



COMMITTEE WORK SESSION OCTOBER 21, 2013

Committee Members Present: Dennis McGlone
Charlotte Whipkey
Scott Pelot
Bill Mowery
John Conklin
Todd Bergstrom-Excused
Don Nicolard

Also Present: Mayor Mike Zita
Rick Ryland
Laura Starosta
Karla Richards
Ann Campbell

The Committee Work Session convened on Monday, October 21, 2013 at 7:00 PM, in the Council Chambers of the Safety Administration Building. The meeting was called to order by Don Nicolard, President of Council. Following a salute to the flag and the Pledge of Allegiance, there was a moment of silent reflection.

General Topics of Discussion:

Mr. Conklin moved to adjust the agenda by moving Item E-Petition for Waterline Improvement to the beginning because there are several of the residents in the audience, seconded by Mr. Pelot.

Roll Call: Yeas: Conklin, Pelot, McGlone, Whipkey, Mowery, Nicolard
Nays: None

Motion passed 6-0.

Petition for Waterline Improvement

Mr. Conklin stated residents in Norton Acres have filed a petition for a waterline improvement and turned this discussion over to Mr. Ryland for the details. Mr. Ryland stated that we have received the petition and it meets the 60% requirement, and if Council approves, we will move forward with the engineering costs. Mr. Pelot noted this has been an issue for many of these residents. Ms. Whipkey asked if this is for all of the residents and Mr. Ryland stated there are twelve (12) houses involved and 60% of the frontage owners are in favor and have signed the petition or a total of eight (8).

Ms. Whipkey stated that all of the twelve (12) would be paying the assessments, and Mr. Ryland concurred. Mr. Pelot clarified this is just to move ahead and find out the costs. Ms. Whipkey asked who is responsible to pay for the engineer, and Mr. Ryland stated the City pays. Mr. Ryland explained once we have that figure we will call a meeting of the twelve (12) residents and explain the costs and ask again if we have 60% we can move forward. Ms. Whipkey asked who would be responsible for paying for the engineering if the citizens changed their mind and Mr. Ryland stated the City. Mr. Nicolard asked is this also requires an Assessment Equalization Board, and Mr. Ryland replied no, this is not required. Mr. Mowery asked about size of the line and Mr. Ryland indicated it's a new eight (8) inch waterline going down the road. Mr. Conklin moved to place this on Councils next agenda, waiving the second and third readings, with emergency language, seconded by Mr. McGlone.

Roll Call: Yeas: Conklin, Pelot, McGlone, Whipkey, Mowery, Nicolard
Nays: None

Motion passed 6-0.

Non-Bargaining Salaries-Me Too Clause & Clerk of Court

Mr. Mowery opened up the discussion about the me too clause issue and the Clerk of Court position-Mr. Mitchell. Mr. Mowery asked what has the Administration come up with for the me too clause? Mr. Nicolard noted next Monday immediately after roll call we will have Executive Session and he would like to discuss the Clerk of Court position at that time as well. Mr. Nicolard asked Mr. Kostoff about legislation and Mr. Kostoff stated if this is Councils desire he would work on something. Mr. Nicolard stated he would like to have a me too clause stating with review, and Mr. Kostoff noted that would defeat the purpose. If your intention is for an automatic increase if the bargaining units receive an increase, then that is defeating the purpose of a me too clause. Mr. Kostoff questioned which unions are we talking about, Police, Fire, Service? Mr. Nicolard stated he felt this should be an average of what the unions see. Mr. Pelot wants to see separate legislation; Police-Part time officers, Clerical-Clerk of Council and other admin secretaries, and so on. Mr. McGlone stated in 2010 and 2011 all unions got about the same, either a 1% or 2%, and we need to make sure the non-bargaining gets addressed in the same manner. It's something that needs to be done each cycle so we don't forget about them as we do the boilerplate issues and look into each year. Mr. Nicolard asked if this is something we even need an ordinance for? Mr. Kostoff stated that back in the day there was a Master Personnel Order in place that addressed this and it was abolished at some point in time. If we had something like this now, it could be addressed without a special piece of legislation for each group of non-bargaining employees. There was general discussion of the process involved for the bargaining units. Mr. Mowery stated he felt that the me too clause blankets mostly the clerical workers and not so much the part-time officers. Mr. Kostoff cautioned Council to pause on the me too clause because the costs involved with unions and that you may end up in arbitration and this issue could be an automatic trigger for a settlement. Mr. Mowery stated in an arbitration situation you may end up having to scramble for finding the necessary funding.

Mr. Kostoff concurred and stated that by not having a labor contract Council reserved the right of giving raises. Mr. Nicolard stated we could tie the Clerk of Council/Clerk of Court/Admin. Assistant with the AFSCME Clerical Union; we are talking three (3) positions tied to the same group. Part-time police officers could be tied to Police Officers Union, etc. Ms. Whipkey asked Mr. Kostoff if we are tied to the me too clause, if we were setting ourselves up for arbitration. Mr. Kostoff explained, no, this would just mean these three (3) positions would be tied to receive whatever the unions get, and addressing them by making three (3) different motions would be proper; one for clerical, one for part-time police, one for part-time fire. Mr. Kostoff asked when the next round of bargaining for the Police unions are due and Mr. Ryland replied next year. Mr. Kostoff stated most of these bargaining units are civil service employees, and they could file a grievance with this process. Mr. Kostoff clarified that if Council passed the me too clause and then repealed it with a raise anticipated or pending, it would give rise to a foreseeable dispute. Mr. Ryland stated it would be better to set an annual agenda for the second meeting of February or something like that to address this without reinventing the wheel. Mr. Nicolard noted that it could also be an amendment to the Council Rules and we could follow it this way. Mr. Pelot expressed concerns with setting a precedent here and triggering arbitration. Mr. Ryland stated in the past the contracts all ended in the same year, but now they expire every year and it would be just as easy to address it as they ended. All the bargaining units are settled separately and under separate conditions. Mr. Nicolard noted the Council Rules could be amended at any time and Mr. Kostoff concurred, and noted this does not mean it's an automatic trigger, but it does compel you to review and act accordingly. Mr. Mowery suggested doing it this way now to get it started on the books. There was discussion on addressing it in December when reviewing the Budget and Mrs. Starosta suggested waiting until March and it would still be retroactive to January first. Mr. Pelot suggested beginning the discussions in early October for the next year, and Mrs. Starosta stated that would be ok. Mr. Nicolard suggested Mr. Kostoff look at Council Rules for discussion at the next work session. Mr. Kostoff asked for Council to move in a specific direction. Ms. Whipkey asked if there would be a conflict with the bargaining units with setting a specific date and Mr. Ryland stated no. The raises were based on the budget. Mr. Mowery moved for the preparation of the ordinances, as he previously stated for the me too clause, to be placed on Councils next agenda, seconded by Mr. Pelot.

Roll Call: Yeas: Mowery, Pelot, McGlone, Whipkey, Nicolard
Nays: Conklin

Motion passed 5-1.

Appoint Assessment Equalization Board

Mr. Mowery turned this discussion over to Mayor Zita and Mr. Ryland for their input. Mayor Zita offered the following candidates (see attached) for Council to consider Mr. Mowery asked if any of these candidates are present and Mayor Zita replied no. Mr. Conklin asked if any of these residents have sewer, and Mayor Zita stated the first two (2) are on septic systems and the other two (2) have sewer.

Mr. Pelot asked how these names came about and Mayor Zita indicated some showed interest or he made contact with some of the others. Mr. Pelot asked how many letters of protest were received and Mrs. Richards replied five as of today. Mr. Mowery asked if any of these people were involved in the petitions, the PACS of POP or Citizens4Norton? Mayor Zita replied he was not sure. Ms. Whipkey stated she knows of one for sure that has been quite verbal and that we should be looking at this more closely as these people were supposed to be unbiased and uninterested parties. Mr. Mowery asked the Mayor to announce the names of those presented for the appointment and Mayor Zita stated Ron Schaffer, Mark Spicer, Donna Rizer Longfellow, and Lance Apple (alternative). There was discussion as to when the hearing might occur and Mrs. Richards noted that several letters have been returned either unclaimed or refused and the law requires a legal ad be published with provides those parties two (2) weeks to object. Mrs. Richards indicated she has placed the ad for publication this Thursday, October 24, 2013 so these parties would have until November 7, 2013 to file an objection. With that being said an Assessment Board hearing could take place anytime the following week, and she would need to coordinate the best dates and time with the newly appointed members. Mr. Nicolard asked Mr. Kostoff to explain the process and duties of the Board. Mr. Kostoff stated these residents will come before the Board to hear their objection and the Board would then make a recommendation at the end of the meeting. Then the Board will prepare a report that comes back to Council for acceptance. Mr. Pelot asked if their decision must be unanimous and Mr. Kostoff replied no, majority vote. It's just like the Planning Commission that acts as a recommendation body to Council. Mr. Kostoff further explained that the precursor be that the members be registered voters, reside within the community, and not live in the project area. The Board could offer to alter assessments, and Council can chose to accept it or modify it. Mr. Conklin asked if there could be more time left for letters of objections to be received, and Mrs. Richards replied yes but the time is running out. Mr. Mowery stated this is a major process for Nash Heights and he has concerns about the way this is handled and if the people would be fair and unbiased as well as how others could influence their decision. Mrs. Pat Reese 4052 Wadsworth Road, Norton, Ohio stated she has objections to the way the Mayor selected these people, they are not non-biased. This board will not be fair and you should advertise or whatever you have to do to get people that know just how it will affect the residents. You must look at this fairly, what did you do, did you just call these three (3) people and say let's get you on the board? Mrs. Reese was concerned that the people could be renters, but Mr. Nicolard pointed out they had to be landowners. Mrs. Reese stated that she personally does not know any of these people.

Mr. Jack Gainer, 3920 Wadsworth Road, Norton, Ohio, questioned if the Board has a right to increase or decrease the amounts of assessments, and Mr. Kostoff clarified they can only make a recommendation. Mr. Gainer stated that just as Mrs. Reese stated he also does not know these people, and felt this it's hard to find anyone that is not either pro-sewer or anti-sewer and more or less in the middle. They will not be 100% unbiased, run all the ads in the papers, TV you want, but all that these people can do is submit a recommendation to the Council. The end result is you're still going to get the sewer, whether your assessment goes down or up, or stays the same. Their job is to determine whether or not the assessments were correct and fair.

Mr. Tom Kornas, 3771 Brookside Drive, Norton, Ohio, stated let's be real, why are you having this commission, they are hand picked? It's a done deal, it's already been said it's been set in stone. Quit playing political games and do the right thing here. You have been pulling the wool over our eyes. The stew is ready to be served, so serve it and get it over with. We have already received our letters. Is the commission going to change anything Mayor? Mayor Zita stated they are recommending body and it very well could be and in the last Assessment Board for Greenwich Road sewers, one of the parcels was adjusted and reduced. Mr. Kornas stated he knows that reason was because it was already paid for. Mayor Zita pointed out that step 6, according to Ohio Revised Code, set the standards for the assessment board. Mayor Zita stated these candidates were a mixture of young and old, men and women, what else do you want Mr. Kornas? Take it or leave it buddy, that's what he's got.

Mr. William Paluch, 3740 Shellhart Road, Norton, Ohio stated this is why it's so important for the people to get out there and vote for the Charter Amendment on November 5, 2013. Mr. Nicolard stated you cannot stand there and endorse a political issue. Mr. Paluch stated you people that have all of these numbers out there and that he has never seen a committee that is this pathetic. Ms. Whipkey stated since it's the Nash Heights people coming forward, she is not sure they would be comfortable with one of the candidates as the person have been particularly verbal and opinionated. She would like to see someone else presented. Mr. Conklin asked if Ms. Whipkey would like to make a motion to strike a name from the list. Ms. Whipkey replied she would like to make a motion to strike a name and asked if the name was wanted. Mr. Conklin stated a name was needed in order to make the motion. Ms. Whipkey moved to strike Donna Rizor Longfellow, seconded by Mr. Mowery. Mr. McGlone stated he does not know of this person or any of the others and how he votes is how he votes. Ms. Whipkey stated she does not know Ms. Rizor either but knows of their writings that have been made public. Ms. Whipkey stated she felt there will be residents in Nash Heights being uncomfortable with this. Mr. Mowery wants all of Council to agree with this listing that they are the right people. Mr. Mowery stated he felt this process sets the course for the future of Norton, and should not be taken lightly. Mr. McGlone stated this Board just makes a recommendation and we as Council either approve it or not. Mr. Kostoff concurred, adding that Mr. Kostoff explained we are to prepare legislation with the peoples names, and you either approve the names or not. Mr. Mowery discussed how the votes have been on this issue in the past and how it will be voted on in the future.

Roll Call: Yes: Whipkey, Mowery, Pelot
Nays: McGlone, Conklin, Nicolard.

Motion failed 3-3.

Mr. Mowery asked if Mayor Zita would present more names for consideration. Mr. McGlone stated that as long as he has served on Council and has sat through about ten (10) other assessment projects, he has never seen anything being done that way.

Mayor Zita stated here we are asking for volunteers to serve, we throw their names out there in the public and then you want to ask for more names because some of you feel they don't fit the need. Ms. Whipkey stated then you should have presented them to us before now, and I would have told you about my issues. Mayor Zita replied this is how it is done. Mr. Pelot suggested that we switch Mr. Apple to a member and Ms. Longfellow as the alternate. Mayor Zita indicated then you would have no female on the Board. Mr. Mowery asked if that is a requirement, and Mayor Zita replied no, but he had tried to mix it up, some younger, some a little bit older and tried to cover all parameters with my intentions. Mr. Nicolard suggested for someone to make a motion to vote on approving or not the entire board as we have wrestled with this long enough. Mr. Mowery moved to accept the appointments as presented by Mayor Zita, seconded by Mr. Pelot.

Roll Call: Yeas: Pelot, McGlone, Conklin, Nicolard
Nays: Mowery, Whipkey

Motion passed 4-2.

Sewer Benefits Per Parcel Discussion

Mr. Conklin stated as this was discussed at the last meeting. Mr. Ryland stated that there were issues on how to track this in the future. Mr. Pelot asked if there is a way to tag the parcel to catch this in the future. Ms. Whipkey stated that would be a public record, and when you go to build on the lot it should be tracked somehow. You just cannot build on a lot and connect to sewers without telling someone, and Mr. Ryland concurred. Mr. Ryland noted we have two (2) privately owned sewer lines in the City and if anyone taps in we have to calculate what that assessment should be. Sometimes this has fallen through the cracks as someone else is collecting the money, so he was not sure how you will be able to monitor what you want to do here. We do know when there is a house being built, but we don't know if it's been paid or if the parcel was split, or combined. Mr. Ryland we have a listing with one parcel owner that is split and he is being assessed twice. Mr. Conklin explained that the information for the assessment letters came into the Clerk's office and building permits are handled by Mr. Arters in Administration and there is no cross reference of files. Mr. Ryland concurred, and stated that Mr. Conklin noted we would not know if the parcels are assessed or not. Mr. Ryland pointed out it would take research through the auditor's office. Mayor Zita questioned if it would be appropriate to put a lien on that property, and before they could build on that property the lien would have to be paid? Mr. Kostoff stated he did not know the answer and suggested our Bond Council address this issue and we could bring them in for discussion on this and any other options. Mr. Nicolard asked if another Assessment Equalization Board would come into play because the assessments could be quite higher than they are today in twenty years? Mr. Ryland replied he believed this would not be the case, discussed the issue with parcel numbers changing down the road and that new parcel number would not show up on the original assessment list. Mr. Kostoff suggested asking Council prepare questions and submit them in advance prior to having Bond Council appear to better address this issue and answer all your questions at once. Mr. Conklin stated only two parcels fell into this category and why we were spending a whole bunch of time on this subject when it is not an issue on the area being looked at.

Ms. Whipkey stated she was looking at addressing this issue for all of the residents for when it comes to them, not just for the Nash Heights area. Mr. Pelot said he agreed with Ms. Whipkey, but we must look at how this could be tracked. Mr. Mowery asked if benefits are different in pricing for residential versus commercial and industrial and asked if these owners would pay more and Mr. Ryland replied it depends. In an industrial non-conforming use with a residential parcel it would be one benefit until the lot use changes. Mr. Jack Gainer, 3920 Wadsworth Road, Norton, Ohio, stated it should not be a problem determining if the parcel is assessed. If it is to be built on, the owner has to pull a building permit and at that time he should be asked if he has paid the assessment, if he has not paid for the assessment, then the permit should not be granted until it is paid. Mr. Paul Tousley, 4536 Garrett Drive, Norton, Ohio, asked isn't the point of the assessment to help pay for the project? Mr. Nicolard replied yes. Mr. Tousley suggested you put a time frame on the assessment to be paid, is it really fair for a family that leaves the property to their heirs, is that fair? Mr. Pelot asked then is it fair for someone to build on that vacant lot without paying any assessment at all? Mr. Tousley stated he would not care because it's fair. Mr. Ryland stated he has three (3) lots and he only gets assessed for the home his home sits on and the other two (2) lots value increase, so is this fair that he benefits when it is sold? Mrs. Pat Reese, 4052 Wadsworth Road, Norton, Ohio, discussed these extra lots as explained to her by Summit County that when they change to one parcel at the County all of the lot lines are still there. When she goes to sell her land she gets a brand new parcel number, wouldn't that new parcel number get the assessment posted at that time? But you don't get your money until she sells her property, isn't that fair? Or do you want the money now, so you cannot wait? Mr. Paluch asked about the Equalization Board and Mr. Nicolard stated we are past this discussion. Mr. Paluch asked what the legal recourse is for these residents if they disagree with the decision of the Board, isn't that through the Court and Mr. Kostoff concurred it would be taken to the Courts to decide. Mr. Conklin stated he felt this needs more discussion, and Mr. Kostoff suggested setting up a Utilities Committee Meeting and addressing these questions.

Deposit Income Tax to Water & Sewer Fund

Mr. Nicolard turned this discussion over to Ms. Starosta for the details. Mrs. Starosta commented that this is something that we have done for the last few years to move the funds from the half percent tax credit rollback. She has obtained reports from CCA to determine this amount and is now before Council for confirmation of this. Mrs. Starosta stated there is a spread sheet from 2009 to present showing movement within that fund. Mrs. Starosta has asked for the movement of \$689,672.95 into the Water & Sewer Fund for 2013. Mr. Nicolard moved to add Resolution #77-2013 to Council's next agenda, waiving readings with emergency language, seconded by Mr. Pelot.

Roll Call: Yeas: Nicolard, Pelot, McGlone, Whipkey, Mowery, Conklin
Nays: None

Motion passed 6-0.

Bonus Pay Chief Hete-Cooper Agility Testing:

Mr. Mowery stated that the Cooper Test is an evaluation of the police officers for their physical agility. Chief Hete has passed the same Cooper Test for agility with a sixty percent or above out of the five or six categories as with the other union officers and is entitled to receive compensation. Mr. Mowery noted Chief Hete scored very well and is in line to receive \$800.00. Ms. Whipkey asked if this was this already approved earlier, and Mrs. Starosta stated it's in the union contracts and will follow the same requirements for the following years. Ms. Whipkey asked if the part-time officers get this and Mr. Ryland replied it's not offered to them. Mr. Ryland stated this is a great example that the Chief took the initiative and took the test and passed with the highest level. Mr. Mowery asked if everyone passes this and Mr. Ryland replied, no you can fail the texting and would have to wait for the following year. Mr. Mowery asked if \$800 is paid to all who pass and Mr. Ryland replied no only for those that passed above the sixty percentile. Mr. Mowery moved to place this on Councils next agenda, waiving the second and third readings with emergency language, seconded by Mr. Pelot.

Roll Call: Yeas: Mowery, Pelot, McGlone, Whipkey, Conklin, Nicolard
Nays: None

Motion passed 6-0.

Support Norton School Levy

Mr. Nicolard stated that the Norton City School levy it's customary that Council show their support with this and most other levies, Mr. Nicolard moved to add this Resolution to Councils next agenda, seconded by Mr. Pelot, suspending the readings with emergency language. Ms. Whipkey asked why this is customary, and Mr. Nicolard replied it's been done this way in the past. Ms. Whipkey stated the school board meetings are also held on Mondays so she cannot attend. Mr. McGlone stated this is state money coming to support the grant funding. Mr. Nicolard noted this is a grant from the State and we know how well the citizens love grants. Mr. Mowery suggested the residents attend school board meetings to see all of the laid out plans and Mr. McGlone noted this it's also posted on the school web page.

Roll Call: Yeas: Nicolard, Pelot, McGlone, Whipkey, Mowery, Conklin.
Nays: None

Motion passed 6-0.

Resolution of Appreciation-Rick Ryland

Mr. Mowery asked how long he has been on Board and Mr. Ryland replied he is working on his seventh year. Mr. Nicolard noted that Mr. Ryland has been very dedicated and has served with honor and is well deserving of this resolution. Mrs. Whipkey stated she wished him the best to where he is going, by but cannot necessarily applaud him on everything he has done. Mr. Mowery moved to place this on Councils next agenda, waiving second and third readings, as an emergency, seconded by Mr. Nicolard.

Roll Call: Yeas: Mowery, Nicolard, McGlone, Whipkey, Pelot, Conklin
Nays: Whipkey

Motion passed 5-1.

Unfinished Business:

Mr. Mowery noted that after Nov. 8, Ricks last day according to the Charter the Mayor can hold that seat for a maximum of 90 days with additional salary. Mr. Mowery stated that would work out to about an additional \$5,000.00 per month or more as Acting City Administrator. Mr. Mowery noted Mayo Zita cannot be here on a fulltime basis because of his full time job at Acme. Mr. Mowery asked in the event he cannot be here at city hall, and asked who would the contact person be? Mayor Zita stated he plans on being here as much as he can to fill this position, and noted that the contact person would be Mrs. Starosta. Mr. Mowery stated we really should be pushing to get a new Administrator before Mr. Ryland leaves. Mr. Pelot asked if we are advertising for this position, and Mayor Zita replied that we are in the process of that. Mr. Conklin asked about the EPA meeting held earlier. Mr. McGlone stated we met at 10:30 today with four people at the EPA; Mr. Gene Stahl, Brittany Shultz, Molly Sunkle and legal council for the EPA, Mr. Fishbine. We led into conversation about options to fix or replace septic systems instead of sewer, they replied probably not due to lot size and soil conditions as a realistic option for the lots in Nash Heights. Mr. McGlone asked if the EPA if the City was the driving force for putting sewers in and the EPA said no, it was the County Health Dept., that prompted this due to the substantial amount of raw sewage on one or two testings with rain and dry samplings. Mr. McGlone stated that we explained the financial burden to the citizens, and the EPA stated they understood this and they felt bad there were not a lot of grants out there, however they are just doing their job and doing what they have to do. Ms. Whipkey stated it was basically a lot of bad news. She inquired about outfalls being tested as opposed to individual systems not supporting only a few systems failing and they assured us that there were more than a few systems failing. Their observations were based on the evidence found of sewage fungus, black water, and the smell. Ms. Whipkey stated that the EPA, including Mr. Stohl, was out here in July with all of the heavy rain and when the outfalls were retested, they expected to see lower numbers, but it was worse, some of the highest numbers they have seen. Ms. Whipkey stated the EPA did their own testing, not just relying on the other Health Depts. We discussed the seventy percent failure rates those were based on the entire city, with the twelve percent failure pertaining to Nash Heights. Some homes were checked and some houses are impossible to be checked. There was discussion of issues with many residents not even having an up to date permit. Ms. Whipkey noted the EPA indicated there really aren't a lot of grants for funding available out there at this time.

New Business:

Mrs. Richards asked if Council would consider a Res. Of Appreciation for Mr. Bergstrom service for the next work Session, and Mr. Nicolard agreed it was a good idea.

Public Comment-Agenda and Non Agenda Items:

Mr. Tom Kornas, asked about a task force, and asked if this is an illusion that vanishes. What we are talking about is serious; we are talking about money, livelihood, health and welfare of the people. Mr. Kornas cautioned Mayor and the Council, the political action committee-POP that will be coming out with a lot of information before the election. You will scare people to death by stating that you will be cutting back on services. It's not going to work this time, they are wiser this time around and they read the newspapers. Mr. Kornas commented on the potential of having four (4) new Council members after the November election. Mr. Kornas noted he is tired of talking about a task force; it's already a done deal. Talk to us, open things up, and be transparent. Mr. Kornas stated that he gets tired of coming here every Monday night.

Topics for the next Work Session:

Res. Of Support for Mr. Bergstrom

Adjourn

There being no other business to come before the Committee Work Session, the meeting was adjourned at 8:47 PM. Mr. Nicolard noted there is a special Council meeting immediately following.

Don Nicolard, President of Council

NOTE: THESE MINUTES ARE NOT VERBATIM

****ORIGINAL SIGNED AND APPROVED MINUTES ARE ON FILE WITH THE CLERK OF COUNCIL.****

All Committee Meetings will be held at the Norton Safety Administration Building, unless otherwise noted.