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CITY OF NORTH CANTON, OHIO

IN RE:)
)
NORTH CANTON)
SPECIAL CITY COUNCIL)
VIRTUAL MEETING)
)
) TRANSCRIPT OF PROCEEDINGS
)

Transcript of Proceedings held virtually before the North Canton City Council, taken by the undersigned, Shannon Roberts, a Registered Professional Reporter and Notary Public in and for the State of Ohio, at North Canton City Hall, 145 North Main Street, North Canton, Ohio, on Thursday, the 7th day of January, 2021, at 5:00 p.m.

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APPEARANCES:

- Daniel Jeff Peters, Chairman
- Douglas Foltz, Member
- Stephanie Werren, Member
- Daryl Revolt, Member
- Mark Cerreta, Member
- Dominic Fonte, Member
- Matthew Stroia, Member
- Stephan B. Wilder, Mayor
- Patrick DeOrio, Director of Administration
- Jina Alaback, Director of Finance
- Robert Graham, PE
- Benjamin Young, Council Clerk

1 MR. YOUNG: When you are ready.

2 MR. PETERS: Okay. Good evening,
3 everyone. At this time, I'd like to call to
4 order the North Canton Special Council
5 meeting, January 7th, 2021. The time is 5:00
6 p.m.

7 Opening prayer. Dom? Mark?

8 MR. FONTE: I can do it, unless Mark
9 wants to do it.

10 MR. CERRETA: Dom.

11 MR. FONTE: Mark --

12 MR. CERRETA: Go ahead, Dom.

13 MR. FONTE: Mark, do you have something
14 prepared?

15 MR. CERRETA: No, Dom. Happy New Year.

16 MR. FONTE: Okay.

17 MR. CERRETA: Go ahead.

18 MR. FONTE: Thank you. I don't either,
19 but I -- let's just roll with it.

20 (Whereupon, Mr. Fonte leads us in
21 prayer.)

22 MR. PETERS: Okay. At this time, if you
23 would join me in the Pledge of Allegiance.

24 (Whereupon, the Pledge of Allegiance is
25 recited.)

1 MR. FONTE: Thank you.

2 MR. PETERS: All right. Thank you, guys.

3 All right. Ben, at this time, would you

4 please call the roll?

5 MR. YOUNG: Member Stroia.

6 MR. STROIA: Here.

7 MR. YOUNG: Member Revoldt.

8 MR. REVOLDT: Here.

9 MR. YOUNG: Member Peters.

10 MR. PETERS: Here.

11 MR. YOUNG: Member Cerreta.

12 MR. CERRETA: Here.

13 MR. YOUNG: Member Fonte.

14 MR. FONTE: Here.

15 MR. YOUNG: Member Foltz.

16 MR. FOLTZ: Here.

17 MR. YOUNG: And Member Werren.

18 MS. WERREN: Here.

19 MR. YOUNG: Seven present.

20 MR. PETERS: All right. Thank you very

21 much. And for recognition of visitors, we

22 have no one speaking tonight, so we'll move

23 on to old business.

24 May I have a motion and a second to read

25 by title only Ordinance 76-20?

1 MR. REVOLDT: Revoldt moves.
2 MR. FOLTZ: Foltz seconds.
3 MR. PETERS: All in favor, say "aye."
4 MR. FOLTZ: Aye.
5 MR. PETERS: Aye.
6 MR. REVOLDT: Aye.
7 MR. CERRETA: Aye.
8 MS. WERREN: Aye.
9 MR. FONTE: Aye.
10 MR. STROIA: Aye.
11 MR. PETERS: Opposed?
12 (No response.)
13 MR. PETERS: Motion carries.
14 Ben.
15 MR. YOUNG: An ordinance authorizing the
16 Director of Administration of the City of
17 North Canton to advertise and receive bids
18 according to specifications established by
19 the Department of Administration, and
20 authorizing the Mayor, upon Board of Control
21 approval, to enter into contracts for the
22 completion of those projects and purchases
23 over \$50,000 and budgeted for in the 2021
24 annual budget as adopted by Ordinance
25 66-2020.

1 MR. PETERS: All right. Thank you.
2 Chairwoman Werren.

3 MS. WERREN: Hi. We have talked about
4 this a number of times. So if no other
5 issues, I move to adopt.

6 MR. REVOLDT: Before -- Chairman Werren,
7 Revoldt here. Before we move to adopt the
8 second reading, if -- if I could, I -- I want
9 to second that. But what I'd like to do,
10 because of the COVID situation in the -- in
11 the administration, I would like to propose,
12 if no one has any objections, that we amend
13 76-2020 to suspend the requirement for three
14 readings and insert an emergency clause, and
15 finish this tonight, so the administration
16 can begin working on it.

17 MR. FONTE: Daryl -- Daryl, Dom here. I
18 have a question, if it's okay for me to ask
19 now.

20 MR. REVOLDT: Yes.

21 MR. FONTE: There is an attachment to
22 this that shows like the line items of the --
23 the items of that. Do we want to click on
24 that and show the items before we do the
25 emergency?

1 MR. REVOLDT: If you -- if you have it.
2 It was in your packet.

3 MR. FONTE: I saw it already. I'm just
4 saying if anybody else --

5 MR. REVOLDT: Ben, can you pull it up
6 real quick?

7 MR. YOUNG: Yeah.

8 MR. FONTE: Yeah, that way there's --

9 MR. REVOLDT: Dom, we have split out --
10 Dom, we have split out, in an acknowledgment
11 of potential conflicts of interest, anything
12 that pertains to Arrowhead.

13 MR. FONTE: Right. That's what I was
14 going to ask.

15 MR. REVOLDT: That would come in the
16 second -- that will come in the second
17 Ordinance, 79-2020.

18 MR. FONTE: Okay.

19 MR. REVOLDT: Which would proceed on the
20 normal path.

21 MR. FONTE: Okay. I just want to make
22 sure Mark and I know which one, because I
23 don't want to make a mistake here.

24 MR. REVOLDT: This is the one -- this
25 is -- this is okay.

1 MR. CERRETA: That's great, Dom. I know.

2 MR. FONTE: All right. That's what I
3 wanted to -- just to make sure Arrowhead
4 wasn't in there.

5 MR. REVOLDT: It is not.

6 MR. FONTE: I have no questions. I
7 already looked it over.

8 MR. PETERS: Okay. So we have -- we have
9 a motion to amend to include --

10 MR. REVOLDT: Well, if -- do we have -- I
11 guess my question is this: Does anyone have
12 any objections, because if we don't -- can't
13 pass it on emergency with six, it's dead.

14 MR. FOLTZ: Right.

15 MR. CERRETA: So what is -- what is the
16 special circumstances you are referring to
17 that we have to do it on emergency?

18 MR. REVOLDT: The administration wants to
19 begin moving on this because of the uncertain
20 personnel environment in -- created by COVID
21 in the administration.

22 MR. CERRETA: Okay.

23 MR. REVOLDT: So it wants to begin to --
24 to begin working this list now.

25 MR. FONTE: I get it.

1 MR. REVOLDT: The objective is -- the
2 objective is to obtain where it can the best
3 price as possible early in the year.

4 MR. FONTE: Yeah, I agree. So -- so he
5 has to get bids on a lot of this stuff
6 because they are bigger contracts, so --

7 MR. REVOLDT: Well, you look at them, a
8 lot of them -- half of them are streets.

9 MR. FONTE: So we want to get a jump on
10 that, so we get better pricing. If -- mark,
11 if you're good with that.

12 MR. REVOLDT: That's absolutely correct.

13 MR. FONTE: I understand. That's what --
14 Rob has been doing a good job the last couple
15 years.

16 MR. REVOLDT: So if -- if everyone is
17 agreeable, Mr. President, I would like to
18 make a motion that we amend Ordinance 76-2020
19 to suspend the rules for three readings and
20 adopt it on emergency.

21 MR. FOLTZ: Foltz seconds.

22 MR. PETERS: All right. All in favor,
23 say "aye."

24 MR. FOLTZ: Aye.

25 MR. PETERS: Aye.

1 MR. REVOLDT: Aye.

2 MR. CERRETA: Aye.

3 MS. WERREN: Aye.

4 MR. FONTE: Aye.

5 MR. STROIA: Aye.

6 MR. PETERS: Opposed?

7 (No response.)

8 MR. PETERS: Okay. Motion carries.

9 MR. YOUNG: Here is the emergency clause
10 for everyone.

11 MR. PETERS: Okay. Thank you.

12 MR. FONTE: Thank you.

13 MR. REVOLDT: Thank you, Ben.

14 MR. STROIA: Thanks, Ben.

15 MR. PETERS: Daryl, you amended to
16 include the emergency and --

17 MR. REVOLDT: Suspend the rules.

18 MR. PETERS: -- suspend the rules for
19 requiring three readings. So we can go right
20 to --

21 MR. REVOLDT: Well, you're going to have
22 to -- you're going to -- just go ahead -- go
23 ahead, Ben.

24 MR. FOLTZ: Motion to adopt -- adopt
25 under suspension, right, the rules?

1 MR. REVOLDT: Yes.

2 MR. PETERS: Yeah. A motion -- yeah, I
3 need a motion and a second to adopt --

4 MR. FOLTZ: Foltz motions to adopt under
5 suspension of the rules for emergency on this
6 ordinance.

7 MR. PETERS: As amended. Okay.

8 MR. FOLTZ: As amended --

9 MR. PETERS: A motion --

10 MR. FOLTZ: -- correct.

11 THE REPORTER: Guys.

12 MR. PETERS: Is there a second?

13 MR. REVOLDT: Revoldt seconds.

14 MR. PETERS: All in favor, say "aye."

15 MR. FOLTZ: Aye.

16 MR. PETERS: Aye.

17 MR. REVOLDT: Aye.

18 MR. CERRETA: Aye.

19 MS. WERREN: Aye.

20 MR. FONTE: Aye.

21 MR. STROIA: Aye.

22 MR. PETERS: Opposed?

23 (No response.)

24 MR. PETERS: All right. Motion carries.
25 Okay.

1 MR. YOUNG: If I may --

2 MR. PETERS: Yeah.

3 MR. YOUNG: -- I'm not sure we had the
4 motion to adopt the second reading.

5 MR. REVOLDT: We -- we are not. You have
6 to read it --

7 MR. PETERS: We already did.

8 MR. REVOLDT: It's got to have the second
9 reading, as amended. Let's do a mulligan on
10 this.

11 MR. PETERS: Okay. So -- all right. So,
12 Daryl, you motioned and -- and we got a
13 second to amend to include --

14 MR. REVOLDT: Here is what we have got.
15 We have voted to amend it to include the
16 emergency -- suspension of rules and the
17 emergency clause. To Ben's point, now what
18 we need to do, having amended it, we need a
19 motion to adopt the second reading as
20 amended.

21 MR. PETERS: Okay. Let's do that. May I
22 have a motion and a second to adopt the
23 second reading of Ordinance 76-20 as amended?

24 MR. REVOLDT: Yes. And I believe
25 Mr. Foltz has made that motion.

1 MR. PETERS: Okay. Do I have a second?
2 MR. REVOLDT: Revoldt seconds.
3 MR. PETERS: Okay. All in favor, say
4 "aye."
5 MR. FOLTZ: Aye.
6 MR. PETERS: Aye.
7 MR. REVOLDT: Aye.
8 MR. CERRETA: Aye.
9 MS. WERREN: Aye.
10 MR. FONTE: Aye.
11 MR. STROIA: Aye.
12 MR. PETERS: Opposed?
13 (No response.)
14 MR. PETERS: All right. Motion carries.
15 And then we'll do this again. May I have a
16 motion and a second to adopt Ordinance
17 76-2020 as amended under suspension of the
18 rules?
19 MR. REVOLDT: Revoldt moves.
20 MR. STROIA: Stroia moves. Stroia
21 seconds.
22 MR. PETERS: All in favor, say "aye."
23 MR. FOLTZ: Aye.
24 MR. PETERS: Aye.
25 MR. REVOLDT: Aye.

1 MR. CERRETA: Aye.

2 MS. WERREN: Aye.

3 MR. FONTE: Aye.

4 MR. STROIA: Aye.

5 MR. PETERS: Opposed?

6 (No response.)

7 MR. PETERS: All right. Motion carries.

8 All right. Now we are good. All right.

9 Moving on, may I have a motion and a second
10 to read by title only Ordinance 79-20?

11 MR. FOLTZ: Foltz moves.

12 MR. REVOLDT: Revoldt moves. Revoldt
13 seconds.

14 MR. PETERS: All in favor, say "aye."

15 MR. FOLTZ: Aye.

16 MR. PETERS: Aye.

17 MR. REVOLDT: Aye.

18 MS. WERREN: Aye.

19 MR. STROIA: Aye.

20 MR. PETERS: Opposed or abstention?

21 MR. CERRETA: Abstention, Cerreta.

22 MR. FONTE: Is this the -- the Apple --
23 the --

24 MR. CERRETA: Says right there, Dom. It
25 says right there.

1 MR. FOLTZ: Yes, Dom.

2 MR. FONTE: I'm looking.

3 MR. FOLTZ: Abstain.

4 MR. FONTE: Abstain. Thank you. Yep, I
5 see it.

6 MR. PETERS: All right. So abstention by
7 Cerreta and Fonte.

8 Ben.

9 MR. YOUNG: An ordinance authorizing the
10 Director of Administration of the City of
11 North Canton to advertise and receive bids
12 according to specifications established by
13 the Department of Administration, and
14 authorizing the Mayor, upon Board of Control
15 approval, to enter into contracts for the
16 completion of those projects and purchases
17 over \$50,000 and budgeted for in the 2021
18 annual budget as adopted by Ordinance 66-2020
19 and pertaining to Arrowhead Golf and Event
20 Center.

21 MR. PETERS: All right. Thank you.
22 Chairwoman Werren.

23 MS. WERREN: Yeah. We talked about this
24 in the past, as well. So I move to adopt.

25 MR. REVOLDT: Revoldt seconds.

1 MR. PETERS: All in favor, say "aye."
2 MR. FOLTZ: Aye.
3 MR. PETERS: Aye.
4 MR. REVOLDT: Aye.
5 MS. WERREN: Aye.
6 MR. STROIA: Aye.
7 MR. PETERS: Opposed?
8 MR. FONTE: Abstain.
9 MR. CERRETA: Abstain.
10 MR. PETERS: Two abstentions, Cerreta and
11 Fonte. Motion carries, five-zero.
12 All right. Excuse me?
13 MR. DEORIO: Mr. Chairman, this is the
14 Administrator. At the end of the meeting, if
15 someone would make a note that -- to see if
16 we could, with Council's indulgence, schedule
17 another single-purpose meeting next week to
18 do the third reading of this, so -- this one
19 can't be passed on an emergency. And it's
20 going to take 30 days from the Mayor's
21 signature, and I would -- I would rather not
22 wait until January 25th when we come back.
23 MR. PETERS: Okay. We'll hit that right
24 at the end of the meeting. Okay?
25 MR. DEORIO: Thank you, sir.

1 MR. PETERS: All right. Thank you. So
2 moving on to new business, may I have a
3 motion and a second to suspend the rule --
4 Council Rule 24 and allow consideration of
5 items 7A, B, C, and D without a committee
6 report?

7 MR. REVOLDT: Revoldt moves.

8 MR. STROIA: Stroia seconds.

9 MR. PETERS: All in favor, say "aye."

10 MR. FOLTZ: Aye.

11 MR. PETERS: Aye.

12 MR. REVOLDT: Aye.

13 MR. CERRETA: Aye.

14 MS. WERREN: Aye.

15 MR. FONTE: Aye.

16 MR. STROIA: Aye.

17 MR. PETERS: Opposed?

18 (No response.)

19 MR. PETERS: All right. Motion carries.
20 All right. May I have a motion and a second
21 to read by title only Resolution 1-21?

22 MR. REVOLDT: Revoldt moves.

23 MR. STROIA: Stroia seconds.

24 MR. PETERS: All in favor, say "aye."

25 MR. FOLTZ: Aye.

1 MR. PETERS: Aye.

2 MR. REVOLDT: Aye.

3 MR. CERRETA: Aye.

4 MS. WERREN: Aye.

5 MR. FONTE: Aye.

6 MR. STROIA: Aye.

7 MR. PETERS: Opposed?

8 (No response.)

9 MR. PETERS: Motion carries.

10 Ben..

11 MR. YOUNG: A resolution approving the
12 collective bargaining agreement between the
13 City of North Canton and the Fraternal Order
14 of Police, Ohio Labor Council, Incorporated,
15 Police Lieutenants and Sergeants, as
16 negotiated by the Department of
17 Administration, and declaring the same to be
18 an emergency.

19 MR. PETERS: Okay. Patrick, I'm going to
20 turn to you on these next four. So the floor
21 is yours.

22 MR. DEORIO: Yes, certainly. Thank you.
23 So we should just give a special thank you to
24 the Director of Finance; the Deputy Director
25 of Administration assisted. It's a team

1 effort in the negotiations representing the
2 City. It was a long process. It was very
3 taxing I think to everybody involved to get
4 through it. There was a lot to do. It's not
5 ideal having all three of these come due at
6 the same time. Somehow we -- we managed to
7 get off track. This didn't used to be the
8 way.

9 And it also doesn't help that it came at
10 the end of the year when we are adopting a
11 budget and doing a new budget process and
12 trying to do end-of-year reports out of
13 finance. So a special kudos to them. I
14 would also say that it's good to have the
15 full administrative team in the negotiations.
16 It would be certainly advice to successors
17 and those Council that are here years into
18 the future.

19 It's a big difference when you are
20 negotiating face-to-face with the people that
21 you supervise, that you are responsible for,
22 as opposed to having a third party do it. I
23 think it's much more productive and you are
24 able to understand each other's points of
25 view a lot better, in my opinion.

1 You'll note, when you look through your
2 packet at the actual agreements, they have a
3 much more professional appearance. And thank
4 you to Kelly Hart for making all of our
5 documents appear that they have been
6 professionally prepared, and you have some
7 pride in being able to hand them out. So we
8 appreciate that.

9 As far as I know, this is one of the
10 first times we were able to get through
11 everything without having to go to
12 fact-finding or arbitration and go through
13 that extensive process that frays
14 relationships and runs up the -- the numbers.

15 And I think really a special shout out
16 should go to City Council. And that has to
17 do with authorizing the late notification for
18 CARES Act relief funds that came through at
19 the end, as you recall. We believe that went
20 a long way, and was, you know, talked about
21 at length with all the bargaining units, how
22 much that meant to them and gave them a -- a
23 good feeling about City Council and that we
24 were all on the same team. So I think that
25 helped us all get there.

1 So where did we get to? Nobody, you
2 know, got all that what they wanted. You
3 never do, I guess, in negotiations. But --
4 and we should acknowledge that a lot of the
5 really heavy lifting has occurred in the
6 decades before now. But I'm going to speak
7 to it, even though we are talking about 7A,
8 some of the things that we changed or
9 affected are through all 7A, B, and C. So
10 with the Chair's indulgence -- indulgence,
11 I'm just going to try to talk about all of
12 them in some coherent fashion, rather than to
13 wait for 7B and 7C to come up on the agenda.

14 So there was clean-up involved with
15 language. There were at least, you know, a
16 half a dozen to eight things that we found in
17 each of the collective bargaining agreements
18 that should have been stripped out from
19 before. There was still reference, believe
20 it or not, to Sunday overtime, which the
21 City, you know, negotiated away some time
22 ago. But languages never got taken out.
23 They were missed or skipped inadvertently.
24 So there were things like that that we had to
25 make sure that in researching what had gone

1 on before, that we -- that that went and was
2 reflected in these agreements.

3 And then there were things like issues
4 with when do -- on holiday, when a holiday
5 occurs during someone's vacation. The
6 contracts were a little vague on how that's
7 treated. And, you know, basically if your
8 holiday falls during your vacation, and you
9 are off on a week, well, you have had four
10 days off and one vacation day -- one holiday
11 day. Four vacation days and one holiday day.

12 We cleaned that up to make it reflect
13 what finance is doing and -- so these are all
14 minor things, but they were -- they were
15 important to set the tone that we were paying
16 attention to the way things were. So there
17 were -- a number of those are minor. When we
18 start -- and that applied to all three
19 agreements.

20 Now to get into -- another thing that was
21 common throughout all the agreements is that,
22 you know, the City increased the life
23 insurance for all of its employees in all the
24 bargaining units to \$50,000. That came
25 through the health insurance. That needed to

1 be reflected into the agreements, so that was
2 uniformly changed.

3 As we look at the first one here, 7A, the
4 lieutenants and sergeants, that's the
5 Fraternal Order of Police. And so the three
6 major or talking points that we went through;
7 first were wages. So in this particular
8 case, the sergeants and lieutenants get paid
9 a differential over top of what the highest
10 ranking patrol gets. For some time, it had
11 been at 10 percent differential. They were
12 bargaining for 12 on the lieutenants. And we
13 have one lieutenant. And then on the
14 sergeants, from 15, where it had been to 17.
15 So we reached agreement on that.

16 On comp time, all the units were looking
17 for an increase in comp time. We saw that
18 also in the other bargaining agreements that
19 we had done last year with the street
20 department and service department and the
21 like. So we went from 60 hours of comp time
22 to 80 hours of comp time.

23 And then what we liked -- two things that
24 we particularly liked here were on overtime,
25 that when overtime need occurs, it gets

1 offered to the person of the same rank first,
2 rather than being offered -- so like if a
3 sergeant is off and a shift needs filled,
4 rather than a lieutenant fill it, which is at
5 the higher rate, that it first be offered to
6 a sergeant to fill, so that it's at the same
7 rank, same -- same ratio. So we moved
8 forward with that.

9 And then the thing that we really needed
10 to do, and it really became apparent when we
11 were negotiating on the health insurance last
12 year -- and as I recall, on those
13 discussions, the health insurance premiums
14 really jumped for a lot of members. And, you
15 know, the principal reason for that is that
16 the plan design could not be changed. The
17 plan design was dictated by collective
18 bargaining agreements.

19 And when it says that you have a 90/10
20 co-pay or co-insurance, that's it. That's
21 the level that you can get. And we are
22 finding that, you know, we had six companies
23 that turned down even quoting, because they
24 don't do 90/10 anymore. 80/20 is the
25 standard. So our market is shrinking as to

1 who is willing to quote, and the costs are,
2 you know, spiraling upward.

3 And in order, you know, for us to get a
4 handle on this -- and of course, we -- the
5 City pays 89 percent of the health insurance
6 premiums. 11 percent go to all the different
7 collective bargaining members. We have a --
8 all have a vested interest in trying to get
9 the health insurance costs more under
10 control.

11 So we needed to negotiate the ability to
12 bring different plan designs to the table and
13 have them considered. Under the present
14 arrangement, it cannot happen that way. So
15 we were working very hard to come up with
16 language to replace in all of these
17 contracts, and all the ones that are going to
18 be coming due this year, and then by
19 amendment, ones that will be coming due in
20 the year after, to form an insurance review
21 committee that consists of a representative
22 from each of the collective bargaining units
23 in the City, plus a designee of City Council
24 and a designee of the Mayor. This would
25 comprise the committee.

1 And that committee would be responsible
2 for reviewing options. It would still be the
3 administration's and the finance department's
4 responsibility to go out and get quotes and
5 go through that with our consultants in
6 getting the best quotes out there. But now
7 we would have the ability to bring these
8 quotes back and look at what the costs are,
9 you know, to the City, to the members, and
10 have a discussion with the real possibility
11 of making a change that would affect, you
12 know, all the -- all the collective
13 bargaining agreements.

14 So everybody is there working on this.
15 And we know that in the long run, if we don't
16 do this, as we have talked with the
17 collective bargaining members, was, look, I
18 understand you didn't like it that, you know,
19 the premiums jumped so much, but what if they
20 jump that much again next year and the next
21 year. What's going to happen is you are
22 going to try to come back in three years when
23 these agreements are up and ask for a 10
24 percent wage differential or something, 10
25 percent more, instead of a 3 percent hike.

1 And we know that doesn't work. We know
2 it isn't going to work, and we are going to
3 reach an impasse. So we have to get a handle
4 on this health insurance. So Jina and myself
5 and Catherine come up with language. And all
6 of this stuff, of course, was reviewed by
7 legal counsel before we agreed to anything.
8 But we did get the language changed in these
9 three contracts to allow for this possibility
10 that the health insurance can change upon
11 review, and -- of quotes that the City would
12 go out and get. So that applies to all three
13 of those agreements.

14 MR. FONTE: That's a good plan. Good
15 plan, Pat.

16 MR. DEORIO: So that -- if we -- all
17 those things apply, except for the wages, the
18 comp time, overtime. So now as I look -- is
19 it all right, Mr. President, if I -- or
20 Chairman, if I look at 7B and just keep going
21 on a roll, or do you want me to stop?

22 MR. PETERS: Yeah, let's go through the
23 whole thing, and then when you are done,
24 we'll just go through and -- and take care
25 of --

1 MR. DEORIO: If there are questions, I
2 can come back. Okay.

3 MR. PETERS: Yeah.

4 MR. DEORIO: So in patrol, same types of
5 issues that I talked about, same issues with
6 the insurance, all things considered. Wages,
7 they had asked -- negotiated for 3 percent.
8 And we felt that that was reasonable and most
9 likely would be awarded anyway if we -- we
10 didn't do it.

11 But we looked at on the senior patrol
12 officer who gets a stipend. Presently, if
13 you are there three years, you get a stipend
14 of \$450. They wanted to see that increased.
15 It has been \$450 for a while. We agreed to
16 go to \$600 if we increase the number of years
17 from three years to four years to be eligible
18 for it.

19 And then the uniform allowance had been
20 at \$1,000 for approximately ten years. And
21 we agreed to increase that to \$1,250. So
22 those were the changes in patrol; the 3
23 percent wage increase, increasing the senior
24 patrol eligibility to four years and then
25 \$600, and increasing the uniform allowance by

1 \$250.

2 MS. ALABACK: Patrick, just for point of
3 clarification, it went to \$650. I apologize
4 for the interruption.

5 MR. DEORIO: Nope. Please do at any
6 time. I must have misread it. And I
7 don't want the collective bargaining folks
8 that are listening to it to have a panic
9 attack overnight. Thank you for bringing
10 that in.

11 On the dispatch, we were looking at -- a
12 couple things with dispatch. And one of the
13 things that we were really interested in was
14 on overtime and trying to -- to make sure
15 that if we agreed to some changes in process,
16 that that process would include making sure
17 that our -- that part-time dispatchers were
18 offered overtime first.

19 And so we put -- worked collaboratively
20 with everybody and came up with an agreement
21 that does exactly that; that in the event
22 that there is overtime -- and there is a lot
23 of shifts that need filled and overtime
24 opportunities that become available. So
25 they -- they will go to part-timers first,

1 and then if the part-timers can't fill it,
2 then we will go in bargaining unit seniority
3 order, with the highest seniority going
4 first. They'll get to pick. If they refuse
5 it, their card is marked refused. We go down
6 to the next one, and so on until it's
7 completed.

8 After we go through that vacancy and we
9 start on the next vacancy, those that already
10 have check marks aren't picked first. If
11 part-timers don't get it, then we go to
12 people that don't have check marks. The idea
13 is to spread the overtime around within the
14 department. So that, we think, will work to
15 our advantage.

16 They also sought a -- a comp time
17 increase from 60 to 80 hours. You know, we
18 think, of course, if we can -- in this
19 department, if we can pay -- if there is more
20 comp time being used and we can fill those
21 off hours with part-time people, we think
22 that that works to the City's financial
23 benefit. Of course there is a benefit to
24 those dispatchers, as well.

25 We also -- and this one -- Jina, you may

1 have to help me on this one. But we did -- I
2 think this is the one that we did a -- the
3 vacation buyout, that if at the end of a
4 calendar year, there are more -- that there
5 are -- someone has accumulated a requisite
6 number of vacation hours that aren't going to
7 be used, it would be forfeited. They could
8 buy up to -- we would buy back 24 hours of
9 those vacation hours. They can cash out
10 those -- 24 of those vacation hours.

11 MS. ALABACK: So I believe that was the
12 FOP union, and I think we settled on a 40
13 hour buyback.

14 MR. DEORIO: Forty? Okay.

15 MS. ALABACK: Correct.

16 MR. DEORIO: All right. In -- in the
17 dispatch, though, as I recall, you know, we
18 had four different levels of dispatcher, and
19 then the lead dispatcher. And there was a
20 lot of negotiation regarding this. This is
21 an unusual union in that, you know, the
22 supervisor of the dispatchers is also in the
23 collective bargaining agreement. Typically,
24 in the other departments in the City, that
25 isn't the case.

1 So we attempted to, you know, come up
2 with something that would work for all
3 parties involved, and that resulted in us
4 creating what we would call a fifth tier that
5 you would graduate up to. All the tiers have
6 a 3 percent wage -- wage increase.

7 But the lead dispatcher's salary would be
8 based off of that fifth tier. So presently,
9 they are at 1.15 times the fourth tier. And
10 we are looking at 1.1 times the fifth tier.
11 So it kind of works out to be a slight
12 increase for the lead dispatcher that's
13 comparable to what is -- everybody else is
14 getting.

15 And that's what you'll see in 7D is that
16 we -- we didn't like the way that the
17 positions were labeled and it didn't make
18 sense, so we just wanted to retitle them.
19 It's not hiring anybody new. It's not
20 creating new positions. It's just -- just
21 calling them something different, so that in
22 this agreement, there is a level 1, 2, 3, 4,
23 5, and we understand down the road what that
24 is.

25 And then finally in this one, there was a

1 uniform allowance granted. Presently there
2 was not an official one in the collective
3 bargaining agreement. But the City had --
4 every year has budgeted funds to provide
5 uniforms, in this case, upper body garments,
6 to all dis -- dispatchers, and that has been
7 going on for some years and years.

8 This makes it a little bit, you know,
9 obviously more formal, but it's quantified,
10 and we have agreed to -- that management and
11 labor would -- would get together and have a
12 conversation about what is suitable attire.
13 And that is also in the agreement, on what
14 the uniforms are supposed to look like.

15 So I know it's a lot to digest. We had
16 put that in the packet. But suffice it to
17 say, you know, all the three bargaining
18 agreements, 3 percent wage hike in the
19 dispatch and in patrol, a change in
20 differential on lieutenants and sergeants,
21 some comp time increases, some uniform
22 allowance changes in all, some vacation
23 buyout in the one and changing the insurance
24 provisions in everything.

25 So that's the view from way high. As we

1 go through this, if you have questions, I'll
2 do the best I can, and Jina will help me
3 answer them.

4 MR. CERRETA: Pat, I have one question
5 probably towards Jina. Jina, do you know
6 what the approximate increase this will cause
7 our budget, all these negotiations, per year?

8 MS. ALABACK: I do have -- I do -- we do
9 have that costed out. I apologize, I don't
10 have that with me tonight.

11 MR. PETERS: Do you have -- do you have a
12 round figure or close to, that you can
13 estimate?

14 MS. ALABACK: I have all of those notes
15 in my office with the negotiations files, but
16 I did not bring those home with me.

17 MR. PETERS: Okay.

18 MS. ALABACK: I can send those out to
19 you.

20 MR. PETERS: Is that amenable to you,
21 Mark?

22 MR. CERRETA: Yeah, I think we -- we need
23 to know that. And then where -- are we going
24 to get this from somewhere? You know, how
25 are we doing financially to be able to

1 abstain this, you know, to pick this up, or
2 somewhere down the line? I mean, you've got
3 to pay Peter to give Paul somewhere. Are we
4 going to have to increase something? I mean,
5 this is all good negotiations and so on. But
6 if -- if it's going to increase the budget,
7 we should know; that's what we do, and how
8 much, and are we able to abstain that. Where
9 are we headed? Are we going -- do we need to
10 increase something else to pay for that?

11 MR. PETERS: Okay.

12 MR. DEORIO: Well, as far as the wages
13 go, I mean, they were al -- they were
14 budgeted for 2021 with the 3 percent
15 increase. So that is accounted for.

16 MR. FONTE: Hey, Jina, it's Dom. So
17 healthcare is probably the biggie, the
18 healthcare, the cost --

19 MS. ALABACK: Yes.

20 MR. FONTE: -- this year, the increase.

21 MS. ALABACK: Yes.

22 MR. FONTE: And, you know, when I was
23 reading through all that -- and this is what
24 was good, that you put that clause in there
25 that we have the right to re-negotiate, you

1 know, the package, which I think was a good
2 thing, Pat. But, you know, I always like --
3 since I have been self-employed a long time
4 and I have to do the insurance thing,
5 manipulating the amount, you know, the \$500
6 deductibles. You know, if they ever adjust
7 those, that might be a way for us to offset
8 some of the costs; the deductibles can be a
9 little higher down the road.

10 MS. ALABACK: Yeah, being -- being able
11 to change the health plan design. And so by
12 establishing this committee, we'll have a
13 representative from every union at the table.
14 There will have to be a majority vote on any
15 plan design changes before taking the next
16 year when we go out for bid for our annual
17 review.

18 So if we want to make -- if we want to
19 increase the deductibles or maybe reduce the
20 co-pays, but, you know, change some of the
21 other benefit designs, if that's something
22 that everybody agrees to once they see what
23 the premium payments are going to be. You
24 know, those -- those are some kind of
25 balances that we can -- we can work through

1 together with everybody at the table. But we
2 weren't able to do any of that this year.

3 MR. FONTE: Yeah, that's my thinking, is
4 where we have some room to work eventually.
5 Because that's why we don't have people
6 bidding on the job, because they've got the
7 cap. We basically offer the Cadillac plan,
8 because that's all our options at this point.

9 MS. ALABACK: Right. Right.

10 MR. PETERS: Okay. So any other
11 questions for Patrick?

12 (No response.)

13 MR. PETERS: And, Jina, when you -- the
14 next opportunity you get, if you wouldn't
15 find e-mailing those numbers out to all of
16 us, I'd appreciate it.

17 MS. ALABACK: Okay.

18 MR. PETERS: Okay. So --

19 MR. YOUNG: Mr. President --

20 MR. PETERS: Yeah, Ben. Yes, sir.

21 MR. YOUNG: -- may I make a comment
22 before you all vote?

23 MR. PETERS: You sure can.

24 MR. YOUNG: When I first sent out the
25 packets, I told you that we were still

1 waiting for final legal review. The only
2 change that came back to that is the same
3 change in all four of these pieces of
4 legislation. And what they recommended was
5 being more specific on the time frame of the
6 collective bargaining agreements. So if you
7 look in the second version that came out a
8 little later, they all have commence at 12:00
9 a.m., and expire at 11:59 p.m. added to the
10 time, just for transparency and clarity sake.

11 MR. PETERS: Okay. Good -- good stuff.
12 Okay. If there are no other comments, may I
13 have a motion and a second to adopt the first
14 reading of Resolution 1-21?

15 MR. REVOLDT: Revoldt moves.

16 MR. FOLTZ: Foltz seconds.

17 MR. PETERS: All in favor, say "aye."

18 MR. FOLTZ: Aye.

19 MR. PETERS: Aye.

20 MR. REVOLDT: Aye.

21 MR. CERRETA: Aye.

22 MS. WERREN: Aye.

23 MR. FONTE: Aye.

24 MR. STROIA: Aye.

25 MR. PETERS: Opposed?

1 (No response.)

2 MR. PETERS: Motion carries.

3 May I have a motion and a second to
4 suspend the rules of Council requiring three
5 readings?

6 MR. REVOLDT: Revoldt moves.

7 MR. FOLTZ: Foltz seconds.

8 MR. PETERS: All in favor, say "aye."

9 MR. FOLTZ: Aye.

10 MR. PETERS: Aye.

11 MR. REVOLDT: Aye.

12 MR. CERRETA: Aye.

13 MS. WERREN: Aye.

14 MR. FONTE: Aye.

15 MR. STROIA: Aye.

16 MR. PETERS: Opposed?

17 (No response.)

18 MR. PETERS: Motion carries.

19 And, finally, a motion and a second to
20 adopt Resolution 1-21 under suspension of the
21 rules.

22 MR. REVOLDT: Revoldt moves.

23 MR. FOLTZ: Foltz seconds.

24 MR. PETERS: All in favor, say "aye."

25 MR. FOLTZ: Aye.

1 MR. PETERS: Aye.
2 MR. REVOLDT: Aye.
3 MR. CERRETA: Aye.
4 MS. WERREN: Aye.
5 MR. FONTE: Aye.
6 MR. STROIA: Aye.
7 MR. PETERS: Opposed?
8 (No response.)
9 MR. PETERS: Motion carries.
10 All right. May I have a motion and a
11 second to read by title only Resolution 2-21?
12 MR. REVOLDT: Revoldt moves.
13 MR. FOLTZ: Foltz seconds.
14 MR. PETERS: All in favor, say "aye."
15 MR. FOLTZ: Aye.
16 MR. PETERS: Aye.
17 MR. REVOLDT: Aye.
18 MR. CERRETA: Aye.
19 MS. WERREN: Aye.
20 MR. FONTE: Aye.
21 MR. STROIA: Aye.
22 MR. PETERS: Opposed?
23 (No response.)
24 MR. PETERS: Motion carries.
25 Ben.

1 MR. YOUNG: A resolution approving the
2 collective bargaining agreement between the
3 City of North Canton and the Ohio Patrolmen's
4 Benevolent Association, Patrolmen, as
5 negotiated by the Department of
6 Administration, and declaring the same to be
7 an emergency.

8 MR. PETERS: All right. Thank you. Does
9 anyone have any questions for Patrick for
10 OPBA?

11 (No response.)

12 MR. PETERS: All right. Seeing none, may
13 I have a motion and a second to adopt the
14 first reading of Resolution 2-21?

15 MR. REVOLDT: Revoldt moves.

16 MR. FOLTZ: Foltz seconds.

17 MR. PETERS: All in favor, say "aye."

18 MR. FOLTZ: Aye.

19 MR. PETERS: Aye.

20 MR. REVOLDT: Aye.

21 MR. CERRETA: Aye.

22 MS. WERREN: Aye.

23 MR. FONTE: Aye.

24 MR. STROIA: Aye.

25 MR. PETERS: Opposed?

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(No response.)

MR. PETERS: Motion carries. May I have a motion and a second to suspend the rules of Council requiring three readings?

MR. REVOLDT: Revoldt moves.

MR. FOLTZ: Foltz seconds.

MR. PETERS: All in favor, say "aye."

MR. FOLTZ: Aye.

MR. PETERS: Aye.

MR. REVOLDT: Aye.

MR. CERRETA: Aye.

MS. WERREN: Aye.

MR. FONTE: Aye.

MR. STROIA: Aye.

MR. PETERS: Opposed?

(No response.)

MR. PETERS: All right. Motion carries. And, finally, a motion and a second to adopt Resolution 2-21 under suspension of the rules.

MR. REVOLDT: Revoldt moves.

MR. FOLTZ: Foltz seconds.

MR. PETERS: All in favor, say "aye."

MR. FOLTZ: Aye.

MR. PETERS: Aye.

1 MR. REVOLDT: Aye.
2 MR. CERRETA: Aye.
3 MS. WERREN: Aye.
4 MR. FONTE: Aye.
5 MR. STROIA: Aye.
6 MR. PETERS: Opposed?
7 (No response.)
8 MR. PETERS: All right. Motion carries.
9 May I have a motion and a second to read
10 by title only Resolution 3-21?
11 MR. REVOLDT: Revoldt moves.
12 MR. FOLTZ: Foltz seconds.
13 MR. PETERS: All in favor, say "aye."
14 MR. FOLTZ: Aye.
15 MR. PETERS: Aye.
16 MR. REVOLDT: Aye.
17 MR. CERRETA: Aye.
18 MS. WERREN: Aye.
19 MR. FONTE: Aye.
20 MR. STROIA: Aye.
21 MR. PETERS: Opposed?
22 (No response.)
23 MR. PETERS: All right. Motion carries.
24 Ben.
25 MR. YOUNG: A resolution approving the

1 collective bargaining agreement between the
2 City of North Canton and the Ohio Patrolmen's
3 Benevolent Association, full-time dispatchers
4 and lead dispatcher, as negotiated by the
5 Department of Administration, and declaring
6 the same to be an emergency.

7 MR. PETERS: All right. Thank you. Any
8 questions regarding the OPBA full-time and
9 lead dispatcher?

10 (No response.)

11 MR. PETERS: All right. Seeing none, may
12 I have a motion and a second to adopt the
13 first reading Resolution 3-21?

14 MR. REVOLDT: Revoldt movers.

15 MR. FOLTZ: Foltz seconds.

16 MR. PETERS: All in favor, say "aye."

17 MR. FOLTZ: Aye.

18 MR. PETERS: Aye.

19 MR. REVOLDT: Aye.

20 MR. CERRETA: Aye.

21 MS. WERREN: Aye.

22 MR. FONTE: Aye.

23 MR. STROIA: Aye.

24 MR. PETERS: Opposed?

25 (No response.)

1 MR. PETERS: Motion carries. May I have
2 a motion and a second to suspend the rules of
3 Council requiring three readings?
4 MR. REVOLDT: Revoldt moves.
5 MS. WERREN: Werren, second.
6 MR. PETERS: All in favor, say "aye."
7 MR. FOLTZ: Aye.
8 MR. PETERS: Aye.
9 MR. REVOLDT: Aye.
10 MR. CERRETA: Aye.
11 MS. WERREN: Aye.
12 MR. FONTE: Aye.
13 MR. STROIA: Aye.
14 MR. PETERS: Opposed?
15 (No response.)
16 MR. PETERS: Motion carries.
17 And, finally, a motion and a second to
18 adopt Resolution 3-21 under suspension of the
19 rules.
20 MR. REVOLDT: Revoldt moves.
21 MS. WERREN: Werren, second.
22 MR. PETERS: All in favor, say "aye."
23 MR. FOLTZ: Aye.
24 MR. PETERS: Aye.
25 MR. REVOLDT: Aye.

1 MR. CERRETA: Aye.
2 MS. WERREN: Aye.
3 MR. FONTE: Aye.
4 MR. STROIA: Aye.
5 MR. PETERS: Opposed?
6 (No response.)
7 MR. PETERS: All right. Motion carries.
8 All right. May I have a motion and a
9 second to read by title only Ordinance 1-21?
10 MR. REVOLDT: Revoldt moves.
11 MS. WERREN: Werren, second.
12 MR. PETERS: All in favor, say "aye."
13 MR. FOLTZ: Aye.
14 MR. PETERS: Aye.
15 MR. REVOLDT: Aye.
16 MR. CERRETA: Aye.
17 MS. WERREN: Aye.
18 MR. FONTE: Aye.
19 MR. STROIA: Aye.
20 MR. PETERS: Opposed?
21 (No response.)
22 MR. PETERS: Motion carries.
23 Ben.
24 MR. YOUNG: An ordinance to amend Chapter
25 137, Department of Police, of the codified

1 ordinances of the City of North Canton,
2 specifically Section 137.04, personnel, to
3 change -- to change the position titles for
4 dispatch personnel to reflect recent changes
5 in position titles, and declaring the same to
6 be an emergency.

7 MR. PETERS: All right. Finally, Pat
8 covered this in his very short dissertation.
9 I'll call it that. And if there are no
10 further questions for him, I'll entertain a
11 motion and a second to adopt the first
12 reading Ordinance 121 -- 1-21.

13 MR. REVOLDT: Revoldt moves.

14 MS. WERREN: Werren, second.

15 MR. PETERS: All in favor, say "aye."

16 MR. FOLTZ: Aye.

17 MR. PETERS: Aye.

18 MR. REVOLDT: Aye.

19 MR. CERRETA: Aye.

20 MS. WERREN: Aye.

21 MR. FONTE: Aye.

22 MR. STROIA: Aye.

23 MR. PETERS: Opposed?

24 (No response.)

25 MR. PETERS: Motion carries.

1 All right. May I have a motion and a
2 second to suspend the rules of Council
3 requiring three readings?

4 MR. REVOLDT: Revoldt moves.

5 MS. WERREN: Werren, second.

6 MR. PETERS: All in favor, say "aye."

7 MR. FOLTZ: Aye.

8 MR. PETERS: Aye.

9 MR. REVOLDT: Aye.

10 MR. CERRETA: Aye.

11 MS. WERREN: Aye.

12 MR. FONTE: Aye.

13 MR. STROIA: Aye.

14 MR. PETERS: Opposed?

15 (No response.)

16 MR. PETERS: Motion carries.

17 And, finally, a motion and a second to
18 adopt Ordinance 1-21 under suspension of the
19 rules.

20 MR. REVOLDT: Revoldt moves.

21 MS. WERREN: Werren, second.

22 MR. PETERS: All in favor, say "aye."

23 MR. FOLTZ: Aye.

24 MR. PETERS: Aye.

25 MR. REVOLDT: Aye.

1 MR. CERRETA: Aye.

2 MS. WERREN: Aye.

3 MR. FONTE: Aye.

4 MR. STROIA: Aye.

5 MR. PETERS: Opposed?

6 (No response.)

7 MR. PETERS: Motion carries.

8 Patrick, once again, thank you to you and
9 your staff for all you have done with
10 everything that we are dealing with, with
11 COVID and the fact that these all three came
12 due at the same time. Outstanding job.
13 And -- and we thank you.

14 MR. DEORIO: Yes, sir.

15 MR. PETERS: Okay. I need a motion and a
16 second to add a Special Council meeting to
17 address Ordinance -- specifically Ordinance
18 79-20 for the third reading. I'm looking at
19 my calendar. I'll throw out a date. How
20 about next Monday, the 11th? We can do 5:00
21 p.m. again, if you'd like.

22 MR. REVOLDT: Good for Revoldt.

23 MR. STROIA: I'm good with that.

24 MR. FONTE: I'm good with that. Dominic.

25 MR. PETERS: Okay.

1 MR. CERRETA: Doesn't matter to Dominic
2 or I; doesn't matter at all. We can't vote
3 on it.

4 MR. FONTE: But we still have to be at
5 the meeting, correct?

6 MR. FOLTZ: Not really.

7 MR. CERRETA: We're not voting.

8 MR. PETERS: If you feel like it.

9 MR. FONTE: I don't need to be at the
10 meeting then?

11 MR. CERRETA: If you're going on
12 vacation, Dom, go ahead.

13 MR. PETERS: Yeah. So with the remaining
14 five, everyone is amenable to that?

15 MR. FOLTZ: Yes.

16 MS. WERREN: Sure.

17 MR. PETERS: Patrick, that works for you?

18 MR. DEORIO: Yes, sir. Thank you.

19 MR. PETERS: Okay. So a motion and a
20 second to add a Special Council meeting to
21 have the third reading of Ordinance 79-20 for
22 January 11th, 5:00 p.m.

23 MR. REVOLDT: Revoldt moves.

24 MR. STROIA: Stroia moves.

25 MR. REVOLDT: Revoldt seconds.

1 MR. PETERS: All right. All in favor,
2 say "aye."
3 MR. FOLTZ: Aye.
4 MR. PETERS: Aye.
5 MR. REVOLDT: Aye.
6 MR. CERRETA: Aye.
7 MS. WERREN: Aye.
8 MR. FONTE: Aye.
9 MR. STROIA: Aye.
10 MR. PETERS: Opposed?
11 (No response.)
12 MR. PETERS: All right. Motion carries.
13 And that does it for our agenda tonight. So
14 a motion and a second to adjourn.
15 MS. WERREN: So moved, Werren.
16 MR. REVOLDT: Revoldt seconds.
17 MR. PETERS: All in favor, say "aye."
18 MR. FOLTZ: Aye.
19 MR. PETERS: Aye.
20 MR. REVOLDT: Aye.
21 MR. CERRETA: Aye.
22 MS. WERREN: Aye.
23 MR. FONTE: Aye.
24 MR. STROIA: Aye.
25 MR. PETERS: Opposed?

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(No response.)

MR. PETERS: We are adjourned. Thank you
everyone. Have a great evening.

(This proceeding concluded at 5:43 p.m.)

ATTEST:

Daniel Jeff Peters
Council President

Benjamin R. Young

Benjamin R. Young
Council Clerk

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C E R T I F I C A T E

STATE OF OHIO,)
)
STARK COUNTY.)

I, Shannon Roberts, a Registered Professional Reporter and Notary Public in and for the State of Ohio, duly commissioned and qualified, do hereby certify that the within testimony so given was by me reduced to Stenotype afterwards prepared and produced by means of Computer-Aided Transcription, and that the foregoing is a true and correct transcription of the testimony so given.

I further certify that this proceeding was taken at the time and place in the foregoing caption specified.

I further certify that I am not a relative of, employee of or attorney for any party or counsel, or otherwise financially interested in this action.

I do further certify that I am not, nor is the court reporting firm with which I am affiliated, under a contract as defined in Civil Rule 28(D).

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal of office at Canton, Ohio, this 12th day of January, 2021.

Shannon Roberts
Shannon Roberts, Notary Public
My commission expires February 2, 2023