

BOARD OF TRUSTEES
JEFFERSON TOWNSHIP, MONTGOMERY COUNTY, OHIO
RESOLUTION NO. 26-083

THE JEFFERSON TOWNSHIP BOARD OF TRUSTEES AUTHORIZE PERFORMANCE-BASED COMPENSATION ADJUSTMENTS

The Board of Trustees of Jefferson Township, Montgomery County, Ohio, met in a regular meeting on May 5, 2026, at 6:00 pm at the Township Offices located at 1 Business Park Dr., Dayton, Ohio, with the following members present:

Sheila Back (*Absent*) Oscar Young (✓) Vera Powell (✓)

Moved by: Back () Young (✓) Powell ()
Second by Back () Young () Powell (✓)

WHEREAS, the Jefferson Township Board of Trustees recognizes that employee performance is critical to maintaining high-quality Township operations and services; and

WHEREAS, the Township utilizes a performance evaluation process to assess employee effectiveness, accountability, and overall contributions; and

WHEREAS, the listed salaried employees have demonstrated favorable performance based on their most recent evaluations; and

WHEREAS, the Township Administrator has recommended compensation adjustments to recognize and retain high-performing employees in alignment with budgetary capacity;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Jefferson Township, Montgomery County, Ohio:

Section 1. Approval of Salaried Compensation Adjustments

That, effective **May 11, 2026**, the annual salaries of the following employees are hereby established as follows:

- **Karen Kalary** – Annual Salary: **\$53,508.00**
- **William Bailey** – Annual Salary: **\$61,800.01**
- **Rebecca Urzua** – Annual Salary: **\$51,238.72**

Section 2. Basis of Adjustments

That these adjustments are based on documented **favorable performance evaluations** and are intended to support employee retention, morale, and continued service excellence.

Section 3. Fiscal Implementation

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That the Fiscal Officer is hereby authorized to process all necessary payroll adjustments consistent with this Resolution and the Township's approved budget.

Section 4. Administrative Oversight

That the Township Administrator shall ensure that all compensation adjustments are administered consistently and in alignment with Township policies and procedures.

Section 5. Effective Date

That this Resolution shall take effect and be in force at the earliest time permitted by law.

The vote was as follows:

Sheila Back	<i>Absent</i>	Oscar Young		Vera Powell				
Yes	No	Abstain	<input checked="" type="radio"/> Yes	No	Abstain	<input checked="" type="radio"/> Yes	No	Abstain

Adopted: 5th day of May 2026

Signed by:

Sheila Back, President

Oscar Young

Oscar Young, Vice President

Vera Powell

Vera Powell, Trustee

Charlene E. Chattam

Attest to Trustees Signatures:
Charlene Chattams, Fiscal Officer