



## COMMITTEE WORK SESSION NOVEMBER 17, 2014

Committee Members Present: Scott Pelot  
Dennis McGlone-Excused  
Danny Grether  
Dennis Pierson  
Paul Tousley  
Charlotte Whipkey  
Rick Rodgers

Also Present: Mayor Mike Zita  
Valerie Wax Carr  
Ron Messner  
Justin Markey  
Karla Richards  
Ann Campbell

The Committee Work Session convened on Monday, November 17, 2014 at 7:00 PM, in the Council Chambers of the Safety Administration Building. The meeting was called to order by Rick Rodgers, President of Council. Following a salute to the flag and the Pledge of Allegiance, there was a moment of silent prayer. Mr. Rodgers called for a special moment of silence and remembrance for fallen Akron Police Officer Justin Winebrenner who was killed this past weekend and to remember his family in your prayers. Mayor Zita indicated that at 0600 hours tomorrow we will fly our flags at half staff around City hall in his honor until the burial takes place.

### **General Topics of Discussion:**

#### Presentation by GPD Engineering-Cleveland-Mass. Road Sewers

Mrs. Carr introduced Mr. Moe Darwish and Mr. David Neumeyer of the GPD Group, who were present for a general overview. Mr. Darwish handed out a detailed mapping of the proposed sewer lines. Mrs. Carr noted that as everyone is aware we are widening Cleveland-Massillon Road very soon and we need to continue on with the sanitary sewer trunk line in this area prior to that. Mrs. Carr noted that the Board of Control has already approved this expense in the amount of \$149,633.00, and the legislation was prepared for an amount not to exceed \$150,000.00. Mrs. Carr noted that we have selected GPD because of their already extensive knowledge of the area. Mr. Neumeyer stated their intent is to get this done ahead of the project. The first area will be from Oser to Greenridge and Cleveland-Massillon Roads scheduled to begin next year.

This will be a two step process and we may also be taking into account the new High School as part of Phase 1. Phase 2 takes it south to the last of the properties north of the railroad tracks with the design including the homes on Weber and Trotter. Mr. Neumeier indicated the road construction is set to take place in 2016, 2017 and 2018 with each phase of the sewer to be done one year before the road widening. Mrs. Carr stated that the Board of Control had received different maps than what is presented this evening and the detailed stubs may look different as although the larger residential area included is only in design. Mr. Rodgers asked if this is all to flow to I-76 and Mr. Neumeier replied yes. Mrs. Carr noted that Ms. Whipkey had concerns with forcing residents to tie in, that is not their intention here we are trying to set this in place for economic development on Cleveland-Massillon Road before the roads are done. Ms. Whipkey stated that on the original map the sewers were just coming down the residential streets a few feet and now it's showing the complete streets. Mrs. Carr and Mr. Neumeier both stated it was for design purposes only to make sure it would work later. Mrs. Carr noted that Council may have to address an older conflicting ordinance that is in place that dictates connection. Mr. Pierson asked if the other streets of Parkway and others are included in this design and Mr. Neumeier replied yes. Mr. Pierson noted that the Barberton sewer line stops right at Parkway. Mr. Pierson asked then why are we paying to engineering for more streets than are needed for this project? Mr. Dave White explained that is needed in order that the gravity flow will get to where it needs to be stating the natural flow is down towards Weber and Parkway. Mr. Pierson noted that the residents along Parkway and other roads fought the City on a proposed sewer line about five (5) years ago. Mrs. Carr stated that it's not our intention to connect those lines at this time. Mr. Rodgers asked if we are going to lay pipe then it needs to be able to be used and you might as well go all the way to I-76. Mr. White stated that is something entirely up to Council when it comes back to Council before it goes to construction. Mrs. Carr noted that what is before Council now is just to authorize a design for the sanitary sewers to take the sewage from Cleveland-Massillon Road and for the future. Mr. Rodgers wanted to make it clear this is not just a pipe dream here; this is a new line that is going to be available to those residents in the future. Mr. Pierson discussed the costs of design work and that right now we should just stick with the Cleveland-Massillon Road area only not focus on the side roads. Ms. Whipkey asked about the gaps in the mapping on Cleveland-Massillon between Weber and Trotter? Mr. White stated that those roads would be able to tie in from other locations; it just needs to be long enough to get to it. Mr. White stated you need a line to extend to either one of those roads. Ms. Whipkey stated that earlier you said we would not be doing sewers in the residential areas and now you are saying the line would be in neighborhood areas. Mr. White replied a sewer line had to come up the street to get to Cleveland-Massillon Road. Ms. Whipkey asked so there will be sewer lines on those residential and Mr. White answered yes. Mr. White noted that Barberton has sewer at Shannon Avenue as part of Phase III. Mr. White stated the low point is at Parkway which makes sense for the line there. Mr. Tousley asked makes sense for who; the residents that will have to pay for that? Mr. White stated whatever is the most cost effective is what the design plans will show. Mrs. Carr pointed out the railroad is a difficulty and that's why they were looking at the most logical plan. Ms. Whipkey asked again you are actually going to go down a residential street with a sewer line and Mr. White answered yes.

Ms. Whipkey stated we have told these people that there would be no sewer line coming soon. Mrs. Carr pointed out that we had discussed this in the Board of Control and we would not have to construct that right away but if a commercial entity on Cleveland-Massillon Road would want to tie in eventually we would have to go down one of those streets. Ms. Whipkey was concerned with the assessments facing these residents and Mrs. Carr noted we are not forcing tie-ins and that it's her understanding that the roll back money can be used to lay the trunk lines so they would not be assessed. Mr. Rodgers asked we are not going to lay pipes in front of homes and not assesses them are we? Mrs. Carr stated those lines would be considered trunk lines. Mr. Rodgers stated the problem here is we laid a trunk line along Greenwich Road and forced them to connect and these residents were assessed, so why didn't we use the rollback money for that then? Mrs. Carr indicated she cannot answer to what was done in the past. Ms. Whipkey stated we had the rollback and Mr. Rodgers agreed. Mr. Rodgers stated we have to be careful about stating we are not going to assesses. Ms. Whipkey asked if we already have sewer at Gardner Blvd. then why don't we just pull from there and leave all of these residents alone? Mr. Neumeyer stated we are running up Gardner north of Weber, but he did not believe there was enough grade south of Gardner and that would be determined as they went due to the depths needed to reach the side roads later as well. Mr. White stated if we can't do that when the engineering study is done, then that is how we will do it. Mrs. Carr stated that when the engineering study is done the goal is to be least intrusive and costly for the residents. There was discussion as to the difficulty of going under the railroad tracks, and Mr. White stated there is already sewer going south, but not going north. Mrs. Carr reminded everyone on the timeline for the road widening and we have to have a sewer study done prior to this to know where the placement will actually be for the sewer line. Phase #1 is for 2015, Phase #2 is for 2016 and Phase #3 is for 2017 and prior to the road project. Mr. Neumeyer stated that Phase #3 has not been funded yet and Mrs. Carr concurred. Mr. Grether noted he has received a lot of feedback from residents that they feel the city needs to be doing a better job in planning future projects to make sure we are not tearing up new roadways Mr. Grether stated he wanted to focus back to Phase #1 for 2015 from the new Grandpa's Cheese Barn and parallel to Oser Road and the B. P. Gas Station. Mr. Neumeyer stated there is an existing line going south to Greenwich Road. Mr. Neumeyer stated the existing sanitary sewer terminates at 3911 Cleveland Massillon Road. Our project proposed is to extend from 3905 which is the next lot; and this would extend sanitary sewer basically from Oser Road all the way to Greenwich Road. Mr. Pelot asked if the pump station at Greenridge and Luray Roads could handle the additional flow and Mr. White replied that would be part of the design process and may require upsizing the pump in order to do that. Mr. Tousley asked if the school owns the frontage along this line and Mr. White replied yes. Mr. Tousley then inquired on whether we were sure on their participation. Mrs. Carr stated that we have talked to the schools and GPD is working with them as well. Mrs. Carr indicated that school is looking to tie in a little more toward the south. If we bring this line up, it would work better for them and they could tie in farther north which would save them some costs. Mrs. Carr stated the school has somewhat endorsed the plan and is hoping we go up further north as it would cut their costs and everyone's cost, but we have to jerry-rig some things to get to it further south. Mr. Tousley asked if the school will be sharing part of the costs?

Mrs. Carr replied it's just that their tie in would be at a different place, and we have not had the conversation if they would want to share in the costs. Mr. Pierson discussed the fact that the Grace Brethren Church paid to extend the sewer lines several years ago and he asked if we are financially obligated or required to pay them? Mr. White explained the package plant that needs abandoned and there is a pump station is because there is a high point along Greenridge, Luray & Cynwood. The sewage there flows down to the pump station to back to the existing plant. Mr. Pierson noted that Barberton would be involved here and asked if they have been involved in these discussions? Mr. White stated he did not believe it had been specifically discussed with them, but he has not been in all the meetings. Mr. Markey advised not to discuss this issue at this time. Mr. Rodgers agreed that you have to have a design in place before we can go anywhere or where it would go. Mr. White agreed and those things would not be known until it was looked at as the lay of the land plays into it. Mr. Rodgers stated the important thing is to get this corridor up and ready and he can support that. Mr. Tousley noted the impact that has already hit the businesses along this area and we need to do what we can to help them. Mrs. Carr noted she has been in constant contact with Mrs. Susan Dayton in addition to Barberton officials and we are trying to do everything we can to lessen the impact on the businesses. Mr. White noted that she has a contact number with ODOT and has been advised of the projected time lines. Ms. Whipkey pointed out she had been in contact and the timeline had been moved back to spring which was upsetting. Mr. Paul Reese, 4052 Wadsworth Road, Norton, Ohio, asked if this is going to run into the package plant and if so didn't Summit County state that plant is already obsolete? Mr. Rodgers replied yes and that and others plants will eventually need to be addressed, which is also a part of the entire design process.

#### 2015 Budget Review Continued:

Mr. Messner provided Council with the email questions and the responses (see attached). Mr. Messner noted he and Mrs. Carr are constantly working on the health care contract which will come to Council very quickly and will need quickly addressed due to the grandmother clause. Mr. Messner noted that it will be presented to Council and acted upon the same night as presented to beat the grandmother clause and handled as emergency and waiving readings. Mr. Tousley asked about that grandmother clause. Mrs. Carr explained that under the Affordable Health Care Act (ACA) there are certain things that we are able to hang onto as far as health care plans. These are part of the union contracts and if we do not change that we can hold onto it. Many of the health care plans are going away. Mr. Rodgers stated he understands the industry cannot go out for pricing any earlier than 30 days before it takes effect and Mrs. Carr concurred, they have already given the City their worst case scenario and she has directed them to go back and sharpen their pencils, which was at a 14.1% increase. Mr. Messner stated there was typo on pages #5 and #29 to be corrected; it is under the Administrator's and Mayors budget for the full time Administrative Assistant and asked Council correct it on their copies. Messner noted that in the Fire Division; the Cooper Test line item is no longer being done its now part of Dispatch so please strike it. Mr. Messner then continued through the questions submitted through email and the responding email per the attachment. Mr. Messner noted Fund #108 and #109 will be fading out next year and you will not be addressing this anymore.

Ms. Whipkey discussed the 2007 Levy Fund #108 and #109 and that they are fading out and questioned Mr. Messner's statement. Chief Schultz stated when we combined the last levy; it was to be replaced from those older levies. We have been spending these older levies down and will eventually fall off the books at a zero balance. Mr. Messner discussed the Fire Dept. Budget from pages #52-#57. Mr. Grether asked about the two (2) pages for #53 A and they look the same. Mr. Messner noted that's because of the potential hiring and is the same budget; it's just being recast in two (2) different ways. Mrs. Carr noted that tonight the discussion will be focusing on the future restructuring the layout of the Fire Dept, and was the topic lately in the recent Executive Session discussions. Mr. Tousley asked about the testing for new employees. Chief Schultz noted that staying where we are at is not an option at this time. Ms. Whipkey stated we have eight (8) people that are part time and we are looking to make them full time and didn't they already pass a physical? Chief Schultz stated that the testing is a pension requirement. Mr. Rodgers stated that is a requirement for an entry testing to compare with. Mr. Pierson stated that if in fact we go with the eight (8) full time and their testing would hold them to a higher standing and Chief Schultz replied yes and if they don't make that new test they are out of the full time running. Mr. Pierson asked if we have to go out for open hiring and Mrs. Carr replied that is a Civil Service issue as far as the appointments and testing. Mr. Pierson asked if they fail then does the part time position go away. Chief Schultz stated we have determined that we have a staffing issue, all of our personnel but three (3) or four (4) consider Norton as their B or second job. If they are a full time guy in Akron they can be mandated for overtime in their first job. Every time this happens we wind up short a person, and the shifts keep getting smaller and we are spending more in overtime to get the staffing up to a safer amount and we have got to make a change, this approach is just not working. Chief Schultz stated he has been working with the numbers with Travis Kreieger-Firefighter 2-Paramedic, who is also the part time Union representative. Mr. Pierson asked how many of our part timers are full time elsewhere? Both Mrs. Carr and Chief Schultz agreed it had to be close to 40%. Wouldn't we be better off to hire from elsewhere that is not full time? Chief Schultz stated that the majority of part timers work full time elsewhere and that is who apply. Mr. Pierson questioned that statement and Chief Schultz explained that these un-experienced part timers cost the City at least \$10,000.00 each to train. We should only be hiring full 240 fire fighters, because they are fully trained and ready to go. Mr. Pierson asked if they are hired here at full time can they still work elsewhere full time and Mrs. Carr noted the pension board would not allow another full time position. Chief Schultz noted that we have a total of fourteen (14) of our total of twenty-eight (28) are firemen full time somewhere else. We have five (5) that are part time in other communities. Chief Schultz commented about how many guys we lost already to other communities as full time positions. Mr. Pierson stated what is going to stop that from happening in the future? Chief Schultz stated that now a day when a test is given it's so competitive that you could have three-hundred (300) or more qualified guys applying for that one position so it is too hard to job hop. Mrs. Carr noted that we are very competitive in the five (5) year level compared to other communities. Mr. Rodgers asked when the current full time union contract expires and Chief Schultz stated it expires this December. Mrs. Carr stated the full timers are very aware that our new plan is a two (2) step plan for pay over five years.

Mr. Messner stated what we are saying here is that the step is the actual raise and they would not be getting any other increases. Mr. Pelot questioned if we should even be talking this much detail here and Mr. Markey stated he would not advise continued discussion pertaining to the details now. Mr. Pierson stated he felt our people will always be behind and they have families to feed and finds it hard to believe they will stay at that new rate. They will have to have some increases within that five (5) year time frame. Chief Schultz stated they don't have to take the test if they don't want to work full time. Mr. Rodgers stated this will save the City over \$100,000.00 a year and will get the staffing where it needs to be. Chief Schultz stated that we are still way below the operating levy and he would not be asking for anything further. Mr. Pierson asked will this eliminate the over time and Chief Schultz it would not be a zero but there would be a huge savings. Chief Schultz stated a structural fire causes overtime big time and we can spend as much as 8-10 hours on that alone. Mr. Tousley asked about future breakouts of the savings over the next several years not just next year. Chief Schultz stated that was included in his last email sent to all of Council. Chief Schultz noted that we have received one-hundred-forty-seven (147) calls over last year at this point, it's not going to slow down, and it's only going to get busier. Mr. Tousley asked if you hired more full time and the levy does not cover that, then what are the repercussions? Mrs. Carr clarified that this plan saves money, provides better service and does not affect the operating levy so that we don't come back to the citizens asking for a new levy. All we would need in the future is to continue on with a renewal and she hopes the public appreciates that we can save money and still provide even better service and coverage. Mr. Grether noted that we need to be the best stewards of the citizens money and you never will know when that fire bell will ring and we need to have the proper staffing and some overtime will be needed. Mr. Pierson noted it took us three (3) times to pass the last levy. Mr. Rodgers the plan on paper makes sense to him and we are always going to be accountable to the public and believed we should go forward with it. Mr. Rodgers stated that we need to provide better coverage. Chief Schultz stated that all he is asking is that when it comes time for the renewal levy he needs all of your support to continue with it. Mr. Rodgers stated that in all fairness your quality of service to the community will sell that renewal levy in the future. Ms. Whipkey asked Mr. Messner if this plan would use less overtime and why is the part time still showing in the budget, as she is looking at \$40,000.00 with or without a change. Mr. Messner stated it was much less. Mr. Messner noted this also includes PERS and FICA taxes. Chief Schultz stated when preparing the budget, he had to use some kind of numbers to get it in place. Chief Schultz stated that we have only two (2) people under the PERS and that figure is not really accurate, it should be lower. Chief Schultz noted in the past the Dispatchers overtime was thrown into his budget and the numbers were always askew. Mr. Messner stated if we take the PERS and FICA calculations out of that line it would drive those numbers down. Mr. Rodgers asked what line 105-5240-51200 represented and Chief Schultz stated it was overtime. Mr. Rodgers then asked so we are looking at budgeting \$9,392.00 for overtime on fulltime employee wages and \$40,425.00 for part time employees? Ms. Whipkey stated if the number of \$52,000.00 dropping to \$40,000.00 is not much savings. Mr. Messner stated he needed to re-check and get back to Council. Chief Schultz stated he could email the correct figures. Mr. Rodgers stated then if these figures are off and will be lowered, that your overall savings is going to be higher and Mr. Messner concurred.

Mr. Pierson asked if we go full time, will we lose any part-timers and Chief Schultz replied yes through attrition we will not be filling these positions. Mr. Messner discussed pages #56 & #57 EMS Capital, and noted that the items noted in red. Mr. Messner stated that \$25,000.00 is for the turn out gear with a ten (10) year life range at \$10,000.00 and \$15,000.00 for the Station Alerting System equipment, and that the \$62,000.00 is to replace Unit #2616 ambulance that was purchased in 1996 and long overdue. Mr. Pelot asked where the new truck is shown and Mr. Messner stated our portion was \$18,750.00. Mr. Messner indicated next week he will be presenting the revenues which will have that fully spelled out. Chief Schultz stated we will be doing a state bid process for the new ambulance. Mr. Pierson asked if it's worth it now to re-chassis this vehicle and Chief Schultz stated not with this one but the other two (2) you can do that. Chief Schultz noted the Fireman's Association purchased the last two ambulances for the City. Chief Schultz stated we have to get away from the old mindset to run every vehicle we have into the ground. Mr. Messner discussed the need for successor planning of Department Heads and this restructure plan will also address that in the future. Mrs. Carr clarified for the public's knowledge this proposed plan would have a fulltime Assistant Fire Chief in place, and is included in this budget. Mr. Messner discussed the Building & Zoning on page #6 and shows an 88.4 % increase which is to show the land grant program and is also shown in the General Revenue summary. Mrs. Carr noted on the Land Grant money that we had two (2) homes on Clark Mill for demolition and that the bank is stepping in to address one (1) of these. Mr. Arters stated that the insurance is handling the one (1) with the recent fire and that will save us money so we can do one (1) on Albert Avenue. Mr. Rodgers asked how many on the list are bank owned, and Mr. Arters stated he thought maybe one (1). Mr. Rodgers asked if we are paying for the demolition through a grant or whatever, can we put a lien onto the property owner? Mr. Markey noted if you received grant money to do the demolition he would not advise in doing so, but that would need to be researched. Mr. Rodgers stated if we are putting the money out we should be able to recoup or acquire the property and Mr. Markey stated he did not believe we had a current ordinance on it, but would look into it. Mr. Tousley asked how many homes remain on the demo list and Mrs. Carr stated she thought we still have one (1) more on Hillier left to do. Mr. Arters noted the one (1) on Holly is to be demolished as soon as tomorrow. Mr. Arters stated with the one (1) on Hiller would be all of them except for the two (2) meth houses. There was discussion on the house demolished on Carilion being assessed to the home owner and not covered by the grant. Mrs. Carr offered to provide Council with a complete listing with detailed addresses, how it was funded and if it's to be assessed. Mr. Messner moved on to Building Department's budget on page #8 and #9, and there was a drop of 31.9% due to the grant received from the Moving Ohio Forward demolition grant. Mrs. Carr stated she has had talks with the County and they indicate this funding would not be renewed next year. Ms. Whipkey questioned this and thought that Moving Ohio Forward money was coming from back taxes owed. Mayor Zita replied that originally the Ohio Attorney General's office called it D-Tax had coincided with that fund to get us started. Mr. Rodgers stated that fund was created by collections of delinquent taxes that to not go back to the communities. Mrs. Carr stated that when she attended the recent Ohio Land Bank meeting, the County gave an update and that is what was stated by Ms. Holly Miller.

Mr. Jack Gainer, 3921 Wadsworth Road, Norton, Ohio, questioned the earlier discussions about the property being owned by the City and that we may have been paying municipal property taxes if we own it and questioned under what circumstances could that fall under? Mr. Markey stated it could be property that the City owns and leases. Mr. Gainer disused the grant funds received and asked if we can take administrative costs out of that? Mrs. Carr replied in the old days you could do that but they are more restrictive now. Mr. Gainer stated there is still time spent by the City to do all of the legwork to get this done and it should be assessed to whoever the legal owner is like a lien. Possibly the legal owner doesn't want to pay it and turns the land over to the City. We could be putting these parcels in that land banking program and turn over to future homebuyers. Mrs. Carr noted a lot of other communities do this it's called an In Fill Lot Program and could be something to look at especially when we get to the Economic Developer Department. Mr. Pierson asked about the \$500.00 for repairs and Mr. Arters stated it's for the city vehicle for maintenance, tires, etc. Mr. Tousley noted that in nearly every department the health insurance cost have doubled and questioned that. Mr. Messner noted that could be the difference in single and family coverage. Mr. Grether stated that in the past there was another employee (Ms. Pat Ryan) and asked if Mr. Arters has been doing both positions and he replied yes. Mrs. Carr noted that person was laid off and she took another job elsewhere before getting called back here. Mrs. Carr noted we have talked about filling this position on a part time basis and we really could not find anyone interested in this. Mr. Grether noted that we have an obligation to at least look at this. Mayor Zita commented that we are also looking to place a Planning and Economic Developer position, and we need to provide that person with the proper tools in this position and filling a that position down the road could be an option. Mr. Rodgers discussed the use of interns and Mrs. Carr agreed however she suggested we should get interns at a graduate level that can actually bring skills to the table. Mr. Messner discussed the Planning Commission and BZA and noted that there was a slight decrease and Mrs. Carr noted that postage has gone down. Mr. Messner discussed the Community Development position and that increase is to fill this position which includes benefits. Mrs. Carr noted this salary is what was already on the books and would need adjusted as needed and is mostly a place holder within the budget. Mrs. Carr discussed the increases for consultants and the need to establish a CRA (Community Reinvestment Area), and she noted that we are one of the few communities that don't have one. We are competing with them with no tools in our toolbox. Mrs. Carr stated that New Franklin has done this and so has Green. Mrs. Carr discussed a proposal with DB Hart for about \$22,000.00 for a total of around \$32,000.00 for plans to get this implemented for the Cleveland Massillon Road corridor. We would want to have DB Hart and Inside Advisory Group to come in for a presentation. Mrs. Carr stated that in the future a new Planning Director could do this but she did not recommend waiting on getting this program running. Mr. Tousley stated that he felt as Personnel Chair he should bring up the fact with all of the positions and salaries and health costs, he comes up with around an additional \$583,000.00. He has asked citizens where they would like to see this kind of money spent, on filling positions and salaries or fix the roads. All of them have said fix the roads. Mr. Tousley stated he knows of one (1) resident that has been here for over 30 years on Taylor Road and that and her road has never been touched and she asked him to explain that; which he can't.

Mrs. Carr stated she does not disagree, but she is trying to focus on the economic development of this City and we have not even started to compete with other communities because we don't have the proper employees in place. Mrs. Carr stated that it's critical to have an Economic Development position in place first and this is a full time position. Mr. Grether noted that when he was campaigning it was an Economic Developer that his Ward 2 residents wanted to see in the future. Mr. Grether stated we can continue kick \$500,000.00 at the roads this year and next and the next. But if we don't look at getting sewer and water and businesses here and the he knows most areas are still not going to see new pavement in the next ten (10) years. Mr. Pierson stated the Economic Development person we would bring will have to prove themselves and if they don't then we get rid of them. Mr. Grether stated that in all fairness Mr. Moss was barely in that position one year; he was successful in getting the new dental office, and who knows what he could have accomplished if he was still here. Ms. Whipkey stated we need these studies to be able to get businesses in here for economic development. Mrs. Carr stated this study will also determine what types of commercial development you want to see along the Cleve-Mass. Road corridor, don't try to change the whole city. Ms. Whipkey stated that was actually done when the Comprehensive Plan was done. Mrs. Carr agreed but it needs updated, laws have changed. We will eventually have some prime real estate to offer in the near future. Mrs. Carr stated by having an Economic Developer here their job is to work on this focus 24 hours a day to get this moving. Mr. Pierson asked if the salary was the same amount as the last position and Mrs. Carr replied yes. Mr. Pierson asked if a salary survey was done and Mrs. Carr replied no, however she still wants to do this. Mr. Rodgers stated when we are talking about roads, we can make it all happen and work with other communities where our roads both intersect and share the costs. Mr. Rodgers stated he would like to see a plan to show to the residents the future of this community that they can buy into that we can all get on board and make it happen. We can do it all, we need planning and we need roads and we need to get going.

#### 2015 Legal Defender Indigent Contract

Mr. Rodgers noted that this is an annual legislation that needs to be done at this time. Mr. Pelot asked about the \$170.00 fee and Mrs. Richards indicated this year is an increase of \$10.00 from \$160.00 in last years contract, and is their first increase in several years. Mr. Rodgers moved to add this to Councils next agenda to Councils next agenda, seconded by Ms. Whipkey.

Roll Call: Yeas: Rodgers, Whipkey, Pelot, Grether, Pierson, Tousley  
Nays: None

Motion passed 6-0.

#### Create New Fund #509 & #510

Mr. Rodgers turned this discussion over to Mr. Messner for the details. Mr. Messner explained that we need to add two fund accounts. Fund #509 is the Cleveland Massillon widening project, capital account. Fund #510 is the Greenwich Road Pump Station. These new funds established for the receipt of future funds and grants. Mr. Pelot asked if we have any transfer of monies once they are established?

Mr. Messner noted this would need to be in place to establish these new funds. Mr. Messner noted that last year there were new fund accounts #506, #507 and #508 established to approve setting up new accounts and to take old ones off the books. Mr. Rodgers moved to add this to Councils next agenda, seconded by Mr. Pelot.

Roll Call: Yeas: Rodgers, Pelot, Grether, Pierson, Tousley, Whipkey  
Nays: None

Motion passed 6-0.

**Unfinished Business:**

Ms. Whipkey commented about the status for the Chief of Police position. Mrs. Carr explained the ordinance for this process. When a vacancy occurs you have sixty (60) days to start the process and get a testing for a closed exam. The vacancy occurred on September 19, 2014 and there was an assessment process on October 25, 2014. Mrs. Carr stated she had the Civil Service Commission certify that assessment on November 5, 2014. We conducted the internal interviews on November 11, 2014. The process is now finished and we are down to the appointment date and it's not been scheduled yet. Ms. Whipkey asked about contract negotiations and Mrs. Carr noted that we have the first meeting coming up on Thursday. Ms. Whipkey asked if he is part of the bargaining unit and Mrs. Carr replied yes. Ms. Whipkey noted that with that in mind shouldn't we move along with this and get him placed as soon as possible? Ms. Whipkey stated that if this the route we are intending to go then what are we waiting on? Ms. Whipkey stated she would like to get things smoothed along before negotiations get going and for the staff as well. Mrs. Carr stated if this is Councils intention she could possibly get this done this week and possibly before this Thursday before negotiations, and this way he would be totally out of those discussions. There was discussion on the appointment and if this must come to Council and Mrs. Carr stated this is strictly the Mayors appointment, it does not come to Council. Mr. Pierson asked if the former Chief Hete has received his commission from the Administration and if not why? Mrs. Carr explained that is something that does not have to be done, and when she had discussed this with Chief Hete he wanted to wait until the sixty (60) days were up. Mayor Zita indicated he has not had discussion with Chief Hete on this matter. This is a discussion he wanted to have with his new Chief and the Administration first. Mrs. Carr indicated we are not quite at the sixty (60) days yet. Mrs. Carr stated in the past there have been some Police Chiefs, and some not that we commissioned to do some work within the City after retirement. Mr. Markey stated the commission is that he would remain a sworn officer of this City of Norton, and helped if you are looking for a future job without recertification. Mrs. Carr noted at one point Chief Hete had indicated that the City of Barberton would possibly issue him a commission. Mr. Pierson stated that after the Chief's thirty-four (34) years of service this is something we should be doing. Mr. Grether noted if you need a nod from him for the Chief appointment; he has heard nothing but great things about Officer Dalessandro as Ms. Whipkey had also noted. Mr. Pelot also agreed and suggested we get him on board and get to the future planning of the Police Department.

Mayor Zita commented about Shop with a Cop Program.

Mr. Markey gave an update on the FERC application for a study for the hydro electric project. Mr. Markey stated that they have no rights to the property or use of the property and can only prepare a study and if the project were to ever come to fruition they would be first in line to build it because they would hold the permit. Mr. Markey stated that the Summit County Metro Parks have filed an appeal to the Board. Ms. Whipkey stated she thought that First Energy already held that permit from the past, and Mr. Markey noted he did not recall that.

**New Business:**

None

**Topics for the next Work Session:**

2015 Budget Review, Capital, Transfers, Advances, Permissive Tax and Misc. Funds

Mr. Messner noted today he received notice to renew the State Auditors Contract which needs to be in place before the end of year. Mr. Messner indicated that he had emailed back to the Auditors office advising them he may not get this adopted by this year, due to the short notice. Mr. Rodgers suggested we do a first reading on December 8, 2014 and finish up next year with the rest of the readings.

**Public Comment-Agenda and Non Agenda Items:**

Mrs. Pat Reese, 4052 Wadsworth Road, Norton, Ohio, stated she was distressed with the Council due to the meeting last week. Mrs. Reese stated that she and other residents were here a while all of you were in executive session and that my conversations and others were being recorded this entire time. Is she to believe that all of our conversations are being recorded and available on the website? Mrs. Reese questioned if this was even legal, and last week she even asked Ms. Ann Campbell if that meeting is being recorded and she replied yes and Ms. Campbell also indicated that we are trying out a new system. Mrs. Reese stated with that all being said, how can the resident's even trust you now? Mrs. Reese stated that she does not trust Mrs. Carr, the Mayor or any of you. Mrs. Reese stated that apparently all of the last eighteen (18) executive sessions all of the conversations were recorded. Mayor Zita stated that the meetings are to be recorded and televised in its entirety. Mr. Rodgers stated that this has been addressed this evening and from now on when we adjourn into executive session that only the audio would be cut out of the meeting. Mrs. Carr stated she took offense to Mrs. Reese's comments that she cannot trust her or any others and that she was not aware it was being recorded this way. Mrs. Richards stated that this is what has been followed ever since the Charter amendment went into place, nothing new was done here. Mr. Rodgers and Mr. Tousley both apologized to the public. Ms. Whipkey stated that Mrs. Reese is the first one to complain about this and while we are in executive session we cannot hear what you are saying.

**Public Updates:**

Mr. Rodgers reminded everyone about the Town Hall meeting this Thursday from 7-9 at the Community Center, and he added Community Development discussion to the agenda.

**Adjourn**

There being no other business to come before the Committee Work Session, the meeting was adjourned at 10:00 PM.

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Rick Rodgers, 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.**

*Information  
regarding the*  
**Shop with a Cop  
program**

Volunteers from the Norton Police Department, and other Summit County Law Enforcement Agencies, will again participate in the "Shop With A Cop" Program this year. We are enthusiastic about this event, as every year we witness the joy it gives a child to be able to select presents for his/her family. Last year we were able to help ten local families.

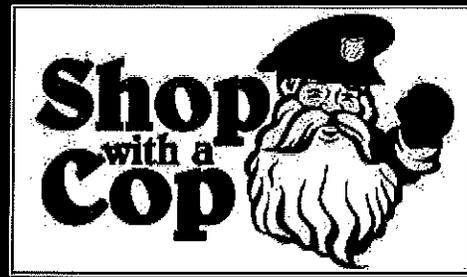
The "Shop With A Cop" Program is designed to enable selected underprivileged children within Summit County to purchase gifts for their families during the Christmas holiday. These children are escorted to the shopping location in a parade procession in marked patrol cars with emergency lights and sirens. Uniformed law enforcement personnel from throughout Summit County accompany the children while they select their gifts.

Our department, as well as other Summit County Law Enforcement Agencies are selling raffle tickets to earn the monies needed to fund these gifts. For every \$100 raised, one local child will be selected to attend this program.

Along with the \$100 Wal-Mart gift card, each child receives an additional 10% off each item.

Your support in the form of a donation or raffle purchase would be greatly appreciated. If you are interested in joining our effort to make this a wonderful holiday season for these children, or have other questions, please feel free to contact me at 330-819-0932.

Respectfully,  
Patrolman Jason Sams



**SHOP WITH A COP RAFFLE**  
Support Summit County Law Enforcement  
Agencies

Buy your raffle tickets NOW!

**\$1.00 Each**

**or SIX for \$5.00**

(Donations ALWAYS accepted!)

Drawing Prizes

Grand Prize – \$500

1st Prize – \$300

2nd Prize – \$200

3rd Prize – \$100

**DRAWING HELD ON:** December 13, 2014

**Contact: Patrolman Jason Sams for  
details!!330-819-0932**

*Sponsored By:*  
**NORTON POLICE  
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**COMMUNITY POLICING**  
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 330-572-2100 Fax: 330-572-2101

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 Horizontal  
 Scale in Feet

N

**LEGEND**

LIMITS OF PROPOSED  
 SANITARY SEWER

**S CLEVELAND MASSILLON RD**

**PHASE 1**





**GPD GROUP**  
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**S CLEVELAND MASSILLON RD**

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 Northward  
 Scale in Feet

**LEGEND**

LIMITS OF PROPOSED  
 SANITARY SEWER

**PHASE 3**

3 / 3