

## NOTICE OF MEETINGS

### PERSONNEL AND SAFETY COMMITTEE FINANCE AND PROPERTY COMMITTEE NORTH CANTON CITY COUNCIL

Mr. Daniel Peters, Chairman of the Personnel & Safety Committee of North Canton City Council, has requested a meeting of said Committee Members, Council, **Monday, June 23, 2014, at 5:30 p.m.** in Council Chambers at North Canton City Hall. The meeting will be called to order and then moved into executive session for the purpose of discussing personnel matters pertaining the appointment and employment of public employees. The executive session will not be open to the public.

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### **Committee of the Whole Monday, June 2, 2014 – 7:00 p.m.**

North Canton City Council will meet as a Committee of the Whole **Monday, June 23, 2014 at 7:00 p.m.** in Council Chambers at North Canton City Hall. The following items will be discussed as time allows, not necessarily in the order indicated.

#### Finance & Property Committee

Vice Chairperson: Marcia Kiesling  
Members: Dan Griffith  
Mark Cerreta  
Doug Foltz  
Daniel Peters  
Stephanie Werren

1. Special Council Meeting Minutes - June 2, 2014.
2. Mayor's Court Receipts - May 2014.
3. Financial Statement - Preliminary Estimated Expenditures for CY 2015
4. Committee Minutes:
  - a. Executive Sessions for Personnel & Safety held 6/2/14, 6/9/14, 6/16/14, and 6/18/14;
  - b. Committee report minutes for Finance & Property held 6/2/14 & Personnel & Safety held 6/2/14, and 6/16/14.

**NORTH CANTON CITY COUNCIL**  
**Monday, June 23, 2014, 7:05 p.m.**  
**Council Meeting Agenda**

North Canton City Council will meet **Monday, June 23, 2014 at 7:05 p.m.** in Council Chambers at North Canton City Hall.

1. Call to Order: 7:05 p.m.
2. Opening Prayer: Pastor Gary Plauger, Hope Family Church.
3. Pledge of Allegiance.
4. Roll Call.
5. Oath of Office: Dominic Fonte, 4th Ward.
6. Consideration

Special Council Meeting Minutes – June 2, 2014

Mayor's Court Receipts – May 2014

Financial Statement – Preliminary Estimated Expenditures for Calendar Year 2015

7. Committee Minutes

Executive Sessions for Personnel & Safety held 6/2/14, 6/9/14, 6/16/14, & 6/18/14  
Committee report minutes for: Finance & Property held 6/2/14; Personnel & Safety held 6/2/14, and 6/16/14.

8. Recognition of Visitors

**OLD BUSINESS:**

9. **Ordinance No. 40-14 - 3d Reading – Water, Sewer & Rubbish**  
An ordinance amending CHAPTER 935 – WATER LINES AND HYDRANTS, specifically Section 935.02(b)(4) Water Tap-In Fees, of the Codified Ordinances of the City of North Canton, to establish fees and usage policies.
10. **Ordinance No. 42-14 – 3d 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 1. GENERAL PERSONNEL REGULATIONS.
11. **Ordinance No. 43-14: 3d Reading – Street & Alley**  
An ordinance authorizing the Director of Administration of the City of North Canton to advertise and receive bids, and for the Mayor, through the Board of Control, to enter into a contract for the Price Park East parking Lot Rehab Project at a total cost not to exceed \$95,000.

12. **Ordinance No. 46-14: 3d Reading – Water, Sewer & Rubbish**  
An ordinance authorizing the Director of Administration of the City of North Canton to advertise and receive bids, and for the Mayor, through the Board of Control, to enter into a contract for the 2014 Sanitary Sewers Rehab Project, at a total cost not to exceed \$100,000.
13. **Ordinance No. 47-14: 3d Reading – Water, Sewer & Rubbish**  
An ordinance authorizing the Director of Administration of the City of North Canton to advertise and receive bids, and for the Mayor, through the Board of Control, to enter into a contract for the Foster Avenue SE (Hartman Street SE to East Maple) and Hartman Street SE (Foster Avenue SE to Pershing Avenue SE) Waterline Replacement Project, at a total cost not to exceed \$95,000.
14. **Ordinance No. 48-14: 3d Reading – Water, Sewer & Rubbish**  
An ordinance authorizing the Director of Administration of the City of North Canton to advertise and receive bids, and for the Mayor, through the Board of Control, to enter into a contract for the South Main Street Waterline Replacement Project (50<sup>th</sup> Street SE to Knoll Street SE), at a total cost not to exceed \$225,000.
15. **Ordinance No. 49-14: 3d Reading – Water, Sewer & Rubbish**  
An ordinance authorizing the Director of Administration of the City of North Canton to advertise and receive bids, and for the Mayor, through the Board of Control, to enter into a contract for the Whipple Avenue Waterline Extension Project (Wise Avenue NW to Portage Street NW), at a total cost not to exceed \$185,000.
16. **Ordinance No. 52-14: 3d Reading – Finance & Property Committee**  
An ordinance authorizing the Mayor of the City of North Canton to enter into a Second Addendum to the Lease by and between the City of North Canton ("City") and R & S Golf Properties, Inc., an Ohio corporation and Robert C. Purcell and David Scott DeMuesy as individuals ("Lessee") originally executed on December 22, 2008, for the premises known as The Fairways a/k/a Arrowhead Country Club.

**NEW BUSINESS:**

17. **Discussion Item:** The City Engineer has completed a sewer rate study and wishes to discuss the results and possible options to amend the current ordinance.
18. **Ordinance No. 56-14 - 1st Reading – Ordinances, Rules & Claims**  
An ordinance amending Chapter 107 Public Records of the Codified Ordinances of the City of North Canton, to fully comply with and abide by both the spirit and the letter of Ohio's Public Records Act, R.C. 149.43 et seq., and to update the City's policy with the current costs to reproduce records.

**Council Meeting  
Agenda**

**June 23, 2014  
Page 3**

REPORTS - COUNCIL:

|                  |        |                 |          |
|------------------|--------|-----------------|----------|
| Doug Foltz       | Ward 1 | Mark Cerreta    | At Large |
| Daniel Peters    | Ward 2 | Dan Griffith    | At Large |
| Stephanie Werren | Ward 3 | Marcia Kiesling | At Large |
| Dominic Fonte    | Ward 4 |                 |          |

REPORTS:

|                          |                                      |                            |
|--------------------------|--------------------------------------|----------------------------|
| Director of Law<br>Mayor | Director of Finance<br>City Engineer | Director of Administration |
|--------------------------|--------------------------------------|----------------------------|

FINAL CALL FOR NEW BUSINESS:

ADJOURN:

North Canton City Council

|        |                                |           |
|--------|--------------------------------|-----------|
| CC     | COURT COSTS                    | 5,825.00  |
| COMP   | COMPUTER ACCOUNT               | 520.00    |
| IDAC   | INDIGENT ALCOHOL               | 141.00    |
| IDSF   | Indigent Defense Support Fund  | 2,570.00  |
| LOCDEF | LOCAL DEFAULT                  | 60.00     |
| MVCC   | MOVING VIOLATION COURT COST    | 329.00    |
| OF     | ORDNCE FINE                    | 3,157.00  |
| OTHDEF | OTHER DEFAULT                  | 1.00      |
| SBD    | SEAT BELT DRIVER STATE FINE    | 80.00     |
| SBP    | SEAT BELT PASSENGER STATE FINE | 20.00     |
| STDFT  | STATE DEFAULT                  | 39.00     |
| VC     | VICTIM CRIME                   | 918.00    |
|        | TOTAL                          | 13,660.00 |

**RECEIVED**

**JUN 6 2014**

**COUNCIL OFFICE  
NORTH CANTON, OHIO**

| Bank. | Account | Description.....               | Beg-Mo-Bal.. | Mtd-Receipts | Mtd-Withdr.. | Mtd-Adjust.. | Balance..... |
|-------|---------|--------------------------------|--------------|--------------|--------------|--------------|--------------|
| CS    | 10%B    | 10% BOND                       | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | B       | BOND                           | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | BC      | BANK CHARGES                   | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | CC      | COURT COSTS                    | 0.00         | 5825.00      | 5881.00      | 56.00        | 0.00         |
| CS    | COMP    | COMPUTER ACCOUNT               | 0.00         | 520.00       | 525.00       | 5.00         | 0.00         |
| CS    | CTCOP   | CERTIFIED COURT COPY           | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | EXP     | CITY EXPUNGEMENT ACCT          | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | EXPS    | EXPUNGEMENT TO STATE           | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | GR      | GENERAL REVENUE                | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | IDAC    | INDIGENT ALCOHOL               | 0.00         | 141.00       | 142.50       | 1.50         | 0.00         |
| CS    | IDSF    | Indigent Defense Support Fund  | 0.00         | 2570.00      | 2595.00      | 25.00        | 0.00         |
| CS    | INT     | MONTHLY BANK INTEREST          | 0.00         | 0.47         | 0.47         | 0.00         | 0.00         |
| CS    | LOCDFT  | LOCAL DEFAULT                  | 0.00         | 60.00        | 0.00         | -60.00       | 0.00         |
| CS    | MVCC    | MOVING VIOLATION COURT COST    | 0.00         | 329.00       | 332.50       | 3.50         | 0.00         |
| CS    | OF      | ORDNCE FINE                    | 0.00         | 3157.00      | 3157.00      | 0.00         | 0.00         |
| CS    | OP      | OVERPAYMENTS                   | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | OTHDFT  | OTHER DEFAULT                  | 0.00         | 1.00         | 0.00         | -1.00        | 0.00         |
| CS    | PHONE   | AT & T STMT                    | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | RELFEF  | FORFEITURE RELEASE FEE         | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | SEB     | SEAT BELT DRIVER STATE FINE    | 0.00         | 80.00        | 80.00        | 0.00         | 0.00         |
| CS    | SBP     | SEAT BELT PASSENGER STATE FINE | 0.00         | 20.00        | 20.00        | 0.00         | 0.00         |
| CS    | SC      | NSF SERVICE CHG                | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | SF      | STATE FINE CHILD RESTRAINT     | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         |
| CS    | STDFT   | STATE DEFAULT                  | 0.00         | 39.00        | 0.00         | -39.00       | 0.00         |
| CS    | VC      | VICTIM CRIME                   | 0.00         | 918.00       | 927.00       | 9.00         | 0.00         |
| ***   |         |                                | 0.00         | 13660.47     | 13660.47     | 0.00         | 0.00         |
| ***   |         |                                | 0.00         | 13660.47     | 13660.47     | 0.00         | 0.00         |

Bank. Beg-Mo-Bal.. Mtd-Receipts Mtd-Withdr.. Mtd-Adjust.. Balance.....

|    |      |          |          |      |      |
|----|------|----------|----------|------|------|
| CS | 0.00 | 13660.47 | 13660.47 | 0.00 | 0.00 |
|----|------|----------|----------|------|------|

|     |      |          |          |      |      |
|-----|------|----------|----------|------|------|
| *** | 0.00 | 13660.47 | 13660.47 | 0.00 | 0.00 |
|-----|------|----------|----------|------|------|

FirstMerit Bank, N.A.  
295 FirstMerit Circle  
Akron Ohio 44307-2359

Page 1 of 3  
ADMINISTRATION  
NORTH CANTON, OHIO  
Statement Period  
May 1, 2014 to  
May 31, 2014  
Primary Account

MAYOR CITY OF NORTH CANTON  
145 N MAIN ST  
N CANTON OH 44720-2501

Questions?  
1-888-554-4362

144700 - 33

A

**Summary of Accounts**

**Deposit Accounts**

|                               |            |                  |
|-------------------------------|------------|------------------|
| INTEREST CHECKING             | [REDACTED] | 13,823.13        |
| <b>Total Deposit Accounts</b> |            | <b>13,823.13</b> |

**INTEREST CHECKING**

MAYOR CITY OF NORTH CANTON

**Account Summary**

|                                     |           |
|-------------------------------------|-----------|
| Beginning Balance as of May 1, 2014 | 13,460.26 |
| 33 Deposits and Credits             | 13,790.00 |
| 3 Withdrawals and Debits            | 13,427.60 |
| Interest Paid                       | 0.47      |
| Ending Balance as of May 31, 2014   | 13,823.13 |

**Checks**

| Date                          | Number | Amount          | Date   | Number | Amount     |
|-------------------------------|--------|-----------------|--------|--------|------------|
| May 16                        | 2029   | 133.50 ✓        | May 13 | 2030   | 9,494.60 ✓ |
| <b>Total Checks</b>           |        | <b>9,628.10</b> |        |        |            |
| <b>Total Number of Checks</b> |        | <b>2</b>        |        |        |            |

# Indicates there is a gap between check numbers

**Other Transactions**

| Date  | Description               | Withdrawals | Deposits |
|-------|---------------------------|-------------|----------|
| May 1 | DEPOSIT                   |             | 749.00   |
| May 2 | DEPOSIT                   |             | 630.00   |
| May 5 | DEPOSIT                   |             | 780.00   |
| May 6 | DEPOSIT                   |             | 739.00   |
| May 7 | DEPOSIT                   |             | 1,209.00 |
| May 7 | PAYPAL TRANSFER           |             | 155.00   |
| May 7 | PAYPAL TRANSFER           |             | 130.00   |
| May 8 | DEPOSIT                   |             | 912.00   |
| May 8 | PAYPAL TRANSFER           |             | 130.00   |
| May 8 | 8201OHOTOSREPT REPROT EFT | 3,799.50 ✓  |          |

**Other Transactions (continued)**

| Date   | Description     | Withdrawals | Deposits |
|--------|-----------------|-------------|----------|
| May 9  | DEPOSIT         |             | 529.00   |
| May 9  | PAYPAL TRANSFER |             | 135.00   |
| May 12 | DEPOSIT         |             | 410.00   |
| May 12 | PAYPAL TRANSFER |             | 89.00    |
| May 13 | DEPOSIT         |             | 479.00   |
| May 14 | DEPOSIT         |             | 170.00   |
| May 15 | DEPOSIT         |             | 390.00   |
| May 16 | DEPOSIT         |             | 260.00   |
| May 19 | DEPOSIT         |             | 545.00   |
| May 19 | PAYPAL TRANSFER |             | 219.00   |
| May 19 | PAYPAL TRANSFER |             | 130.00   |
| May 20 | DEPOSIT         |             | 780.00   |
| May 21 | DEPOSIT         |             | 651.00   |
| May 22 | DEPOSIT         |             | 707.00   |
| May 22 | PAYPAL TRANSFER |             | 260.00   |
| May 23 | DEPOSIT         |             | 295.00   |
| May 27 | PAYPAL TRANSFER |             | 448.00   |
| May 27 | DEPOSIT         |             | 434.00   |
| May 27 | PAYPAL TRANSFER |             | 290.00   |
| May 28 | DEPOSIT         |             | 260.00   |
| May 29 | PAYPAL TRANSFER |             | 260.00   |
| May 29 | DEPOSIT         |             | 75.00    |
| May 30 | DEPOSIT         |             | 410.00   |
| May 30 | PAYPAL TRANSFER |             | 130.00   |
| May 30 | Interest Paid   |             | .47      |

**Daily Balance Information**

| Date   | Balance   | Date   | Balance   | Date   | Balance   |
|--------|-----------|--------|-----------|--------|-----------|
| Apr 30 | 13,460.26 | May 12 | 16,257.76 | May 21 | 10,253.66 |
| May 1  | 14,209.26 | May 13 | 7,242.16  | May 22 | 11,220.66 |
| May 2  | 14,839.26 | May 14 | 7,412.16  | May 23 | 11,515.66 |
| May 5  | 15,619.26 | May 15 | 7,802.16  | May 27 | 12,687.66 |
| May 6  | 16,358.26 | May 16 | 7,928.66  | May 28 | 12,947.66 |
| May 7  | 17,852.26 | May 19 | 8,822.66  | May 29 | 13,282.66 |
| May 8  | 15,094.76 | May 20 | 9,602.66  | May 30 | 13,823.13 |
| May 9  | 15,758.76 |        |           |        |           |

**Interest Detail**

|                             |      |                                |       |
|-----------------------------|------|--------------------------------|-------|
| Interest Paid Year-to-Date  | 2.51 | Annual Percentage Yield Earned | 0.05% |
| Interest Paid this Period   | 0.47 | Days in this Period            | 31    |
| Interest Earned this Period | 0.47 |                                |       |



145 North Main St. · North Canton, OH 44720  
Phone: 330-499-3466 Fax: 330-499-2960  
[karen@northcantonohio.com](mailto:karen@northcantonohio.com)

**CITY OF NORTH CANTON**  
**Karen Alger**  
Director of Finance

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June 13, 2014

TO: Council Members  
Mayor

cc: Director Grimes  
Director Fox

FROM: Karen Alger *Ka*  
Director of Finance

RE: Preliminary Estimated Expenditures  
Calendar Year 2015

Please find attached the Preliminary Estimated Expenditures for calendar year 2015, pursuant the Charter section 4.03, which requires the Mayor to submit to Council the estimated expenditures for the next succeeding fiscal year on or before the 15<sup>th</sup> day of June. These are estimated numbers that are projected for 2015 and should be adopted.

**CITY OF NORTH CANTON  
PRELIMINARY ESTIMATED EXPENDITURES\*  
CALENDAR YEAR 2015**

| <i>FUND</i>                 | <i>TOTAL<br/>REVENUES &amp;<br/>BALANCES</i> | <i>ESTIMATED<br/>EXPENDITURES</i> | <i>ESTIMATED<br/>TRANSFERS</i> | <i>ESTIMATED<br/>BALANCE<br/>@12/31/15</i> |
|-----------------------------|--|-----------------------------------|--------------------------------|--|
| General Fund                | \$ 7,358,995                                 | \$ 6,800,000                      | \$ 900,000                     | \$ (341,005)                               |
| Income Tax                  | 8,340,000                                    | 450,000                           | 6,370,000                      | 1,520,000                                  |
| Fire Department Levy        | 649,600                                      | 410,000                           | 20,000                         | 219,600                                    |
| EMS Operating Levy          | 1,582,000                                    | 1,430,000                         | 20,000                         | 132,000                                    |
| Computer Trust              | 6,880  | 6,000                             | -                              | 880  |
| Enforcement & Education     | 6,010  | 1,500                             | -                              | 4,510                                      |
| Street Construction M&R     | 1,154,700                                    | 1,120,000                         | 10,000                         | 24,700                                     |
| Storm Sewer Imp Levy        | 355,182                                      | 355,182                           | -                              | -  |
| Street Improvement Levy     | 361,332                                      | 361,332                           | -                              | -  |
| Municipal Road              | 84,000                                       | 84,000                            | -                              | -  |
| General Trust               | 600  | 600                               | -                              | -  |
| Law Enforcement Trust       | 5,500  | 5,000                             | -                              | 500  |
| Compensated Absences        | 770,000                                      | 300,000                           | -                              | 470,000                                    |
| Continuing Prof. Education  | -  | 0                                 | -                              | -  |
| Community Disaster Relief   | -  | -                                 | -                              | -  |
| Capital Improvement         | 4,845,000                                    | 3,900,000                         | -                              | 945,000                                    |
| Park Development            | -  | -                                 | -                              | -  |
| Issue 2 Improvement         | 202,000                                      | 202,000                           | -                              | -  |
| Hoover District Improvement | 77,000                                       | 77,000                            | -                              | -  |
| Water Revenue               | 6,644,000                                    | 5,000,000                         | 1,600,000                      | 44,000                                     |
| Water Exp, Rep & Imp        | 1,603,000                                    | 1,600,000                         | -                              | 3,000                                      |
| Sewer Revenue               | 4,398,000                                    | 4,100,000                         | 50,000                         | 248,000                                    |
| Garbage Service             | 1,059,000                                    | 900,000                           | -                              | 159,000                                    |
| Insurance                   | 1,909,000                                    | 1,310,000                         | -                              | 599,000                                    |
| North Canton CIC Escrow     | 357,000                                      | 0                                 | -                              | 357,000                                    |
| Permit Fee                  | 3,000  | 3,000                             | -                              | -  |
| Required Deposits           | 23,000                                       | 7,000                             | -                              | 16,000                                     |
|                             | <u>\$ 41,794,799</u>                         | <u>\$ 28,422,614</u>              | <u>\$ 8,970,000</u>            | <u>\$ 4,402,185</u>                        |

**RECEIVED**  
JUN 13 2014  
COUNCIL OFFICE  
NORTH CANTON, OHIO

\*Required to be Provided to Council by June 15th

RECORD OF PROCEEDINGS – EXECUTIVE SESSION

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EXECUTIVE SESSION FOR PERSONNEL AND SAFETY COMMITTEE MEETING  
Held: Monday, June 2, 2014

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**EXECUTIVE SESSION  
PERSONNEL AND SAFETY COMMITTEE**

**Monday, June 2, 2014**

The Personnel and Safety Committee of North Canton City Council met Monday, June 2, 2014 in the Council Chambers at North Canton City Hall.

Present for the meeting were: Chairperson Peters, Committee Members Foltz, Griffith, Cerreta, Kiesling, and Werren.

Also present were: Director of Administration Grimes, Director of Law Fox, and Director of Finance Alger.

Upon a roll call vote of Council, all present moved into an executive session for the purpose of discussing collective bargaining. The executive session adjourned at 7:03 p.m. No action was taken as a result of the executive session.

Respectfully submitted:

\_\_\_\_\_  
Daniel Peters, Chairperson

\_\_\_\_\_  
Mark Cerreta, Member

\_\_\_\_\_  
Doug Foltz, Vice Chairperson

\_\_\_\_\_  
Marcia Kiesling, Member

\_\_\_\_\_  
Dan Griffith, Member

\_\_\_\_\_  
Stephanie Werren, Member

# RECORD OF PROCEEDINGS – SPECIAL COUNCIL MEETING

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## Meeting Minutes: SPECIAL COUNCIL MEETING Held: June 2, 2014

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North Canton City Council met as a special meeting per the request of Council President Jeff Peters.

Present for the meeting were: Chairperson Peters, Vice Chairperson Foltz, Committee Members Cerreta, Griffith, Kiesling, and Werren.

Also present were: Director of Administration Grimes, Director of Law Fox, Director of Finance Alger, City Engineer Benekos, and Acting Clerk of Council Teis.

Mr. Peters: I'll entertain a motion to adjourn the Committee of the Whole.

Mrs. Werren moved and Mrs. Kiesling seconded to adjourn the Committee of the Whole. All members present voting:

Yes: Cerreta, Kiesling, Foltz, Griffith, Werren, Peters

No: 0

Mr. Peters adjourned the Committee of the Whole.

Mr. Peters called to order the Special Council Meeting, Monday, June 2, 2014. Can you please call roll again?

All members present voting:

Yes: Foltz, Griffith, Kiesling, Peters, Werren, Cerreta

No: 0

Mr. Peters: Can I have a motion and second to waive the rules of council requiring a Committee Report for Ordinance 51-14.

Mr. Cerreta moved and Mr. Foltz seconded to waive the rules of council requiring a Committee Report for Ordinance No. 51-14. All members present voting:

Yes: Kiesling, Foltz, Griffith, Werren, Peters, Cerreta

No: 0

Mr. Peters: May I have a motion and second to read by title only, the first reading of Ordinance No. 51-14.

Mr. Cerreta moved and Mrs. Kiesling seconded to read by title only, the first reading of Ordinance No. 51-14. All members present voting:

Yes: Griffith, Kiesling, Peters, Werren, Cerreta, Foltz

No: 0

# RECORD OF PROCEEDINGS – SPECIAL COUNCIL MEETING

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## Meeting Minutes: SPECIAL COUNCIL MEETING Held: June 2, 2014

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Mr. Fox: An ordinance amending Ordinance No. 80-12, Collective Bargaining Agreement CBA specifically Article 29, Wages, by and between the City of North Canton and the North Canton Professional Firefighters and Paramedic Association IAFF, Local 3489 authorizing the Mayor of the City of North Canton to enter into a memorandum agreement for same, and declaring the same to be an emergency.

Mr. Peters: OK. We talked about this at length earlier, and we even touched on it when we talked about the reciprocity. I don't have anything further to add. Motion to approve.

Mr. Peters moved and Mr. Griffith seconded to approve the reciprocity.

All members present voting:

Yes: Peters, Werren, Cerreta, Foltz, Griffith, Kiesling

No: 0

Mr. Peters: May I have a motion and second to suspend the rules for Ordinance No. 51-14.

Mr. Peters moved and Mrs. Kiesling seconded to suspend the rules for Ordinance No. 51-14. All members present voting:

Yes: Werren, Griffith, Peters, Foltz, Kiesling, Cerreta

No: 0

Mr. Peters: May I have a motion and second to adopt under suspension of the rules, Ordinance No. 51-14.

Mr. Cerreta moved and Mrs. Kiesling seconded to adopt under suspension of the rules for Ordinance No. 51-14. All members present voting:

Yes: Foltz, Griffith, Werren, Peters, Cerreta, Kiesling

No: 0

Mr. Peters: May I have a motion and second to waive the rules requiring a Committee Report for Ordinance No. 52-14.

Mr. Foltz moved and Mr. Griffith seconded to waive the rules requiring a Committee Report for Ordinance No. 52-14. All members present voting:

Yes: Griffith, Werren, Peters, Kiesling, Foltz

Abstain: Cerreta

Mr. Peters: May we have a motion and second to read by title only, the first reading of Ordinance No. 52-14.

No: 0

RECORD OF PROCEEDINGS – SPECIAL COUNCIL MEETING

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Meeting Minutes: SPECIAL COUNCIL MEETING  
Held: June 2, 2014

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Mr. Foltz: moved and Mr. Griffith seconded to read by title only, the first reading of Ordinance No. 52-14. All members present voting:

Yes: Foltz, Griffith, Peters, Werren

Abstain: Cerreta, Kiesling

Mr. Fox: An ordinance authorizing the Mayor of the City of North Canton to enter into a second addendum to the lease by and between the City of North Canton, the R & S Golf Properties, an Ohio corporation that Robert C. Purcell and David Scott DeMuesy as individuals originally executed on December 22, 2008, for the premises known as the Fairways a/k/a Arrowhead Country Club.

Mr. Peters: I'll entertain a motion and second to adopt the first reading of Ordinance No. 52-14.

Mr. Foltz moved and Mrs. Werren seconded to adopt the first reading of Ordinance No. 52-14. All members present voting:

Yes: Werren, Peters, Griffith, Foltz

Abstain: Kiesling, Cerreta

No: 0

Mr. Peters: Thank you. Pursuant to Section 2.04, the Charter, no other subject or subjects shall be considered at this Special Meeting. Therefore, may I have a motion and a second to adjourn.

Mr. Foltz: moved and Mr. Cerreta seconded to adjourn.

Mr. Peters: OK. Linda, can you call the roll for the adjournment? All members present voting:

Yes: Kiesling, Foltz, Griffith, Werren, Peters, Cerreta

No: 0

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Daniel Peters, President  
North Canton City Council

ATTEST:

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Director of Finance

Meeting Minutes: PERSONNEL AND SAFETY COMMITTEE MEETING  
Held: June 2, 2014

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The Personnel and Safety Committee of North Canton City Council, as part of the Committee of the Whole meeting, was called to order Monday, June 2, 2014 by President of Council Daniel Peters.

Present for the meeting were: Chairperson Peters, Vice Chairperson Foltz, Committee Members Cerreta, Griffith, Kiesling, and Werren.

Also present were: Director of Administration Grimes, Director of Law Fox, Director of Finance Alger, City Engineer Benekos, and Acting Clerk of Council Teis.

**Agenda Item: Amendment to Firefighter/Paramedic Collective Bargaining Agreement.**

Mr. Peters: May I call to order the Personnel and Safety Committee Monday, June 2, 2014 at 6:30 p.m.? We're going to call the Roll.

Present: Yes: Peters, Cerreta, Kiesling, Foltz, Griffith, Werren  
Absent: No: 0

Mrs. Kiesling moved and Mr. Peters seconded to move into Executive Session for the discussion personnel matters pertaining to collective bargaining

All in favor: All members present in agreement.

The committee members moved into Executive Session at 6:30 p.m. The meeting was not open to the public.

The committee members returned to Council Chambers at 7:05 p.m.

Mr. Peters: May I have a motion and a second to come out of Executive Session?  
Mr. Cerreta moved and Mr. Foltz seconded to close the Executive Session. All members present in agreement.

Mr. Peters: No action was taken during the executive session. I call the Committee of the Whole Meeting, Monday, June 2, 2014 at 7:05 p.m. Clerk, will you please call the roll?

Present: Cerreta, Foltz, Griffith, Kiesling, Peters, Werren

Mr. Peters: OK. First up is Personnel and Safety Committee. We have the amendment to the fire fighter and paramedic CBA, and I'm going to turn this over to Law Director Fox.

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Mr. Fox: Yes, sir. The Fire and EMS bargaining unit is one of the seven that is not open for everything this year. It's open simply for wages. And, Fire and EMS have a history of, regarding wage increases, if we go back to 2008, there was a 2% wage increase in nine, two and a half in ten, two and a half. However, from 2011, 2012, an 2013, there were no wage increases. And, so that's what we were left with in opening bargaining. And, one of the things that of course we had to look at is what we had done most recently in bargaining units that are comparable, and of course that's the Patrolmen, Sergeants, Lieutenants and Dispatch. And, recently with those three bargaining units, beginning with Patrolmen, we went just about as far as you could go in bargaining with initially just collective bargaining. Several sessions, and we weren't able to get where we thought we needed to get, given the financial circumstances and what they had received in the past. And, so we were left with fact-finding where we met with a mediator. We started first in mediation, presented for just about a day of presentations and what we were left with was a number that we could not get approved by the bargaining unit. So, that left us with conciliation and with that you have to provide a last best offer. Each side has to go through the same routine, present information to, although it's a conciliator, it comes from the pool of arbitrators. And, we must attempt to convince the arbitrator that our last best offer is the one the arbitrator should choose. It's some circumstances, bargaining units cannot strike, it's somewhat akin to a game of chicken, if you will, because the City provides a number as its last best offer. And, the bargaining unit does the same thing. And, the arbitrator must choose from one of those. So, say the City would believe that the number should be zero based on past evidence. If the arbitrator would think that a bargaining unit deserves something, something more than zero, and the bargaining unit comes in with a number, say 5%, that's all the mediator is left with. They must award the five percent. So, it's a situation where neither side really wants to get to. So, we had some informal negotiations back and forth, and what we ended up with was a one percent raise with a \$500 stipend at the end of the year. And, that's what resulted for the patrolmen, the sergeant/lieutenants and the dispatch. The other bargaining units don't have that no-strike provision in there, and so it's a little more difficult for some of them for the leverage that they can apply to the City. Those ones receive the \$500.00 stipend. And, so with those kind of numbers going into the bargaining, initially the City had discussed what resulted with those bargaining units to have a no-strike provision, stating that we believe that in collective bargaining in fact-finding that we would present evidence that would convince the fact-finder that they wouldn't receive anything more than that one percent and five hundred dollars. And, we believe that if we had to go through these negotiations with three of those unions recently receiving the one percent/five hundred dollars, that we believe that that would be reasonable for them. They, of course, through bargaining, had a number that was higher than that. So, through some negotiations back and forth over the last couple of months, that's what we've come up with. The Administration believes that a one percent raise, given that they've gone for three years without any raises, including the stipend that was available in 2011, 2012,

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and provide that again in 2013. We believe that the back and forth's that, given the circumstances that the City faces, that it's a reasonable agreement, and the Administration hopes that Council will support it. Regarding your vote this evening, in approving collective bargaining agreements, whether they're amendments or the agreements themselves, the legislature places on you the actual requirement of an emergency provision. Once there is an agreement in bargaining, and it's placed before Council, it has one week to either approve or disapprove the agreement. So, if you do approve it this evening, it must be on emergency legislation. If you don't approve it, of course it doesn't get by. But, if you do nothing, you don't vote on it this evening, the statute provides that it will be deemed as conceded. That it will be approved nonetheless. So, that's where we're at right now. And, if you have any questions or concerns...

Mr. Peters: The \$500 stipend is tied into maintain their minimum training and continuing education. Correct?

Mr. Fox: Correct. And, to receive that in the first week of December in 2014, each must have completed all necessary continuing education credits at that point for that year.

Mr. Griffith: I think it's a good outcome. I appreciate the fact that they've come to us in good faith, and have done a great job by all accounts. You know, I don't hear a lot of complaints. I've heard a lot of good things about folks who work there. They're all cross-trained which has been a huge benefit. We reduced the staff to two people on a run. They've done a lot of things that will help the taxpayers of North Canton and I think relative to inflation and other things like that, their list is a good response. Certainly covers our costs as we go through the process. So, I think it's a great response, and kudos to the three of you. You have my support.

Mr. Peters: I think it's very important to note also, and I know Tim mentioned it, but it's worth mentioning it again. It's that when you're in conciliation, you know, you can't, you know if we offer, say we offer one and they want four, and the conciliator can't say, "Well what's fair is in the middle. Can't pick that. And, that goes against us. And, like you said, that's a game of chicken that I don't want to play. I think this is, you know, a fair offer, and I know there's going to be folks that say that no one is getting raises. Some people are taking pay cuts, including me. But, I look at this as a fair and equitable solution moving forward. Any other comments?

Mrs. Kiesling: I think we also need to mention that they're a year behind all the other contracts. So, last year we did the three years on the police and patrolmen which pretty much sets the tone. They were zero, zero one, correct? So, they're getting their one this year.

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Mr. Fox: That's correct.

Mrs. Kiesling: Because they negotiated it, and the Fire and EMS negotiated the year prior in good faith that zero, zero, zero with the \$500 stipend each year. So, in good faith, when we were extremely trying to figure out our forecast and not too sure where we were going, they negotiated zero, zero, zero, and we didn't go to arbitration. So, I think at this point, they've reopened it, which we obviously gave them that option, and they're only asking what we've given the patrolmen and the rest of the unions because they are a year behind, or a year ahead which is probably not the best spot to be. So, it's sort of hard for us to say no when we gave it to everybody else last year, or this year. We've given to everybody else this year. That's why they reopened it. I think if we had to, they probably, they may try but we would have a better shot at saying no, here's where we're at. So, I applaud them for taking zero, zero, zero like they did three years ago.

Mr. Peters: I think it's a good deal for both sides, so I'll support that. OK. We will be voting on that later on this evening. Next on the agenda, Finance and Property. Vice Chair Kiesling.

**RECOMMENDATIONS:**

Based upon the above discussion and debate, the Committee recommended the following action:

**Amendment to Firefighter/Paramedic Collective Bargaining Agreement:**  
Recommended that the item be placed on Council's agenda for approval.

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Daniel Peters, Chairperson  
Personnel & Safety Committee

ATTEST:

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Director of Finance

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The Personnel and Safety Committee of North Canton City Council, as part of the Committee of the Whole meeting, was called to order Monday, June 2, 2014 by President of Council Daniel Peters.

Present for the meeting were: Acting Chairperson Kiesling, Committee Members Peters, Cerreta, Griffith, Foltz, and Werren.

Also present were: Director of Administration Grimes, Director of Law Fox, Director of Finance Alger, City Engineer Benekos, and Acting Clerk of Council, Linda Teis.

**Agenda Items:**

1. Purchase Authorization for Vacuum / Jet Truck;
2. Discussion – Income Tax Paid by Residents to Other Municipalities;
3. Financial Statement - April, 2014
4. Second Addendum Fairways Lease.

Mrs. Kiesling: Yes, this is the appropriation for the vacuum jet truck that we need in the capital budget. We are going to pull it out of the Capital Funds and use the funds in our sanitary sewer, correct? To pay for the entire purchase.

Mr. Griffith: It will be sanitary sewer, water funds, and storm funds.

Mrs. Kiesling: All three, because we've got to cover all three issues. And, that's a \$350,000 purchase, which we don't take lightly these days. How old is our truck currently?

Mr. Griffith: Currently, we don't have a jet vac.

Mrs. Kiesling: We don't have a jet vac?

Mr. Griffith: Right. It's just a flushing truck, and I don't know if Jim Davis wants to talk some more on that. He's been studying all day on this.

Mrs. Kiesling: Jim, come on up.

Mr. Peters: Well, I do have a question for you guys as he's coming up. One or two. Do we save....I know this....there are some safety components to this also.

Mr. Griffith: Correct.

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Mr. Peters: Do we save on any insurance or liability? Do we get a break? I guess is what I'm asking.

Mr. Fox: I think one of the important things regarding, as you mentioned, is liability. The City is required to maintain its systems, and municipalities are immune from liability for various things. The government wants to encourage it to do certain things. To put in sewer systems; to put in new water lines, and so forth. And, for doing that, it provides that it's not liable unless it's grossly negligent in doing those things. So, if there are any law suits regarding a flood or backup or anything along those lines, the City is immune from liability unless they are grossly negligent in doing that. However, it is required to maintain those systems once they're in, and that is one of the key components that the City must maintain those types of systems. If there is a backup and it's a result of not providing proper maintenance where you might have clogs and so forth, that the City could be liable for damages and this type of equipment is the preventive maintenance. Especially in those areas that are near restaurants, where they have grease traps, and you'll find that they back up and sometimes they'll bring that equipment out there, and they'll pull out a large clog. But that's part of the city's responsibility is to maintain those systems, so providing this to our Service Department, indeed helps protect the City from future liability.

Mr. Peters: Jim.

Jim Davis: Yes, I have one out here in front of you. Basically, the proposal I had back when the budget was in place. Back in October, these were some of the justifications of giving you both the pros and cons of the jet vac. The biggest thing was, you know we have a sewer jet right now. It's thirteen or fourteen years old, and it's only used for one thing and that's sanitary sewer. Where we're at, this piece of machinery will serve like basically four departments. So, this basically is one. The sanitary sewer and looking forward as far as being ours, we will continue forward maintenance in the five year plan and basically doing that program and restarting that to bring new life to that and that's a big part of this piece of machinery. The same with the storm sewer; we tried to do that and we really don't have the necessary equipment to really clean it effectively. We do what we can, and when we can but the problem is the people and resources. Helping out street department and water department also, too. We also have a hydraulic ...inaudible.... a piece where we're working on a water main break, we can actually excavate for a water main break. We haven't technically been out there yet because we had hydro-excavating, which is basically shooting a large volume of stream water in the dirt. The machine will actually suck the dirt out. So, even if we are in tight spaces where there is a lot of utilities like telephone wire or cable, we can still do our repairs in a safe manner and still not affect any type of other utility services except to put them back on there. Also, too with the water department, we do a lot of water valves, water

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valve replacement. Four points. So, instead of digging up a four by four area with a backhoe, we can actually put in a six-inch hole and make repair. Less restoration, less disturbance along the roads, streets and sidewalks and stuff like that with that type of excavating. So, we save more money on that with no trouble or headaches and also just general appearance when you driving down the road when you see a water box valve that has been dug up and you get frustrated. So, you see some of the current operations that we have there, current operations, a 2-man crew and we also do sanitary sewer, and we also have to basically get in those manholes, so we've still got to do some testing for air quality and that kind of stuff. And, I did purchase an air vent to help with that process. My past experience is with the underground for many years, so I'm very familiar with manholes so, the pros with the jet vac is we can basically do a couple of programs, maintenance programs through sanitary storm. Basically, it's a piece of machinery, it keeps the guys safe. They don't have to enter any manhole anymore. The two basically access the hole. But, the storm sewer, we'll actually lift up bricks. Just don't stand behind it. It will probably suck you right up. But, the guys don't actually have to enter a manhole so, it's a huge safety risk whenever you have to go below the street, that makes me nervous. Especially for people that aren't properly trained to do it on a regular everyday basis. So, not being properly trained isn't an issue, it's just that whenever you do that, you always have a risk. So, that's part of the safety piece is, and also too from a sanitary point of view, you know we've got to haul material out right now. If you are on the sanitary crew, you know we wear suits and gloves and all that kind of stuff. And, it totally eliminates all that kind of stuff. So....

Mr. Benekos: From another aspect from saving money, when we're designing a project, and we're trying to figure out where to put a waterline or a sewer line, he talked about the hydro excavation. We can utilize that and excavate a hole to see where other utilities are so we can avoid those. Right now, we'll hire somebody to come and do that. That's about three to five thousand dollars a pop depending how many holes, that can get expensive on that. I mean they're less, you know for a hole, you get ten holes. But, you bring them out for one or two holes, so that will be a cost savings and aid us in the Engineering Department.

Mr. Davis: You know, if you look on the second page of the cost-savings section, the one that the entire summation of BWC claims. He's our main sewer guy. He's very experienced in what he does. He does a great job at it, he's got a sore back from lifting and that, so we try to be mindful of our employees and what they do, and they don't have to lift up material up out of the hole. That's a huge thing, trying to do that stuff, have the right equipment in place.

Mr. Peters: You also mentioned that one vehicle will take the place of two?

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Mr. Benekos: Yeah, right now we have, well right now if we have to do any type of suction type material, you actually have to do a sewer test and a street sweeper test. So, we have to send out two pieces of equipment. That street sweeper doesn't necessarily do the job that it's supposed to do because it just doesn't have the suction power. But, it does help us in those spots. Plus, the other part doesn't have a holding tank. So, basically it's useless.

Mr. Cerreta: Jim, from a personnel cost, will this eliminate any jobs? This cost of this?

Mr. Davis: No.

Mr. Cerreta: But, I would assume that it will eliminate the same four guys sitting over watching it. They'll be somewhere else.

Mr. Davis: Yes.

Mr. Cerreta: That wouldn't be a cost-savings at all. If the same guys were there watching this training. All right. OK.

Mrs. Werren: How many people will be trained on it?

Mr. Benekos: There will be two. There will be two dedicated people. Actually I just decided we're using one younger employee this year. He's agreed to go ahead and do all the certification and get him hired, so we have enough time to get him trained right now.

Mrs. Werren: Do you think it's a machine you think will be used three days a week, five days, or just....

Mr. Benekos: Five.

Mrs. Werren: Really? That's great.

Mr. Benekos: When we, if we do this, this will be a five-day program. I mean, just because of the response system, we're doing two systems on a five-year program on an everyday basis. I'm not saying that they wouldn't get pulled away for certain things.

Mrs. Werren: Right.

Mr. Benekos: That's a dedicated program.

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Mr. Griffith: So, you were mentioning before, Mark, are we going to be providing more service. We're actually providing service that we weren't going to be which you talked about from the storm sewer stand point. You guys are going to be on a five-year program to make sure that the rehab has been done, which is a huge advantage.

Mr. Davis: You know, the productivity of this machine will almost double. So, we can actually cover more sewer lines with the same process.

Mr. Peters: Does it come in black?

Mr. Foltz: Orange. Jim, didn't we have a problem this year where our street sweeper went down and this could maybe utilize some of those, I guess job duties, or duties that we could have that available if we needed it.

Mr. Davis: Yeah, we're open to that.

Mr. Foltz: You know, where before we were waiting to get something fixed or we're out. Now, at least you have multi-purpose machine that can go in there and stop gas job performance situation.

Mr. Davis: You know, when you get in a spot on Main Street, say we're coming off the crunch time for the Memorial Parade. We basically clean the sidewalks; they'll put it in the gutter with this machine and still follow up.

Mr. Foltz: That will get the catch basins, too with the leaves and everything that the street sweeper maybe won't get. Just put the hose down there and suck it out. That's invaluable. That does need done now. If you wonder why flooding occurs, it's a manpower situation where leaves in the rear just clogs up over the catch basins. This machine going out will take care of that. So, a very worthwhile purchase.

Mayor Held: If I could just add, I'm sorry. Just one thing. You know, what was most attractive to me when I first saw this is, this is a great machine. It's like a super-powered shop vac that really can be utilized to dig, to clean, but there are two areas that stood out in my mind. As Jim was stating about the sanitary sewer, the confined space rules where when you have a worker going down into a confined space area in a storm sewer, in order for them to meet the standards of requirements, you are supposed to have, they need to be trained. They need to have the harness and the tripod and they have to have somebody in the event that they pass out in that, to haul them out, because usually more than one person to haul, usually two people. So, with this, rather than sending the person down into the hole because unfortunately they've had situations where a person goes into the hole, they pass through the gasses, their partner goes down to remove them; and they passed out. They've stated this in training

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classes that I've been to where you lose both people. And, so with this, no one goes into the hole. The hose goes down. Whatever is in the bottom – bricks, solids, it sucks it all up. Right?

Mr. Davis: Yes.

Mayor Held: And, then the second thing is, when you're looking or digging around for the water valves. Right? They could be buried? Place this over the top and suddenly it's no mystery where it's at, right? I mean it sucks out all the dirt, debris. And, you can see where the valve is at. And, then the last thing is the storm sewers. It reminded me, Doug when you mentioned about the storm sewer. It's clogged with dirt and debris. I mean, it can be packed like rock solid, and this, place it right over the top. I mean, before you're digging with shovels and picks and trying to....

Mr. Foltz: This takes it right now. Move on to the next one. I think the critical thing, too, is we don't think about it. We have these backups, we all want to be productive for our constituents. But, when you bring this machine out, if you have the catch basin or the sewer sanitary filled up, you can put this thing in there and suck all the water, whether it's sanitary or sewer or whatever it is. You can suck it all out to where maybe the clog is. At least give you, you know clean that whole area out so you make sense of the situation versus trying to pop it out, or that's not simple. Or, you go down there with buckets or whatever. It's, you know, a lot more efficient. It's going to get us answers quicker for our residents.

Mayor Held: No, this is probably one of the most cost-efficient and effective devices that I've seen in, since I've been in the department.

Mr. Foltz: We're not paying for this out of the general fund either. We're paying for it out of enterprise funds which we directly use for water and sewer. So,

Mr. Grimes: I was just going to say, just a reminder to let you all know, it's nothing that we dreamed up this year, it's been on our budget, you know numerous times, and we've shied away from it. So, it's not something....

Mr. Foltz: OK. Thanks Jim.

Mrs. Kiesling: Moving on. Mark, do you want to do?

Mr. Cerreta: Yes. OK. What I'd like to do is take a minute. I put this together like the last hour before I came. We want everybody to see this. We asked Karen, and requested the Mayor also, that we asked Karen sometime ago, in other departments could put together a forecast for us because we don't seem to understand it as much as

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in the past. We want to make sure we make them understand. So, everyone has, and you can't see this on here, but we had this in front of this. Her forecast is for the next five years. One of the things that we talked about is we need to be more transparent. Several people in the audience and other people come up for public speaks; they are wanting us to be more transparent. When we do this kind of thing, we do learn. And, by being transparent we get a lot of different ideas out there, a lot of other people coming forward. So, going back to where we see that they're going to have a deficit, if you see them on there, she showed a deficit in 2015, I believe. And, Karen, at any time you want to just...this is your report. I'm just kind of reviewing it. Anytime, it looks like there is going to be a deficit, down fifteen slightly, then sixteen the next month. Now, why is this? Let's move forward. She states property taxes have been down a little bit, and are just starting to make their way up. The income is actually up. Local government is down. Inheritance tax is gone completely. And, all these numbers are in there. Changes, our charges for service is kind of equal. There are ups and downs, so it's really no big deal. Fines, license and permits are up. Investments seem to be up, and miscellaneous is equal, too. So, if you look at that budget, you can see that that is where that comes out. Expenditures, personal services are all left. Those are all the healthcare and everything that we have. Operating costs are up. Just like anything else that we see in the world today. Equipment costs are up. Our debt is actually equal. That hasn't seemed to be increased.

Mrs. Alger: That's the Fairways.

Mr. Cerreta: OK. That's basically only the Fairways for that debt that we have. And, then the transfers out. Which is, as you can see on here, what that means is to transfer out to this street and improvement funds, storm sewers improvement funds, fire fund, EMS funds. Funds that we can't use for General Fund or we transfer them out to that, right? Is that correct?

Mrs. Alger: Right. These funds are like property tax have been assessed, and streets, EMS, Fire. If we don't sustain, the General Fund has to supplement.

Mr. Cerreta: OK. The ones that can't sustain themselves, we supplement with our daily fund. OK.

Mrs. Alger: As well as those funds which that are when our people retire, they are paid out their vacations and sick times. And, we have a projection that we have to pay, and we are slowly funding it, and we're about half way, maybe three quarters of the way.

Mr. Cerreta: So, that is the reduction.

Mrs. Alger: Correct.

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Mr. Cerreta: Thanks. So, her conclusion is that the General Fund and expenditures are dissipating and continuing to increase without increased revenue, additional expenditures cannot continue for this City to remain solvent. So, what have we done to stay out of this? What have we done so far? And, these are things that we talk about all the time, reduce essential personnel, example putting full time to part time which saves on a lot of costs, a lot of volume and things. Increase taxes by adding jobs. That's one of our main things is to bring in new, recruit new businesses. We've done that with the Hoover District, small businesses around the City, we want to continue to do a better job with that. And, then recruit but nonessential spending. That's really kind of our job to look at those things. So, we have tried to do the best we could with that and move forward. But, we are checking out. As the forecast shows, we can't put our heads in the sand on this. We've got to start looking at what we can do and kind of look at the security because a lot of things we want to do is, the streets are in poor shape, walls are falling down. So, we want to make improvements to the Hoover District, the Charlotte Corridor. A little more parking at Walsh University. A lot of things we want to do. We can't just keep, you know, nickel and diming everything. We need to replace equipment to keep our parcel full as a resource for our City and surrounding community. So, I want to answer this question, why do people move to North Canton. And, I think we've there's a lot of information since some of the top ones are schools, for our community atmosphere, downtown. How pretty that is. People love to live in that kind of city. Our services, our safety, our police and fire, EMS, they know they're safe here. Our formal housing, and I've talked about this before, we go from this scale to this scale. You can live anywhere in North Canton and find a house that is right for your family. And, there are many others. So, what are our options that we look at? This is finance 101. This isn't, I can barely do my own finances without my wife helping sometimes. But, these are some of the things that we have done. And, we're adding new jobs. Economic Development. We're still trying that very hard. We increased charges for our services, a levy, an increase in municipal taxes or a decrease to taxpayers. So, we talked about reciprocity. And, then any other options. We're open to that. So, if we take each one of these slowly, and we keep cutting. You know, there is a thing I said before. You can cut so much before it takes you more to get back to where you're accepted later on. More cuts to accept for expenditures, more cuts to accept for services, more cuts to accept for personnel. And, I want to make sure it's acceptable. What I understood by that is, there's not any other reason why people move here. But, you go back to our schools? Do you want a harmonious community atmosphere? We have a downtown. The stone, bricks, all that kind of stuff. Do we want to harm our services? We have to find that medium, that portable housing, and that is the reason. How about our economic development that we're still trying to recruit businesses and it's very hard in Canton. And, we've got the red carpet out for anyone that wants to come and be included. And, we're landlocked, it's not always a possibility. Increased charges for our services, pools, shelters. You know, you keep doing that and

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you really hurt the same people that are in town. I always think that's a nickel and dime thing that we're getting to. But, it does help, and we should look at all this. To reduce the general fund of other expenditures, the park, the EMS, Fire, the Police. Those are things that are out there, and you're going to get the same people over and over again. And, sooner or later you're going to harm the schools and some of the other things. Next. Increase municipal taxes. There's the other option. One and a half percent on the lowest round of municipalities, or approvals needed on that. That's an option. And, then this new one we talked about – reciprocity. That's increased 100% tax credit. We give those working outside our City that pay no income tax to the City. So, that's all I have. I want to make sure that we have, Karen, is there anything more we have? Projection for the deficit coming up to us here in the next year. Very serious. So, we've got to, again we can't put our heads in the sand. We've got to try to figure out what we're going to do, and it isn't as hard as you think. We sit up here and we talk about this and that, but there is only so many things that we can do. And, again, if it's your house or my house, you know you go through the same thing. Your kids are growing older, expenses are getting more and more. What do you do? You cut back on some things? OK. You do the best you can with that. Do you go out and try to find a part-time job or a job that is better? You've got to increase your credit somehow. So, I just wanted to put this into perspective because I'm learning from it. And, I know we saw Jon do it for so many years. But, when we look at it, it's not. There are only so many things. We can't get carried away with this. So, I'd like us all to look at this. There are only so many things. We can't get carried away. So, I'd like to look at that. We're going to talk about one of those as we come up here. Any additions to that, I'm open for those. I know there are some other options here that probably I need to put on here. I did put this together in the last hour or so. But, I've been thinking about it all weekend. So, let's keep those things in mind as we start thinking about our weather and our forecast. Karen, anything you want to add?

Mrs. Alger: The only thing that I would add to that very nice presentation is the income tax that we're depending on larger and larger, and then it's also that House Bill Five sitting out there. Which means....

Mr. Cerreta: Do you want to explain that. Go over that for everybody.

Mrs. Alger: OK. House Bill Five is, the State wants to make the income tax as uniformity for the whole State. In other words, you're not, whatever is deductible here is the same deductible in Cleveland and all the revenue is defined the same throughout the whole state. However, that means when we do not accept carry-over lots, we don't count that to the income for future. Now, they're making us, or the proposal that we think sounds very strong, that we will have carry-over loss, so the distance of the logs in this year will carry forward to the loss and reduce their state income tax. Now, that is something that we, like I said, we don't have. We're estimating that to be about three

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hundred to six hundred thousand dollar loss to the City of North Canton. There are other factors in that house bill that we're still arguing. We, as a municipality are still arguing against small businesses. Now, it's not all wrong. I understand why they need that, so that the CPA can sit there and does income tax and not doing sixteen different tax forms for different cities. So, that idea is good. It's just that there are some things that are just hitting the cities and losing more and more money that we can grab a hold of. So, another one of the factors are, if a construction company comes in and they are doing a contract for up to twenty days, twelve days, if they go in twelve days, then they don't have to pay tax, the City taxes. So, it's going to go to twenty days now and the current way you can go twelve days, and we don't get any income taxes. However, in thirteen days we can go back to the very first day. Now, they're making it twenty days, and that means they could have a contractor come in, work twenty days. We don't get the income tax for the first twenty days, it's the twenty first day and on. So, there's a factor that we have to anticipate those are going to be losses to the City. So, right now we're saying the \$500,000 each year will be for that.

Mr. Peters: That's huge.

Mrs. Alger: Yes. On top of everything else.

Mr. Peters: I think it's unconscionable. You've got to vote people out. It's still no solution. On that end. We had to deal with it. We went over it in the fall. I went over the same numbers, more or less, in November. Jon. We looked at a park levy, and feel as a group it was right. We have to be right. We have to do something. We have to come up and be creative, and share the burden with our constituents. I don't think it's one way in my opinion. I don't think you can go one way. I think you've got to combine it. I mean, you know that's my opinion.

Mr. Peters: Well, we've done a little bit of all of this, and we've got to continue to do it. But, it is what it is. Sooner or later, you know you've got to find out what you've got to do whether it's increasing or whatever. We have to come to a conclusion on this and try to get a plan where we're going to go. I really appreciate you coming forward and giving us all this information. We're going to rely on you a lot, and we appreciate that. And, in the future here, because there are a lot of things coming at us, and I'm hoping it will, and we can talk about all this stuff. I think that's what we need to do.

Mrs. Alger: And, unfortunately, we have been in a long carry-over. Even though I'm copying it and I'm telling you where we might see a projected loss. Well, the carry-over is over. You know, meaning this revenue is still ....inaudible.... And, that is what has helped in the past.

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Mr. Cerreta: Karen, is there a group of auditors that are working for cities that have a voice with our state legislatures personnel that they get our point across? I mean, the income tax with contractors working here are one thing. That's not going to affect the township, but obviously the inheritance taxes affected everybody. And, general revenue sharing has affected everybody. I think even the Mayors, even the Council. We need to get more involved in that. And, make our voices heard. I think sometimes when we deal with the State, we're so busy on a local level that we really don't consent, and we don't have the contentious to go forward publically to discuss those things. I'd love to have them come here and explain to them why they think this is ok when they are sitting on billions of dollars of surplus. Answer this to us and our constituents, because we're going to have to raise revenue somehow to get past this. I think that's where we have to go, too. We just can't sit back and say, "Well, we're going to take it because they are in a position to vote for it." We have to build strength and consensus here collectively to address these issues. Because, what's the next thing that's going to happen next year? I mean, this hospital privacy, it's relatively new. What's next? You know, they'll want to take away our power the first to even have a way to raise revenue. Is it all going to be for the state, and then we just accept whatever they decide to give back to us? I mean, that's what I'm fearful of.

Mr. Griffith: Well, that's a good proposal as well. It was in the last legislature that to basically do all the things that Karen has described and also to set the standard and not really a ceiling on what we would be allowed to charge the municipalities for income tax purposes to create a standardized system throughout the state. So, obviously that was pushed back and that didn't happen through the good efforts of a lot of people, but I think this is how it was set up in the past. There was no question that it will be the law.

Mrs. Alger: Right. It's going to pass. Second most lobbied bill right now on both sides. And, municipally gives one of our better lobbyists tremendously for us. And, I know I spoke to Oelslager and had the meeting with him and the Mayor had discussed this with him as well to voice our concerns and powers and visions.

Mayor Held: If I could just add something. Just to give, you know it's funny after going through serving as the Mayor since 2005, and as the Administrator since the end of 2001, you know, you see a lot of interesting dynamics that are taking place here. And, when we first started giving the State of the City, we focused on the income tax because that was the area we were hardest hit when the Hoover jobs left because we lost ultimately our income tax back in 2000 was seven million dollars. And, then the lowest year was that 2010. It dropped to 5.4 million. And, most of the other areas of our revenue were fairly stable. Maybe going up and down, but for the most part it was fairly stable. So, we focused all of our effort on bringing jobs to the City of North Canton. We had two goals. The cost-efficient and effective local government and the second goal were bringing jobs to the Hoover Facility because we had space that we could lease

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out. And, we've accomplished that. We've brought in over a thousand new jobs. It's gone very well. You know we have maybe three to five thousand dollars in additional income tax revenue to the City. So, while we're celebrating this, on the other end, the other sources of revenue that we really didn't have our eye on, at least certainly I didn't, until the past couple of years, the easiest way to understand that is if you look at our general fund budget in 2005, and that's our general fund, you know we always say, "OK. You know, I don't understand this entire lingo." It's pretty simple. You've got like four accounts. The Capital Improvement Account which you can only do streets and buy equipment with it. And, then you've got the water account where you get water revenue in, people pay the water bill and you spend it on water treatment, water lines, water distribution. Then you've got the sewer account. People pay their sewer bill and we clean out with a sewer jet. We clean out the sewers. And, then we've got our big checking account, which we pay for most everything else....Police, Fire, EMS. If we don't have enough in one account, we just take it out of the General Fund and put it over there. So, that is the focus, the General Fund Budget. When you look at the General Fund Budget, in 2005, \$10.7 million. When you look at the General Fund Budget, our General Fund checking account so to speak, what is it this year?

Mrs. Alger: Almost eight million.

Mayor Held: OK. And, so we're seeing a significant drop now, and I had the calls from our residents saying, "Well, how do we know that you've cut enough?" And, now those are great questions. Because, it's like, if there's room for the City to reduce our operational expenses, we should do it. And, we have to account for it. The hard part is, at least what I've found is trying to communicate it in a very simple manner. And, how we go about that? In this chart that you put together right here, this, do you see the red? Because, and I've fallen victim to this, too. We've heard the City say, "All of you Council Members, Doug, Marsha, our Council President, all of you have been around a long time. We've been saying we've had financial troubles for years. Fifteen years, right? Well, what's the big difference now? If you look at the estate tax, this chart right here, OK? When Karen is doing her budget, you're forecasting. Do you project that our estate tax is going to be 1.89?"

Mrs. Alger: No.

Mayor Held: No. I mean, what's an average? Maybe \$300,000?

Mrs. Alger: Three hundred thousand.

Mayor Held: Three hundred thousand. So, if you have a fixed salary, and you say,

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Oh, historically my company gave me a Christmas bonus of \$25,000. One year it was \$40,000. Your salary might be \$50,000, but you're looking at a 20, 30, 40,000 dollar bonus. But, when you're doing your budget, hopefully you do a budget based on \$40,000 or whatever your salary is. And, the bonus was our state tax. So, when you look at it in 2007, our state tax which Karen projected at \$300,000 was \$1.5 million dollars. Then, when you look at 2011, which Karen projected in our budget \$300,000. \$1.8 million. That's a million and a half dollars into the city's checking account that we didn't expect. And, that makes up for a lot of loss. A whole lot of loss. The other, when you look at local government funds that we get from the State. Local government funds, our highest was like \$900,000. Right? Where are we at now?

Mrs. Alger: \$300,000.

Mayor Held: Just over three hundred. So, if you average the State Tax which is kind of like our year-end bonus, from a budgetary standpoint, that's \$800,000 a year. But if you look at the local government funds, that's another five hundred. So, we have lost on average 1.4 million dollars out of our annual budget. Exclusively from cuts from the State. In the history of that, our income tax collection back in 2000 was seven million dollars. Are we back up to seven million dollars projected for this year?

Mrs. Alger: No. Close.

Mayor Held: Where are we at? Six point. Yeah. So the point is we're still not projecting income tax revenue, even though it went up, we were down to 5.4, and we're very proud that we brought a lot of jobs in. We're up to 5.4, and maybe we're up to 6.3. Is it 6.3?

Mrs. Alger: Typically, we'll have 6.351.

Mayor Held: So, 6.351. Ok. We're at 6.4 million. We're still not where we were at fourteen years ago. But, our expenditures, fuel costs have gone up. Asphalt costs have gone up. Wages have gone up. And, I'm not saying it to complain. This is just a fact. That is just how it is. And, Jamie, I spoke with Jamie earlier about this. And, it just as Mark put his presentation. Mark, you laid it out extremely well. You had six items. You had six items, and then you had another. You had cut our costs which we have been doing. And, how can we demonstrate with better costs? 116 employees back in 2005. We're down to 92, 94? That was at least a million dollars out of our budget. Property taxes. We did have some property levies, but for the most part property taxes, because there's been a decrease have been fairly stable. The other areas were permits and fees. We have increased our permits and fees. We had to just to continue to operate. So, what are the other three options that we have? Property tax? And, it's more of what way, what route do you want to go? The property tax impacts every

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homeowner. The tax credit, or the reciprocity, sometimes that gets a little confusing. But, basically, my wife who works at Aultman Hospital, she pays her income tax in Canton at 2%. She does not pay North Canton Income Tax because we say, "Oh, you're working in another City? We'll give you a tax credit. You do not have to pay the 1 ½ % to North Canton because she is paying Canton." Or, if somebody works in North Canton because she is paying Canton. Or, if somebody works in North Canton and they work in Akron, what is there a 2 and a quarter percent? You don't have to pay North Canton's 1 ½ % because you're paying Akron's 2 ¼. So, that's the whole tax credit. So, what some communities, obviously have done with the exception of North Canton and Fairview Park. They say, "Well, we won't forgive you on all of the 1 ½%. We'll forgive you on half." Then, you pay the other 4 ½ % for a quarter. So, that's one thing that we're looking at. Then, the next. Now, you know people like my wife will then have to pay the City of Canton 2%, but then also a portion, depending on what the tax credit would be, North Canton Local Income Tax. And, then the other area that we can look at is raising the income tax. If you raise the income tax, the people who work here, anybody that works in the City of North Canton pays North Canton Income Tax. If you live here, less than 40%, I think the last study we did, this previous time, less than 40% of the residents pay income tax, that live here. That's because they're paying somewhere else or because if you're retired you don't pay income tax. Right? Or if you're on disability, you don't pay the local income tax. So, the thing is, we really have three areas to look at. The income tax, adjusting the income tax, raising that. The tax credit or the reciprocity for people like my wife who live in North Canton but they can't, it's forgiven in North Canton. Or, the last one would be the property owner. Or, you can do a combination of all those, right?

Mr. Foltz: Right.

Mayor Held: So, again, I don't, the reason that I'm so vocal about this is, this is really a serious, serious time. And, all of our residents, all our employees, all of our council members, I've invited all of you. We can all, you've all been through the place to find out about how it is, so you know where we're at. Our staff, they know where we're at. But, there is no more bonus. The estate tax is gone. It is not coming next year. The local government funds will not be here as they have been in the past. They are significantly reduced.

Mr. Peters: I think it's also good to note, this isn't a result of mismanagement by Council or Administration. This is a result of external budgetary backers that have, we have to address because we were used to a certain level in our budgets that Dave had taken away from us. It's that simple. And, the proof in point is Canton passed a Park Levy. 3-4 mils. Jackson had to put on a park levy. They, Jackson Township, who we looked to collaborate with and had agreements, and now we went a different way. They had to raise money with a park levy. It's that simple. They needed a million dollars

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plus. They didn't have it in their budget. But, this doesn't hurt, you know some of the low to moderate government entities here. It's even the highest one we think of as the more affluent ones. It's across the board. We're all having to deal with this issue.

Mayor Held: Absolutely. And, the House Bill that Mark had mentioned, that Councilman Cerreta mentioned in his presentation, and the Mayor commented on. That's another issue that is going to be a real challenge. But, setting that aside, I mean, we have...When it comes to this, just my perspective. But, I know there are Council that would agree to this. If there are ways to reduce our operational costs that we have not covered. And, I'm not talking about whether we go from one cell phone company to another, you know. Or whether we go from one copy company to another copy company that can reduce the cost of copies. That's all important. But, we can tweak all of those contracts. But, we're talking like a two-income family, and one income is gone or significantly reduced. And, adjusting the cable bill and the cell phone bill is not going to keep the house functional. That's where we're at. So, it's not to minimize the lesser expenses, but there is, I can't think of anything, and this is after numerous conversations with our Finance Director, with our Council Members, with our Administrator, our Engineer, our Department Heads. Sewer jet was, it's a great idea. We know we're going to be more cost-effective. We will be more cost-effective. But, it's not going to bring revenue to the City. It will just allow us to be, you know instead of doing maybe five catch-basins in a week, maybe now we'll do fifteen. You know. So, we'll be able to bring better service in a more cost-effective manner. But, it is not going to bring in that single, you know the double-income household that just lost half of, you know, all of one salary.

Mr. Cerreta: Good. I appreciate the idea of that. And, it probably leads us right in then? To the next item? Any more discussion on this budget thing? Marsha, you can take over.

Mrs. Kiesling: Well, the next thing is, reciprocity which, you know, makes me want to vomit. So, I don't know if I'm the right one to lead this. But, however, you know we have collected the information thanks to Tim, wherever you went. And, Mark. and, to try to simplify it. If everybody agrees, we'll go ahead and we'll just... So, let's say somebody earns \$30,000 in the City of Canton which is at a 2% tax rate. The City of North Canton gives 100% credit to that. So, they normally only pay \$450 in the City of North Canton. They've already paid \$600 to the City of Canton, they owe nothing to the City of North Canton. If we take away the 100% credit and let's say give 75% credit, they will owe \$75.00 more if we take it up to 50% credit, it's a hundred and fifty. So, the taxpayer would then end up paying \$675.00 in local taxes with a 75% credit or 25% more payment, and \$750 with a 50% credit between the two cities. It does seem inconsequential and not a whole lot of money, but it's all extremely frustrating. The whole tax system is frustrating because you pay where you work, and you don't even

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live there. And, you file where you live which is where you do all your business and everything, you know, you run in the parks and you play in the area, and you don't pay anything to it, and you know Chuck had said so many times, you know, representation, you know, you're getting forced taxes when you don't even get to represent you. I don't get to vote in the City of Canton, but I pay Canton City Income Taxes. So, the whole system is a flipping mess. So, we have to figure out what's right for us, and that is extremely frustrating because of what happened and it was taken out of our hands as far as the State. However, there are things in our hands and you know, it is frustrating. We have decreased employees to 94. Yeah, do we go much lower? I don't know. Healthcare has gone up exponentially, and it's going to continue to go up. We are so screwed when it comes to that. So, I have no idea what's going to happen to that. We can't even forecast. Aultman can't even forecast it, so who knows what those costs are going to become for the 94 full-time employees. So, we have to come up with the best option, and maybe it's not the six of us, potentially seven of us who come up with that option. Maybe it's, we really do need to hear from the people who are paying the taxes. And, all of you probably are even paying taxes to the City of North Canton. You probably worked somewhere else and half of you don't work anymore. So, we need to get a feel for what everybody is feeling. And, my personal opinion is this reciprocity thing is, regardless of whether it has to go to the ballot or not, I would never mandate this, ever. It would go to the ballot as far as I'm concerned. I'm not comfortable with saying, "yep, we're going to put in the 75% reciprocity without the majority of City of North Canton residents saying yes. Just like we'd have to go to the ballot if we wanted to increase income tax. So, we've got a lot of work to do. I think we've got some time. I don't think we need to freak out right now. I mean, 2014 obviously looks ok. 2015 is where I'm going to start worrying. But, I think the biggest issues is our Union. We're coming up on negotiations with every union but Fire and EMS. And, you know one percent across the board for the next three years is huge when you're talking about Patrolmen who make on average \$50-\$60,000, you know the higher paid ones. That is a huge chunk of change. If we come out at one percent, which is a possibility. So, we've also got to look at, and negotiating is extremely complicated. We sit here and we talk about what we want. Well, we don't get what we want. The public, they don't get what they want. However, in the fifteen years that I've been doing this, they've gotten usually everything they want. So, we've got to look at that as well. We start raising revenue. What happens? That arbitrator says, "Well, you guys have got enough money. You can give them a 1% increase." So, I'm not ready to raise revenue when it's just going to get sucked out by the unions who I love dearly, and appreciate them, but we need to be smart about the whole process and really get a feel for where we're at."

Mayor Held: Just one comment Councilman Kiesling. I can understand where you're coming from because we want to manage this in a comprehensive manner.

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Mrs. Kiesling: Correct.

Mayor Held: Let's say, you know when we look at, you know raises, and you know one of the things that we really want to do is, we want to have talented, competent public servants that are well trained and well prepared to do the job. Because, when there is an emergency, as a natural disaster or a fire or some criminal activity, the people in our community as in every community, they expect the government to be there, to be trained, to be prepared, and to act. And, so as we do that, it's a matter of making sure that our employees are well-trained, that they are competent, and that they are the best that we can possibly bring to the City, and through that, as Councilman Kiesling had mentioned, you know we have a labor negotiation process to determine what their rate of pay is. And, when you look at that, you know if you look at like a one percent raise, it's been brought up, it's \$30,000. OK? But, we're talking about a financial hole of over a million dollars in a, like an eight million dollar budget. I mean, we're talking, but as Councilman Kiesling had mentioned, that is one of the areas that we have to look at is our personnel. And, our health care. And, even some of the smaller things like our copy bills and Verizon bills. But, let's keep in mind that it's all of those expenses collectively. When you add them all in, it's not one single factor. It's a multitude of those that brings us to well over a million dollar hole.

Mrs. Kiesling: And, I think, I apologize Mark.

Mr. Cerreta: No.

Mrs. Kiesling: You talk about wages, and I know we all agree on the whole union negotiation and how important our Police, Fire and EMS and all our employees are. So, when we look across the county and the average pay rate of our employees is significantly higher than the rest of the county. And, case in point, I think we're trying to do our job on this side of the aisle where our Clerk has retired, which is very unfortunate. And, you know, she made, she's at the top pay rate and she made more than anybody in the County for her position. We have agreed that there is no way we are doing this. We are not letting that happen. We are starting, we've even lowered the wage and we're going to start from the low end and stay, try to stay within the county wage frame where our services are not within the county wage frame. And, so I understand when you say we've got a pool, we have to have the most talented. They don't have to be the most, the highest paid to be the most talented. They have to be the most well-trained. And, I agree we need to spend our money to train them effectively like Jim has said. The vac. So, I would love to put our money into training and getting them ready to roll. I'm just not sure increasing their wages is what it's all about. And, I worry we generate more revenue, and we know exactly what happens to that revenue. So, we need to really think about it, and not jump, and this isn't anything that I think is even going to happen this year. I just don't see how we can, and maybe it goes on the

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ballot in November and I might be comfortable with that. However, if it does, it has to go, you know we have to get it there by August. So,

Mr. Foltz: It's two months.

Mrs. Kiesling: Right. Which is fine. We've got two months. We're going to be here anyways on summer break interviewing clerks. So, I think you've got a lot of work to do, but you know, it's your budget. You need to let us know what you're going to do.

Mayor Held: And, that's the thing. It's our budget. But, we're just letting you know.

Mrs. Kiesling: I know.

Mayor Held: But, just letting you know, this is what we're looking at. It's not like, you know we've said in the past that, "Oh, boy. We're struggling. You know, we don't have enough to provide the services." What we're saying now is, you know we're letting the Council know, and as Mark so appropriately put in his presentation, that there is a choice. The Council, that's a decision the Council has to make is, in what area are we going to move on? Are we going to....you've got four choices, really that I know of. You can look at the property levies, the income tax amount, the reciprocity. Or, you can choose to take no action. But, I can assure you, if you take no action, and there has to be a reduction in service. A significant reduction in service and personnel. Right now, on average we have what, three or four police officers on the street at any given time. Is that what the City wants? That's what I want. That's what I want here in the City. And, so those are things that we have to, we've got to consider. It's not like we're going to be able to cut the copy bill or the cell phone bill to meet the demand's we're facing in 2015 and '16. That's what I'm trying to....

Mrs. Kiesling: Oh, I think we understand that completely.

Mr. Cerreta: There's a list here that, everyone got that real big thick list from Tim. Everybody in the State of Ohio and how they handle it. What I did is, I took the ones, I went through and took the ones that do reciprocity. And, it gives you a good list of really good of what their City does. And, what their income tax percent is, what their tax credit....And, you'd be very surprised how many people do this. And what their citizens pay. For example, there are three cities in there that are sister cities. Fairview Park, their tax percent is 2%. Their tax credit is 75. So, they charge .25. They charge a quarter of a percent. Perrysburg was a sister city of ours. Theirs is the same as ours. One and a half percent. They have a 50% tax credit. So, they charge .75% for their tax credit. That's what they get back. Wadsworth is another one, very similar to us here. It's 1.4% tax. They have a tax credit of 1% so their supposed to pay .4%, 40% in tax. So, these are the same cities that have gone through this, and they see that. Now, if

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this is a business, and it's similar. We should look at it many ways. Sooner or later, you've got to say, "Hey, I've got to raise my prices." If my product is good, they're going to be happy about that because I'm going to maintain my product. I'm going to maintain the whatever it be, the taste of it, or it be that it works well, it does that. And, people will go on and still say this is a good purchase to buy. And, we have to explain. How many times have we? I've been involved in a lot of school levies, and it all seems to, when we did that, we showed what we were doing, how we were doing it. Did we do it in the manner that was responsible? And, then what we were going to do with that money. So, if we're going to do something like this, we've got to come up with that and show that. And, be transparent. Be forward-looking. And, why you're doing this. What are the people going to get? This is just another option. And, that's why we threw it out there. I'm intrigued by it. I said that last time, because it doesn't hit the seniors and some of the people who don't. We have, I think the number is 60% of the people in our City do not, it's over that, do not pay City taxes. How can we survive that? You know, without what was happening over across the street for years and years with those very high. We have jobs over there. We have salaries over there, but we don't, that was home base, and those were executive jobs, the President and CEO and all that. You just had it coming in. We have as many jobs, but you don't have those high salaries over there, the CEO's and stuff. So, it is a different world. We just keep going to that. We need to go forward. What are we going to do in the future? Do we have to raise our price one way or another? Whether it's a levy, reciprocity or a tax. Do you have to do some of each? But, as a company we have a product. You've got to survive. And, the people that make those decisions have got to make those decisions. They have the courage to do that. Now, if it's not political when you're showing why. So, it would be great if being politically correct was doing it, let's just do it and make our people happy with what they're going to have. So, let's move forward with this thing, look forward, it's not about the past. That's all I'll say about that.

Mr. Griffith: One of the big issues that I have with raising the credit or basically not giving credit for what's not there is that, if you look at a state-wide comparison, you know in a lot of ways it's apples and oranges. Because, if you look at a city like, I was just glancing on that list. Wadsworth is a good example. Perrysburg. A lot of, a number of areas in this description here where you've got one central City and, then you've got a lot of really undeveloped rural area that surrounds that City. So, the City really is a hub. If you look at Tiffin, Ohio. I was thinking like Seneca County. You've got Tiffin and then a bunch of rural areas that are around. So, if you have any sort of infrastructure need, if you're Target. If you want to move into the City, you really need infrastructure. You need water. If you're going to put a development in, you need all of those things. And, there's really only one place to go for that, and that's the City. In our area, that's not our situation. We're competing against very well developed townships that make their money telling people, "Come live here. You have all the benefits of a city but you don't have to pay income tax." And, for the most part, I think in some ways

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they sell that product pretty effectively. And, again, in the work that I do, there are a lot of people who say, "I'm part of North Canton." A lot of the friends that we know live just north of the City or just east of the City or west of the City because they can say they're from North Canton. They enjoy our schools. They come to Dogwood Pool. They ride through. They come to the Christmas Tree Lighting. But, they don't worry about paying our taxes. And, of course they wouldn't regardless of what our tax rate was because they don't live in the City. So, one of the concerns that I have is that, if we adjust the rate, that it's not a long-term solution. That's my concern. My concern is two-fold. Number one, I think we're going to drive people away if we do it. Then, the whole world will recognize what we're going to experience is entire because we're going to have, we're going to see some fall-off from people one way or another. People are going to say, "I've got a friend down the street. I was actually talking to him about this the other day. He works in the City of Canton. He probably makes \$60,000 a year I would guess. And, he said to me, "I love North Canton, love being here, but if my taxes go up we're not going to be able to afford to live here" is what he said. I don't know whether that's true or not, but he clearly is of the opinion that it's important enough for him that another \$7500 or whatever it is, is what's going to be there. So, I guess what I think we need to be doing is really putting a clear case before the people where we say, "What does being North Canton really mean? Does it mean having our own fire departments? Does it mean having our own police department? Our own billing department? Does it mean having a pool? And, then let's quantify that specifically, and that's what we should be taking to the people. There are probably some voters who would say, "You know what? The roads are great, but I would pay a little less taxes to have roads that aren't as great. And, we're going to put all this before the voters anyway? So, I think we should really be strategic about it, too. And, then ultimately, people say, "No. I live in North Canton because the services that I get here are absolutely superb, and I want to make sure that I pay the cost associated with being with those services, and that's a conscious decision that they've made. And, we can all be supportive of that. Every one of us can be supportive with that, too. I guess, ultimately, what I'm trying to say is, I think we need to really provide some tangible options, other than just "Well, here's a way for us to raise more money." We need to provide, and, I'm more than happy to really work hard to do this. I'm not putting this task on anybody else, I'm happy to help with this, too. But, really saying, this is how much this costs. Do we want to keep it or not? And, if so, here is what it's going to take. And, I think that is what we need to be talking to. Those are the hard decisions.

Mrs. Werren: I think. I agree. I'm sitting here saying to Marcia, like "We've never gotten in this. I've said this a number of times. Like, what does this batch cost versus us subbing it out? And, we've run some numbers, and those come back with, "Oh, it's close, but is it?" We don't have a paper from one side to the next. I know Plain does it. And, it seems cost-effective for them. They don't have their own EMS. I see those EMS people all through the county all the time, and their cruiser rides all through the

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county. I've been on cruiser rides when, you know the sub EMS comes. I love our EMS. It's a great service for North Canton. But, is it what people want to pay for? And, so when I think of those, when you talk about big numbers, those are big numbers. Those are big departments to all of a sudden say, "We are going to sub these out." But, and I guess you always talk about your household. There are things that, and we all value things differently. And, so, for me personally, through the EMS, is it something that I could say, "Maybe I could sub that out." Now, I've never had to call the EMS, so is that fair to say, I don't know. I don't know if it's a difference of two minutes, it is one minute. I don't see it in the paper on the front page that Plain says they get horrible service because they sub it out. I don't know.

Mayor Held: Just a quick point of clarification. When you say, "sub it out", what do you mean by that?

Mrs. Werren: Contract it out.

Mayor Held: Who to?

Mrs. Werren: To other EMS companies.

Mayor Held: You mean like a private company so the residents would pay for the service themselves, or are you saying that we would contract out with other neighboring local subdivisions. Because, the reason I asked that is that, when you're talking about dispatch, the cost of providing it with the City or the cost of contracting it out with another local subdivision, you still have to pay for it.

Mrs. Werren: Oh, I know that.

Mayor Held: But, the question is....

Mrs. Werren: But, if you're sharing services....

Mayor Held: But, I'm just saying, you can't just not have it.

Mrs. Werren: Oh, I know that. That's not what I'm saying....

Mayor Held: You can't just not have EMS....

Mrs. Werren: Right. I'm not saying that. Obviously Plain has people that come to them. If you have one dispatch center, I mean a lot of the people are using that one dispatch center.

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Mayor Held: It's cost efficiency. You just want to make sure....

Mrs. Werren: Yeah. I just want to know what it would cost. I know that our dispatcher. I know how many people. I'm not even talking about losing jobs. Often, they go right into the system and those jobs are for those people. And, I know a lot of insurance companies will pick up the cost for the EMS coming to your house. So, I guess I'd just like to look at some of those. Yeah, I mean, I just still feel like we've had this when we talk about those big things. Like Mark said, you said there is an acceptable level. What is that acceptable level? Right now, if you say we have four patrols, then that makes everybody feel safe, is that the level we want to be at? Or, am I a person that's ok with two and a half or three? What is the expected majority, I guess ok.

Mayor Held: And, then what I would say, just for the record. We'll explore all of that. But, you know, certainly my position is that people are accustomed to a certain level of service in the City of North Canton. And, it's my goal, unless the Council tells me differently, to maintain the level of service that they're used to. But, it's a choice. We can look at all of those things, but as far as.....

Mrs. Werren: Then, they're going to pay more for that.

Mayor Held: Absolutely.

Mrs. Werren: So, I want to make sure that all the people know that, and know what our costs are, and that there is a balance.

Mayor Held: Yes.

Mrs. Werren: That's the difference.

Mr. Griffith: We have a responsibility to come up with those ideas and strategies anyway because the voters may come back and say, "No thanks." And it never....We're going to be going through this exercise as it is. And, so, number one, it would be prudent for us to be prepared for that under any circumstances. It would be prudent for us to be ready for a ten or twenty percent cut because the legislature says, "Hey, guess what guys? We're going to give you another haircut." We have to be ready for that, too. And, I'm talking about being cooperative.

Mayor Held: Absolutely. You're absolutely right.

Mr. Griffith: It, we've got to have a good, long-term solution to this issue as it is comprehensive.

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Mr. Cerreta: Well, take a look at this list again. There are some cities on here that, you know are very similar to us, and we'll probably need to make some phone calls to see if people left their town because of this. You go right down there, I don't see people leaving these towns. They are good towns that have been pretty held up with bargaining that people want to live there. And, they get what they deserve, and these probably in services, and that's what we should do, make some calls to these people in Hoover, how they did it, what happened.

Mrs. Werren: Well, let's find out. We know they did the same thing in Harrisburg. I think they have it. Wadsworth. That is a track program. What else do we know about these cities, truly? Honestly. We read what we know in the paper, but we don't know what services have left. And, then, I guess one thing I find that is interesting is, you know, you say, "Hey, our citizens are used to this. And, this is what they expect." But, we just got done saying that we can't rely on what the old terms have been. And, so, if you're going to expect that, then let's increase the cost, too and we simplify that and we don't keep going backwards with that. I think North Canton has built a fantastic reputation on that, but we have to be able to pay for it.

Mayor Held: Absolutely. That's exactly.... And, if the decision is something different than Council collectively decides or that the residents decide. It is a decision of the people ultimately. I mean, we're the representatives of the people. We need to be able to lay out the options. We lay out the cards and say, "You know, here's what the option is. We can address the basic revenue through the property taxes, the tax credit or the income taxes or a combination of both. Or, we can elect not to raise the taxes. But, then we've got to be able to communicate collectively as a Council and as the Administration what the consequences are."

Mrs. Werren: Right.

Mr. Cerreta: Exactly.

Mayor Held: What that loss of service is, is it the pool? Is it the reduction of the police services? And, what does that mean to the City? We come up with numbers. We say 25% or 30% reduction. That doesn't translate into these specific services. So, our job is going to be able to take that 25% reduction and say this is what it means to you, the residents.

Mr. Cerreta: Well, if you look at Karen's numbers, and I know they are projections. And, what this state is going to do, I don't see, how many people would you have to cut to get that? It would put us completely off the map for the numbers that we're talking about. When you're looking at 2/16 and 2/17, something has got to be done. You just can't cut people. So you have to go and look at a lot of things. Don't just get caught up

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with, ok we're going to let down to 80 people and our services are going to be squat. Then you are going to be ten more, whatever Chuck was saying.

Mrs. Werren: I think he said it was a combination.

Mr. Cerreta: Then it will be gone. Because you pretty much wiped them out.

Mrs. Werren: It's a combination.

Mr. Cerreta: Yeah.

Mayor Held: To make it one example, too, the point I missed, you know we've always prided ourselves in North Canton on our snow and ice removal. We've done a great job. When you look back in as much as 2004, we had seventeen employees on one snow event. We would have two drivers per truck. One as a spotter, the other driving, make sure when they're driving long hours that they're alert, they're awake, and we lowered that to one per truck. So, then we had fewer trucks out. And, the last snow event that we had, we had four people that were able to do salting of the streets. Four. Not seventeen. Not twelve. Not ten. Four. One was a secretary, that has a CDL. A supervisor, Jim Davis. Rich Rhodes was supervisor. And, one of our union employees. Now, there are a lot of factors in that. Number one, we had sixty plus snow events this year compared to a really heavy winter which was twenty some last year. So, human beings get fatigued. Human beings can't, you know, snow plow twenty four hours a day, seven days a week. They've got to take a break. So, I think that there was fatigue, I think that there was the number of snow events where they're on call 24/7. So, what I'm saying is that, you know we're getting to a level that when, is there anybody in the City that didn't expect that the streets were going to be plowed and salted? At least the main arteries? We expect it. We just expect the streets to be plowed and salted. What I'm saying is that we are really, really getting very, very tight. Are all the streets plowed, the back streets? No. Are all the streets, back streets salted? No. We've cut service in that area. Whereas before, every street was plowed and salted down one side of the street and up the other. Now, we just don't salt the side streets. So, I'm just, you can tell that I feel very strongly about it because it's one of those things that, you know when you're going through it at the time, and it's like, holy cow. Are we going to, you know I'm talking to Mike Grimes, our Administrator, and our Fire Chief, or Police Chief. You know, it starts to get a little white knuckled a little bit. It's like, OK, are we at least going to get the hilly streets done? So there is no ice? Jim, can you get out there? Rich Rhodes? Can we have one or two passes up and down? So, that's what I'm getting at. The luxury of the back-up that we've had over the years to find a way to get it done is not there like it has been. And, that's what I'm trying to share with you. So, if anything, I'm sorry that I've given so many examples, but I'm just trying to stress the little emergency with this.

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Mr. Peters: All good points. And, I think it's important to know that the main goal of the current administration in the State of Ohio was to force regionalization. Dan, you hit the nail on the head. So, you have to have that in the back of your mind. You know, we can talk about raising revenue or cutting expenses. At the end of the day, we are going to have to take a serious look at regionalization. Police, Fire, snowplowing. It doesn't matter. It's coming. It's coming to everybody. So, I think this is going to be a continuing conversation. If everyone has had their say, maybe we could move on.

Mrs. Alger: One more.

Mr. Peters: Let's hear it.

Mrs. Alger: That's exactly what Mark was saying about talking to the City. In Stark County, five of the six cities do have a tax credit. We, not being one. So, I just....to talk to your own neighbors about planning that.

Mr. Cerreta: And, they just voted it in. They didn't ask the people.

Mrs. Alger: That's correct. And, I think we still went back to 2006 or 2005.

Mr. Peters: Well, Massillon just voted it in. But, it's probably going to come up to referendum, I believe.

Mrs. Alger: But Massillon wants the security now.

Mr. Cerreta: Well, you wait too long, you can't wait until you're done and you have to. And, so you have to let other people know about it, because if they don't pass, it they'll have to do something.

Mr. Peters: Well, it's regionalization. People are, and this is just my opinion. I'm seeing things from my perspective, my personal perspective. You know, we talk about, we talked earlier about the fire and EMS, and the fact that they're getting a one percent raise. I made the comment that I thought it was fair and equitable because that's the best we're going to get with that unit. I work in the private sector, and I have no bargaining unit behind me. And, my company said, "You are taking this hit this year. If you don't like it, there's the door." And, that is what the majority of people in this state are facing right now. And, you put a tax levy, and I agree, you know, anything to generate revenue, we're going to have to show them where we would spend the money, but I still don't think that's going to be enough. I really don't. I would be hard-pressed to vote for that myself.

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Mrs. Kiesling: And, I think that we should, too. Let's get through negotiations and hear what our 94 employees have to say. You know, if they want to go to arbitration looking for increases, then we're going to know what their mindset is. And, that's going to lead us to maybe our next step. You know, and half of the employees don't even probably live in this neighborhood of Canton. I mean, they pay taxes, but they don't even vote. So, you know, it's frustrating, but I think we've got six unions ready to negotiate and I think we need to know how serious they are as far as working with us. And, I say, let's do that before we decide. We can come back and talk about it next week. It will be Public Speaks, so we'll be hearing from the community, but we'll be getting, you know.

Mr. Griffith: We could get everything we want and still two years from now, it isn't going to help us one bit.

Mrs. Kiesling: You're right. And, then we'll have to make the same decisions.

Mr. Griffith: I think we need to be careful about it. There are ways in which we could raise this tax and two years from now the revenue that we generate will not offset our costs. That's why we need to deal with the problem as a long term solution.

Mr. Cerreta: I know what you mean. You don't have to dilly around with just a little bit if you need in two years more. So, you've got to make the tough decision somewhere down the line.

Mr. Peters: Good discussion.

Mr. Cerreta: Yes.

Mrs. Kiesling: I'm up again? No, I'm not up again. Oh, financial. Everybody received a copy of it? We talked about the other stuff. Jeff, any questions about what we're putting on the agenda next week?

Mr. Peters: No.

Mrs. Kiesling: OK. Then, the Fairways stand. My co, co-chair. I have to abstain from this issue. So.

Mr. Griffith: As we're all aware, we've had some discussion about this. Not recently, but a while back. We had revisions that came up relative to what triggers will take place in June and July and August. Tim has given us some instruction, been kind enough to renegotiate the new terms for the lease, and I just want to hit the highlights. It does offer some options for continuing for 2017 to 2022. It provides a one percent monthly late fee to encourage prompt payments which has been an issue in the past. It provides

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a date certain to present evidence of capital expenditures, which obviously has been in this year and the past two. If we took no action at this point, there was going to be an opportunity for the folks at the Fairways to basically say, "We're in control of what's going on here." And, despite the fact that we've had some concerns, I think it's fair to say about capital expenditures or other pieces and parts that are there. They've done a really great job at covering our dead surface associated with that cost. And, in addition to which if you look at, as Tim has done, some great research relative to what other people are paying in other parts of the country to serve as renters on these golf courses. They are paying really, really well. So, we would, if we were to take it out to the advantage of other things, it probably wouldn't generate the same amount of revenue, and we would have to cover more of that debt service on our own, too. So, I've had a chance to look at it, too. I think Tim has done a good job of negotiation. It also clarifies what was just kind of a bit of a convoluted lease in a couple of other ways too. So, I would definitely recommend its passage.

Mrs. Kiesling: We'll put it on the agenda for later. Soon. All right, I think that's it.

Mr. Cerreta: I've got one thing here that I've got to say. East Maple. Am I allowed? Do you want?

Mr. Cerreta: Yeah. Go ahead. If you want to air it, we'll continue. And, then for that, I want to update what's going on with East Maple Street and I'll talk about the Hoover Company a little bit. The meetings across the street, Engineering and Administration.

Mr. Peters: We're fine with it. We just, let's amend the agenda. Do I have a motion to amend the agenda to include discussion of East Maple Corridor?

Mr. Peters moved and Mrs. Kiesling seconded to include discussion of East Maple Corridor. All members present voting:  
Yes: All members agreed.

Mr. Cerreta: Well, I thought you'd want to know this beforehand. And we talked about the trees and we should have come out with this earlier. I said that before. Eric is going to put up the rendition. We met with them before about a lot of things, but East Maple is one we presented our version of what we want out there. Again, this is part of our JEDD. It was not paying for this but it is money that we can appropriate where we want. And, he's going to get the picture. First of all, when you look at the whole structure of it, we're moving McKinley down to the beginning of the white building. I don't know what that number building is building is. The reason we're moving McKinley down is a couple of different reasons. It kind of squares things off and gets it so close to our main streets. That will be so close to the square especially when they want to put it in the front when they want to go through the front. It helped the YMCA. Right now, the

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McKinley Street goes right next to the YMCA. When those kids come out of the building the YMCA, they're coming right through that rope. So, we tried to move that away from the YMCA where the busses come around and pick up the kids. So, that is one of the main reasons why we're taking the pool away from that. YMCA people are after that, and the drawing has been on the board for a long time, so that's what we presented to them. And, then there will be a light down by Taft also. And, a couple of properties in between that, too. So, what you see here. We talked about the trees.

Mr. Cerreta: Can you get me back to those pictures? OK. So, what you see here. We talked about the trees. This is the rendition of what we came up with. And, we had Dan Tillias put it up and we will be planning from this with the JEDD or with the JRS. But, we've asked them for some things, too. And, if you look at this, you'll see that there is a column that is very similar to the columns that are on our gateway entrance sign. You see the wrought iron fences. There are some bushes there. There are trees that go down. Then, you come out with the brick inlays. They'll be a little bit, probably double a little bit on every column going down. And, then you see in the, where the dents in here where the lights are, you'll see there will be stamped concrete. They'll be very similar looking stamps to what their stone will be on the columns. So, it kind of ties into that. And, then, we'll have the lights, but we won't have the runway lights. They will be a lot farther spread out. With that, it will have the banners on it and so on. And, then we'd like to put the trees. Now, David is in contact with possibly somebody that may donate the trees that costs could be paid for. The thing that we asked them to do, and I want to make this clear. We asked them to do this. So, we're not sure where we're at with that. When we look back, number one we would like them on the north side at the top to put six columns in with wrought iron fence to get rid of those areas where they have those light structures coming up now. We'd like to address that side up a little bit, and we would like them to put the bushes in along the side there. They are bushes which we hoped would be evergreen, which would be like a maybe a holly or something that stays evergreen all year round. And, then the trees, we would like them to pull the trees from the other side, those smaller ones. Because we would like to put pear trees in there. We'd like to cut both sides equally. We still have oaks over there. And, I know when we're done, we can take those and put them somewhere else. They can be used. But, those probably ask the nursery people if those are the right trees in there. They are turning their leaves and they had a lot of roots. So, at one time, if you want to vision this, if you can get those pears in there, it would be a white kind of all the way down the line. It's very nice, very even on both sides, too. So, that's kind of the rendition that we have there. And, the other thing we like pulling teeth out of them is we would like to have is some pub lights. We'd like them to pay for that, too. On the fence, all the way down. Every now and then they'd have enough light that shows that at night time.

Mrs. Werren: Off the post?

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Mr. Cerreta: Probably up a tree. Something wherever we .... I'm not an expert. But, as you can see there, that the renditions are all, you know nice looking. There are trees there, so we should have shown it before we pulled the other ones out. We probably wouldn't have had so many people complaining about it.

Mr. Peters: I think it looks good. Very well done.

Mr. Cerreta: Any questions?

Mrs. Kiesling: How did the parking lot issue go?

Mr. Cerreta: I wasn't in on that. I wasn't there for that.

Mrs. Kiesling: Jim. Eric. Where are we on the parking lot?

Mr. Bowles: They are scheduling a public meeting and they're trying to determine the date.

Mrs. Kiesling: Yah.... With the residents?

Mr. Bowles: Similar to a planning meeting where we'll have multiple wards around the room and have people station each one so they can better see the project.

Mrs. Kiesling: Like the park district did?

Mr. Bowles: Pardon me?

Mrs. Werren: Like the park district?

Mrs. Werren: Oh, never mind. The park district was something similar. It's a good idea.

Mr. Cerreta: What we'd like to do. A little bit about the front of the building because I know a lot of people have been concerned. For one thing that we had a discussion about, you go back to East Maple. This far. There were a lot of heated conversations. They wanted....They had signs already set up that they want to put up.

Mrs. Kiesling: And they don't match ours.

Mr. Peters: They don't match anything that we own. And, the ones that I told you about, the other one for the parking lots looks like this. It looks like something you would see at the airport. OK? And, try not to be critical, you know, but I don't call people's thing ugly, but this was ugly. And, it didn't go with anything. They wanted it

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exact, I understand that. But, communication needs to get back. Now, this is our rendition. You have it, Eric. Their rendition of the front of the building.

Mr. Bowles: That was on the original plan.

Mr. Peters: Everybody has seen that. I have it right here. Do you remember the rendition that they have of the front of the Hoover Company? Have you seen that? Do you remember?

Mrs. Werren: Yes.

Mr. Cerreta: And, we had discussions. Now we can't post stuff on the buildings that is a grant that allows historical. They gave us the names of the stuff that they took on. So, we showed them this three years ago, and we're still thinking about what we're going to do. We wanted to be out in front of them and say, once again, I thought their paint was ugly. This is something that is acceptable for our people, and we can do. They did like the clock tower on the corner. They were intrigued by it. And, we want a water feature of some kind, and they really didn't think. But, we want something as a community gathering place. I'm telling everybody that because the people are going to be parking on that front and I know our citizens are going to have a conniption with that. That's their property. We have to accept it. We want it. This is ours. We want to spread out to a community gathering place. So, we told them we want to be able to close up East Maple and go across to the amphitheatre and have concerts there, make it a community thing. I don't know if they care about that to be honest with you myself. So, I'm really just a little bit set back to be honest with you. And, then we have other areas. I think, it's a good thing we have a master plan. I want to tell you that because our master plan shows us how to decorate up this downtown with brick and all. So, they had a master plan, and that's something to go against. So, and we showed them other things, you know the Charlotte Building around there, the areas around it that we're addressing now. So, hopefully the fact that they did that for all the digital drawings that they were taking back to California. We tried to be as nice as possible, but in effect that's how it is. Now, I'll finish with this analogy I left you. My son was married over a year ago, and we still don't have his wedding pictures. The people who did the wedding pictures haven't done the wedding pictures yet. What do you do in that case? Do you tell the people that go you know what and forget it, I'm not going to pay? You can't do that, can you? You want those wedding pictures so bad, they are part of your life. And, we can't tell those people to do sometime what we want them to do because we want this so bad. This is part of our community. This is our life here, our community. So, we have to treat that with negotiations and hopefully we can make sense out of what happened to them. We told them that we want people there. We will support people, and make it look good so people want to work down there, want to eat in their restaurants, want to go to whatever they put out in the front there, and we'll try to do the

Meeting Minutes: FINANCE AND PROPERTY COMMITTEE MEETING  
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best we can to make them to make it that way. So, just trying to keep you updated about that. It was an iffy, iffy meeting, and we presented what we wanted about that. OK. That would be nice.

Mrs. Kiesling: Thanks, Mark.

Mr. Peters: Thank, Mark. OK. That includes the business. I'll entertain a motion to adjourn the Committee of the Whole.

Mrs. Werren moved and Mrs. Kiesling seconded to adjourn the Committee of the Whole. All members present voting:

Yes: Cerreta, Kiesling, Foltz, Griffith, Werren, Peters

No: 0

**RECOMMENDATIONS:**

Based upon the above discussion and debate, the Committee recommended the following actions on the four agenda items:

1. **Purchase Authorization for Vacuum / Jet Truck:** Recommend approval and placement on Council's agenda.
2. **Discussion – Income Tax Paid by Residents to Other Municipalities:** No action taken.
3. **Financial Statement – April, 2014:** Recommend approval and placement on Council's agenda.
4. **Second Addendum Fairways Lease:** Recommend approval and placement on Council's agenda.

Meeting Minutes: FINANCE AND PROPERTY COMMITTEE MEETING  
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Marcia Kiesling, Acting Chairperson  
Personnel & Safety Committee

ATTEST:

\_\_\_\_\_  
Director of Finance

RECORD OF PROCEEDINGS – EXECUTIVE SESSION

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Meeting Minutes: EXECUTIVE SESSION FOR PERSONNEL AND SAFETY COMMITTEE MEETING  
Held: Monday, June 9, 2014

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**EXECUTIVE SESSION  
PERSONNEL AND SAFETY COMMITTEE**

**Monday, June 9, 2014**

The Personnel and Safety Committee of North Canton City Council met Monday, June 9, 2014, in the Council Chambers at North Canton City Hall at 6:00 p.m.

Present for the meeting were: Chairperson Peters and committee members Foltz, Cerreta, Griffith, and Kiesling. Member Foltz moved and Kiesling seconded the motion to excuse the absence of member Werren. All voted in favor of the motion.

Also present were: Director of Administration Grimes, Director of Law Fox, and Director of Finance Alger.

Upon a roll call vote of Council, all present moved into an executive session for the purpose of personnel matters pertaining to the employment of a public employee. Member Werren joined the session in progress. Director of Administration Grimes, Director of Law Fox, and Director of Finance Alger did not attend the executive session.

The executive session adjourned at 7:15 p.m. No action was taken as a result of the executive session.

Respectfully submitted:

\_\_\_\_\_  
Daniel Peters, Chairperson

\_\_\_\_\_  
Mark Cerreta, Member

\_\_\_\_\_  
Doug Foltz, Vice Chairperson

\_\_\_\_\_  
Marcia Kiesling, Member

\_\_\_\_\_  
Dan Griffith, Member

\_\_\_\_\_  
Stephanie Werren, Member

RECORD OF PROCEEDINGS – EXECUTIVE SESSION

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Meeting Minutes: EXECUTIVE SESSION FOR PERSONNEL AND SAFETY COMMITTEE MEETING  
Held: Monday, June 16, 2014

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**EXECUTIVE SESSION  
PERSONNEL AND SAFETY COMMITTEE**

**Monday, June 16, 2014**

The Personnel and Safety Committee of North Canton City Council met Monday, June 16, 2014, in the Council Chambers at North Canton City Hall at 6:00 p.m.

Present for the meeting were: Chairperson Peters and committee members Foltz, Cerreta, and Kiesling. Also present were: Mayor Held, Director of Law Fox, and Director of Finance Alger.

Member Foltz moved and Kiesling seconded the motion to excuse the absence of members Werren and Griffith. All voted in favor of the motion.

Member Kiesling moved and Foltz seconded the motion to move into executive session for the purpose of discussing personnel matters pertaining to the employment of a public employee. Upon a roll call vote each member voted in favor of the motion. Member Werren joined the session in progress. Mayor Held, Director of Law Fox, and Director of Finance Alger did not attend the executive session.

The executive session adjourned at 7:40 p.m. No action was taken as a result of the executive session.

Respectfully submitted:

\_\_\_\_\_  
Daniel Peters, Chairperson

\_\_\_\_\_  
Mark Cerreta, Member

\_\_\_\_\_  
Doug Foltz, Member

\_\_\_\_\_  
Marcia Kiesling, Member

\_\_\_\_\_  
Stephanie Werren, Member

RECORD OF PROCEEDINGS – COMMITTEE OF THE WHOLE

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Meeting Minutes: PERSONNEL AND SAFETY COMMITTEE MEETING  
Held: Monday, June 16, 2014

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**EXECUTIVE SESSION  
PERSONNEL AND SAFETY COMMITTEE**

**Monday, June 16, 2014**

The Personnel and Safety Committee of North Canton City Council, as part of the Committee of the Whole meeting, was called to order Monday, June 16, 2014, at 6:00 p.m., in Council Chambers, by President of Council Daniel Peters.

Present for the meeting were: chairperson Peters, Committee Members Foltz, Cerreta, Kiesling, and Werren. Member Griffith was absent. Member Foltz moved and Griffith seconded excusing Member Griffith's absence.

Members present voted unanimously to excuse Member Griffith's absence.

Also present were: Director of Administration Grimes, Director of Law Fox, Director of Finance Alger, City Engineer Benekos, and Acting Clerk of Council Teis.

**Agenda Item:** Discuss and deliberate the applicants for appointment to the Ward 4 council member position to serve the remaining balance of the vacant position.

Mr. Peters: I'd like to reconvene the Personnel and Safety Committee Meeting. No action was taken during Executive Session. I'd like a motion and a second to move from Executive Session.

Mr. Foltz: I'd like to motion that Member Werren did join the Executive Session.

Mr. Peters: Yes. Let the record show that Member Werren joined in progress.

Mrs. Werren: I had rain detours. Rain detours. It was bad.

Mr. Peters: I need a motion. All in favor. Aye.

Mr. Peters: Those in favor, same sign. OK. May we have a motion and second to move from Executive Session.

Mr. Foltz moved and Mrs. Kiesling seconded to move into Executive Session.

All in favor: Aye. Those opposed, same sign: Aye. OK. And, motion to adjourn the Personnel and Safety Committee Meeting.

Mr. Peters: Motion to adjourn the Personnel and Safety Committee Meeting.

## RECORD OF PROCEEDINGS – COMMITTEE OF THE WHOLE

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Meeting Minutes: PERSONNEL AND SAFETY COMMITTEE MEETING  
Held: Monday, June 16, 2014

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Mr. Foltz moved and Mrs. Werren seconded. Will you call the roll, please?

Yes: Werren, Foltz, Cerreta, Peters, Kiesling

No: 0

Mr. Peters: We are adjourned.

Mr. Peters: Call to order the Committee of the Whole Meeting for Monday, June 16 at 7:40 p.m. First up is Personnel and Safety. We are discussing and deliberating the applicants for appointment to Ward Four, Council Member position to serve the remaining balance of the vacant position. We had two applicants. We had Mr. Roy Batista, Mr. Dominick Fonte. We conducted the interviews last week, and I guess I'll start off. I have known Roy for quite some time, and his resume is, you know, speaks for itself. He's been with the City over 27 years. He's come back and pitch-hit for us on a few occasions. It has always been in the background for any advice and has always been, you know very helpful and forthright with his advice and his opinions on things. And, Mr. Dominick Fonte, you know a City resident for nineteen years, has worked his whole career in and around the City of North Canton. You know, his resume is also impeccable. You know, they're both community guys. In my opinion, I don't think we can go wrong either way. You know, I've been, lobbied heavily on both sides. Well, no actually on just one side. You know from certain members of the community, and I think they are maybe a little mistaken in their reasons behind lobbying. I think both of these folks, you know one being, having a lot of expertise and history in the City and one having really none in the political arena, would both bring positive things to the Ward 4 position. I think both would work tirelessly and make a seamless transition, I believe. So, I'll open it up to Council. Does anyone have anything, anything to say?

Mr. Cerreta: I do. And, that's well said. I mean, it is, you know for two people to come and put their name out in front of everybody, we wish we had more people first of all. And, we're so happy that these two folks that did step up. And, good citizens, and know a lot of people throughout, and just in my being newer and everything, I really do like the kind of fresh look, new forward looking step that maybe Mr. Fonte has. I really think that a non-political look, more community guy who is a realtor which deals with a lot of citizens in a lot of different ways, a lot of issues, a lot of problems. Very similar to the calls that we get, problems that we have. I would think he'd have to be a problem-solver to do that. I think we're problem solvers. That's what we do as leaders. I think we saw some really good enthusiasm with him and maybe some ideas about housing and that was one of the main things that we're looking forward to, that he could bring a new perspective to. I really think on the other side, Roy has, you know a good history behind it. I haven't known Roy like you folks for years. And, I don't know how much community involvement that he has been involved with, and he's a very nice man and has a great law monotone. But, I really do, looking on the side of Mr. Fonte, I really think, I like the freshness and the non-political community-minded person that he is, for myself.

## RECORD OF PROCEEDINGS – COMMITTEE OF THE WHOLE

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Mrs. Werren: I would agree with Mark on that. It was interesting. He kept talking about the 1300 people that he helped find homes throughout the community, and he had direct reasons for why he had picked North Canton to live himself, and then new people to this community, and those are things that we think about all the time. And, we talked to him about, a little about rental issues, and what he thought. And, he actually owns property in the City as well, and Doug asked him a couple of questions about that, and it was just even things that we hadn't thought about. His kids go to North Canton schools, and he's been an involved parent in that realm, and he's been an independent person, an independent contractor I would say. And, so he understands the cost of things. He talked about how much his health insurance cost, his deductibles and he also hasn't been in the public sector in that regard. So, I appreciated all that. He has an enthusiasm, kind of a desire to just be a part of things and help them. And, I liked that. But, on the other hand, our other candidate, he's been with, you all know him a lot better than I do, but I think his skill set was very strong. It's always nice on certain points I think it's nice to have an attorney on the board, even though I know we have Tim. As an employee, it's different to have one on the board to look at things differently. But, I appreciated both of them. It's hard to put your name out there. In the paper today, it said their two names and it's hard. We obviously didn't have a lot of applicants that were interested. So, we're excited to have both of them. And, then I think all of us gratefully impressed to see their skill set and know that either way it would be a good decision.

Mrs. Kiesling: I agree. Either way we couldn't go wrong. And, I was very pleased to speak with both of them. It also brought back memories when I went into my interview all those, Good Lord, a long time ago. The one question that I remember, it was Greg Sarbaugh asking me, you know, "What else do you do other than being a Mom and being a nurse? What else is there in your life?" And, you know I didn't know what to say. You know, I'm a trustee at my church. I was a Sunday School teacher. You know, I had a lot of stuff that I do in the community, and Dominec has a lot of stuff he does in the community. He's very visible. He is very active. He's come to many meetings. He's just a great guy from what I've seen. I think Roy's experience and expertise would be wonderful but you know, but at this point I'm leaning towards Dominick and I think a fresh, new enthusiasm is something we need right now.

Mr. Peters: I appreciate everybody weighing in. Like I said, we're not going to go wrong with this selection. Dominick presents something that he does on some rentals. I'm very interested to see how that shapes out, and my vision of where we go with this. But, he's a community person and he stepped up. And, like you said, I'm disappointed that there's only two candidates when you look at things. I mean, that's what it comes down to and I don't know why that is. So, hopefully that changes in the future. Roy has stepped up and helped us in every way possible, pinch hit and came in when we needed help. And, he's the history of North Canton. Sometimes when you need to learn from history. I favor Roy

## RECORD OF PROCEEDINGS – COMMITTEE OF THE WHOLE

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Meeting Minutes: PERSONNEL AND SAFETY COMMITTEE MEETING  
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over Dominick just in that case. You know, I think he's been a good man for North Canton, and he applied first, had his application in and we'll hold that when we vote. It's not against the other candidate. I think we're going to be in a good place with either one of them. I just prefer Roy's experience and what he brings to this City and this council.

Mr. Foltz: Well, for the record, and for whatever it's worth to the rest of Council, I spoke to Member Griffith prior to the meeting. He is on vacation. He could not join us tonight. But, I asked him who he favored out of the two candidates, and he basically said the same thing we did. That, either way we can't go wrong, but he did favor Dominick Fonte. If he was here, that would be his choice. But, I want to reiterate what Mark said. I think it's very important. I want to, regardless of how the vote goes tonight, I want to thank both of these folks. You know, to put your name out there for a selection. One's not going to get the selection. But, not just that, but the scrutiny you're going to open yourself up to moving forward. And, we talked about that in the interview process. I mean, you know, for public consumption, you know we, one of the things that we talked about was that whoever gets this appointment is opening up themselves up to not just your political decision scrutiny, but you know everything. Personal. Professional. There are going to be folks within the Community who will intrude on your personal and professional life. You know, and they both understood where I was coming from, where we were coming from on that. And, we're still after we tried to talk them out of it, they were still willing to move forward with it. So, I will give these two gentlemen all the credit in the world. You know, we know how hard it is. So, anyways, OK, is there any further discussion in regards to this? If not, I will open it up. I'll hear a motion and if there's a second, we will vote to elect a council member for the fourth ward. Are there any motions?

Mr. Cerreta: I move to, are we moving to appoint a specific individual, or are we voting for whoever we.....

Mr. Foltz: You will motion to appoint whoever you want.

Mr. Cerreta: I move to appoint Dominick Fonte as Council Ward 4.

Mrs. Kiesling: I'll second.

Mr. Foltz: OK. We have a motion and a second. Clerk, can you call the roll please.

All members present voting:

Yes: Cerreta, Peters, Werren, Kiesling

No: Foltz

Mr. Foltz: Thank you. OK. And, with that, now that we have elected a Ward 4 member to serve the balance of the vacant position, we will swear the new member into office prior to

RECORD OF PROCEEDINGS – COMMITTEE OF THE WHOLE

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Meeting Minutes: PERSONNEL AND SAFETY COMMITTEE MEETING  
Held: Monday, June 16, 2014

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our June 23<sup>rd</sup> meeting at 7:00 p.m. And, seeing that this is a special meeting, and nothing else can come before this Council, I will accept a motion to adjourn.

Mr. Cerreta moved and Mr. Foltz seconded to adjourn the Special Council Meeting.

All members present voting:

Yes: Cerreta, Werren, Kiesling, Foltz, Peters

No: 0

The meeting adjourned at 7:53 p.m.

Respectfully submitted:

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Daniel Peters, Chairperson  
Personnel & Safety Committee

ATTEST:

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Director of Finance

RECORD OF PROCEEDINGS – EXECUTIVE SESSION

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Meeting Minutes: EXECUTIVE SESSION FOR PERSONNEL & SAFETY COMMITTEE MEETING  
Held: Monday, June 18, 2014

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**EXECUTIVE SESSION  
PERSONNEL AND SAFETY COMMITTEE**

**Wednesday, June 18, 2014**

The Personnel and Safety Committee of North Canton City Council met Monday, June 18, 2014, at 3:30 p.m. in the Council Chambers at North Canton City Hall.

Present for the meeting were: Chairperson Peters; Committee Members Foltz, Cerreta, Kiesling, and Werren.

Also present were Director of Law Fox, and Director of Finance Alger.

Upon motions from Member Foltz and seconds from Member Kiesling and a unanimous roll call vote of Council, all voted to excuse Member Griffith, and all present Council members moved into an executive session for the purpose of personnel matters pertaining to the employment and compensation of a public employee. The executive session adjourned at 5:05 p.m. No action was taken as a result of the executive session.

Respectfully submitted:

\_\_\_\_\_  
Daniel Peters, Chairperson

\_\_\_\_\_  
Mark Cerreta, Member

\_\_\_\_\_  
Doug Foltz, Member

\_\_\_\_\_  
Marcia Kiesling, Member

\_\_\_\_\_  
Stephanie Werren, Member



# City of NORTH CANTON, OHIO

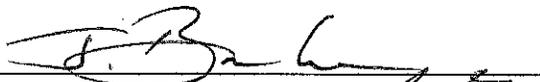
145 NORTH MAIN STREET  
NORTH CANTON OHIO 44720-2587

## LEGISLATION REQUEST

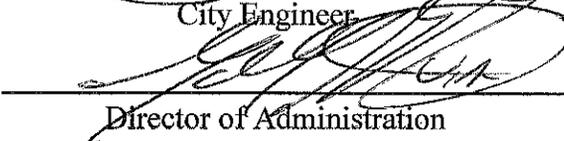
June 9, 2014

To: **Daniel J. Peters, President**  
*City Council*

Subject: Sewer Rate Study - **Discussion Item Only**

Requested By:   
City Engineer

Date: 6/9/14

Approved By:   
Director of Administration

Date: 6/8/14

The sewer rate study update is completed as requested. We would like to discuss the results and possible options to amend the ordinance. I will be preparing a handout for Monday's Committee meeting.

(Ordinances, Rules & Claims)

Ordinance No. 56-14

An ordinance amending Chapter 107 Public Records of the Codified Ordinances of the City of North Canton, Ohio, to fully comply with and abide by both the spirit and the letter of Ohio's Public Records Act, R.C. 149.43 et seq., and to update the City's policy with the current costs to reproduce records.

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

Section 1. That Chapter 107 - Public Records, of the Codified Ordinances of the City of North Canton, Ohio, be, and the same is hereby amended to read as follows:

**107.01 MISSION STATEMENT.**

The City believes openness and transparency leads to a better informed citizenry, which leads to better government, and better public policy. Consistent with the premise that government—at all levels—exists first and foremost to serve the interests of the people, the City's mission and intent is to fully comply with and abide by both the spirit and the letter of Ohio's Public Records Act. R.C. 149.43 et seq.

**107.02 DEFINING PUBLIC RECORDS.**

All City records are public unless they are exempt from disclosure under federal or Ohio law. All public records shall be organized and maintained in such a way that they are available for inspection and copying.

A record is defined as a document, in any format, that is created, received, or comes under the City's jurisdiction, and which documents the City's organization, functions, policies, decisions, procedures, operations, or activities.

**107.03 RESPONSE TIMEFRAME.**

Public records are available for inspection during regular business hours, with the exception of published holidays. Public records shall be made available for inspection promptly. Copies of public records shall be made available within a reasonable period of time. "Prompt" and "reasonable" take into account a number of factors, which include, but are not limited to, the volume of records requested; staffing levels; the proximity of where the records are stored; and the necessity for legal review and/or redaction of the records requested.

**107.04 RESPONDING TO REQUESTS.**

No specific language is required to make a request for public records. The requester must at least, however, identify the records requested with sufficient clarity to allow the City to identify, retrieve, and review the records. If it is not clear what records are requested, the City shall contact the requester for clarification, and shall assist the requester in revising the request by informing the requester of the manner in which the office keeps its public records.

A records request need not be in writing, and the requester does not have to provide the requester's identity or the intended use of the requested public record. However, Ohio law permits the City to ask for a written request, the requester's identity, and/or the intended use of the information requested, but only (1) if a written request or disclosure

of identity or intended use would benefit the requester by enhancing the City's ability to identify, locate, or deliver the requested public records; and (2) after informing the requester that a written request is not required and that the requester may decline to reveal the requester's identity or intended use of the requested records.

A City employee that receives a public records request shall immediately notify the City's Public Records Officer. The Public Records Officer shall work with the City employee and Director of Law to ensure that the City's response complies with Ohio law and the City's policy. The Public Records Officer shall maintain a log of each public records request together with a copy of the response, and shall be responsible to deliver the City's response to the requester.

An electronic record is deemed to exist so long as a computer is already programmed to produce the record through simple sorting, filtering, or querying. And although the City is not obligated to create new records, or perform new analysis of existing information to satisfy a public record request, it may accommodate a requester by generating new records when it makes sense and is practical under the circumstances.

In processing a request for inspection of a public record, a City employee must accompany the requester during the inspection to make certain original records are not removed, altered, or destroyed. A copy of the most recent edition of the Ohio Sunshine Laws manual is available via the Attorney General's Internet website ([www.ohioattorneygeneral.gov](http://www.ohioattorneygeneral.gov)) for the purpose of keeping employees and the public educated as to the City's obligations under the Ohio Public Records Act, Open Meetings Act, records retention laws, and Personal Information Systems Act.

#### **107.05 DENIAL OR REDACTION OF RECORDS.**

If a requester makes an ambiguous or overly-broad request or has difficulty in making a request for public records, the request may be denied, but the City must provide the requester an opportunity to revise the request by informing the requester of the manner in which the City maintains and accesses records.

A denial of a public records request shall include a written explanation and the legal authority to do so. If portions of a requested record are public and portions are exempt, the exempt portions shall be redacted and the rest released. The City shall make the redaction plainly visible, and each redaction must be accompanied by a written supporting explanation, including the legal authority.

Ohio's General Assembly has passed a number of laws that protect certain records by requiring or permitting a public office to withhold them from public release. If the City invokes one of these exceptions, it may only withhold a record or part of a record clearly covered by the exception, and it must provide the requester the written, legal authority it is relying on to withhold the record.

#### **107.06 COPYING AND MAILING COSTS.**

Those seeking public records may be charged only the actual cost of making copies, not the labor cost. Currently, the established cost to reproduce records is as follows:

- (a) The cost for black and white photocopies is three cents (\$.03) per single-sided sheet; the cost for two-sided black and white photocopies is six cents (\$.06) per sheet.
- (b) The cost for color photocopies is 13 cents (\$.13) per single-sided sheet; the cost for two-sided color photocopies is 26 cents (\$.26) per sheet.
- (c) The cost for a black and white digital scan of a document is one cent (\$.01) per page. The cost for a color digital scan of a document is nine cents (\$.09) per page.
- (d) For discs, video, or cassette tapes, the fee shall be the replacement cost for the requested medium. Reproduction costs may only be charged if a commercial or professional service is contracted to provide the requested copies.

- (e) Persons requesting photographs pursuant to this policy shall be charged the actual cost the City incurs for the reproduction of the photographs.
- (f) For any other type of media, the fee shall be the replacement or reproduction cost for that particular media.
- (g) The cost of copies shall be analyzed and updated from time-to-time as the cost of reproducing records changes.
- (h) Established costs and fees under this policy shall be clearly posted and visible to the public.

A requester may be required to pay in advance for costs involved in providing the requested copies. The requester may choose whether to have the record duplicated upon paper, upon the same medium in which the public record is kept, or upon any other medium on which the City determines that the record can reasonably be duplicated as an integral part of the City's normal operations.

**107.07 DELIVERY METHODS.**

Ohio's Public Records Act does not require the City to provide records via telephone, e-mail, facsimile, or Internet. R.C. 149.43(B)(7). If so requested, however, the City must provide copies via ordinary U.S. Mail. Therefore, to ensure that requested records are delivered promptly and to the intended recipients, public record delivery from the City shall be accomplished in one of two ways: 1) the requester—or the requester's designee—may pick up requested records at City Hall; or 2) the City shall have the requested records delivered by the United States Post Office with delivery confirmation. The requester is responsible for the cost of postage, but not the fee for delivery confirmation.

**107.08 MANAGING RECORDS.**

City records are subject to records retention schedules. The City's current schedules are available at City Hall, a location readily available to the public as required by Ohio Revised Code 149.43(B)(2).

- Section 2. That if a provision of this ordinance is or becomes illegal, invalid, or unenforceable, that fact shall not affect the validity or enforceability of any other provision of this ordinance.
- Section 3. That this ordinance shall take effect and be in full force from and after the earliest period allowed by law.

North Canton, OH  
Passed:

\_\_\_\_\_  
MAYOR

SIGNED: \_\_\_\_\_, 2014

ATTEST:

\_\_\_\_\_  
DIRECTOR OF FINANCE