

CITY OF CANAL FULTON

August 16, 2005

REGULAR COUNCIL MEETING

Mayor John Grogan called the August 16, 2005 City Council meeting to order at 7:30 PM in Council Chambers at City Hall.

PLEDGE OF ALLEGIANCE

CALLING OF THE ROLL

Present: Mike Mouse, Diane Downing, Victor Colaianni, Nellie Cihon, Linda Zahirsky, Bob Szanto and Mayor John Grogan

OTHERS PRESENT

Dan Mayberry, Acting City Manager; Patti Troccoli, Clerk of Council; Dale Kincaid, Law Director; Scott Svab, Interim Finance Director; Interim Police Chief Chuck Kassinger; Chief Ray Green, Fire Dept.; Chell Rossi, HPC; Joan Porter, The Repository; Chris Pugh, The Independent; Dr. Richard Cox, Akron U.; James/Janet Deans, Chell Rossi, and John Hatfield, Residents

DR. RICHARD COX, AKRON U. – POSITION AUDIT AND TIME STUDY: CANAL FULTON

Dr. Cox stated he was hired in June to assess the workload requirements of exempt positions as they are currently defined and to make recommendations where appropriate or commentary on positions as they may evolve in the future. He stated he sent surveys to the employees involved, along with their supervisors to attain two different perspectives on the position as they perform them. Mrs. Zahirsky stated she garnered from the report that Canal Fulton has some very unique individuals that have a lot of unusual talents. Dr. Cox said the city has positions that start as part-time positions that evolve into full-time. Also, the city has several people who are really doing three or four different jobs, none of which are necessarily a full-time job, but requires full-time attention because of the accumulation of the responsibilities. Mrs. Zahirsky asked when he was looking at the people who are filling the jobs now, if it appeared that the people were doing full-time work in the jobs they have now. Dr. Cox said all are fully employed, plus they are all working their job descriptions and considerably more. Dr. Cox said many positions represent combinations of responsibility. Mr. Mouse said he didn't think the report was detailed enough to answer the questions he hoped to be answered; one of which was does the city have adequate staffing. Dr. Cox said he felt the city has adequate staffing because "you have people who are working beyond the minimum or the standard requirements of the position. You have people who are coming in early and working late; you have people in part-time positions working hours beyond that, so I guess you are fortunate in that case as far as the staffing." He said, however, the city has a problem on the horizon – not with the people – but with the way the positions have been constructed or evolved.

Mayor Grogan stated, "I don't think anybody was concerned about the quality of the work; we know that the employees within the city work very hard. The quantity structure is what we're looking at, whether it's too much - too little." Dr. Cox said that in most cases the city employees are doing beyond what would be the expectation and most do it willingly.

Mr. Colaianni commented about the fact that if one employee is out for an extended period of time, the city does not have policies/procedures in place to cross-train people.

Mrs. Cihon said she felt the work study was lost time and money because the people who came in for the interview lost time during their job. She stated, "If it's not broke, don't fix it! I don't think why we even needed a time study to start with."

Mr. Szanto said it is a unique situation where the city has a group of people who are willing to work for and with each other and cover for each other when something happens, and that's what makes it work. "I'm not against progress, but I don't think it's broken," Mr. Szanto said. "I think when you look at replacing people, what you have to do is diligently look for the type of person who is going to replace that particular thing. You gotta' look for the person who is willing to come in here and give you 30 hours for 20 hours pay."

CORRECTING & ADOPTING THE RECORD OF PROCEEDINGS

Mrs. Cihon made a motion to approve the August 2, 2005 Council meeting minutes; seconded by Mrs. Zahirsky. **ROLL CALL: Yes - ALL**

CITIZENS' COMMENTS ON AGENDA MATTERS - None

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REPORTS OF ADMINISTRATIVE OFFICERS

SENIOR CITIZENS (Nellie Cihon)

Sept. 17 Swiss Steak Dinner, 4:00 to 6:00 PM

COMMUNITY SERVICE – No Report

FIRE CHIEF (Chief Ray Green)

The radios are fixed, operating at 100% capacity. Mitchell's (radio service company) suggested that part of their problem is that the city is dependent on a low-band paging system, which requires them to use a phone line to activate the base between the RED Center and our base. They could come off of low-band paging and go with UHF paging, which would solve a lot of problems. They are waiting on a FEMA grant, which be a part of the money to pay for same.

Squad 8 transported a patient; that patient complained of chest pains. During the ride, they put the person on cardiac monitor. Due to the rough ride, the AED detected on our monitor the person was having a heart attack and went into an alarm. This tells them to check pulse and attach electrodes, which wasn't received "too well by the patient." They need to replace that Squad 8 next year.

Squad 7 has 22,000 miles on it. It's the 2-year-old primary squad.

Chief Green requested three people to be appointed as probationary firefighters to the Fire Department: Jason Castille (currently fulltime paramedic with Stark/Summit Ambulance; works part-time with Jackson Township, Paramedic certified, Firefighter Level 2 certified); Daniel Minerage (currently with Lawrence Township, expressed interested in day shifts, Paramedic certified, Firefighter 36-hour certification); Robert Wagner (works part-time with New Franklin Fire Dept., EMT basic, Firefighter Level 2 certified, wants to go to Paramedic school). Mayor Grogan presented to Council Daniel Minerage, Robert Wagner, and Jason Castille for appointment for the Canal Fulton Fire Department contingent on passing physical/drug screening. Mr. Mouse made a motion to accept Daniel Minerage, Robert Wagner, and Jason Castille; seconded by Mrs. Cihon.

ROLL CALL: Yes – ALL

Chief Green stated Canal Fulton's Fire Department is comprised of 35 active members; 15 of those are Paramedics (almost half the force). Twelve of the members have gained Firefighter Level 2 certification, which is 240 hours. The department has three certified instructors; they are going to try to bring the rest of the members up to Firefighter Level I, which is 110 hours. Mr. Mouse asked Chief Green to publicize this information by getting the information to Patti Troccoli for the City of Canal Fulton Newsletter.

POLICE CHIEF (Interim Chief Charles Kassinger) – No Report

ENGINEER (Bill Dorman) – No Report

FINANCE DIRECTOR (Interim Finance Director Scott Svab)

Mr. Svab stated the Bond Issue is certified by the Board of Elections; they will issue a number for the city within the next week. Mrs. Downing asked Mr. Svab to e-mail all with the number.

Mr. Svab did not have copies of the bills, as his printer is down. There was also something wrong with his e-mail. Mayor Grogan asked him to e-mail the bills to all when he could. (There were no purchase orders.)

MAYOR JOHN GROGAN

Mayor Grogan presented Officer Kassinger with a Proclamation that read: Officer Charles B. Kassinger began his employment with the Canal Fulton Police Department on April 5, 1989. During the last seven months, he has faithfully served as Interim Chief of Police, enabling the department to get through its transition during some of the busiest months of the year, leading the Police Department honestly and faithfully in all endeavors, and Whereas, Officer Kassinger's positive demeanor and the ability to be proactive in all his undertakings has set a fine example for his constituents in Canal Fulton, Ohio and elsewhere. Officer Kassinger has staunchly served the City of Canal Fulton, providing professionalism, safety and service to all residents, working long and occasionally dangerous hours. In accepting the Interim Chief of Police position for the city, he successfully managed the entire Police Department; and, under his leadership, the Police Department hired its first two part-time officers, and NOW, THEREFORE, be it proclaimed that Officer Charles B. Kassinger is hereby honored for his current and ongoing loyalty and faithful service to the City of Canal Fulton, Ohio. I, John Grogan, Mayor of the City of Canal Fulton, Ohio, hereby proclaims and extends the appreciation of the city and the administration to Officer Charles B. (Chuck) Kassinger for his

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service to the Canal Fulton Police Department and to the community. (All Council members signed the proclamation.)

PARKS – No Report

LAW DIRECTOR (Attorney Dale Kincaid)

FIRST READINGS - None

SECOND READINGS

Ordinance 21-05: An Ordinance Amending Chapters 1145 Conditional Zoning Certificates, 1157 R-1 Single Family Low Density Suburban Residential District, 1161 R-2 One and Two Family Low Density Urban Residential District, and 1165 R-4 Multifamily Urban Residential District of the Planning and Zoning Code of the City of Canal Fulton (Requested by Planning Commission). **Discussion:** Mr. Kincaid said there will be a public hearing September 6, 2005 regarding this ordinance.

THIRD READINGS

Resolution 10-05: A Resolution Amending Resolution 03-05 Authorizing the City Manager to Advertise Bids for Construction of Tennis Courts in Muhlhauser Park, to Award Contracts for the Accepted Bids, Issue Required Purchase Order, and Declaring an Emergency. (Requested by City Manager) Mrs. Zahirsky made a motion to pass Resolution 10-05; seconded by Mrs. Cihon. **Discussion:** Mr. Kincaid said they don't need legislation to advertise for bids and requested to see the bid sheet for Northstar. **ROLL CALL: Yes - ALL**

NEW BUSINESS

Mr. Szanto and Mr. Colaianni notified Council they will not be attending the September 6, 2005 meeting.

Mr. Mouse asked permission to attend a "Better Futures through Planning" conference in Cleveland Sept. 28-30, 2005. Mr. Colaianni made a motion to approve sending Mr. Mouse to the "Better Futures through Planning" conference on behalf of the city; seconded by Mrs. Downing. **Roll Call: Yes – 5 Abstained – 1 (Mr. Mouse)**

OLD BUSINESS - None

OTHER BUSINESS

ORDINANCE 15-05: Mr. Szanto made a motion to bring Ordinance 15-05 back to the table; seconded by Mrs. Cihon. **Discussion:** Mrs. Zahirsky stated (referencing Mrs. Hiltbrand's information) the city would be losing \$170,000. She added the city may be losing the Northwest Schools, the Board of Education office, and the Lawrence Township Trustees' office, which could be an additional \$30,000; so, the city is looking at approximately \$200,000." Mrs. Zahirsky stated, "I just don't see where this body could make such a decision to put ourselves in that kind of physical dilemma; and, for that reason, I don't believe that we should support Ordinance 15-05." **ROLL CALL: Yes – ALL**

Prior to Mr. Kincaid's Third Reading of Ordinance 15-05, Mr. Mouse made a motion to amend Ordinance 15-05 retroactive to January 1, 2005; seconded by Mrs. Downing. **Discussion:** Mr. Szanto stated the city has already appropriated money based on anticipated revenues this year; the city would be crediting revenues. Mr. Mouse said in light of the fact we have \$379,000 cash carryover, he thought they could afford this. Mr. Svab stated, "\$379,000, this city's budget, I don't think is a whole lot of cash. We just had a \$95,000 emergency repair for River Road culvert. You take that into consideration; you never know what's going to happen. You drain your own bank account down to a level to where you just make your bills monthly? Why should we?" Mr. Mouse said, "If we want to talk money, we can talk about there's 2.4 million setting in a fund." Mr. Svab responded, "That's a rainy day fund." Mr. Mouse, "Well, that's a big rainy day fund." Mr. Svab replied, "Depends on who's looking at it." Mr. Mouse brought up information regarding consumer debt loads article from yesterday's Plain Dealer, saying he thought most people were hurting right now. Mr. Svab said, "When I go to Dairy Mart and see people buying \$42 cartons of cigarettes and scratch off tickets by the dozen, I don't think the economy's that bad yet; least in the areas I look at." **ROLL CALL: Yes – 2 (Mrs. Downing, Mr. Mouse) No – 5 (Mrs. Zahirsky, Mrs. Cihon, Mr. Colaianni, Mr. Szanto)**

THIRD READING - ORDINANCE 15-05: An Ordinance Increasing the Tax Credit for Income Earned in another Municipality or Joint Economic Development District from 50% to 75%. Mr. Mouse made a motion to pass Ordinance 15-05; seconded by Mrs. Downing. **Discussion:** Mayor Grogan said this has been a hot-button issue for a long time, with serious Council consideration. His concern was the more "that we take away from ourselves" the closer we get to problems with unanticipated situations (i.e., disaster, etc.), and having a cushion financially allows the city the ability to solve problems until such time as the city can come up with other remedies to bring in additional revenues. He said they are beginning that process by talking to

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other municipalities (referencing water sales). He said the city should not put itself in the position where "we are that close to the edge of the cliff," and this percentage appeared to him as putting the city closer to the edge than he was comfortable with. He said the city needs that space/financial ability to be able to buffer any problems that can occur, and other municipalities maintain much larger emergency funds. Mr. Mouse brought up the 100% tax credit that voters voted on previously that was overturned by Council. Mayor Grogan stated, "I believe that that's the way our system works. People should be able to bring these type of issues to light because it helps make their elected officials better people for it. They have to hone in on the very things that maybe they don't want to look at, but all too often, an elected body (and that's the way the system is set up) sometimes has to look out for the betterment of the community. So they may bring an issue to light that needs to be addressed. It may not be an issue. It may be sold as a good issue, but then the elected bodies have an obligation to review that and see if it's in the best interest."

Mr. Kincaid reminded all that those who are elected to Council this time will be, during their term, setting up the Charter Revision Commission toward the end of their term (required).

Mr. Szanto said the biggest thing that bothers him about Ordinance 15-05 is that he hasn't seen what the effect of \$170,000 less will do to the city. He wanted documentation; somebody to give him an alternative budget saying what they would cut with the \$170,000, which has not happened. He said the ordinance only addresses about half of the population and doesn't give relief to the other half; "If you really want to help somebody, let's address property taxes in some way." **ROLL CALL: Yes – 1 (Mr. Mouse) No – 5 (Mrs. Zahirsky, Mrs. Cihon, Mr. Szanto, Mr. Colaianni, Mrs. Downing)**

CEDA MEETING W/LAWRENCE TOWNSHIP: Mr. Colaianni made a motion that the city retains Atty. Roy Batista as the attorney to assist in the CEDA discussions and potential agreement with Lawrence Township; seconded by Mrs. Downing. **ROLL CALL: Yes – ALL**

Mr. Colaianni made a motion to hold a joint meeting with Lawrence Township Trustees on August 23, 2005 at 7:00 PM reference discussion of the potential CEDA agreement in the Warwick area and any other business deemed necessary; seconded by Mrs. Downing. **ROLL CALL: Yes – ALL**

SEPTEMBER 6, 2005 COUNCIL MEETING CANCELLATION: It was noted Council people should be in attendance for the September 6 Public Hearing. Mrs. Downing made a motion that Council cancels the September 6, 2005 City Council Meeting in lieu of the extra meeting on August 23, 2005 at Township Hall; seconded by Mr. Mouse. **ROLL CALL: Yes – 4 No – 2 (Mr. Szanto, Mrs. Zahirsky)**

CITIZENS COMMENTS (Open Discussion, Five-Minute Rule)

REPORT OF COUNCIL PRESIDENT – No Report

REPORT OF STANDING COMMITTEES – No Report

ADJOURNMENT

Mrs. Cihon made a motion to adjourn. Mayor Grogan adjourned the August 16, 2005 City Council meeting.

Patricia A. Troccoli, Clerk of Council

Mayor John Grogan