

MINUTES FROM COUNCIL MEETING
CITY OF NORTH CANTON
MONDAY, MAY 9, 2016

1. Call to Order

COUNCIL PRESIDENT PETERS: I'd like to call to order the Council Meeting, Monday, May 9, 2016, 7:02pm.

2. Opening Prayer – Reverend Jay Clarke, St. Paul Roman Catholic Church.

3. Pledge of Allegiance

4. Roll Call

COUNCIL PRESIDENT PETERS: Clerk, please call the roll?

Roll call found the following council members in attendance: Cerreta, Foltz, Fonte, Kiesling Peters and Werren. Thus having 6 in attendance.

COUNCIL PRESIDENT PETERS: May I have a motion and a second to excuse Member Griffith?

COUNCILMAN FOLTZ: Motion to excuse Member Griffith.

COUNCILMAN CERRETA: Second.

Roll call vote of 6 yes to excuse Member Griffith.

5. Consideration

COUNCIL PRESIDENT PETERS: Thank you. May I have a motion and a second to approve as presented:

Mayor's Court Receipts: March 2016
Council Meeting Minutes: April 11, 2016
Special Council Meeting Minutes: April 18, 2016

COUNCILMAN FOLTZ: Motion to approve as presented.

COUNCILMAN CERRETA: Second.

Roll call vote of 6 yes to approve the above report and minutes.

COUNCIL PRESIDENT PETERS: Thank you very much. At this time we will accept comments from the public. A few rules, there's a five minute time limit, once you have reached the time limit, you'll be asked to return to your seat. There will be no back and forth question and answer debate during the public speaks portion. And I ask that you state your name and address before you make your comments. So at this time, if you wish to address council please step forward.

6. Recognition of Visitors

GREG SARBACH: 611 Northbury Circle NE. North Canton, Ohio. (inaudible) North Canton has been a great place to live, raise a family and now retire. Our city's seal states pride in our past, hope for our future. It would seem that this council does not have pride in part of the past beginning in 1963 when Mayor Swindell signed a resolution designating the city as the Dogwood City. This was due to requests from numerous citizens and organizations, and because of the aesthetic value of the Dogwood tree as it was planted into the community. Over the last 53 years, hundreds, if not thousands of Dogwood trees were purchased for North Canton City School children. I cannot tell you how many of those trees have survived to adorn the homes in our city. I'm told that an unnamed person or persons questioned this 1963 resolution at a 2012 community forum leading to a correlation of the most recent master plan. The master plan suggested dropping the Dogwood tree designation for our city, so we would be titled as just North Canton. I know that council has had private and public requests to maintain the Dogwood tree designation, but I'm not aware of any public or private support to drop the designation. Other than the current master plan. Unless there is some compelling cost benefit to pass Resolution No. 1 – 2016. I urge you to not pass its third reading, so that we may be maintain a little bit more pride in our past. Thank you for your time and your service.

JESSICA STRAIA: My husband and I live on 638 Portage St NW, we moved in a month ago. It's a beautiful home, however one of the issues that we have is Portage, and it's a main road at least right off of 77. A lot of my access for deliveries and any persons coming to our house, they forget how to get to our house, and the main road that actually goes to our house is a back alley. And it's not named, it's just kind of there. It's poorly patched but that's really not this issue, because it drivable. But one of the topics we wanted to talk about today is can we give it a name? Can we give it a purpose, can we make something that's special to North Canton, because then I can tell people hey, if you coming to my house don't just go down looking for that small alley on the side. Pick a name, and that way when I get my washer and dryer and my refrigerator we're not walking the

traffic on Portage, because I got a lot of people that didn't like me in the neighborhood. And it would just be a little more inviting when we have deliveries. So that is my main concern. It's a beautiful alley, it's a beautiful home, and my husband and I are both North Canton graduates. We hope the same for our son who is 4 and we hope to maybe call it Aden alley or Aden Way. Thank you so much. Oh, there's 5 homes that have access to that alley, it's kind of a driveway for some.

COUNCILMAN FOLTZ: If I could make a comment, I did visit the resident there, it's a beautiful older home that, what we want in the city to attract younger families with young children. And I think we should obviously look into and some administrative point of view and see what we can do. Because it is when you drive down there if you don't see it you'd think its purpose as a driveway. I'm not quite sure how it's laid out on our maps, but if we could somehow name that so it is a street. We don't want a lot of traffic obviously back there, but it is accessible for those residents to get to their backyards and to park for their garages. It starts on Willaman and it runs west I think almost to 700, 720 Portage and then it runs back into Portage. So it is the only access point for those residents there. So I asked the administration to look into that, or a law director, see what we need to do, I haven't been involved in my 20+ years to rename anything. But you know, let's look into it and see what we can do to identify it and help the residents there. Alright, thank you.

COUNCIL PRESIDENT PETERS: Anyone else wishing to address council?

CHUCK OSBORNE: 307 Fairview Street SE, North Canton, Ohio. I don't have any prepared remarks, but I did want to address several pieces of legislation here. The first one here, 33 – 2016, again I scratch my head you continue to give these tax abatements to multi-millionaires and corporation. I think this is probably the second abatement Reed Funeral Home have had. They've brought one job to town, I think he's only there 20 hours a week. The compensation that you propose for the key positions here in the city, I think I provided that to the council. Since 2013, we're looking at a 26% raise for the Director of Administration, a nearly 44% increase for the Director of Law and nearly 28% for the finance and the city engineer. Mr. Peters started this is because of the search for a new finance director. Maybe I should call to your attention the responsibility of the Director of Finance have probably been cut in half in the last year or so. We are outsourcing our income tax collections to the state, and utilities have been automated. Both of these activities have resulted in probably a 50% reduction in personnel in the finance director. So that's one thing, and I don't think this is warranted one iota. I went back and looked at the ad that was posted back in 2010 when Mrs. Alger came, and she apparently has made it a routine to not show up for meetings anymore. I guess I can't blame here, same thing with Mr. Benekos here. You've actually reduced the requirements for this job, the qualifications. You're requiring a CPA or MBA. I qualify, I have an MBA. You require a banking and finance, I have banking experience in commercial lending with the former Bank One. I have several years' credit experience lending millions of dollars. I qualify for this job. Of course, you'd probably hire a monkey before you'd hire me, but I don't know why these salaries are being increased and why the job description and the qualifications are being watered down. There are so many qualifiers in this announcement, there's nothing to hang your hat on. You can have this or you could qualify for this. Are we grooming a friend of the mayor or a former friend of council for this position? I've been up here for 16, 17 years and it's getting to be a musical chairs of the people that cycle in and out of key positions in this city. I was stunned years ago when Mr. Zumbar after just a short while, it became obvious that this was a temporary stop for him on his move up the ladder. So I'd like to know honestly why there was a need to increase these salaries. North Canton is still struggling, you're going to create such a disparaging in salaries which means the rank and file workers in this city and for many years what we've seen is either no salary increase for these unionized employees or 1%, 2% a year. And you increase the cap for these positions in double digits, I'm sure you're not stupid, a 25% increase for somebody making \$100,000 a year is \$25,000. How much of an increase for somebody at the bottom of the pole making \$25,000, and you just give them a 1 to 2% increase. You're creating problems for yourself down the future. And I don't know if these people can strike but you're obviously looking at going directly to binding arbitration and you're going to lose every time because of these inflated salaries that you're giving out. That's all. Thank you.

MIRIAM BAUGHMAN: 320 Weber Ave. I did some research this past week with salaries. I emailed the three sister cities, I contacted Green, Canton and Akron. I contacted them all by email, they all answered me within 48 hours, and nobody asked me to send them any money. As you see by my research, and the numbers maybe a little bit off, some of this is through the computer. North Canton is the second smallest city in population. If you look at the salaries for the Director of Law, our second smallest population has the second highest salary. The only salary higher for Director of Law is Akron with a population of 198,000, which is about 7 or 8 times what our population is. Anybody that reads the ads in the paper knows there is a surplus of lawyers. There have been universities who are closing their law schools because there are no jobs for lawyers. So my personal opinion is that this salary is inflated unnecessarily. Same with the Director of Finance, we're the second highest salary and I realize it's the range and that's the final cap. What they sent me was either a fixed salary or (inaudible). Again, the Director of Finance the only one that's higher is Akron with their 198,000 folks. So I ask you not to pass this on emergency tonight, do a little bit more research and make new salaries more realistic. My second hand out is copies of building permit for the new assisted living on Applegrove. And as you see the value of the buildings are \$16 million dollars. It's going to be a huge business with three-story apartment buildings, assisted living, I don't know how many beds that are going to be in the assisted living. Usually these big ones are 100 beds. And the single rooms usually command around \$4,000 a month rent. Most of the jobs are minimum wage jobs, except I know they have a corporate director of the assisted livings and they will have one director of nursing. They'll have one LPN on each shift, the rest are all minimum wage jobs. There's going to be a lot of money made on this complex. So I ask you to please consider not giving this developer a 15 year, 100% abatement. And if you feel that you have to give them some abatement cut it down, make it 25%. Like I said, there's going to be a lot of money made here. And our schools need the money very, very badly. Thank you.

JOHN ARNOLD: 95 Winston Rd, Akron, Ohio, 44313. In my experience going to public meetings mostly empty council room, it's a very positive thing. Means each one of you are really doing a good job and the feathers are not ruffled too much. So for

that, thank you all for doing, you know a good job and having the best interest of our community in mind. Just very briefly, in regards to the CRA legislation, as I've stated before I'm a North Canton guy, I graduated from Hoover with a little convincing hopefully down the road with my wife moving back down here in this community. And it would be a shame to see you guys not use every single economic tool within your tool chest to continue to keep this community, each one of us in here usually thinks of when you think of North Canton. You think of wonderful, safe neighborhoods, community, great jobs, wonderful city services, the schools of course top notch. I would hate to see a wasted opportunity to keep our city a great place. So thank you all.

COUNCIL PRESIDENT PETERS: Thank you. Anyone else wishing to address council? Okay, seeing none, we will move onto old business. May I have a motion and a second to read by title only the third reading of Ordinance No. 33 – 2016?

COUNCILMAN FOLTZ: So moved.

COUNCILMAN CERRETA: Second.

Roll call vote of 6 yes to read by title only the second reading of Ordinance No. 33 – 2016.

7. Old Business

8. Ordinance No. 33 – 2016 Community and Economic Development Committee

An ordinance continuing Community Reinvestment Area ("CRA") agreements between the City of North Canton and LMD Property and Reed Funeral Home.

COUNCIL PRESIDENT PETERS: Thank you, Chairwoman Kiesling.

COUNCILWOMAN KIESLING: Yes, these are the agreements that we all have looked at the last four weeks. Any questions, concerns? The Reed Funeral Home expires the end of this year, so... Alright, I motion we adopt.

COUNCILMAN FOLTZ: Second.

Roll call vote of 6 yes to adopt the third reading of Ordinance No. 33 – 2016.

ORDINANCE NO. 33 – 2016 WAS PASSED BY A ROLL CALL VOTE OF 6 YES.

COUNCIL PRESIDENT PETERS: Thank you. May I have a motion and a second to read by title only the third reading of Resolution No. 1 – 2016?

COUNCILWOMAN WERREN: So moved.

COUNCILMAN CERRETA: So moved.

Roll call vote of 6 yes to read by title only the third reading of Resolution No. 1 – 2016.

9. Resolution No. 1 – 2016 Ordinance, Rules and Claims Committee

A resolution repealing and replacing Resolution No. 547 – 1963, designating the City of North Canton as "The Dogwood City".

COUNCIL PRESIDENT PETERS: Thank you, Member Werren.

COUNCILWOMAN WERREN: Mark, I'm going to let you talk about this a little bit.

COUNCILMAN CERRETA: This again, I know, Greg got up and spoke about this. This was part of the master plan that occurred in 2011, 2012. This was an open forum to anyone who wanted to come, and the outside firm that facilitated this from Kent State University, and part of the number one things was that they wanted a better identity to our city. So that was one of the number one things on the plan. So do you have a plan and follow it or don't you follow it. So this is where we're at this point with this. When you look at this, you know, in respect to what Greg said in the Dogwood trees, as I mentioned last week, I put in another resolution to make the Dogwood tree our city tree. So we'll respect its history, this is past weekend had the most beautiful Dogwood tree blooming I've ever seen in my career. But maybe I'm just noticing it, but there were a lot of Dogwood trees out there. I was wondering if that was God getting back to me for bringing this up. But they are very beautiful trees and I do think there is a place for them in our history. But to be called the Dogwood tree and that's what this thing said, didn't really identify who we are as a city, and that we should just be North Canton. So I'm just with those statements there, I'd like to move forward with this and adopt this reading of the third reading for this resolution.

COUNCILWOMAN KIESLING: Second.

Roll call vote of 6 yes to adopt the third reading of Resolution No. 1 – 2016.

RESOLUTION NO. 1 – 2016 WAS PASSED BY A ROLL CALL VOTE OF 6 YES.

COUNCIL PRESIDENT PETERS: Thank you. Onto new business, may I have a motion and a second to read by title only the first reading of Ordinance No. 37 – 2016?

COUNCILWOMAN KIESLING: So moved.

COUNCILMAN CERRETA: Second.

Roll call vote of 6 yes read by title only the first reading of Ordinance No. 37 – 2016.

10. New Business

11. Ordinance No. 37 – 2016

Personnel and Safety Committee

An ordinance amending Section 20 COMPENSATION, of Chapter 155 Personnel Regulations of Part One – Administrative Code of the Codified Ordinances of the City of North Canton to update the compensation level of exempt employees in line with non-exempt employees and thereby permit the City to promptly recruit, attract, and maintain highly trained and experience leaders and managers, and declaring the same to be an emergency.

COUNCIL PRESIDENT PETERS: Thank you very much. And before I ask for a motion and a second to adopt, this is a companion piece to Ordinance No. 38 – 2016 that deals with vacations as well. You know to some of the comments that were made earlier, Mr. Osborne, Ms. Baughman, I agree to an extent. I understand your argument and I'm looking at the salaries here, I'm looking at the size of community and I get that argument. But if we want to attract somebody from one of those communities that have you know experience dealing with a larger, much more diverse budget, we need to be competitive. You know, you want a small time Law Director, Director of Administration we're going to pay them small time pay too. You know, we need to be, I'm not necessarily looking at the size of the community, and I'm looking at the level of expertise that we're going to attract.

COUNCILWOMAN WERREN: Well, and I think the other thing to recognize and I appreciate this chart, but at this current time, you know looking at law and finance and the only one I'm not sure about is engineer. We're \$20,000 below, I mean most of these levels, so we are possibly with Wadsworth which somehow has you know lower numbers there. But if you look at the other ones and Fairview Park, I'm not really sure. We are \$20,000+ below in a lot of those. So I think you know and John, you said a good remark, its tools. Its tools that we have in our tool belt to attract and retain good talent. And this gives us the flexibility to have some higher limits. If someone comes in with all that expertise that we want and can handle challenges that we may or can bring other insight. Then we need that ability to move on that. I mean, I think possibly I think Green just hired somebody. So Green was able to attract somebody for \$100,000. And Wooster, I know we didn't pull Wooster's numbers, but they're considerably higher and they have a similar profile like we do.

COUNCIL PRESIDENT PETERS: And I think Chuck, in his comments kind of alluded to this fact, these aren't automatic raises for these positions. These are salary ranges. Okay, we have always and historically been lower than all the communities around us including the communities that are on here. I think we've always been very fiscally sound in our salaries that we've given some of our executives. And you know, it's just where we're at right now, I looked at Green when they hired their finance director. The low end was \$95,000 and I think it was upwards \$125,000. So you know we put ours out the same time they did and the current ones we have. But anybody that was coming in if we kept it at where we were at, okay, and you compare apples to apples, where are you going to get the better applicants? They're going to go to Green. It's just as simple as that. And again, I understand the size of the city argument, I get that. And I'm with you 100% on that, but in order to attract the type of talent that we want to attract, we have to compete with some of the bigger folks. It's really as simple as that. Mark?

COUNCILMAN CERRETA: You know I'm a big proponent of ranges, ranges offer you a wide variety, it doesn't mean we're going to hire them at this at that level. But the other thing ranges do it gives you incentive for keeping those people. As they grow, as they move further you can move their salary up, especially, we don't want to lose people when we do get them. So to have ranges really helps them to get the right people but then keep them with us, even though we do get them. Somebody's going to come along someday and add another \$5,000, \$10,000 someone would go. If that person means a lot to us we can hold them, as long as we have the range with that. But to hire them at the highest salary, I can't imagine we would give the highest salary. You know it's the range. So I think you look at these numbers they're kind of apples to oranges in some ways.

COUNCIL PRESIDENT PETERS: Any other comments or input from council? Alright, seeing none, I'll entertain a motion and a second to adopt the first reading of Ordinance-No. 37 – 2016?

COUNCILWOMAN WERREN: So moved.

COUNCILWOMAN KIESLING: Second.

Roll call vote of 6 yes to adopt the first reading of Ordinance No. 37 - 2016.

ORDINANCE NO. 37 – 2016 WAS GIVEN FIRST READING.

COUNCIL PRESIDENT PETERS: Thank you. May I have a motion and a second to read by title only the first reading of Ordinance No. 38 – 2016?

COUNCILWOMAN KIESLING: So moved.

COUNCILWOMAN WERREN: Second.

Roll call vote of 6 yes to read by title only the first reading of Ordinance No. 38 – 2016.

12. Ordinance No. 38 – 2016 Personnel and Safety Committee

An ordinance amending Section 10 VACATION REGULATIONS, of Chapter 155 Personnel Regulations of Part One – Administrative Code of the Codified Ordinances of the City of North Canton to update the vacation levels of exempt employees in line with their contemporaries and thereby permit the City to promptly recruit, attract, and maintain highly trained and experienced leaders and managers, and declaring the same to be an emergency.

COUNCIL PRESIDENT PETERS: Thank you, and this is the companion piece that I was talking about. This allows us another tool in our toolbox and allows us some flexibility as well. For example, maybe we have someone from one of these larger cities that are at the tail end of their career and maybe are looking more for you know a change in venue and maybe take a lower salary, but they want more vacation. They want to travel with their wife, their children, and their families, whatever. This gives us more flexibility, and on top of that if you have somebody that has you know 20 years that has accumulated 4, 5 weeks' vacation, you know, new hires start with one week. And we were bound by law. And that was a deal breaker for a lot of these folks. And you know this allows us to hand in hand attract that same talent we were addressing in Ordinance No. 37. The limit is 4 weeks. Any questions concerning that? Okay, I'll entertain a motion and a second to adopt the first reading of Ordinance No. 38 – 2016?

COUNCILMAN FOLTZ: So moved.

COUNCILMAN CERRETA: Second.

Roll call vote of 6 yes to adopt the first reading of Ordinance No. 38 – 2016.

ORDINANCE NO. 38 – 2016 WAS GIVEN FIRST READING.

COUNCIL PRESIDENT PETERS: Thank you. May I have a motion and a second to read by title only the first reading of Ordinance No. 39 – 2016?

COUNCILMAN FOLTZ: So moved.

COUNCILMAN CERRETA: Second.

Roll call vote of 6 yes to read by title only the first reading of Ordinance No. 39 – 2016.

13. Ordinance No. 39 – 2016 Finance and Property Committee

An ordinance authorizing the supplemental appropriation of funds of the City of North Canton, to be appropriated from the unappropriated resources of the General Trust Fund to the General Trust Tree/City Scape Account in the amount of \$3,000.00 for the current expenses during the fiscal year ending December 31, 2016.

COUNCIL PRESIDENT PETERS: Thank you, we have Chairman Griffith is not here tonight. Director of Administration would you like to give a brief overview for the folks?

DIRECTOR GRIMES: Sure, it's mostly what I would term a housekeeping issue. We received the \$3,000 after the budget was set, and to use that money then you have to appropriate it into the budget. And obviously we want to do a lot and get on our trees. You know, if we don't get on that, we're going to hear from our folks that donate that money. So we're trying to get that other \$3,000 in there so that we can do our tree projects.

COUNCIL PRESIDENT PETERS: Okay, very good. May I have a motion and a second to adopt the first reading of Ordinance No. 39 – 2016?

COUNCILMAN FOLTZ: So moved.

COUNCILWOMAN KIESLING: Second.

Roll call vote of 6 yes to adopt the first reading for Ordinance No. 39 – 2016.

COUNCIL PRESIDENT PETERS: Thank you. May I have a motion and a second to suspend the rules of Council for three readings for Ordinance No. 39 – 2016?

COUNCILMAN FOLTZ: So moved.

COUNCILWOMAN KIESLING: Second.

Roll call vote of 6 yes to suspend the rules of Council for three readings for Ordinance No. 39 – 2016.

COUNCIL PRESIDENT PETERS: Thank you, may I have a motion and a second to adopt under suspension of the rules for Ordinance No. 39 – 2016?

COUNCILWOMAN KIESLING: So moved.

COUNCILMAN CERRETA: Second.

Roll call vote of 6 yes to adopt under suspension of the rules for Ordinance No. 39 – 2016.

ORDINANCE NO. 39 – 2016 WAS PASSED BY A ROLL CALL VOTE OF 6 YES.

COUNCIL PRESIDENT PETERS: Thank you. May I have a motion and a second to read by title only the first reading of Resolution No. 2 – 2016?

COUNCILWOMAN KIESLING: So moved.

COUNCILMAN CERRETA: Second.

Roll call vote of 6 yes to read by title only the first reading of Resolution No. 2 – 2016.

14. Resolution No. 2 – 2016

Personnel and Safety Committee

A resolution authorizing the Mayor of the City of North Canton to enter into a Memorandum of Understanding (MOU), by and between the City of North Canton Police Department and the Stark County Sheriff's Office, to support the Stark County OVI Task Force, and declaring the same to be an emergency.

COUNCIL PRESIDENT PETERS: Yes, I have nothing further to add other than any cost incurred we're reimbursed for, correct?

DIRECTOR GRIMES: Correct.

COUNCIL PRESIDENT PETERS: If there's no other questions, I'll entertain a motion and a second to adopt the first reading of Resolution No. 2 – 2016?

COUNCILMAN CERRETA: Okay, I move to adopt.

COUNCILWOMAN KIESLING: Second.

Roll call vote of 7 yes to adopt the first reading for Resolution No. 2 – 2016.

COUNCIL PRESIDENT PETERS: Thank you, may I have a motion and a second to suspend the rules of Council for three readings for Resolution No. 2 – 2016?

COUNCILMAN GRIFFITH: So moved.

COUNCILWOMAN KIESLING: Second.

Roll call vote of 6 yes to suspend the rules of Council for three readings for Resolution No. 2 – 2016.

COUNCIL PRESIDENT PETERS: Thank you, may I have a motion and a second to adopt under suspension of the rules for Resolution No. 2 – 2016?

COUNCILWOMAN WERREN: So moved.

COUNCILMAN CERRETA: Second.

Roll call vote of 6 yes to adopt under suspension of the rules for Resolution No. 2 – 2016.

RESOLUTION NO. 2 – 2016 WAS PASSED BY A ROLL CALL VOTE OF 6 YES.

15. Reports – Council:

COUNCIL PRESIDENT PETERS: Thank you, reports, Member Fonte.

COUNCILMAN FONTE: I just wanted to touch on what all the comments from the audience. You know, the Portage, yeah, that's a great idea to have something there to identify. I get what you're saying. And you guys are the perfect make up of what we're looking for is younger people to move into these older homes and bring them up to speed. As far as Chuck, the value range salary. You know, again, this is like \$75,000 to 115,000, so it's not a raise, it's an option to be flexible. To be in the 21st century. And you know, obviously, like I know with the law director for example, he works way more than 40 hours a week. Because I call him at 10:00 at night, I call him at 6:00 in the morning, I call him at 7:00 in the afternoon. I mean it doesn't matter. So it's like when you're on salary it isn't like they go 9 – 5 and they out. You know, they put in burning the midnight oil. So I just, you know, the goal is who's to protect the city and what out for the people. We want what's best for the citizens. I mean this is not like a high paying job here either. Just like when we got raises it was like a 50% raise. You know, it's like we're here to do what the servants would do for the community. Who else would want to do this job if it wasn't for that? So that's just my opinion on that. Miriam, the assisting living, you know, obviously that will hopefully generate \$3 million dollars of revenue eventually. So that's to be determined what's going to happen with all that. And Mr. Arnold, you need lots of tools in the toolbox to help our economy. That's all I have.

COUNCIL PRESIDENT PETERS: Thank you, Member Werren.

COUNCILWOMAN WERREN: Well, when you think of tool belts, the 720 Market this weekend was awesome. I mean I was there at 10:00am it was packed, they were sold out of food and beer by 2:00pm. And then the rain came, but when you think of attracting young families, then people like Aden, great name by the way. So you want all those families, and those are the kind of things you want to see happen in this community. One thing, and I was thinking about, if some of the duties do start you know we went in different ways to finance this year and different automatic kind of collections services. And I mentioned this to Dave before I walked in, but he said that position was already filled. But when these kind of opportunities present themselves, any maybe there are less task associated. I mean when we've done different things this year to help that. Green needed a finance director and so do we. So when we're that contiguous, maybe these are ways that we could even share services. So we would hire one you know finance person, one law director if these kind of things happen. And so I think sometimes we need to look at that progressively and say "boy, could we share one entity" and then maybe have two people that report to that person. I mean I have seen it in some other areas of the state and it does seem to work. We have the engineer that works the whole county, and it works for all the entities. So I think some of these, I mean you look at some areas, the State of Virginia has one superintendent for you know all the superintendents. Our Stark County pays 17 superintendents, do we need that. So just sometimes when these opportunities present, we might want to look and say "how can we be progressive" and react to those openings. That's it.

COUNCIL PRESIDENT PETERS: Thank you, Member Kiesling.

COUNCILWOMAN KIESLING: I agree with all those comments and I also have to say all these years Dave's been going round and round about vacations. And I apologize for being sort of on the other end of it, I completely agree that we needed to open up the vacation and the fact that these people do come in with a lot of experience and give the entities the opportunity to increase that vacation. I can't even imagine coming in only getting 2 weeks' vacation. So I completely agree with that part of it, I'm glad we've finally gotten there. As far as the wage range, definitely. What other job doesn't have a wage range? I mean it crazy that we didn't have a wage. So I'm all for it, and excited we're doing it.

COUNCIL PRESIDENT PETERS: Thank you, Member Cerreta?

COUNCILMAN CERRETA: Just another kudos to Doug for the good clean day we had. We didn't officially say that, and that was just a wonderful event that we continue to do hopefully over and over again to stress clean up in North Canton. The other thing we had, the Little League opening day this past weekend, and the Mayor got his opportunity to throw the first pitch. What he did not realize is that they moved the mound back 5 feet.

COUNCILWOMAN KIESLING: Oh no, no, no, he always has a hard time getting it over the plate. Come on, let's be honest, Dave.

COUNCILMAN CERRETA: But he did a good job and he got it over the plate. So that was well done. But again, you know those kinds of things you see a lot of people out there and it just represents us really well with the clean atmosphere and the safety and all these people coming together. So it was a nice thing. Now as I drove there and I drove back you know I saw this 720 thing, which my wife and I went to later. But what was really cool as you mentioned, you have all these people everywhere, walking up and down our streets. Eating outside of Main Street, this is just the beginning here. Once this gets going over here, that's the kind of snap shot we want to see all the time. And to have more of those, you know, have things in the park like the amphitheater, you know, whatever we decide to do there. But that's the kind of you know atmosphere we want to have all

the time. And that was a big, big, plus right there. That was a successful that they did there and I hope they continue to do more of that kind of thing. And IRG was part of that, so hopefully in the future we'll see a lot more of the pluses of having this whole change. And that's all of my reports.

COUNCIL PRESIDENT PETERS: Thank you. Member Foltz.

COUNCILMAN FOLTZ: Yeah, the cleanup it wouldn't of happened if people hadn't come out. We're going to build from it in the future. Some of you had other commitments, that's understandable. As long as you went out and did something that day to help improve North Canton, that's what it was about. I think it will just continue to grow with that in the future. If you want to get your maps out, as far as the alley. If you go and look it's not even on the maps yet. If you take Portage out past Charlotte where they come together, that is Willaman that runs south. Okay, so take Portage just go down the road here and you know where Charlotte comes together and you see that little road that runs west and then north that is what we're talking about. That is the unnamed, numbered street/alley that we're looking at.

COUNCILMAN CERRETA: We've got that taped, so anytime we press a button you said "I'll be glad to pay for that". So...

COUNCIL PRESIDENT PETERS: Okay, yeah, I'm in favor of Aden Way as well. That's a great name. Also as far as the cleanup goes, I am in receipt of a letter and I'll show you guys here after council meeting. A thank you note from the folks over in Burberry Condominiums, we cleaned up a lot of trash back there. And those folks were very, very thankful. And that's it for me. Director of Law?

16. Reports:

LAW DIRECTOR FOX: Yes, sir, just to tag onto that. Congratulations to the folks at 720, I think that perhaps as the first event that they had there they were taking a little bit of a chance and not knowing how well it would be received. And I'd gone by a couple times and of course did stop in and it was just packed with people enjoying themselves. The weather was terrific, the rain did come on the tail end, but it did show it was successful. Folks wanted to get out and see some of the farmers market and some of the other attractions that they had there. So it was a nice successful for them, and I understand they have two more. One there and then the other one on Waterside. So I think that's terrific. So, great job for them. That's it.

COUNCIL PRESIDENT PETERS: Director of Administration.

DIRECTOR GRIMES: I appreciate you passing the ordinance and the resolution on emergency, and the short notice that we gave you. But we do appreciate that so that we can get going on that. And just so that there's I guess no, for the record Engineer Benekos works for me. He's part of our staff, he's not here tonight and the reason he's not here is because I excused him from not being here. He has a family thing, and also he has nothing on the agenda, so that's how that's done. He goes through me, he just does not show up. I think anybody that's worked with Engineer Benekos knows that he's a problem solver not a dodger. He'll be there, he's there 8:00, 9:00 when you need him. He'll be the first person I call in the morning about the alley and the streets. Because he'll know everything about that and how they're named, and he'll give us probably two or three ideas on how to do that. So, just as a member of my staff, he's not dodging anything, there's nothing in the charter or anything that says he has to be here. He's at most meetings. But I excused from this one.

COUNCIL PRESIDENT PETERS: Thank you, sir. Mr. Mayor?

MAYOR HELD: I agree with Mike. The first off I'd like to thank you folks for coming up tonight and bringing to our attention about the alleyway. Because your address does say Portage, so it's a little confusing for the delivery people and then also people coming to visit your house. It's something I never thought of over the years. So, really interesting and a beautiful name for your child too. I like that. And then Mark and I went to the open day, it was kind of, it was really interesting because you know all before noon on Saturday in North Canton, we went to the Special Olympics that held here in North Canton. We had hundreds of special needs athletes, and volunteers and coaches. That was a great event. Had a lot of support from the Jaycees. And from that, went to opening day for the Little League, which that's fantastic too. And Mark always leads the Little League pledge. And that event is fantastic. I mean you get hundreds of little ballplayers and their families out for that, and Marcia, thank you for reminding. It is my most stressful day of the year. There is nothing, we can have all sorts of events, but that throwing out that first pitch is stress for me. I'm not a real baseball player and I'm throwing out the first pitch in front of Little Leaguers that will boo you if you don't get it over the plate. Not to mention, last year when I kind of lobbed it with accuracy our Councilman Cerreta reminded me that kind of had like an arc like a softball pitch there. So I threw it a little faster this time and it made it over the plate. I felt good. And I didn't get booed. And then after that, we had the 720 Market that was excellent. So all within and I took a couple of my kids with me, all within a few hours we went to all these events, all in one morning. So it really is very, very nice. And then as you noticed with the spring clean-up, Doug, that was great. People love a clean, safe city. As long as we keep it clean and we keep it safe, people love that. The Taste of North Canton that was another great event. That was last Wednesday, I mean that was a record setter for them. But you know it's amazing when you look at what we have going on in the city, there's a lot of great events. And I don't just say this, people regularly as I know they come up to you folks and they say, "you know, we love the City of North Canton". It's a great city. They like coming to shop here, they like coming for different events. And it's because of the people that serve here, you folks, and also the people that work here. Which brings me into my next and final subject. As far as the salary range, Chuck, you bring up very good points and Miriam, you bring up excellent points too. I mean our goal was not give away money in the city, because we have less of it. We certainly have less of it. But at the same time, you know, you get what you pay for. If you want somebody that has

experience in serving as a finance director or a city administrator, then you know, you're going to have to be competitive with the City of Green, with the City of Canton, with the City of Akron. We're competing against all these political subdivisions to get the best and the brightest and most talented in these positions. And I just know from hiring a number of people here, that if you want to lower the salary you can get plenty of applicants. But they just won't have the experience that you're looking for. So I appreciate council setting the range, doesn't mean you have to pay the person that amount. The other thing, with the finance director each city is different. You look at the City of Canton, larger population, but they have an audit department with staff. They have a treasurer's department with staff, they have a budget director department in the administrative office. They have a human resource department and it's staffed. They have an economic development department and it's staffed, as we do too. But on all those areas with the exception of economic development, our finance director is the treasurer, they're the pseudo payroll/HR person, they're the auditor and then they have to manage the staff. They're the income tax collection, they're the utilities. So they have, in our city, a lot of our positions are more of a general list. So they have to be able to do a lot. Because I know of people who have inquired about the finance director position, and these are from larger political subdivisions, they do not have experience in certain areas that this position is covering. So it is one of the little things that are very subtle but really important. So I appreciate council setting the range and increasing the vacation time. That's all.

COUNCIL PRESIDENT PETERS: Thank you, sir. Madame Clerk?

COUNCIL CLERK BAILEY: I actually do not have a report this evening.

17. Final Call for New Business:

COUNCIL PRESIDENT PETERS: Alright, final call for new business for council?

18. Adjourn:

COUNCIL PRESIDENT PETERS: Alright seeing none I'll entertain a motion to adjourn?

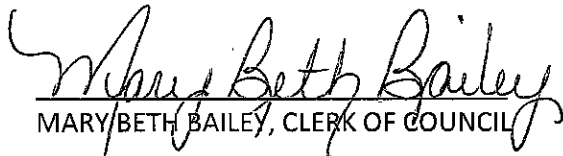
COUNCILMAN FOLTZ: So moved.

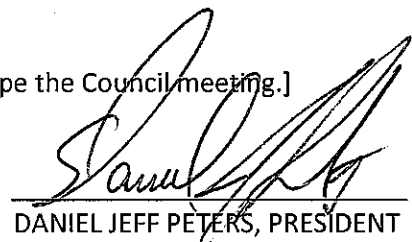
COUNCILMAN CERRETA: Second.

Roll call vote of 6 yes to adjourn.

COUNCIL PRESIDENT PETERS: We are adjourned.

[Let the record reflect Charles Osborne set up a tripod and appeared to videotape the Council meeting.]


MARY/BETH BAILEY, CLERK OF COUNCIL


DANIEL JEFF PETERS, PRESIDENT