

The special meeting of Newbury Township Trustees was called to order at 9:00AM, January 25, 2016, with Glen Quigley, Bill Skomrock, Jr. and Jan Blair present.

We are awaiting the arrival of George Mansfield. He arrived at 9:27AM. The hearing started at 9:30AM.

Mr. Zimperman gave the following time line for the incident that occurred on Monday morning, January 18, 2016, on Overture Drive while Mr. Mansfield was driving a Township snow plow vehicle. Mr. Zimperman reported that Mr. Mansfield backed the vehicle into a ditch near the cul-de-sac. Mr. Mansfield then called his Supervisor, Doug Zimperman at approximately 04:45AM to inform him that he was stuck and needed assistance. Members of the road crew were then dispatched to the scene to assist getting the stuck vehicle out of the ditch. The attempts failed, the road crew returned to the township garage and a commercial wrecker service was called to extricate the vehicle from the ditch.

When Mr. Mansfield was finally out of the ditch, he received a call from his Supervisor, Doug Zimperman. Doug instructed him to remain at scene until he arrived. After a short period at approximately 08:00AM, Doug was leaving the township garage to head back to the scene, when Mr. Mansfield pulled into the township garage,

This was a violation of The Personnel Policy Manual Section 10.1, Group 2 Offenses;

- Disobeying orders of the employees Supervisor.

Once Mr. Mansfield returned to the Township Garage, his supervisor Doug Zimperman had suspicions of a Group 3 offense. All procedures were followed at that time. It was found that he was in violation of The Personnel Policy Manual Section 10.1, Group 3 Offenses;

Group 3 offenses are of a very serious or possibly criminal in nature and cause critical disruption to the operation of the Township.

Appropriate Disciplinary Action for Group 3 offenses include:

- First Offense: From 15 (fifteen) day suspension up to discharge
- Second Offense: Discharge

Mr. Mansfield was then given time to make any statements he wanted. He indicated that he was sorry for the incident and realized that it was a large liability to the Township. He also stated that he was working on the problem.

His actions were in direct violation of Township Employee Manual.

Mr. Quigley made a motion to terminate George Mansfield from employment effective immediately, January 25, 2016 at 10:00AM, 2nd by Ms. Blair and a unanimous affirmative vote by all.

Motion to adjourn was made by Ms. Blair and Mr. Skomrock seconded the motion to adjourn the meeting at 9:40 AM. The motion passed by unanimous vote.

Glen Quigley - Chairman

William Skomrock, Jr.- Vice Chairman

Jan Blair

Marcia Mansfield – Fiscal Officer