

Mr. Benza briefly explained the details of the prepared report and charts (see attached). Mr. Rodgers inquired on the dollar amounts of the pavement life cycle noted to the side of the examples and what was the meaning of the different dollar amounts. Mr. Benza explained that the first amount is the cost per square foot if the repairs were done now as opposed to 5 years where the larger number shows the price would be 4 times the cost. Mr. Benza noted that this is a pro-active program and will be used, if not required in the future, in applying for funding. Mrs. Carr noted the funding issues and that the funding entities are looking more and more at a pavement planning so it could influence whether we got the funding or not over another municipality if we can show our need is greater. Mrs. Carr discussed the crack sealing and she felt this is something we are failing in this area. She had discussed this with Mr. Reynolds, the Service Department head, and we did not have the funding or the manpower to do this in the past. We have changed that in the budget to include this and another is the need for the two (2) new labor positions in the Service Dept. Mr. Rodgers asked about boring and Mr. Benza explained they go from the top surface and pointed out that most of Norton's roads were on a dirt base and should be quickly evident if the problem is the base and what would be needed to strengthen it. Mr. Benza noted this is part of your asset management and something you should be doing now and in the future for the roads and possibly considering for all of your infrastructure such as sewers, water lines, sidewalks, and even street trees. Mr. Rodgers asked at the end of the study will we know how much it will cost to get our roads back to proper shape and Mr. Benza replied yes. You will be given a listing of the streets and this rating system will need to be redone every 5-6 years at the most. Mr. Tousley asked about the turnaround time providing approval and Mr. Benza replied about three (3) months, but it is weather dependent as the roads have to be dry. Mr. Pierson asked if they have done other work in Summit County and Mr. Benza stated we were the planners for Richfield Village. We did studies for Bay Village, Westlake and Oberlin. Mr. Pierson asked about mileage costs and Mr. Benza replied we do not charge for mileage, that's just on our standard forms. Mr. Grether asked if there are any other costs that would be excluded as far as the standard format and Mr. Benza replied no. Mr. McGlone stated the report suggests a five (5) year plan, is this normal and Mr. Benza replied that's a recommendation and it's up to Council. Ms. Whipkey discussed grant funding and questioned if they assist in that and Mr. Benza replied yes they assist with securing the funding which is generally OPWC. Ms. Whipkey asked if there was an extra charge for funding assistance. Mr. Benza stated it depended on whether they were doing the design work, then no; Mrs. Carr explained the study and design were separate contracts. Mr. Jack Gainer, 3921 Wadsworth Road, Norton, Ohio asked about the boring process and if there are dips and low spots in the road, using the recently repaired Hametown Road as an example, how would you know if you could put two (2) inches of asphalt and if that base could handle it without boring? Mr. Benza replied if the base is bad you can tell by looking at the asphalt itself. If that is the case we would recommend proper replacement and with a much lower rating. Ms. Whipkey questioned the conditions of Hametown, which was just done, and how can we be sure the base is sufficient? Mrs. Carr noted that she and Mr. White have both told this Council that road has a poor base and she is very concerned that's what we will be finding with a lot of our roads. Ms. Whipkey clarified she was asking if that was not the case, if the County had to come back and do it again.

Mr. Rodgers stated we have just been laying down asphalt on a lot of roads and we really cannot hold anyone responsible for the product they applied. Mr. Pierson asked if the core samples would be done on all the streets and Mr. Benza clarified that core samples would not be pulled on the streets until we get into the design process.

Amend Section 1042.03-Sanitary Sewer Connections

Mr. McGlone stated that this was discussed at length last week while he was not here, but he understood we wanted to change the wording of the Director of Public Service having the ability to order connections. Mr. Markey stated the concept is under State law the City or the Board of Health can order the connection and it would be changed to only the Board of Health. Ms. Whipkey asked why are we still amending this instead of just repealing it? Mr. Pierson stated he still wants some control of enforcement and he wants to retain that and at least have some input. Ms. Whipkey stated that is not addressed here either. Mr. Pierson stated he still wants the ability to comment on the connection requirement. Ms. Whipkey stated we can comment all we want; the Board of Health still is the only one to enforce it. Mr. Pierson discussed the fix or replace program and felt we should have a say so. Ms. Whipkey stated that should be clearly spelled out in the proposal that a fix or repair can be done, but it comes down to that it does not matter what our ordinance says if the State or Health department says it's failed and you are going to tie in. Mr. Pierson agreed that if you looked at it that way it was true, but he cannot see why she would want to give up our control or protection we might have. Ms. Whipkey stated she does not see any protection here. Mr. Pierson stated past practice has been that unless it's a nuisance or a property title change according to Mike Wendt they were not forced to connect and he would be happy to show Ms. Whipkey the emails where the City forced it. Mr. Pierson stated he does not want someone forcing tie ins for revenue. Ms. Whipkey asked if the County which currently owns the sewers, can the County tell people to connect if sewer is here or is that power with the Health Department and EPA. Mr. Markey stated the County does not have the authority to make that nuisance declaration; right now it's the Board of Health, EPA, and the City. Mr. Markey stated the point is if the city has any legislation they could, not that they couldn't just enforce it, but they could come to you for the first person in line to enforcement before acting. Mr. Markey stated without legislation they could still come to the city first, we do not know, but there is no protection in the drafted legislation. Mr. Tousley stated he thought last week the motion was to put those protections in place and then it was withdrawn. He thought that it was sent back to put in the protections for the people, and that's not what he is looking at now. Mr. Markey noted the point was to have further Committee discussion and decide what you want, and he can draft changes all day long, it's what Council decides that they want. Mr. Rodgers stated the thing to do is get a good working relationship with the Health Department, and in that way we can help the residents when they face an issue; we can advocate for them and resolve some of their issues. Mr. Rodgers stated his original thought was to take away the powers from a City Administrator that may not be acting in the best interests of our residents. Mr. Pierson stated that you already have that because the Administration works for this Council, and if the Council sits on their hands and allows that to happen, then yes they will do what they want. Mr. Pierson stated you have the power to tell these people that you work for us and this is what you are going to do.

You have a vote of no confidence and we can get rid of them. Mr. Markey disagreed stated he is not sure that is true, the point is Council can establish powers to establish what is considered a nuisance. You can get rid of that ordinance, or you can repeal it. He has no skin in this game; Council just needs to decide what they want or what they don't want. Mrs. Carr noted with the short week last week she has tried to contact the Health Department and was not able to do so. Council can legislate all we want but the bottom line is the Health Board is the enforcing factor, and she felt that working with the Health Board has been very helpful. Mrs. Carr noted that you can over enforce all you want with legislation but you cannot be less strict than the Health Board. Mrs. Carr agreed that we need to work with the Health Board more in the future. Typically if they know there is going to be a new sewer line within the next five (5) years, they generally work with the residents and give them a band aid fix until the line comes and eventually work the resident into connecting to that new line. Mr. Markey stated that maybe to eliminate some confusion in the draft is to remove the reference of the Board of Health. The Board of Health has the power and you cannot change that or stop it. Maybe we need to state what the City can and cannot do instead, like the Administrative Officer can order a tie in only if it's a totally failed system or something like that; you could eliminate the words stating if sewer is available you will tie in. Ms. Whipkey stated if we write into it that we would allow a fix and repair it does not matter because the Board of Health dictates. Mr. Markey stated you are bound to enforce the Ohio law and EPA regulations if a nuisance is declared and sewer is available the City can be forced to require the tie in. Ms. Whipkey clarified if someone had a \$500 repair and sewer was available they could be forced to tie in instead of making the repair. Mr. Markey answered we would hope people would be reasonable, but yes the tie in could be forced. Mr. Pierson again discussed a resident in his ward that has a cracked elbow in their septic system line. She has 2 ½ acres and the last discussion over three (3) years ago she needed to replace the entire system at a potential cost of \$23,000.00. Ms. Whipkey disagreed that's not what happened back then and the Health Board was told by this City that there would be no fix and replace and was all due to the fact the city had the ability to do so. Ms. Whipkey agreed with Mrs. Carr that the Health Board would work with us as she had experienced it when she advocated and talked to the Health Board over a forced tie in; it was the City that was forcing it and the City had to okay not forcing it. Mr. Pierson stated he was not about to allow an Administrator or an outside entity to come in and tell a resident they have to connect. Mrs. Carr stated this Council needs to decide what they want; you're giving us a mixed message here. Mrs. Carr stated that Council has complained in the past that had the codes been enforced by the Health Department, the Nash Heights situation would not have happened. At the same time some members are saying they don't want the residents to get such orders from the Administration. Mrs. Carr indicated that she wants clear direction on how Council wants us to proceed. Mr. Pierson commented about a new house built on Easton Road with dumping raw sewage into the ditch that the City Manager was fully aware of at the time of testing. Mr. Rodgers stated this is not going to be resolved tonight we need a meeting with the Health Board and he suggested that Council carry this over to the first of next year. Mr. Tousley stated we may not really need an ordinance in order to help our residents. Whether there is an ordinance or not, we can step in and work with the Health Department. Ms. Whipkey stated that's exactly the point she was trying to get across.

2015 Auditors Contract

Mr. Rodgers stated that this is something we do every year as boiler plate. Mr. Rodgers moved to add this to Councils next agenda seconded by Ms. Whipkey.

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

Motion passed 6-0.

2014 Budget-Final Review

Mr. Rodgers turned this over to Mr. Messner for details. Mr. Messner indicated that today he submitted new pages to Council with a full breakout of capital expenses in different phases from 2015 thru 2017. Mr. Messner discussed the Exhibit A for the related Ordinance #108-2014. Mr. Messner noted he also amended the Enterprise Revenue on pages #4 and #5 with the grants being shown on the years they applied. Mr. Messner stated that we did get a 3% savings in our health care expense, so the original budget was reduced to reflect this decrease. Mr. Messner discussed the resignation of Mr. Arters and the \$180,000.00 still within that budget and further discussion would be done. Before we are all said and done with those changes we would be well within half a million in revenue dollars over expense as it's presented now. Mr. Grether discussed about the Permissive Tax and those costs and felt in the future this would help with our zip code issue that we can make sure we are getting all that is due to us. Mrs. Carr indicated we located the lady's contact information that used to track this with the help of Mrs. Richards; however she has not been contacted at this point. Mr. Rodgers moved to add the 2015 Budget to Council's next agenda waiving the second and third readings, with emergency language, seconded by Ms. Whipkey. Mr. Tousley discussed an email Ms. Whipkey had discussed to all of Council and Administration relating to future hiring. Ms. Whipkey stated if we approve the budget we are basically telling the Administration to go ahead and hire because the funds are in place. We are basically giving our blessings and once to move forward with spending that money and we have no control. Mr. Tousley suggested not approving the new positions and have the department heads come to us and tell us why and what they want to spend next year and we can amend the budget. Mr. Tousley stated he understood Mr. Messner to say that once the budget was in the departments could spend the money on what they deem necessary. Mr. Messner stated that he felt we have been very clear in what each department needs and why. Mr. Messner stated as you all know there were layoffs several years ago and some of these positions do need to be filled. We were judicious in the ones that we feel are needed, and we need the chain of command in addition to the need to groom some employees in the future. Mr. Messner stated that even though these may be in the budget, come January 1, 2015 we are not going out and fill them all. Some of these positions will require Civil Service testing and many may not be filled until the middle of next year. The most important ones will be the Service Dept. as the seasonal needs will be coming soon. Mr. Messner stated the Economic Development Director position is critical to developing a better tax base. Mr. Messner reminded everyone that the Budget is fluid and can be amended at any time and is not etched in stone.

We can move monies within the departments from time to time as long as we do not invade the bottom line of the budget. Mr. Rodgers stated that with the salaries proposed you cannot take that money and move in to pay for salt, and Mr. Messner concurred that money was locked. Mr. Rodgers indicated we have a proposed piece of legislation to discuss later that may address these issues. Ms. Whipkey stated that she was not sure what is drafted would address the issues now. Ms. Whipkey these positions are already here and this proposed ordinance would only be relevant if this was a new position created, and Mrs. Carr replied she agreed. Mrs. Carr stated for example of a new Assistant Fire Chief that would have to come to Council to establish a salary range for that. Mrs. Carr stated that these budgets do have internal controls and Mr. Reynolds cannot just come to us and say he needs a new tractor, this was his job to foresee this in his budget preparations and should have been aware of that, and she would have to tell him no. Mr. Pierson stated if the position already exists then the Administration can fill that and Mrs. Carr replied yes and the pay scale also has to have been already established. Ms. Whipkey stated Council is not always made aware of new hires taking place so if the money is approved the hiring could be done with no input from Council on positions in the budget that may not be filled currently. Mrs. Carr stated if the pay scale is there they can fill it. Ms. Whipkey stated that she strongly feels that we need the two (2) positions in the Service Dept. and she is not in favor of all of the others. Ms. Whipkey clarified that the public and Council have been told we could change this budget at any time, but once the hiring is done and we take the money away we would have to get rid of people. Mrs. Carr stated although she understood the concerns, however she felt there should have been more dialogue on the various positions along the way. Ms. Whipkey stated she had said last week she had problems with the hiring. Mrs. Carr indicated there were some positions that were even suggested by this Council. Mrs. Carr stated she has no problem being accountable to you and explain the needs. Mr. Messner clarified that these are the only positions we are looking and if he does not budget for these and take them out, then down the road if we feel they are needed we will have to come back to you. Mr. Messner stated he would rather leave the funds in the budget rather than to take it out and then have to try and find it later on. There was discussion about the \$450,000.00 in carryover balances, and the impact this has on the budget. Mrs. Carr stated that no one would be hired on January 1, 2015 and that we were very conservative with the projections in the various departments. Mr. Rodgers agreed with Mr. McGlone that we should not be micromanaging, and felt that with the open position of Mr. Arters; maybe we should look at combining the Economic Development and Zoning. Mr. Rodgers asked if there is an issue with anyone on Council with the restructuring of the Fire Dept? Mrs. Carr stated that the plan we have now is not working, we have to come up with a better plan. We will have to deal with unions but we are already dealing with unions in the part-time fire. Our number one goal was not to come to the residents and ask for more funding. Mr. Tousley stated that he has nothing against the Fire Dept.; however he is supposed to be approving the Budget, which also includes all of these new hires. His concerns are with his residents because they would be asking him why he did that. Mr. Rodgers stated the point is we owe it to the residents to be responsible, but we are here to govern and with this proposal by Mr. Messner and Chief Schultz that will save money, and questioned how can we not support that?

Mr. Pierson stated if it doesn't that in five (5) years the costs will increase and there may not be a savings; he does not see them working for \$10,000 less than the nearest department and when we negotiate a contract, they are going to want an increase. Mr. Rodgers stated speaking from past experience if we ran out of money, there were layoffs. Mrs. Carr stated if they cannot stay within the budget there will be cuts. Mr. Pierson asked are we really using our employees and resources properly? Mrs. Carr stated we are using them properly and we have to realize with the part-timers we are their "B jobs. Mr. Rodgers stated you have to have the coverage in place, and he felt this is being reasonable. You cannot go to a fire with just two (2) or (3) people. When you respond with too little help, you not only put the residents in danger, you also put the firefighters in danger. Mr. Messner commented on an example of a church burning to the ground a few years ago and it was because of the low staffing according to the paper. Mr. Pierson disagreed and noted that the residents in that neighborhood say that was an arson fire. Mr. Pierson stated that the residents are telling him they don't want full time and he had spoken to residents recently. Mr. Messner asked where that statement is coming from and that he takes offense to that, it means that the Council and the Administration is not doing a good job of informing the residents as to what's going on. Mr. Pierson stated that he or the rest of Council is not a PR guy for the City. Mr. Messner countered stating that you should be. The Council should be the Number 1 cheerleaders for the City's safety forces and if you're not then shame on you. Mr. Messner added that's how I feel about it and if that means my job then so be it. Mrs. Carr asked do these residents not understand there is a savings here? Mr. Pierson stated that he does not want to see this to go through and then all of the sudden the overtime costs start going through the roof. Mr. Messner stated he felt we have done a good job in presenting this factually to you and the residents, and that is also a trust factor. Mr. Pierson stated that it's not a trust factor; you cannot tell him that over five (5) years there would not be more increases as they cannot predict the future and would like to hire more part-time. Mr. Messner stated they had tried and if Mr. Pierson discovered his assessments were wrong after negotiations, would Mr. Pierson be man enough to state he was wrong. Mr. Rodgers stated he believed the figures were correct. How do you place a cost of saving a person's life, and if you get there on time there are lives to be saved. Mr. Rodgers stated a lot of us and the citizens are confusing the fire department building with the staffing issues, and we need to separate the two. Mr. Pierson stated he will be the first person to hold their feet to the fire if things go out of line. Mr. Messner agreed, and if this is working and they are due some kudos and if they are not working then it's time to sit down with them. Mayor Zita stated that with a lot of the residents getting older this is more than enough reason to have full time fire here for them. Mr. Grether asked if this budget were passed are taxes going up? Mr. Messner answered, no they are not. Mr. Grether stated these Department Heads are held responsible and were taken to task with their budgets. Why have we been sitting here saying that's what we want to see and now here we are saying no, no, no, no? Mr. Grether stated the role of Community Development is something we have needed for some time. We represent the people and if we are saving \$100,000.00 and bringing staffing levels up, then how can you not support that? If we don't think we need a Community Development Director, then he wants to see someone come here and tell us why not, or how to address this.

Ms. Whipkey clarified the \$100,000.00 savings and Mr. Messner stated it was presented over a five year time frame, and yes that is going to go down somewhat each year. Mrs. Carr noted that just today Chief Schultz indicated to her that he is currently working on a dozen grants for his department. Ms. Whipkey asked if grant writing was part of the Community Development position and Mrs. Carr replied that should be in everyone's job description and if it's not in there now it will be before we start looking. Ms. Whipkey asked about the full time Dep. Finance Director and that Mr. Moss had filled both of these positions. Mrs. Carr stated that thriving communities have a full time staff just for working on bringing businesses in and she would never combine these two (2) positions. Ms. Whipkey asked if those other communities didn't already have infrastructure in place for development. Mrs. Carr said mark her words; New Franklin is going to pass us up on economic development, they are putting things in place right now to make that happen , like tax abatement and CRA's. Ms. Whipkey asked if that wasn't with County help. Mr. Messner commented that he is getting old and he may not be here tomorrow so you need to have a progression system in place. Mr. Messner indicated he sure would love to have had someone here when he came in to help in the transition and he would not wish this on his worse enemy. Mr. Messner stated that he was so deep in the dark and trying to keep up with things when he first came in here on a day to day basis. Mrs. Carr stated the point of a deputy, if you can afford it, is to be trained for future succession and also to keep the train running and making sure day to day things are getting done. We are lucky that we have the staff in Finance that we have, however there are some higher level responsibilities that require this position. Mr. Messner noted that this position was in the budget for this year, it was just never filled. Mr. Pierson stated he has nothing against Mr. Messner or the any of the employees; however he does not want to be put in the position later on to have to make layoffs. Mrs. Carr stated we cannot progress if we just stay status quo. Mr. Rodgers asked what the total budget is for the Fire Dept. next year, and Mr. Messner replied \$771,000.00 for EMS, and the Fire Side is \$1,100,000.00. Mr. Rodgers asked if we can save \$100,000.00 or basically 5%. Of their budget, isn't it worth it then to try and do that? Mr. Pierson stated that he wants to see that is going to really be the case. Mr. Grether stated that the Administration and the Fire Chief came up with the plan, you proposed this to Council. Mr. Grether stated he is taking this as it was proposed that there will be no tax increase and that is what he expects over the next five years. There was discussion as to adding Current to the proposed legislation relating to the additional hiring and there were no objections. Mr. Markey stated the intention is to have something in place for the next Council meeting. Ms. Whipkey clarified that we need to at least have the budget on the agenda for next Monday and if we don't the City cannot operate in January.

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

Motion passed 6-0.

Sale of Municipal Property

Ms. Whipkey stated that we had this listing last year and was never disposed of and in addition we have included the copiers.

Mr. Messner noted that in the past the City has done this in many ways and Mrs. Richards had supplied him with information that Wadsworth has used an EBay broker. The idea is to gather all of the equipment and the EBay seller would come in and inspect the inventory. If there are items that are junk or scrap we will address that. Mrs. Carr noted many cities other than Wadsworth have used this same method. Mrs. Carr clarified that the Brentwood Water Plant building is considered real property and that will need addressed differently. Ms. Whipkey asked about the Massillon company and sealing the wells? Mayor Zita stated it's been a time since this was discussed and he would need to continue to look into that. Mr. Messner noted all of the other communities this EBay Seller has worked with and Ms. Whipkey asked to have a copy of that information. Ms. Whipkey moved to add this to Councils next agenda, seconded by Mr. Grether.

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

Motion passed 6-0.

2015 Health Care

Mr. Rodgers stated that this was discussed in Board of Control earlier this evening. Mr. Messner stated the initial 14.01 % was not acceptable and we now have received a 3% decrease of 11.01%. This is exactly the same coverage as last year and there is no change in the co-pays. Mrs. Carr noted these are all imbedded in the union contracts. Mr. Rodgers moved to add this to the Special Council agenda immediately following this meeting, seconded by Ms. Whipkey. Mr. Tousley stated that most of the time he is not an advocate of emergency language and he would definitely feel this is a true emergency and can support that.

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

Motion passed 6-0.

Advances & Transfers for 2015

Mr. Rodgers indicated this was discussed in detail last week and moved to add Advances Ord. #109-2014 to Councils next agenda, seconded by Ms. Whipkey. Mr. Messner noted these are house keeping items and are done each year about this time.

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

Motion passed 6-0.

Mr. Rodgers moved to add Transfers Ord. #110-2014 to Councils next agenda, seconded by Ms. Whipkey.

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

Motion passed 6-0.

Unfinished Business:

Mrs. Carr commented that some of Council had issues with the Cleveland-Massillon Road construction in the Barberton area last week. ODOT was there doing some storm sewer work not sanitary sewer work as it was initially reported. Mrs. Carr stated that she has spoken with Mr. George Rak-Project Engineer of ODOT and she was assured there would be better communication with the City in the future. In addition to that there is an ODOT employee who is also a Norton Resident; Mr. Morgan Hornyak-Project Manager and he will also be part of these meetings. Mrs. Carr stated she would be a liaison with the businesses and residents. Mrs. Carr stated that AT&T is the one stalling here and in a bad way with the ODOT scheduled. Mrs. Carr noted this is out of our control and ODOT is working very hard on getting this back on track. Mrs. Carr stated she spoke with GPD about the utilities under the railroad and they are looking at all options. Boring is being looked at. We may have to go through the residential areas, and this will be a challenge. Anytime we have to do work along the rail road lines, we have to have an agreement in place prior to construction and will take several months to that worked out. Mrs. Carr stated there are numerous requirements: we much meet and comply with the rail road. It would cost about \$35,000.00 to bore under the tracks for the length we are looking at. The rail road will also charge you for any consulting work, like surveys, moving utilities, a flagger on site at \$425.00 per day, and a minimum \$2 million dollar insurance policy. Mr. Rodgers indicated that wants to see all of the options presented to Council and for Council to make that final determination. Mr. Tousley asked about the waterlines going under those tracks several years ago and questioned if those costs would be about the same? Mrs. Carr indicated she was not sure but she would find out and get back to Council on that.

New Business:

Ms. Whipkey noted that MAD is having a meeting this Thursday at 6 PM to discuss their budget for 2015.

Topics for the next Work Session:

None

Public Comment-Agenda and Non Agenda Items:

There was no one signed up to speak this evening.

Public Updates:

Mayor Zita read several announcements, (see attached).

Adjourn

There being no other business to come before the Committee Work Session, the meeting was adjourned at 9:21PM.

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.**