



Special City Council Meeting
Wednesday, February 11, 2026 - 5:00 PM
AGENDA

1. Call to Order
2. Roll Call
3. Invocation
4. Pledge of Allegiance
5. Executive Session to consider the appointment, employment or compensation of a public employee
6. Public Hearings of Legislation
 - a. **RESOLUTION 2026-11** RESOLUTION TO APPROVE SEPARATION AND SEVERANCE AGREEMENT WITH SEAN STANEART
 - b. **RESOLUTION 2026-12** RESOLUTION TO AFFIRM DESIGNATION OF ACTING CITY MANAGER
 - c. **RESOLUTION 2026-13** RESOLUTION TO APPROVE CONTRACT WITH MANAGEMENT ADVISORY GROUP LLC
 - d. **RESOLUTION 2026-14** RESOLUTION TO CREATE THE CITY MANAGEMENT OVERSIGHT COMMITTEE AND APPOINT MEMBERS
7. Adjourn

Next Council Meeting February 17, 2026



RESOLUTION 2026-11

**RESOLUTION TO APPROVE SEPARATION AND SEVERANCE AGREEMENT
WITH SEAN STANEART**

WHEREAS, City of Johnstown Charter Section 5.01 authorizes City Council to appoint a City Manager, who serves at the pleasure of Council subject to the City Charter; and

WHEREAS, on February 3, 2026, City Manager Sean Staneart executed a Separate and Severance Agreement, attached hereto as Exhibit 1, between himself and the City of Johnstown; and

WHEREAS, City Council desires to accept and approve this Separation and Severance Agreement and the terms therein;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Johnstown, State of Ohio:

Section 1. City Council hereby accepts and approves the Separation and Severance Agreement attached hereto as Exhibit 1; and

Section 2. City Council authorizes and directs the Mayor to sign this Agreement on behalf of City and City Council and provide a fully executed copy of the same to Mr. Staneart; and

Section 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council and that meetings of any of its committees that resulted in such formal action where meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code and the Charter for the CITY OF JOHNSTOWN.

Date of Introduction/Public Hearing/Vote: February 11, 2026

By: _____

Mayor Tiffany Hollis

ATTEST TO:

APPROVED AS TO FORM:

Teresa Monroe, Clerk of Council

Yazan Ashrawi, Law Director

Separation and Severance Agreement

Employee: Sean Stanearth

This Separation and Severance Agreement (the "Agreement") is entered into by and between the undersigned individual, ("Employee"), and the **City of Johnstown, Ohio**, ("Employer"), and is effective as of the last date signed below, unless timely revoked consistent with paragraph 4, below and **EXHIBIT A**, attached and incorporated herein.

WHEREAS, Employer employs Employee as the City Manager in accordance with the City of Johnstown Charter, ordinances and resolutions; and

WHEREAS, Employer and Employee desire to end the employment relationship voluntarily under the terms stated here; and

WHEREAS, Employer and Employee desire to resolve any and all differences between them, whether now pending or which may arise through the effective date of this Agreement, known or unknown, with respect to Employee's employment with Employer.

NOW THEREFORE, in consideration of the mutual promises and covenants set forth herein, the sufficiency and receipt of which are hereby acknowledged, Employee and Employer acknowledge and voluntarily agree as follows:

1. **Employee's Separation.** Employee hereby tenders Employee's irrevocable resignation effective February 21, 2026, 11:59 p.m., which can be extended up to an additional thirty (30) days upon mutual agreement of the parties in writing or electronic communication, (the later date being the "Resignation Date"), which the Employer hereby accepts. Employee shall continue to perform his duties as City Manager through his Resignation Date and Employer will continue to pay Employee's normal salary and benefits for those services.
2. **Employee's Consideration.** In consideration of Employees' promises in paragraph one (1) and in all other paragraphs of this Agreement, expressly, but not limited to, his continued services through the Resignation Date,
 - a. Employer will pay Employee the lump sum equivalent of four two-week pay cycles immediately following the Resignation Date. (the "Post-Resignation Period"), less applicable withholdings and taxes, within two pay periods after Employee's Resignation Date. During this Post-Resignation Period, Employee will reasonably respond to requests for information from the Mayor or her designee to assist in the Employer's transition of responsibilities to a new City Manager, and, except for de minimis time of less than 10 minutes per day, the Employer will pay Employee an hourly rate of \$80/hour as an Independent Contractor, billed and paid in quarter-hour increments, for any time spent responding to the City's requests during this Period and Employee will sign an OPERS Independent Contractor acknowledgement forms. The City's requests under this

Separation and Severance Agreement

Section will be communicated from the Acting/City Manager or designee of Council. Invoices under this Section will be provided every thirty (30) calendar days to the Acting/City Manager or designee of Council and will provide narrative entries for each task billed. This Post Resignation Period (Independent Contractor Service) shall not be longer than 6 months unless mutually agreed by both parties. Should the employee find employment where Independent Contractor service for the City of Johnstown was not permitted by the new Employer, employee can terminate the Post Resignation Period (Independent Contractor Services) and must provide the City with a minimum 2-weeks written or electronic notice prior to termination of the Independent Contractor Service.

- b. Employer will pay the Employee the amount of \$3,494.74, which accounts for health insurance premium reimbursement for the months of March and April, 2026; Employee may submit requests for health insurance deductible reimbursements to the City for services prior to his Resignation Date, consistent with Council's prior approval on January 16, 2024 provided that any such deductible reimbursement request must be received by the City prior to Employee's Resignation Date.
 - c. Employer will pay Employee his accrued and unused vacation leave in accordance with the Employer's policies, less applicable taxes and withholdings, within two pay periods after his Resignation Date;
 - d. Employer will not initiate removal proceedings against Employee, and
 - e. Employer will provide Employee the job verification letter attached hereto as **EXHIBIT B**.
 - f. Upon approval of this Agreement, the City will release the statement attached hereto as **EXHIBIT C**.
3. **No other payments or benefits.** Other than the payments and actions in Section 2 of this Agreement, which are being provided only as consideration for Employee's promises, Employee acknowledges and agrees that Employee is entitled to no other payments, payouts, back pay, front pay, interest, costs, compensation, benefits, leave balances, or any other amounts or equitable or legal relief, whatsoever from Employer or Releasees. Employee hereby disclaims and rejects recovery or acceptance of any amount recovered against Employer or Releasees by others or on Employee's behalf. Employee further disclaims and acknowledges that Employee has suffered no injury or occupational disease in the course of and arising out of Employee's employment with Employer.
4. **Release.** Employee hereby discharges and releases Employer and its appointed and elected officials, directors, officers, employees, contractors, councils, committees, insurers,

Separation and Severance Agreement

risk pools, third party administrators, re-insurers, attorneys, contractors, volunteers, or anyone else acting by or on behalf of them, in their official and individual capacities, (collectively or individually the "Releasees"), from, and waives Employee's right to bring against them now or in the future, any lawsuits, complaints, causes of action, charges, grievances, claims, appeals, motions, applications, writs or other petitions or actions that Employee may now have or may in the future claim to have against Employer or any of the Releasees due to any of their collective or individual acts, omissions, policies, practices or customs that existed, occurred or were occurring prior to the date of this Agreement, and for any harm whatsoever, including claims based on present, continuing or future effects of alleged past discrimination, and for any damages, obligations, payments, compensation, fees, costs or consideration owed, if any, whether these claims and rights are known or unknown to Employee at this time, accruing or accrued, legal or equitable.

Employee releases and waives all rights to assert any claim for relief, including but not limited to attorney fees, damages, reinstatement, rescission, invalidation, back pay, front pay, injunctive relief or any other legal or equitable remedy. Employee will not pursue, cause or knowingly permit the pursuit or prosecution in any city, state, or federal court or agency, board, council or committee, of any appeal, charge, claim or action of any kind against the Employer or any of the Releasees. Employee understands that this Release and Waiver does not limit Employee's obligation and right to respond to a subpoena or other legal process or to testify, assist, or participate in an investigation, hearing, or proceeding conducted by a court or federal or state agency.

Employee understands that Employee is releasing and waiving any and all claims against Employer and the Releasees under any law, including, without limitation, as amended: The U.S. Constitution and its Amendments, the Civil Rights Act, (42 U.S.C. § 1983), Title VII of the Civil Rights Act of 1964, (42 U.S.C. § 2000e, et seq.), the Age Discrimination in Employment Act, (29 U.S.C. § 621, et seq.), the Older Worker Benefit Protection Act, the Americans with Disabilities Act of 1990, (42 U.S.C. § 12101, et seq.) the Family Medical Leave Act, (29 U.S.C. 2601, et seq.), the Fair Labor Standards Act, (29 U.S.C. § 201, et seq.), the Uniformed Services Employment and Reemployment Rights Act, (38 U.S.C. § 4301, et seq.), the Ohio Constitution, Ohio Revised Code Chapters 121, 124, 145, 149, 4112, 4113, 4123 (including 4123.90), 5923, the Open Meetings Act, R.C. 121.22, the Public Records Act, R.C. 149.43, the City of Johnstown Charter, Ordinances and Resolutions, and all other federal, state and local Constitutions, statutes, charters, ordinances, rules, regulations, common law or public policy that are not specifically defined above, but to which

Separation and Severance Agreement

this Release and Waiver also applies. Employee acknowledges receipt and disclosure of the **STATEMENT OF YOUR RIGHTS UNDER THE OLDER WORKERS BENEFIT PROTECTION ACT** which is attached hereto as "EXHIBIT A" and incorporated herein.

This release and waiver does not waive the Employer's obligations to defend and indemnify Employee in accordance with O.R.C. § 2744.07 or applicable insurance or risk pool agreements, as well as in legal action against Employee by or on behalf of another Political Subdivision (e.g. Township, County, Municipality etc.). In addition, the Employer releases Employee for any claims arising out of Employee's employment relationship that can be released.

5. **Voluntary Acceptance.** The parties acknowledge that they understand and accept the terms of this Agreement and enter into it voluntarily, free of coercion or duress. The parties agree that each have been given a reasonable period of time within which to consider this Agreement and to fully review and discuss the terms of this Agreement with their respective attorneys or representatives.
6. **Entire Agreement.** This Agreement contains and comprises the entire agreement and understanding between the parties. No other representation, promise, covenant or agreement of any kind whatsoever has been made to cause any party to execute this agreement, and all agreements and understanding between the parties are embodied and expressed herein.
7. **Modification.** All terms in this Agreement are material to Employer's assent to these terms. The terms of this Agreement shall not be amended or changed except in writing and signed by all parties or their authorized agent.
8. **Severability.** Each provision of this Agreement will be interpreted in such a manner as to be effective and valid under applicable law, but if any provision of this Agreement shall be adjudged to be invalid under applicable law, the remainder of that section and the Agreement shall continue in full force and effect.
9. **No Waiver.** No failure by the Employer to insist upon the strict performance of any term in this Agreement or to exercise any right, power or remedy available to it due to a breach of the Agreement, shall constitute a waiver of any term or of any remedy for a breach. No waiver of any remedy for a breach shall affect or alter this Agreement, which will continue in full force and effect.

IN WITNESS WHEREOF, the parties have executed multiple copies of this Agreement, each of which will constitute an original, but all of which, when taken together, will constitute the same document.

Separation and Severance Agreement

EMPLOYEE:



Print

Name: Sean Staneart

Date: 2-3-26

FOR THE EMPLOYER:

By: _____

Print Name
and Title: _____

Date: _____

Separation and Severance Agreement

EXHIBIT A STATEMENT OF YOUR RIGHTS UNDER THE OLDER WORKERS BENEFIT PROTECTION ACT

To: Sean Stanearth

The Severance Agreement (the "Agreement") to which this Statement is attached and incorporated into and made a part of by reference contains a waiver of your rights and claims under the Age Discrimination in Employment Act of 1967 (the "ADEA") and Older Worker Benefit Protection Act (the "OWBPA"). In accordance with the ADEA, your waiver must be knowing and voluntary, which means, at a minimum, that you understand that:

- (A) your waiver is part of an agreement between you and your employer which is written so that you understand it;
- (B) your waiver specifically refers to rights and claims under the ADEA and the OWBPA;
- (C) you are not waiving any rights or claims that may arise after the Agreement becomes effective;
- (D) your waiver is in exchange for consideration that is more valuable than to what you are already entitled;
- (E) your employer advised you to consult with an attorney of your choice prior to signing the Agreement;
- (F) this Agreement was received by you on January 9, 2026;
- (G) you have at least twenty-one (21) calendar days after receipt of the Agreement to decide whether to sign it; and
- (H) you have seven (7) calendar days after the date on which you sign the Agreement to revoke your acceptance of it by notifying the employer's City Manager, which may be communicated in writing or by email, and the Agreement will not be effective or enforceable until this seven (7) day period has expired.
- (I) Your signature below acknowledges that you carefully read and understand the above points, that you have been so advised, and that the Severance Agreement complies with these points, and therefore, your waiver is knowing and voluntary.



Signature

Date: 2-3-26

Separation and Severance Agreement

EXHIBIT B Job Verification Letter

To whom it may concern,

This letter certifies that Sean Staneart served the City of Johnstown, Ohio as its City Manager from September 27, 2022 to _____, and before that the Assistant City Manager from May 4, 2022 to September 27, 2022.

Under the City of Johnstown Charter, the City Manager is responsible to Council for the administration of all municipal affairs placed in the Manager's charge by the City Charter and legislation and the laws of the State of Ohio.

Sincerely,

Separation and Severance Agreement

EXHIBIT C STATEMENT

Press Release

City Manager Sean Staneart to Depart on February 21, 2026

February ____, 2026

Johnstown, Ohio. City Manager Sean Staneart will be stepping away from his employment with the City of Johnstown on February 21, 2026, and will be considering other professional opportunities for the next phase of his career.

Sean served as Johnstown's City Manager from September 27, 2022 to _____, and before that as the Assistant City Manager since May 4, 2022. Sean served as Johnstown's City Manager and Assistant City Manager while Johnstown began a new era after transitioning from a village to a city in 2021.

City Council and Sean have reached an agreement for the transition of this position while the City begins its search for a new City Manager. Council has appointed _____ as Acting City Manager and has retained _____, to assist with the search and operational support.

Under the City of Johnstown Charter, the City Manager is responsible to Council for the administration of all municipal affairs placed in the Manager's charge by the City Charter and legislation and the laws of the State of Ohio. City Council thanks Sean for his service and is committed to finding the best fit for the next City Manager.



RESOLUTION 2026-12

RESOLUTION TO AFFIRM DESIGNATION OF ACTING CITY MANAGER

WHEREAS, City of Johnstown Charter Section 5.03 directs that by letter filed annually with the Clerk of Council by January 31, the Manager shall designate a municipal employee to exercise the powers and perform the duties of the Manager during the Manager's absence or disability, and that Council may revoke such designation at any time and appoint another employee of the Municipality to serve as Acting Manager; and

WHEREAS, City Council has been informed that the City Manager has designated David D. Delande as Acting City Manager under this Section; and

WHEREAS, City Council acknowledges and approves the designation of David D. Delande as Acting City Manager;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Johnstown, State of Ohio:

Section 1. City Council approves and appoints David D. Delande as Acting City Manager; and

Section 2. In accordance with Charter Section 5.03, David D. Delande shall exercise the powers and perform the duties of Manager during the Manager's absence or disability; and

Section 2. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council and that meetings of any of its committees that resulted in such formal action were meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code and the Charter for the CITY OF JOHNSTOWN.

Date of Introduction/Public Hearing/Vote: February 11, 2026

By: _____

Mayor Tiffany Hollis

ATTEST TO:

APPROVED AS TO FORM:

Teresa Monroe, Clerk of Council

Yazan Ashrawi, Law Director



RESOLUTION 2026-13

RESOLUTION TO APPROVE CONTRACT WITH MANAGEMENT ADVISORY GROUP LLC

WHEREAS, City of Johnstown Charter Section 5.01 authorizes City Council to appoint a City Manager, who serves at the pleasure of Council subject to the City Charter; and

WHEREAS, City Council has been advised of the resignation of the current City Manager and seeks to engage in an executive search for the next City Manager; and

WHEREAS, The Management Advisory Group, LLC has presented a proposed Agreement for Consulting Services, attached hereto as Exhibit 1, to provide these and related services to the City; and

WHEREAS, City Council finds it to be in the best interest of the City to enter into this Agreement and to engage the services of the Management Advisory Group, LLC;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Johnstown, State of Ohio:

Section 1. City Council hereby accepts and approves the Management Advisory Group, LLC's Agreement for Consulting Services, attached hereto as Exhibit 1; and

Section 2. City Council authorizes and directs the Mayor to sign this Agreement on behalf of City and City Council, and to communicate the same to Management Advisory Group, LLC; and

Section 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council and that meetings of any of its committees that resulted from such formal action were meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code and the Charter of the CITY OF JOHNSTOWN.

Date of Introduction/Public Hearing/Vote: February 11, 2026

By: _____

Mayor Tiffany Hollis

ATTEST TO:

APPROVED AS TO FORM:

Teresa Monroe, Clerk of Council

Yazan Ashrawi, Law Director

February 10, 2026

Executive Search Services Agreement

**PREPARED FOR:
JOHNSTOWN, OHIO**



**Management
Advisory Group** LLC

Trusted Advisors to Local Government

AGREEMENT FOR CONSULTING SERVICES

This Agreement for Consulting Services (the “Agreement”) is entered into as of _____ (the “Effective Date”) between Management Advisory Group, LLC, (“MAG”) the City of Johnstown, Ohio (“City”).

EXECUTIVE SEARCH OVERVIEW

Management Advisory Group LLC agrees to complete an executive search process for the City Manager of the City of Johnstown. We will learn about the goals and needs of the Mayor and City Council, staff, and the expectations of key stakeholders. We will conduct a search for the best candidates that meet the short and long-term goals of the City. Generally, our search processes include the following:

- ✓ Assist in establishing a process for recruitment, including a timeline for various activities during the recruitment process.
- ✓ Review the current position description and compensation and recommend changes, if necessary, based on market and competitive conditions.
- ✓ Develop a comprehensive position profile based on information obtained in individual meetings with the Mayor/City Council, staff, and other stakeholders as identified.
- ✓ Develop a marketing strategy that utilizes our professional contacts throughout the geographic area identified and supplement the candidate identification process through selected advertising, use of internet/social media, and direct solicitation of known desirable candidates.
- ✓ Conduct personal interviews with the top candidates that meet the selection criteria.
- ✓ Screen the field of candidates to identify those that most closely match the needs of the city, including discussing results of preliminary reference checks for top candidates.
- ✓ Prepare a search report identifying the top 6 – 8 candidates, with a recommended interview list of 4 -6 candidates.
- ✓ Facilitate panel interviews with senior staff if desired.
- ✓ Facilitate final interviews and selection process with the Mayor and City Council, including developing interview questions.
- ✓ Interview references on finalists and coordinate background checks.
- ✓ Assist in negotiating a compensation package with the desired candidate.
- ✓ We will work with the city’s legal counsel and/or human resources director as may be required.

PROPOSED SCHEDULE AND COST

Based on the work plan described above, the project will cost \$24,000 including all expenses. This cost may vary depending on the scope of community involvement. Any costs for advertising or background checks will be borne directly by the City. We estimate those not to exceed \$1,500.

The base fee assumes one full (+/- 8 hour) day of stakeholder interviews. Should the City require additional stakeholder interviews, a supplemental fee of \$1200 per day for each additional day of stakeholder interviews would be charged. We are prepared to commence work within two weeks of receiving written authorization or purchase order. Management Advisory Group invoices 1/3 of our fee upon authorization of our services, 1/3 when finalists are presented, and the final 1/3 upon the successful appointment of a candidate. Fees are due and payable within 15 days of receipt of invoice.

SAMPLE SCHEDULE

- 1 – Develop the Position Profile** Weeks 1-3
- 2 – Develop a Search and Marketing Strategy** Weeks 1-3
- 3 – Conduct a Proactive Recruitment Campaign** Weeks 3-5
- 4 – Acknowledge Resumes and Screen Prospective Candidates** Weeks 6-7
- 5 – Conduct Preliminary Interviews and Check References** Weeks 8-11
- 6 – Support Interview and Selection Process** Weeks 12-17



Tiffany Hollis
Mayor
City of Johnstown, Ohio

David A. Collinworth
Managing Partner
Management Advisory Group, LLC

Date

February 10, 2026
Date

PROJECT TEAM PROFILES

GREGORY B. HORN

Greg Horn, has 40 years of local government management experience, serving as city manager in four communities between Ohio and Missouri. He retired in 2017 as city manager of Centerville, Ohio, a position he held for 25 years and has been providing consulting/recruiting assistance to local governments for the past five plus years.

Relevant Projects

Greg has recently led or assisted with city manager recruitments for the municipalities of Forest Park, Minerva, Montgomery, Springdale, Clayton, Riverside, Middletown, Woodlawn, and Sebring, Ohio. He has also led or assisted several Fire, EMS and Police Chief recruitments including recent Police Chief recruitments in Westerville, Worthington, Sidney, and Springfield, Ohio and the Director of 911 Dispatch in Bedford County, Virginia. Additionally, he has assisted with the review of the Newport News, Virginia Fire Department, Independence, Missouri organizational review, and the Oxford, Ohio Municipal court study.

Experience

Greg has extensive experience in economic development, utility management, and infrastructure project oversight. He has managed construction efforts for utility plant expansions, water towers, police facilities, government centers, industrial parks, park and recreation developments, including a \$300 million municipal golf/residential development.

Expertise

Skilled at executive recruitment, organizational review, merger studies, annexation analysis, shared services studies, municipal golf course/operational reviews, retreat facilitation, and economic development analyses.

Education

Greg holds a bachelor's degree from Bowling Green State University as well as a Master of Science degree in public administration from the University of Missouri where he was awarded a research assistantship. He received additional training in emergency preparedness, attending FEMA's National Training Program in Emmitsburg, Maryland and represented Southwest Ohio on an economic development mission to Japan and South Korea.

Other

Greg served as the past president/chair of the Ohio City/County Management Association, the Dayton Area Managers Association, the Miami Valley Communications Council, the Tri-Cities North Regional Wastewater Authority, and the Montgomery County Regional Communication Council of Government. He served on numerous technical advisory committees throughout his career ranging from regional economic development and utility systems to airport master plans and statewide solid waste committees. Greg was recognized by the Ohio City/County Management Association when he received their Career Development and Local Government Cooperation Awards and has been awarded Life Member Status by the International City/County Management Association. He has been a member of Rotary International for over 35 years and served as the Centerville, Ohio Chapter President, while twice receiving the Paul Harris Fellow award.

DAVID A. COLLINSWORTH

Dave has 32 years of local government management experience, serving as city manager of Westerville, Ohio from 2007-2020, Tipp City, Ohio from 1997-2007, and as assistant city manager in Miamisburg from 1990-1997.

Relevant Projects

Dave has assisted recently with executive recruitment for the municipalities of Troy and Plain City, Ohio. He has also participated in multiple executive searches for senior management positions within the cities of Westerville, Tipp City, and Miamisburg. Dave was invited to participate in the selection process for the President of Otterbein University.

Experience

Dave has extensive experience in parks and recreation, economic development, utility management, and infrastructure project oversight. He has managed construction efforts for a variety of infrastructure projects including streetscape initiatives, utility plant expansions, police & court facilities, government centers, industrial parks, park developments, recreation centers including a \$20M community center expansion, and development of a \$9M fiber-optic backbone and municipal data center.

Expertise

Skilled at organizational review, operational studies, retreat facilitation, public safety management, and economic development analyses/project financing.

Education

Dave holds a bachelor's degree from the University of Dayton as well as a Masters of Public Administration (MPA) from the University of Kansas. Dave has participated in numerous special educational endeavors including obtaining Credentialed Manager status from the International City/County Management Association (ICMA) and completion of the prestigious Senior Executive Institute for local government executives at the University of Virginia's Weldon Cooper Center for Public Service.

Other

Dave has served as the past president/chair of the Ohio City/County Management Association, the Central Ohio Mayors & Managers Association (COMMA), the Tri-Cities North Regional Wastewater Authority and the Northern Area Water Authority (NAWA). He has also served as the Vice Chair of the Franklin County Emergency Management & Homeland Security Agency.

Dave has been recognized by the Dayton Area Managers Association as "Public Manager of the Year" and by Dayton's Business First Newspaper as a "40 under 40" award recipient. Dave is currently serving the Ohio City/County Management Association (OCMA) as Senior Advisor for the Central Ohio region and has been awarded Life Member Status by ICMA. He has been a member of Rotary International for over 23 years and is a Paul Harris Fellow.

DANA L. MCDANIEL

Dana has over 34 years of local government management experience, serving as Management Assistant to the City Manager, Deputy City Manager/Director of Service, Deputy City Manager/Director of Economic Development, and City Manager with the City of Dublin, Ohio. Dana also has over 35 years of leadership experience in the Army National Guard, enlisting as a Private/E1 and retiring as Brigadier General. He has served in command and staff positions from platoon to division levels and is an Iraq War veteran.

Relevant Projects

Dana has participated in executive searches as a candidate himself, engaged multiple executive search firms for placement of his own executive leadership team appointments, and has participated in the selection of numerous executive directors as a Board Member.

Experience

Dana has extensive experience in all aspects of local governance, administration, capital and operating budgets, including public works, parks and recreation, fleet, facilities, utilities management, safety services, and development/economic development. Dana is particularly proud of the selection and development of the city's 400+ employees. His departments received national accreditation in public works, recreation and parks, economic development and police.

Dana formulated and oversaw numerous 5-year capital budgets averaging \$250m. He had direct involvement in the retention and expansion of over 27,000 jobs and oversaw the development of a \$600m mixed use walkable redevelopment of the city's riverfront. The city earned and maintained the highest possible ratings on its general obligation bonds from three of the nation's top credit rating organizations

Expertise

Skilled at facilitation, team building, strategic planning, capital and operating budget analysis, broadband infrastructure development, and emergency management.

Education

Dana holds a B.A. degree from Miami University, a Master of Public Administration (MPA) from The Ohio State University, and a Master of Strategic Studies from the U.S. Army War College.

Other

Dana has served as the Vice President of the Ohio City/County Management Association, Chair of the Franklin County Emergency Management & Homeland Security agency, Chair of the Franklin County Public Health Agency, Co-founder and Chair of the Northwest US33 Council of Governments, Co-founder of the Central Ohio Mayors/Managers Association, and board member of the Mid-Ohio Regional Planning Commission (MORPC). Dana received the Most Admired Executive Award from Columbus Business First and Most Outstanding Alumni in Public Service Award by The Ohio State University Alumni Association.

CHERYL A. HILVERT

Cheryl has more than 32 years of experience in local government management, serving as city manager for the cities of Montgomery and Fairfield, Ohio and in various management positions in the cities of Fairfield, Forest Park and Wyoming, Ohio. She has also worked for the International City/County Management Association for eight years, serving as Midwest Regional Director and the Director for the Center for Management Strategies.

Relevant Projects

Cheryl led many executive/employee recruitment processes for the cities she managed and has also served on various team-related interview processes for other local governments in the Cincinnati area. She also participated on several interview panels for key employee hires at ICMA. She has always focused on “innovative” approaches to hiring, including the involvement of team members from throughout the organization, creating buy-in and ownership of the successful candidate.

Experience

Cheryl has extensive experience in all aspects of local government management, administration, capital and operating budgets, utility management, infrastructure and capital construction projects, human resources, organizational development, community, and economic development. She also has experience in a non-profit association management, including project administration and management, budgeting, teaching, coaching, and managing member relationships.

Expertise

Cheryl is skilled at local government management, strategic leadership, organizational development, employee engagement, organizational vision and values, team and relationship management, high performance organization strategies, civic engagement, collaborative service delivery, strategy planning, community, and economic development.

Education

Cheryl has a bachelor’s degree in political science and business administration and a master’s degree in public administration from Eastern Kentucky University. She is also a graduate of the University of Oklahoma’s Certified Economic Development Program. She also attended the Senior Executive Institute at the University of Virginia and is a designated Credentialed Manager by the International City/County Management Association.

Other

Cheryl served as president and board member of the Ohio City/County Management Association, the Greater Cincinnati Local Government Management Association, the Greater Cincinnati Chapter of the American Society for Public Administration, and the University of Virginia Senior Executive Institute Alumni Program. She also served as Midwest Regional Vice President and Executive Board Member of the International City/County Management Association and as local government representative on the Ohio Underground Storage Tank Release Compensation Board. She was recognized as a member of the Hall of Distinguished Alumni at Eastern Kentucky University, as a YMCA Woman of Achievement, as Public Administrator of the Year by ASPA, and by ICMA through its Program Excellence Award for Strategic Leadership and Governance.



RESOLUTION 2026-14

**RESOLUTION TO CREATE THE CITY MANAGEMENT OVERSIGHT COMMITTEE
AND APPOINT MEMBERS**

WHEREAS, City of Johnstown Charter Section 7.01 authorizes City Council to create boards, commissions and committees of the City and Council; and

WHEREAS, City of Johnstown Charter Section 7.02 authorizes City Council to determine the composition, terms, appointments and removals of members of each Committee; and

WHEREAS, City of Johnstown Charter Section 5.01 authorizes City Council to appoint a City Manager, who serves at the pleasure of Council subject to the City Charter; and

WHEREAS, Council has identified the need to evaluate and ensure that the Powers and Duties of the City Manager are being fulfilled in accordance with the City of Johnstown Charter Section 5.04 during the transition to a new City Manager;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Johnstown, State of Ohio:

Section 1. Effective upon passage of this Resolution, Council hereby creates the City Management Oversight Committee;

Section 2. The City Management Oversight Committee will exist from the date of passage of this Resolution and until the conclusion of the next annual organizational meeting of City Council in January, 2027, upon which time it will automatically disband without further action of Council;

Section 3. The City Management Oversight Committee shall operate in accordance with the City Charter, and for the following purposes:

- a. to work with the City Manager, Acting City Manager, Interim Management Services, consultants, Law Director and legal counsel on executive search and transition to a new City Manager;
- b. to monitor and facilitate the management administration of the City during the transition to a new City Manager, including ensuring service delivery and continuity of operations; and
- c. to work with and maintain communication between Council and the City Manager, Acting City Manager, and Interim Management Services.

Section 4. The following members are hereby appointed to this Committee. The terms of the members shall begin upon passage of this Resolution and terminate upon dissolution of this Committee, unless extended by Council:

- 1) _____
- 2) _____
- 3) _____

Res 2026-14

Section 5. It is found and determined that all formal actions of this Council concerning and relating to the adoption of 'this Resolution were adopted in an open meeting of this Council and that meetings of any of its committees that resulted in such formal action where meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code and the Charter for the CITY OF JOHNSTOWN.

Date of Introduction/Public Hearing/Vote: February 11, 2026

By: _____

Mayor Tiffany Hollis

ATTEST TO:

APPROVED AS TO FORM:

Teresa Monroe, Clerk of Council

Yazan Ashrawi, Law Director

DRAFT