

Regular/Public

December 4, 2017

Council President Baker called the meeting to order. Pastor Brad Dews of Orrville Baptist Church offered the prayer. The Pledge was recited.

Roll call: Shupp, Vance, Hamsher, Aspiras, Corfman and Lorson were present. Wilson absent.

Vance moved to adopt the minutes of the last regular meeting on November 20, 2017.

(Wilson arrived at 7:31 p.m.) Hamsher seconded. Roll call vote; all yeas; motion carried.

Public Comment:

Dan Lepley, United City Workers President, to speak on Resolution 50-17. Changes were unpopular with most involved at the power plant but recent meetings have eased the pain. A stationary engineer's license requires 2000 hours of operational experience which is direct care, custody and control of the units or 1000 hours and 125 of a boiler school. Operators it will require welding, machining, and possibly some type of mechanical course. Most of us did it with hand-on training. It won't be an easy task. With cooperation on both sides, it might, or should work.

Shawn Cochran, to speak on Resolution 50-17. He has been a power plant employee for almost 18 years; currently a power plant operator II. There are issues that need addressed, some were addressed at the Friday meeting. Have you all given this thought as it will change people's lives? With the current swing shift, 12 hr. shift, he sees his daughter 4 days a month. They were told in the beginning when all the EPA stuff started, that we're going to make sacrifices. He has been doing multiple job classifications for over three years. It's not necessary to do this. Employees feel there hasn't been much communication with them. They are not comfortable with the way things are being handled. We can make it work. People need to feel secure in their jobs and equal opportunity. He doesn't have a problem with doing this. He has a job to do.

Standing Committee Reports:

Finance – Aspiras: No report. 2018 Temporary Appropriations legislation is on second reading tonight as is the same as the budget review from June.

Utilities – Corfman: No report. Nuisance Abatement met and heard a grievance and appropriate response was come to.

Administrative Reports:

Mayor Handwerk: The local newspaper, The Daily Record, had a couple of dispatch articles that mentioned that Orrville was the one that benefited from the WARCOG financially. He pointed out that is not the reason we joined. Originally the former police chief, Chief Carozza, Mr. Wheeler and Mayor were against joining a regional dispatch center; just wanting to keep what we had. After touring 4 regional dispatch centers, they changed their minds. They found that a group of dispatchers working together was pretty impressive. One center handles something like 20 different entities with 4 or 5 dispatchers working at one time. Their equipment was much more up to date, top of the line. That is the basis of why we changed our minds. There was more than one dispatcher on duty. We had one dispatcher forever and ever down here and we were one serious catastrophe away from having a real mess and putting that dispatcher in a terrible position too. When you have several, they can help each other out if you have a major catastrophe happen. Also, the state was looking at requiring more than one dispatcher on duty at a time. That would double our cost to add another dispatcher to each shift. We are doing fairly well savings wise by being in the dispatch. I won't speak for all the officers, but everyone I've talked to says they've been very pleased with the service from the WARCOG (Wooster Ashland Regional Council of Governments). We made changes at the same time with our radios, switching to the MARCS radio system which was another expense but when you have a fire chief that can't get to his fire department and talk on the radio from the hospital down to the fire station, you have issues. That took care of those problems too. I talked to both Daily Record reporters. They had a lot of facts in there but it seemed one sided. I asked them to consider writing an article from the other perspective. They forgot things. They forgot that when this whole regional dispatch started here in Wayne County it was the commissioners standing shoulder to shoulder with the City of Wooster trying to get all of us to join because their statement was in fact, that everybody wasn't paying their fair share for dispatch. Now that we are under a formula that people pay according to their population and their number of calls, it is a fair way. But the county isn't operating that way yet. Some of the prices they are giving the villages to do their dispatching is nowhere near covering that. So that question would be, if it's not covering it and they also lost all of Wooster's

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dispatch, how are they paying for dispatch? Why are they able to offer Rittman dispatch for \$35,000 when they were going to charge us over \$100,000 a year ago? So those are some of the things that didn't quite get in the article so hopefully some of that will maybe come to light. I was asked if I would be willing to just write a letter to the editor and I said I don't think a letter to the editor is going to cover what needs to be covered. I'd like to see another article written with a different perspective so we'll see where that goes. I wanted to point out to our citizens especially, the finance part of that was a part of it, but that was not our reason. Our minds got changed when we went to visit those dispatch centers, that's really what did it for all of us. The only other thing I'll say, I didn't want to interrupt, but Mr. Cochran when you were talking, the thing that would trouble me, and I see this all the time with citizens, when I get a call from a citizen, it's usually when something has boiled over for months and then they finally are mad enough to skin the cat when they call me. It seems like we needed to have a lot more from you guys before, if you were feeling as bad as what you were saying, I have lunch with people periodically from that department. I'm not hearing that from anybody. So that would have helped if we knew there was red flags, maybe we could have had talks a long time ago. Hopefully we can get that started and go better from there too.

Vance: Regarding the Mayor's WARCOG points, as a member of council, we have a seat on the board there. The difference of our community being an owner of this dispatch center rather than being a customer where we have no say, or a seat at the table, or a voice and a mechanism in which to affect the operations and address issues and concerns directly the way that we do now, I don't know how you can put a price tag on that. The difference between being an owner and a customer in something like a dispatch center is very, very valuable. That is a dynamic that we have now that is tremendous and some of our former employees are dispatchers there. They are very experienced.

Safety Service Department, Kristin Endsley filing in: Service Department is making final pass for leaf pickup continues. Plows have been installed on our trucks and salt bins are full. Shop with a Cop is this Saturday. Raffle tickets are still available sale. Officer Lesy Herbert was selected by the Ohio Prosecuting Attorney's Association as the Officer of the Year for the State of Ohio for her brave response at the scene of the Paul Claren homicide. That's a very well deserved honor for her. Retired Chief Bob Ballentine was chosen by the Orrville Fire Fighters Association Fire Fighter of the Year in recognition of his 45+ years career with the Orrville Fire Department. A great ending to his great year. We thank him for all his years of service and wish him well in his retirement.

Mayor: Along with Lesy being Officer of the Year, we also had our dispatcher from the WARCOG was Dispatcher of the Year this spring. And also the same time Lesy received that award, Wayne County Prosecutor Dan Lutz was given the honor of Prosecutor of the Year.

Utility Director Brediger: We received notification from the county that our Main Street water line project will be receiving a \$500,000 grant to help out on that large project.

Finance Director Janet Strimlan: Prior to tonight's meeting the fund balance report was distributed for period ending November 30, 2017. I ask for a motion to accept that report subject to audit. Aspiras so moved. Corfman seconded. Roll call vote; all yeas; motion carried.

President Baker: Appointed to the Fireman's Dependency Board are Edward Hershey and Robert Ballentine. Aspiras motioned; Lorson seconded; roll call vote; all yeas; motion carried.

Old Business:

Lorson moved that Resolution 50-17 be placed on second reading. Wilson seconded. Roll call vote; all yeas; motion carried. **RESOLUTION NO. 50-17**, A Resolution to establish the classifications of Power Plant Technician 1, 2, and 3 in the Classified Service of the City of Orrville, Ohio; and to abolish the positions of Power Plant Operator Apprentice, Power Plant Operator I, Power Plant Worker II and Control Room Operator; and repealing all legislation inconsistent herewith.

Discussion: We have worked on this ever since we've come out of the EPA ruling that brought about the significant operational changes at the plant. We met with employees last week and planning further meetings in the weeks to come. We are planning on training to begin early next year. It's our job to make sure we are operating safely, efficiently and utilizing the manpower in the best way we can to further the goals of that utility. What is the communication plan? Human Resource Manager Phil McFarren also spoke on communication. Until Friday we had not had open communication with employees. We had

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been using 2017 to get a grasp of what the need is and we didn't want to take anyone down a road that wasn't factual or wasn't going to take them to the place that we truly believe they were going to go. Our operational demands changed drastically over the last 12-18 months. It has taken us rolling through the various seasons, seeing different peaks, seeing the low times, to determine what the size of our workforce needs to be, and what the skill set needs to be within that. About two months ago we nailed down the job description and finished up the training plan. That's when we started the process of getting the legislation prepared and brining it before this body two weeks ago. This will be going to the Civil Service Commission on Thursday to have the job descriptions approved. Friday we met with the maintenance group and any operators that were available to come to the meeting. Two supervisors manned the control room in the plant so operators could attend the meeting. Monday next week, supervisors and myself will meet with each individual employee within the power plant to go over job descriptions with them, the training plan, explaining where they will be classified in the new classification series, and showing them where they go from here. That will be a good time for them to voice their concerns. We are going to come alongside and do what we need to do to make sure that each one gets to where they can get to. Regular get-togethers are planned. This fall will be negotiations with this group. We have 8-9-10 months to work through these issues before we need to put it down in black and white. This is not a mandatory subject for bargaining. A management right is to determine the size of the workforce, the make up the workforce and organization of which as long as we are giving City Council to approve the classifications. And the Civil Service Commission the opportunity to make sure that the classification program is still legitimate and not compromised. In-house training will bring it down to 1000. Because we have boiler 13, it will be brought up just for the cases of training. With brining these departments together, we now have backup. While operations is learning the maintenance trade, this allows us to get the maintenance employees into operations and starts to give us coverage so we can do cross training. Operations used to have 16 employees, now about 17-18 over both departments. Training will take place during their normal work days. The last hurdle is setting the schedule of various shifts and various jobs with training as the critical component. Schooling will take place during the day. Some of the training will be on back shifts when we bring the unit up. It will be up for multiple shifts. We will bring units into service when they may not actually be economically into service just to get the training hours that we need. Some maintenance guys have already been in operations, from a temporary transfer perspective, since February, that have racked up hours that count towards that. These changes will not be overnight. We will be moving away from swing shift and more to an assigned shift. That is a topic of bargaining that we will need to discuss with the union on how we do shift bidding and how we assign shifts. Operations has been swinging for decades. Maintenance has not had to work shifts. Moving forward they will have to work on shifts. We will give advance notice and work together with them.

Lorson moved that Resolution 53-17 be placed on second reading. Corfman seconded. Roll call vote; all yeas; motion carried. **RESOLUTION NO. 53-17**, A Resolution to make appropriations for current expenses and other expenditures of the City of Orrville, State of Ohio, during the fiscal year ending December 31, 2018, and declaring an emergency.

Discussion: The budget was prepared in June. The temporary appropriations are identical to that. It was reviewed at the workshop. Total budget is \$58 million. \$8 million for the general fund and \$9 million for the other tax supported funds and \$41 for the enterprise funds. This legislation allows us to expend funds for the first three months of 2018 until we adopt or council adopts final appropriations at the end of March. This should go the full three readings.

New Business:

Lorson moved that Resolution 55-17 be placed on first reading. Aspiras seconded. Roll call vote; all yeas; motion carried. **RESOLUTION NO. 55-17**, A Resolution to accept the recommendations of the Orrville Tax Incentive Review Council regarding tax abatements for companies located in the City of Orrville, Ohio.

Discussion: This is an annual piece of legislations. The Housing Council and Tax Incentive Review Council meets with every company that has an abatement to review their investment levels and the councils make a recommendation to continue or amend or rescind. All were recommended to be continued, all have

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met their obligations. JLG did not have a tax abatement. They did have a Job Creation Tax Credit at one point in time that has since expired.

Lorson moved that the rules, regulations, and statutes requiring the reading of a resolution on three separate days be suspended. Hamsher seconded. Roll call vote; all yeas; motion carried. Lorson moved that Resolution 55-17 be adopted as read. Aspiras seconded. Roll call vote; all yeas; motion carried.

Vance moved to adjourn the council meeting; Aspiras seconded. Roll call vote; all yeas; motion carried. Council adjourned at 8:14 p.m.

Jeanne Gault, Clerk of Council

_____, 2017
Date

Lyle Baker, President of Council