



City of North Canton, Ohio

Council Office
145 North Main Street
North Canton, Ohio 44720-2587
330.499.3986 . 330.499.2960 Fax

www.northcantonohio.com

email: citycouncil@northcantonohio.com

NOTICE OF MEETING

Council Meeting Agenda Monday, January 31, 2011 7:00 p.m.

1. Call to Order: 7:00 p.m.
2. Opening Prayer
3. Pledge of Allegiance
4. Roll Call
5. Consideration

Special Council Meeting Minutes – December 29, 2010
Council Meeting – January 10, 2011
Financial Statement – December, 2010

6. Committee Minutes
7. Recognition of Visitors

OLD BUSINESS:

8. **Ordinance No. 105-10 – 3rd Reading – Community & Economic Development**
An ordinance accepting the annexation of certain territory owned by the City of North Canton to the City of North Canton, containing 5.417 acres, more or less, in Plain Township to the City of North Canton.
9. **Ordinance No. 108-10 – 1st Reading – Park & Recreation**
(Tabled prior to the 1st reading 12/13/10)
An ordinance amending Ordinance No. 118-08 establishing rental rates and policies for rental of the North Canton Civic Center, specifically Section 1. pertaining to Friday and Sunday rentals, repealing any and all legislation passed previously and inconsistent with this ordinance and declaring the same to be an emergency.
10. **Ordinance No. 3-11 – 2nd Reading – Ordinance, Rules & Claims**
An ordinance amending Chapter 907 Street Excavations, specifically 907.03 DEPOSIT REQUIRED, of the Codified Ordinances of the City of North Canton, and repealing any and all legislation inconsistent herewith and declaring the same to be an emergency.

11. **Ordinance No. 4-11 – 2nd Reading – Ordinance, Rules & Claims**
An ordinance amending Chapter 935 Water Lines and Hydrants, specifically 935.08 NONRESIDENT'S USE OF WATER OR SANITARY SEWER SERVICE; AGREEMENT of the Codified Ordinance of the City of North Canton, and repealing any and all legislation inconsistent herewith and declaring the same to be an emergency.
12. **Ordinance No. 5-11 – 2nd Reading – Ordinance, Rules & Claims**
An ordinance amending Chapter 937 Water Rates, specifically 937.04 WATER TURN ON CHARGE of the Codified Ordinances of the City of North Canton, and repealing any and all legislation inconsistent herewith and declaring the same to be an emergency.
13. **Ordinance No. 6-11 – 2nd Reading – Ordinance, Rules & Claims**
An ordinance amending Chapter 1171 Administrative Powers and Duties, specifically Section 1171.06 SCHEDULE OF FEES, of the Codified Ordinances of the City of North Canton, and repealing any and all legislation inconsistent herewith and declaring the same to be an emergency.
14. **Ordinance No. 7-11 – 2nd Reading – Ordinance, Rules & Claims**
An ordinance amending Chapter 1701 Minimum Housing Code, specifically Section 1701.05(f) CHANGES, NEW CERTIFICATES AND FEES. of the Codified Ordinances of the City of North Canton, and repealing any and all legislation inconsistent herewith and declaring the same to be an emergency.
15. **Ordinance No. 10-11 – 1st Reading – Park & Recreation
(Tabled prior to the first reading 1/10/11)**
An ordinance establishing reduced rental rates and policies for rental of the Events Hall at the North Canton Civic Center by certain nonprofit organizations and declaring the same to be an emergency.

NEW BUSINESS:

16. **Ordinance No. 11-11 – 1st Reading – Finance & Property**
An ordinance amending Ordinance No. 92-10, passed on November 5, 2010, to revise the provisions with respect to the outstanding notes to be retired and the aggregate principal amount of the bonds to be issued for the purpose of paying costs of constructing a waterline between certain termini, together with the necessary appurtenances, and declaring an emergency.
17. **Ordinance No. 12-11 – 1st Reading – Finance & Property**
An ordinance to make appropriations for current expenses and other expenditures of the City of North Canton, Ohio, for the period beginning January 1, 2011 and ending December 31, 2011, and declaring the same to be an emergency.
18. **Ordinance No. 13-11 – 1st Reading – Personnel & Safety**
An ordinance amending Chapter 155 Personnel Regulations of Part One-Administrative Code of the Codified Ordinances of the City of North Canton, for of the City of North Canton, and repealing any and all legislation inconsistent herewith.

REPORTS:

Director of Law	Director of Finance	Administrator/Engineer	Mayor
Director of Economic Development		Clerk of Council	

REPORTS – COUNCIL:

Pat DeOrio	At Large	Doug Foltz	Ward 1
Marcia Kiesling	At Large	Daniel Peters	Ward 2
Daryl Revoldt	At Large	Jeff Davies	Ward 3
		Jon Snyder	Ward 4

FINAL CALL FOR NEW BUSINESS:

ADJOURN:

Gail M. Kalpac
Clerk of Council

1/28/11-gmk

c: Council, Director of Law
Mayor, D/Administration
D/Finance, City Engineer
Supt. P&I, Police Chief
Fire/EMS Chief, Press



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EXECUTIVE SESSION MEETING MINUTES

The Personnel & Safety Committee of North Canton City Council met Monday, January 10, 2011 at 6:30 p.m. in the Council Chambers at North Canton City Hall.

Present for the Meeting were: Chairman Peters and Member Revoldt, Council Members Davies, DeOrio, Foltz and Kiesling. Committee Vice Chairman Snyder was not present for the meeting. Also present for the meeting were: Mayor Held, Administrator/Engineer Benekos and Director of Law Nilges.

Upon a roll call vote of Council, all present moved into an executive session at 6:30 p.m. for the purpose of discussing personnel matters pertaining to appointment, employment and compensation of a public employee. Subsequent to the discussion, the executive session adjourned at 7:04 p.m.

Respectfully submitted,

Jeff Peters, Chairman

Daryl Revoldt, Member

1/28/11-gmk

c: Council, Director of Law
Mayor, D/Administration
D/Finance, City Engineer
Supt. P&I, Police Chief
Fire/EMS Chief, Press



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EXECUTIVE SESSION MEETING MINUTES

The Personnel & Safety Committee of North Canton City Council met Monday, January 24, 2011 at 6:00 p.m. in the Council Chambers at North Canton City Hall.

Present for the Meeting were: Chairman Peters, Vice Chairman Snyder and Member Revoldt, Council Members Davies, DeOrio, and Kiesling. Council Member Foltz was not present for the meeting. Also present for the meeting were: Mayor Held, Administrator/Engineer Benekos, Director of Law Nilges, Director of Finance Loretto and Police Chief Grimes.

Upon a roll call vote of Council, all present moved into an executive session at 6:00 p.m. for the purpose of discussing personnel matters pertaining to appointment, employment and compensation of a public employee. Subsequent to the discussion, the executive session adjourned at 7:10 p.m.

Respectfully submitted,

Jeff Peters, Chairman

Jon Snyder, Vice Chairman

Daryl Revoldt, Member

1/28/11-gmk

c: Council, Director of Law
Mayor, D/Administration
D/Finance, City Engineer
Supt. P&I, Police Chief
Fire/EMS Chief, Press

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FINANCE & PROPERTY COMMITTEE MEETING MINUTES

The Finance & Property Committee of North Canton City Council met as part of the Committee of the Whole Monday, January 24, 2011 in the Council Chamber at North Canton City Hall.

Present for the meeting were: Chairman Snyder, Vice Chairman Davies, Member DeOrio, Council Members Kiesling, Peters and Revoldt. Council Member Foltz was not present for the meeting. Also present were: Mayor Held, Administrator/Engineer Benekos, Director of Law Nilges, Director of Finance Loretto, Director of Economic Development Bowles, Superintendent of Streets & Utilities Chufar, Superintendent of Permits & Inspection Hampton and Rental Coordinator Raymond.

Items discussed:

- a. Financial Statement – December, 2010: The Financial Statement was reviewed and will be placed on the January 31, 2011 council agenda for formal approval.
- b. Amendment to Ordinance No. 92-10 re Raw Waterline Bond: The Committee authorized legislation, on an emergency basis, amending Ordinance No. 92-10, passed on November 5, 2010, to revise the provisions with respect to the outstanding notes to be retired and the aggregate principal amount of the bonds to be issued for the purpose of paying costs of constructing a waterline between certain termini, together with the necessary appurtenances.
- c. 2011 Appropriation Budget: The Committee authorized legislation, to make appropriations for current expenses and other expenditures of the City of North Canton, Ohio, for the period beginning January 1, 2011 and ending December 31, 2011.

Legislation to contain an emergency clause.

Respectfully submitted,

Jon Snyder, Chairman

Jeff Davies, Vice Chairman

Pat DeOrio, Member

1/28/11-gmk

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PARK & RECREATION COMMITTEE MINUTES

The Park & Recreation Committee of North Canton City Council met as part of the Committee of the Whole Monday, January 24, 2011 in the Council Chamber at North Canton City Hall.

Present for the meeting were: Vice Chairman Revoldt and Member Peters, Council Members Davies, DeOrio, Kiesling and Snyder. Committee Chairman Foltz was not present for the meeting. Also present were: Mayor Held, Director of Administration/Engineer Benekos, Director of Law Nilges, Director of Finance Loretto, Director of Economic Development Bowles, Superintendent of Streets & Utilities Chufar Superintendent of Permits & Inspection Hampton and Rental Coordinator Raymond.

Item discussed:

- a. Proposed Reduced Civic Center Rental Rates re North Canton City School Fund Raising Events for January, February and March: Item was discussed. Legislation, which was previously authorized, was found to be sufficient and will be placed on the January 31, 2011 for further consideration.

Legislation will only recoup costs, but not profit.

Respectfully submitted,

Daryl Revoldt, Vice Chairman

Daniel Peters, Member

1/25/11-gmk

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PERSONNEL & SAFETY COMMITTEE MEETING MINUTES

The Personnel & Safety Committee of North Canton City Council met as part of the Committee of the Whole Monday, January 24, 2011 in the Council Chambers at North Canton City Hall.

Present for the meeting were: Chairperson Peters, Vice Chairman Snyder, Member Revoldt, Council Members Davies, DeOrio, and Kiesling. Council Member Foltz was not present for the meeting. Also present were: Mayor Held, Director of Administration/Engineer Benekos, Director of Law Nilges, Director of Finance Loretto, Director of Economic Development Bowles, Superintendent of Streets & Utilities Chufar, Superintendent of Permits & Inspection Hampton and Rental Coordinator Raymond.

Items discussed:

- a. Amend and Consolidate Exempt and Part-time Ordinances: The Committee authorized legislation, amending Chapter 155 Personnel Regulations of Part One-Administrative Code of the Codified Ordinances of the City of North Canton, for of the City of North Canton, and repealing any and all legislation inconsistent herewith.
- b. Amend and Consolidate Personnel Handbook and Policies: The Committee authorized legislation, amending and consolidating the rules, regulations and penalties of the Personnel Handbook for the City of North Canton.

Subsequent to the meeting, Director of Law Nilges determined additional time is needed to format and complete the authorized changes to the Personnel Handbook.

Respectfully submitted,

Daniel Peters, Chairman

Jon Snyder, Vice Chairman

Daryl Revoldt, Member

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. 11-11

Passed _____, 20____

SECTION 5. Declaration of Emergency; Effective Date. This Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the City, and for the further reason that this Ordinance is required to be immediately effective so that the Bonds can be sold at the earliest possible date, which is necessary to enable the City to retire the Outstanding Notes and thereby preserve its credit; wherefore, this Ordinance shall be in full force and effect immediately upon its passage.

North Canton, Ohio

Adopted:

MAYOR

SIGNED: _____, 2011

ATTEST:

CLERK OF COUNCIL

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RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. 12-11

Passed _____, 20____

1/28/11-gmk
(Finance & Property)

Ordinance No. 12-11

An ordinance to make appropriations for current expenses and other expenditures of the City of North Canton, Ohio, for the period beginning January 1, 2011 and ending December 31, 2011, and declaring the same to be an emergency.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH CANTON, COUNTY OF STARK, STATE OF OHIO:

Section 1: That in order to provide for the current expenses and other expenditures of the City of North Canton, Ohio, during the period beginning January 1, 2011 and ending December 31, 2011, the following sums attached hereto and incorporated herein as "Attachment A", be, and they are hereby set aside and appropriated.

Section 2. That new equipment purchase for the various departments, with the exception of the general trust fund, shall be limited to and shall be per "Appendix A" attached hereto.

Section 3. That the Director of Finance is hereby authorized to draw his warrants for payments from any of the appropriations incorporated herein as "Attachment A" upon receiving proper certificates and vouchers therefore, approved by the proper department head and the Mayor or Director of Administration for the Safety and Service Divisions, approved by the Director of Law and President of Council for the Department of Law; and approved by the President of Council or Clerk of Council for the Council Department; and approved by the Director of Finance, or by an ordinance or resolution of Council to make the expenditures; provided that no warrants shall be drawn or paid for salaries or wages except the persons employed by authority of and in accordance with law or ordinance. Provided further, that the appropriations for contingencies can only be expended upon approval of a two-thirds vote of council for items of expense constituting a legal obligation against the City and for the purposes other than those covered by other specific appropriations herein made.

Section 4. That the Director of Finance, be, and is hereby authorized and directed to make the necessary intra-fund account transfers upon receipt of a written request signed by the Mayor and approved by the Finance & Property Committee of City Council.

Section 5. That the Director of Finance, be, and is hereby authorized to transfer the following amounts to provide for the current expenses and expenditures for the City of North Canton during the fiscal year ending December 31, 2011:

FROM	TO	AMOUNT
Income Tax Fund	General Fund	\$4,148,000.00
Income Tax Fund	Capital Imp Fund	980,000.00
General Fund	Fire Operating Levy Fund	400,000.00
General Fund	EMS Operating Levy Fund	25,000.00
General Fund	Street, Const M&R Fund	175,000.00
General Fund	Capital Imp Fund	244,000.00
Water Rev Fund	Water Exp, Rep & Imp Fund	1,525,000.00
Hoover Dist Fund	General Fund	163,000.00
General Fund	Income Tax Fund	163,000.00

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. 12-11

Passed _____, 20____

Section 6. That the Director of Finance of the City of North Canton, be, and is hereby authorized to transfer the following amounts to the Compensated Absences Fund during the fiscal year ending December 31, 2011.

FROM	AMOUNT
General Fund	\$65,000.00
Income Tax Fund	2,000.00
Fire Operating Fund	7,000.00
EMS Operating Fund	16,000.00
Street Const Maintenance & Repair Fund	10,000.00
Water Revenue Fund	20,000.00
Sewer Revenue Fund	25,000.00

Section 7. That if a provision of this ordinance is or becomes illegal, invalid or unenforceable, that shall not affect the validity or enforceability of any other provision of this ordinance.

Section 8. That this ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the health, safety, and peace of the City of North Canton, Ohio, and immediately necessary for the timely appropriations for current expenses and other expenditures of the City of North Canton during the fiscal year ending December 31, 2011; wherefore, provided it receives the affirmative vote of six (6) or more members of Council elected thereto, this ordinance shall take effect and be in full force immediately upon its adoption by Council and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

North Canton, OH

Passed:

MAYOR

SIGNED: _____, 2011

ATTEST:

CLERK OF COUNCIL

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RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. 13-11

Passed _____, 20____

1/28/11-han
(Personnel & Safety)

Ordinance No. 13-11

An ordinance amending Chapter 155 Personnel Regulations of Part One-Administrative Code of the Codified Ordinances of the City of North Canton, for of the City of North Canton, and repealing any and all legislation inconsistent herewith.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH CANTON, COUNTY OF STARK, STATE OF OHIO:

Section 1. That Chapter 155 Personnel Regulations of Part One-Administrative Code of the Codified Ordinances of the City of North Canton, be, and the same is hereby amended to read as follows:

"GENERAL PERSONNEL REGULATIONS

1. These Personnel Regulations shall apply to all exempt City employees and those non-exempt unclassified personnel who are not subject to a collective bargaining agreement.
2. Full-time exempt personnel shall work the necessary hours to properly discharge all duties involved in their respective positions, subject to the direction and discretion of the appointing authority. Part-time personnel shall work hours as scheduled. Full-time non-exempt unclassified personnel shall work forty (40) hours per week as scheduled by the appointing authority.
3. All exempt and non-exempt unclassified personnel who are not subject to a collective bargaining agreement are employed "at-will". "Unclassified personnel" means those persons identified as being in the unclassified service by R.C. 124.11(A) and the Rules and Regulations of the Civil Service Commission of the City of North Canton, Ohio.
4. "Full-time" personnel means personnel other than non-exempt Fire, E.M.S. or Seasonal personnel who are regularly scheduled to work at least thirty seven and one half (37.5) hours per week.
5. "Part-time" personnel means personnel other than non-exempt Fire and E.M.S. personnel who are regularly scheduled to work less than thirty seven and one half (37.5) hours per week and non-exempt Fire and cross-trained E.M.S. personnel who are regularly scheduled to work less than fifty-three (53) hours in a seven (7) day tour of duty in an individual job classification.
6. "Seasonal" personnel means persons hired by the City with the expectation that such persons' employment would last no longer than nine (9) months of any calendar year.

Section 2. **ANNUAL UNIFORM ALLOWANCE**

An annual uniform allowance of one thousand (\$1,000.00) dollars shall be paid for the positions of Chief of Police and Chief of Fire and Emergency Medical Services. An annual uniform allowance shall also be paid for the following positions, in the following amounts:

Radio Dispatcher C

First year: \$200.00 paid at time of employment. Each year thereafter, \$200.00 to be paid January 20th.

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. 13-11

Passed _____, 20____

7. An extra day of paid vacation allowance will be permitted for all paid holidays falling within a selected vacation period.

8. When the normal work week is forty hours, the paid vacation allowance will be based thereon.

9. Three weeks of paid vacation allowance may be carried over to the next calendar year. The three weeks shall be the maximum amount which may be carried over regardless of the year to which the allowance is attributable.

10. Any employee who shall resign, retire or be laid off shall be entitled to be paid for vacation allowance earned in the previous year and eligible to be taken in the current year plus vacation earned in the current year at the pro-rata amount of one-twelfth (1/12) for each full month worked subsequent to January 1st.

11. Vacation shall be used in increments of one week or more except that vacations may be used in lesser increments when authorized by the proper departmental authority; however, vacation may not be taken in lesser increments than four hours.

Section 10. MILITARY LEAVE

Military leave shall be granted in accordance with all federal and state laws and specifically O.R.C. 5923.05.

Section 11. DISABILITY PAY

Any full time employee of the City of North Canton injured in the line of duty, whose claim is allowed by the Bureau of Workmen's Compensation, shall receive from the City the difference between the amount allowed by the Bureau of Workmen's Compensation and his or her regular pay. There shall be a twelve month limit on the amount the City shall pay.

Section 12. FUNERAL LEAVE

1. Three days excused absence with pay upon the death of the employee's mother, father, sister, brother, wife, husband, son, daughter, grandparent, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, stepmother, stepfather, stepchildren, grandchild and grandparent-in-law.

2. With permission of the department head and the concurrence of the Director of Administration or the Director of Finance for the Finance Department or the President of Council or Clerk of Council for the Council Office, the employee may be allowed one day for a funeral other than that of a relative. This time off shall not be charged against sick leave or vacation allowance but shall be leave with pay.

Section 13. HOSPITALIZATION, MEDICAL INSURANCE, DENTAL, OPTICAL & PRESCRIPTION DRUG PROGRAMS

Full time personnel, and those part-time personnel designated by Council, shall be eligible for medical benefits in accordance with the City's group health benefits plan, according to the terms of such plan, as amended from time to time.

Section 14. LIFE INSURANCE

Full time personnel, and those part-time personnel designated by Council, shall be eligible for life insurance in accordance with the City's life insurance plan, according to the terms of such plan, as amended from time to time.

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. 13-11

Passed _____, 20____

Section 15. JURY DUTY LEAVE

1. Any employee who is called for jury duty, either Federal, County or Municipal, shall be paid his or her regular salary, less any compensation received for jury duty, as provided for in the OHIO REVISED CODE when said jury duty conflicts with her or his work schedule.

2. It is understood that Paid Jury Duty Leave will not exceed eighty hours per year without approval of City Council. It will be the employee's responsibility to present to the City the necessary documents, including pay vouchers/check from the Clerk of Courts.

Section 16. MATERNITY LEAVE

This policy shall apply only to those employees not eligible for maternity leave pursuant to Family Medical Leave Act of 1993 ("FMLA"). Employees eligible for FMLA maternity leave shall receive leave pursuant to that Act in the manner described in the City of North Canton Personnel Handbook. Maternity Leave shall include pregnancy, childbirth and related medical conditions.

Upon written request to the Director of Administration, Director of Finance, President of Council or Clerk of Council, whoever is applicable, a pregnant employee may be granted a leave of absence without pay, subject to the following rules.

A. Length of Leave: Leaves of absence for maternity leave shall be limited to the period of time that the pregnant employee is unable to perform the substantial, material duties of the employee's position. This period may include reasonable pre-delivery, delivery and recovery time, as certified in writing by a physician, not to exceed one hundred and eighty days. Such leave shall not include time being requested for the purposes of child care following the recovery of the employee.

B. Physician Certificate: A pregnant employee requesting a leave of absence without pay must present, at the time the request is made, a physician's certificate stating the probable period for which the employee will not be able to perform substantial, material duties of the employee's position due to pregnancy, childbirth or related medical conditions.

C. Sick Leave Usage: Upon request to the Director of Administration, Director of Finance, President of Council or Clerk of Council, whoever is applicable, and in accordance with the rules of the City of North Canton with regard to sick leave, a pregnant employee shall be permitted to use any or all of the employee's accumulated sick leave credit only for the period of time as certified by the physician's certificate that the employee isn't able to work as a result of pregnancy, childbirth or related medical conditions. An employee using sick leave credit shall not be prevented from receiving a leave of absence for maternity leave purposes without pay for the remainder of the period.

D. Service Credit: Authorized leaves of absence under this rule for maternity leave without pay will count as service credit for all purposes related to seniority, provided the employee has properly returned to service and is not serving a probationary period. Employees that do not return to service from a personal leave of absence for maternity leave shall not receive service credit for the time spent on such leave.

E. Employee Benefits: Hospitalization and life insurance benefits will remain in effect as long as the employee is on maternity leave as provided for herein.

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. 13-11

Passed _____, 20____

F. Return to Service: Upon completion of a leave of absence for maternity leave purposes, without pay, the employee shall be returned to the same or similar position within the employee's former classification.

G. Failure to Return: An employee who fails to return to duty upon completion or valid cancellation of leave of absence without pay and without explanation to the Director of Administration, Director of Finance, President of Council or Clerk of Council, whoever is applicable or their representatives, may be removed from the service of the City. An employee who fails to return to service from a leave of absence without pay and is subsequently removed from the service is deemed to have a termination date corresponding to the starting date of the leave of absence without pay.

H. Abuse of Leave: If it is found that a leave is not actually being used for the purpose for which it was originally granted, the Director of Administration, Director of Finance, President of Council or Clerk of Council, whoever is applicable, may cancel the leave and direct the employee to report for work by giving written notice to the employee.

Section 17. PENSION PICKUP

1. Any employee of the City of North Canton who is a member of the Public Employees Retirement System of Ohio or the Ohio Police and Fire Pension Fund shall have her or his compensation reduced by an amount equivalent to that employee's contribution to the Public Employees Retirement System of Ohio or the Ohio Police and Fire Pension Fund; as the case may be, and that the amount of the employee's contribution to the Public Employees Retirement System of Ohio or the Ohio Police and Fire Pension Fund; as the case may be, be paid by the City of North Canton on behalf of the employee; and that the amount of the contribution so paid on behalf of the employee by the employer be added to the salary or wage of the employee in the calculation of pensions and other benefits and is subject to the City of North Canton income tax. The employee is not given the option of choosing to receive said amount directly instead of having them paid directly to the Public Employees Retirement System of Ohio or the Ohio Police and Fire Pension Fund.

2. In respect to the employee's contribution to the Public Employees Retirement System of Ohio, that contribution shall be the employee's contribution to the employee's savings fund defined at Section 145.47 of the OHIO REVISED CODE.

Section 18. LEAVE OF ABSENCE

Leave of Absence without pay may be granted upon written request and approval of the department head. Attendance at job related conferences, meetings, seminars, etc., which result in absence from work, require prior written request and approval from the responsible departmental authority.

Section 19. COMPENSATION

1. Full-Time Schedule of Compensation:

Position	Bi-weekly Compensation
Director of Administration	\$2,596.50 – 3,345.00
Director of Finance	\$2,596.50 – 3,345.00
City Engineer	\$2,596.50 – 3,345.00

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. 13-11

Passed _____, 20____

Position	Bi-weekly Compensation
Chief of Police	\$2,596.50 – 3,075.00
Chief of Fire & EMS	\$2,596.50 – 3,075.00
Supt., Permits & Inspection	\$1,800.00 – 2,480.00
Supt., Utilities & Services	\$1,800.00 – 2,480.00
Supt., Streets & Parks	\$1,800.00 – 2,480.00
Chief Operator- DWP	\$1,800.00 – 2,480.00
Supt., Recreation, Buildings & Grounds	\$1,800.00 – 2,480.00
Director of Economic Development	\$1,800.00 – 2,480.00
Operations Managers: Recreation, Buildings & Grounds Streets & Parks Water & Sanitary Sewer Drinking Water Plant	\$1,728.00 – 2,350.00
Clerk of Council/Law Dept.	\$1,386.00 – 2,045.50
Deputy Director of Finance	\$1,386.00 – 1,870.00
Administrative Assistant	\$1,210.50 – 1,730.00

2. Part-time Schedule of Compensation:

Public Safety – FIRE / EMS

Fire Prevention Chief	\$ 14.96
Fire Captain	\$ 14.60
Fire Captain / EMT – Paramedic	\$ 14.60
Fire Captain / EMT – Basic	\$ 14.60
EMT – Paramedic	\$ 14.60
Firefighter / EMT – Paramedic	\$ 14.60
Firefighter / EMT – Basic	\$ 14.13
Firefighter	\$ 14.13
EMT – Basic	\$ 14.13
EMT Personnel on Standby	\$ 2.21

Manned at Station:

Firefighter / EMT - Paramedic/Basic	\$ 12.00
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EMT 's manned at station will not receive Standby Wages.

Public Safety – Police

Dispatcher C	\$ 12.21
School Crossing Guard	\$ 11.77
Auxiliary Police	\$ 11.04
Special Patrolman	\$ 14.96

Financial & Clerical

Fiscal/Clerical Specialist	\$ 11.88
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