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CITY OF NORTH CANTON, OHIO  
COMMITTEE OF THE WHOLE MEETING

**TRANSCRIPT OF  
FEBRUARY 3, 2020, MEETING**

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Transcript of Proceedings of the North Canton City Council, taken by me, the undersigned, Laurie Maryl Jonas, a Registered Merit Reporter and Notary Public in and for the State of Ohio, at the North Canton Civic Center, 845 West Maple Street, North Canton, Ohio, on Monday, February 3, 2020, at 7:00 p.m.

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1 APPEARANCES:

2 Daniel Jeff Peters, Council President, Ward 2

3 Daryl Revoldt, Council Vice President, At Large

4 Doug Foltz, Ward 1

5 Stephanie Werren, Ward 3

6 Dominic Fonte, Ward 4

7 Mark R. Cerreta, At Large

8 Matthew Stroia, At Large

9 Patrick A. DeOrio, Director of Administration

10 Timothy L. Fox, Director of Law

11 Jina Alaback, Director of Finance

12 Robert G. Graham, Engineering Services

13 Catherine A. Farina, Deputy Director of  
Administration and Development

14 Stephan B. Wilder, Mayor

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1 MR. PETERS: Okay. I'd like to call to order  
2 the committee of the whole meeting Monday, February  
3 3. It is 7:04 p.m.

4 Ben, please call the roll.

5 MR. YOUNG: Member Revoldt?

6 MR. REVOLDT: Here.

7 MR. YOUNG: Fonte?

8 MR. FONTE: Here.

9 MR. YOUNG: Peters?

10 MR. PETERS: Here.

11 MR. YOUNG: Foltz? Absent. Werren?

12 MRS. WERREN: Here.

13 MR. YOUNG: Stroia?

14 MR. STROIA: Here.

15 MR. YOUNG: Cerreta?

16 MR. CERRETA: Here.

17 MR. YOUNG: Six present.

18 MR. PETERS: Thank you.

19 May I have a motion and a second to excuse  
20 Member Foltz?

21 MR. REVOLDT: So moved.

22 MR. CERRETA: Second.

23 MR. PETERS: All in favor?

24 ("Aye" in unison.)

25 MR. PETERS: Opposed? All right. Motion

1 carries.

2 First up on the agenda, Finance and Property.  
3 Chairman Werren.

4 MRS. WERREN: So we have talked about a lot  
5 of different things with the Arrowhead Golf Course,  
6 especially appropriations, and we need to move on  
7 that sooner than later. Patrick, do you want to talk  
8 a little about that and what the need is? And maybe,  
9 Jina, if you even want to weigh in about processes  
10 and what you think, that would be great.

11 MR. DEORIO: Thank you, Madam Chair.

12 As you recall, in reading the Arrowhead  
13 management agreement, an additional control mechanism  
14 in there was that Arrowhead had to prepare an annual  
15 budget and that that budget had to be approved by  
16 city council.

17 So you have at your station, and I passed out  
18 what was e-mailed to me, which is the -- it's on  
19 two -- two-sided operating budget. So the first side  
20 is the, you know, income and expenses, and then on  
21 the back side are additional expenses not related to  
22 the operations as far as like food and beer and  
23 alcohol and that it's more management on the back.  
24 But if you look, if I can direct you to the second  
25 page, which is the shortest page with information on

1 it, not as many columns, and you can look from  
2 January through December and then the total at the  
3 end of 2020, so you can begin to see what we were  
4 talking about with golf, you know, being a seasonal  
5 operation. So in the months in which there is no  
6 golf and there is no pool, January, February --  
7 December, January, February, March, those are months  
8 in which there would not be sufficient revenues to  
9 cover all of the expenses associated with the  
10 operations.

11 MR. OSBORNE: Excuse me. Do you have  
12 something you can put up on the screen?

13 MR. PETERS: Mr. Osborne, please.

14 MR. DEORIO: The amount in parentheses is  
15 representing that's how much we will be short that  
16 month. So as we look at, say, February 2020, we're  
17 expecting that with golf closed and with the swimming  
18 pool not open that our deficit for that month is  
19 projected to be \$30,200. Now, with the -- dealing  
20 with the controller for the operation tends to  
21 estimate the revenues light and the expenses on the  
22 heavy side so that's what we're forecasting for the  
23 end of February. But as you get to May and the pool  
24 is open and the golf is open, we're expecting a  
25 budget of \$41,495 surplus above and beyond the 50,000

1 that's in the operating account. So that would be  
2 where we've talked about it before where the city  
3 would want to claw back the excess numbers. And what  
4 we hope to do is have enough clawed back that when we  
5 get to this point next year in December, January,  
6 February, that we actually have the benefit of those  
7 operating funds that we did not get from the previous  
8 operators. Had we gotten that, we wouldn't be in  
9 this situation that we're in now. So the end result  
10 is that it forecasts for the end of 2020 is slightly  
11 positive at \$14,490.

12 So what we do then as we go through the year,  
13 we have a budget and then we get an actual report  
14 once a month and we will be able to compare actual  
15 operating performance to what was budgeted to see if  
16 we're in line with that or if we're out of line,  
17 where are we out of line, what happened, and just  
18 maintain that transparency that is being provided to  
19 us by being able to look into the -- the bank record  
20 and see, you know, what money has gone in, what money  
21 has gone out and make sure it jives with what is  
22 being purported to us for the budget.

23 As we say in that agreement, that, you know,  
24 expenditures that are outside of the budget numbers  
25 that we're looking at would require city approval.

1 So that's why it's an important mechanism to have  
2 this in place.

3 MRS. WERREN: Okay.

4 MR. DEORIO: So you're correct, Madam Chair.  
5 You're correct. In the last discussions, you're  
6 correct, we talked about establishing the operating  
7 account and putting the funding that is in place to  
8 get that started, that's part of what this is  
9 tonight. We have to follow through and get that  
10 going. Give you the annual budget, and then we do  
11 need -- we do need to talk about some capital  
12 investment there for repairs. So I can't, you know,  
13 take into account all that shoulda, coulda, woulda  
14 been done over the, you know, 10, 12 years that the  
15 previous operators were there and these things didn't  
16 get done, and apparently we, you know, just kind of  
17 looked the other way, I guess.

18 But the pool pavilion roof. So if you were  
19 to look at the pool pavilion roof, there are four  
20 rather large holes rotted through. One sufficient  
21 enough that I could fit through it, and I'm not a  
22 little guy. And all that debris and water and  
23 everything continues to pour through those openings,  
24 get into the rafters, and if we choose to do nothing  
25 it will eventually turn into just a complete

1           teardown.

2                   Our building department has been down there  
3           to inspect that structure. They say at this time the  
4           rafters are still sound but the sheathing, the  
5           plywood for the roof, the shingles, all that needs to  
6           be completely replaced. Brian Hill, who's in charge  
7           of our building maintenance, believes that's a job  
8           they could do internally as far as the labor goes.  
9           They would just need to buy supplies. So I'm asking  
10          in this discussion tonight as we move forward you've  
11          got kind of like two ordinances but the things  
12          relating to Arrowhead would be on one of these  
13          ordinances that we need to -- to move through rather  
14          quickly. So that's the pool pavilion roof.

15                   On the swimming pool itself, the pool, we've  
16          had it inspected by Hastings -- Hastings is who we  
17          use for the Dogwood Pool -- and to give us an  
18          overview of where we are. They indicated that pumps  
19          were new, replacement last year that the previous  
20          operators put in I guess two summers ago now in 2018.  
21          But the skimmers are in need of replacement. Now,  
22          the skimmers perform an important function, from what  
23          Mr. Hill has indicated to me. And when they do not  
24          operate at all, or operate in a diminished capacity  
25          it costs us a lot of lost water from the pool. So



1 that means we're putting more water in. And every  
2 time we put more water in, we need more chemicals  
3 because untreated water dilutes the potency of the  
4 pool water that's there. So this would actually, if  
5 remedied, would actually help save on the operating  
6 costs for the pool. So the -- this is not a job we  
7 would do internally but Hastings would do this, and  
8 the pool skimmers are 16,000.

9 Two other items. As I mentioned before, the  
10 building code -- or the building department has been  
11 through the facility, so has the fire department, so  
12 has the health department. You addressed some of  
13 those issues previously with the health department so  
14 we've got all them squared away, but still the  
15 building is not up to code with some of the  
16 electrical work that needs to be done and we need to  
17 be in compliance with those code statutes. So the  
18 electrical code updates are 9,000.

19 And then finally, on the main floor lobby,  
20 the women's restroom, there are four toilets. The  
21 floor is sunk in. The wooden joists underneath it  
22 are in need of replacement. The tile is all cracked.  
23 We believe that the flange and the gasket to all four  
24 toilets are what are leaking water through the floor  
25 into the ceiling in the basement below causing mold

1 issues, rather large. So the estimate that we have  
2 for repairing the toilets is \$4,000, which includes  
3 repairing the floor substructure, tiling, and the new  
4 toilets. If the toilets could be salvaged, we can  
5 use them again. It just depends on what has happened  
6 underneath them when we pull them up as far as the  
7 gaskets and flange and if there's a crack in the  
8 toilet or if it's just the seal that needs replaced.

9 So I think if you totaled those four  
10 projects, 12, 16, 9, and 4, that's \$41,000 in capital  
11 improvements to the building itself. So regardless  
12 of whether you're playing golf or not, people are  
13 going in and using our facilities and they need to  
14 be -- we need to make sure that they're safe and that  
15 everything's useable.

16 MRS. WERREN: Okay. Do you have any comments  
17 or anything you want to say about that?

18 MS. ALABACK: We reviewed the numbers, the  
19 budget figures today in the office, and went through  
20 each one of those. Identified some areas where we  
21 need to do supplemental appropriations.

22 MR. OSBORNE: Can you talk a little louder?

23 MR. PETERS: Mr. Osborne, please.

24 MRS. WERREN: Okay.

25 MR. PETERS: We need to address --

1 MRS. WERREN: Okay. So you need this  
2 appropriation of \$50,000 sooner than later?

3 MR. DEORIO: Yes.

4 MRS. WERREN: Okay. So I think we're trying  
5 to work out a time where we can meet this week;  
6 right, Jeff?

7 MR. PETERS: Yes. Has Mr. Foltz gotten back  
8 to you yet? Okay. Here's where we're at. Currently  
9 Mr. Revoldt are heading out of town.

10 MR. REVOLDT: I'm out of pocket Wednesday  
11 afternoon.

12 MR. PETERS: Wednesday afternoon.

13 MR. REVOLDT: Yes.

14 MR. PETERS: Foltz is out of town now,  
15 returning we're not quite sure.

16 MR. DEORIO: Not available until Wednesday  
17 night. So --

18 MR. PETERS: Okay. So we're in a --

19 MR. DEORIO: You're just going to have to put  
20 it to Monday and we're going to have to work with  
21 that.

22 MR. PETERS: Yeah, we're in a spot. Okay.  
23 All right. So it's going to have to be Monday.

24 MR. DEORIO: And Monday we're scheduled for a  
25 regular -- regular meeting, so that will -- okay.

1 We're good there.

2 MR. PETERS: Okay.

3 Dom, you had something as it related to the  
4 golf course?

5 MR. FONTE: I did.

6 So with the golf and all the talk of golf,  
7 you know, dying industry, I asked Ben if he could  
8 help us out, and he ran a report, a really thick  
9 report. I got the summary here that anybody's  
10 welcome to, but basically I wanted to touch on a few  
11 bullet points regarding what the golf industry is  
12 doing right now. And this is the National Golf  
13 Foundation. It's a very detailed report, but this is  
14 really pertaining to the last couple years.

15 So golf is an \$84 million industry in  
16 general. Keep in mind there's, you know, the golf  
17 course and there's the electronic stuff and the books  
18 and, you know, the games and so forth, which is an  
19 important part of it as well. But the interesting  
20 thing I thought was, you know, there were 24 million  
21 golfers was about the level and it climbed to  
22 33.5 million in 2018, which was interesting. Now, in  
23 '18 some of the golfing across the country was lower  
24 due to the days -- the weather, you know, because the  
25 weather, if you remember how wet it was, we had a lot

1 of days that weren't really golf course days so  
2 that's why it was down a little bit last year.

3 But what was interesting, I thought, is the  
4 junior golfers last year, they added 2.2 million  
5 golfers age 6 years old to 17 who played, you know,  
6 the golf course and also off course. 10 percent of  
7 all the golfers were juniors, which is more diverse  
8 than ever, and actually 36 percent were girls, which  
9 is -- was 15 percent of the golfing population in  
10 2000 versus 36 now. So, like, if I had a golf  
11 course, I'd tell you what: I would be talking to the  
12 schools and get curriculums going for all those  
13 people because obviously there's a lot of interest  
14 there.

15 There's an estimated 2.6 million beginners in  
16 2018, which is up from 2 million. And then the  
17 interest above -- among golfers are an all-time high,  
18 which is 14.7 million people saying that they'd like  
19 to play golf but they haven't played yet, they're  
20 just interested. So that's an interesting thing with  
21 the golf courses closing makes this right, if it's  
22 played properly with the food and entertainment and  
23 so forth, I'm hoping that, you know, if they pay  
24 attention to the statistics, I would definitely be  
25 focusing on the younger generation.

1           The baby boomers were the big golfers, you  
2 know, and I think it just kind of died off a little  
3 bit in the generation after them. So the younger  
4 folks are the ones showing a lot of interest. So I  
5 thought that was interesting. I wanted to throw that  
6 out to you. It's a thick report. Again, I have the  
7 highlights. So you guys are welcome to see it, but I  
8 just wanted to say I thought you should hear that  
9 information. Thank you.

10           MR. PETERS: Thank you, Dominic.

11           MRS. WERREN: Patrick has something to say.

12           MR. DEORIO: If we're done with that, I was  
13 looking to see if we might move to amend the agenda  
14 to include another topic under Finance and Property,  
15 which was the supplemental appropriation that had  
16 nothing to do with Arrowhead.

17           So Jina and I were working on some other  
18 things that you all are hoping to see us move forward  
19 with that we didn't have budgeted because we weren't  
20 sure if we were going to move forward with them at  
21 the time we were putting the budget together six  
22 months ago but it would appear to be that we are now.

23           MR. PETERS: This will be under finance?

24           MR. DEORIO: This would be under finance if  
25 the chair would --

1 MR. YOUNG: If I may.

2 MR. PETERS: Yes.

3 MR. YOUNG: I believe what Patrick is talking  
4 about is the motion to divide the question that we  
5 talked about earlier.

6 MR. PETERS: That's correct.

7 MR. DEORIO: Thank you, Ben. I forgot how  
8 capable you are. And he's right on it, so --

9 MR. PETERS: Daryl?

10 MR. REVOLDT: I move we amend the agenda to  
11 include Item 1B, Discussion of Supplemental  
12 Appropriation, per the document attached, or  
13 provided.

14 MR. PETERS: Okay.

15 MRS. WERREN: So moved.

16 MR. CERRETA: Second.

17 MR. PETERS: All in favor?

18 ("Aye" in unison.)

19 MR. PETERS: Opposed? Motion carries.

20 Patrick?

21 MR. DEORIO: Yeah. So a couple things had  
22 come up. Jina, I'm not sure what number we had  
23 finally settled on but I do have a printout which  
24 included the Arrowhead, is it 329? Is that where?  
25 Or is it a different one?

1 MS. ALABACK: That's the same that I have. I  
2 just have some amendments to the account numbers that  
3 I'm going to talk about.

4 MR. DEORIO: I'll just talk about the subject  
5 matter then.

6 So we did -- we inadvertently had not put in  
7 for a couple additional city cell phones. So with my  
8 staff, Catherine and Kelly, I'd like to be able to  
9 reach them on a city phone rather than their personal  
10 phone. So we can get the old iPhone models that  
11 Verizon gives us for free, iPhone 8. We really just  
12 need to pick up the cost for the additional line  
13 charge for the calendar year.

14 Professional services. We had -- this is in  
15 administration, is an eFileCabinet and that had  
16 inadvertently not been included in the budget. And  
17 when the invoice came in, we used what we did have  
18 appropriated in our budget to pay for that. Now, we  
19 also added two new seats to this, and one is for city  
20 council and the other is for law department.

21 So just as a quick overview, what the  
22 eFileCabinet allows us to do is to electronically  
23 store, manage all of our records in a virtual filing  
24 cabinet that is backed up to the Cloud on a daily  
25 basis, so we have that. Because we're backing it up



1 to the Cloud on a daily basis, storage and record  
2 retention is not really a valid concern anymore. We  
3 can store things indefinitely in the Cloud.

4 When I was still at the City of Canton, one  
5 of the things that they were doing was as they were  
6 moving to the Cloud they were not having to look  
7 through certain records to determine whether or not  
8 they were old enough to cause them to want to get rid  
9 of them. Since they were being stored electronically  
10 on the Cloud and it's unlimited capacity, they just  
11 saved that man hours of having to look through  
12 records to figure out what needs to go or not, just  
13 save everything, store it in the Cloud.

14 So the clerk's office is in -- really, in my  
15 opinion, in dire need for that because of the -- I  
16 think the lack of being able to store things properly  
17 over the years, and I think Ben has shown a real  
18 knack for this program. He's been using it since he  
19 started in admin back in April of this year so  
20 he's -- we obtained a scanner for him so he could  
21 scan the documents right in and it's something that,  
22 as you build the database of the information, it  
23 becomes more valuable as time goes by. We instituted  
24 this in 2017, and so every record from 2017 on we've  
25 captured into the electronic file so we don't

1 maintain the paper copy unless it's a contract,  
2 original contract. But we've begun the process of  
3 working backwards from 2017 on certain important  
4 matters and incorporating that in. And that's  
5 something that we could do there. In addition to a  
6 Walsh program of having interns on a regular basis  
7 that we're working on, this is an important function  
8 that they could do is getting this stuff properly  
9 scanned and stored. And the law department will have  
10 this available as well, so Tim will be able to, you  
11 know, and it's optical character recognition so you  
12 can scan it in that way and pick a word and find that  
13 word, so it's really high tech sophisticated.

14 So COBRA insurance premiums that we need to  
15 account for.

16 And then we were looking at the zoning  
17 consultant, moving into the next phase of that  
18 project. When we did this last year, I didn't budget  
19 for it, wasn't sure if there would be -- with the  
20 changeover in administration, if there was one, or  
21 the change in council what was the new direction so  
22 we kind of put everything on hold. Now it looks like  
23 everybody would like to move forward with that this  
24 year, so we should put that in the budget and make an  
25 account for that.

1           We also reached out and had conversation with  
2           the digital archive company as it relates to  
3           engineering department and building department. They  
4           deal with large pieces of paper that are sometimes 3  
5           feet by 4 feet and to get that digitized and stored  
6           electronically. Unfortunately, over the years, a  
7           backlog has developed that they have never been able  
8           to get caught up and it's -- in my opinion, it's  
9           significant and I would like to eliminate it and  
10          establish a process where every document that comes  
11          in is electronically scanned so that we can -- we  
12          have the printer in-house that we can reprint them in  
13          the big capacity, 3 by 4, but just to be able to  
14          e-mail the records to, you know, members of the  
15          committee and store them electronically would be a  
16          big plus. We don't know if we're moving forward with  
17          it, but I thought if we are moving forward with it we  
18          need to budget an amount there. But I think once we  
19          would get this in place then I think finally all the  
20          departments in the city would be under a bona fide  
21          electronic filing and management system. The police  
22          and fire do that already anyway, but --

23                 MRS. WERREN: Patrick, is that a one-time fee  
24                 or would that be -- for the digital archive company?

25                 MR. DEORIO: Well, we believe it is an

1 initial setup fee because we want -- and processing  
2 fee to take all of our stuff that hasn't been done  
3 and do it.

4 MRS. WERREN: Right.

5 MR. DEORIO: And then after that, in order we  
6 would have like eFileCabinet, a monthly ongoing  
7 access fee for the software.

8 MRS. WERREN: Okay.

9 MR. DEORIO: But we would be scanning in all  
10 the new stuff. So what I'm talking about is somebody  
11 needs to take all the existing files that are just --

12 MRS. WERREN: How many would you say?

13 MR. DEORIO: Oh, thousands.

14 MRS. WERREN: Okay.

15 MR. DEORIO: Thousands. I mean, it's just --  
16 we had, you know, an employee here at one time that  
17 worked part-time that scanned stuff, but in auditing  
18 their records, I don't think it is in the format that  
19 anybody understands where it is or what it is. This  
20 is what an electronic filing program does. You know,  
21 if we're calling it a -- you want to plan review, I  
22 don't know whatever you call these big documents but  
23 we're going to make sure that they're labeled  
24 appropriately and stored appropriately. That's one  
25 of the monitoring services that the company does for

1 that is that they will see the stuff we scan in and  
2 they would look at it to make sure that it is  
3 properly labeled, properly stored, and that all the  
4 file pages are there.

5 You know, you can scan something and are you  
6 checking all your work to see that every scan went  
7 through, all the pages? And if not, and then you  
8 roll it back up and put it on the shelf, how do we  
9 know that it's actually accurate? And, you know,  
10 when you look in the industry, this is all about  
11 where things are going to be in the next 50 years.  
12 We won't be here, but, you know, those electronic  
13 records will be and paper is just -- is just way, you  
14 know, out of the realm of reality anymore. That's so  
15 an ancient dinosaur that we don't know how companies  
16 will survive 25 years from now if that's what they  
17 have to look back for is the paper.

18 MR. PETERS: Right.

19 MR. DEORIO: Let alone find the paper. And  
20 you take instances that took place in the City of  
21 Canton where they had a water main break in the  
22 building. It flooded several floors and,  
23 unfortunately, the clerk of courts records are in the  
24 basement and when the ceiling gave way and all the  
25 water came down, you know, countless records were --

1           were lost.

2                   MS. FARINA: It's important to note that the  
3 engineering records on the records retention schedule  
4 for the most part are permanent records. Other  
5 departments have destruction timeline. Most  
6 engineerings are permanent. That's why they take up  
7 so much.

8                   MR. FOX: And I was going to say that. And  
9 as a followup with that, as you said, that those  
10 files tend to be the vast majority as permanent  
11 files, and if that's what we're contemplating is  
12 saving these files, you know, for forever, it's  
13 better perhaps to have those in the Cloud, as you  
14 said, backed up every day versus in Bankers box  
15 stored in another location.

16                   MR. PETERS: Yeah, I agree.

17                   MRS. WERREN: Okay.

18                   MR. DEORIO: And then also, before he  
19 retired, Chief Minock had been working with us to get  
20 an additional dispatch -- dispatcher on board  
21 full-time to make us compliant with regulations that  
22 require two dispatchers on-site in the evening, like  
23 2:00, 3:00 in the morning kind of thing. And he  
24 will -- and Chief Kemp, who's taken over, agrees with  
25 this. The mayor and myself believe it's important

1 that we are operating in compliance with that, those  
2 requirements, so we would like to get that budgeted.  
3 He would be able to come here, as with all this  
4 stuff, and we can go into more detail later. The  
5 idea was if you wanted to do the supplemental  
6 appropriation, move forward with one on Arrowhead  
7 that we've got to get together kind of quickly but  
8 this other one can follow the regular course of  
9 business, the next three readings, that kind of  
10 thing. But we can get Frank -- Chief Kemp up here to  
11 talk about more of that and then these other things  
12 as well.

13 I tried to give you a little bit there but I  
14 don't want to talk all night about it if we're going  
15 to talk again in the next week about it.

16 MRS. WERREN: Right. So we could either  
17 budget -- do the appropriation for the full amount or  
18 just do the Arrowhead stuff on Monday? Break it up.

19 MR. DEORIO: Yeah, we would like it broken up  
20 into two separate tracks. One which is  
21 Arrowhead-related, which we need to move  
22 expeditiously on, and the other one can follow the  
23 committee.

24 MRS. WERREN: Yeah.

25 MR. DEORIO: Then next week a read and then a

1 read again and then --

2 MRS. WERREN: Okay.

3 MR. PETERS: So you want to have the first  
4 reading on the secondary part of this next Monday?

5 MR. DEORIO: Yeah.

6 MR. PETERS: Okay.

7 MRS. WERREN: That sounds good.

8 MR. PETERS: And --

9 MR. DEORIO: And then --

10 MR. PETERS: Can you e-mail a summary of what  
11 you just said to us? I can print it out so Doug has  
12 it prior to Monday. Looking at the schedule. Okay.  
13 Are we good, Steph?

14 MRS. WERREN: Yeah.

15 MR. PETERS: All right. Okay. Next up,  
16 Personnel and Safety.

17 Director of administration requests  
18 consideration of review of the updated employee  
19 manual, wants it on the agenda March 16 for  
20 consideration and legislative action. You guys were  
21 all copied on it. This -- I think on Thursday you  
22 guys all got a copy of that. Pat, do you want to --

23 MR. DEORIO: Yeah. Obviously this is a  
24 really important thing. We've engaged a consultant  
25 to help us put this together. It's been something



1 that we've tried to put together internally for a lot  
2 of years but it is so -- it is so all encompassing a  
3 project that it overwhelmed everybody that has  
4 attempted to try it. So what you have is  
5 approximately a 150-page document. It's been  
6 e-mailed to you. If you don't want to work with the  
7 e-mail, let me know, we can print out a copy for you  
8 but we didn't want to print out, you know,  
9 automatically 8, 10 copies and burn through 1,200  
10 sheets of paper.

11 MR. PETERS: Right.

12 MR. DEORIO: It's obviously a lot to digest  
13 so there's nothing to be talked about here tonight on  
14 it. And we want you to digest it over the next six  
15 weeks. Call with questions or concerns or tweaks or  
16 things like that. We will process that internally,  
17 make those notes and suggestions and then, when we  
18 come back on March 16, have something that has been  
19 somewhat opined on and then see if we can keep the  
20 ball moving.

21 MR. PETERS: Okay. In the meantime, law will  
22 be reviewing this as well to make sure that we are  
23 compliant with collective bargaining agreements and  
24 the like. I'm sure Tim will go through it with a  
25 fine-tooth comb as well, and Jina, I imagine you're

1 going to be looking this over as well, make sure  
2 we're square. Any questions for Pat, Tim, Jina?

3 MR. FOX: Just put out for -- for everyone,  
4 if they're not aware, the law firm that put this  
5 together, Clemans, Nelson & Associates, it's a  
6 premier firm that specializes in labor and  
7 employment, and what it's provided us is a -- kind of  
8 an all-encompassing package here that we can work  
9 with and amend with some things that we'll need to  
10 keep in -- generally in place like our own public  
11 records policy, personal information policy. We'll  
12 check for any conflicts in any collective bargaining  
13 agreements, and I'll, you know, make sure all of the  
14 council members and elected officials will know what  
15 changes may be suggested with this, this contract,  
16 but indeed, as Patrick said, it's all-encompassing.  
17 152 pages without the suggested forms. And so I had  
18 printed mine on 4 on 1, save some paper, but I can  
19 still read through it and look for the suggestions.  
20 I think administration is looking as well. We can  
21 red-line those things so that we know when we're  
22 talking on the same subjects and that we don't write  
23 over each other.

24 But it's -- as I said, we're looking at  
25 March 16 to bring it back so that we can kind of

1 begin discussions on implementing this updated  
2 employee manual.

3 MR. PETERS: Okay. Any questions for Tim?  
4 Pat? Dominic? Good?

5 MR. FONTE: I'm good.

6 MR. PETERS: Before we adjourn out of this  
7 and head into the special council meeting, Mr. Young  
8 wanted to talk briefly regarding the Walsh College.  
9 Ben?

10 MR. YOUNG: Two meetings ago now, city  
11 council asked to schedule a city council meeting to  
12 be held at Walsh University. They have returned with  
13 some dates and so I'm asking council to pick one,  
14 basically. The first is March 30, which would be the  
15 fifth Monday of March. And would be a committee of  
16 the whole meeting. The second is April 6, which  
17 would be the first Monday of the month and also a  
18 committee of the whole meeting. And then, as a last  
19 resort date, they also offered April 13, but the  
20 university will be on Easter break and it was my  
21 understanding that council wanted students there.

22 MRS. WERREN: Yeah. Let's do the 6th.

23 MR. PETERS: Yeah, we do. When is school  
24 break for you folks that have kids in school?

25 MR. CERRETA: It's usually the last week in

1 March but is it the last week, full week, Steph?

2 MRS. WERREN: I think it's the 27th through  
3 the 3rd of March.

4 MR. CERRETA: Okay. So that the 30th would  
5 be not a good time.

6 MAYOR WILDER: North Canton City Schools are  
7 closed starting March 23. So spring break, and come  
8 back on the 30th. That's for North Canton City  
9 Schools.

10 MRS. WERREN: That's the same. They'll  
11 follow the system.

12 MR. CERRETA: Yeah. That's the same. So  
13 either the 30th or the 6th would work.

14 MR. PETERS: The 30th would probably not be a  
15 good date. People would have to rush back.

16 MRS. WERREN: Yeah.

17 MR. CERRETA: Last year we did it the 1st.  
18 Right in the same ballpark.

19 MR. PETERS: That's right. Is everybody good  
20 with the 6th, first Monday? Okay.

21 Ben, go back with the 6th then.

22 MR. YOUNG: Thank you very much.

23 MR. FONTE: That will be a special meeting  
24 because we'll have a different location.

25 MR. PETERS: Yeah. Do you want to -- before

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we -- before I put a motion, do you want to make sure that that's -- April 6 is a date?

MR. YOUNG: Yeah. I was going to wait to formally vote until I had confirmation with Walsh. My meeting with them is Wednesday.

MR. PETERS: Okay. Good. All right. Yeah, just put a little reminder in there afterwards for us.

All right. Seeing that there's nothing more on this agenda, I'll entertain a motion to adjourn the meeting.

MR. REVOLDT: So moved.

MR. CERRETA: Second.

MR. PETERS: All in favor?

("Aye" in unison.)

MR. PETERS: Opposed? Motion carries. We are adjourned.

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(Meeting adjourned at 7:41 p.m.)

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Attest:

  
Benjamin R. Young  
Clerk of Council

  
Daniel Jeff Peters  
City Council President

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C E R T I F I C A T E

STATE OF OHIO )  
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I, Laurie Maryl Jonas, a Registered Merit Reporter and Notary Public in and for the State of Ohio, duly commissioned and qualified, do hereby certify that this meeting was by me reduced to Stenotype and afterwards prepared and produced by means of Computer-Aided Transcription, and that the foregoing is a true and correct transcription.

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

I further certify that I am not a relative, employee of or attorney for any party or counsel, or otherwise financially interested in the event of 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, on this 12th day of February, 2020.

*Laurie Maryl Jonas*  
\_\_\_\_\_  
Laurie Maryl Jonas, RMR & Notary Public.  
My commission expires January 6, 2022.