	100 year	6.831 ac-ft

FAIRBORN
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SMP – CONSTRUCTION

- Storm Water Pollution Prevention Plan (SWP3) required for sites over 1 acre (not to be confused with erosion control plan)
- Best Management Practices (BMPs) help reduce pollution associated with runoff.
- Sediment Control Structures and Inlet Protections are used during construction.
- Basins are often utilized as sediment basins and are the the first item of construction. Must account for additional runoff during construction.

FAIRBORN
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POST CONSTRUCTION
STORMWATER FACILITIES

17

SMP – POST-CONSTRUCTION MANAGEMENT FACILITIES

- Purpose is to mitigate damage caused by flooding.
- Designed so that no standing water remains in detention basins (72 hours following most recent rainfall) or that standing water in retention basins shall not be allowed to stagnate.
- Two important variables to look for (again!):
  - Curve Numbers, Time of Concentration
- Calculate site conditions for full build out as proposed

FAIRBORN
A CITY IN MOTION

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SMP – POST-CONSTRUCTION MANAGEMENT FACILITIES

- Critical Storm: determines peak flow rate of developed site
  - Critical and more frequent storms: less than or equal to the peak flow rate from a 1-year storm
  - Less frequent storms: less than or equal to the pre-developed peak flow rate of the equivalent size storm.

Stormwater Runoff Volume Increase		Critical Storm
Equal to or Greater	And Less Than	
-	10%	1-Year
10%	20%	2-Year
20%	50%	5-Year
50%	100%	10-Year
100%	250%	25-Year
250%	500%	50-Year
500%	-	100-Year

Table 5.2 Critical Storm Method

FAIRBORN
A CITY IN MOTION

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SMP – POST-CONSTRUCTION MANAGEMENT FACILITIES

- Hydrographs for each storm (1, 2, 5, 10, 25, 50 & 100) shall be routed through proposed stormwater management facilities to confirm the Critical Storm requirements are achieved
- Outlet control structure sized to accommodate a flow equal to the 100 year storm.

FAIRBORN
A CITY IN MOTION

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SMP – POST-CONSTRUCTION MANAGEMENT FACILITIES

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- Outlet control structure sized to accommodate a flow equal to the 100 year storm.

FAIRBORN
A CITY IN MOTION

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EXAMPLES

Arden Place 17863.00
Basin 901 5/26/2020

	1-Year	2-Year	5-Year	10-Year	25-Year	50-Year	100-Year
Pre-development Data							
Drainage Area (ac)	2.33	2.33	2.33	2.33	2.33	2.33	2.33
CN	64	64	64	64	64	64	64
24-Hour Rainfall (in)	2.50	2.90	3.80	4.10	4.60	5.00	5.60
Time of Concentration (hr)	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Initial Abstraction, Ia/P	0.45	0.39	0.31	0.27	0.24	0.23	0.20
Unit Peak Discharge (csm/in)	517	641	732	756	773	783	793
Runoff (in)	0.27	0.43	0.76	1.03	1.33	1.56	1.98
Peak Discharge (cfs)	*0.51*	*1*	*2*	*3*	*4*	*5*	*6*
Runoff Volume (cf)	*2258*	*3596*	*6356*	*8614*	*11123*	*13214*	*16559*
Post-development Data							
Drainage Area (ac)	1.64	1.64	1.64	1.64	1.64	1.64	1.64
CN	86	86	86	86	86	86	86
Rainfall (in)	2.50	2.90	3.80	4.10	4.60	5.00	5.60
Time of Concentration (hr)	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Initial Abstraction, Ia/P	0.13	0.11	0.08	0.08	0.07	0.07	0.06
Unit Peak Discharge (csm/in)	797	808	814	814	814	814	814
Runoff (in)	1.34	1.55	2.19	2.64	3.10	3.47	4.03
Peak Discharge (cfs)	*3*	*3*	*5*	*6*	*6*	*7*	*8*
Runoff Volume (cf)	*7480*	*9543*	*13227*	*15945*	*18774*	*20958*	*24341*
Percent Increase	232%	25 YEAR CRITICAL STORM					
Critical Storm					25 Years	50 Years	100 Years
Qo/Qi					0.09	0.71	0.75
Volorage/Vinoff					8.572	0.204	0.193
Runoff (in)					3.096	3.467	4.030
Runoff Volume (cf)					18427	20638	23993
Storage Volume (cf)					*10,637*	*4,217*	*4,626*

Fraction of post construction impervious surface 0.40
Precipitation Depth (inches) 0.9
Drainage Area rate basin (acres) 1.64

WATER QUALITY STORAGE VOLUME 2197 CU FT



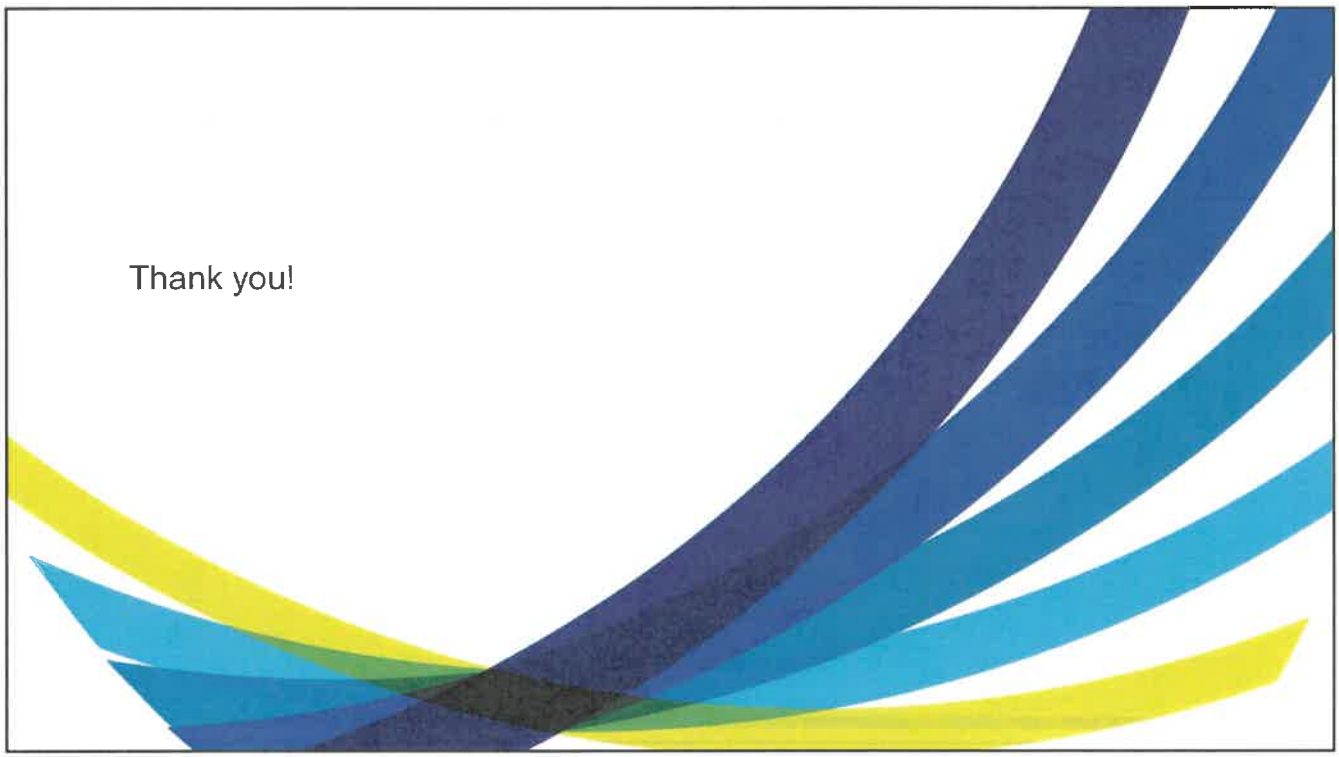
Proposed Detention Basin Summary:

STORM	PEAK INFLOW	PEAK OUTFLOW	ALLOWABLE FLOW	STORAGE	PEAK BASIN ELEVATION
1 YEAR	26.97 cfs	2.69 cfs	5.90 cfs	1.224 ac-ft	843.54
2 YEAR	33.88 cfs	3.30 cfs	5.90 cfs	1.565 ac-ft	843.97
5 YEAR	46.17 cfs	4.14 cfs	5.90 cfs	2.220 ac-ft	844.44
10 YEAR	55.01 cfs	4.64 cfs	5.90 cfs	2.713 ac-ft	844.84
25 YEAR	65.62 cfs	5.18 cfs	5.90 cfs	3.321 ac-ft	845.32
50 YEAR	72.69 cfs	10.43 cfs	31.76 cfs	3.582 ac-ft	845.52
100 YEAR	79.75 cfs	21.81 cfs	36.42 cfs	3.669 ac-ft	845.59

NOTE. The post developed release rates from the 1, 2, 5, 10 and 25 year storms are less than the 1 year pre- developed release rate (per the required critical storm method) and the post-developed release rates from the 50 and 100 year storms are significantly less than their respective pre-developed release rates.

FAIRBORN
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1

All Funds Sources and Uses 2022-2025

- On the whole, City Fund balances increased between 2022-2024, largely due to strong income tax performance and infusions of ARPA that supported City Operations, such as Police and special projects.
- In 2025, the budget plan calls for a large use of cash balance.
- Use of cash reserve would occur if Departments were to spend all available budget.
- Based on historic trends, this is an unlikely outcome, but Finance will monitor expenditure budget balances monthly.
- In the 2025 budget, Income Tax performance, property tax collections and Water Revenue proceeds will be carefully monitored.
- A reduction in revenues from our three major categories combined with an increase in spending could reduce cash balances available for future years.

All Funds	2022 Actuals	2023 Actuals	2024 Actuals	2025 Budget
Sources				
General	18,768,616	19,401,587	22,690,448	24,907,150
Fire	7,792,486	9,034,939	8,142,213	9,738,947
Police	7,593,950	9,602,950	9,513,383	9,226,046
Street	8,158,191	6,279,850	7,229,743	8,534,976
Capital	10,482,910	13,190,341	11,902,746	10,135,322
Water	4,149,638	4,368,631	5,177,135	5,127,608
Sewer	6,095,574	5,905,856	6,369,855	6,313,868
Sanitation	3,218,635	3,157,610	3,946,756	4,123,874
Garage	1,656,049	1,678,560	1,655,438	1,705,376
All Other Funds	18,848,293	15,818,060	18,255,957	18,337,952
All Sources	**86,764,342**	**88,438,384**	**94,883,672**	**98,151,119**
Uses				
General	15,514,277	19,047,494	19,168,961	23,160,236
Fire	7,928,075	7,969,432	7,985,038	9,979,369
Police	8,851,346	8,421,587	7,997,673	10,574,022
Street	7,590,747	4,750,053	7,308,718	10,507,868
Capital	10,890,318	11,823,309	10,799,360	13,787,422
Water	4,700,641	4,494,527	4,962,171	5,516,274
Sewer	5,549,202	6,070,173	7,028,928	7,383,249
Sanitation	3,144,608	3,369,648	3,724,043	4,173,371
Garage	1,677,432	1,737,512	1,726,971	2,140,687
Minor Funds	15,625,861	16,166,138	22,713,246	20,132,461
All Uses	**81,472,508**	**83,849,872**	**93,415,109**	**107,354,958**
Sources Over(Under)/Uses	**5,291,834**	**4,588,512**	**1,468,563**	**(9,203,839)**

*Sources include Transfers-In
**Uses include Transfers –Out
*** Reflects 2024-2025 Unaudited Balances

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Closer Look: Operating Funds Sources and Uses 2022-2025

- Isolating operating funds, we can see a better picture of the City's year to year performance.
- General Fund performance has been strong, this is attributed to strong income tax proceeds coupled with positive expense variance.
- The Police Fund is supported largely by Income Tax and Property Taxes, and revenues have been stable. However, expenses have outpaced revenues and annual transfers-in from the General Fund are growing.
- Like the Police Fund, The Fire/EMS operating fund utilizes Property and Income Tax. However, it is supplemented by EMS collections, which have been strong. However, expenditure growth is outpacing the increase in revenues.
- The Street fund is stable, supported by a combination of Income Tax and Other intergovernmental revenues.
- The Water fund is vulnerable, in that the rate increase of 1% is lower than the growth in expenses, debt service and capital of 11.2%.

Major Operating Funds	2022 Actuals	2023 Actuals	2024 Actuals	2025 Budget
Sources				
General	18,768,616	19,401,587	22,690,448	24,907,150
Fire	7,792,486	9,034,939	8,142,213	9,738,947
Police	7,593,950	9,602,950	9,513,383	9,226,046
Street	8,158,191	6,279,850	7,229,743	8,534,976
Water	4,149,638	4,368,631	5,177,135	5,127,608
Sewer	6,095,574	5,905,856	6,369,855	6,313,868
Sanitation	3,218,635	3,157,610	3,946,756	4,123,874
Total Major Operating Sources	**55,777,090**	**57,751,423**	**63,069,532**	**67,972,469**
Uses				
General	15,514,277	19,047,494	19,168,961	23,160,236
Fire	7,928,075	7,969,432	7,985,038	9,979,369
Police	8,851,346	8,421,587	7,997,673	10,574,022
Street	7,590,747	4,750,053	7,308,718	10,507,868
Water	4,700,641	4,494,527	4,962,171	5,516,274
Sewer	5,549,202	6,070,173	7,028,928	7,383,249
Sanitation	3,144,608	3,369,648	3,724,043	4,173,371
Total Major Operating Uses	**53,278,897**	**54,122,914**	**58,175,532**	**71,294,388**
Sources Over/(Under) Uses	**2,498,193**	**3,628,509**	**4,894,000**	**(3,321,919)**

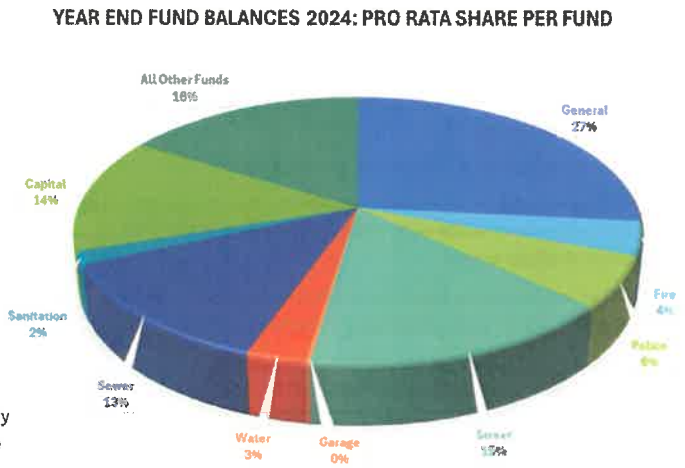
**Sources include Transfers-In*
***Uses include Transfers –Out*
**** Reflects 2024-2025 Unaudited Balances*

FAIRBORN
A CITY IN MOTION

3

Cash Summary: All Funds 2024

Fund	2024 Year-End Balance
General	14,661,250
Fire	2,249,994
Police	3,417,989
Street	8,515,301
Garage	133,132
Water	1,606,640
Sewer	7,143,196
Sanitation	880,689
Capital	7,698,757
All Other Funds	8,929,803
Total Fund Balance	**55,236,750**



**** Reflects 2024-2025 Unaudited Balances*

- Overall, Cash Balances are in sound fiscal position.
- The funds most vulnerable to fluctuations in revenue or emergency expenses are Water, Police and Fire. Long term, these funds face imbalance if revenues are not increased.
- The Capital fund is supported by transfers-in and debt service.
- Other Funds include grant funds, internal service funds and agency type funds. The funds will have fluctuating cash balances and are project dependent.

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Revenue Overview: Income Tax

- The City's largest source of funding is Income Tax.
- Collections increased in 2021 with the passage of the additional 1% income tax for Police, Fire/EMS, Streets and Police/Fire Capital.
- Income Tax collections are comprised of three types: Individual Withholding, Individual Non-Withholding, and Corporate Income Tax (sometimes called Business Profits Tax).
- In 2024, revenue performance exceeded expectations.
- Total collections were up 18.68%.
- Individual contributions were up 7.81% but Corporate contributions nearly doubled– up 93.66% or $2.55M. Trends in Corporate Income taxes have been up across the region, but this bump is thought to be attributed to one of Fairborn's major employers.
- In 2025, we do not project Income Tax to perform increase at the pace seen in 2024. A 4% increase in Income Tax was assumed in the 2025 Budget process.

Calendar Year	Individual Withholding	Individual Non-Withholding	Sub-Total Individual	Corporate Income Tax	Total	Tax Rate
2015	9,642,019	1,631,346	11,273,365	810,618	12,083,983	1.50%
2016	10,150,511	1,713,279	11,863,791	945,577	12,809,368	1.50%
2017	9,969,146	1,741,136	11,710,282	1,077,302	12,787,584	1.50%
2018	10,155,797	1,738,788	11,894,585	1,273,677	13,168,262	1.50%
2019	10,424,865	1,993,219	12,418,084	946,404	13,364,488	1.50%
2020	10,894,417	1,880,815	12,775,232	976,159	13,751,391	1.50%
2021	13,965,251	2,093,610	16,058,861	2,132,292	18,191,153	2.00%
2022	15,020,692	3,092,333	18,113,026	2,506,793	20,619,819	2.00%
2023	15,799,045	2,987,883	18,786,928	2,726,032	21,512,960	2.00%
2024	17,045,049	3,208,415	20,253,464	5,279,182	25,532,646	2.00%

2015-2023 Reflects Audited Tax Collections on GAAP Basis
2024- Unaudited Collections
***Source: Regional Income Tax Authority*

FAIRBORN
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Revenue Overview: Property Tax

- Property Tax Revenues are split between the Inside Millages (General Fund, Police/Fire Pension) and Outside Millages: Police and Fire.
- Data reflects collections through 2022.
- Property Tax represents about 10% of all operating sources.
- Police and Fire are receiving the majority of property tax revenues. In 2022, that figure was 93% of all property tax collections.

Collection Year	Property Tax Levied	Current Levy Collection	% of Current Levy Collected	Amount of Delinquent Collections	Total Tax Collections	% Rate of Collection
2012	5,710,090.00	4,942,985.00	86.6%	269,885	5,235,212	91.7%
2013	5,724,178.00	5,058,861.00	88.4%	308,403	5,404,927	94.4%
2014	5,639,412.00	5,038,661.00	89.3%	199,257	5,237,918	92.9%
2015	5,447,529.00	4,795,028.00	88.0%	207,400	5,002,428	91.8%
2016	5,468,707.00	4,874,179.00	89.1%	371,197	5,245,376	95.9%
2017	5,780,266.00	4,881,684.00	84.5%	377,457	5,259,141	91.0%
2018	5,165,347.00	4,996,240.00	96.7%	208,663	5,204,903	100.8%
2019	5,269,488.00	5,122,759.00	97.2%	180,848	5,303,607	100.6%
2020	5,345,732.00	5,166,585.00	96.6%	170,834	5,337,419	99.8%
2021	5,561,682.00	5,388,774.00	96.9%	162,071	5,550,845	99.8%
2022	5,715,541.00	5,444,759.00	95.3%	183,227	5,627,986	98.5%

**Audited GAAP Property Tax Collections*
***Source: Greene County Auditor*

FAIRBORN
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Closer Look: Police Fund

	2024 Original Budget	2024 Revised Budget	2024 Actuals	% Budget Used
Personnel Services	8,425,842	8,274,517	6,958,068	82.58%
Contractual Services	956,147	979,468	809,734	84.69%
Commodities	306,785	327,130	229,731	74.88%
Capital Outlay	1,683	1,683	140	8.32%
Grand Total	**9,690,457**	**9,582,797**	**7,997,673**	**82.53%**

Total 2024 Revenues	6,324,491
General Fund/ARPA Support	3,188,892

	2025 Original Budget	2025 Revised Budget	2025 Actuals	Encumbered	% Revised Encumbered	% Used	YTD Target	Over/(Under) Target
Personnel Services	9,347,714	9,350,056	1,991,536	4,250.00	0%	21%	2,157,705.24	(166,169.56)
Contractual Services	961,556	1,045,377	189,980	582,320.53	56%	18%	261,344.28	(71,364.24)
Commodities	260,795	267,046	51,930	64,338	24%	19%	66,761.46	(14,831.20)
Capital Outlay	-	1,543.00	56.00	1,487.00	96%	4%	385.75	(329.75)
Grand Total	**10,570,065**	**10,664,022**	**2,233,502**	**652,395**	**6%**	**21%**	**2,666,005.50**	**(432,503.52)**

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Closer Look: Fire Fund

	2024 Original Budget	2024 Revised Budget	2024 Actuals	% Budget Used
Personnel Services	8,138,039	7,268,866	6,909,895	84.91%
Contractual Services	965,395	988,442	800,634	82.93%
Commodities	320,931	383,398	274,263	85.46%
Capital Outlay	2,945	2,945	245	8.32%
Grand Total	**9,427,310**	**8,643,652**	**7,985,037**	**84.70%**

Total 2024 Revenues	7,642,209
General Fund Support	500,004

	2025 Original Budget	2025 Revised Budget	2025 Actuals	Encumbered	% Revised Encumbered	% Used	YTD Target	Over/(Under) Target
Personnel Services	8,741,500	8,742,750	1,699,449	2,750.00	0%	19%	2,017,557.60	(318,108.74)
Contractual Services	905,688	974,891	207,058	608,372.02	62%	21%	243,722.64	(36,664.28)
Commodities	331,446	347,661	61,823	159,851	46%	18%	86,915.36	(25,092.72)
Capital Outlay	-	2,700	98	2,602.06	96%	4%	675.01	(577.03)
Grand Total	**9,978,634**	**10,068,002**	**1,968,428**	**773,575**	**8%**	**20%**	**2,517,000.41**	**(548,572.57)**

FAIRBORN
A CITY IN MOTION

8



9

Workplace Aggression

Peggy Ann Berry, PhD, RN, COHN-S, FAAOHN

1

Learning Objectives

Describe	Describe Workplace Aggression
Drive Down	Dive Down to Current Issues
Determine	Determine Actions to Prevent Aggression/Bullying

2

First: The Rules

- Ask questions anytime during the presentation
- Explore workplace aggression outside of this presentation
- Be the change you want to see in your environment

3

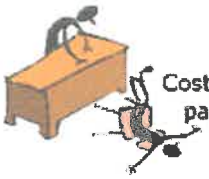
Quick Review – Types of Violence

Four different categories of violence



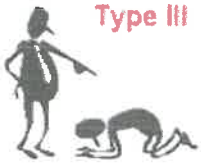
Type I

Violence in Connection to robbery and other criminal acts



Type II

Costumer/client/ patient-related violence



Type III

Violence between Co-workers



Type IV

Domestic Violence spilling over to the workplace

4

Type 1: Criminal Intent

- Criminal intent by strangers
- Terrorist acts
- Mental illness or drug related aggression
- Protest violence



5

Type II: Customer - verbal and/or physical



6

ZERO Tolerance

Our workers have the right to be treated with dignity and respect at all times. They should be able to do their jobs without being physically or verbally abused. Most people respect this.

Thank you for being one of them.

7

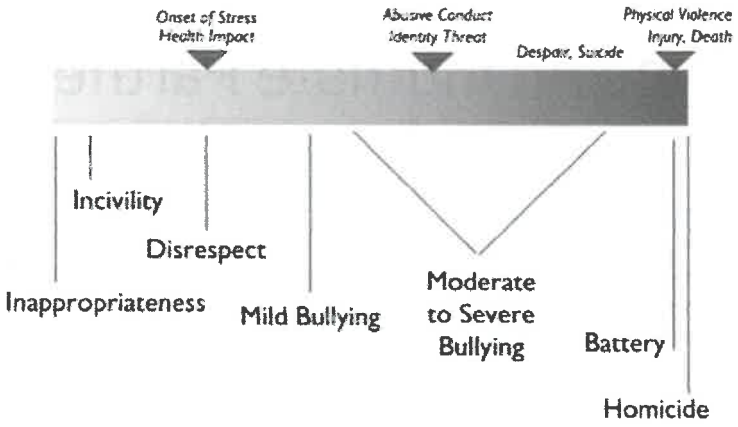
Type III:

- Worker on Worker
- Employer on Worker
- Lateral violence
- Horizontal violence
- Oppressive group behavior
- Gossiping
- Competition
- Back-stabbing
- Cliques



8

Continuum of Type III Violence



- https://www.oreilly.com/library/view/the-bully-free-workplace/9781118067291/c01anchor-3.html

9

Workplace Bullying Institute

- 30% of adult Americans are bullied at work
- 76.3% million works affected
- 61.3% of bullying is same-gender bullying
- 43% of remote workers are bullied

10

Type IV: Intimate Partner Violence

- Physical violence is when a person hurts or tries to hurt a partner by hitting, kicking, or using another type of physical force. , or a non-physical sexual event (e.g., sexting) when the partner does not or cannot consent.
- Stalking is a pattern of repeated, unwanted attention and contact by a partner that causes fear or concern for one's own safety or the safety of someone close to the victim.
- Sexual violence is forcing or attempting to force a partner to take part in a sex act, sexual touching



11

What management can do – peer bullying

Encourage cross-team collaboration
Set clear expectations for inclusion
Lead by example
Implement team-building activities
Monitor workplace dynamics
Encourage open communication
Recognize and reward inclusive behavior
Training on workplace etiquette

12

Organizational Intervention

- Policies and procedures on organizational etiquette.
  - Decrease negativity, gossip, and a culture of blame by maintaining a zero tolerance for any communication that is unhealthy.
  - Increase a climate of safety and healthy communication by role modeling and utilize opportunities to teach interpersonal and confrontational skills.
  - Remove destructive bullies – predators who look for the next target.

13

Implement a Zero Tolerance Policy

Educate	Talk and walk	Create
Educate on professional and unprofessional behavior • What is effective communication	Management must talk and walk professional behavior	Create a structure for resolution – what are your HR policies

14

Questions



15

References used

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16

Exhibit "F"

RULES OF COUNCIL

FAIRBORN

A CITY IN MOTION

MICHAEL P. MCNAMEE

RULES OF COUNCIL

FAIRBORN
A CITY IN MOTION

I. BIG PICTURE OVERVIEW

II. SECTIONS FOR SPECIFIC REVIEW

A. P. 4 – EXECUTIVE SESSIONS

B. P. 5 – ORDER OF BUSINESS

C. P. 10 – EMERGENCY ORDINANCES

D. P. 13-15 – CHAIN OF COMMAND OVERVIEW

E. FC SECTION 9.03 – AMENDMENTS / CHARTER COMMISSION

III. QUESTIONS

BIG PICTURE OVERVIEW

FAIRBORN
A CITY IN MOTION

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- Executive Sessions 4

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SECTIONS FOR SPECIFIC REVIEW

PAGE 4 RULES OF COUNCIL – EXECUTIVE SESSIONS:

THE COUNCIL MAY HOLD AN EXECUTIVE SESSION ONLY AT A REGULAR OR SPECIAL MEETING FOR THE SOLE PURPOSE OF THE CONSIDERATION OF ANY OF THE FOLLOWING MATTERS:

1. PUBLIC EMPLOYEE, OFFICIAL, LICENSEE, OR REGULATED INDIVIDUAL REQUESTS A PUBLIC HEARING TO CONSIDER ... (SEE CODIFIED ORDINANCES).
2. TO CONSIDER THE PURCHASE OR THE SALE OF PROPERTY FOR PUBLIC PURPOSES TO PREVENT THE DISCLOSURE OF INFORMATION TO GIVE AN UNFAIR COMPETITIVE ADVANTAGE ...

SECTIONS FOR SPECIFIC REVIEW

PAGE 4 RULES OF COUNCIL – EXECUTIVE SESSIONS:

3. DISPUTES THAT ARE SUBJECT TO PENDING OR IMMINENT COURT ACTION.
4. NEGOTIATIONS OR BARGAINING SESSIONS WITH EMPLOYEES.
5. MATTERS REQUIRED BY FEDERAL OR STATE LAW.
6. SECURITY ARRANGEMENTS
7. PREJUDICIAL OR DEFAMATORY MATTERS.
8. MATTERS THAT JEOPARDIZE THE BARGAINING POSITION OF THE CITY.

FAIRBORN
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SECTIONS FOR SPECIFIC REVIEW

CHARTER 2.12 – EXECUTIVE SESSIONS:

SECTION 2.12 PROCEDURE.

(A) MEETINGS. THE COUNCIL SHALL MEET REGULARLY AT LEAST ONCE IN EVERY MONTH AT SUCH TIMES AND PLACES AS THE COUNCIL MAY PRESCRIBE BY RULE. SPECIAL MEETINGS MAY BE HELD ON THE CALL OF THE MAYOR OR A MAJORITY OF THE MEMBERS OF COUNCIL UPON NO LESS THAN TWELVE HOURS WRITTEN NOTICE TO EACH MEMBER SERVED PERSONALLY OR LEFT AT HIS/HER USUAL PLACE OF RESIDENCE. ALL MEETINGS SHALL BE PUBLIC; HOWEVER, THE COUNCIL MAY RECESS FOR THE PURPOSE OF DISCUSSING IN A CLOSED OR EXECUTIVE SESSION, LIMITED TO ITS OWN MEMBERSHIP AND PERSONS REQUIRED BY COUNCIL TO ATTEND, ANY MATTER WHICH WOULD TEND TO DEFAME OR PREJUDICE THE CHARACTER OR REPUTATION OF ANY PERSON, PARTNERSHIP OR CORPORATION, OR JEOPARDIZE THE BARGAINING POSITION OF THE CITY, PROVIDED, THAT THE GENERAL SUBJECT MATTER FOR CONSIDERATION IS EXPRESSED IN THE MOTION CALLING FOR SUCH SESSION AND THAT FINAL ACTION THEREON SHALL NOT BE TAKEN BY THE COUNCIL UNTIL THE MATTER IS PLACED ON THE AGENDA.

SECTIONS FOR SPECIFIC REVIEW

CODIFIED ORDINANCE 107.05– EXECUTIVE SESSIONS:

107.05 EXECUTIVE SESSIONS.

THE MEMBERS OF A PUBLIC BODY MAY HOLD AN EXECUTIVE SESSION ONLY AT A REGULAR OR SPECIAL MEETING FOR THE SOLE PURPOSE OF THE CONSIDERATION OF ANY OF THE FOLLOWING MATTERS:

(A) UNLESS THE PUBLIC EMPLOYEE, OFFICIAL, LICENSEE OR REGULATED INDIVIDUAL REQUESTS A PUBLIC HEARING TO CONSIDER THE APPOINTMENT, EMPLOYMENT, DISMISSAL, DISCIPLINE, PROMOTION, DEMOTION OR COMPENSATION OF A PUBLIC EMPLOYEE OR OFFICIAL, OR THE INVESTIGATION OF CHARGES OR COMPLAINTS AGAINST A PUBLIC EMPLOYEE, OFFICIAL, LICENSEE OR REGULATED INDIVIDUAL. EXCEPT AS OTHERWISE PROVIDED BY LAW, NO PUBLIC BODY SHALL HOLD AN EXECUTIVE SESSION FOR THE DISCIPLINE OF AN ELECTED OFFICIAL FOR CONDUCT RELATED TO THE PERFORMANCE OF HIS OFFICIAL DUTIES OR FOR HIS REMOVAL FROM OFFICE.

PARMA OHIO
A CITY IN MOTION

SECTIONS FOR SPECIFIC REVIEW

CODIFIED ORDINANCE 107.05– EXECUTIVE SESSIONS:

107.05 EXECUTIVE SESSIONS.

(B) TO CONSIDER THE PURCHASE OF PROPERTY FOR PUBLIC PURPOSES, OR FOR THE SALE OF PROPERTY AT COMPETITIVE BIDDING, IF PREMATURE DISCLOSURE OF INFORMATION WOULD GIVE UNFAIR COMPETITIVE OR BARGAINING ADVANTAGE TO A PERSON WHOSE PERSONAL, PRIVATE INTEREST IS ADVERSE TO THE GENERAL PUBLIC INTEREST. NO MEMBER SHALL USE THIS SUBSECTION AS A SUBTERFUGE FOR PROVIDING COVERT INFORMATION TO PROSPECTIVE BUYERS OR SELLERS. A PURCHASE OR SALE OF PUBLIC PROPERTY IS VOID IF THE SELLER OR BUYER OF THE PUBLIC PROPERTY HAS RECEIVED COVERT INFORMATION FROM A MEMBER THAT HAS NOT BEEN DISCLOSED TO THE GENERAL PUBLIC IN SUFFICIENT TIME FOR OTHER PROSPECTIVE BUYERS AND SELLERS TO PREPARE AND SUBMIT OFFERS.

(C) CONFERENCES WITH AN ATTORNEY FOR THE PUBLIC BODY, CONCERNING DISPUTES INVOLVING THE PUBLIC BODY THAT ARE THE SUBJECT OF PENDING OR IMMINENT COURT ACTION.

SECTIONS FOR SPECIFIC REVIEW

CODIFIED ORDINANCE 107.05– EXECUTIVE SESSIONS:

(D) PREPARING FOR, CONDUCTING OR REVIEWING NEGOTIATIONS OR BARGAINING SESSIONS WITH PUBLIC EMPLOYEES CONCERNING THEIR COMPENSATION OR OTHER TERMS AND CONDITIONS OF THEIR EMPLOYMENT.

(E) MATTERS REQUIRED TO BE KEPT CONFIDENTIAL BY FEDERAL LAW OR RULES OR STATE STATUTES.

(F) SPECIALIZED DETAILS OF SECURITY ARRANGEMENTS WHERE DISCLOSURE OF THE MATTERS DISCUSSED MIGHT REVEAL INFORMATION THAT COULD BE USED FOR THE PURPOSE OF COMMITTING, OR AVOIDING PROSECUTION FOR, A VIOLATION OF THE LAW.

THE MINUTES OF ANY SUCH EXECUTIVE SESSION NEED ONLY REFLECT THE GENERAL SUBJECT MATTER OF DISCUSSIONS HELD DURING SUCH SESSION.

FAIRBORN
A CITY IN MOTION

SECTIONS FOR SPECIFIC REVIEW

EXECUTIVE SESSIONS PROCEDURE:

1. HAVE A MOTION TO APPROVE ENTERING INTO EXECUTIVE SESSION SPECIFYING LEGAL BASIS FOR MEETING
2. SECOND MOTION
3. VOTE TAKEN AND DISCUSSION IF NECESSARY
4. CONVENE INTO EXECUTIVE MEETING
5. GENERAL MINUTES ARE TAKEN
6. ADJOURN THE EXECUTIVE SESSION
7. RETURN TO PUBLIC MEETING AND INDICATE DISCUSSION WAS ONLY ON TOPIC ANNOUNCED AND THAT GENERAL MINUTES WERE TAKEN

SECTIONS FOR SPECIFIC REVIEW

PAGE 5 RULES OF COUNCIL – ORDER OF BUSINESS:

THE BUSINESS OF REGULAR MEETINGS OF THE COUNCIL ARE CONDUCTED IN THE FOLLOWING ORDER:

1. MAYOR'S CALL TO ORDER;
2. ROLL CALL;
3. PLEDGE OF ALLEGIANCE;
4. APPROVAL OF MINUTES;
5. PRESCHEDULED;
6. CITY MANAGER'S REPORT;
7. CITIZEN COMMENTS;
8. OLD BUSINESS;
9. NEW BUSINESS
10. REPORTS AND COMMUNICATIONS FROM THE MAYOR AND OTHER CITY OFFICIALS;
11. ADJOURNMENT.

FAIRBORN
CITY IN MOTION

SECTIONS FOR SPECIFIC REVIEW

CODIFIED ORDINANCE– ORDER OF BUSINESS:

111.02 ORDER OF BUSINESS.

THE BUSINESS OF REGULAR MEETINGS OF THE COUNCIL SHALL BE CONDUCTED IN THE FOLLOWING ORDER:

a) MAYOR'S CALL TO ORDER;
b) ROLL CALL;
c) PLEDGE OF ALLEGIANCE;
d) APPROVAL OF MINUTES;
e) PRESCHEDULED;
f) OLD BUSINESS;
g) NEW BUSINESS;
h) CITIZEN COMMENTS;
i) CITY MANAGER'S REPORT;
j) CITY COUNCIL COMMENT AND REPORTS AND COMMUNICATIONS FROM THE MAYOR AND OTHER CITY OFFICIALS;
k) ADJOURNMENT.

(ORD. 17-14. PASSED 5-19-14.)

SECTIONS FOR SPECIFIC REVIEW

PAGE 10 RULES OF COUNCIL – EMERGENCY ORDINANCES:

REFERENCE SECTION 2.15 OF CHARTER.

TO MEET A PUBLIC EMERGENCY AFFECTING LIFE, HEALTH, PROPERTY OR PUBLIC PEACE, THE COUNCIL MAY ADOPT ONE OR MORE EMERGENCY ORDINANCES ... AN EMERGENCY ORDINANCE DOES NOT REQUIRE A PUBLIC HEARING OR SECOND AND THIRD READING. IT MAY BE INTRODUCED AT A MEETING OF COUNCIL AND ACCEPTED WITH OR WITHOUT AMENDMENT OR REJECTED AT THE MEETING AT WHICH IT IS INTRODUCED. AN AFFIRMATIVE VOTE OF 2/3 (5) OF THE COUNCIL MEMBERS IS REQUIRED FOR ADOPTION. THE EFFECTIVE DATE OF AN EMERGENCY ORDINANCE IS STATED IN THE ORDINANCE. EVERY EMERGENCY ORDINANCE, EXCEPT ONE MADE PURSUANT TO SUBSECTION 5.07 (B), SHALL AUTOMATICALLY STAND REPEALED AS OF THE 180TH DAY FOLLOWING THE DATE OF ITS ADOPTION.

SECTIONS FOR SPECIFIC REVIEW

CHARTER 2.15 – EMERGENCY ORDINANCES:

SECTION 2.15 EMERGENCY ORDINANCES.

TO MEET A PUBLIC EMERGENCY AFFECTING LIFE, HEALTH, PROPERTY OR THE PUBLIC PEACE, THE COUNCIL MAY ADOPT ONE OR MORE EMERGENCY ORDINANCES, BUT SUCH ORDINANCES MAY NOT LEVY TAXES, GRANT, RENEW OR EXTEND A FRANCHISE REGULATE THE RATE CHARGED BY ANY PUBLIC UTILITY FOR ITS SERVICES OR AUTHORIZE THE BORROWING OF MONEY EXCEPT AS PROVIDED IN SUBSECTION 5.07(B). AN EMERGENCY ORDINANCE SHALL BE INTRODUCED IN THE FORM AND MANNER PRESCRIBED FOR ORDINANCES GENERALLY, EXCEPT THAT IT SHALL BE PLAINLY DESIGNATED AS AN EMERGENCY ORDINANCE AND SHALL CONTAIN, AFTER THE ENACTING CLAUSE, A DECLARATION STATING THAT AN EMERGENCY EXISTS AND DESCRIBING IT IN CLEAR AND SPECIFIC TERMS.

SECTIONS FOR SPECIFIC REVIEW

CHARTER 2.15 – EMERGENCY ORDINANCES:

AN EMERGENCY ORDINANCE SHALL NOT REQUIRE A PUBLIC HEARING OR PUBLIC NOTICE THEREOF. AN EMERGENCY ORDINANCE MAY BE ADOPTED WITH OR WITHOUT AMENDMENT OR REJECTED AT THE MEETING AT WHICH IT IS INTRODUCED, BUT THE AFFIRMATIVE VOTE OF TWO-THIRDS OF THE COUNCIL MEMBERS SHALL BE REQUIRED FOR ADOPTION. AFTER ITS ADOPTION THE ORDINANCE SHALL BE PUBLISHED AND MADE AVAILABLE AS PRESCRIBED FOR OTHER ADOPTED ORDINANCES. IT SHALL BECOME EFFECTIVE UPON ADOPTION OR AT SUCH LATER TIME AS IT MAY SPECIFY. EVERY EMERGENCY ORDINANCE, EXCEPT ONE MADE PURSUANT TO SUBSECTION 5.07(B), SHALL AUTOMATICALLY STAND REPEALED AS OF THE 180TH DAY FOLLOWING THE DATE ON WHICH IT WAS ADOPTED, BUT THIS SHALL NOT PREVENT RE-ENACTMENT OF THE ORDINANCE IN THE MANNER SPECIFIED IN THIS SECTION IF THE EMERGENCY STILL EXISTS. AN EMERGENCY ORDINANCE MAY ALSO BE REPEALED BY ADOPTION OF A REPEALING ORDINANCE IN THE SAME MANNER SPECIFIED IN THIS SECTION FOR ADOPTION OF EMERGENCY ORDINANCES.

CHAIN OF COMMAND OVERVIEW

SECTION 1.02 FORM OF GOVERNMENT.

THE MUNICIPAL GOVERNMENT PROVIDED BY THIS CHARTER SHALL BE KNOWN AS "COUNCIL-MANAGER GOVERNMENT". PURSUANT TO ITS PROVISIONS AND SUBJECT ONLY TO THE LIMITATION IMPOSED BY THE STATE CONSTITUTION AND BY THIS CHARTER, ALL POWERS OF THE CITY SHALL BE VESTED IN AN ELECTIVE COUNCIL HEREINAFTER REFERRED TO AS THE "COUNCIL", WHICH SHALL ENACT LOCAL LEGISLATION, ADOPT BUDGETS, DETERMINE POLICIES, AND APPOINT THE CITY MANAGER, WHO SHALL EXECUTE THE LAWS AND ADMINISTER THE GOVERNMENT OF THE CITY. THE CITY SHALL HAVE ALL POWERS POSSIBLE FOR A CITY TO HAVE UNDER THE CONSTITUTION AND LAWS OF THIS STATE AS FULLY AND COMPLETELY AS THOUGH THEY WERE SPECIFICALLY ENUMERATED IN THIS CHARTER. SUCH POWERS SHALL BE EXERCISED IN THE MANNER PROVIDED IN THIS CHARTER, OR IF NOT PROVIDED HEREIN, IN THE MANNER PROVIDED BY ORDINANCE, OR IF NOT PROVIDED HEREIN OR BY ORDINANCE, THEN IN THE MANNER PROVIDED BY STATE LAW.

CHAIN OF COMMAND OVERVIEW

CITY COUNCIL RESPONSIBILITIES:

1. ENACT LOCAL LEGISLATION
2. ADOPT BUDGETS
3. DETERMINE POLICIES
4. APPOINT CITY MANAGER

FAIRBORN
A CITY IN MOTION

CHAIN OF COMMAND OVERVIEW

CITY MANAGER RESPONSIBILITIES:

1. EXECUTE THE LAWS AND ADMINISTER THE GOVERNMENT OF THE CITY.

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A CITY IN MOTION

CHAIN OF COMMAND OVERVIEW

POWERS OF COUNCIL AND CITY MANAGER ARE EXERCISED IN THE MANNER PROVIDED:

1. BY CHARTER
2. IF NOT IN CHARTER, BY FAIRBORN CODIFIED ORDINANCES
3. IF NOT IN ORDINANCES, BY OHIO REVISED CODE.

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CHAIN OF COMMAND OVERVIEW

SECTION 2.06 PROHIBITIONS. . . .

(C) INTERFERENCE WITH ADMINISTRATION. EXCEPT FOR THE PURPOSE OF INQUIRIES AND INVESTIGATIONS UNDER SECTION 2.10, THE COUNCIL OR ITS MEMBERS SHALL DEAL WITH CITY OFFICERS AND EMPLOYEES WHO ARE SUBJECT TO THE DIRECTION AND SUPERVISION OF THE CITY MANAGER SOLELY THROUGH THE CITY MANAGER, AND NEITHER THE COUNCIL NOR ITS MEMBERS SHALL GIVE ORDERS TO OR MAKE REQUESTS OF ANY SUCH OFFICER OR EMPLOYEE, EITHER PUBLICLY OR PRIVATELY.

SECTION 3.04 POWERS AND DUTIES OF THE CITY MANAGER.

THE CITY MANAGER SHALL BE THE CHIEF ADMINISTRATIVE OFFICER OF THE CITY. HE/SHE SHALL BE RESPONSIBLE TO THE COUNCIL FOR THE ADMINISTRATION OF ALL CITY AFFAIRS PLACED IN HIS/HER CHARGE BY OR UNDER THIS CHARTER. HE/SHE SHALL HAVE THE FOLLOWING POWERS AND DUTIES:

******IN ESSENCE, A SEPARATION OF POWERS***

CHAIN OF COMMAND OVERVIEW

SECTION 3.04 POWERS AND DUTIES OF THE CITY MANAGER.

(1) HE/SHE SHALL APPOINT AND, WHEN HE/SHE DEEMS IT NECESSARY FOR THE GOOD OF THE SERVICE, DISCIPLINE, SUSPEND OR REMOVE ANY OR ALL CITY EMPLOYEES AND APPOINTIVE ADMINISTRATIVE OFFICERS PROVIDED FOR BY OR UNDER THIS CHARTER, EXCEPT AS OTHERWISE PROVIDED BY THIS CHARTER OR PERSONNEL RULES AND REGULATIONS ADOPTED PURSUANT TO THIS CHARTER. HE/SHE MAY AUTHORIZE ANY ADMINISTRATIVE OFFICER WHO IS SUBJECT TO HIS/HER DIRECTION AND SUPERVISION TO EXERCISE THESE POWERS WITH RESPECT TO SUBORDINATES IN THAT OFFICER'S DEPARTMENT, DIVISION OR AGENCY. HOWEVER, HE/SHE SHALL HAVE THE EXCLUSIVE RIGHT TO APPOINT, DISCIPLINE, SUSPEND OR REMOVE EMPLOYEES OF THE CITY IN THE CLASSIFIED SERVICE. THE TENURE OF ALL CITY EMPLOYEES AND APPOINTIVE ADMINISTRATIVE OFFICERS IN THE SERVICE OF THE CITY SHALL BE DURING GOOD BEHAVIOR AND EFFICIENT SERVICE AND NO SUCH OFFICER OR EMPLOYEE SHALL BE DISCIPLINED, SUSPENDED OR REMOVED EXCEPT FOR INCOMPETENCY, INEFFICIENCY, DISHONESTY, DRUNKENNESS, IMMORAL CONDUCT, INSUBORDINATION, DISCOURTEOUS TREATMENT OF THE PUBLIC, MISUSE OR ABUSE OF CITY MATERIAL, PROPERTY OR EQUIPMENT, NEGLECT OF DUTY, VIOLATION OF PERSONNEL RULES AND REGULATIONS AS ESTABLISHED BY CITY COUNCIL, OR ANY OTHER FAILURE OF GOOD BEHAVIOR, OR ANY OTHER ACTS OF MISFEASANCE, MALFEASANCE OR NONFEASANCE IN THE PERFORMANCE OF HIS/HER DUTY.

A CITY IN MOTION

CHAIN OF COMMAND OVERVIEW

SECTION 3.04 POWERS AND DUTIES OF THE CITY MANAGER.

(2) HE/SHE SHALL DIRECT AND SUPERVISE THE ADMINISTRATION OF ALL DEPARTMENTS, DIVISIONS AND AGENCIES OF THE CITY, EXCEPT AS OTHERWISE PROVIDED BY THIS CHARTER.

(3) HE/SHE SHALL ATTEND ALL COUNCIL MEETINGS AND SHALL HAVE THE RIGHT TO TAKE PART IN DISCUSSION BUT MAY NOT VOTE.

(4) HE/SHE SHALL SEE THAT ALL LAWS, PROVISIONS OF THIS CHARTER AND ACTS OF THE COUNCIL, SUBJECT TO ENFORCEMENT BY HIM/HER OR BY OFFICERS SUBJECT TO HIS/HER DIRECTION AND SUPERVISION, ARE FAITHFULLY EXECUTED.

(5) HE/SHE SHALL PREPARE AND SUBMIT THE ANNUAL BUDGET AND CAPITAL PROGRAM TO THE COUNCIL.

CHAIN OF COMMAND OVERVIEW

SECTION 3.04 POWERS AND DUTIES OF THE CITY MANAGER.

(6) HE/SHE SHALL SUBMIT TO THE COUNCIL AND MAKE AVAILABLE TO THE PUBLIC A COMPLETE REPORT ON THE FINANCES AND ADMINISTRATIVE ACTIVITIES OF THE CITY AS OF THE END OF EACH FISCAL YEAR.

(7) HE/SHE SHALL MAKE SUCH OTHER REPORTS AS THE COUNCIL MAY REQUIRE CONCERNING THE OPERATIONS OF CITY DEPARTMENTS, DIVISIONS AND AGENCIES SUBJECT TO HIS/HER DIRECTION AND SUPERVISION.

(8) HE/SHE SHALL KEEP THE COUNCIL FULLY ADVISED AS TO THE FINANCIAL CONDITION AND FUTURE NEEDS OF THE CITY AND MAKE SUCH RECOMMENDATIONS TO THE COUNCIL CONCERNING THE AFFAIRS OF THE CITY AS HE/SHE DEEMS DESIRABLE.

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CHAIN OF COMMAND OVERVIEW

SECTION 3.04 POWERS AND DUTIES OF THE CITY MANAGER.

(9) HE/SHE SHALL HAVE SUPERVISION OF THE PREPARATION AND CERTIFICATION OF ALL SPECIAL ASSESSMENTS FOR PUBLIC IMPROVEMENTS; AND THE MAILING OF NOTICES OF SUCH ASSESSMENTS TO PROPERTY OWNERS AND ALL OTHER DUTIES CONNECTED THEREWITH; THE COLLECTION OF SUCH ASSESSMENTS AS ARE PAYABLE DIRECTLY TO THE CITY AND THE PREPARATION AND CERTIFICATION OF ALL UNPAID ASSESSMENTS TO THE COUNTY AUDITOR FOR COLLECTION. HE/SHE SHALL COLLECT ALL FEES FOR LICENSES ISSUED UNDER AUTHORITY OF THE COUNCIL AND SHALL PAY THE SAME INTO THE CITY TREASURY IN THE MANNER PROVIDED BY ORDINANCE.

(10) HE/SHE SHALL PERFORM SUCH OTHER DUTIES AS ARE SPECIFIED IN THIS CHARTER OR MAY BE REQUIRED BY THE COUNCIL.

CHAIN OF COMMAND OVERVIEW

SECTION 4.03 CITY SOLICITOR.

THE CITY MANAGER SHALL APPOINT A CITY SOLICITOR WHO SHALL HOLD OFFICE AT THE PLEASURE OF THE CITY MANAGER. THE SOLICITOR SHALL ACT AS THE LEGAL ADVISOR TO, AND ATTORNEY AND COUNSEL FOR, THE MUNICIPALITY AND ITS OFFICERS IN MATTERS RELATING TO THEIR OFFICIAL DUTIES. HE/SHE SHALL PREPARE ALL CONTRACTS, BONDS AND OTHER INSTRUMENTS IN WRITING IN WHICH THE MUNICIPALITY IS CONCERNED AND SHALL ENDORSE ON EACH HIS/HER APPROVAL OF THE FORM AND CORRECTNESS THEREOF, AND NO CONTRACT WITH SUCH MUNICIPALITY SHALL TAKE EFFECT UNTIL HIS/HER APPROVAL AS TO LEGALITY AND FORM IS ENDORSED THEREON. HE/SHE SHALL BE THE PROSECUTOR IN ANY POLICE OR MUNICIPAL COURT AND SHALL PERFORM SUCH OTHER DUTIES AS MAY BE REQUIRED OF HIM/HER BY THE CITY MANAGER, OR AS MAY BE REQUIRED BY THE GENERAL LAWS OF THE STATE APPLICABLE TO MUNICIPALITIES AND NOT INCONSISTENT WITH THIS CHARTER OR WITH ANY ORDINANCE OR RESOLUTION THAT MAY BE PASSED BY THE COUNCIL.

CHAIN OF COMMAND OVERVIEW

CITY SOLICITOR IS LEGAL COUNSEL TO:

1. MAYOR AND CITY COUNCIL
2. CITY MANAGER
3. ALL DIRECTORS OF THE CITY

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BEST PRACTICES FOR CITY COUNCIL / STAFF COMMUNICATIONS

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Excluding City Manager and City Solicitor:

- Initially avoid direct contact with City staff as a general proposition.
  - Common sense applies
- Always vet staff communications first with City Manager.
- Develop and implement communication plan with City Manager.

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QUESTIONS???



1

Weekly "Ask the Mayor" Post

How It Works:

- Resident Participation: Submit questions by Friday at noon via website or social media.
- Filming: Mayor and/or staff tape responses the following Monday afternoon.
- Sharing: Videos are posted on the website and all social media platforms.

Key Benefits:

- Enhances community engagement
- Builds trust and transparency
- Promotes open communication with local government

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"This week with Council" Posts

Peter J. Williams · 2nd + Follow
Mayor of Riverside, Ohio; Director of Advancement...
3w · Edited ·

This Week with Mayor Pete...

Great news for Wright-Patterson Air Force Base personnel— Gate 1-B, along Springfield Street in the City of Riverside, Ohio is now open daily! This long-awaited improvement will help ease traffic and provide more convenient access to the Base on our improved roadway.

On Tuesday, I had the privilege of attending Military Appreciation Night at Archbishop Carroll High School. A big thank you to the Wright-Patt Honor Guard for presenting the colors before the game, and well done to Carroll Senior Aidan Fermier for a fantastic performance of the National Anthem. As a Purple Star School, we take every opportunity to honor those families in our community that serve Military Child Education Coalition® | MCEC®Military Interstate Children's Compact Commission Military Childrens Collaborative Group

On Thursday, Becca and I were honored to attend our first meeting as members of The Soin Hospital Patient Family Advisory Council for Kettering Health. Our connection to Soin Hospital goes back over 12 years—Joey was born in their then-new Maternity Ward in 2012, and Jack needed stitches the same day! We are grateful for the excellent care our family received (including two weeks ago when Jack had another cut that needed to be looked at) and are excited to give back. I am also really looking forward to serving on a Board with my Wife! Thank you, Daniel Tryon, for inviting us to serve, and thanks Liz Meier for a great discussion.

Sunday took us to Stebbins High School for the MVKWA Regional Youth Wrestling Tournament. We were proud to support the Stebbins Women's Wrestling Team as they raised funds through a 50/50 raffle to support Coach John Sopczak's newborn grandson, who is battling Wiskott-Aldrich syndrome. Incredible job by these young athletes rallying for a great cause!

Thanks for reading, and as always, feel free to reach out with any questions or concerns. See you around Riverside!

Peter J. Williams · 2nd + Follow
Mayor of Riverside, Ohio; Director of Advancement...
1mo ·

This Week with Mayor Pete

This past week, I had the privilege of hosting our monthly Mayor's Lunch, joined by Mayor Ron Adams of Beavercreek and Mayor Dan Kirkpatrick of the City of Fairborn. Each month, the mayors of the three cities surrounding Wright-Patterson Air Force Base come together to collaborate and coordinate efforts to best serve the state's largest single-site employer. Wright-Patt is not only a major economic driver for our region but also a cornerstone of innovation, national defense, and workforce development. By working together, we ensure that our communities remain strong, well-connected, and supportive of the men and women who serve and work at the base. We discussed regional growth, infrastructure improvements, and ways to enhance the quality of life for residents and businesses alike. It was an honor to meet at Link's Bistro, a fantastic local restaurant, for a great discussion over a wonderful meal!

Last week also marked the celebration of Catholic Schools Week, a special time to recognize the value of faith-based education in our community. Rebecca and I couldn't be prouder of how Joey and James did during Science Fair Day at St. Helen! Their hard work and creativity were on full display, and we loved seeing their enthusiasm for learning. Looking ahead, I'm excited for the events and opportunities coming up in the City of Riverside, Ohio. As always, I appreciate the chance to serve our great city!



Peter J. Williams · 2nd + Follow
Mayor of Riverside, Ohio; Director of Advancement...
1mo · Edited ·

This Week with Mayor Pete

Exciting news for the City of Riverside, Ohio! Thanks to the dedication of neighborhood advocates and Project Riverside, plans are in place to upgrade Rohrer Park with an innovative new recreational feature: a modular bicycle pump track.
A pump track is a compact loop with rollers and berms that allows riders to practice balance and skills—all without pedaling. According to Ron Brohm, CPRP chair of Riverside's Parks & Recreation Commission, this cutting-edge amenity will be a fraction of the cost of a traditional bike park, yet deliver a state-of-the-art experience for our community. Construction will be quick, with assembly taking just 8-12 hours. This process was collaborative and comprehensive and I am grateful for citizens like Freda Patterson and Dan Ryan who work so hard to improve our City. Much credit also goes to our Public Service Director Beth Moore.

On Saturday night, I had the pleasure of attending the St. Helen Booster Club Fish Fry. The Booster Club does incredible work supporting youth sports, scouts, and a variety of school and community events. It was a fantastic evening raising funds for these efforts.
We were honored to have new Archbishop Carroll High School Football Coach Mike Pouzret and his wife, Kim, join us for the event. A special shoutout to the Three Wise Men—Josh Wiley, Erik Ramsey, and Nate Schlecht—for pulling off such a successful and enjoyable evening.
Stay tuned for more updates as we continue to build an active and engaged community here in Riverside!



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Coffee with Council

- Quarterly meetings at Fairborn coffee shops



Key Benefits:

Promotes Community Engagement: Provides a casual setting for residents to voice concerns, ask questions, and share feedback.

Builds Stronger Connections: Fosters trust and transparency between city council members and their constituents.

Encourages Open Dialogue: Encourages discussions about local issues, allowing citizens to actively participate in decision-making.

Improves Civic Understanding: Increases awareness of local government processes and how residents can get involved.

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Council Conversations

- Dates in June, July, August
- Opportunity to discuss ideas, projects, and city services.

Key Benefits:

Improved Communication and Transparency: Residents can get direct answers about projects, services, and city policies, promoting transparency and trust.

Increased Civic Engagement: These conversations encourage active participation and build stronger connections between residents and council members.

Better Decision-Making: Feedback from residents provides valuable insights, leading to more informed decisions that align with the community's needs.

Trust and Accountability: Regular interactions help build trust and hold council members accountable for their actions and decisions.

Future Involvement: These conversations inspire residents to become more engaged in governance and influence future policies.

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Mayor's Forum

- Quarterly forums
- Replaces Citizen's Forum
- Topics needed



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Town Halls

- Hosted in September in October ahead of budget season

Key Benefits:

Transparency: Provides residents with a clear understanding of the city's financial situation and budget priorities.

Community Input: Allows residents to voice their concerns and help prioritize spending, ensuring the budget reflects community needs.

Accountability: Gives city leaders a chance to explain budget decisions, fostering a responsive and responsible government.

Education: Educates the public on complex financial topics, enhancing financial literacy.

Collaboration: Creates a platform for dialogue between residents and officials, leading to better budgeting solutions.

Building Trust: Strengthens trust between residents and the city by showing that their input is valued.

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Citizen's Academy

- Fall 2025
- 8-week program
- Wednesdays from 6pm to 8pm

Topics

- City Council
- City Manager's Office (Communications)
- Finance
- Public Works (Engineering, Streets, Water & Sewer, Building Inspection)
- Parks & Recreation
- Planning & Economic Development (Code Enforcement, Neighborhood Betterment)
- Police
- Fire

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Other Engagement

- Attend Fairborn Police Department Neighborhood Walks (Quarterly)
- Attend Lunch with Law Enforcement (June)
- Attend Coffee with a Cop (June)



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