CITY OF FAIRBORN
SPECIAL COUNCIL MEETING
CITY COUNCIL RETREAT
February 20, 2025, at 8:30 a.m.
Doubletree by Hilton
Challenger Room
2800 Presidential Drive

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

STAFF MEMBERS PRESENT

Adkins, Barker, Bracey, Browning, Bull, Davis, E. Gay, Gebhart, Jacobs, McClure, McNamee, Moeggenberg, Petty, Roman, Schell, Taylor, and Williams.

CALL TO ORDER

Mayor Kirkpatrick called the meeting to order at 8:30 a.m. Mike Gebhart, City Manager, reviewed the schedule for the retreat. He encouraged everyone to ask questions or make comments throughout the day.

POWER A CLEAN FUTURE OHIO PRESENTATION

Maggie Heiser, Program Manager of Power a Clean Future Ohio and Kumar Jensen, Principal Founder, The Baseline Institute, LLC made a presentation about the best practices for municipal energy efficiency. The attached Exhibit "A" explains the information that was discussed and includes their power point presentation.

Mayor Kirkpatrick asked for a community like Fairborn what forms of renewable energy are practical. Mr. Jensen stated it would depend on the City's goals. The availability of land makes the costs come down significantly. Mayor Kirkpatrick asked if the City of Dayton or Fairfield used parkland for their projects. Ms. Heiser believes they used brownfields. Mayor Kirpatrick asked if geothermal is practical in any way. Mr. Jensen said absolutely, there are some cooperative organizations that have some properties in Ohio that are specifically exploring that idea. Ms. Heiser stated they worked with the City of Oxford and Miami University who has a robust geothermal heating system.

Mayor Kirkpatrick asked if any of our city buildings could benefit from upgrades. Chris Barker, Parks and Recreation Director, stated they have included in the CIP upgrading all of the older HVAC units as most of those are not high-efficiency units.

Councilwoman Stanton asked about the program for lighting in the basketball courts. Have we already done LED lighting in all the buildings? Mr. Barker responded that all of the buildings are LED. The new lighting at Fairfield park is all LED.

Mayor Kirkpatrick asked if they have come across any community that has found a way to build an outdoor swimming pool that is energy efficient. Mr. Jensen stated that it is a specific area he is not familiar with, but his sense is to speak with Yellow Springs to find out how their swimming pool is operated. His understanding is running that facility is taxing. Councilwoman Stanton believes the Yellow Springs Wellness center pool is geothermally heated.

Mayor Kirkpatrick state geothermal really interests him. Fairborn has the greatest park system in the State of Ohio. He asked if any communities are using parks for generation of geothermal electric. Mr. Jensen stated he did not know, but the State of Ohio allows hydraulic fracking in parks in Ohio.

Mike Gebhart, City Manager, stated they hear on occasion that there is potential for solar farms, possibly in or around Fairborn. There was a lot of push back in Cedarville. Fairborn has one large landowner that every so often comes up whether they would be interested in participating and allowing their ground to be used for solar farms. It is not directly related to this, but he believes the seven of Council need to keep that in mind as he is sure there are sizable chunks of land that are being taken up by this. It would have to go through the zoning process. There is the possibility if this ever came about there may be some controversy about it, just like there was in the southeastern part of the County with that solar farm. The City has not made an active request for it, but there have been feelers put out for them. They could see that in the next two years.

Mayor Kirkpatrick asked why they don't see more solar power over parking lots. Mr. Jensen stated the lowest cost for solar is ground mount and that may be the reason. When you move to rooftop it is a bit more expensive as you must build another structure to put the solar panels on. Mayor Kirkpatrick asked if there are grants for that type of thing. Mr. Jensen said there has been in the past, but he does not think there are any active grants presently.

Councilwoman Stanton is interested in making some kind of step from the bottom of the pyramid. She asked what staff might find reasonable. Mr. Gebhart stated before he answered that question, he would like to get with Chris Barker to go through that and then bring it back to a work session in the future. He feels like they have done a lot in the last few months. Mr. Gebhart has been with the City the last 13 years and there have always been sensors in every room to turn lights on and off. They switched to LED lighting. The City received its SolSmart Silver Certification as of two weeks ago. The NWF Park certification is coming. He would like to get a measuring point from staff and then go from there.

Councilwoman Stanton encouraged the tracking of energy use. Mr. Jensen stated updating the information annually is very easy. On the utility bill, it is the date, the cost, and the energy use. Staff and council thanked the team for their presentation.

CHARTER REVIEW/RULES OF COUNCL

Mike McNamee, City Solicitor, reviewed the attached Power Point presentation labeled Exhibit "B." Every first and third Monday Council has a business meeting and it is set up with an agenda and it is a formal business meeting which provides the executives, City Manager and administration the direction on how they want the City to be operated. We have certain features that help control that meeting. The agenda, the mayor is the gatekeeper of the meeting, comment does not come in unless he authorizes it. The agenda sets for specific areas for public comments and where it is permitted. It is guided by the Robert's Rules of Order. The issue is when do we have citizens' comments? If you look at where it is located, it is right after Council conducts all the business of the meeting.

Councilman Dodd asked if they are discussing Council meetings or the work sessions. Mr. McNamee stated Council meetings. Councilman Dodd said he had questions about the work sessions. Mr. McNamee stated a workshop is not a citizen's forum. It is so that we can conduct business. Councilman Dodd asked if as a Council member could they ask a comment to be made by a citizen. Mr. McNamee said absolutely, but that decision goes to the Mayor. He controls the floor. A work session is informal, but again they want to get things done. That will be up to Council itself. Mayor Kirkpatrick stated there has been a few times in the past where they were discussing something and someone in the audience had some authority or a comment about that and they have allowed them to do that. They do not do that very often. Mr. McNamee stated the focus here is when they should permit that.

Mayor Kirkpatrick stated when he was on Council before in 2009 they had citizens' comments earlier in the meeting and they were limited to three minutes and the problem they heard from citizens was that they wanted to be able to comment after they heard what we were discussing and voting on, Ordinances and Resolutions so we moved citizens' comments to after those things so they could comment after we had discussion about Ordinances and Resolutions. Comments were earlier in the meeting, and they were for three minutes and then Council extended them to five minutes. It was controversial. In other cities you have to sign up to comment, be called upon and you are not allowed to speak if you are not signed up. Fairborn is really one of the more open cities for allowing citizens comments. We give more time and they don't have to pre-register. Councilman Dodd stated he likes the system. Mr. McNamee stated the thought process is if you have citizens' comments at the end, and again this is just a discussion, at the end and there is legislation and the legislation is voted on then the flip side of that is wait a minute if you really want to do that they have the agenda and they can send written comments in, but Council has already read the packets and the memos and know which way they are going to vote from a general proposition coming into it. Our Council Comments come in after all of the legislation, but typically if it is an Ordinance it is going to be set for a second reading and that is when the public comment can be made. On Resolutions as a general proposition there is no public comment, there are some however that there are public comments.

He asked Council if they should expand citizens' comments. Councilwoman Stanton stated residents have expressed to her that they can't hear anyone else's thoughts if they have some particular input that Council would not receive for something that is up for a vote if we don't allow comments before they vote. She has received feedback about this at the Council conversations she has held. She is not sure how many people would take advantage of it. Councilman Dodd stated what she is saying is they would like to see a public comment after every action item. Councilwoman Chess asked if there could be an opportunity to direct them to our website to utilize the transparency tools available for those public comments or anything relating to Ordinances or Resolutions and then they could be answered through the portal. Councilwoman Stanton stated they weren't just asking to be able to provide input before a vote. She can see if a portal would let them fill out a really easy form about a particular item on the agenda and Council would receive prior to the meeting without them having to speak. Councilwoman Stanton would like to see something like that happen. Councilwoman Chess agreed so the meeting would not be prolonged with a lot of questions. Mayor Kirkpatrick asked Jon Petty, IT Director, if that would be possible from the IT perspective. Mr. Petty said they could work something out.

Councilwoman Reaster asked if there was a specific instance that they brought to Councilwoman Stanton like this. Councilwoman Stanton stated the one she remembers but she would have to go back and look at her notes about other things. The one that stuck out to her was about appropriations by emergency Ordinance. Mike Gebhart, City Manager, stated they walk a very fine line. The packets are online. Every staff memo that Council sees is available online prior to the meeting. Mr. Gebhart stated they do get comments for instance about zoning. We can give citizens the information but if they chose not to read it that is another story. The packets are published by 5:00 p.m. on Friday night. Anything that comes in by noon on Monday staff could work on those questions to give responses, but that is such a short timeframe. He thinks the things that staff does they do very well. When a citizen calls for public safety, we get there in a rapid timeframe. We plow the streets. We make sure the water is clean coming out of the faucets and when the toilet is flushed the water goes somewhere to be treated. If we were not doing those things all 72 of those seats would be packed every other week. He understands where people are coming from, but for instance with supplemental appropriations those are things that Council are asked to do because we have to have those. We have large pools of funds, and we have to appropriate those to something else. He does not want to say their comments would not be pertinent, but they would not have the background to say why are you transferring $100,000 to this. He would love to be able to answer all of their questions and for them to come to the meetings and ask those questions, because Hilary Browning would be great at answering those questions. The fine line is that people just don't come to the meetings.

Councilman Allen thinks for him process is paramount. They must have a flow, and they have to make the citizens aware of how to inject their opinion or their thoughts into the system. That is what they need to be transparent about more than hey this person has a question before this particular vote. There is a process for that, and we have to educate them on the process. That is the transparency that he sees as important. Mr. Gebhart stated he does not think putting more information out there is a bad thing. He is not a fan of participation by technology. He does not want to have a livestream where they are popping up questions during the meeting. Councilman Allen believes the process allows everyone the opportunity to see and understand it and tease it out and think about it.

Councilwoman Stanton would like there to be an input form that would go to all of Council.

Deputy Mayor McCubbins stated the Council's primary purpose on Council is to legislate. The citizens elected them to do that and at some point, they have to have trust in their decision making to make that decision on their behalf. He thinks allowing them to comment on a pleather of things kind of goes against what they were elected for. He likes that citizens are talking to Councilwoman Stanton and she is bringing forth their issues to Council. He does not feel they need to have those comments after every single item that they do in his opinion. Councilman Dodd liked Councilwoman Chess' idea of having a portal page. Mayor Kirkpatrick stated most of the comments lately have not been about business items. Deputy Mayor McCubbins stated they hardly ever get public comments on the Ordinances. Councilwoman Reaster stated along the lines of the portal thing, at her full-time job they have what is called the "Source" which is their GFS policies and procedures and they implemented a Chat GPT function where you could type in a question to it and it will sort through the website and pull the information out for you and send the link to where it can be seen in totality. Is that something that they could do? Then there is a document that shows what people are looking for and they could go back and say here is a gap that we are missing and they could talk about it and how to fix it. Deputy Mayor McCubbins suggested using the Microsoft Chat GPT that is free. Mr. Petty stated free is a problem. It is easy for the guardrails to be taken down with the free program. Mr. Gebhart stated they would look into it.

Mike McNamee, City Solicitor, stated they had talked about forming a Charter Review Commission. Do we really need to do that? His personal opinion is no, but that doesn't count. He explained the timeline if they were to do that. The review committee would meet March-May, provide a presentation to Council June 1 or June 15, 2026, and then Council Actions and then everything that they would need to do get it to the Board of Elections. He reviewed the three issues that were addressed by the last Charter Review Commission in 2019 and the results of the Amendments presented to the electorate. Issures 5 and 7 passed. Issue 6 did not pass.

He went through the Charter and feels that Section 2.06(b) could use some revisions, Section 2,07(d) which is already in process, Section 2.08 Judge of Qualifications and Section 2.15 Emergency Ordinances auto repeal language could be considered. The point of discussion is does Council really want to a Charter Review Committee. We are not here to change the basics of the Charter.

Councilman Allen stated to Mr. McNamee's point on the review of the Charter and this is just his opinion about it he thinks the Charter is good they do need to make adjustments based on where we are right now. Councilman Allen's opinion is if they can do it in 30-60 days and put some boundaries around the team and give them the assignment it would be beneficial. Councilwoman Reaster stated to Clint's point it doesn't need to be prolonged. Because of the way Section 2.08 the judge of qualifications there needs to be some clarity. She agrees there needs to be some language modifications, definitions.

Deputy Mayor McCubbins stated is Mr. McNamee stating that if they decide not to move forward with a Charter Committee that they enact legislation that then would if passed go to the Board for the vote. Mr. McNamee stated they could do the Charter Commission, get a Council vote or they could do what they did with the recall process, two-thirds vote and get it on the ballot. Deputy Mayor McCubbins stated if they decide to go that route

is City Council permitted to have a special meeting where that is the only legislation that is considered. Mr. McNamee stated absolutely. Councilman Dodd asked if it would be too late to put it on the May ballot. Mr. McNamee stated, yes, there is no way it is too late to put it on the ballot. It would be for the November ballot. They would have a better turnout then. Councilwoman Reaster would like to get the public input on it because then the final is not on Council.

Councilwoman Stanton asked a question about a different section about the City Clerk. She said it says the Council shall appoint an officer of the City having the title of City Clerk under Section 2.09. She is confused by that because she thought the City Manager handles that. Mike Gebhart, City Manager, stated in his 13 years it has always been this way. Technically, the seven Councilmembers actually should do Julie Taylor's review and everything else. It has always been our practice that Julie is part of the City Manager's office staff, so he does her review as he is with Julie every day, Council is not. So, probably for convenience over the decades it has just become a position where section 2.09 says this, but for all practical purposes if Julie was to retire or leave for some reason they would post the job for her position and do the selection the same way and probably three of them would sit with Robin or someone from HR to do the interviews to get input. Just to keep things running smoothly he thinks the reason they do what they do is it is more practical. He does not know what Council's opinion is of if that needs to be reviewed or changed. Mr. McNamee stated it says that Council appoints. Council does not review or supervise; the City Manager does those things. He made the assumption that some Council appointed Julie. Julie Taylor, City Clerk, responded that she was hired in and after my probation period was up then it was noted in the minutes that she was appointed as the Clerk. Mr. McNamee asked if there was a Resolution out there. Ms. Taylor responded, no, it was not a Resolution. It was just mentioned in the minutes. Mr. McNamee stated maybe that is a cleanup that we do.

HUMAN RESOURCES DEPARTMENT OVERVIEW

Robin McClure, HR Director, reviewed the attached power point presentation labeled Exhibit "C." She reviewed the Human Resources Department mission statement. She explained there are two people in the HR Department, herself as the Director, and Monica Sanders, as the Human Resources Administrator. She explained they are a two-person department serving 266 full-time employees and 11 part-time employees. She discussed the recruitment challenges for Police and Fire personnel.

Mike Gebhart, City Manager, stated the City of Tipp City went to a four-day work week. They work 10 hours a day, four days a week with Friday off. Councilman Dodd asked how they support their citizens on that Friday. Ms. McClure explained they notified their community that they were going to be open 10 hours a day, Monday through Thursday. They are opening at 7:00 a.m. and then close at 6:00 p.m. If the citizens need services, they can come in before they go to work or after work. They had to educate their population. Mr. Gebhart stated he is not a fan of that, he thinks staff needs to be there five days a week. No one in the region has followed Tipp City's lead in this. His goal is to make sure every resident has whatever they need taken care of Monday through Friday. Councilwoman Chess asked if they have ever considered a half day on Fridays. Mr. Gebhart stated what they have thought about is some kind of controlled four-day work week of working four tens or five eights, but the key is that residents must not see a drop

off in service. Discussion was held that Police and Fire is always available. Mr. Gebhart explained the new generation of employees are looking for the time off.

Councilman Allen agreed retaining employees is important.

Councilwoman Chess thinks the City is doing a great job of retaining employees due to the family atmosphere in the City.

INFORMATION TECHNOLOGY DEPARTMENT OVERVIEW

Jon Petty, IT Director, explained there are five members of the IT Department which supports each and every City service, public safety, utilities, finance, and the court. The IT Department keeps systems running, protects city data and enables modernization and efficiency. He explained the importance of the City having a cybersecurity plan that defines roles and priorities, reduces downtimes, and costs and enables a calm, coordinated response should a security threat occur. IT is foundational infrastructure for the City of Fairborn. Cybersecurity is not a one-time purchase, it is ongoing risk management. Cyber planning reduces uncertainty, down time, and costs when incidents occur. When IT has done well nothing dramatic happens, services stay online and data stays protected and the public never notices. That quite reliability is exactly the goal.

Mayor Kirkpatrick asked if there are any issues that Council should be aware of at the current time. Mr. Petty explained the biggest one right now is just because it is an email thread that you have had with someone don't assume it is still that person. Hackers can inject themselves into that conversation.

FIRE DEPARTMENT OVERVIEW

Ryan Williams, Fire Chief, reviewed the attached power point presentation labeled Exhibit "D." He reviewed the Fire Department's mission statement, organizational chart, and staff breakdown. He also discussed the department's 2026 strategic initiative. He also discussed the department's strategic pressure points and Facebook presence. He announced that the new ladder truck was out in the parking lot and invited Council to go out and take a look at it.

POLICE DEPARTMENT PRESENTATION

Ben Roman, Police Chief, reviewed the attached power point presentation labeled Exhibit "E." He reviewed the staffing of the Police Department. Police officers are on 12-hour shifts. Officers like this as they have every other weekend off. They have minimal staffing levels, which means they have four officers and one supervisor from 4:00 p.m. and 4:00 a.m. and between 3:00 a.m. and 3:00 p.m. they need three patrol officers and a supervisor. Operations are also in charge of event planning. Operations also included their records section. Mayor Kirkpatrick asked what the citizens patrol does. Mr. Roman stated they have six to eight people who help with public events. They are a huge help during the special events. Councilman Dodd asked if they are volunteer positions. Mr. Roman stated yes, they are volunteers who receive a shirt and a hat. Mayor Kirkpatrick asked if they are looking for more people to do that. He reviewed the numbers of calls handled in 2025. They have three records clerks in their department, and they have

handled over 5,000 public records requests in 2025. He discussed that the Bureau of Worker's Compensation pays for vests. Recruiting is difficult for this department as well. He discussed the field training process a newly hired officer undergoes. He explained that a new dispatcher undergoes three months of training. The Police Department became one of thirty departments accredited by the state. They have over 3,000 pieces of property in the property room which is maintained by Alan Kraker who can find something in seconds. He is also responsible for disposing of property once a case is over. They have 12 dispatchers and one dispatch supervisor. Their minimal staffing is two dispatchers who handle police and fire calls.

Deputy Mayor McCubbins asked what the primary disposal method is for the drugs. Mr. Roman explained they have a Drug Terminator 8000. They have a unit that is in the sallyport which burns so hot that it incinerates it so there is no smoke at all.

Councilwoman Stanton asked about the group home. They are not taking care of their clients by letting the latch on the fence break. Is there something we can do that we require that we inspect that and they have to inspect it. It seems as if they are not prioritizing their clients' safety in her opinion. Mr. Gebhart stated Beacon Homes no longer owns the location on Graceland. An organization called I am blessed out of Columbus owns it now. He has been in communication with them trying to set up a meeting with Chief Roman and himself, Mike McNamee, the Mayor, and Gretta Mayer, just to see where they are at. Communication is not wonderful and they are working behind the scenes to try to get a handle on that. Mr. McNamee stated on the civil side there are two different avenues they can take both on the county level and the state level. They can require various guidelines, protocols, and inspections. Getting them to develop that plan voluntarily. If they continue to fail to set up a meeting, they can implement that unilaterally both at the County and State level. Currently, they are trying to get them to the table. Councilman Dodd asked if they have had issues with the other group homes. Mr. Roman stated the one with the adults they have calls to quite frequently. Deputy Mayor McCubbins supported this home, but his support is leaning. He thinks it is time to pull that trigger. Due diligence has been done, and the neighbors have put up with this long enough.and it is time to move forward.

Councilwoman Chess had a question about the deportation of the Haitians in Springfield. Have we seen a spill over that the Chief is aware of and if so, do we have a plan in place to take care of that. Mr. Roman stated they have had conversations on how they would react and what our goals would be. It has not gone past conversation.

CODE ENFORCEMENT PRESENTATION

Jon Moeggenberg, Lead Code Enforcement Officer, provided the presentation labeled Exhibit "F' explaining how a complaint is handled once it is submitted to the city's website. He also provided answers to several questions that Councilwoman Stanton had provided prior to the retreat regarding code enforcement activities. The single most important thing he would like Council to remember is when a citizen approaches them and says they are concerned about a pothole, property maintenance issue, or anything the most effective way they can support development services is to direct them to the City's website and show them how to formally record a complaint. When a complaint is submitted it automatically gets sent to the person who is going to be responsible for that complain,

either he, Titus, Eric; but is also going to send Cherise, the director, the same email and it is going to be an automatic permanent record in the system making sure that they track it, document it and follow up appropriately and they have the information they need to make sure it is handled properly. This is the most efficient way to handle a complaint. Staff likes interaction with the residents. He shared an example that their department received a complaint about a vehicle parked in a yard. They receive those complaints often. They reached out to the person and dropped a red tag on their door. The resident called him in tears. Elderly man who said his wife recently had undergone surgery. She could not walk and he did not have a way to get in other than carrying her inside. He was not in good health himself and parking at the front door with the snow is the only way he could get her safely inside the home. So, with that information the whole dynamic of the case changed. He could care less about a car parked in the yard at that point. It is a violation and they need to get it fixed; but he needs to address the bigger problem. So, instead of just addressing it he reached out to a company, Synergy, and they had approached him in the past to say that they wanted to do something for the community. So, he asked them if they could build this person a handicap ramp. He said absolutely, so they went through building inspection, got the permits, they went out and built a handicap ramp and brought it out to the driveway and did not charge the man anything. He was very thankful for that assistance. His point is when there are concerns reported properly in the system they can respond thoughtfully, investigate and understand the context and sometimes do more than just enforce the code. That is why it is important.

Mr. Moeggenberg answered the question of does code enforcement actively look for code violations to address or do they only act when someone complains. He stated they are absolutely proactive and reactive. There are three code enforcement officers with 30 square miles, and they handle thousands of cases per year.

The second question was does the City require citizens to cut back trees in the yard and keep sidewalk accessible. Mr. Moeggenberg said yes, absolutely. If so, is it proactively or only when someone complains? Mr. Moeggenberg stated a lot of those are reactive.

The third question would be addressed by Terry Adkins when he does his presentation.

The last question was how much it costs to demolish a residential property, specifically referring to infill properties with the smaller square footage. Mr. Moeggenberg stated every property is different. The environmental services portion behind the scenes, is there asbestos, is there lead paint, does it have to be remediated, is there a basement that needs to be compacted, is it a hoarding situation? There are all kinds of variables that they can't put a number on to say they are going to pay them $20 a square foot to demolish houses. It would never work because they would have change orders before they even hit the front door. They have done over 170 demolitions since Mr. Moeggenberg started with the City. They do like to do them in the fall as they get better pricing from the contractors.

Councilman Dodd stated there is a staff of three, are they also responsible for the new development inspections to make sure they meet the code? Mr. Moeggenberg stated there is some overlap when contractors start dumping cement. Mike Gebhart, City Manager, explained once it goes through planning and on to Engineering, then it goes through building inspection for footers, cement, and such. Councilman Dodd asked how many inspections they do a day. Are three officers enough? Mr. Moeggenberg stated

they have been very proficient in what they have. When City Council adopted different languages for the grass mowing it allowed them to not send as many letters out repetitively. They have become more efficient through that process. They do about 4600 inspections a year. They are able to do that because the iPads are fantastic. IWorqs is fantastic. He can pull up cases from anywhere. He would say they don't need help. They are doing well. The message that needs to go out is the cases aren't solved quickly. Everybody has a right to due process. Mr. Moeggenberg was at a conference and Columbus was represented there and they have 65 code enforcement officers and 67 building inspectors. They have 200 square miles. The City of Fairborn officers are responsible for 10 square miles each and Columbus officers are responsible for 2.9 square miles each.

Councilman Dodd stated he is very appreciative of what staff does.

FINANCE UPDATE

Hilary Browning, Finance Director, provided the attached Power point presentation labeled Exhibit "G." Mrs. Browning explained the Finance Department includes 13 full-time staff members. She reviewed their mission and organizational chart and the items handled by each division of the department. There are over 16,000 active water, sewer, and sanitation accounts in the system. They do track everything in and out related to those accounts. She reviewed two pressure points. One being threats to municipal revenues, whether that be a discussion of the abolishment of property taxes, the reduction of inside millage and also several pending House Bills that would change or alter the way income taxes are collected, etc. Lastly, we are in a period of economic deceleration. The labor report came out today. It was not catastrophic, but it was not stellar. It is not a recession, but deceleration is imminent. The City has reduced its debt by $2 million thanks to Council's approval of our refunding bonds which cleared yesterday. She discussed the income tax trends. She discussed the allocation of income taxes which are governed by the way each item was approved by the voters in the past. Councilwoman Stanton asked about Beavercreek not having an income tax. Mrs. Browning explained income tax reciprocity.

Deputy Mayor McCubbins had a question about RITA. He asked how many delinquent accounts the City has with RITA and how much of a burden that is creating on the City financially. Mrs. Browning stated they do know who is not paying their taxes, but it is not with 100 percent certainty. Even if they were self-collecting, they would still be dependent on the filer to file their taxes.

Councilwoman Stanton asked about the donation of land as parkland. What protects the City from accepting something that will cost them a lot of money to maintain? Mrs. Browning stated there is a process by which they can decline it only if you are given notice.

Councilman Allen thanked Mrs. Browning for all the great information. The numbers have to be right, and Council has to approve a balanced budget. She acknowledged the 12 people who are in the department who produce excellent quality information.

WATER RATE ANALYSIS

Terry Adkins, Public Works Director, explained the Public Works Department has 58 employees. He reviewed the attached Power Point presentation labeled Exhibit "H." The City has outdated buildings that the Public Works Departments work out of on a day-to-day basis.

Councilwoman Chess asked if this last snowstorm exceeded the budget in maintenance. Mr. Adkins stated they did very good with that snow. They had hundreds and hundreds of man hours of overtime and thousand of miles driven. They had one truck that went down so they could not get back on the road. They were able to keep eight going. He does not have the equipment to keep trucks on the road 24 hours a day or that many people. Councilwoman Chess asked if neighboring communities asked for assistance with the snow event. Mr. Adkins explained they do overlap with Bath Township or Greene County on occasion.

Janel Regelski, Assistant Finance, Director, reviewed the power point presentation labeled Exhibit "I." She explained the water bill charges. The only thing that will be affected by the rate increase is the water rate. All the rest is going to stay the same. The national water use rate for a family of four is between 9,000 and 12,000 gallons. There is 7.48 gallons in a cubic foot and that is how they bill. Currently, the City's rate is $3.66 per 100 cubic feet. They bill in three different districts in the City. An estimated increase of 12.6 percent is expected. Initially they were given an estimate of a 14 percent increase.

Councilman Dodd asked what the administrative fee is for. Mrs. Regelski explained that it is to fund the billing staff who actually take calls and make payments and provide customer service through the window. Hilary Browning, Finance Director, stated it also funds our technology. The payment of the water bill is the actual water usage, and the administrative fee is all the other administrative things. Mrs. Regelski stated they currently did go out to bid for the trash services. The existing contract is good until the end of this year. There is a possibility that the garbage and recycling fees are going to go up next year. Bids are due back on March 20, 2026. Mr. Adkins stated the solid waste contract ends December 31, 2026, as they did a one-year extension. That bid went out at 8:00 a.m. this morning. They will open the bids at 10:00 a.m. on March 20, 2026.

Mrs. Regelski discussed where Fairborn ranks in comparison to other municipalities on the water rate charges. Mr. Gebhart stated there has been a social stir about a flat $23.50 increase in Huber Heights that has resulted in their City Manager sending out a letter to the residents. Councilman Allen stated it is essential for the residents to be informed. Councilman Dodd stated the proposed increase in Fairborn is $5.00. Mr. Gebhart stated this is all born out of the water rate analysis. Once the analysis is complete, they will bring those folks in for a work session to do a deeper dive into what projects need to be done. For this discussion it is a 12.6 or a 14 percent increase. They really need to consider the 14 percent which would be between $2.50 and $5.49 increase depending on where you are in the City and your usage. Councilman Dodd likes the idea of the City being proactive.

DEVELOPMENT UPDATE

Cherise Schell, Development Services Director, reviewed the attached power point labeled Exhibit "J." She reviewed the organizational chart and the pressure points of the department. They need the citizens of Fairborn to set the vision and strategy of where they want the City to go. So, when they update the zoning code it matches the vision of the community. She discussed the role of the code enforcement department and their statistics for the year. Their staff is great working with residents and if a resident needs an extension, 99.99 percent of the time an extension is granted. She reviewed project highlights within the City.

Deputy Mayor McCubbins asked if the assisted living apartments would be market-rate. Mrs. Schell stated that it is difficult to say. She knows for the assisted living a lot of the services that they will offer through that facility will be billed back to Medicaid. She would imagine they will be as close to market rate as you can imagine a facility like that could be.

Mayor Kirkpatrick asked if they know who would be going into the cold storage facility. Mrs. Schell stated it has been determined but not publicly announced. Mr. Gebhart stated that project took from 2021 to 2025 to break ground. They moved as quickly as they could on that project.

Councilman Dodd asked about the park that was going to be located across from the Base gate. Mr. Gebhart explained to do a park the way it was designed did not make sense. What they will probably see is a sign that said welcome to Fairborn, Ohio as you come out of Gate 12A. What was planned there was significant. The other part of that was that a third of that property which runs along the rail line is owned by Norfolk Southern. They would have had to lease that back third to do everything they were supposed to do.

Councilwoman Stanton asked if when the Spark location sells, will that affect City staffing. Mrs. Schell explained Matt Halpin will remain on staff. Mr. Gebhart will be glad when the properties downtown are sold so the proceeds can pay down the Bond Anticipation notes on those properties. They will likely retain the public parking behind those buildings.

USA 250TH ANNIVERSARY EVENTS FOR 2026

Chris Barker, Parks and Recreation Director, reviewed the Parks and Recreation Department mission statement and staffing. He reviewed the flow chart of the department. They implement and plan all the special events downtown and maintain all the parks. They also do maintenance on all City buildings.

Mayor Kirkpatrick asked if there are any available lots in Fairfield Cemetery. Mr. Barker responded they don't sell anymore lots because they are the third owner of the cemetery. There is a timeframe from 1965 to the mid 80's that they don't have a lot of records. They do honor those who have deeds.

Councilman Dodd asked if they could lower the age for seasonal grass mowing help to the age if 16. Mr. Barker stated they had talked about that and deferred to Robin McClure

on that question. Ms. McClure stated those zero turn mowers are extremely expensive and the liability to put 16 years old on them is really crazy. It is also in our Personnel Rules and Regs that they must be 18 years of age. It would require going to Council to change that. She does not think it is a great idea. There are other cities that do allow 16-year-olds, but then you have to have signed paperwork from parents.

April Floyd, Asst. Parks and Recreation Director, reviewed the attached power point labeled Exhibit "K." She discussed the various America 250-Ohio grants opportunities and events. They would like to do an Oakes Quarry Historical Walk Partnership Event. She reviewed community event ideas and celebration timeline. She reviewed the July 4th parade enhancements.

Councilwoman Reaster asked if they did anything with geocaching. Ms. Floyd stated they do have several parks with geocaching, and they are listed on the website.

Mayor Kirkpatrick asked if the frisbee golf course is still doing well. Ms. Floyd responded, yes.

Mr. Barker discussed the skate park and that it is being kept clean.

COUNCIL GOALS & MISSION STATEMENT WORKSHOP

Mike Gebhart, City Manager, reviewed the attached power point. He reviewed the Council goals from 2023-2025. He presented council with two options for 2026. He stated Option 1: Adopt 2026 City Council Strategic Priorities, provide annual focus areas for policy and budgeting. Option 2: Adopt one primary 2026 goal: Develop a 5-year Strategic Plan for the City. He discussed the strategic plan that was recently developed by the City schools. He provided Council with a copy of the Schools Strategic Plan. He thinks there is a fork in the road. They could establish the goals for 2026 here today, or they go the route of a Strategic Plan and the one goal for this year would be to create over the next 11 months a Strategic Plan that would be the goals for the next five years.

After discussion it was decided that a Strategic Plan would be the best way to go. Mike Gebhart, City Manager, stated he would work on a timeline. The next work session is about permitting fees. He is sure that will take the entire time. He will work to try to come up with a base timeline for it so he can share it with them. The following work session will likely be the combination of civic engagement and the discussion on the Rules of Council. Emily Gay is going to work in a survey for civic engagement for both City Council, staff, and the public. He would like to give her some time to get that put together. The March 2, 2026, work session will be Engineering Permitting Fees and the follow up on a draft timetable for the implementation of this. The one on the 16th will have a component of civic engagement along with Rules of Council.

WRAP UP

Councilwoman Reaster asked about an update on Fairborn Apartments. Mrs. Schell explained that John Moeggenberg reached out to the property manager and they have currently 104 units occupied. The remaining 37 are either down to studs or too expensive for them to turn. They have run out of investment money for that property. Oberer, the

property manager, has filed 22 evictions. They have three residents currently under a 30 day notice to vacate. Their current turn time for vacant properties is 8 days. They have no current projects in the near future, and they have been told a closing date with a possible new owner could take place June or July with Oberer still managing the property. She can tell that the number of complaints for code enforcement over there is almost none. Councilwoman Reaster asked about the building that the facing is being held up by 1 by 4's. Mrs. Schell stated since they have been trying to sell it and it is now close to being closed on that it will probably be one of those that the new owner will keep vacant and decide whether it is a demo or if it is worth rehabbing. It is not occupied.

Mike Gebhart, City Manager, provided a quick YMCA update. He has a meeting with them next week to talk about funding, but he thinks they moved past the point of maybe getting a health network on with them. So that need for them to be near the highway is not as prevalent. They had discussions about the current site especially since the current site is in new market tax credit areas. A key to the YMCA building is that they need new market tax credits. There is some discussion about building a new YMCA there. The biggest thing is there will be a fundraising campaign needed.

Mayor Kirkpatrick announced the upcoming Breakfast with the Mayor at the Senior Center at 8:00 a.m. Ellen is promising breakfast with pancakes. The next 250th Anniversary meeting is March 3, 2026. The Easter Egg Hunt with the Chamber, which traditionally has been held Easter Sunday is being moved to the Saturday right before Easter on April 4th. They are expecting a bigger crowd.

Councilwoman Reaster stated there will be a swearing in on Monday at 9:00 a.m. Ben Roman, Police Chief, stated Wednesday, February 25, 2026, at 5:30 p.m. is the Police Awards ceremony.

Councilwoman Stanton talked about diversity. She knows some people came to the Council meeting saying they could understand the flavor of where Sylvia was coming from. She thought a lot about that kind of stuff and the perception of our City, and it did occur to her a lot of the events they do are not ones that celebrate diversity, even though we recognize that our City is so diverse. It is just something to think about. When Juneteenth became a holiday, we agreed as Council to celebrate that day and we get Martin Luther King Day off. She does not think there is not a City presence at those events, and it makes her wonder what message we are sending to those who question that. Is that something we can improve on?

Councilwoman Reaster stated in that note too, there are quite a few missing from key events in the community. She thinks Councilwoman Stanton has a point with the diversity topics but there are quite a few events that even they as a Council miss for whatever reason. Maybe it does not fit into their schedule or they don't get that holiday off because of their full time employment, but she would put the challenge out that all of them need to push ourselves to attend things that we may not necessarily be interested in because it shows our staff, whether it be those sitting around the table or the Police officers and Firefighters, paramedics, EMT's, the people that mow the grass it shows them that we support them as well. All around that can be done on a lot of levels.

Councilman Allen thinks it is layered because a lot of the events and programs that are put on are not necessarily City driven. Even saying how can we contribute to messaging? He agrees they all need to own their own piece of how they express it. How they make sure everyone in the City fills included and valued as they move through the City. The Strategic Plan will also make it intentional as part of the goal. He appreciates everyone's input today. Especially the staff. One reflection he has is that we have very experienced staff. They have been in this business for 10, 12, and 14 years. They understand the lay of the land. It is an easier pull because staff is experienced. He asked that we continue to think about continuous process improvement in all areas.

Councilman Dodd stated it is very obvious that staff takes pride in their work.

Councilwoman Chess thanked Tana for mentioning diversity. Mrs. Chess believes they can have more conversations surrounding that. She has talked to a lot of people in the City who have said the same thing. A lot of people go to Dayton to attend similar events. They feel there is nothing here for diversity which takes business away from downtown businesses. We need to enhance that diversity and have a roundtable discussion about that topic. We are better together than we are apart. She discussed everyone benefitting from diversity.

Mike Gebhart, City Manager, stated the one challenge he had for Council was that he worries about Parks and Recreation burning out. He would like Council to help re-establish at least for the parade on July 4th that committee. The 3rd, 4th and 5th staff is constantly going. That is why they pared down the downtown events. Councilman Allen thinks the local organizations like the Lions Club, Rotary and the VFW should be a part of that committee.

ADJOURNMENT

Councilwoman Chess made a motion to adjourn the meeting at 3:42 p.m. Councilman Dodd seconded. Yeas, seven: Chess, Dodd, Allen, McCubbins, Reaster, Stanton, and Kirkpatrick. Nays, none. Motion carried. The meeting was adjourned at 3:42 p.m.

MAYOR

CLERK, CITY OF FAIRBORN

Exhibig "A"

Power a Clean Future Ohio

Best Practices for Municipal Energy Efficiency

Fairborn Council Retreat

February 20, 2026

Agenda

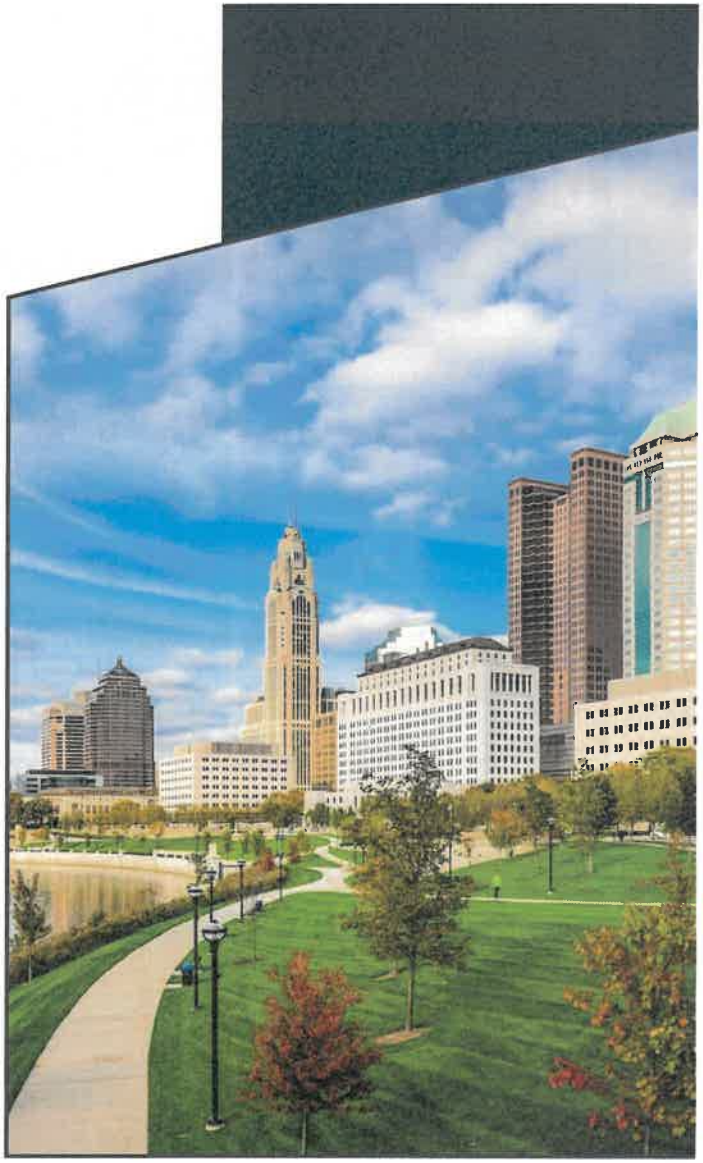
- Introductions
- Benefits of Energy Efficiency
- Energy Use Hierarchy - EE Options and Their Outcomes
- Funding Support
- Next Steps

ABOUT PCFO

Launched in February 2020, with 9 communities joining in the first year.

Resource and partner for local governments pursuing local clean energy, clean transportation, and sustainability initiatives, programs, or policies.

Free for local governments to participate.



ABOUT PCFO

Power a Clean Future Ohio helps local communities:

- Reduce costs to local government, businesses, and residents
- Grow the clean energy economy in Ohio
- Reduce emissions through local policy action
- Implement equitable clean energy policy with input from across the community

We provide local leaders with **technical assistance, tools, new partners, and resources** to implement plans that are achievable, measurable, equitable, and economical.



PCFO Communities

2020
Cincinnati
Lakewood
Athens
Dayton
Lancaster
Silverton
Reynoldsburg
Lorain
Euclid

2021
Lima
Bexley
Warren
Sandusky
Portsmouth
Cleveland Heights
Worthington
Toledo
Yellow Springs
Cleveland
Shaker Heights
Lucas County
Montgomery County
Upper Arlington
Solon
Columbus

2022
Canton
Fairborn
Oakwood Village
Cuyahoga County
Moreland Hills
Youngstown
University Heights
Cuyahoga Falls
South Euclid
Munroe Falls
Hamilton County
Athens County
Maple Heights
Green
Granville
Garfield Heights

2023
Geneva
East Cleveland
Oxford
Kettering
Summit County
Fairview Park

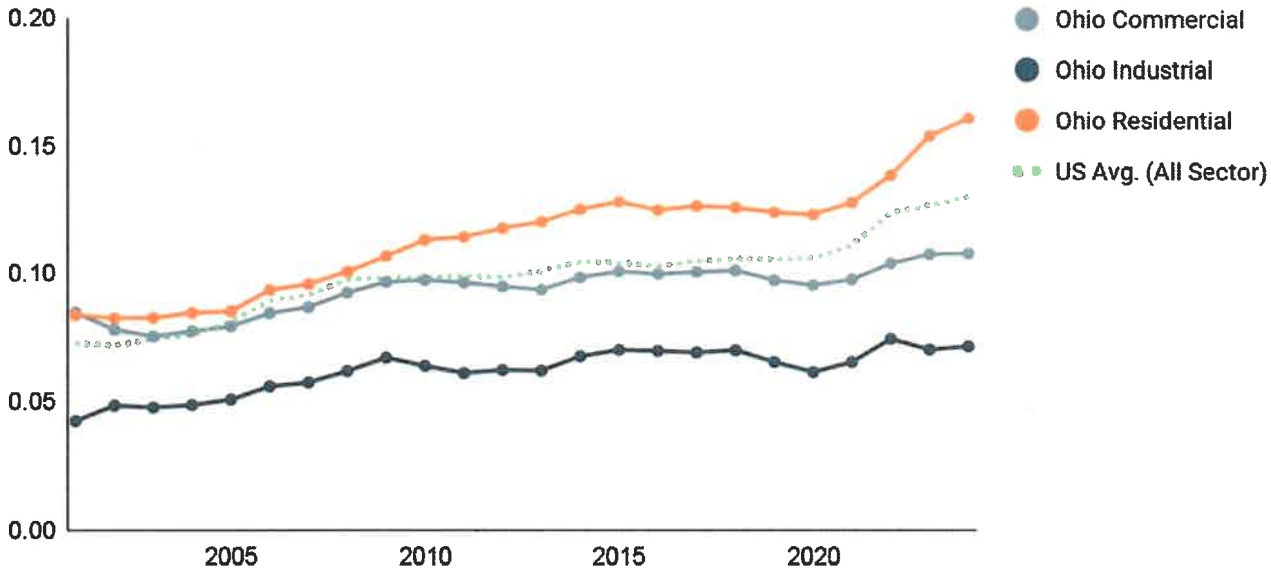
2024
Gahanna
Akron
Stow

2025
Springfield
Fairfield
Maumee
Bowling Green

Why This Work Matters Now

The cost of energy is rising - and is volatile. Reducing the amount of energy needed can mitigate this cost increase.

Figure 1 | Historic Retail Electricity Prices for Ohio ($/kWh)



UNPREDICTABLEcity, Canton Energy Study

Benefits of Energy Efficiency



Economic Resilience

The less energy needed to maintain safe, high-performing facilities, the lower a municipality's utility bills will be.



Best ROI

When it's time to make a building or equipment upgrade, investing in an energy-efficient option can save costs in the long run.



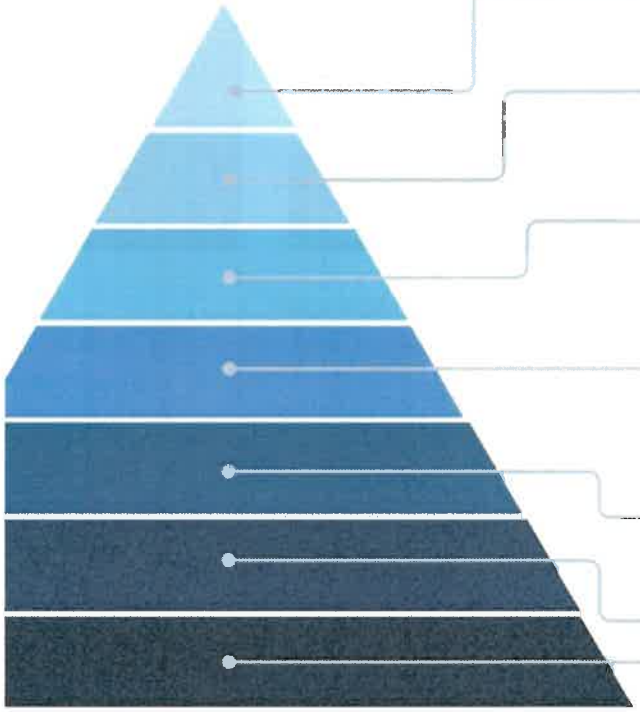
Environmental Stewardship

Reducing energy use can lessen air pollution and Greenhouse Gas emissions.

Where to begin?

Energy Use Hierarchy

An energy use hierarchy offers a framework to consider and prioritize various stages of energy efficiency work.



Invest in **renewable energy** and backup power

Review **purchasing guidelines** to ensure that any new buildings or CIP projects require energy use and cost analysis as a part of the bidding process

For planned building upgrades that are part of the CIP, require energy-efficient considerations and lifetime cost considerations - either with an **internal checklist or in RFP language**

If a building is using more energy than normal, an **energy audit** may be needed to understand the cause. **Retro-commissioning** can ensure equipment is performing as intended

Evaluate the energy performance of each building and compare it to similar kinds of buildings through **benchmarking**

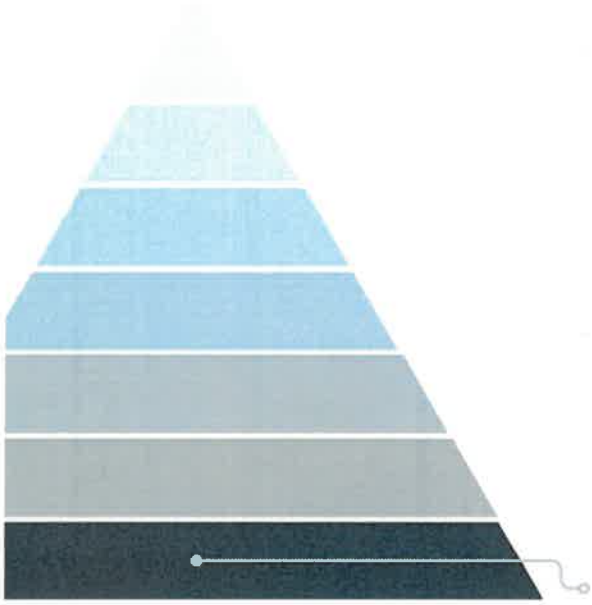
Implement **low-cost operational upgrades** (motion sensors, LEDs, weather stripping, etc.)

Track, measure, and share energy use and cost data

Tracking Data

To ensure buildings are managed as energy- and cost-efficiently as possible, the first place to start is with good information.

Baseline: The amount of energy buildings are currently using. By tracking energy use and establishing a baseline, energy savings can be quantified and compared.

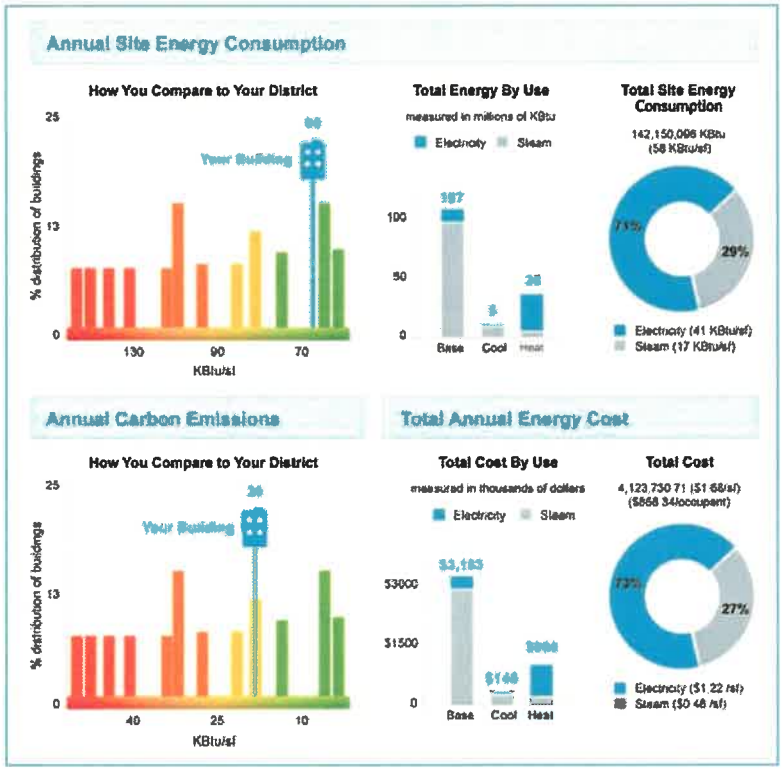


Benchmarking: Allows facilities managers to measure and compare their building's energy consumption to similar buildings and past consumption.

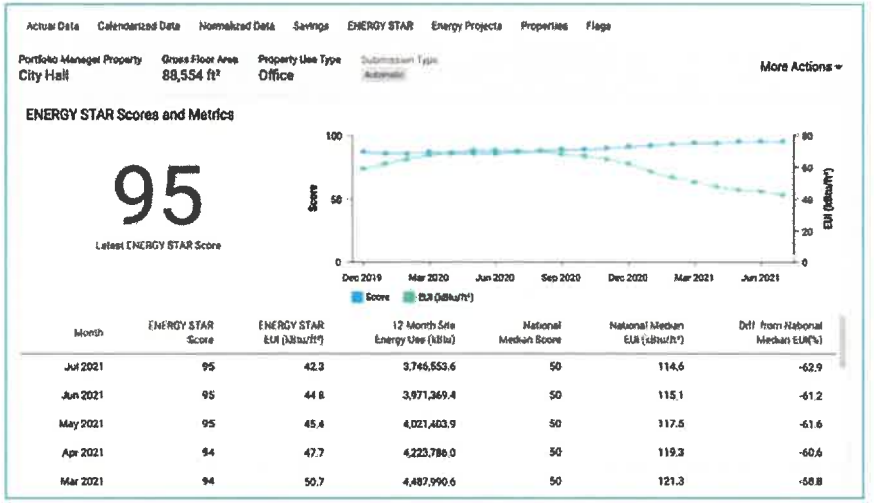
ENERGY STAR Portfolio Manager is a free, widely used energy tracking and benchmarking platform.

Tracking Data + Benchmarking

ENERGY STAR Portfolio



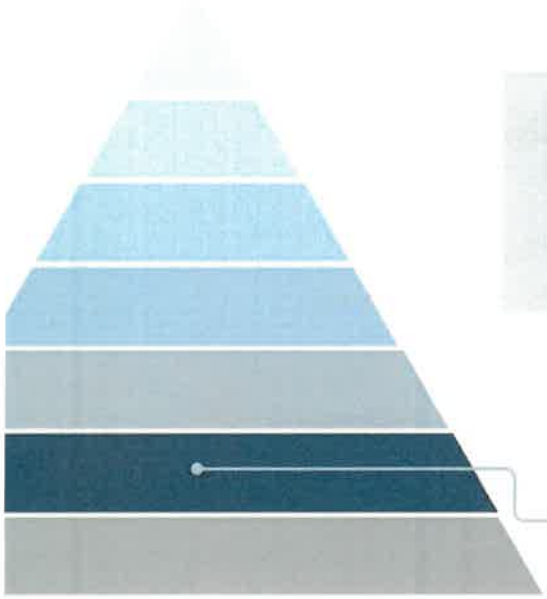
- ESPM can track utility cost data and energy usage
- Compatible with Excel - data entry can be done through bulk uploads
- Built in benchmarking function: Compare your buildings' energy use to similar buildings
- Easily generate reports to share with stakeholders



Low-cost, operational upgrades

The "low hanging fruit" of energy efficiency

Equipment replacements such as: switching out aging or inefficient lighting fixtures, adding motion sensors where appropriate, weatherizing buildings, retro-commissioning building equipment to ensure equipment is running as designed, etc.



What are some operational upgrades that have already happened, or that are planned?

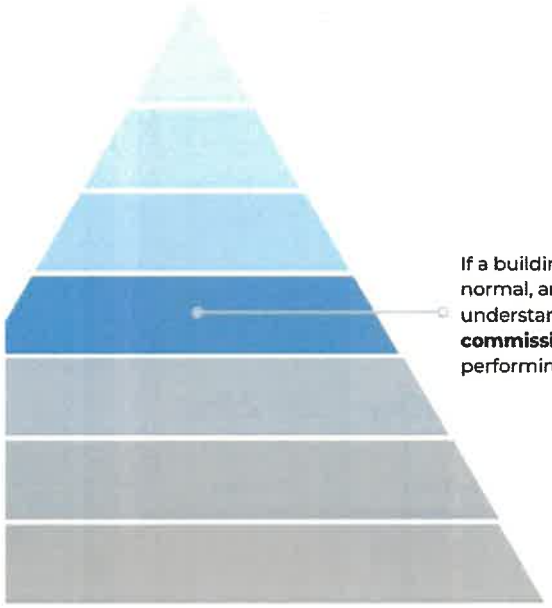
Implement **low-cost operational upgrades** (motion sensors, LEDs, weather stripping, etc.)

Approximate Energy Usage for Different Types of Lighting
(Per bulb assuming about 4 hours of usage per day.)

Incandescent	Halogen	CFL	LED
			
Energy Usage	Energy Usage	Energy Usage	Energy Usage
40w $5.56/yr	29w $4.65/yr	9-11w $1.75/yr	5-8w $1.44/yr
60w $7.80/yr	43w 6.90/yr	13-20w $2.09/yr	10-13w $1.92/yr
75w $10.40/yr	53w $8.50/yr	18-25w $3.21/yr	13-19w $2.73/yr
100w $13.40/yr	72w $11.56/yr	23-30w $3.69/yr	20-26w $3.21/yr
1 Year	1-3 Years	6-10 Years	15-20 Years

Energy Audits

Bringing in an expert to conduct an energy audit can provide a detailed look at the energy your building is using and identify problem areas. Energy audits can be expensive - it's important to understand the information that will be received and have a plan for how it will be used.



Note: *ASHRAE level audits are best used when pursuing funding opportunities that require them. When working with an engineer for building renovations, they will likely do their own audit as part of the process.*

ASHRAE Level 1 Audit: A basic walk-through assessment and review of utility bills

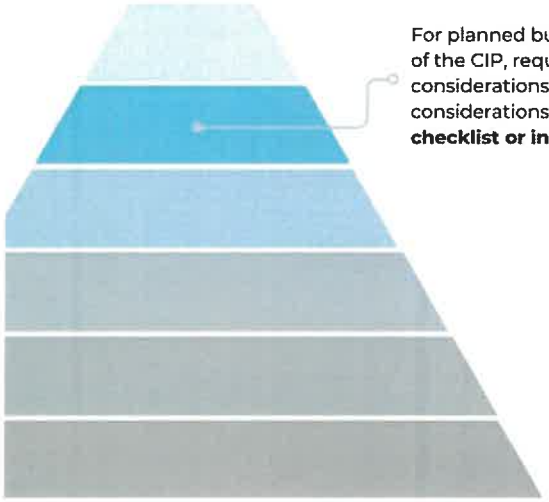
ASHRAE Level 2 Audit: More detailed energy calculations that considers utility data over a longer period of time

ASHRAE Level 3: An even more in-depth analysis of energy use in the building

Internal Policies + Purchasing Guidelines

Establishing an energy-efficiency checklist for facilities and buildings can ensure energy reduction and cost savings don't slip through the cracks.

There are existing checklists and purchasing policies that could be used as a foundation to pull language from. Mix, match, and add your own considerations to create internal policies that work for Fairborn.



For planned building upgrades that are part of the CIP, require energy-efficient considerations and lifetime cost considerations - either with an **internal checklist or in RFP language**

Buildings

- Lower thermostat settings.
- Match heating, ventilation, and air conditioning (HVAC) schedules to occupancy schedules.
- Lower setback temperatures.
- Optimize morning warmup and night setback controls.
- Reduce/eliminate major sources of infiltration.
- Install a desiccant dehumidification system.
- Minimize use of outside air for process ventilation.
- Educate employees on building systems and energy efficiency measures.
- Check/adjust combustion efficiency of gas-fired equipment.

duce the cooling load on buildings,
dows.

ncy sensors.

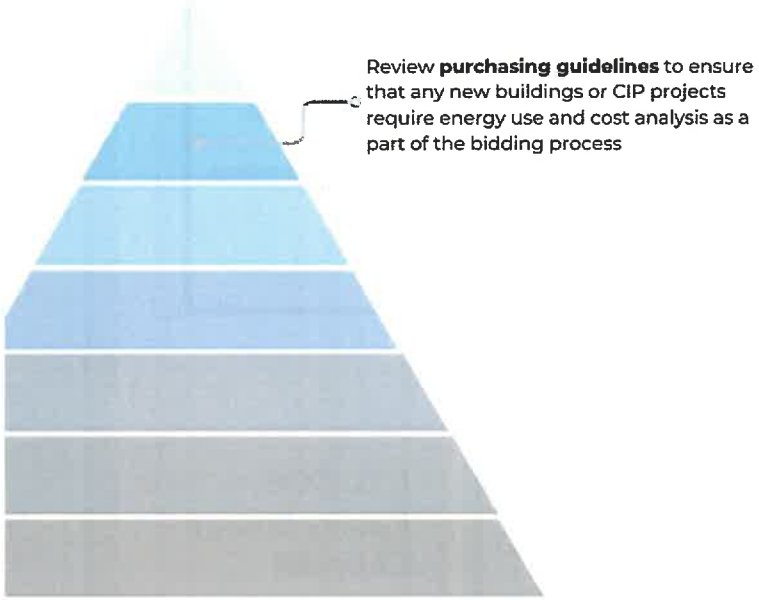
Central Heating Plants

- Conduct boiler efficiency tests.
- Optimize combustion efficiency.
- Perform boiler maintenance and set a maintenance schedule.
- Check boiler water chemistry.
- Minimize boiler blowdown.
- Optimize steam plant heat balance.
- Minimize deaerator steam venting.
- Optimize boiler loading.
- Install meters on boiler system make-up lines and blowdown lines to detect leaks.

U.S. DOE: Facility Energy Checklist

Internal Policies + Purchasing Guidelines

When purchasing or putting out RFP language, include language requiring energy cost modeling comparisons and lifetime cost of ownership information can ensure energy efficiency and energy cost are included in decision making.



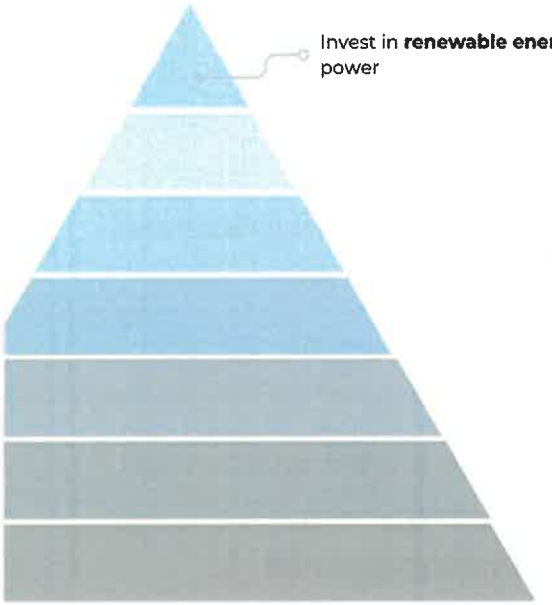
Example Purchasing Policy

Purchasing Policies	Heating, ventilation, and air conditioning (HVAC) systems	Install new air conditioning units with a SEER or IEER rating listed in Consortium for Energy Efficiency (CEE) Tier 2 or better.
		Install new fans and pumps with EC motors or direct driven variable speed drives (VSDs).
		Chillers should meet the Wisconsin Building Energy Code IPLV chiller efficiency ratings. Consider chillers with VFD driven screw compressors and magnetic bearing chillers for higher efficiency.
		Install full-condensing boilers and gas heaters with listed efficiency of 92% or higher.
		Consider installing or upgrading the building automation system when major equipment is replaced.
	Lighting systems	LED lights should meet DLC QPL premium performance requirements.
		Consider purchasing fixtures with integrated controls to automatically dim or shut off lights based on occupancy or daylight.
		Consider Lighting networked controls that meet DLC Networked Lighting Control System QPL.
	Plug loads	Implement an ENERGY STAR purchasing policy for all appliances, including refrigerators, computers, office equipment, kitchen equipment, washing machines, and clothes washers.
		Use laptops instead of desktops at employee workstations.
		Consider advanced power strips to turn off peripheral equipment, like monitors and task lights, when computers are turned off.

Slipstream: Municipal Energy Plan - Seven Community Collaboration

Renewable Energy

In a time of rising energy prices, locking in fixed prices for energy can provide valuable certainty for already strained budgets.



WYSO

A solar array will soon help power Fairfield's wastewater plant

Fairfield is breaking ground Monday on a five-acre solar array next to its wastewater treatment plant on Groh Lane.

Jan 12th (205 kB)



WYSO

West Dayton solar farm with 'refreshing' level of support should save city utility customers $42M

Gem City Solar will be the largest solar farm in Dayton and should help Dayton customers save on utility bills.

Feb 6th (105 kB)



Funding Sources

Ohio Department of Development's State Energy Program

ODOD's Energy Efficiency Program: Audit Support

- Awards funds of up to $15,000 to offset the cost of an ASHRAE II energy audit from a qualified provider.
- An ASHRAE II energy audit less than two years old is a precursor to funding to support physical work, i.e. component and/or system retrofits (described further below).

ODOD's Energy Efficiency Program: Implementation Support

- Awards grants in the range of $100,000 to $200,000 for the purchase of energy efficiency materials such as thermostats, sensors, automated controls, lighting fixtures, LEDs, doors, windows, panels, insulation, vents, motors, etc. The installation must result in a 15% reduction in energy usage.

ODOD's Energy Loan Fund

- Low-interest loans are available through the fund. Loan amounts vary depending on the project and can be from $250,000 up to $1 million. All projects must achieve at least a 15% reduction in energy usage, demonstrate economic and environmental impacts and be included within a long-term energy strategy.

Next Steps

What would you like to learn more about?

- PCFO provides free technical assistance for our member governments. We can:
  - Share specific research and case studies
  - Make connections with municipalities that have undertaken similar projects
  - Offer guidance on benchmarking current energy usage and/or getting started with ENERGY STAR Portfolio Manager
  - Support drafting an energy-efficiency checklist to consult when purchasing or beginning a project

Thank You!

Maggie Heiser, Program Manager
Power a Clean Future Ohio
maggie@poweracleanfuture.org

Kumar Jensen, Principal Founder
The Baseline Institute, LLC
baselinedirector@gmail.com

Power A Clean Future Ohio

POWERACLEANFUTURE.ORG

Best Practices for Municipal Energy Efficiency

Energy use in municipal buildings can account for a significant portion of a city's expenditures. In Ohio, we've seen recent rate hikes and price volatility in our electricity markets. As energy costs and utility bills continue to rise, municipalities must take steps to ensure they're reducing energy waste and improving efficiency.

Economic Benefit

The less energy needed to maintain safe, high-performing facilities, the lower a municipality's utility bills will be.

Best ROI

When it's time to make a building or equipment upgrade, investing in an energy-efficient option can save costs in the long run.

Environmental Benefit

Reducing energy use can lessen air pollution and GHG emissions.

Tracking data:

To ensure buildings are managed as energy- and cost-efficiently as possible, the first place to start is with good information.



In order to set goals and communicate successes, there needs to be an understanding of where you're starting from. By establishing a **baseline**, facilities managers can understand the amount of energy their buildings consume and the corresponding utility costs.

To reveal patterns and changes, utility data is input into a **benchmarking** tool and tracked over time. Benchmarking allows facilities managers to measure and compare their building's energy consumption to similar buildings and past consumption. Inputting data into ENERGY STAR Portfolio Manager enables this comparison to occur automatically.

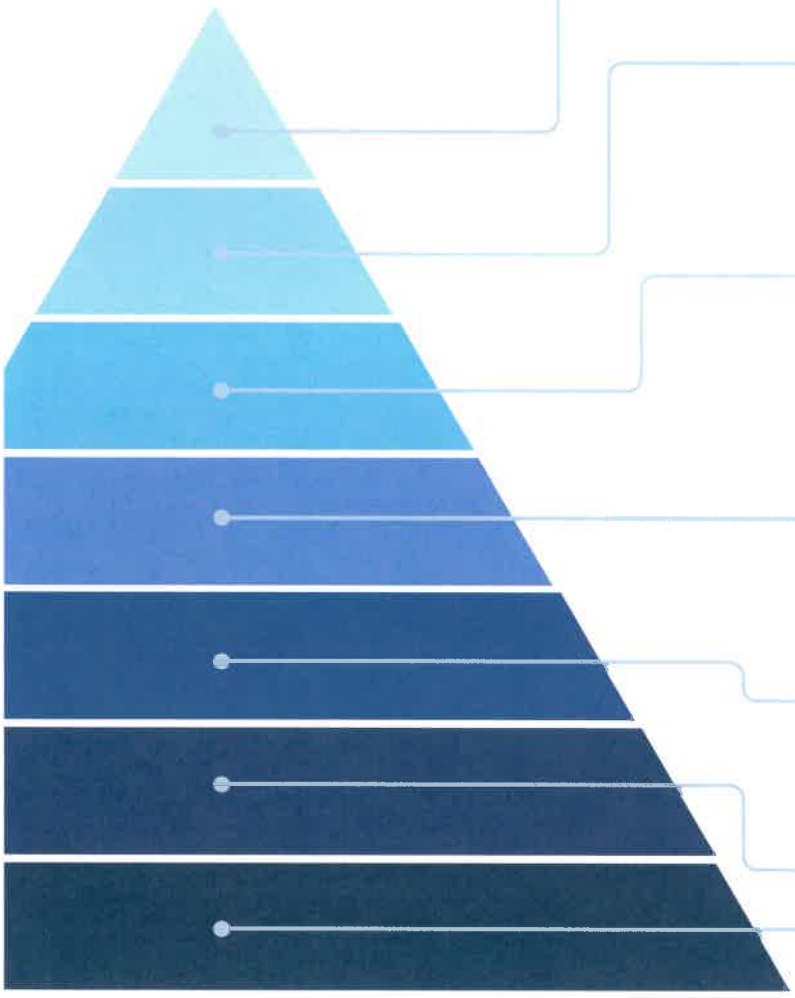
One of the biggest benefits of knowing your facilities' energy use and cost is being able to share that information with relevant stakeholders, such as City Council and the public. If a facility is performing well, that should be celebrated; if not, it may need additional investment and attention.

Energy Use Approach

The basics of municipal building energy management start with tracking energy use and cost of all energy-consuming assets, but focusing on the largest users, such as water treatment facilities. Once a municipality has a good understanding of its building energy performance, it can move into more complex, higher-impact actions such as implementing low-cost operational upgrades, conducting an energy audit, or retro-commissioning.

Energy Use Hierarchy

An Energy Use Hierarchy offers a framework to consider and prioritize various stages of energy efficiency work.



Invest in **renewable energy** and backup power

Review **purchasing guidelines** to ensure that any new buildings or CIP projects require energy use and cost analysis as a part of the bidding process

For planned building upgrades that are part of the CIP, require energy-efficient considerations and lifetime cost considerations - either with an **internal checklist or in RFP language**

If a building is using more energy than normal, an **energy audit** may be needed to understand the cause. **Retro-commissioning** can ensure equipment is performing as intended

Evaluate the energy performance of each building and compare it to similar kinds of buildings through **benchmarking**

Implement **low-cost operational upgrades** (motion sensors, LEDs, weather stripping, etc.)

Track, measure, and share energy use and cost data

All buildings will have different needs and priorities. While parsing through which aspects of energy-efficient management techniques and upgrades make the most sense for your portfolio, don't forget to take advantage of the slate of technical assistance options and support Power a Clean Future Ohio can offer!

www.poweracleanfuture.org

Exhibit "B"

FAIRBORN

A CITY IN MOTION

Council Retreat 2026

Presentation to City Council

City of Fairborn

Overview of Presentation

- **Rules of Council**
  - Section 9 Public Participation / Citizen Comments
  - Section 12 Censure and Discipline
- **Charter Review**
  - Threshold & When Appropriate
- **Objective Council Discussion to Identify Edits & Rules of Council & Charter**

Meeting Procedure & Public Participation

Rules of Council

Council Meetings

- Agenda set forth in ordinances controls flow and organization of meetings.
- Mayor maintains order for council meetings.
- Agenda sets forth areas where public comments are permitted.
- Guided by Robert's Rules of Order.

Rules of Council: Ordinance 111.02

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.

Key Differences – Ordinance v. Resolution

Aspect	Ordinance	Resolution
Formality	More formal, detailed process	Simpler, less formal process
Readings Required	Three readings (unless suspended)	One reading
Public Hearing	Required for non-emergency ordinances	Not required (except for specific uses)
Effectiveness	30 days after adoption (or immediate for emergencies)	Immediate upon adoption
Use Cases	Major legislative actions (e.g., taxes, public utilities)	Administrative or policy matters

Rules of Council: Speaking on Agenda Legislation

Section 9, Page 15 of Rules of Council – Public Participation / Citizen Comments

- Allows citizens to speak for up to 5 minutes toward the end of the council meeting.
- This is after all legislation has been voted upon.
- Not applicable to work sessions and council retreats.

Rules of Council: Citizen Comments

- Existing Public Participation
  - Only permitted in agenda item (h) Citizen Comments (after the substantive agenda items have been voted on)
- Expand Citizens' Comments?
  - Resolutions & Ordinances on agenda
  - Non-Legislation items
  - Thoughts, ideas, suggestions?

Council Discipline & Censure

Process for Censuring a Council Member

Ensuring Due Process and Transparency in Council Proceedings

Overview of Censure

- **Definition of Censure**: A formal statement of disapproval adopted by a majority vote. It does not remove the member from office or impose penalties .
- **Purpose**: To address misconduct or violations of council rules while maintaining the integrity of the council .
- **Legal Basis**: Grounded in council's inherent authority to regulate its own members and ensure compliance with applicable laws .

Principles for Censure Process

- **Section 12 Censure and Discipline**
  - Recent issue with exercise of censure that generated conversation among council members.
  - Should censure be on the agenda?
  - Should there be 2 stages?
  - Should public comments be permitted?
- **Questions, suggestions, comments?**

Charter Amendments: When Appropriate

Charter Review: Charter Review Is a Structural Tool — Not a Procedural Fix

- The Charter is Fairborn's governing framework
- Charter amendments are intended for **major structural questions**
- Most meeting-process concerns are better handled through:
  - Rules of Council
  - Ordinance procedure
  - Policy refinements

When Charter Review Makes Sense (And When It Doesn't)

Appropriate Charter Topics:

- Form of government changes
- Council composition or term limits
- Manager authority structure
- "Clean Up" on aisle 13

Not Ideal Charter Topics:

- Speaking rules
- Decorum and discipline procedures
- Meeting workflow adjustments

Charter Amendment Process Is Deliberate by Design

Question Presented:

Is it necessary/efficient to do a full-blown charter review with Charter Review Commission?

Charter Commission Is the Most Intensive Option

- **Committee Meeting Period:** March-May 2026
- **Recommendation Presentation to Council:** June 1 or 15 2026 Council Meeting
- **Council Action (if recommendations):** Council adopts ordinance(s) and considers at council meetings June 15, July 6, 20, 2026

Charter Commission May 2019

- A Charter Commission completed a "clean up" review for the May 2019 Election.
- 3 issues were presented on the ballot, 2 passed, 1 failed.
- Issue 6 failed – add phrase regarding executive session and auto repeal of emergency ordinances.
- Issues 5 and 7 passed regarding term of mayor from 2 to 4 years and council candidate petition signatures reduced from 100 to 50 signatures.

Issue 5

PROPOSED CHARTER AMENDMENTS

City of Fairborn

A majority affirmative vote is necessary for passage.

5 Shall the Charter of the Municipality of Fairborn, Ohio be amended as follows:

1. Revise Section 2.02 to modify the Mayor's term from two years to four years.

2. Revise Section 2.03 to modify consecutive terms for council and mayor so they may serve a maximum of two consecutive four-year terms in each office before a two-year break is required.

⬭ **YES**

⬭ **NO**

Issue 6

PROPOSED CHARTER AMENDMENTS

City of Fairborn

A majority affirmative vote is necessary for passage.

6 Shall the Charter of the Municipality of Fairborn, Ohio be amended as follows:

1. Revise Section 2.12 to add the phrase "any other reason consistent with the Ohio Revised Code" to the reasons the Fairborn City Council may recess into executive session.

2. Revise Section 2.15 to remove language that automatically repeals emergency ordinances 180 days after their adoption.

⬭ **YES**

⬭ **NO**

Issue 7

PROPOSED CHARTER AMENDMENTS

City of Fairborn

A majority affirmative vote is necessary for passage.

7 Shall the Charter of the Municipality of Fairborn, Ohio be amended as follows:

1. Revise Section 7.02 (a) to reduce the number of signatures a candidate must collect on a nominating petition from 100 to 50.

2. Revise Section 7.02 (b) to modify the window of time for a candidate to file a nomination petition with the Board of Elections from not less than 60 days before a regular municipal election to not less than 90 days before a regular municipal election.

⬭ **YES**

⬭ **NO**

Suggested Charter Sections for Revisions

- **Section 2.6(b) Appointments and Removals**
- **Section 2.07(d) Recall** – this one is already in process
- **Section 2.08 Judge of Qualifications**
- **Section 2.15 Emergency Ordinances** – auto repeal language

Exhibit "C"


FAIRBORN
A CITY IN MOTION
Human Resources
Robin McClure, HR Director &
Monica Sanders, HR Administrator

Human Resources

Mission Statement

To provide assistance to both supervisors and employees in developing a work environment to enhance job satisfaction and the quality of services provided by hiring and maintaining the best possible people, and to process all personnel services in an efficient, professional, and courteous manner.

HR is currently staffed with two (2) FT employees, HR Director and HR Administrator

FAIRBORN
A CITY IN MOTION

Human Resources Organizational Chart



FAIRBORN
A CITY IN MOTION

Human Resources

Human Resources provides services internally to our 266 full-time employees and 11 part-time employees with workforce planning and position management through recruitment. HR manages job postings, candidate screening, interviews, and selection with department supervisors. HR handles onboarding and new employee orientation as well.

HR's role includes salary and benefits administration (including enrollment in health, dental, vision, life, and voluntary benefits). Monica Sanders has been key in helping employees with wellness initiatives that led to us receiving a 0% increase in health insurance premiums for 2 years in a row.

HR informs supervisory staff about annual evaluations and merit increases. We provide training, leadership development and support for succession planning for all departments. We strive to provide start to end date support for every employee.

HR ensures compliance with federal, state, and local employment laws. We maintain personnel records and reporting. In addition, we handle workers' compensation administration as well as reporting of all PERRP mandatory filings annually.

FAIRBORN
A CITY IN MOTION

Human Resources

Challenges include recruitment of Police and Fire personnel. Area cities are all competing for the same talent and having the same struggles to recruit certified/qualified Police Officers and Firefighter/Paramedics.

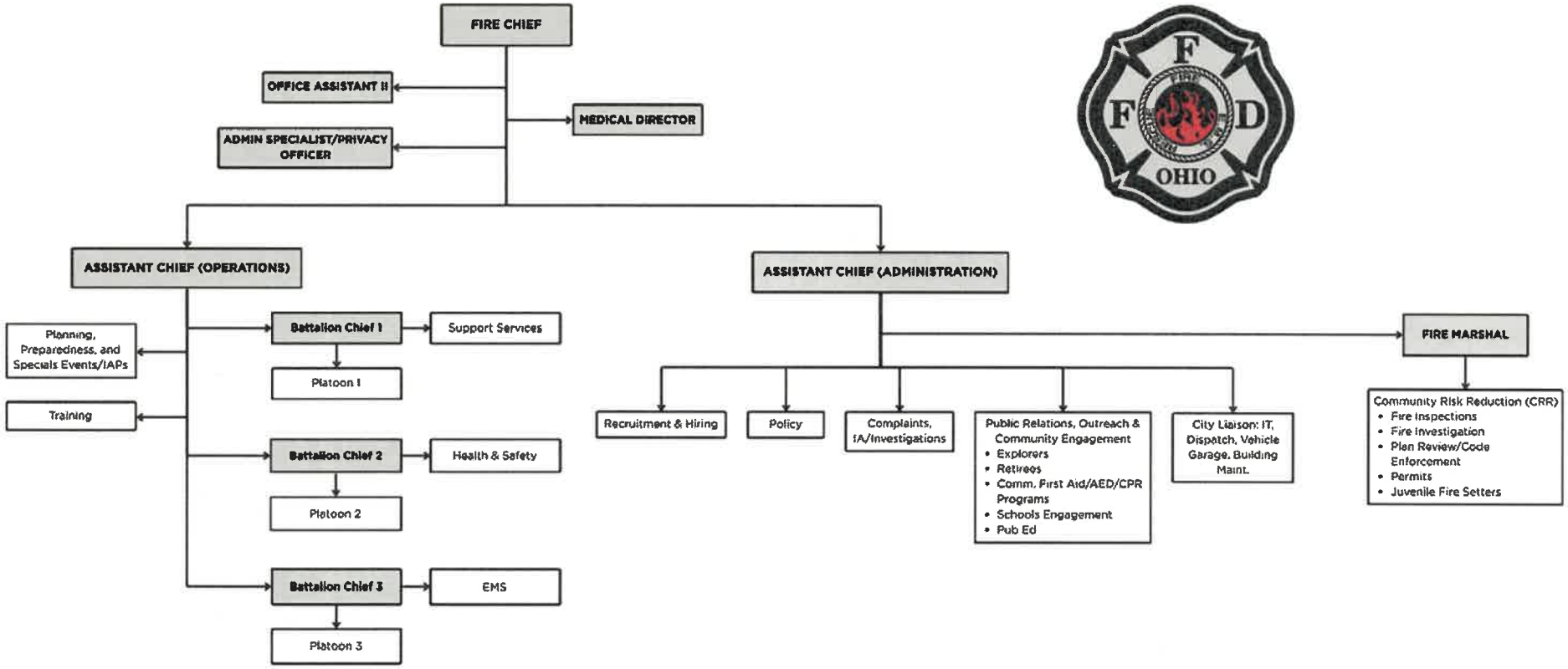
In addition, employee retention through retirement has changed significantly since COVID-19. As a result, additional programs and policy revisions may be necessary to support long-term recruitment efforts. Examples may include flexible work schedules, expanded paid leave, enhanced health, mental, and financial wellness initiatives, dependent care assistance, caregiver support, and other incentives.

FAIRBORN
A CITY IN MOTION

Exhibit "D"


Fairborn Fire Department
FAIRBORN
A CITY IN MOTION
"To consistently strive for that level of professional excellence and commitment to service that fosters an environment of safety and well-being among the citizens of our community, and to provide our members with a feeling of security and sense of pride."
– FFD Vision Statement

FFD ORGANIZATIONAL CHART



FAIRBORN
A CITY IN MOTION

2026 FFD Staff

- *Fire Chief – Ryan Williams – Chief 1*
- *Assistant Fire Chief – Brad Eckert – Chief 2*
- *Assistant Fire Chief – Dan Wolfe – Chief 3*
- *Battalion Chief – Logan Surls – Platoon 1 BC / Support Services – "Batt. 1"*
- *Battalion Chief – Colton Trego – Platoon 2 BC / Health and Safety – "Batt. 1"*
- *Battalion Chief – John Sands – Platoon 3 BC / EMS – "Batt. 1"*
- *Battalion Chief – Patrick Ricketts – Fire Marshal – "FM-1"*
- *Administrative Specialist Emily Blocher – Privacy Officer / Admin. Spec.*
- *OA - Cheyenne Mendenhall Part-time Office Assistant*
- *Fifty-four (54) Lieutenants (12), Firefighter/Paramedics (42), and Recruits (~3)*

FAIRBORN
A CITY IN MOTION

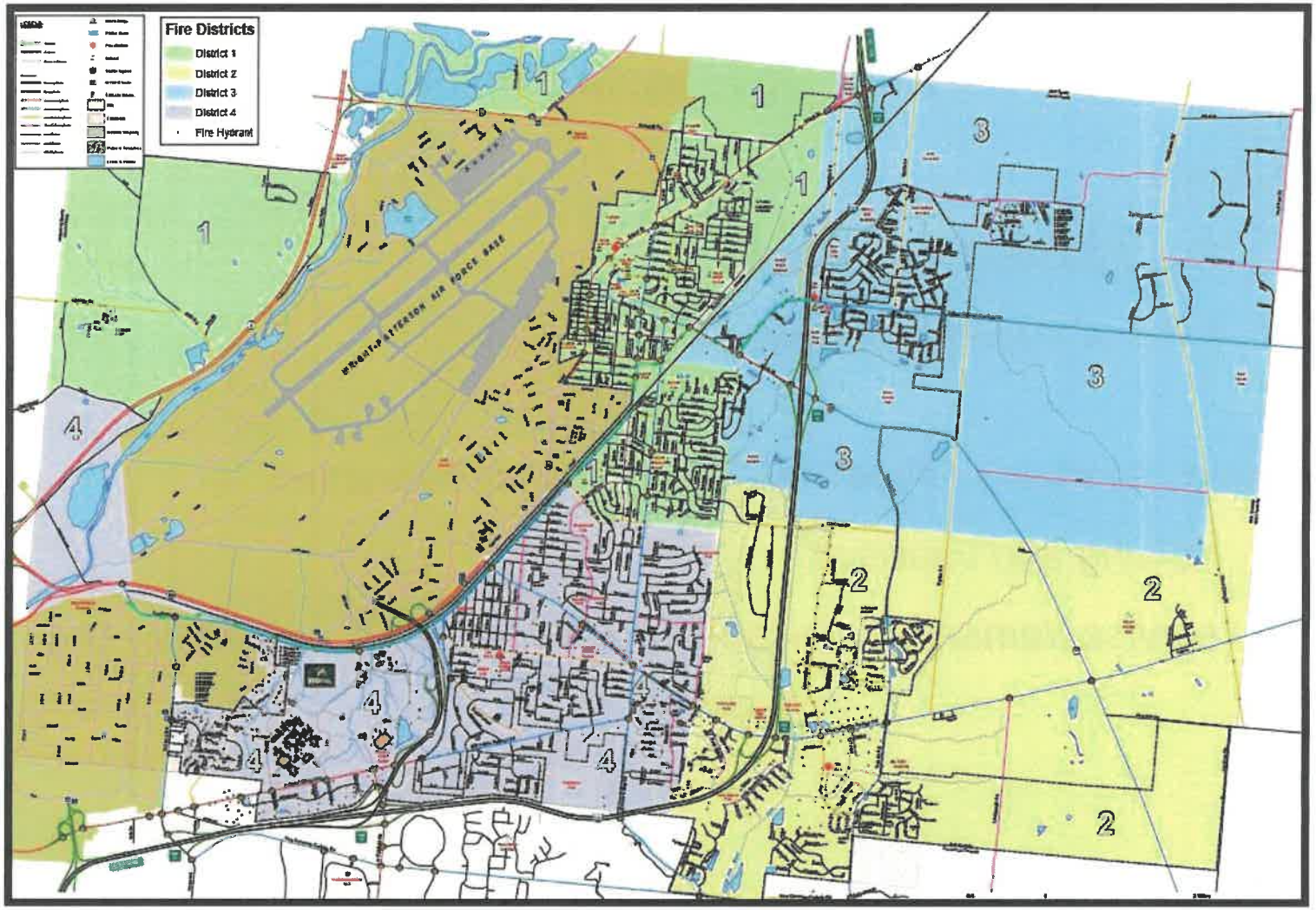
2026 Strategic Initiatives

- *Vision Focus / Strategic Congruence*
- *Health and Safety*
- *Customer Service (Internal and External)*

2026 Core Functions and Essential Services

- *Fire / Medical / Technical / All-Hazards Response and Mitigation*
- *Community Risk Reduction ("5 E's" - Ed., Eco., ER., Eng., Enf.)*
- *Training*
- *Logistics (needs analysis, purchasing, life cycle, accountability)*
- *Administration (Budget, policy, recruit / retain, engagement, relationships)*

FAIRBORN
A CITY IN MOTION



FAIRBORN
A CITY IN MOTION

Strategic Pressure Points

- *Recruitment*
  - *Certification requirements*
  - *Lack of interest in public safety*

- *Unfunded Mandates / Potential Future Loss of Revenue*
  - *training and liabilities*
  - *service demand, service expectations, acuity and complexity*

FAIRBORN
A CITY IN MOTION



FAIRBORN
A CITY IN MOTION

Questions?







FAIRBORN
A CITY IN MOTION

Exhibit "E"

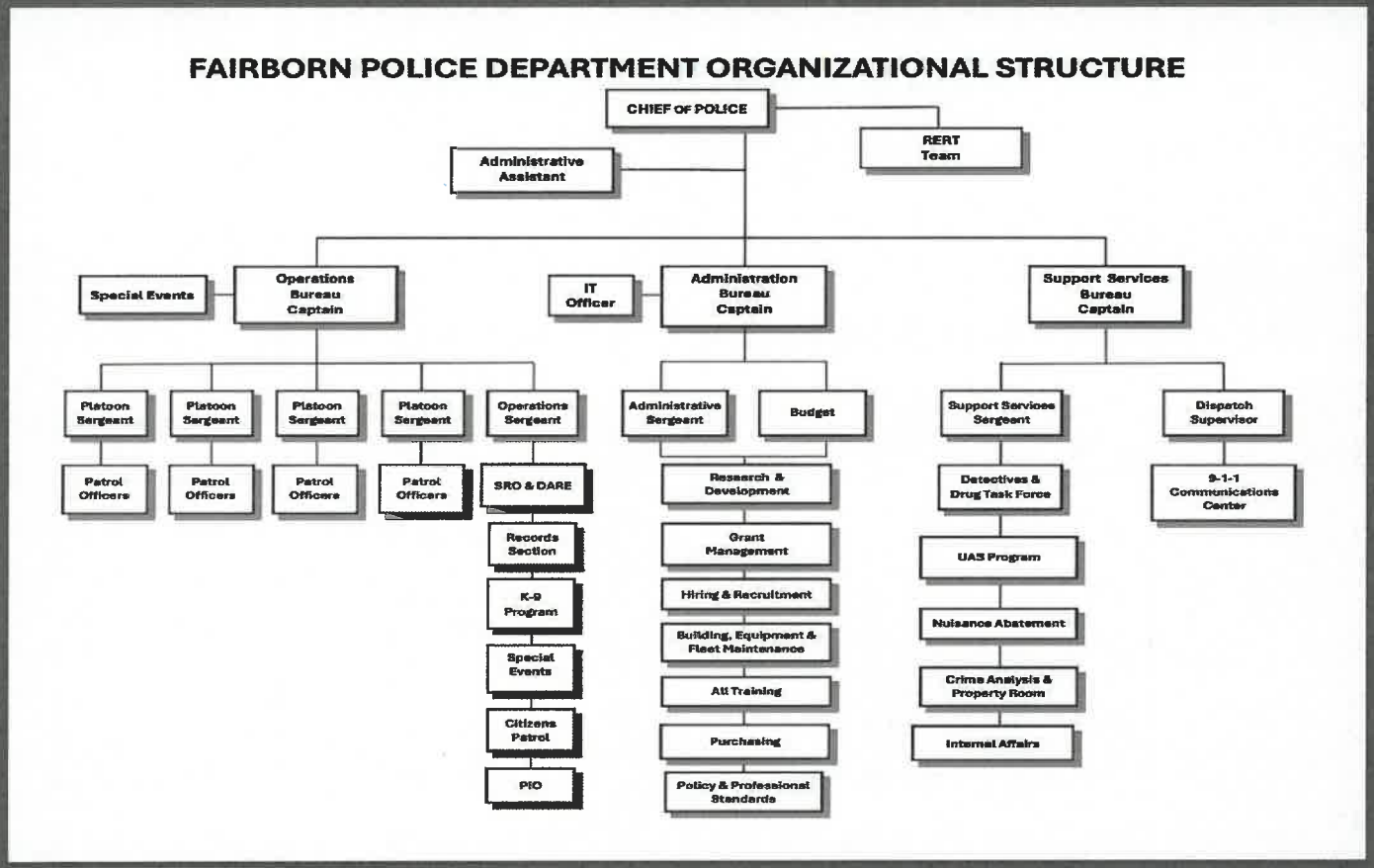
Fairborn Police Department

City of Fairborn
Council Retreat
February 20, 2026

Fairborn Police Department

- Authorized Staffing
  - 55 Sworn Members (1 Chief, 3 Captain, 7 Sergeants, 7 Detectives, 3SROs, 1 K-9 Officer, & 33 Patrol Officers)
  - Dispatch Staffing (12 Dispatchers & 1 Dispatch Supervisor)
  - 3 Record Clerks & 1 Administrative Assistant
  - 1 Part Time Property Room Clerk

Organizational Structure

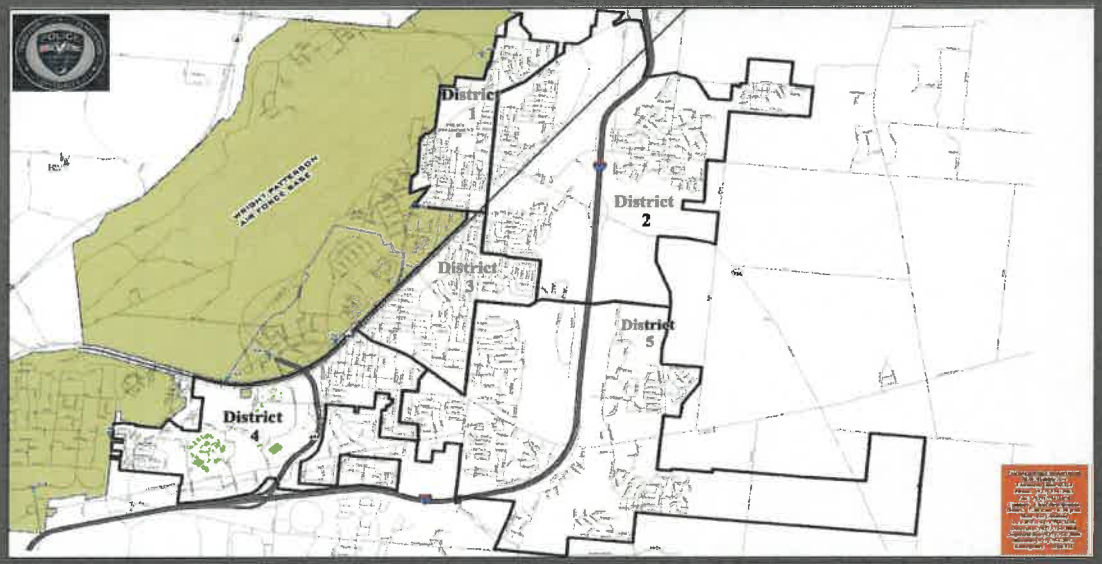


Operations Bureau

- Operations Bureau Overview
  - Operations Captain John McGuire
  - Operations Sergeant Cara Foreman
  - (4) Patrol Sergeants (Ferree, Hood, Taubert, & Walton)
    - Patrol (Schedule & Minimum Staffing Levels)
    - Special Event Planning (4th of July, Hairborn, Sweet Corn Festival, USAF Marathon, etc.)
    - Records Section
    - Citizens Patrol

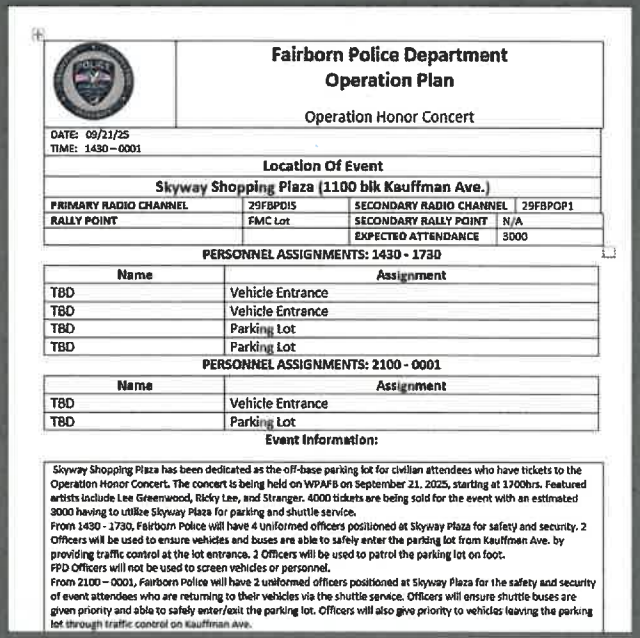
Operations Bureau

- Calls for Service: 2025 (52,549)
- Self-initiated vs dispatched calls for service
- Districts



Operations Bureau

- Special Event Planning
  - Larger Events
    - July 3rd & 4th Events
    - Sweet Corn Festival
    - USAF Marathon
  - Smaller Events
    - Hairborn
    - Bluegrass & Brew
    - Fairborn City Schools Events
    - Chamber of Commerce Events



Fairborn Police Department
Operation Plan

Operation Honor Concert

DATE: 09/21/25
TIME: 1430 – 0001

Location Of Event

Skyway Shopping Plaza (1100 blk Kauffman Ave.)

PRIMARY RADIO CHANNEL	29FBPDIS	SECONDARY RADIO CHANNEL	29FBPOP1
RALLY POINT	FMC Lot	SECONDARY RALLY POINT	N/A
		EXPECTED ATTENDANCE	3000

PERSONNEL ASSIGNMENTS: 1430 - 1730

Name	Assignment
TBD	Vehicle Entrance
TBD	Vehicle Entrance
TBD	Parking Lot
TBD	Parking Lot

PERSONNEL ASSIGNMENTS: 2100 - 0001

Name	Assignment
TBD	Vehicle Entrance
TBD	Parking Lot

Event Information:

Skyway Shopping Plaza has been dedicated as the off-base parking lot for civilian attendees who have tickets to the Operation Honor Concert. The concert is being held on WPAFB on September 21. 2025, starting at 1700hrs. Featured artists include Lee Greenwood, Ricky Lee, and Stranger. 4000 tickets are being sold for the event with an estimated 3000 having to utilize Skyway Plaza for parking and shuttle service.
From 1430 - 1730, Fairborn Police will have 4 uniformed officers positioned at Skyway Plaza for safety and security. 2 Officers will be used to ensure vehicles and buses are able to safely enter the parking lot from Kauffman Ave. by providing traffic control at the lot entrance. 2 Officers will be used to patrol the parking lot on foot.
FPD Officers will not be used to screen vehicles or personnel.
From 2100 – 0001, Fairborn Police will have 2 uniformed officers positioned at Skyway Plaza for the safety and security of event attendees who are returning to their vehicles via the shuttle service. Officers will ensure shuttle buses are given priority and able to safely enter/exit the parking lot. Officers will also give priority to vehicles leaving the parking lot through traffic control on Kauffman Ave.

Operations Bureau

- Records Section
  - (3) Record Clerks (Ingrid Freeman, Kendra Malcolm, & Shane Hartwell)
  - Over 5,000 Public Records Requests (2025)

Administration Bureau

- Administration Bureau Overview
  - Administration Captain Steve Holcomb
  - Administration Sergeant Ethan Boggs
    - Research, Development, & Technology
    - Grant Management
    - Hiring & Recruitment
    - Building, Equipment, & Fleet Management
    - Training
    - Ohio Collaborative Accreditation

Administration Bureau

- Research, Development, & Technology
  - Body Worn Cameras
  - Cruiser Cameras
  - Taser 10
  - Pepperball
  - Drones
  - Evidence Processing Equipment
  - Forensic Capabilities

Administration Bureau

- Grant Management
  - Ohio LE Bulletproof Vest Program
  - Drug Use Prevention Grant
  - Edward Byrne Memorial Justice Assistance Grant (JAG)
  - Violent Crime Reduction Grant (VCR)
  - Homeland Security Grant



Administration Bureau

- Hiring and Recruitment
  - Police Officer
    - Recruitment
    - Hiring Process
    - Field Training 18-weeks
  - Dispatcher
    - Field Training 12-weeks
  - Police Recruit
  - Records Clerk

Administration Bureau

- Administration Bureau
  - Training
    - 8-10 Annual In-Service Training (UOF, Taser, EVO, Health & Wellness, Defensive Tactics, CPR & AED, Range, etc.)
    - Continuing Professional Training (CPT)
      - Mandated by the Ohio Peace Officer Training Commission
      - 2025- 24 hours total (Mandated Topics: Legal Update, Communications, Compliance and Control Tactics, & Firearms)
    - Ohio Collaborative Accreditation Annual Training
    - Outside Training

Administration Bureau

- Ohio Collaborative Accreditation Program

"The mission of the Ohio Collaborative Law Enforcement Accreditation Program (OCLEAP) is to establish law enforcement best practices by way of comprehensive, obtainable, and operationally effective standards, and to provide resources and support to Ohio agencies in an effort to protect the public and law enforcement personnel, limit liability, and enhance levels of professional service delivery."

"Achieving accredited status is a voluntary, multi-phase, self-paced process that involves self-analysis, an investment of time and resources, and coordination with the Ohio Department of Public Safety's Office of Criminal Justice Services (ODPS-OCJS), the department that administers the program. Accredited status represents a significant professional achievement and demonstrates the agency's dedication to professional excellence. Citizens served by accredited agencies can have confidence that their law enforcement agency operates with the highest regard for proficiency and integrity."

Support Services Bureau

- Support Services Bureau Overview
  - Captain James Hern
  - Sergeant Nathan Penrod
  - Dispatch Supervisor Ryan Harper
  - Detective Section
    - General Assignment Detectives
    - ACE Task Force Detectives
  - Property Room
    - Property Room Clerk- Alan Kraker
  - Dispatch Center
    - 12 Dispatchers

Support Services Bureau

- Detective Section
  - General Assignment Detectives- 6
    - Investigations- All Felony Investigations (Homicides, Sexual Assaults, Felonious Assault, Felony Thefts, etc.)
    - 2025 Indictments- Approximately 230
  - ACE Task Force Detectives- 1
    - Drug Trafficking Investigations
    - Confidential Informants/ Undercover Drug Buys

Support Services Bureau

- Property Room
  - Over 3,000 pieces of property
    - Evidence (drugs, guns, DNA swabs, etc.)
    - Found property
    - Destruction
  - Court ordered disposal of approximately 2,000 pieces of property a year
  - (2) National Drug Take Back Events a year

Support Services Bureau

- Support Services Bureau
  - Dispatch Center
    - 12 Dispatchers
    - Minimum staffing 2 at a time
    - Total incoming and outgoing calls (2024)- 81,556
    - Total 911 calls (2024)- 13,122
    - Text to 911 (2024)- 35

Additional Resources

- Regional Emergency Response Team
  - Regional Team (Beavercreek PD, Huber Heights PD, & Fairborn PD)
  - 12 hours of training a month/ 40 hours in October
- Regional Crowd Management Team
  - Regional Team (Montogomery County & Greene County LE Agencies)
  - Quarterly Trainings

Fairborn Police Department

Questions?

Exhibit "F"


Development Services
Property Maintenance and Code Enforcement
FAIRBORN
A CITY IN MOTION

When a complaint is submitted through the city's website:

- It is automatically routed to the correct department.
- The department responsible receives immediate notification.
- The department director is also notified.
- A permanent record is created in our system, allowing us to track, document, and follow up appropriately.

FAIRBORN
A CITY IN MOTION

Here are some specific questions that Councilwoman Stanton was asked by citizens.

1. Does code enforcement actively look for code violations to address, or do they only act when someone complains? (or both)
2. Does the city require people to cut back trees in their yard to keep the sidewalk accessible (width and height)? If so, is this done proactively or when someone complains?
3. Does the city require residents to cut back trees to prevent the branches from blocking the light from streetlights? If so, is this done proactively or when someone complains?
4. How much does it cost to demolish a residential property, specifically referring to the infill properties with the smaller square footage?



FAIRBORN
A CITY IN MOTION

Development Services

By encouraging residents to use the city's reporting system, you're not just helping us manage workflow. You're helping us serve people better.

That's the #1 takeaway I hope you leave with today.

FAIRBORN
A CITY IN MOTION

Exhibit "G"


City of Fairborn Finance Department
FAIRBORN
A CITY IN MOTION
FAIRBORN
A CITY IN MOTION

Who We Are

- We have thirteen (13) full-time staff members across four (4) Divisions: Finance & Accounting, Utility Billing, Income Tax and Payroll.
- Director: Hilary Browning
- Assistant Finance Director: Janel Regelski



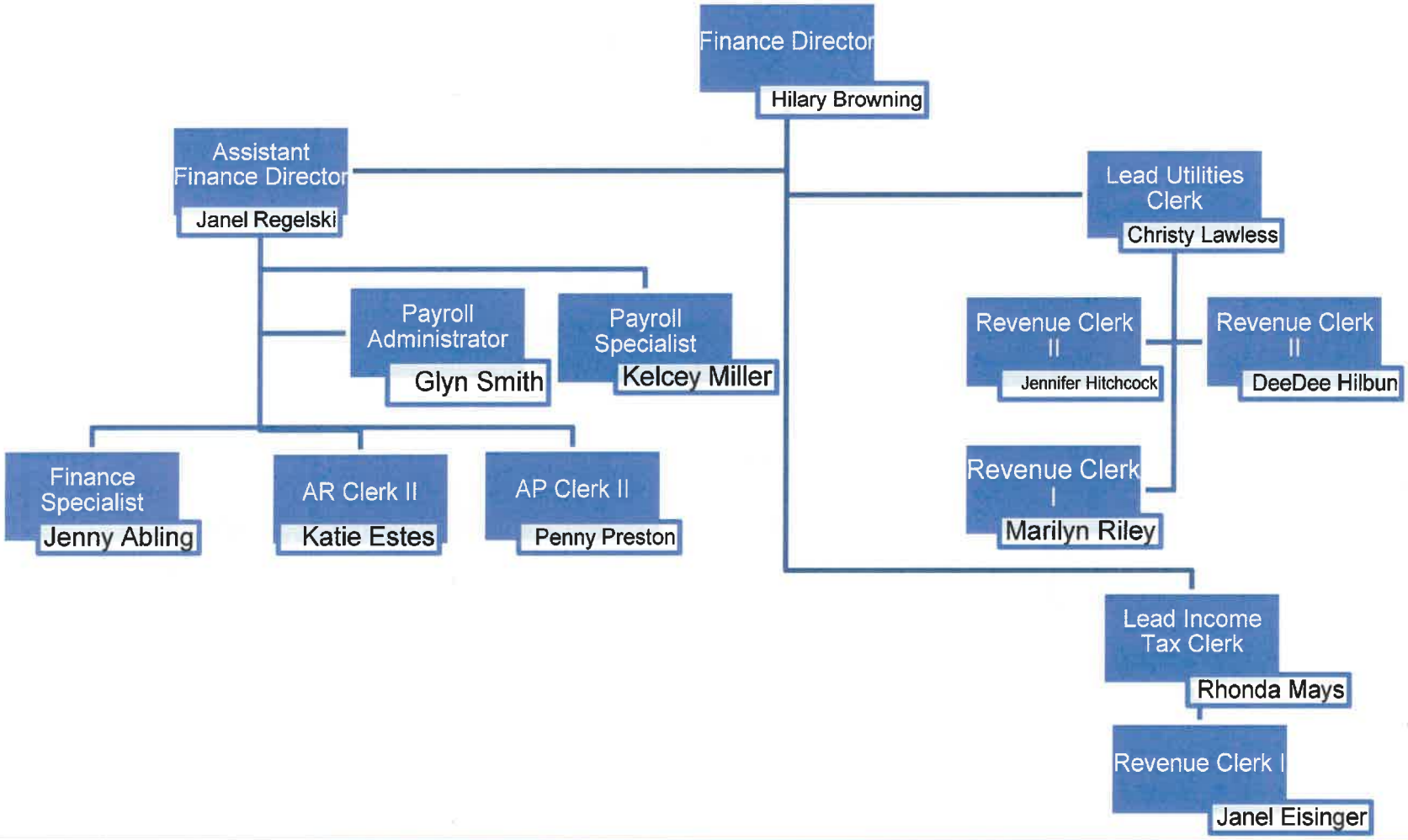
Not Pictured: Jennifer Hitchcock

Our Mission

We are committed to financial accuracy, transparency and integrity through the receipt, collection, disbursement and monitoring of City resources.

FAIRBORN
A CITY IN MOTION

Finance Department Structure



FAIRBORN
A CITY IN MOTION

Finance & Payroll

- Budget Development and Financial Analysis
- Treasury, Cash Management, Investments and Debt Service
- Accounts Receivable
- Accounts Payable
- Annual Audits and the Annual Comprehensive Financial Report (ACFR)
- Month and Period End Reconciliation
- Risk Management and Liability Insurance
- Purchasing and Purchasing Compliance
- Bi-Weekly Payrolls for 300 people (Average Payroll with withholding, taxes and deductions is about $1.14M)
- Responsible for paying and reconciling benefits, taxes, deductions and other filings

Utility Billing & Income Tax

- Collection of Water, Sewer and Sanitation Utility Bills for 16,000 accounts
- The team collects revenue in person, through the mail, over the phone, via drop box and via online web portal
- Responsible for billing all utilities and dispatches utility workers to check water meters and troubleshoot issues
- Collection of the City's 2% Earned Income Tax, Net Profits Tax and transient income tax.
- The team works with the Regional Income Tax Authority (RITA)
- Monitors withholding trends, ensures business compliance with withholding regulations
- Reconciles weekly and monthly receipts for withholding, individuals and net profits

FAIRBORN
A CITY IN MOTION

Strategic Pressure Points



Threats to Municipal Revenues: Potential changes to Property Tax collections, decreased Income Tax collections, coupled with proposed Income Tax reforms pose significant threats to the City's General Fund and Public Safety Services



Debt Retirement and Infrastructure Needs: Outstanding Bond Anticipation Notes (BANs), total $5,325,000, will need to be paid off to free-up cash for large projects, like infrastructure and equipment.



Regulation Changes and New Mandates: Legislative requirements, Ohio Auditor of State requirements and new Government Accounting standards may require operation and process changes in Finance and throughout the City organization.

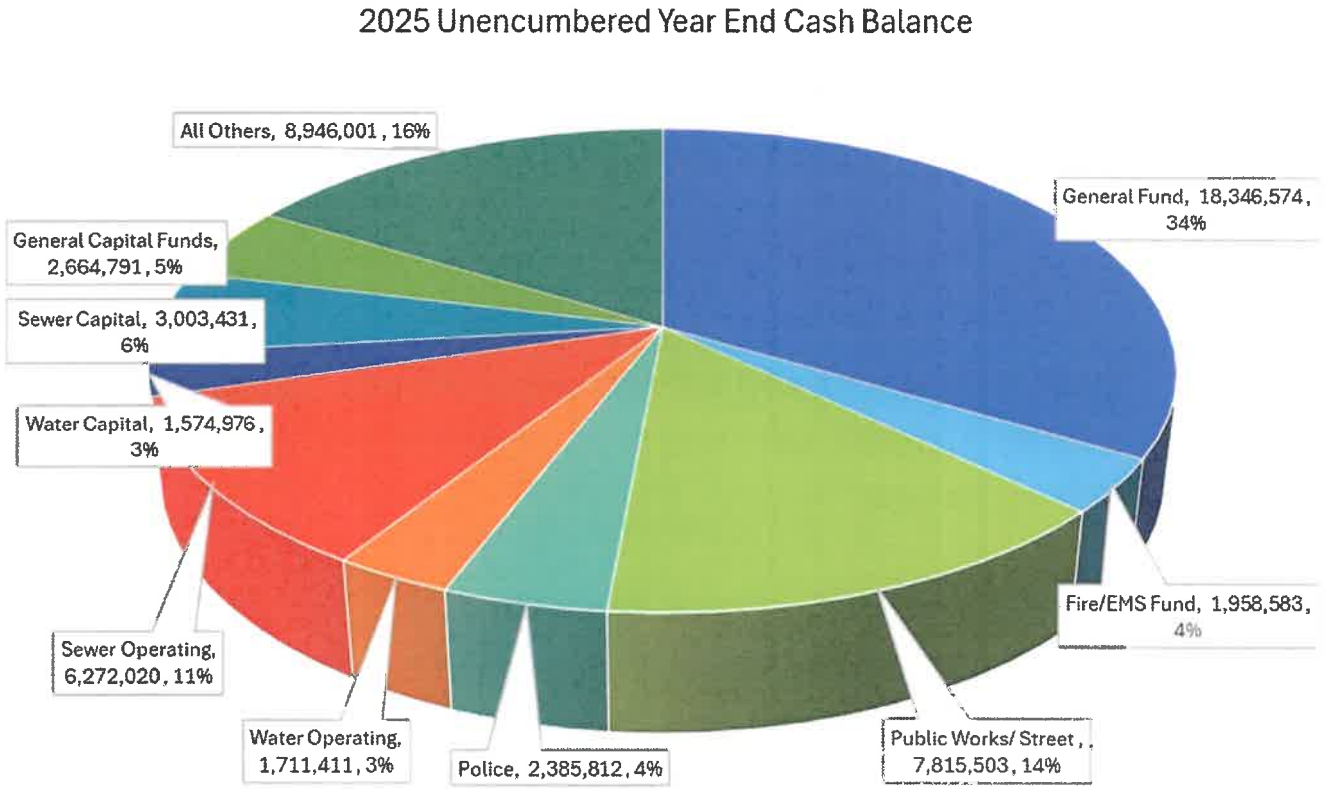
FAIRBORN
A CITY IN MOTION

Big Picture: 2025 Year End Cash (Budgetary Basis)

Beginning All Fund Balance: $55,236,750

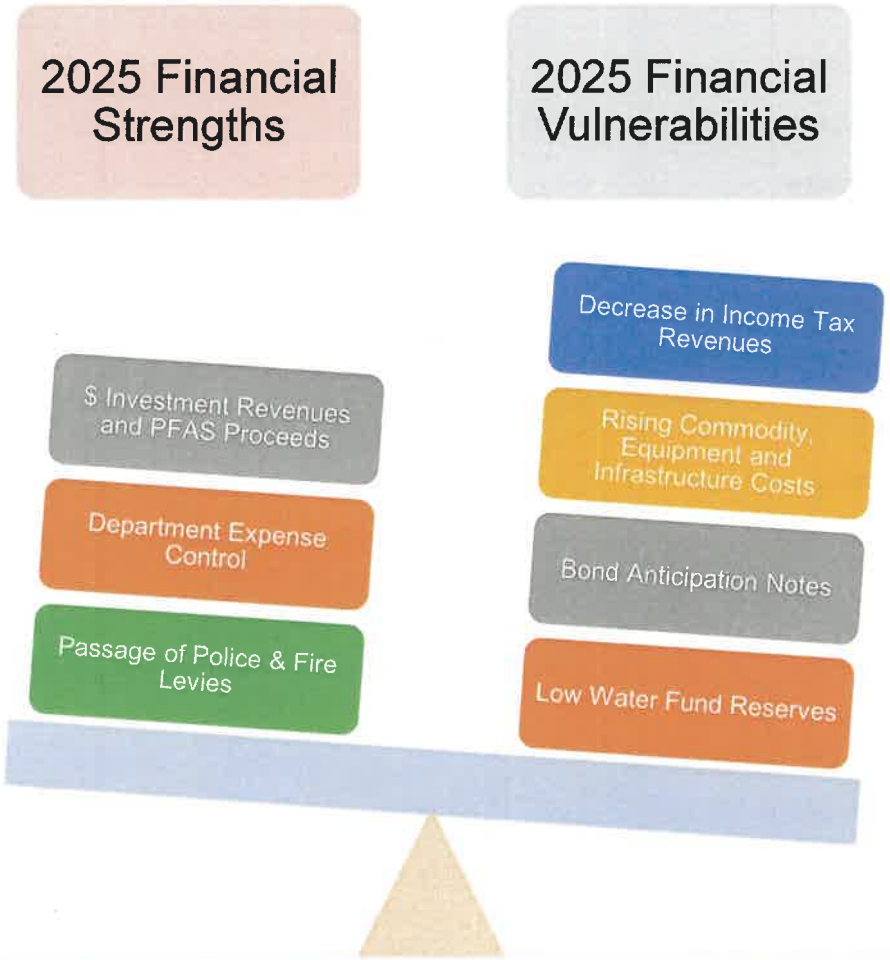
End of Year All Fund Balance: $56,405,911

Net Change: $1,169,161



FAIRBORN
A CITY IN MOTION

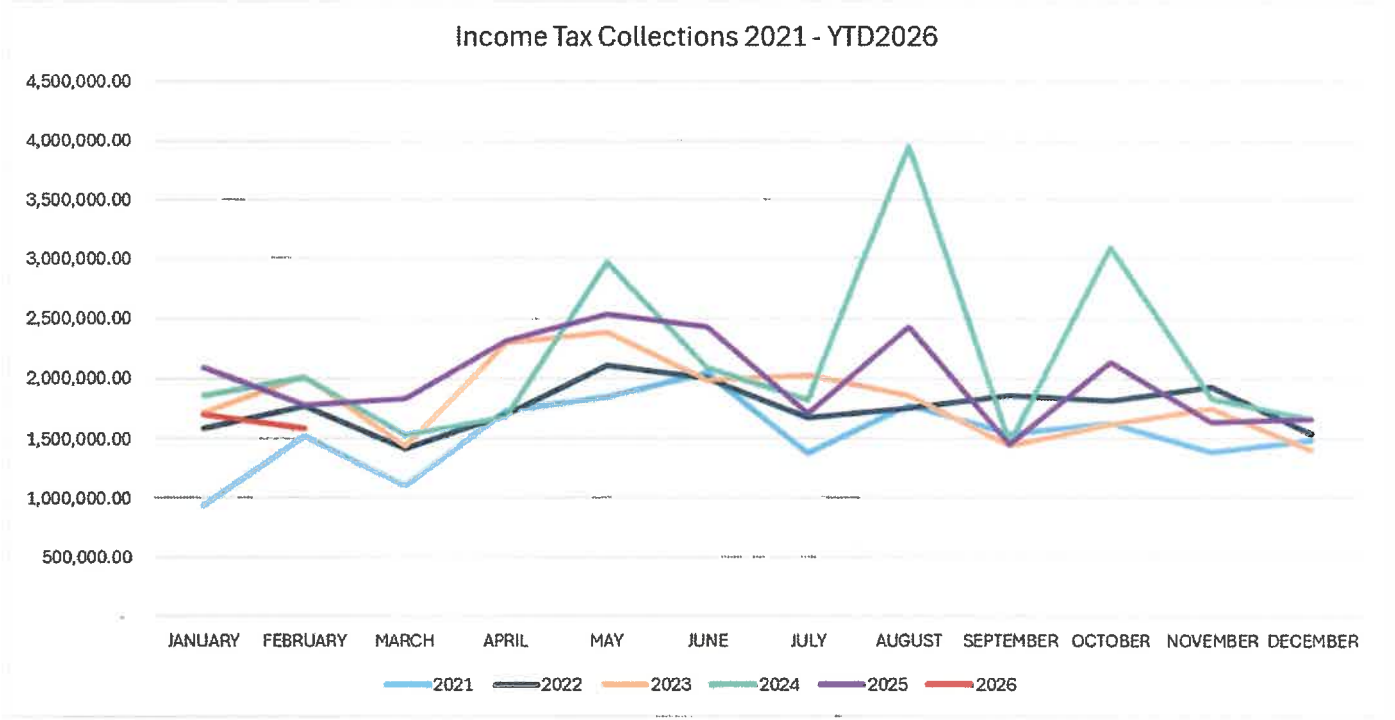
Big Picture: 2025 Year End



FAIRBORN
A CITY IN MOTION

Big Picture: Income Tax Trends

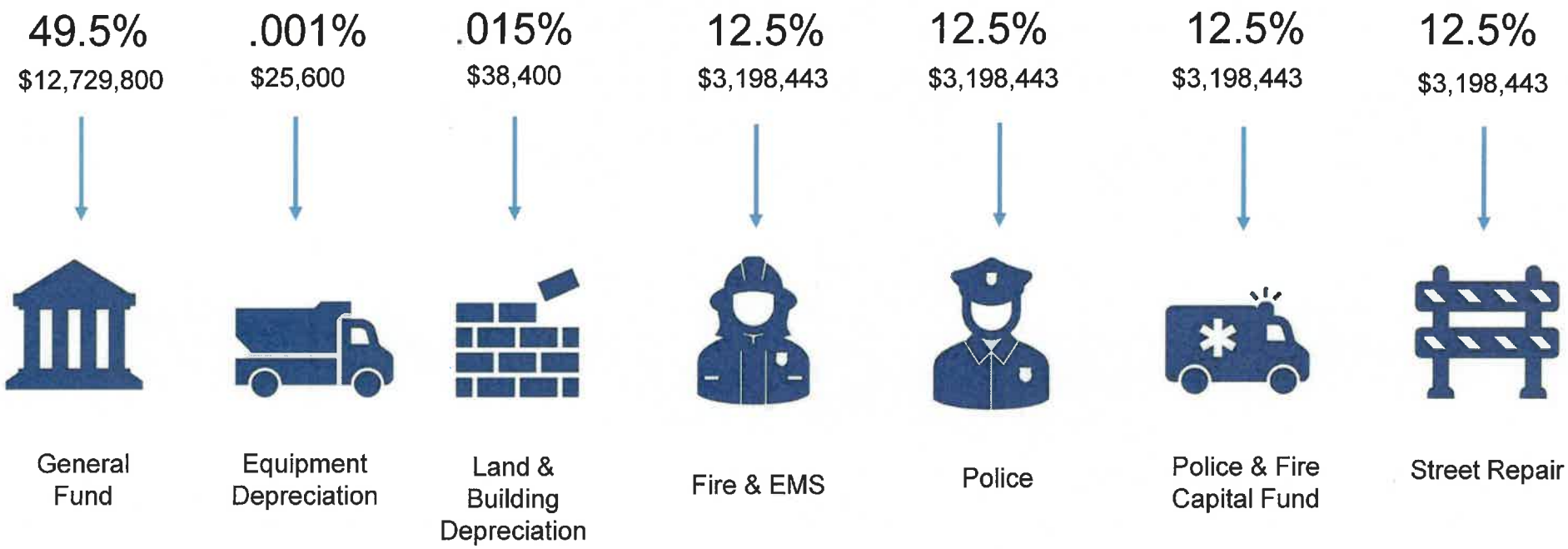
- 2025 Income Tax revenues were down $1.96 million, or 7.5%.
- The driving factors were a reduction in net profits payments, higher refunds to business and individual filers and a reduction in withholding
- In July, revenues started a downward trend that has continued through February 2026. December broke even but did not rebound.



	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
2024	1,857,718.32	2,011,770.82	1,528,227.24	1,680,458.04	2,969,266.88	2,092,378.84	1,826,672.95	3,958,921.98	1,462,577.59	3,091,223.32	1,832,478.42	1,662,859.70
2025	2,088,200.86	1,782,218.27	1,838,641.27	2,311,087.94	2,534,283.99	2,429,645.60	1,706,926.57	2,427,160.61	1,451,111.76	2,134,981.45	1,640,037.99	1,665,974.92
DIFF	230,482.54	(229,552.55)	310,414.03	630,629.90	(434,982.89)	337,266.76	(119,746.38)	(1,531,761.37)	(11,465.83)	(956,241.87)	(192,440.43)	3,115.22
2026	1,703,621.02	1,588,045.07										
DIFF	(384,579.84)	(194,173.20)										

FAIRBORN
A CITY IN MOTION

How is the City's 2% Income Tax Allocated?



The City's Income Tax is five (5) separate levies totaling 2%. The revenue is divided seven ways after it is received, based upon the language that was included in the ballot measures when each of the levies were passed.

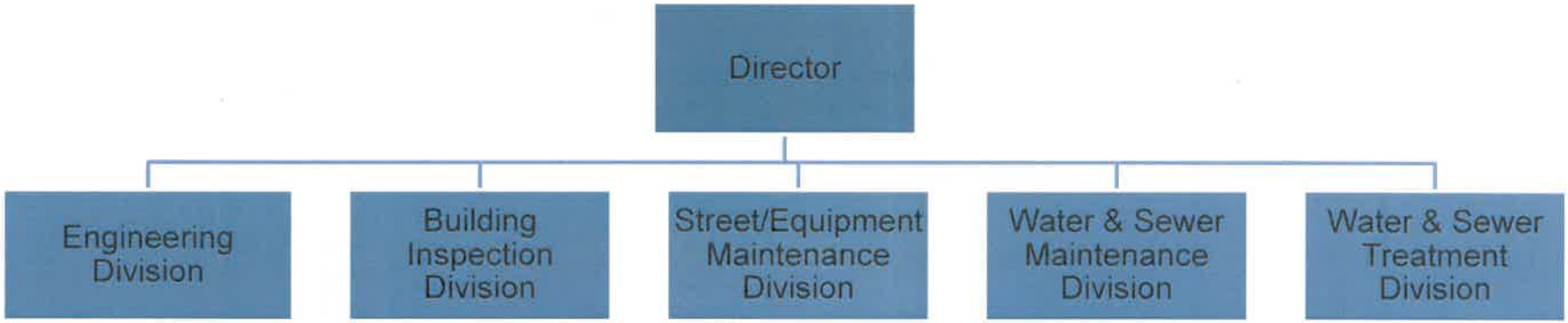
FAIRBORN
A CITY IN MOTION

Questions?

Exhibit "H"


Fairborn Public Works Divisions
FAIRBORN
A CITY IN MOTION
Fairborn City Council Retreat
February 20, 2026

Fairborn Public Works Divisions



FAIRBORN
A CITY IN MOTION

Fairborn Public Works Divisions

Public Works Director: Terry Adkins

Background: The department is made up of:

(1) Director
(5) Superintendent/Department Heads
(1) Assistant City Engineer
(4) Engineering Dept. Support Positions
(4) Building Inspection Support Positions
(2) Plant Managers
(2) Lead Operators
(3) Crew Leaders
(4) Equipment Operators
(2) Water & Sewer Technicians
(1) Laboratory Chemist
(7) Plant Operators
(5) Equipment Technicians / (1) Lube Tech
(1) Sign & Signal Specialist
(16) Maintainers

FAIRBORN
A CITY IN MOTION

Fairborn Public Works Divisions – Strategic Pressure Points

- Our departments struggle with aging infrastructures and the cost to repair and replace each of those items. Costs for both treating water for safe distribution, and treatment methods in reclamation processes have limited funding for repairs and updates to plants.
- Outdated and aged buildings that are not appropriately outfitted with current standards for operations.

FAIRBORN
A CITY IN MOTION

QUESTIONS?

Exhibit "I"


Water Rate Increase Proposal
FAIRBORN
A CITY IN MOTION
FAIRBORN
A CITY IN MOTION

Proposed Water Rate Increase



- Individual utility billing includes trash/recycling removal and sewer charges in addition to the water charges. The cost for these other services will remain unchanged for the remainder of 2026.
- Channing Way/Dayton Yellow Springs Neighborhoods are typically 2500-3500 sq ft homes, therefore the higher usage
- National average water usage per month for a family of 4 is 9,000-12,000 gallons.
- 1 cubic foot of water = 7.48 gallons
- Current water rate is $3.66 per 100 cu ft (we bill in cubic feet vs gallons)

FAIRBORN
A CITY IN MOTION

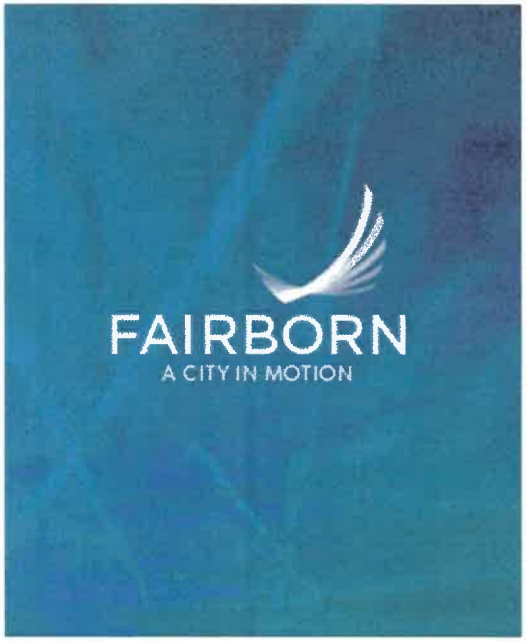
Proposed Water Rate Increase

District	Avg. CF	Current Avg. Water Charge	Estimated Water Charge after 12.6%	Difference from Current Avg.	Estimated Water Charge after 14%	Difference from Current Avg.	Difference between 12.6% vs 14%
Mitman Park/Rona Hills Areas	607	$21.81	$ 24.56	$ 2.75	$ 24.86	$ 3.05	$ 0.31
National Homes/Wright View Areas	492	$17.83	$ 20.08	$ 2.25	$ 20.33	$ 2.50	$ 0.25
Channing Way/Dayton Yellow Springs Neighborhoods	1050	$39.22	$ 44.16	$ 4.94	$ 44.71	$ 5.49	$ 0.55

FAIRBORN
A CITY IN MOTION

Other Fees on Utility Billing

District	Avg Sewer Charge	Sewer Admin Fee (per mth)	Water Admin Fee (per mth)	Garbage/ Recycling Fee
Mitman Park/Rona Hills Areas	$ 23.11	$ 5.25	$ 5.25	$ 24.16
National Homes/Wright View Areas	$ 19.09	$ 5.25	$ 5.25	$ 24.16
Channing Way/Dayton Yellow Springs Neighborhoods	$ 45.37	$ 5.25	$ 5.25	$ 24.16



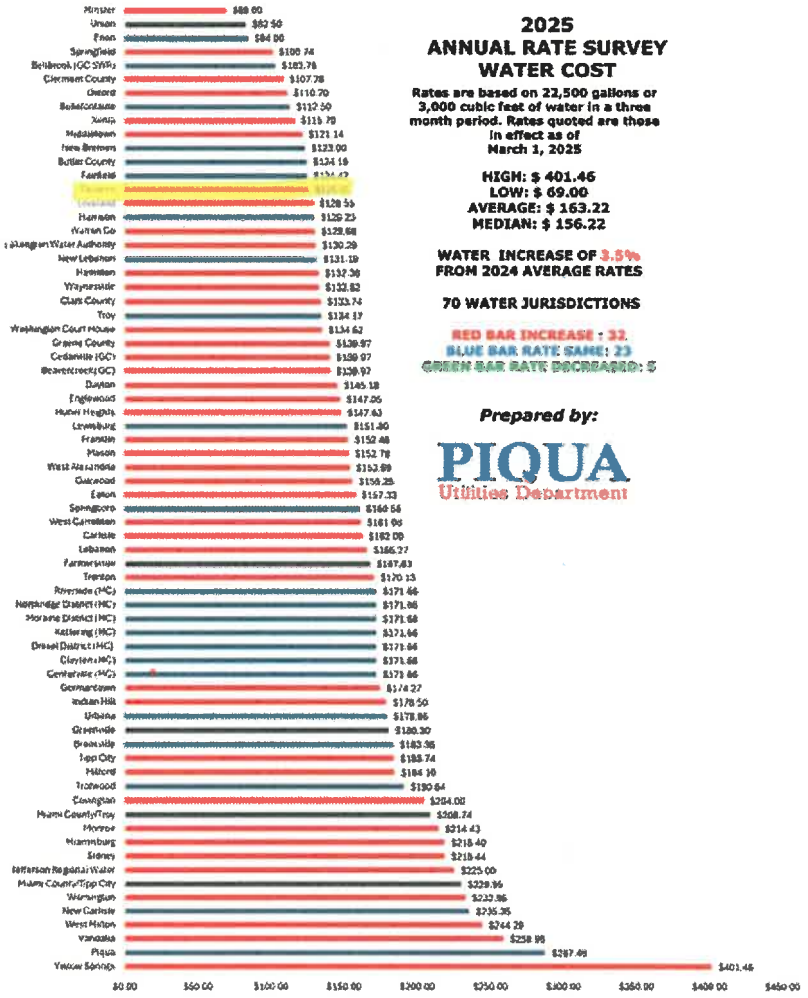
- Admin Fees are charged fund billing staff. This staff collects payments, answers customer calls, and monitors billing.
- Garbage collection contract expires 12/31/2026. We will be going out to bid for another 5-year contract before the end of the year.

FAIRBORN
A CITY IN MOTION

How Do Our Water Rates Compare?

Piqua Annual Rate Survey

Our current rates are among the lowest in our region.



2025
ANNUAL RATE SURVEY
WATER COST

Rates are based on 22,500 gallons or 3,000 cubic feet of water in a three month period. Rates quoted are those in effect as of March 1, 2025

HIGH: $ 401.46
LOW: $ 69.00
AVERAGE: $ 163.22
MEDIAN: $ 156.22

WATER INCREASE OF 3.8% FROM 2024 AVERAGE RATES

70 WATER JURISDICTIONS

RED BAR INCREASE : 32
BLUE BAR RATE SAME: 23
GREEN BAR RATE DECREASED: 5

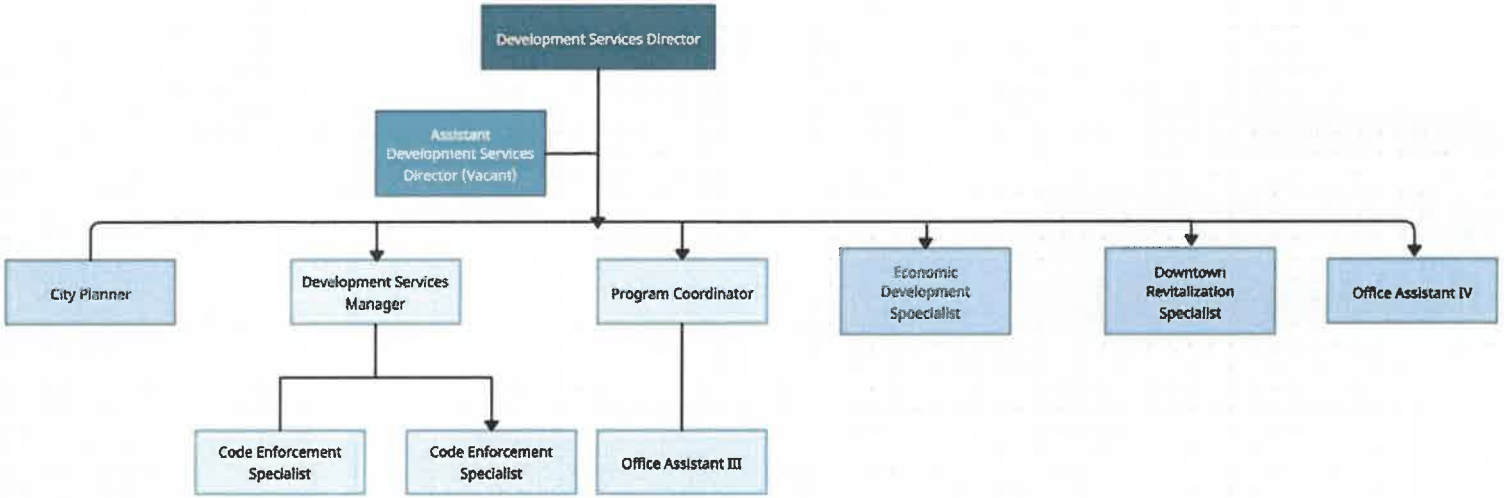
Prepared by:

PIQUA
Utilities Department

FAIRBORN
A CITY IN MOTION

Exhibit "J"

DEVELOPMENT SERVICES



FAIRBORN
A CITY IN MOTION

Development Services Divisions

- Planning
- Code Enforcement
- Community Development
- Economic Development

FAIRBORN
A CITY IN MOTION

Essential services provided by Development Services Department:

- Land Use and Zoning Administration
- Comprehensive and Strategic Planning
- Development Review and Permitting
- Economic Development Initiatives
- Code Enforcement

FAIRBORN

Strategic Pressure Points:

- While we have successfully updated our guides such as the Zoning Code, and Land Use Plan, there is an obstacle to transformational changes and that is a lack of dedicated funding streams.

- The rising tide of community anger, particularly when staff cannot provide the answers residents want, is a significant, documented challenge for local governments, often impacting staff morale, retention, and public trust. Addressing this requires a strategic approach that combines empathetic communication, transparency, and funding to support staff and improve service delivery.

- Code Enforcement staff continues to address blighted properties in the city, however, budget reductions for that activity have limited their ability to move as quickly as they would like to eliminate the blight on the community.

FAIRBORN
A CITY IN MOTION

Day-to-Day Operations Statistics: Code Enforcement 2025

- 1,732 New cases (92 open cases in 2026 YTD)
- 1,059 Closed cases
- 34 After-hours call outs
- 423 Zoning Plan Reviews- Fence, pool, deck permits
- 11,200 Tall grass letters

- Proactive measures:
- 63 Protective Treatment Letters (Paint)
  - 52 complied after first letter
  - 11 outstanding; second letters sent or extensions requested.

FAIRBORN
A CITY IN MOTION

Day-to-Day Operations Statistics: Planning 2025

- 21 Cases Presented to Planning Board
- 429 Zoning Permits Issued
- Updates to Land Use Plan and Zoning Code completed

FAIRBORN
A CITY IN MOTION

Day-to-Day Operations Statistics: Community Development 2025

CDBG Allocation PY 2025 $ 265,003

Projects Completed:
7 Home Repairs

CHIP Program Funding Received PY 2024 $ 350,000
(Competitive Grant)

Projects Completed:
5 Homeowner Rehabilitations

FAIRBORN
A CITY IN MOTION

Economic Development Strategic Initiatives

- Amendment to CRA to allow for residential abatement to encourage development
- Evaluation of and updating grant programs offered through the Fairborn Development Corp to local businesses.
- Secured $20,000 in Planning Grant Funds to focus on renovation of the former firehouse on Broad Street. This funding is a precursor to the Vibrant Communities Grant with funding of up to $1million available once an end user for the building has been identified.
- Residential Economic Development District Grant application submitted for former Legion site redevelopment $2mil requested.
- Memorandum of Understanding with Parallax to assist in the redevelopment of Skyway Plaza site.

FAIRBORN
A CITY IN MOTION

Economic Development Project Highlights

- Achieved waiver of all delinquent taxes and assessments on all infill lots currently held by the city. Will begin quarterly issuance of a Request for Proposal (RFP) to move forward with redevelopment of those lots.
- Fairborn Development Corp and their legal counsel is finalizing Development Agreement with Synergy to redevelop the former Skyway Plaza site.
- Finalizing an MOU with Zinkan and Barker as it pertains to the redevelopment of the former Legion site. This redevelopment would create just over 100 market rate multi-family housing units and be a catalyst for investment in the downtown.
- Working with Five Rivers Health to identify a location in Fairborn, potentially with existing community partners.

FAIRBORN
A CITY IN MOTION

Economic Development Project Highlights

- Actively marketing the 300 W. Main Street Block to prospective buyers.
- Actively marketing the former Fifth Third Bank locations at 125 W. Main Street. *Revenue received from the sale of these two properties is intended to retire debt.*
- Worked with Wright Pets on a relocation and as a result repurposed a vacant city-owned building that will be purchased by the business in 2026.
- Continued Business Retention and Expansion Visits to make sure the needs of our existing businesses are being met.

FAIRBORN
A CITY IN MOTION

Economic Development Project Highlights

- 292 units of market-rate multi-family housing to start construction in 2026
- 120 assisted living and 70 senior apartments to start construction in 2026
- Completion of the 200,000-sf cold storage facility is expected in 2026

FAIRBORN

Exhibit "K"



America 250 Celebration – Council Retreat Presentation

Honoring a milestone with unity and shared heritage

February 20,2026

FAIRBORN
A CITY IN MOTION

Official America 250-Ohio Community Status



Official Community Designation

Community approval for America 250-Ohio status establishes a foundation and marketing for coordinated 250th anniversary efforts.

Planning Resources Access

Access to America 250 Toolkit and Getting Started Guide supports structured event planning and civic engagement.

Branding and Visibility

Will receive an official America 250 - OH flag and specialized brand logo to enhance community identity messaging for celebrations.

Community Benefits

Recognition boost public participation, partnerships, and educational programming reflecting local and national heritage.

FAIRBORN
A CITY IN MOTION

Greene County America 250

Community Grant Opportunity

Grant Purpose and Amount

The America 250 Community Grant offers $2,500 to support local celebrations, education, and historical projects for the 250th anniversary.

Expenditure Restrictions

Strict spending rules require careful review to ensure funds are used only for approved community activities.

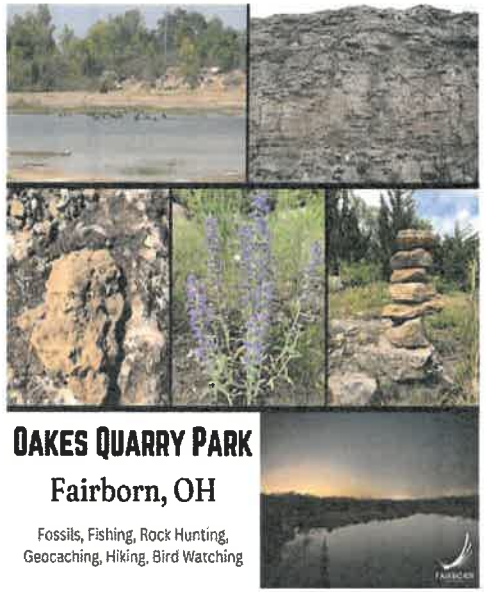
Community Impact and Collaboration

The grant encourages targeted investments, collaboration with partners, and enhances public engagement.

FAIRBORN
A CITY IN MOTION

Oakes Quarry Historic Walk

Partnership Event



Multi-Agency Collaboration

This event is a joint effort by the City, Department of Natural Resources, and the local library, showcasing effective partnerships.

Expert –Guided Walks

Paleontologist and geologist lead participants through the quarry's natural and historical significance.

Inclusive Scheduling

Morning and afternoon sessions provide broad accessibility for families, seniors, students, and enthusiasts.

Educational and Community Impact

The walk fosters curiosity, lifelong learning, and appreciation of local resources, supporting America 250 goals.

FAIRBORN
A CITY IN MOTION

July 4th Parade Enhancements

New Award Category

Introducing an America 250-themed award to inspire patriotic and historical parade entries.

Encouraging Creativity

Community groups and families are motivated to create innovative floats.

Promotional Impact

Highlighting the new award in materials to generate excitement and increase participation.

Community Pride

Enhancements foster shared pride and strengthen visibility of the America 250 initiative.





FAIRBORN
A CITY IN MOTION

Community Event Ideas and Celebration Timeline
250 Committee

Patriotic Music Integration

Incorporating more patriotic music into July 3rd & 4th festivities to enhance the celebratory atmosphere and unity.

Merchandise and Online Store

Setting up merchandise tents with branded tumblers and ornaments and exploring an online apparel store with TCA.

Themed 250 Ball

Hosting a themed ball with historical period attire to offer an immersive cultural celebration experience.

Community Engagement Programs

Introducing Passport through town to encourage visiting local businesses and landmarks for economic and educational engagement.

FAIRBORN
A CITY IN MOTION

Exhibit "L"


City Council Retreat
City Council Goals for 2026
FAIRBORN
A CITY IN MOTION

2026 Council Retreat Discussion

- Review past Council Goals (2023–2025)
- Purpose: Establish Council direction for 2026 and beyond
- Consider approach for 2026 framework

FAIRBORN
A CITY IN MOTION

Council Direction: Two Options

- Option 1: Adopt 2026 City Council Strategic Priorities
- Provides annual focus areas for policy and budgeting
- Option 2: Adopt one primary 2026 goal:
- Develop a 5-Year Strategic Plan for the City

FAIRBORN
A CITY IN MOTION

2023 City Council Goals:

Enhance the Quality of Life in Fairborn

- Promote an inclusive, diverse, and equitable environment
- Foster community pride and neighborhood stabilization
- Highlight and invest in amenities
- Promote and advocate "health" in all plans and policies

Be Environmentally Sustainable and Resilient

- Collaborate with local boards and community groups that share the same vision
- Educate and enable businesses and residents with sustainable practices

Create an environment that fosters business growth and enables the emergence of new opportunities

- Adopt and implement 5-year economic development strategic plan.
- Collaborate with educational institutions and other governments and agencies.

The Place to Live, Work, Play, and Learn

FAIRBORN
A CITY IN MOTION

2025 City Council Goals:

1. Prioritize Public Safety.

2. Enhance the Quality of Life in Fairborn.

3. Improve community trust through transparency & engagement initiatives.

4. Create an environment that fosters growth for the residents, businesses and visitors of the City of Fairborn and enables the emergence of new opportunities for all.

5. Support City staff in daily operations and strengthen efforts to develop, retain, and recruit top public service talent in the region.

6. Promote environmental sustainability and resilience.

FAIRBORN
A CITY IN MOTION

2024 City Council Goals:

Prioritization and commitment to Public Safety.

Enhance the Quality of Life in Fairborn:

- Promote an inclusive, diverse, and equitable environment.
- Foster community pride and neighborhood stabilization.
- Highlight and invest in amenities.
- Promote and advocate "health" in all plans and policies.

Transparency & Engagement:

- Continue to make community trust a priority.
- Explore opportunities to increase civic engagement.

Be Environmentally Sustainable and Resilient:

- Collaborate with local boards and community groups that share the same vision.
- Educate and enable businesses and residents with sustainable practices.

Create an environment that fosters business growth and enables the emergence of new opportunities:

- Continue to collaborate with educational institutions and other governments and agencies.
- Complete the update to the Comprehensive Land-Use Plan and Zoning Code.

The Place to Live, Work, Play, and Learn

FAIRBORN
A CITY IN MOTION

Why Consider a Multi-Year Strategic Plan?

- Creates a shared long-term vision for the community
- Aligns Council priorities with budgeting and implementation
- Provides continuity across multiple years
- Establishes measurable outcomes and accountability

FAIRBORN
A CITY IN MOTION

2026 City Council Goals/Strategic Priorities – Proposed

1. Ensure a Safe and Secure Community
   - Maintain a strong commitment to public safety and emergency preparedness.
2. Enhance Quality of Life Throughout the City
   - Invest in visible improvements, amenities, and community pride.
3. Strengthen Community Trust Through Transparent Governance
   - Reinforce clear communication and meaningful public engagement.
4. Advance Strategic Economic Growth and Redevelopment
   - Support ongoing implementation of redevelopment and economic development initiatives.
5. Maintain a High-Performing and Sustainable Organization
   - Sustain staff development, fiscal stability, and operational excellence.

FAIRBORN
A CITY IN MOTION

2027-2031 City Council Strategic Priorities – Proposed Goal

Develop and adopt a comprehensive 2027–2031 Strategic Plan for the City of Fairborn.

Between the 2026 Council Retreat and February 2027, lead a collaborative planning process to establish the City's mission, vision, values, and strategic priorities for the next five years.

FAIRBORN
A CITY IN MOTION

QUESTIONS?

Parks & Recreation 250 Programs

Park Advisory Board will coordinate

Community Park Clean – ups

Monthly park clean-ups encourages residents to collect 250 pieces of trash or spend 250 minutes outdoors. Participants earn an award recognizing their environmental stewardship.

250-Themed Scavenger Hunt

A scavenger hunt across parks promotes exploration of historical markers, history, art, and nature, rewarding participants with commemorative certificates.

Encouraging Civic Engagement

Programs foster community pride, environmental responsibility, and shared experiences celebrating history and local park vitality.



FAIRBORN
A CITY IN MOTION