



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, November 28, 2011- 7:00 p.m.

1. Call to Order: 7:00 p.m.
2. Opening Prayer: Hal Oswald, St. Jacob's Community Church
3. Pledge of Allegiance
4. Roll Call
5. Consideration

Council Meeting Minutes – November 14, 2011
Financial Statement – October, 2011

6. Committee Minutes
7. Recognition of Visitors

OLD BUSINESS:

8. **Ordinance No. 84-11 – 2nd Reading – Water, Sewer & Rubbish (Tabled prior to the 2nd reading 10/10/11)**
An ordinance authorizing the Shuffel Drive NW (Frank Avenue easterly 300 feet) Waterline Extension, located in Jackson Township, Stark County, Ohio, in accordance with plans and specifications approved by the North Canton City Engineer, and accepting any necessary easement associated with said waterline extension, and declaring the same to be an emergency.
9. **Ordinance No. 94-11 – 2nd Reading – Water, Sewer & Rubbish (Tabled prior to the 2nd reading 11/14/11)**
An ordinance authorizing the Director of Administration of the City of North Canton to advertise and receive bids; and authorizing the Mayor of the City of North Canton, through the Board of Control, to enter into a contract for the Fairways Improvements Project at a cost not to exceed \$100,000, and declaring the same to be an emergency.

10. **Ordinance No. 100-11 – 2nd Reading – Personnel & Safety**
An ordinance amending Ordinance No. 22-11, rules, regulations, policies and penalties of the City of North Canton Personnel Handbook, specifically the Travel Policy and to include an Electronic Communications and Online Services Policy, and declaring the same to be an emergency.

NEW BUSINESS:

11. **Ordinance No. 103-11 – 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, as amended, specifically Section 20. COMPENSATION to establish the classification and rate of compensation for the positions of Director of Administrative Services, Director of Permits and Development, and Administrative Assistant/Payroll Clerk, repealing any and all legislation inconsistent herewith and declaring the same to be an emergency.
12. **Ordinance No. 104-11 – 1st Reading – Finance & Property**
An ordinance authorizing the supplemental appropriation of funds of the City of North Canton, Ohio, to be appropriated from the unappropriated resources of the Permit Fee Fund to the State Building Permit Fee Account in the amount of \$250.00 for the current expenses during the fiscal year ending December 31, 2011, and declaring the same to be an emergency.
13. **Resolution No. 105-11 – 1st Reading – Finance & Property**
A Resolution of submission of question of a replacement of a tax levy for the purpose of providing additional funds for the City's portion of ambulance service, emergency medical service or both, along with necessary appurtenances in the City of North Canton, Stark County, Ohio and declaring the same to be an emergency.
14. **Resolution No. 106-11 – 1st Reading – Finance & Property**
A Resolution of submission of question of a replacement of a tax levy for the purpose of providing additional funds for the City's portion of fire apparatus, appliances, buildings, or sites therefore, or sources of water supply and materials therefore, or the establishment and maintenance of lines or fire alarm or the payment of permanent, part-time, or volunteer firemen or fire fighting companies to operate the same in the City of North Canton, Stark County, Ohio and declaring the same to be an emergency.
15. **Ordinance No. 107-11 – 1st Reading – Finance & Property**
An ordinance authorizing the supplemental appropriation of funds of the City of North Canton, Ohio, to be appropriated from the unappropriated resources of EMS Operating Fund to the Salaries & Wages - Part-time, Maintenance of Equipment, and Operating Supplies - Oxygen Accounts in the amount of \$25,000 for the current expenses during the fiscal year ending December 31, 2011, and declaring the same to be an emergency.

**Council Meeting
Agenda**

**November 28, 2011
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REPORTS:

Director of Law
Mayor

Director of Finance
City Engineer

Director of Administration
Clerk of Council

REPORTS – COUNCIL:

Pat DeOrio At Large
Marcia Kiesling At Large
Mark Cerreta At Large

Doug Foltz Ward 1
Daniel Peters Ward 2
Jeff Davies Ward 3
Jon Snyder Ward 4

FINAL CALL FOR NEW BUSINESS:

ADJOURN:

Gail M. Kalpac
Clerk of Council

11/23/11-gmk

c: Council, Director of Law
Mayor, D/Administration
D/Finance, City Engineer
D/Administrative Services
Supt., Permits & Development
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 Monday, November 14, 2011 at 6:30 p.m. in the Council Chamber at North Canton City Hall.

Present for the meeting were: Chairman Snyder, Vice Chairman Davies, Member DeOrio, Council Members Cerreta, Foltz, Kiesling and Peters.

Also present were: Mayor Held, Director of Administration Grimes, Director of Law Nilges, City Engineer Benekos and Clerk of Council Kalpac. Director of Finance Alger was not present for the meeting.

Items discussed:

- a. EMS Replacement Levy: The Committee authorized legislation, for submission of request to the Stark County Auditor pursuant to Ohio Revised Code Section 5705.03(B) to certify to the City of North Canton, Stark County, Ohio, as taxing authority for the City of North Canton, Stark County Ohio the total current tax valuation of the City of North Canton, Stark County Ohio, as a subdivision and the dollar amount of revenue that would be generated for a replacement tax of one (1.0) mill pursuant to Ohio Revised Code Section 5705.19, 5705.191 and 5705.25 for the purpose of providing addition funds for the City's portion of ambulance service, emergency medical service or both, along with necessary appurtenances, to the City of North Canton, commencing in 2012, first due in calendar year 2013.

Legislation to contain an emergency clause; is subject to suspension of the rules of council requiring a committee report; and will be considered at a meeting held this date.

- b. Fire Replacement Levy: The Committee authorized legislation, for submission of request to the Stark County Auditor pursuant to Ohio Revised Code Section 5705.03(B) to certify to the City of North Canton, Stark County, Ohio, as taxing authority for the City of North Canton, Stark County Ohio the total current tax valuation of the City of North Canton, Stark County Ohio, as a subdivision and the dollar amount of revenue that would be generated for a replacement tax of one-half (.5) mill pursuant to Ohio Revised Code Section 5705.19, 5705.191 and 5705.25 for the purpose of providing additional funds for the City's portion of fire apparatus,

appliances, buildings, or sites therefore, or sources of water supply and materials therefore, or the establishment and maintenance of lines or fire alarm or the payment of permanent, part-time, or volunteer firemen or fire fighting companies to operate the same, to the City of North Canton, commencing in 2012, first due in calendar year 2013.

Legislation to contain an emergency clause; is subject to suspension of the rules of council requiring a committee report; and will be considered at a meeting held this date.

Respectfully submitted,

Jon Snyder, Chairman

Jeff Davies, Vice Chairman

Pat DeOrio, Member

11/21/11-gmk

c: Council, Director of Law
Mayor, D/Administration
D/Administrative Services
D/Finance, City Engineer
Supt., Permits & Development
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, November 21, 2011 in the Council Chamber at North Canton City Hall.

Present for the meeting were: Chairman Snyder and Vice Chairman Davies, Council Members Cerreta, Foltz, Kiesling and Peters. Committee Member DeOrio was not present for the meeting.

Also present were: Mayor Held, Director of Administration Grimes, Director of Law Nilges, Director of Finance Alger and City Engineer Benekos..

Items discussed:

- a. EMS Replacement Levy: The Committee authorized legislation, on an emergency basis, for submission of question of a replacement of a tax levy for the purpose of providing additional funds for the City's portion of ambulance service, emergency medical service or both, along with necessary appurtenances in the City of North Canton, Stark County, Ohio.
- b. Fire Replacement Levy: The Committee authorized legislation, on an emergency basis, for submission of question of a replacement of a tax levy for the purpose of providing additional funds for the City's portion of fire apparatus, appliances, buildings, or sites therefore, or sources of water supply and materials therefore, or the establishment and maintenance of lines or fire alarm or the payment of permanent, part-time, or volunteer firemen or fire fighting companies to operate the same in the City of North Canton, Stark County, Ohio.
- c. Supplemental Appropriation re State Building Permit Fees: The Committee authorized legislation, on an emergency basis, authorizing the supplemental appropriation of funds to be appropriated from the unappropriated resources of the Permit Fee Fund to the State Building Permit Fee Account in the amount of \$250.00 for the current expenses during the fiscal year ending December 31, 2011.

- d. Supplemental Appropriation re EMS Operating Fund: The Committee authorized legislation, on an emergency basis, authorizing the supplemental appropriation of funds to be appropriated from the unappropriated resources of EMS Operating Fund to the Salaries & Wages - Part-time, Maintenance of Equipment, and Operating Supplies - Oxygen Accounts in the amount of \$25,000 for the current expenses during the fiscal year ending December 31, 2011.
- e. Financial Statement – October, 2011: The Financial Statement was reviewed and will be placed on the November 28, 2011 council agenda for formal approval.

Respectfully submitted,

Jon Snyder, Chairman

Jeff Davies, Vice Chairman

Pat DeOrio, Member

11/22/11-gmk

c: Council, Director of Law
Mayor, D/Administration
D/Finance, City Engineer
D/Administrative Services
Supt., Permits & Development
Police Chief, Fire/EMS Chief
Press



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ORDINANCE, RULES & CLAIMS COMMITTEE MEETING MINUTES

The Ordinance, Rules & Claims Committee of the North Canton City Council met as part of the Committee of the Whole Monday, November 21, 2011 in the Council Chambers at North Canton City Hall.

Present for the meeting were: Chairman Cerreta, Vice Chairman Foltz and Member Kiesling, Council Members Davies, Peters and Snyder. Council Member DeOrio was not present for the meeting.

Also present were: Mayor Held, Director of Administration Grimes, Director of Law Nilges, Director of Finance Alger and City Engineer Benekos.

Item discussed:

- a. Expiration of Permits to Sell Alcoholic Beverages: There are no objections to any of the permit renewals and Council does not request a hearing. Minutes will suffice to allow permits to be renewed.

Respectfully submitted,

Mark Cerreta, Chairman

Doug Foltz, Vice Chairman

Marcia Kiesling, Member

11/22/11-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, November 21, 2011 in the Council Chamber at North Canton City Hall.

Present for the meeting were: Chairman Peters, Vice Chairman Snyder, Member Cerreta, Council Members Davies, Foltz and Kiesling. Council Member DeOrio was not present for the meeting.

Also present were: Mayor Held, Director of Administration Grimes, Director of Law Nilges, Director of Finance Alger and City Engineer Benekos.

Item discussed:

- a. Amendment to Ordinance No. 13-11 – Exempt Ordinance: The Committee authorized legislation, amending Chapter 155 Personnel Regulations of Part One-Administrative Code of the Codified Ordinances, as amended, specifically Section 20. COMPENSATION to establish the classification and rate of compensation for the positions of Director of Administrative Services, Director of Permits and Development, and Administrative Assistant/Payroll Clerk, repealing any and all legislation inconsistent herewith.

Legislation to contain an emergency clause.

Respectfully submitted,

Daniel Peters, Chairman

Jon Snyder, Vice Chairman

Mark Cerreta, Member

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. _____

Passed _____, 20____

11/22/11-gmk
(Personnel & Safety)

Ordinance No. 103-11

An ordinance amending Chapter 155 Personnel Regulations of Part One-Administrative Code of the Codified Ordinances of the City of North Canton, as amended, specifically Section 20. COMPENSATION to establish the classification and rate of compensation for the positions of Director of Administrative Services, Director of Permits and Development, and Administrative Assistant/Payroll Clerk, repealing any and all legislation inconsistent herewith 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 Chapter 155 Personnel Regulations of Part One-Administrative Code of the Codified Ordinances of the City of North Canton, SPECIFICALLY Section 7.4 SICK LEAVE REGULATIONS, 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 and non-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.

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. _____ Passed _____, 20____

Special Patrolman

First year: \$300.00 paid at time of employment. Each year thereafter, \$300.00 to be paid January 20th.

Auxiliary Patrolman

First year: \$150.00 paid at time of employment. Each year thereafter, \$150.00 to be paid January 20th.

Section 3. **EDUCATION BENEFITS**

1. The City will provide reimbursement to full-time City employees for tuition, registration and laboratory fees upon successful completion of college, university or other educational courses which are considered applicable and beneficial to the City in the performance of the employee's assigned duties and employment with the City as determined by the responsible departmental authority.

2. This ordinance shall not affect any instruction or training required by State Law.

3. Reimbursement for expenses permitted is contingent upon appropriation of funds.

4. Prior authorization must be given in writing by the responsible departmental authority to qualify for reimbursement. Upon successful completion of education courses so authorized, the departmental authority will authorize the reimbursement to the employee and it shall be paid by appropriated funds. Prior authorization by the departmental authority shall be conclusive that authorized educational courses are applicable and beneficial to the City in the performance of the employee's assigned duties and employment with the City.

5. Under no circumstances will the employee be permitted to take education courses during the normal working hours.

Section 4. **LONGEVITY PAY PLAN**

1. That there shall be a longevity pay plan for full-time employees of the City of North Canton. Annual longevity payments of \$70.00 per year of service shall be made during the first half of the month of December to all permanent, full-time employees who shall have completed at least five (5) years of continuous service and who shall be in the employ of the City as of November 30th of the year in which the longevity payment is made. Determination of longevity pay shall be from December 1st to November 30th.

2. Full-time employees of the City of North Canton, hired after August 1, 2006, shall not receive longevity pay.

Section 5. **HOLIDAY ALLOWANCES**

1. The following paid holidays will be observed by all full-time employees of the City of North Canton and City Offices will be closed on:

New Year's Day	Labor Day
Martin Luther King Day	Thanksgiving Day
President's Day	Friday after Thanksgiving Day
Good Friday	Day before or day after Christmas
Memorial Day	Christmas Day
July 4 th	

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. _____

Passed _____, 20____

2. Holidays listed in Subsection 1. of the within Section which may fall on Saturday, which is normally not a working day, shall be observed on the preceding Friday.

3. Holidays listed in Subsection 1. of the within Section which may fall on Sunday, which is normally not a working day, shall be observed on the following Monday.

4. Holidays listed in Subsection 1. of the within Section shall be considered as a day worked for accrual of fringe benefits.

5. On or before the first day of November of each year in respect to the holiday of the day prior or the day after Christmas, the Mayor shall, by administrative order, establish which of the days shall be the paid holiday. If the Mayor fails to make such designation by November 1st, the holiday shall be deemed the day prior to Christmas.

Section 6. PERSONAL DAY ALLOWANCES

1. Full-time employees shall receive sixteen (16) hours personal time per year off work with compensation; such personal time to be designated by the employee with the approval of the proper departmental authority. (Can be taken in one (1) hour increments.)

2. An employee hired prior to July 1st will receive two personal days that year. An employee hired -after July 1st and prior to September 1st will receive one personal day that year and an employee hired after September 1st will receive none for that year.

3. Full-time employees shall receive, in addition, a maximum of three personal days provided they have accrued a minimum of four hundred (400) hours sick leave with the City. Said three personal days to be charged to sick leave. Personal days may be taken in four (4) hour increments provided however that four (4) hours are worked that day.

Section 7. SICK LEAVE REGULATIONS

1. Sick leave shall be defined as an absence with pay necessitated by: 1) illness or injury to the employee; 2) exposure by the employee to a contagious disease communicable to other employees; and/or 3) illness, injury or death in the employee's immediate family.

2. Allowance for sick leave for full-time employees of the City of North Canton shall accrue at the rate of 4.615 hours for every 80 hours paid not to exceed 120 hours per year and may accumulate such sick leave to an unlimited amount.

3. Sick leave allowance cannot be converted to vacation leave or used to provide wage extension pay or severance pay upon termination of employment for any reason other than retirement.

4. Upon retirement, a full-time employee of the City of North Canton hired on or before August 1, 2006, shall: (a) be paid for fifty (50%) percent of all sick time accumulated on or before the pay date that ends August 6, 2011, as certified by the Director of Finance, that is not subsequently used; and, (b) shall receive an additional amount equal to twenty-five percent (25%) of all unused sick time accumulated after the pay period ending August 6, 2011, as certified by the Director of Finance, up to a maximum of two hundred forty (240) hours.

5. Upon retirement, an employee hired after August 1, 2006 shall be paid for twenty-five percent (25%) of accumulated unused sick time up to a maximum of two hundred forty (240) hours.

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. _____ Passed _____, 20____

6. Sick leave shall not be used where injury is service connected, but shall be covered by disability pay: DISABILITY PAY Section of this ordinance.

7. Any sick leave day(s) shall be considered as a day(s) worked for accrual of fringe benefits.

8. Sick leave may be taken in one-quarter hour increments.

9. Sick leave shall be effective on the first day of the month following the employee's date of hire.

Section 8: PUBLIC ACCOUNTABILITY SALARY DEDUCTION

To the extent permitted by law, exempt employees who are entitled to accrue personal leave and sick leave will have their salary reduced for absences of less than full work days when accrued leave is not used by an employee because: (1) permission for its use has not been sought or has been sought and denied; (2) accrued leave has been exhausted; or (3) the employee chooses to use leave without pay.

Section 9. RETIREMENT PROVISIONS

1. For the purpose of administering Section 7. of the within ordinance, retirement is defined as eligible retirement as determined by the Public Employees' Retirement System of Ohio and the Police and Firemen's Disability and Pension Fund.

2. Disability Retirement is defined as recognition of eligible disability retirement from the Public Employees' Retirement System and the Police and Firemen's Disability and Pension Fund.

Section 10. VACATION REGULATIONS.

1. For the sole purpose of the application of this Section 10., full-time employees who were employed by the City of North Canton in a calendar year prior to January 1, 2003 shall be deemed to have a service date of January 1 of that year in that year in which their employment commenced.

2. Full-time exempt personnel may be granted a paid vacation allowance during the first year of employment up to a maximum of two calendar weeks at the discretion of the appointing authority.

A. The amount of vacation allowance granted shall be on a pro-rata basis, with one (1) day of vacation granted for each full month remaining in that calendar year to a maximum of ten (10) vacation days.

B. Full-time exempt employees having been employed less than one year on January 1st shall be granted a paid vacation allowance of up to two (2) calendar weeks in that calendar year of employment. Any past granting of vacation that complies with this provision is hereby ratified and approved.

3. Full-time employees having been employed one through four years by January 1st shall be granted a paid vacation allowance of two calendar weeks in that calendar year of employment.

4. Full-time employees having been employed five through nine years by January 1st shall be granted a paid vacation allowance of three calendar weeks in that calendar year.

5. Paid vacation allowances for those who have been employed ten through fourteen years by January 1st shall be granted four calendar weeks and fifteen through nineteen years by January 1st shall be granted five calendar weeks; twenty years or more shall be granted six calendar weeks.

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. _____

Passed _____, 20____

6. All vacation allowances shall be granted at a time approved by the department head and with 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.

A vacation schedule based on the seniority standing of employees will be made up by the department head each year with vacation periods so staggered that the employee's absence will not seriously jeopardize the departmental work schedule for the year.

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 11. **MILITARY LEAVE**

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

Section 12. **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 13. **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 14. **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.

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. _____ Passed _____, 20____

Section 15. 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.

Section 16. 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 17. 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.

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. _____

Passed _____, 20____

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.

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 18. 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 19. 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.

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Ordinance No. _____

Passed _____ 20____

Section 20. COMPENSATION

1. Full-Time Schedule of Compensation: Full-time employees shall be paid an amount equal to or less than the amount set forth in the following schedule:

Position	Bi-Weekly Compensation
Director of Administration	\$3,510.86
Director of Administrative Services	\$2,599.32
Director of Finance	\$3,463.99
City Engineer	\$3,463.99
Chief of Police	\$3,210.72
Chief of Fire & EMS	\$3,210.72
Supt., Permits & Inspection	\$2,599.32
Director of Permits & Development	\$2,599.32
Supt., Utilities & Services	\$2,599.32
Supt., Streets & Parks	\$2,599.32
Chief Operator- DWP	\$2,599.32
Supt., Recreation, Buildings & Grounds	\$2,599.32
Director of Economic Development	\$2,599.32
Operations Managers: Recreation, Buildings & Grounds Streets & Parks Water & Sanitary Sewer Drinking Water Plant	\$ 2,465.68
Clerk of Council/Law Dept.	\$ 2,146.82
Deputy Director of Finance	\$1,962.01
Administrative Assistant/Payroll Clerk	\$1,730.00
Administrative Assistant	\$1,730.00"

2. Part-time Schedule of Compensation: Part-time personnel shall be paid an amount equal to the amount set forth in the following schedule:

Public Safety – FIRE / EMS	
Assistant Fire 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
EMT 's manned at station will not receive Standby Wages.	
Public Safety – Police	
Dispatcher C	\$ 12.21
School Crossing Guard	\$ 11.77

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Auxiliary Police	\$ 11.04
Special Patrolman	\$ 14.96
Financial & Clerical	
Fiscal/Clerical Specialist	\$ 11.88
Department of Engineering	
Engineering Clerk	\$ 10.12
Special Project Inspector	\$ 16.82
Building & Permits	
Building Inspector	\$ 24.08
Municipal Swimming Pool	
Pool Director*	\$5,928.25
Assistant Pool Director*	\$4,398.67
Concession Stand Mgr.*	\$4,610.85
Pool Personnel	\$ 7.40
Lifeguard I	\$ 7.65
Lifeguard II	\$ 7.94
Lifeguard/Instructor I	\$ 8.53
Lifeguard/Instructor II	\$ 8.83
Head Lifeguard I	\$ 9.11
Head Lifeguard II	\$ 9.41
Pool Maintenance	\$ 7.40
*Paid for Season	
General Government	
Summer I	\$ 7.40
Summer II	\$ 7.94
Intern	\$ 9.27
Skilled Worker	\$ 14.50
Hours per Skilled Worker will be limited to a maximum of 1200 per year	
Recreation	
Class "A" Instructor	\$ 11.00
Senior Program Director**	\$ 203.50
**Paid bi-weekly	
In the event the Senior Program Director works less than 20 hours in a bi-weekly pay period, the actual hours worked will be paid at his/her applicable hourly rate.	
There is hereby established an overtime rate of time and one-half after a scheduled eight (8) hours or working a holiday for part-time police officer and part-time radio dispatchers.	

Section 21. DRUG TESTING POLICY

1. Drug screening or testing shall be conducted upon reasonable suspicion. This testing shall be solely for administration purposes and the results obtained shall not be used in any criminal proceeding. Under no circumstances may the results of the drug screening or testing be released to a third party for the use in a criminal prosecution against the affected employee. The following procedures shall not preclude the employer from other administrative action.

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Passed _____, 20____

2. Drug testing shall also be authorized when an employee is involved in an on-duty motor vehicle accident which results in bodily injuries to any vehicle occupants or the employee, or when the employee has discharged a weapon while on duty.

3. All drug screening tests shall be conducted by medical laboratories licensed by the State of Ohio and accredited by the College of American Pathologists or other mutually agreed upon entity. The procedures utilized by the testing lab shall correspond to accepted medical practice. Any positive result shall be confirmed by a mass spectrophotometry procedure (GS-MS), or any approved subsequent state-of-the-art confirmatory test.

4. Drug screening tests shall be given to employees to detect the illegal use of controlled substances as defined in Section 3719 of the Ohio Revised Code. If the initial screening is positive, the employee's sample shall be subjected to a confirmatory test that shall be administered by a medical laboratory licensed by the State of Ohio and accredited by the College of American Pathologists or other mutually agreed upon entity. The employee may have a second confirmatory test of the split sample done at a lab of his choosing, at this expense. This test shall be given the same evidentiary weight as the previous test, provided a neutral chain of custody remains unbroken.

A.. If all the screening and confirmatory tests are positive, then the employee involved may be required to enter into rehabilitation referral. The City shall maintain the right to discipline the employee in addition to mandating rehabilitation.

B. Prior to any notification by the Employer for drug screening or testing, an employee may elect to participate in a rehabilitation or detoxification program, as determined by appropriate medical personnel. The cost of the program will be covered according to the provisions of the employee's health insurance plan.

C. An employee who participates in a rehabilitation or detoxification program shall be allowed to use sick leave, vacation leave, or personal days for the period of the rehabilitation. If no such leave credit is available, such employees shall be placed on leave of absence without pay for the period of the rehabilitation leave.

D. Upon completion of the program, and provided that a retest demonstrates that the employee is no longer illegally using a controlled substance, and/or subject to any disciplinary action that may be taken pursuant to this Article, the employee shall be returned to his position. Such employee may be subject to random retesting upon return to his position for a period of one (1) year from the date of his return.

E. Any employee in the above-mentioned rehabilitation program will not lose any seniority or benefits should it be necessary that he be required to take a medical leave of absence without pay for a period not to exceed ninety (90) days.

F. If an employee refused to undergo rehabilitation or detoxification pursuant to a lawful order, or he fails to complete a program of rehabilitation, or if he should test positive at any time within one (1) year after his return to work upon completion of the rehabilitation program, the employee shall be subject to disciplinary action.

G. Except as otherwise provided herein, the cost of all drug screening shall be borne by the City.

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Passed _____, 20____

H. For the purpose of this Article "periodic" shall mean not more than three times per year, except that a drug test may be performed at any time upon "reasonable suspicion" of drug use. An employee may be tested more frequently during the one (1) year period after his return from a rehabilitation program.

5. For the purpose of implementing the provisions of this Article, each employee shall execute medical releases in order for the City to obtain the results of the drug screening provided for in this Article. The release referred to in this Section shall authorize only the release of examination results pertaining to the drug screening test. Such medical releases shall be provided by the employer."

Section 22. That Ordinance No. 13-11 and any and all legislation inconsistent herewith, be, and is hereby repealed.

Section 23. 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 24. That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the health, safety, and peace of the City of North Canton and further necessary for the timely funding in the 2012 budget of these positions and to ensure the continued efficient operation of the City of North Canton; 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. _____

Passed _____, 20____

11/22/11-gmk
(Finance & Property)

Ordinance No. 104-11

An ordinance authorizing the supplemental appropriation of funds of the City of North Canton, Ohio, to be appropriated from the unappropriated resources of the Permit Fee Fund to the State Building Permit Fee Account in the amount of \$250.00 for the current expenses during the fiscal year 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. To provide for the current expenses and other expenditures of the City of North Canton, Ohio, during the fiscal year ending December 31, 2011, the following funds, be, and are hereby set aside and appropriated as follows:

Appropriate From:

The unappropriated resources of the 871 Permit Fee Fund	\$250.00
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Appropriate To:

Permit Fee Fund 871	
871.627.5200 State Building Permit Fees	\$250.00

Section 2. That the Director of Finance of the City of North Canton, be, and is hereby authorized to issue warrants from appropriations established herein for the payment of vouchers duly approved by the proper departmental authority.

Section 3. 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 4. That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the health, safety and peace of the City of North Canton and further necessary for the timely payment to the required Residential and Commercial state fees; 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. _____ Passed _____, 20____

11/22/11-han
(Finance & Property)

Resolution No. 105-11

A resolution of submission of question of a replacement of a tax levy for the purpose of providing additional funds for the City's portion of ambulance service, emergency medical service or both, along with necessary appurtenances in the City of North Canton, Stark County, Ohio and declaring the same to be an emergency.

WHEREAS, the City of North Canton upon due investigation and consideration has determined that the amount of taxes which may be raised within the ten (10) mill limitation in and for the City of North Canton, Stark County, Ohio, for a continuing period of time commencing with tax year 2013, will be insufficient to provide an adequate amount for the purpose of providing additional funds for the City's portion of ambulance service, emergency medical service or both, along with necessary appurtenances in the City of North Canton, Stark County, Ohio, and

WHEREAS, by reason of the facts above set forth, the Council has determined that it should, and hereby does declare itself to submit to the electors of the City of North Canton at the Primary Election to be held on March 6, 2012, the question of replacing a tax of one (1.0) mill outside the ten (10) mill limitation for the purpose of providing ambulance service, emergency medical service or both, along with necessary appurtenances in the City of North Canton, Stark County, Ohio, for a continuing period of time commencing with tax year 2013, said replacement levy to be at a rate not to exceed one (1.0) mill for each one dollar of valuation which amounts to ten (10) cents for each one hundred dollars of valuation.

NOW, THEREFORE, BE IT RESOLVED that there shall be submitted to the electors of said subdivision at the Primary Election on March 6, 2012, the question of replacing a tax levy outside the ten (10) mill limitation in and for said subdivision in the amount of one (1.0) mill, for the purpose of providing additional funds for the City's portion of providing ambulance service, emergency medical service or both, along with necessary appurtenances in the City of North Canton, Stark County, Ohio; and that said additional one (1.0) mill shall be levied for a continuing period of time commencing with tax year 2013.

BE IT FURTHER RESOLVED that the submission of said proposal, the notice of election, the form of ballot, the certificate of the levy as voted outside the ten (10) mill limitation, and the levying of such additional millage shall be in accordance with the provisions of Section 5705.19, 5705.191 and 5705.25 and other related sections of the OHIO REVISED CODE, in accordance with the statutes in such cases made and provided; and

BE IT FURTHER RESOLVED that the form of the ballot cast at such election shall be:

(A majority affirmative vote is necessary for passage)

"A replacement of a tax for the benefit of the City of North Canton, Stark County, Ohio, for the purpose of providing additional funds for the City's portion of providing ambulance service, emergency medical service or both, along with necessary appurtenances in the City of North Canton, Stark County, Ohio, at a rate not exceeding one (1.0) mill for each one dollar of valuation which amounts to ten (10) cents for each one hundred dollars of valuation, for a continuing period of time commencing with tax year 2013."

	FOR THE TAX LEVY
	AGAINST THE TAX LEVY

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. _____

Passed _____, 20____

BE IT FURTHER RESOLVED THAT the Clerk of Council, be, and is hereby directed and authorized to proceed forthwith with the certification hereof to the Board of Elections of Stark County Ohio, pursuant to the provisions of Section 5705.19, 5705.191 and 5705.25 and to proceed with all things necessary to be done in order to accomplish the purpose of this resolution.

That this Resolution is hereby declared to be an emergency measure necessary for the preservation of the health, safety and peace of the City of North Canton and further necessary in order to submit the question on the ballot of the March primary election; wherefore, provided it receives the affirmative vote of six (6) or more members of Council elected thereto, this resolution 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. _____

Passed _____, 20____

11/22/11-gmk
(Finance & Property)

Resolution No. 106-11

A Resolution of submission of question of a replacement of a tax levy for the purpose of providing additional funds for the City's portion of fire apparatus, appliances, buildings, or sites therefore, or sources of water supply and materials therefore, or the establishment and maintenance of lines or fire alarm or the payment of permanent, part-time, or volunteer firemen or fire fighting companies to operate the same in the City of North Canton, Stark County, Ohio and declaring the same to be an emergency.

WHEREAS, the City of North Canton upon due investigation and consideration has determined that the amount of taxes which may be raised within the ten (10) mill limitation in and for the City of North Canton, Stark County, Ohio, for a continuing period of time commencing with tax year 2013, will be insufficient to provide an adequate amount for the purpose of providing additional funds for the City's portion of fire apparatus, appliances, buildings, or sites therefore, or sources of water supply and materials therefore, or the establishment and maintenance of lines or fire alarm or the payment of permanent, part-time, or volunteer firemen or fire fighting companies to operate the same in the City of North Canton, Stark County, Ohio, and

WHEREAS, by reason of the facts above set forth, the Council has determined that it should, and hereby does declare itself to submit to the electors of the City of North Canton at the Primary Election to be held on March 6, 2012, the question of replacing a tax of one-half (.5) mill outside the ten (10) mill limitation for the purpose of providing of fire apparatus, appliances, buildings, or sites therefore, or sources of water supply and materials therefore, or the establishment and maintenance of lines or fire alarm or the payment of permanent, part-time, or volunteer firemen or fire fighting companies to operate the same in the City of North Canton, Stark County, Ohio, for a continuing period of time commencing with tax year 2013, said replacement levy to be at a rate not to exceed one-half (.5) mill for each one dollar of valuation which amounts to five (5) cents for each one hundred dollars of valuation.

NOW, THEREFORE, BE IT RESOLVED that there shall be submitted to the electors of said subdivision at the Primary Election on March 6, 2012, the question of replacing a tax levy outside the ten (10) mill limitation in and for said subdivision in the amount of one-half (.5) mill, for the purpose of providing additional funds for the City's portion of providing of fire apparatus, appliances, buildings, or sites therefore, or sources of water supply and materials therefore, or the establishment and maintenance of lines or fire alarm or the payment of permanent, part-time, or volunteer firemen or fire fighting companies to operate the same in the City of North Canton, Stark County, Ohio; and that said additional one-half (.5) mill shall be levied for a continuing period of time commencing with tax year 2013.

BE IT FURTHER RESOLVED that the submission of said proposal, the notice of election, the form of ballot, the certificate of the levy as voted outside the ten (10) mill limitation, and the levying of such additional millage shall be in accordance with the provisions of Section 5705.19, 5705.191 and 5705.25 and other related sections of the OHIO REVISED CODE, in accordance with the statutes in such cases made and provided; and

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. _____ Passed _____, 20____

BE IT FURTHER RESOLVED that the form of the ballot cast at such election shall be:

(A majority affirmative vote is necessary for passage)

"A replacement of a tax for the benefit of the City of North Canton, Stark County, Ohio, for the purpose of providing additional funds for the City's portion of providing of fire apparatus, appliances, buildings, or sites therefore, or sources of water supply and materials therefore, or the establishment and maintenance of lines or fire alarm or the payment of permanent, part-time, or volunteer firemen or fire fighting companies to operate the same in the City of North Canton, Stark County, Ohio, at a rate not exceeding one-half (.5) mill for each one dollar of valuation which amounts to five (5) cents for each one hundred dollars of valuation, for a continuing period of time commencing with tax year 2013."

	FOR THE TAX LEVY
	AGAINST THE TAX LEVY

BE IT FURTHER RESOLVED THAT the Clerk of Council, be, and is hereby directed and authorized to proceed forthwith with the certification hereof to the Board of Elections of Stark County Ohio, pursuant to the provisions of Section 5705.19, 5705.191 and 5705.25 and to proceed with all things necessary to be done in order to accomplish the purpose of this resolution.

That this Resolution is hereby declared to be an emergency measure necessary for the preservation of the health, safety and peace of the City of North Canton and further necessary in order to submit the question on the ballot of the March primary election; wherefore, provided it receives the affirmative vote of six (6) or more members of Council elected thereto, this resolution 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

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. _____ Passed _____, 20____

11/22/11-gmk
(Finance & Property)

Ordinance No. 107-11

An ordinance authorizing the supplemental appropriation of funds of the City of North Canton, Ohio, to be appropriated from the unappropriated resources of the EMS Operating Fund to the Salaries & Wages - Part-time, Maintenance of Equipment, and Operating Supplies - Oxygen Accounts in the amount of \$25,000 for the current expenses during the fiscal year 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. To provide for the current expenses and other expenditures of the City of North Canton, Ohio, during the fiscal year ending December 31, 2011, the following funds, be, and are hereby set aside and appropriated as follows:

Appropriate From:

The unappropriated resources of the 205
EMS Operating Fund \$25,000

Appropriate To:

EMS Operating Fund 205
205.236.5101 Salaries & Wages - Part-Time \$21,200
205.236.5230 Maintenance of Equipment \$ 3,500
205.236.5301 Operating Supplies - Oxygen \$ 300
\$25,000

Section 2. That the Director of Finance of the City of North Canton, be, and is hereby authorized to issue warrants from appropriations established herein for the payment of vouchers duly approved by the proper departmental authority.

Section 3. 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 4. That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the health, safety and peace of the City of North Canton and further necessary to fund various EMS operations; 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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