

Minutes
LAFAYETTE TOWNSHIP BOARD OF TRUSTEES
Regular Meeting
Monday, October 18, 2010

Meeting called to order: 7:00 p.m. followed by the Pledge of Allegiance.

Members Present: Trustee Lynda Bowers, Trustee Nanci Shanley, Trustee Bryon Macron, Fiscal Officer Shirley Bailey.

Cloverleaf School District Superintendent Daryl Kubilus made a presentation regarding the upcoming levy that will be on the November ballot.

L. Bowers – Thank you. And folks, I was a little remiss and I apologize, we have a new trustee. And I think I should introduce him. Bryon Macron lives in the Bennington Pointe subdivision. Bryon owns and operates his own business, he spent four years in the Marine Corp., he has three daughters, the oldest being thirteen which means he's got a real fun challenge...

B. Macron – And grey hair.

L. Bowers – Getting there, yeah. And he's gonna get the crash course on trustee cause he doesn't get to ease in. I had the opportunity to talk with Bryon when he went up and met the Sheriff on Friday and he's already, I believe you've ridden out with the Sheriff, correct?

B. Macron – Yup. Friday.

L. Bowers – Has met with the Service Department, met with the Fiscal Officer. Almost every document I recommended, in fact every document I recommended he take a look at, he already had in a file. So he's, he's good to go. Expecting great things from you tonight. You're prepared. Thank you. And I apologize for not doing that at the beginning of the meeting.

B. Macron – No problem.

L. Bowers – We also have with us this evening Frank Harmon. Frank is our medical insurance representative. Frank, where'd you go? Come on up. Can't see ya. There's a couple of things going on. We've renewed our medical insurance on a month to month. We've had Frank looking at some options, some of which he's been able to do for us already. There's some other information that we're still working on that we're hoping that can incorporate. And one of the things I think you wanted to talk to us also about is a wellness program. We've had some issues with our employees getting phone calls and then, from entities and then the Township's insurance getting charged back for those. I think he's got that one worked out. I also want to say that this is a topic that we can go into executive session on, however, I think provided we stay away from any information that's confidentially protected by law like names, date of births, social security numbers, medical information, that sort of thing, I don't see any reason to not have this in open meeting. Does the Board have any preference one way or the other? You okay with that Nanci?

N. Shanley – Yeah.

L. Bowers – Frank, you're on.

Frank Harmon presented an overview of the changes he proposes for the Township's health insurance coverage. Anthem is still the best overall value. Other cost saving options are still being considered such as moving away from the Anthem funding program to an in-house program with Frank Harmon's office. The charge for that is \$7.00 per employee per month. Anthem charged for this service as well, but it was built into their medical rate. Another savings can be had by going with Hartford for life insurance rather than Anthem. The benefits would basically remain the same with the funding of those benefits changing slightly. The employee incentive program that was included with the Anthem HRA program would be eliminated. The current policy has a \$2500 deductible for singles and \$5000 for family, the new policy would have a \$2500 per person deductible. The changes can be implemented while continuing on a month to month basis. Ms. Bowers noted that in her research of other townships she finds that Lafayette's premium, including the amount spent on the HRA, is much lower than others. Mr. Harmon stated that if the township were to have to requalify at a new rate today, the premium would probably be 30 to 40% higher. A SERB report was passed out to the Trustees. Mr. Harmon noted that townships tend to have a smaller contribution from employees compared to larger groups of state or county employees.

A wellness program will be offered by Frank Gate's Company beginning January 1, 2011. 75% of healthcare costs are attributed to diet, exercise and nutrition. The wellness program would be to encourage better health. In 1990, a single rate for healthcare was around \$100.00 and a family rate was around \$300.00. In 2000, the number increased to around \$250.00 for single and \$600.00 per family. Now we are seeing \$450/\$500 for single rates and in some cases \$1200/\$1500 a month for family rates. The wellness program can be made available for \$3.50 per employee per month. This is for each insured employee. The program will ease the insured into wellness. The hope is for lower claims and lower costs overall in time. No discounts in premium are associated with the wellness program at this time.

Ms. Bowers sent out a survey to the seventeen townships in Medina County. All but six have responded. This was passed out to the Trustees. There are still options being considered to lower the cost of healthcare to the Township.

N. Shanley – I will make a motion that we accept the Anthem / Hartford option at a total monthly cost of \$3,465.02 as presented.

L. Bowers – And I'll second that motion. Is there any discussion on the motion?

B. Macron – No.

L. Bowers – All in favor, aye?

N. Shanley, L. Bowers, B. Macron – Aye.

L. Bowers – And opposed, same sign.

F. Harmon – Wonderful. I may just get some forms emailed up to Shirley if you can sign to get that processed for November 1st.

L. Bowers – And Frank, as you're moving along, I think when I sent you the email back today I included everyone's email address. Just change it so you have all of us on there and anything you send us, just do it as a group. Thanks.

N. Shanley – And we have between now and January to decide upon the wellness, right? You're not implementing that till January?

F. Harmon – Correct.

N. Shanley – Okay.

F. Harmon – Probably if you could let us know maybe by December or so, that'll be great. But I think the consortium's going to be getting a letter out to help with all this stuff.

N. Shanley – Okay. That's a good idea.

L. Bowers – And I'll add that as a budget agen...budget item. Okay, thanks so much.

N. Shanley – Thank you.

L. Bowers – Have a safe trip back, sir.

N. Shanley – Thank you.

B. Macron – Pleasure. Thank you.

Minutes -

L. Bowers – Okay, next thing on our agenda, and the document with the survey on the townships, I'll, as I get more information I'll just keep updating that cause it's not a bad thing to have to know where to go to ask questions, who's doing what too. And the contact, the person who sent me the information, that's the person who's listed in the contact information. We have September 20th, 2010 minutes and September 22nd, 2010 minutes. Bryon, you're going to be left out of this one, sorry. You get to abstain. Nanci, do you have any corrections or changes or...

N. Shanley – I do not. I'll make a motion to approve September 20th and September 22nd minutes as submitted.

L. Bowers – And I'll second. All in favor, aye?

B. Macron – Abstain.

L. Bowers – Aye, Nanci?

N. Shanley, L. Bowers – Aye.

L. Bowers – And Mr. Macron abstains.

Correspondence –

L. Bowers – Correspondence. Shirley, do you have anything that has not been put in our boxes that you want us to pay attention to?

S. Bailey – Not that I'm aware of.

N. Shanley – I have a question on some correspondence.

L. Bowers – Sure.

N. Shanley – We got something from Colleen Swedyk about the zoning records for imaging.

L. Bowers – That's being...that's done every year.

N. Shanley – Is it done?

L. Bowers – That's done every year.

N. Shanley – Is it? You've submitted that?

L. Bowers – It'll go up before the end of the year. In fact I just talked to Ray Schulte about that. That was another thing we talked about Saturday morning.

N. Shanley – Okay.

L. Bowers – We wanted to verify that it was a freebie.

N. Shanley – Yeah.

L. Bowers – Because we can file it annually for twenty bucks. We can file our whole zoning code. There has nothing been changed on our zoning code since we filed it last year and what I did was check to make sure if they wanted it again. Well, actually what's happening here is not so much for the Townships to make sure their records are done, the Recorder's Office has some things that they can't find so they want to update their records so they're giving us an opportunity to refile for free.

N. Shanley – It does say it's at no cost and I guess for the first time, they're imaging?

L. Bowers – Yes.

N. Shanley – They're converting to imaging? Okay.

L. Bowers – And they want to make sure that they have full documents, so ours is going up.

Fiscal Report –

L. Bowers – Fiscal officer's report. Shirley.

S. Bailey – Here's the...

N. Shanley – Revised.

S. Bailey – Financial statement.

L. Bowers – Thanks. And while she's passing those out, Connie, could you tell Auditor Kovack how much we appreciate the fact that he sent out all of those updates for what the ballot issues were today and how much they cost everyone and so on and so forth. And I'm going to ask Joy tomorrow to post anything that affects Lafayette Township, which would be Medina City Schools, Cloverleaf Schools, Drug Levy, and I think there's a library? Okay. Ask them to post those on our website as well. But if you'd thank him for us, that's, that's very handy to have.

N. Shanley – Was that sent to Trustees, or to...

L. Bowers – It's on Mike Kovack's distribution list, so if you're on his distribution list you would have gotten it. He's got it posted as a, the opening page on his website as well.

S. Bailey – I gave you when I first came in a packet that had the payment register on it, also getting ready for the budget, so I gave you this year's budget so you could see the figures for this year and then the appropriation status, the current one, in order to again, compare to where we were last year in order to get ready for the budget.

N. Shanley – Shirley, I see a new report, Appropriation Chart of Accounts. That's new to me anyway. Can you explain that a little bit?

S. Bailey – I gave that to you also so that you can, when you're looking at the budget, when you're looking at the status, so forth, you have the account number there. More or less can find it easier, know what report you're looking at, or going into.

L. Bowers – It's kind of an index she gave to us. You can get one of those anytime.

N. Shanley – The direct charge, yes and no. Can you elaborate on that at all?

S. Bailey – That has to do with the accounting. You don't worry about that.

N. Shanley – Okay.

S. Bailey – On our fund status, our checking balance is at \$1,372,072.36. Our investment balance is at \$1,334,436.69. And the secondary balance, which is the HRA fund, we have a

balance of \$3,691.60, which leaves us a primary balance available in our checking balance of \$1,368,380.76. Any questions on that? And Lynda, you have the...

L. Bowers – Yeah, I'll drop it off to you tomorrow. The reconciliation.

S. Bailey – Okay.

L. Bowers – It's done.

S. Bailey – Also, I had to do supplemental appropriation changes again. **In the Fire Department on their Unit 101-3 they had some expenses so I moved \$200 out of the tax collection fee assessments which we're not using right at the moment, so I moved \$200 of that into the 101-3 so we could have some money in there.**

L. Bowers – Are you going to be okay through the rest of the year with that tax collection or are you going to have something that's going to have to roll out of there?

S. Bailey – That tax collection is up there pretty good, so...

L. Bowers – So you should be okay?

S. Bailey – It should be able to...

N. Shanley – Do we, is that here somewhere? Am I missing it?

B. Macron - It's on the bottom of the...

L. Bowers – Yeah, it's in fund transfer, on the bottom of the document.

S. Bailey – Did you find it?

N. Shanley – No. Which document?

S. Bailey – It's the supplemental appropriations.

L. Bowers – I've got to get mine back out again. Put mine away.

S. Bailey – What you have there is the requisitions.

B. Macron – Right.

S. Bailey – Right. You wouldn't have this. Or you shouldn't.

L. Bowers – No, I just looked at where you made the transfer, I just saw it. It's, you've got a document that shows the amount moving out. Maybe it's in that pack there. Cause you've already done it, right?

S. Bailey – Right. That's the...

L. Bowers – Okay.

S. Bailey – Right here, the supplemental.

N. Shanley – Yeah, I don't see that in my pile.

S. Bailey – Cause I just want an approval on it since...

L. Bowers – I'll move to approve.

B. Macron – Second.

L. Bowers – It's in fire and rescue. I know I saw it. Or maybe it was a different one, I don't know.

S. Bailey – It was fire and rescue.

L. Bowers – Shirley, I was, I apologize. I was looking at another expense. I see it.

N. Shanley – Where?

L. Bowers – The expense that I was looking at.

N. Shanley – Oh, okay.

S. Bailey – Gonna say, I don't think this is on there.

L. Bowers – No. You're right. I apologize.

N. Shanley – So we don't have that? Okay. Okay.

S. Bailey – No, you wouldn't have that.

L. Bowers – So this report was run before you did that?

S. Bailey – No, that report was run after I, cause this was done on the 14th.

N. Shanley – So what line item is that that you're adding it to?

S. Bailey – You wouldn't be...

N. Shanley – Under fire.

S. Bailey – It's already been added. That's the reason why I have this report because it's already added to there.

L. Bowers – She just made the movement so you're balances are going to be different. Your encumbered amount, unencumbered amount.

N. Shanley – So the 10/18/2010 appropriation budget would have all that already taking place? The budget.

S. Bailey – Um-hum. Right. The budget doesn't change.

N. Shanley – I'm sorry. The status.

S. Bailey – Okay.

N. Shanley – The fund status.

L. Bowers – Did we vote on that? I'm sorry. I don't think we...

N. Shanley – You had a first and a second. You haven't voted yet.

L. Bowers – Okay. All in favor, aye?

B. Macron, N. Shanley, L. Bowers – Aye.

L. Bowers – And opposed, same sign.

S. Bailey – I'll leave it here for signature.

L. Bowers – You have more?

S. Bailey – Yeah.

L. Bowers – Okay.

S. Bailey – Well, I haven't had a chance to even look at your agenda so I don't know if you have the requisition, or the resolution for the amounts and rates on there.

L. Bowers – We do.

S. Bailey – Do you want me to go over it now?

L. Bowers – It's fine, yeah.

S. Bailey – Okay, cause...

L. Bowers – You can do it now.

S. Bailey – Again that's...

L. Bowers – I put it in your report so.

S. Bailey – Oh, okay.

L. Bowers – I figured that's where you'd want to do it.

S. Bailey – Well, we have the 2001, or 2011 amounts and rates coming up and you have a resolution to accept the amounts and rates for the fiscal year 2011 as submitted by the Medina County Auditor's Office. And I have the form also, along with their, the rates and you will have to sign off on them. Okay?

L. Bowers – The only thing that I think that we need to note because we have our own in-house resolution is that we need to specifically state that we're leaving the police levy rolled back. The police levy is actually collecting at less than the voted millage. At the roll-back that it's at right now, we're leaving about \$30,000.00 on the table and that's about \$50,000.00 difference from what the voted millage is. We have a cap on that levy that regardless of how, if the real estate valuation comes in higher and it can collect higher, and the estimate for 2011 at 97% I think is around \$303,000.00, we've got a cap at two eighty-nine. So we've rolled it back to collect less than the 2.5 voted millage. I think we're at 2.3. And, and at 2.3 it's collecting around \$30,000.00 less than even the cap but we're good. I mean, we're in good shape through the life of the levy so I don't see any reason to increase it. That would be my recommendation. Nanci, you have anything to add to that?

N. Shanley – Nope. Have we ever exceeded that two eighty-nine?

S. Bailey – No.

L. Bowers –No. When you look,...

N. Shanley – No year?

L. Bowers – When you look at the certificate of resources, you need to look at the real estate tax line because there are other revenues that go into that to come up with our total amount.

N. Shanley – Um-hum.

L. Bowers – So even if we're collecting at, let's say, \$232,000.00 on our levy, there's, and I can't tell you off the top of my head, I've got my certificate with me but it's you know, maybe collects \$10,000.00 more.

N. Shanley – Okay.

L. Bowers – But that's not real estate taxes.

S. Bailey – No, it's not.

L. Bowers – So, there's...

N. Shanley – Cause I remember seeing a chart, I think it was 2008 or 2009 it looked like we were over three.

L. Bowers – Nah, that's...

N. Shanley – But not having it with me I can't tell you if it was strictly tax collection or if it was combination of things. (indecipherable)

L. Bowers – Well, here, let's do a, I've got the certificate.

S. Bailey – You're thinking of the certificate. The certificate shows an estimated amount and it will show over because of the one line where it has other income.

N. Shanley – Um-hum.

S. Bailey – Other taxes coming in. It's not real estate taxes.

L. Bowers – Sheriff's contract collected \$258,572.93 in real estate taxes in 2008, \$247,367.00 in 2009, \$259,000.00 is the estimate for the total for 2010. That's yet to be seen. And 2011, 2011 they estimate the same amount. It's interesting because I did an analysis on our certificate of resources and our evaluation across the board for the Township's not down a whole lot. We work out to, when you take out the pluses and the minuses on whatever projected revenue is for next year, we're coming up around \$35,000.00 shorter on their estimate than what we were this year. And of course their estimate's usually pretty low. We've historically collect a little bit more but it's kind of close. And most of that's coming out of the general fund so we're in really good shape revenue wise. We're doing fine and we're going to show reasonable carryovers in all of our accounts so we're a pretty fortunate township. As a three million dollar budget as opposed to, I was just looking at Homerville, their budget's \$340,000.00.

N. Shanley – Do we have a resolution typed up, ready?

S. Bailey – Yes.

N. Shanley – Okay. I will make a motion that we accept the certificate of the budget commission.

L. Bowers – And I will second. Shirley, has Bryon gotten a copy of our certificate of resources?

S. Bailey – Yes.

B. Macron – Yes.

L. Bowers – Okay. Good. Cause that's like, that's like huge. That's the document.

B. Macron – Yes, yes.

L. Bowers – Am I right? That’s ...this is our representative by the way from the Auditor’s Office, Connie Oates, who attends every one of our meetings. Somebody you want to get to know really well. They can answer questions like you wouldn’t believe.

B. Macron – Makes for some great late night reading.

L. Bowers – Well, have you had any trouble sleeping?

B. Macron – No.

L. Bowers – Okay. A motion and a second.

N. Shanley – Shirley, yeah, I’m sorry.

L. Bowers – All in favor, aye?

N. Shanley, B. Macron, L. Bowers – Aye.

L. Bowers – And opposed, same sign.

N. Shanley – Can I ask for a copy, the reason I like to have a copy of, no, when you have to move money from one fund to another, is I’m keeping them so that then when we do budgeting I have an idea of where we’ve fallen a little bit short and we’ve had to move money. So whenever you get a chance, if I can get a copy of that after tonight I would appreciate it. Thanks.

L. Bowers – You know, Nanci, that’s a really good idea but let me tell you something else that works well too, cause I do this. I take the most recent year to date on our appropriations and keep the resolution from our original appropriations at the beginning of the year, cause it’s always interesting to see where our appropriations started and where we ended. And that’ll give you that...

S. Bailey – It’ll show you where the movements at.

L. Bowers – It’ll give you that on a spreadsheet at a glance.

N. Shanley – Right. You just subtract one from the other.

L. Bowers – Yeah. And you can see where we’ve had to move and make adjustments and particularly fire this year, that one’s like really interesting. Because it’s almost double, but you know, we bought a truck, so, we need to pay attention to that one.

B. Macron – Does that have a resolution number now?

N. Shanley – So...

S. Bailey – Its number is 26.

L. Bowers – Shirley, I stuck the **renewal for OTARMA** in your report as well so that we can get that taken care of. I've done some investigation on it. I'm good with it. Nanci, have you looked it over and...

N. Shanley – Yup.

L. Bowers – I did, I did do this. One of the things that we do need to look at, on the schedule of vehicles, the new police cruisers not on there, there was some equipment that I questioned in the service department, I took a look at that, and I think we're okay, there's just a few small discrepancies. I talked to Padgett-Young, they're not, there's not going to make a difference on our premium, we just need to get that worked out.

S. Bailey – Right.

L. Bowers – And my suggestion would be, I've gone over it now and I'm okay with it...

S. Bailey – Okay.

L. Bowers – But in January when we redo our inventory we probably should appoint someone who's specifically responsible to sit with you and go over that inventory and compare it to our coverages.

S. Bailey – Okay.

L. Bowers – And make sure that they're all the same. We don't want to have something come up that we don't have on there and have a problem with.

S. Bailey – Right.

N. Shanley – I do have one question for Jeff or Brad. Which is the truck that we sold? Which, what year was that? To Huron.

J. Hall – As far as the vehicle year, or?

S. Bailey – That was the...

N. Shanley – Um-hum. Yeah.

L. Bowers – It was a 1998.

J. Hall – No.

S. Bailey – No, 90...

J. Hall – It was a 2001 on the body, a 2002 (indecipherable).

N. Shanley – Okay, I just want to make sure this is dropped off of our...

S. Bailey – The heavy-duty.

L. Bowers – The heavy rescue was...?

S. Bailey – Right.

L. Bowers – Boy, I thought we got that in '98.

S. Bailey – 2000 and....

L. Bowers – Oh, I guess it wouldn't be. Yeah, ten years, you're right.

N. Shanley – I just want to make sure it's fallen off of this insured list. Okay.

L. Bowers – I will move to approve the renewal.

N. Shanley – I will second.

L. Bowers – All in favor, aye?

B. Macron, N. Shanley – Aye.

L. Bowers – And opposed, same sign. I'm not sure without looking but I think that premium went down a few hundred dollars. Is that...

N. Shanley – I think \$300.00 or something.

S. Bailey – About \$300.00.

L. Bowers – It wasn't much. Anything else, Shirley? You have a sign pile?

S. Bailey – Yeah.

L. Bowers – Okay. We probably need to get rid of this table in the middle of us the next time.

N. Shanley – Yeah. Next time.

L. Bowers – That's...can't reach anything.

S. Bailey – It's a little bit difficult to get things to you. I have the...

L. Bowers – Requisitions.

S. Bailey – No, the bank card for the signature.

L. Bowers – Again.

S. Bailey – Bryon signed it while we were at the bank, but they still need...

L. Bowers – Can you please put it in the signature pile? We don't need to approve it, we just do it.

S. Bailey – Okay. Just put it there then for you two to sign.

L. Bowers – Thanks. We, we usually try to start a signature pile so we make sure we...

B. Macron – Right.

L. Bowers – And then make sure we get, all get on there.

Requisitions -

S. Bailey – And then we have the requisitions. Service Department - \$50,635.90, Administration - \$10 and...

N. Shanley – This is not...there's a new one, correct? The one that Joy, that she passed out. I don't know what's different...oh, right there.

L. Bowers – Salt. Salt, salt, salt. Now we don't buy all that, by the way. We just get a blanket for it. I'm sorry. I apologize, Bryon. We're having a conversation over here. We don't buy all of that salt. We bid it and set it aside so that we have the ability to go get it when we need it and we hope we don't. But you want to bid as much as we could possibly need because during the season, I'm sure you see on the news that different cities and villages and stuff run out. We have never had that happen. We put plenty aside and we bid with consortiums. We bid with C.O, C.U.E., which is University of Akron, we also bid with the County. And wherever we get the best price, that's where we, you know, buy as much as we can and...

B. Macron – That's my next question.

L. Bowers – Yup.

N. Shanley – Have we ever tried, I know some other townships do bidding with ODOT. They get their salt through ODOT. Have we ever looked into that? Is that any cheaper?

L. Bowers – That's with the County.

S. Bailey – That's the County.

L. Bowers – That's who the County deals with.

S. Bailey – That's the County.

N. Shanley – Okay.

L. Bowers – County bids with ODOT, so...

N. Shanley – Okay.

L. Bowers – So we are in the largest consortium we could possibly be. But here's what happens. The County takes all of the townships that bid with them, and I think everyone does, and they allocate so much for each township based on what you put in on your bid and then if they start running short they start busting down those townships. So we are real good about bidding a whole bunch so we've never have a problem. And our guys go get it and actually bring it down here and I think sometimes too, Dave, don't we even bring some of ODOT's here and store it for them so that they have quick access to it? Are we still doing that?

D. Figgers – No. That was...previous administration put a stop to that.

L. Bowers – Why?

D. Figgers – Unfortunately the township lost out.

L. Bowers – Yeah, we benefit from that. Why?

D. Figgers – Sure did.

L. Bowers – Well, can we start it back up? Can you get back into that?

D. Figgers – I don't know if they'll touch us anymore.

L. Bowers – Will you talk to them?

D. Figgers – We talked to them the last two years and they didn't want to get involved.

L. Bowers – Well, the Board never voted on that. Cause I would have never supported that. How...well, we'll talk later. Don't worry about it. Just talk to them and see if, if they stack salt here...

B. Macron – Right.

L. Bowers – And we have to go get some, we can take from theirs and then bring when there's no emergency and refill it so that, that works.

B. Macron – That'd save on gas.

L. Bowers – Yeah. Exactly. Well, and it saves a lot of time.

N. Shanley – We replace what we take, right?

L. Bowers – Right.

N. Shanley – Okay, it's just a convenience.

L. Bowers – We only have two guys, you know, that was one of the conversations that I had with ODOT when we were looking at, one of the ODOT supervisors, when we were looking at trucks. He said, you can pay for the power or you can pay for the breakdowns. You've got your choice. And the power cost us \$5,000.00 more. But the difference is when ODOT has breakdowns or ODOT needs to go load salt, they've got somebody whose job it is all day long to be standing there loading salt as the trucks come through. Our guys have to shut down, go pick it up wherever it is if we don't have it here, usually we'll have it here unless we've had a long stretch of an emergency. And it takes two of them to load it, one with the truck and one with the backhoe, and it's just, with two people it's, you know, we try to make it as efficient as we can by having everything ready and having the trucks loaded when we can...

B. Macron – And we are doing this or not doing this?

L. Bowers – We, we are doing it somewhat. That's a discussion we're going to have later on. There's been some changes and I'm going to advocate going back to the way we used to do it cause it worked for us. But that, we'll do that in service department.

S. Bailey – Okay. With administration it's actually \$17.75. What you have written on there is incorrect.

B. Macron – Instead of \$10...

S. Bailey – The Fire and Rescue is \$1,600.00. Are there any questions on that?

N. Shanley – So our total then with that correction of \$17.75 is what? So we have a total that we're approving?

S. Bailey – Well, we have to... It'd be \$52,244.09.

N. Shanley – So we've gone down? That can't be.

S. Bailey – No...

N. Shanley – It was \$52,246.00

S. Bailey – Yeah, pardon me. \$52,254.09.

L. Bowers – Just want to (indecipherable).

N. Shanley – And nine cents?

S. Bailey – Nine cents.

N. Shanley – Okay. I will move that we approve the requisitions totaling \$52,254.09.

B. Macron – Second.

L. Bowers – I will...Mr. Macron seconds the motion. Is there any discussion on the motion? All in favor, aye?

N. Shanley, B. Macron, L. Bowers – Aye.

L. Bowers – And opposed, same sign.

J. Turpin – I'm not positive that addition was correct. Can we put that so that it's the requisitions that were discussed rather than that exact amount?

L. Bowers – That's fine with me. Is the Board okay with that?

J. Turpin – I'm afraid the addition...I came up with something different, so I'm not positive.

L. Bowers – It would be the requisitions as listed. You know what, hang on a second. I've got my calculator, I'll just sit here and run them.

N. Shanley – Just do the subtotals.

L. Bowers – Oh, I could do that. That makes more sense.

N. Shanley – That would be faster.

L. Bowers – That's right. Point nine plus...and that's, this is, you're sure of that one? Let's just do this one by itself. Two point four one, ten point...plus, and this is \$1,600.00. Now that can't be right. I had fifty thousand in there.

N. Shanley – It's six seventy-eight more. So...

L. Bowers – Six dollars and seventy-eight cents more?

N. Shanley – Yeah, yeah. So what are you getting?

L. Bowers - \$52,253.65.

N. Shanley – Does that match yours, Joy?

J. Turpin – Yes.

N. Shanley – Okay.

L. Bowers – Then we're good. \$52,253.65.

N. Shanley – And sixty-five cents, yeah.

L. Bowers – That's not the biggest one we've ever done, Bryon. We did one like four hundred thousand one time. That was fun, too. Salt's always a biggie.

J. Turpin – All in favor?

L. Bowers – Yeah, we already did the motion, Joy, we're good. We approved it. Shirley, what else you got?

Bank Account -

S. Bailey – I believe, well, I wanted to bring up...where it's at. I know I brought this up once before about the insurance, or not the insurance but the bank and the...

L. Bowers – This one?

B. Macron – Yes.

S. Bailey – Yes. And I have copies here of PNCs last two statements.

L. Bowers – We're going to make you sit in the middle, Joy, so that you can...

J. Turpin – I'm sorry.

L. Bowers – Let's just pull this table out.

S. Bailey – As...(phone ringing)

B. Macron – Sorry.

L. Bowers – You know what, I've got mine on too, so, and I have to leave mine on tonight, I apologize. I've got a brother that's ill.

S. Bailey – I brought this up before that with PNC, we keep getting charged more and more on analysis fees. They started off around \$90 a month, now they're up to \$254, \$260 a month. We're paying out more in fees than what we're receiving in interest. So we're actually paying them to keep our money. I know Don was going to look into other plans with PNC. I talked to PNC on Thursday. Nick at PNC in Seville said that he talked to the person that handles our account at their home office in Cleveland, he talked to Barbara Rudder, and she said that we are in the best plan that they can offer. And they cannot switch it to another plan because it wouldn't be good for us.

L. Bowers – Yeah, right.

S. Bailey – It's better for them when we keep all these fees going.

N. Shanley – Did Don...I'm sorry. Go ahead.

S. Bailey – So, First Merit does have, of course, a bank depository with us. They have had for many years. And Kathy Whelan of First Merit also had given me a proposal which is what I had given to all three of you, of course Don's not here. There are no fees as long as we keep

\$10,000.00 in there permanently, which would be with our operating fund we're anywhere from six hundred to a million dollars in there, so we would be covered with the \$10,000.00.

N. Shanley – And it pays no interest but since PNCs fees...

B. Macron – It pays...

S. Bailey – It pays fees.

N. Shanley – Right.

B. Macron – It... basically, we're losing \$80.00 a month.

N. Shanley – Yeah.

B. Macron – Through PNC right now.

N. Shanley – Yeah.

B. Macron – And I was actually with her and he made it clear that they checked, the final line is they're not going to waive any fees.

N. Shanley – Yeah, my question was, Charter One supposedly had something to submit. Did Don ever turn that into you? That's our other depository bank.

S. Bailey – No, but they're not a...

L. Bowers – They're not our depository contract.

S. Bailey – They're a depository contract as far as their contract that they have written up with us but they're not a proper, I guess you could say...

L. Bowers – They're not a depository contract we're permitted to use right now, maybe next year when we rebid.

S. Bailey – Right.

N. Shanley – But we're using them.

L. Bowers – For one specific item that was moved.

N. Shanley – Okay.

S. Bailey – We have to use them for the CDs because that's how it was set up so we can actually use that.

N. Shanley – Well, it's also the best, it's still paying the most, isn't it? Pretty much?

L. Bowers – To change it would give us two wrongs. It doesn't make one right.

S. Bailey – Actually,...

N. Shanley – Well, I don't want to spend \$80.00...

L. Bowers – So we got to stay where we're at.

N. Shanley – I don't want to spend \$80.00 if we don't have to. I just ...

S. Bailey – Right.

N. Shanley – Want to make sure we explore everything that's out there.

S. Bailey – Well, we can't switch to Charter One, not now.

N. Shanley – Okay.

L. Bowers – And Sharon Township just did their analysis too and I had an opportunity, back when we didn't do this before, I was trying to figure out what I was missing, cause, you know, cause I thought we should make the change. So I went over it with Kim who used to be the Fiscal Officer at that time, now she's a Trustee and she just ran into me a couple days ago and said, made a change yet? So, we really need to do this.

S. Bailey – Right. And quite a few of the townships do use First Merit. And all of them have said the same thing, that there's no fees, they're easy to work with, any special programs you want or anything else, they have it.

N. Shanley – Um-hum. Well, I mean, the environment...

S. Bailey – They do have...

N. Shanley – Go ahead.

S. Bailey – They do have programs or plans where you can get interest bearing but then we would have to have a lot more money in there for it.

N. Shanley – Well, interest rates are so low right now that it, it's not even a factor.

S. Bailey – Right.

L. Bowers – I would move that we approve Mrs. Bailey taking the steps necessary to redirect the funds to First Merit pursuant to our depository contract and that the Trustees be authorized to sign whatever documentation she needs to do that.

B. Macron – Second.

L. Bowers – Any discussion on the motion? All in favor, aye?

B. Macron, L. Bowers, N. Shanley – Aye.

L. Bowers – And opposed, same sign. Done. Are you done yet, Shirl?

S. Bailey – I believe so.

L. Bowers – Okay.

Department Reports:

Service Department –

L. Bowers – Service Department. And while you're coming up, Dave, I'll go ahead and ask you, have you identified any roads that are requiring posting for the Frost Law? Because if we do, we're probably going to have to appropriate for signage if you don't already have something in your budget for it, and I didn't see that you have enough left, so...

D. Figgers – No, Roy and I were talking about it. We think all the roads in the Township are...

L. Bowers – That's kind of what the Engineer's Office said too.

D. Figgers – We're okay.

L. Bowers – That they didn't think Lafayette had anything that couldn't take the 80,000.

D. Figgers – Basically, we've been berming and cutting berm. We're trying something new this year – we're going to cut the weeds back in the fields, as far back as the right-of-way, so if you see a tractor in the field, we're still mowing the right-of-way. It's acting, in certain roads it's acting like a snow fence and we're ending up with snow in the road. The ditch builds up and then the, it pushes it over onto the road. We're hoping this will give us a little bit more time so that we don't have a problem. We have a problem with, we're going to have to address sooner or later. Concrete in some of these developments is starting to chip and sprawl. Talked to the County Engineer's Office about it and it's a matter of there's no good fix. The correct way to do it is cut the concrete out and redo a section. A quick fix is to throw asphalt in it. You get a shovelful and throw it, it looks like, it doesn't look right, it doesn't hold up.

L. Bowers – Dave, before you would take a drastic measure like that, can I ask you, we're going to have some budget meetings so we'll have another meeting coming up here pretty quickly. We're probably not going to do a lot on those roads during the winter anyway.

D. Figgers – No.

L. Bowers – So would you meet with Nino Piccoli if I arranged it up at the City of Medina and see if we can't work out, I mean they're doing cement roads all the time. Maybe we can work out an arrangement with them that we can do some work together there. I think they'd be real amenable to helping us out there at least.

D. Figgers – That’s fine.

L. Bowers – At least with the expertise until we learn what we need to do on those, cause I know that’s new territory for us. You might...

D. Figgers – You have to, we don’t have any of the tools. We’d have to job it out.

L. Bowers – Right. And if we can, if we can hire their people...

D. Figgers – That’s fine.

L. Bowers – As, you know, then that probably makes some sense. And also you might want to talk to them about their street cleaning equipment because we’ve not had to clean storm sewers or anything like that yet, but some of those subdivisions are old enough now that things are going to be going down in those storm sewers, we’re going to have to be doing that work too. City of Medina has a regular program that they do every year and maybe we could work something out with them. I think it would be a lot less expensive to lease with the City as opposed to trying to do it ourselves for the limited amount we have to do. And then you could bring that report back to us.

D. Figgers – That’s fine.

L. Bowers – Thanks. That’s good.

D. Figgers – We’re going to need two part-time people to continue the berming, probably. Roy’s on vacation right now. Next week, if it’s nice out, we hope to finish the berming that we want to do this year. We’re going to need two part-time people for about twenty hours a piece.

L. Bowers – Traffic control?

D. Figgers – Correct.

L. Bowers – Are the part-timers we used to use trained for that?

D. Figgers – They, they can be.

L. Bowers – You can get the County to certify them for us? You probably need to do that.

D. Figgers – I’ve never known that they had to be certified, but I could check.

L. Bowers – Or at least trained right. You’ll check into that?

D. Figgers – And we also need to, we need to put, we need another man for part-time snow plowing come winter. And a lot of the townships have been putting ads in the paper. We need to have somebody on board, another guy on board.

L. Bowers – In addition, is...are you planning on using Bob at all?

D. Figgers – Yes.

L. Bowers – Okay. So in addition to Bob you think you need a second.

D. Figgers – We need another one.

L. Bowers – Okay.

N. Shanley – On call?

D. Figgers – On call. To cover vacations, to cover a major storm, to cover weekends a major storm, ...

L. Bowers – Well, we used to have three that we had, I mean, we didn't always use them, but we had three on call at any time. People that you had identified that you could go to if you wanted to.

D. Figgers – Yeah, those people are no longer with us.

L. Bowers – So, but, I guess...why would we not, why would you not be able to have those people identified? Have you been told you can't?

D. Figgers – I don't understand the question? We...

L. Bowers – Well, we've always, we've always had people that you have had identified that if I need them, this is who I'm going to call.

D. Figgers – I think it's...

L. Bowers – You haven't kept up with that then?

D. Figgers – No.

L. Bowers – Okay.

D. Figgers – Some of those people have moved out of the Township or moved away. One guy got another job and it screws up with the hours. We've got to have somebody that if I pick the phone up and call them, he's gonna be here.

N. Shanley – So you're looking for permission to advertise?

D. Figgers – Yes. Like to stick an ad in the newspaper and see what we get.

N. Shanley – Okay.

L. Bowers – Fine.

B. Macron – Whose trucks are they using, ours or theirs?

D. Figgers – Ours.

N. Shanley – Ours. So you would, just so I'm clear, you'd be using them to do fill in if there's vacation, I just want to be clear on how we'd be using these folks. I do think we need to have them, there's no question about it.

D. Figgers – Fill in, if it starts to snow, in two hours, if it's a continual snow and it's been snowing for two hours, we get, without three, at least three guys on the road, we're gonna get buried.

N. Shanley – Can't keep up. Yup.

D. Figgers – Can't keep up.

N. Shanley – Well, there's also fatigue.

D. Figgers – And now that the subdivisions, if, like Dover Highlands, that's not just a go through, go through and open it up anymore. That's, that's plowing. There's a lot of new houses down there, the school buses go down through there now. You can't just leave a one path through the middle of the road. You've got to do it curb to curb now and that takes...

N. Shanley – Longer.

D. Figgers – In the subdivisions, that takes a lot of time.

L. Bowers – Well, and in addition to that, sometimes I think that the Trustees don't consider the fact that after you've had a snow event, especially if it's a long one, not so much of a problem out on these long country roads cause you just fill the ditches, but in the subdivisions, you've got to go in afterwards with a dump truck and a back-end loader and move that stuff out of there cause there's no where to put it and that takes a great deal of time, so Dave...

D. Figgers – The cul-de-sacs take the time.

L. Bowers – While we're having this conversation then, and Bryon if you read the minutes from last year you've probably heard this before, but until the last two winter seasons we always had a policy for like ten years that the service department kind of had the flexibility to make the decision and do what they needed to do. They'd have a couple of people identified for part-time people. If Dave thought that he needed somebody to come in and start working earlier on the subdivisions, if Dave thought that he needed somebody to come in and drive the dump truck while one of the guys front-end loaded while him and Roy got some sleep to catch up cause they knew another storm event was coming, that they would do that. When we don't have that flexibility our overtime goes up quite significantly. Before we started doing that our overtime was running around fifteen, twenty thousand a year. Once we started doing that, the overtime went down to maybe about five, six thousand dollars and the total, the highest year

we've ever used, total of all of our part-time people I think was \$7,200.00. That sound right, David?

D. Figgers – Yes.

L. Bowers – It was an average of around five, but the highest year I think was around \$7,200.00, so it really worked out well. But also, it offsets the fatigue factor, cause we've only got two guys. I'd like to see us go back to that. We talked about doing it last year, in fact the Board approved going back to that and then I found out at different times that really, we said it but we really didn't do it. Our guys have never abused that, we haven't had a problem with it and, and I don't think that the Board needs to be micromanaging what they're doing out there. They've done a good job and if and until we find there's a problem, I'd just let them do what they need to do. Within budget. We set the budget. Nanci, your thoughts on that?

N. Shanley – Well, I'm, don't have any problem with you having on call people. If they're used right I have no problem with that. I mean I said fatigue awhile ago. If you've got, if you're out there for eight hours plowing non-stop, somebody's got to fill in. You guys can't keep up.

B. Macron – So the best way to do that is to put an ad in the paper to get someone for you?

D. Figgers – Well, we need, yes, we need to put an ad in the, I would say one of the papers. But we also, we need to discuss the hours of operation, like, the way it's set up as of right now, if we work Sunday through Thursday, eight hours, and there's a major storm, and the following weekend there's got to be two of you to give me an okay for us to work.

L. Bowers – Well, Dave, I'm...what I'm advocating is that we don't do that anymore. That, you know, I know that there's times you need to do overtime and you just, if there's an emergency out there you just need to do it – do what you need to do. But, go back to using the part-time people to minimize that as much as possible. You were able to do that before just fine. The only criteria I think that we need to consider putting on there is you need to be very, very careful watching those part-time people that you don't run them over thirty hours in a pay period. You run them over thirty hours in a pay period, then we run into fair labor standard acts issues and we don't want that. So that's the only criteria. And you've had that before.

D. Figgers – Correct. I think its thirty hours a week, though.

L. Bowers – Well, that would be the pay period, the week. You're right – it is. Our pay periods two weeks, you're right, it's a week, I'm sorry.

D. Figgers – And also, the other thing I'd like to mention is, as you might of, we've never abused the overtime.

L. Bowers – No.

D. Figgers – We're always under, if you check with the County records, we're always under the County's top, top six or seven guys.

L. Bowers – And I've been a Trustee for thirteen years and they've always come in under budget, every year. And we budget tighter and tighter every year so I'm not concerned about that at all.

N. Shanley – I'll make a motion that we approve placing an ad in The Post, does The Post make sense?

B. Macron – I would go with what your gut says.

N. Shanley – What do, what's your feeling?

L. Bowers – Post is the cheapest.

D. Figgers – Post is the cheapest. We could try The Post. If we don't get any off of The Post, we could try The Gazette.

L. Bowers – Well, and Dave, and you know people in the Township too. You know we've got some retired truck drivers. Please try to use people in the Township to the extent you can.

D. Figgers – Not a problem. We've got to get some names coming in though so that...

N. Shanley – Well, I'll make the motion.

L. Bowers – Second the motion.

N. Shanley – Okay.

L. Bowers – All in favor, aye?

B. Macron, L. Bowers, N. Shanley – Aye.

A. Strogin – A lot of our firemen...

D. Figgers – When I pick the phone up, well, let me ask them because we've had a, not the guys, it's, they're on daytime, so we've had a problem with daytime staffing, the guys that aren't working, they do daytime staffing. They get twenty-eight hours a week daytime staffing. And I call them on a Friday, say, hey I got to have you guys, one of you guys, well, all of our guys got twenty-hours already on a Friday.

L. Bowers – Too many hours, yeah.

D. Figgers – I don't have a problem with any of them being in the truck. That's what we're running into before, am I correct? I mean, if you got any guys, send them over to talk to us. I don't have a problem with that, but between their other jobs and the daytime staffing, it's, we get into a problem.

L. Bowers – And Dave, I think one of our worst years was like 2006-2007 season, so Shirley

can probably pull those salary records for you so that when you're preparing budget you can kind of use that maybe as a go-by so that we've got some reasonable idea on budget.

N. Shanley – Can we agree to a certain per dollar fig...I mean, you've going to put an ad in the paper. We're probably going to have to state what the hourly rates going to be.

L. Bowers – Well, we've already got a part-time rate right now.

D. Figgers – Our part-time rate is \$10.50 per hour.

N. Shanley – Okay.

L. Bowers – And we haven't had any problem for what we do to get it that cost.

D. Figgers – The other thing, just so I don't stop and hook up a battery cable to somebody's car, are we allowed to help people or not?

L. Bowers – We're back to that.

D. Figgers – Well, I want to have it clarified.

L. Bowers- For, for speaking just for me, I don't expect you to stop and help our residents in distress because you work for the Township, I expect you to do it because you're a decent human being. But, you know, that's just me. If we've got a resident in distress, I don't have any problem with you taking two minutes to help them out.

D. Figgers – There's a couple bad curves that every year, these guys are always on them, they're in a ditch. If we get there first...

L. Bowers – You might as well...

N. Shanley – The only caution that I, you know, we talked to, I've talked to Bill about this, I think in one of our groups that, those don't seem to be happening any more, although I might suggest one now that we've got Bryon on board, is what, what Bill's response was when I talked to him about this is, I agree, person to person we want to help people. The minute you do it as a Township employee, if you dig, if you pull somebody's roto-tiller out of the mud, car out of the ditch, and something happens to it, it just happened to it, all of a sudden you've been a good person to person, good Samaritan, and I'm all for that, but we've become responsible. And then I have some concerns because we have to be mindful of the taxpayer's money. So it's a difficult situation where, yeah, we want to help people, but we have to, you know, if you're doing it as an individual, that's one thing. If you're doing it as a Township and there's complications, we're left with the issue to resolve, possibly financially.

D. Figgers – I understand your concerns. I think that's, I think it's a real, it's a gray area no matter where you...

L. Bowers – Well, we have a certain amount of sovereign immunity. I mean, we've got that.

And we also have insurance coverage. That's what insurance is for. And you use some discretion, I mean, you know.

D. Figgers – That's what I was going to say. I think it's on a ...

L. Bowers – Bryon, you need, I guess we should tell you why we're having this discussion. The service department ran, two different issues. They had a gentleman, an older gentleman who had turned over a roto-tiller out by the road and they were going to stop and help him right it, it's laying there still going and they were told that they're not allowed to do that. Is that a fair statement, David?

N. Shanley – I think you did help him, didn't you, actually?

D. Figgers – No, I didn't.

N. Shanley – You didn't?

L. Bowers – And another time we had a resident who ran out of gas on the road and one of our officers, you know, ran up to Lafayette Market and got him a gallon of gas and took it down and put it in their car and, well, that was an abuse of time too, so, and I just don't agree with that.

B. Macron – Well, then I would worry that...

N. Shanley – I, I mean, yeah...

B. Macron – he's using a snow plow, you know, listen, my wife goes into the side of a ditch I would hope you wouldn't plow her in. (laughter) But, on the same token, common sense...

L. Bowers – Sure.

B. Macron – I don't know if you can necessarily pull that car, I don't know what the liability is for that.

L. Bowers – I don't know if we go that far, but call the tow truck.

B. Macron – But to call the tow truck at least.

N. Shanley – Exactly.

B. Macron – And sitting with them. I would...hope you would do that.

N. Shanley – Bringing, yeah.

L. Bowers – No, I don't think David's every wanted to pull anybody out.

N. Shanley – Yeah.

L. Bowers – But call the tow truck.

B. Macron – Right.

N. Shanley – Yeah. If we call the tow truck, if we bring the gas to the person who's out of gas...

L. Bowers – Take them to a phone.

B. Macron – Yeah.

N. Shanley – Loan them your phone, or whatever you need, that's fine. But the minute we start touching somebody else's equipment, that's when Bill said, you know, then you've got a real issue there because a guy that's so nice and so happy that you're there to help them, flips around and you bent the whatever on my, whatever on my roto-tiller, and we've got a problem.

L. Bowers – Yeah. I don't think that's what David's asking. David's, I think you're asking if you can use some common sense to be courteous to our residents. Is that...?

D. Figgers – Yeah, and I'm asking on a case by case basis. It's like, if a guy's got a car wrapped around the tree, no, the first thing I'm gonna do is call 911. I'm not gonna, I don't want to move him, I don't want to hurt him.

L. Bowers – Sure.

D. Figgers – But if he's got his wheel of the, off the ...

S. Bailey – Berm.

D. Figgers – On the berm and its slippery, what's the harm in getting out and trying to help him move the car a little bit?

N. Shanley – Again, speaking for myself, calling for help, and I'm just one Trustee, calling for help, doing everything you can to help them short of actually pulling their vehicle.

L. Bowers – I don't think you want to hook a strap on anybody. That's not probably the best idea, but...

B. Macron – Right. But I'd rather see a truck behind the guy waiting for the tow truck ...

N. Shanley – So that, yeah, so they don't get hit.

B. Macron – So it doesn't get ...

L. Bowers – And sit there until help comes.

N. Shanley – Yeah. It's just common sense.

L. Bowers – Which you've done.

B. Macron – I think it's all case by case scenario. I mean...

L. Bowers – Use your sense.

B. Macron – It's...

D. Figgers – Okay.

L. Bowers – You know what, David, you always used your common sense before and we never had a problem. We have never had a problem. And don't give us one.

D. Figgers – ah, abuse.

L. Bowers – I'm joking.

D. Figgers – What...hours of operation. What are we going to do with hours of operation cause when it starts snowing come in...

L. Bowers – When it starts snowing, watch your forty hours. Well, I guess I shouldn't say that, the Board needs...what we used to do and what was kind of changed, what we used to do is when we had periods of inclement weather...

B. Macron – Right.

L. Bowers – When the weather got good, go home and get your sleep. When the weather gets bad, get your forty hours in. And, if Monday they don't have any problem and they know a snow storm's coming on Tuesday, instead of working eight hours on Monday and then working overtime on, you know, Tuesday, get off at four and working another eight hours overtime, try to gerrymander your hours to the weather.

N. Shanley – Um-hum.

L. Bowers – That's what we used to do. Is that what you're asking, if you want to go back to that?

N. Shanley – Does that, is that answering your question?

D. Figgers – That's answering part of the question. My other question though is...on a Friday, Sunday through Thursday it starts snowing on Friday, do I need to wake two Trustees up to be able to come in with our people?

L. Bowers – Not as far as I'm concerned.

D. Figgers – That's the way it's set up right now.

N. Shanley – Well, no. But I mean, going back to what Lynda just said, if you keep an eye on the weather and you were expecting a major storm, I don't think anybody's got a problem with downtime Friday in preparation for Saturday.

L. Bowers – David's reestablishing guidelines because what we've done and he's been told are different things and he just want to make it clear on the record...

D. Figgers – That's exactly.

L. Bowers – What he can do and what he can't do and I think that's where you're headed, right, David?

D. Figgers – Correct.

N. Shanley – I mean, does that make sense though? I mean, if you're, if there's a storm expected, just like Lynda said, you just...

L. Bowers – Go home and get some sleep.

N. Shanley – Yeah, manage the time so that you become available for that weekend storm.

B. Macron – Right. You're going to manage the service, I mean, you manage the service department now so you're going to be managing these part-time guys and you're going to know whether it's going to snow Saturday and Sunday and it's going to be up to you. I think that's your job to figure out, to make sure the equipment's clean, ready to go and ready for the storm.

D. Figgers – I agree. Which is what we're doing now.

N. Shanley – Um-hum.

D. Figgers – We're getting trucks ready to go work.

L. Bowers – David, I don't think you're going to have the problem this year that you had last year. Does that help you?

D. Figgers – It helps.

L. Bowers – Okay.

D. Figgers – Still doesn't answer the question, though.

L. Bowers – Is that what you're trying to politely ask? Run your department and do what you need to do and make sure the roads are clean.

D. Figgers – Alright. That's good. Any other questions?

S. Bailey – I have one though. I know that last year when you came back after plowing and

whatever and it was during the day and you were cleaning the trucks up, you were told to go home that you weren't supposed to be there because you were finished plowing.

L. Bowers – No, you clean those trucks.

S. Bailey – Now, you have to get those trucks cleaned, right?

D. Figgers – Well, it's to our advantage to clean them due to the salt.

N. Shanley – Corrosion.

D. Figgers – And the corrosion.

N. Shanley – Yeah.

L. Bowers – And get them ready for the next time out.

D. Figgers – Especially in the electrical. The electrical just is, the Fire Department knows, there's just, there's miles and miles of wire connections and everything's, everything's micro-processors and computerized and it's, it's a nightmare. So the cleaner the truck is the longer it's going to stay in top operation.

S. Bailey – So, in other words...

N. Shanley – I think... I think that what we have here is, I think Bryon said it, Lynda said it, it's just common sense.

D. Figgers – Okay.

N. Shanley – It really is just common sense.

L. Bowers – Go back to running your department.

N. Shanley – I think, you know, going back and, you know, to what's happened, I just don't think anybody sitting at this table is going to be quite, you know.

B. Macron – You're going to have to run the service. I mean, you're going to know what, and when you don't have the storm that's when you take advantage to go clean up those developments.

D. Figgers – That's all I'm asking for is cooperation. Last year was a tough year for everybody.

N. Shanley – Yeah.

L. Bowers – We're moving forward.

N. Shanley – Yup.

L. Bowers – Thank you. David, you have anything else? Mr. Macron, any question?

B. Macron – No.

L. Bowers – Oh, you haven't lived until you go out on a snow plow. You just wait.

B. Macron – I look forward to it.

L. Bowers – Look forward to it.

B. Macron – I did do the Sheriff run and that was an experience.

L. Bowers – What night did you go out?

B. Macron – Friday night.

L. Bowers – I was going to say, Friday night was a busy night. You even had a stabbing Friday night, didn't ya?

B. Macron – It was a busy night. A stabbing, yeah. It was a good time. I learned a lot quick.

L. Bowers – That was an interesting night to go.

B. Macron – I got to see the Lafayette Fire Department in action as well, so.

L. Bowers – Good deal. Nanci, any questions, service, at all?

N. Shanley – Nope.

L. Bowers – Okay.

Fire Department –

L. Bowers – Fire. You're on.

N. Shanley – The only thing I have and you can do your report, is Life Gas we have sent back the agreement, service agreement, but when, they were supposed to follow up with a contract. So whenever that comes in, can you let us know?

S. Bailey – We got two bills and the bills, I'm holding them. One it says rental and the other one says daily.

N. Shanley – Okay. Definitely hold them because, maybe Brad you can fill in on what your conversation with the Life Gas folks was.

L. Bowers – Bryon, it's an annual contract and apparently there's been some controversy.

B. Winter – Yeah, when I spoke to them she didn't indicate anything about daily or anything about rental. She said it was all going to be lease. And I straightened out all of our inventory with them and she said our inventory would be reflected on the first bill that we received because the contract doesn't have any of our inventory on there, they don't put our inventory on the contract for whatever reason, I have no idea. But she said that our inventory would be reflected on the first bill that we get and then she said any cylinders that we would order in addition to what is already on our bill then would go on a rental unless we specified that we wanted to lease them.

S. Bailey – Okay. Well, you might want to look at these two bills.

N. Shanley – Brad, can you, can you get a copy of those and maybe...

B. Winter – Yeah.

N. Shanley – Okay, thank you.

B. Winter – Be happy to. I have her cell phone number and everything so I can call her after the meeting.

J. Hall – (indecipherable)

N. Shanley – Okay.

J. Hall – Actually, the only thing that I have this evening is I have three applicants that I'd like to submit to the Board and have them hired pending a background check. All three applicants are certified. One is certified as a basic EMT, the other is certified as a Firefighter, the third one is certified as a Firefighter / Paramedic so there would be no cost, initial cost training to the Township for these three individuals.

L. Bowers – How many we have now?

J. Hall – Forty...

L. Bowers – Eight?

J. Hall – No. Two? Forty-two I believe. Forty-one.

S. Bailey – You've lost quite a few.

L. Bowers – Didn't Darrell Scislo used to be with us?

J. Hall – Yes, he moved out of the area for work, he is now is back down on 162 here, so he's back in the area.

N. Shanley – How many more do you think, I mean, I know we've had some attrition, how much, how many more before you feel like we are...

J. Hall – I would like to bring the number back up to forty-five.

N. Shanley – Okay.

J. Hall – I know we can go up to fifty but I'd like to keep it around forty-five.

N. Shanley – And this would do it, right?

J. Hall – Ah...

N. Shanley – We were down to forty-two?

J. Hall – Yeah, we're at forty-one.

N. Shanley – Forty-one? Okay.

J. Hall – So.

L. Bowers – Can you make sure that I get name and address on all of them?

J. Hall – Yes. And that's all I had unless you had anything for me.

L. Bowers – I would move to approve the new applicants subject to background check pursuant to Chief Hall's recommendation.

N. Shanley – I will second.

L. Bowers – Any discussion? All in favor, aye?

N. Shanley, B. Macron, L. Bowers – Aye.

S. Bailey – He hasn't been gone that long.

L. Bowers – And opposed, same sign.

J. Hall – I think it was over a year.

L. Bowers – He's not even out of the computer yet.

S. Bailey – No, he's not.

L. Bowers – Anything else, Jeff?

J. Hall – No, that's all I had. Unless you had anything for me.

L. Bowers – Yeah. Get ready for budget.

J. Hall – Okay. Thanks.

L. Bowers – Are, is there any, well, we'll going to set up some meetings so are you going to be taking off?

J. Hall – No.

L. Bowers – Okay. Cause I want to make sure that there's at least one of those meetings that works for your schedule. Thanks. Anything else, Nanci?

N. Shanley – Nothing.

Police –

L. Bowers – Police. I do a spreadsheet cause I just like to do it. We're not doing this table thing again. This is just ridiculous.

N. Shanley – Hey, you had amateurs setting it up. It was an empty room when we walked in.

L. Bowers – This is just ridiculous. This, just so, it makes it easy to track how much things are costing and where they're going and a couple of things. We wanted to talk about revisiting officer assignments, whether we should have two full time, three full time. And I didn't do any different analysis, but what I did bring with me was the breakdown that we used when we made the decision that we did. And Bryon, if you look at the top of this, this is how many hours we have, this is the cost versus full time / part-time and this is what one full time gets us and what two full time gets us and how everything works and what the money is.

B. Macron – Perfect.

L. Bowers – We have the funding available for any of those scenarios. So for me it comes down to a cost analysis. What do we get for what we're spending and I don't know whether you want to hear from...our supervisor officer is here tonight so.

N. Shanley – And actually what we ended up doing is none of these.

L. Bowers – Right.

N. Shanley – We ended up going with full, two full time officers and the rest fill in part-time hours.

L. Bowers – But I brought my calculator. But I brought my calculator, so anything that we decide. And this is another one of those discussions that we can have in executive session. I don't see any reason to do that as long as we're not assigning specific hours and specific days I don't think it compromises the Sheriff's schedule. You have anything you wanted to say, Sergeant? Sir? And Kevin Rohrer is coming back. You got to come up here. No, no. You have to come up here.

S. Bailey – You have to go to the mic.

L. Bowers - Is that who you rode with?

B. Macron – I did. I rode with the Sergeant.

L. Bowers – That was a fun night, wasn't it?

Sgt. Sanford – I guess, what questions do you have as far as, I know this third person came up again, and...

L. Bowers – I don't have any questions. Nanci?

Sgt. Sanford – It was really redone...

N. Shanley – Actually, yeah, it was initially it was my idea what if we filled in with part-time? But then as we had all the part-time, nobody was quite sure who was out when and I think that what I'm getting back as I talk to residents is they like that feeling of knowing who their deputies were. And so that led me back to thinking about should we be going back to three full time deputies that are dedicated to Lafayette.

Sgt. Sanford – Well, every...even the part-time guys are all guys that are just dedicated to Lafayette.

D. Wenslow – First of all, who are you?

Sgt. Sanford – I'm Sergeant Sanford with the Sheriff's Office.

D. Wenslow – Well, I know you are but...

L. Bowers – He's our, ...I apologize. He's our supervisor, officer.

N. Shanley – He's one, he's part-time and he's a supervisor.

L. Bowers – And he's one of our part-time. He's full time but part-time to us.

N. Shanley – Part-time for us.

Sgt. Sanford – Part-time with the Sheriff's Office and part-time with Lafayette.

D. Wenslow – There you go.

Sgt. Sanford – I'm the liaison officer for the Sheriff.

N. Shanley – Right.

D. Wenslow – Well, I got to know who you are.

Sgt. Sanford – You're going to get to know me. (laughter)

D. Wenslow – No, no, no. You're going to get to know me.

Sgt. Sanford – Everybody is dedicated for the Township.

N. Shanley – Right. I understand. I'm not questioning their commitment. It's a perception of, you know, the residents feeling like these are our officers, we know who they are.

L. Bowers – Are you getting that a lot Nanci, cause I'm not getting that?

B. Macron – One of the things that I learned riding was, one of my questions was the same.

N. Shanley – Um-hum.

B. Macron – And I'm under the understanding that we're getting the same part-time, it's not a total mix, if you look at the hours, it is...

N. Shanley – Right.

B. Macron – a tending of the same deputies.

L. Bowers – There is a consistency.

B. Macron – Right. There is, been consistency, so.

N. Shanley – Yeah. They gave us a, it was great. They gave us a list of officers, we picked out who we, you know, wanted and all that. Again, I'm getting that enough that, and we're coming to, you know, we're a year out from the end of this levy and I just really want to make sure that the confidence level is out there, you know, and understanding the benefit of this. And that's really where I'm coming from on this is that, I don't have any question. I mean, I know you guys are out there.

Sgt. Sanford – With the new car on the road and we've got the magnetic decals for the other cars, and anybody that's out working the cars should be marked so that anybody seeing them it's, we have our regular cars go through here all the ...

N. Shanley – I know.

Sgt. Sanford – All the time.

N. Shanley – I know. It's the whole thing where I know, you know, they feel like they know Kevin, or they know, you know...

Sgt. Sanford – I'm so sorry about that.

N. Shanley – Officer... (laughter) You know, or they'll get to know Officer Girard.

L. Bowers – I've just not gotten that. And I'm out there a lot so, I've just not gotten that. That sense that the community doesn't know who our officers are.

Sgt. Sanford – Okay.

S. Heiszek – I don't.

D. Wenslow – I don't. No.

L. Bowers – I've not gotten that.

Unknown – As long as they show up, that's all that matters.

L. Bowers – Well, there is that. Well, some people have interaction with them a little more than others. But, I mean, they see the cars, they're marked Lafayette. They might not know the officer particularly unless he has interaction with them, but they see the cars, they're marked Lafayette, they know they're ours and they know that they're out there and the comments that I've been getting is, you know, they're seeing good coverage.

Sgt. Sanford – Yeah, there's definitely more coverage.

N. Shanley – And that's why I said why don't we go with some part-timers, cause we could get more.

Sgt. Sanford – Cause that's why we did, you know,

N. Shanley – Yeah.

Sgt. Sanford - We did the schedule with we have one of the full timers that works day shift...

N. Shanley – Right.

Sgt. Sanford – And a full timer works midnight shift and that with part-timers, all the part-timers are all full time officers at the Sheriff's Office. So that gives them the afternoon shift, the guys that work day shift will carry over and the guys that's like myself that work third shift, I come in early. So second shift is always covered and then you'll have...

L. Bowers – Now Kevin is going on permanent third shift, right?

N. Shanley – Okay, let me...

L. Bowers – Starting in November? Kevin's going on third shift starting in November?

Sgt. Sanford – Yes, he is.

L. Bowers – Lucky...well, for three nights.

N. Shanley – Okay, can I, can I suggest that we maybe try to work together, I prefer to get as much coverage as we can for the dollars we have.

Sgt. Sanford – Right.

N. Shanley – That’s the whole reason why the part-time thing came about. Can we somehow work together on maybe some community policing kind of ideas to maybe get to where residents get to know our officers a little more?

Sgt. Sanford – I’m open for suggestions.

N. Shanley – Okay.

Sgt. Sanford – I can make them all come to the meetings.

L. Bowers – Yeah, but this is...that really doesn’t meet our residents. Just a few come to every meeting.

Sgt. Sanford – The, what I’m then planning for Halloween, and when is our Halloween trick or treat?

L. Bowers – Saturday, the 30th.

Sgt. Sanford – Gonna be Saturday night?

L. Bowers – Oh, no, the trick or treat is Sunday.

B. Macron – Trick or treat is Sunday.

L. Bowers – The same time as...

Sgt. Sanford – It’s gonna be Sunday?

L. Bowers – Yeah.

Sgt. Sanford – Okay.

L. Bowers – Chippewa Lake and Medina City are all the same time.

Sgt. Sanford – Okay.

N. Shanley – Yeah.

Sgt. Sanford – Okay. I want to dedicate a car for each...

L. Bowers – Subdivision.

N. Shanley – Subdivision.

Sgt. Sanford – Each subdivision, instead of having one or two cars running around the whole Township trying to hit them.

L. Bowers – And they're sending the horses down to the lakes, right?

Sgt. Sanford – I don't know.

L. Bowers – That's what I heard.

B. Macron – That's what the Sheriff said.

Sgt. Sanford – I hope they have their hats.

L. Bowers – You know, let's get back to, let's clean up what we started with it.

N. Shanley – Well,

L. Bowers – I'm fine with where we're at. I'm fine with not changing.

N. Shanley – The only...I've got a question here about where we are financially though. Because our estimate...we're at \$206,634.82 for salary and that's through October.

L. Bowers – Um-hum.

N. Shanley – And our estimates here were ranging from \$194,305 ...

L. Bowers – Well, if you'll look at that though, that was all with one full time and we went with two full time. But for one full time and the rest of it part-time, 24/7 coverage was two twenty-three. So we're right where we should be. This is the sheet that we used to decide what we did. We don't have two full time on here.

N. Shanley – No, but we have a 24/7 coverage for two twenty-three.

L. Bowers – That's with...

N. Shanley – We'll exceed, we'll exceed that with what we have.

L. Bowers – Well, sure we will because you had 6,680 hours of part-time at \$23.70 a month and 2,080 of those hours is now at \$31.15 an hour because it's a full time, we've got two full times. There's a big difference.

Sgt. Sanford – I think I was, when we started this up was I given 300 hours per month for the part-time?

L. Bowers – Three full times with no part-time at all, three full times with no part-time would

have been \$194,305.00. But that only gave us, twenty eighty times..., that gave us 6,240 hours. What we've got...we're doing 7,760 hours.

N. Shanley – We're doing twenty eighty times two and the balance is what?

L. Bowers – 7,760 hours. I think we went in with 3,600 hours but we may have moved that down, looking at the budget.

N. Shanley – Where are you seeing this seventy-seven sixty?

L. Bowers – Well, if you take two full times, that's twenty eighty...

N. Shanley – Correct. Times two.

L. Bowers – Times two.

N. Shanley – Right.

L. Bowers – And then we added the balance of the hours for the year at 3,600 and I think we may have moved that down to 600 after we started, or 3,000 after we started. Cause it's working out to about 200 hours a month now, right?

Sgt. Sanford – I think it's 280.

L. Bowers – Two eight, it's close to three, that's right.

N. Shanley – Two eighty in part-timers?

L. Bowers – That's right.

N. Shanley – Part-timers?

Sgt. Sanford – Yeah, it's two eighty per month.

L. Bowers – Times twelve...

Sgt. Sanford – Well, but that's all the part-timers.

L. Bowers – So that's 3,360 hours and originally we had authorized 3,600 part-time hours. But when I took a look at the budget we moved it down to 280 a month, which is 3,360.

N. Shanley – So it's not 7,760, it's 3,360.

L. Bowers – No. Cause that 7,760 would have been the 3,600 that we changed.

N. Shanley – So...

L. Bowers – So plus twenty eighty, plus twenty eighty...so we're doing 5,648 hours? That can't be right.

N. Shanley – No. It's not.

L. Bowers – Twelve times two eighty is three three sixty, that's twenty eighty plus twenty eighty...7,520 hours we're doing.

Sgt. Sanford – And I think last month was the first month where we're just about all the seven guys came close to what their allotted time is.

N. Shanley – Okay. We are still going to be over what we estimated. Even taking into account the seventy-seven...

L. Bowers – Based on this, based on this.

N. Shanley – Yeah.

L. Bowers- But not, but we're okay based on what we did. Our budget's okay based on what we did. That's why I track it every month. Cause you got to remember, in addition to the hours you've got your hourly rate but we're also got Medicare, we're got hospitalization, we've got uniform allowance for the full time guys, I mean, all that has to figure in and I did that. I factored all of that in.

N. Shanley – Um-hum.

L. Bowers – To make sure, and I ran it for the five year life of the levy plus a reasonable carryover, so...and that included, we bought a car this year as well.

Sgt. Sanford – And this, this year will be a higher year because of the twenty-seven pays.

L. Bowers – Yes, and we bought a car.

Sgt. Sanford – Yes.

L. Bowers – So all of that's factored in and the spreadsheet that I've given you is simply the salaries and in that salary expense is included the Medicare, the hospitalization...

N. Shanley – Right, and it was here, too, right?

L. Bowers – All, it was not. No, that was just your hourly rate and I knew how much of a...

N. Shanley – Okay.

L. Bowers – A number that I needed to stay within budget.

N. Shanley – Alright. Cause we had plus vehicle fuel and maintenance but not benefits.

L. Bowers – Right.

N. Shanley – So, okay.

L. Bowers – That was just to give us the hours on the hourly rate.

N. Shanley – Okay.

B. Macron – And October has the extra manpower for Halloween built in?

N. Shanley – No, this is actually billed.

L. Bowers – No, in November we'll get billed for October.

N. Shanley – Yeah.

L. Bowers – This are bills that we've actually gotten. One of the things that really hurt us is you look at August...

B. Macron – Yeah...

L. Bowers – There's a whole extra pay period in there cause this is one of those weird years.

B. Macron – Right.

L. Bowers – And we don't always have that.

S. Bailey – April, also.

L. Bowers – And, well, yeah, April was a big one too. And so we won't have those for the rest of the year now. But if you look down at the bottom we also have a uniform allowance. There's different things that come into play. There's a, we purchased a car that's not on here.

B. Macron – Right.

L. Bowers – I can...I will tell you what I can do. I can take this spreadsheet and I can add some things to it so that you know where we are at for the total budget but you could also look at Shirley's appropriation status.

N. Shanley – Um-hum.

L. Bowers – And you could see where we are on our total budget and it's higher than this. But we've had good carryovers, we've done well. This is probably one of the most expense years that we've had because we did change our coverage. I mean, we really beefed up our coverage. But we have the money to do that and, and like I said before, for me it's, it's, you know, what do we get for that investment. And we have the funding, we've actually reduced our levies, but

we still have the funding to put the service on the road and that's what the residents have indicated they want.

B. Macron – And I like having two dedicated officers with the part-time.

L. Bowers – Yeah.

B. Macron – I understand, and just riding with them, the advantages. He knows if a doors open or not open. I mean, we actually stopped somewhere...

L. Bowers – Exactly.

B. Macron – We found out it was a kitten in the back or something, I mean, it was...the disadvantages is if you hire three, it's automatically going to go up cause that uniforms in this and...

N. Shanley – Well, you get less coverage, which is why we did that combination.

B. Macron – We get less coverage.

N. Shanley – I'm trying to, maybe if we can do some thinking and borrow some ideas from other places on some community stuff.

B. Macron – You know, my biggest question to him is the two full time that we have, I wanted to make sure that they wanted to be in Medin...in Lafayette Township because these guys are County-wide and being sent to Lafayette, I wanted to make sure that wasn't discipline.

L. Bowers – Um-hum.

N. Shanley – Um-hum.

L. Bowers - Yeah.

Sgt. Sanford – They did, when ...

B. Macron – And they enjoy, they like the community, so the ones that were in there, you know, he knew...

L. Bowers – Yeah, this one wanted to come back.

N. Shanley – Yup, he did.

B. Macron – So, you know.

N. Shanley – And we wanted him back.

Sgt. Sanford – And the other two I told them they're going to be. (laughter) No, we sent out an email and they come forward that they wanted...

B. Macron – Right. And I think that's important.

L. Bowers – Yeah, that's important consideration, absolutely.

N. Shanley – When we do Halloween, is it going to be OT, are you juggling shifts, or how, how are you doing it?

Sgt. Sanford – No, no. It's not going to be costing anybody anything anymore.

L. Bowers – He's going to double up his part-times.

Sgt. Sanford – I'm just, you know, first of all ask the guys, you know, so instead of working hours here or, it's only going to be two hours, two, three hours at the most. So instead of putting hours in on a Tuesday...

N. Shanley – Okay. You just juggle it around.

Sgt. Sanford – You plan on Sunday doing it.

N. Shanley – Okay.

Sgt. Sanford – So that's not going to be anymore than...

N. Shanley – Okay.

Sgt. Sanford – Than any other month.

B. Macron – There is a thing on Saturday, the Halloween before, it's here?

N. Shanley – The Halloween party.

B. Macron – The Halloween party?

L. Bowers – The day before, yeah.

B. Macron – Are we going to have a police officer maybe here for that just so they can maybe...

L. Bowers – Yeah, and I'll

B. Macron – I'd like to see the community...(indecipherable).

N. Shanley – One of our...yeah

L. Bowers – And I'll work with them...

N. Shanley – One of our full timers.

L. Bowers – What Neil’s done for us in the past is some of his citizens academy people actually come in and help out and they, and they do that on their own time. I don’t know if we’re going to have that this year but we do have a couple of officer’s come in. He sends down what they call, oh your...

Sgt. Sanford – Prisoners?

L. Bowers – Your cars, your fleet cars. They’re really junky but they wash them and they look nice and then we set them around and then, you know, they stand behind the cruiser and hand out candy and stuff like that.

Sgt. Sanford – Well, you let me know when that’s going to happen. I’ll make sure it...

L. Bowers – Yeah. It’s the Saturday before...

N. Shanley – It’s 11:00 on the...

L. Bowers – And we kind of cover that.

N. Shanley – On the 30th.

Sgt. Sanford – This Saturday? Or...

N. Shanley – If we can get one of our regular guys so that there’s that...

Sgt. Sanford – There’s one; I’ll send the on-duty car down.

N. Shanley – Okay.

L. Bowers – But they like to bring in one of our part-timer...

Sgt. Sanford – It’ll be (indecipherable)

L. Bowers – Last year we brought in two auxiliaries.

B. Macron – Okay, I just...

N. Shanley – The 30th.

Sgt. Sanford – We’ve got enough people now that

L. Bowers – So that we had people.

Sgt. Sanford - we should be able to do whatever, just, just the guys dedicated to your ...

N. Shanley – We have a question out there.

L. Bowers – Mrs. Wenslow? You have to speak up.

N. Shanley – Yes.

D. Wenslow – One of the confidence level that people had with the dedicated officers is they knew who the criminals are in the Township, or the problems. And that was very reassuring. I've lived here a long time and...

Sgt. Sanford – We know, unfortunately, with the layoffs and the status...

D. Wenslow – Right.

Sgt. Sanford – With the Sheriff's Office, everybody whose left has been around here so long...

D. Wenslow – Right.

Sgt. Sanford – That we know, know all the names and if somebody doesn't, somebody real close does.

D. Wenslow – And that's reassuring to us, you know what I mean, that you know...

Sgt. Sanford – Plus, you have me in charge of it so you know, I'm taking extra care of that.
(laughter)

L. Bowers – Is there anything else for police, guys? So we can move on? Thanks.

B. Macron – Thank you, sir.

L. Bowers – Thanks, Jim.

D. Wenslow – Thank you.

Zoning –

L. Bowers – Zoning. I got nothing. The Comp Plan should be coming our way in November. Should? Maybe? Come on up, Karen.

K. Schoonover – Sure.

L. Bowers – Karen's our zoning chair.

B. Macron – Thank you.

K. Schoonover – Yeah, we had a very good meeting the last meeting. Things are looking good. I'd like to say a big shout out to Joy who went ahead and took care of an immense amount of our formatting issues. We have the future land use map to address and should be keeping our fingers crossed that we should get it to you guys in November.

L. Bowers – Alright. Thanks.

Cemeteries –

L. Bowers – Cemeteries. Only one thing. We got the easement all fixed because we don't have an easement for Crush Cemetery, we have found records now that we actually own a driveway into Crush and it's a matter of record and it's in the Record's Office and all that's been taken care of it and it's marked on the road and we know where it is. We have a cemetery that's back off of the road. Got that all handled. Fred Boreman called me today. He's the guy at the Engineer's Office who did all that stuff for us and he said, Lynda, Campbell and Associates just filed a new survey on the Queberg property. And the new survey's wrong and it has part of your cemetery in their survey. What do we want to do about it? So this is what I suggested to Fred. The survey's done and it's recorded and so, I mean, it's not like we're going to stop it if we do something tomorrow. Jeff Van Loon from Soil and Water has called and wants to set up a special meeting with the Trustees sometime during the day to go over some Chippewa Watershed issues and I thought maybe we could either put Fred in just before or after and let him go over the survey and the maps with the whole Board so we all understand what the problem is. It might not be something we want to ...

N. Shanley – So what's our course of action? What's...

L. Bowers – Well, it might not be something that we want to argue with a whole lot, if it doesn't impinge on the cemetery where the stones are. What they did, as I understand it, I haven't seen it, what they did is that, those property lines...actually I have a, I think I brought that file with me so I could kind of show you what it is.

N. Shanley – Shirley, do we have that easement on file?

L. Bowers – It's not an easement. We don't have to have it.

N. Shanley – The survey.

L. Bowers – We don't have an easement. We own it. It's recorded.

N. Shanley – Do we have a survey?

S. Bailey – No.

L. Bowers – I'll bet you've got a file somewhere.

S. Bailey – It would be a very old one that I haven't seen.

L. Bowers – Here, here's what we own. Bryon, can you move here?

B. Macron – Yeah, I'll come over.

L. Bowers – What, what they, and this is, I think, the survey. You see this doesn't run perpendicular to the road. The road runs on an angle and the cemetery, this is our cemetery, is

a little set off from that. What they did was they kind of shifted it to line it up with the road to make these lines parallel. Now, so where we lost land back here we gained land here. So it doesn't change the area, as long as it...and I understand what they did. It made sense to them at the time cause this legal description is very vague. But you know, so we make a decision and if, and if we want to leave it the way the property lines initially were then we go, then Fred goes to Campbell and says fix your survey. If we let the survey stand and don't address it and something comes up in the future, then we're stuck with it. So...

N. Shanley – Okay, can we back up? Let me, I just want to be clear.

L. Bowers –Yeah.

N. Shanley – What did Frank...I thought he was determining where the driveway was and...

L. Bowers – Based on the only, based...see here's what they did. Right there's the su...that's the survey that's recorded now that is in the County Auditor's website, right there. And that's how Fred picked it up. Originally, we believed that this was simply an easement and we didn't know where it was other than between the property lines because of language contained in minutes and language contained in an old document that we found. Fred did the research and found that although it originally started with an easement, at some point around the turn of the century, one of these properties transferred and now we have an owned piece. They took eight feet from one property and eight feet from the other property. We have a deed to this and it is recorded at the County Recorder's Office where it should be. We own that property so the easement is no longer an issue. And he's marking it on the road so we know where it is. When he looked at marking these corners for us, that's when he realized this survey was done in error. You see, this is the new survey and if you look at the...I actually pulled copies of some of the old documents and I think that's the one that you have in your hand.

N. Shanley – Is this, is this an old survey?

L. Bowers – This is, this is an old survey.

N. Shanley – Okay. This also is showing an angle.

L. Bowers – No. Here. It is, but not like this. It's not perpendicular.

B. Macron – This is the new one, right?

L. Bowers - This is the new one.

N. Shanley – I'm...

L. Bowers – It's still an awkward box, but it's not perfectly perpendicular. It's been changed.

N. Shanley – Okay. To my eye this looks like it's following the same angle. Looking at the red section there.

L. Bowers – This is, this is...

Unknown – What cemetery is this?

N. Shanley – Crush. Friendsville.

L. Bowers – This is an inset from the tax map, that's why this one...here's what you need to be looking at. This is the old survey. And you see it's not perpendicular. This is an inset that comes up on the computer screen. Here's an old one. This was done when there was a split done even when I was in office and you see it's not perp...

B. Macron – This is (indecipherable)

L. Bowers – This is the old one. Yeah, it's not...personally I don't think it's a big deal as long as it doesn't bother any of our stones or anything. And the thing is, we don't make a whole lot of fuss about this because the Township doesn't maintain this cemetery, the property owners there do. And they have for many years. But they're not always going to do that. Chuck Queberg, when did Chuck die? Dave? Roy left. Recently.

S. Bailey – About four months, four or five months ago.

L. Bowers – Yeah. So they may quit taking care of it.

N. Shanley – Okay, I guess the first thing I would ask is, can we get copies of this stuff and have it in our files? It would seem to me that, obviously the deed is something that we should, even though it's recorded we should have the deed, we should have the easement.

L. Bowers – I'm sure we do have it Nanci, but here's the problem. Somebody down the road's going to have the same problem that we've got. You can't find it. And that's why it's at the Recorder's Office. Then we always know where it is.

N. Shanley – Well...

L. Bowers – You can pull it up, you can pull it up on your home computer.

N. Shanley – Right, but I think anything like that we should probably make some effort to get copies of and put them in the files.

L. Bowers – I suspect when Fred's done he'll give us his file and it's in there. But in the meantime...

N. Shanley – So what's Fred doing for us right now? What's, where, what's the status?

L. Bowers – He said he'll come down and walk us through it and we could make a decision what we want to do. Right now he's not doing anything. He's done.

N. Shanley – So did he survey...

L. Bowers – And he hasn't sent us a bill. He didn't have to survey.

N. Shanley – No, no, no. That’s fine. He didn’t have to survey?

L. Bowers – No.

N. Shanley – Okay.

L. Bowers – The only thing he, he didn’t have to do the full blown survey and identify the easement. What he did was he is identifying the property lines, the corners, based on the other surveys which is better than having to survey from a monument.

B. Macron – Who asked for the survey?

L. Bowers – We did.

B. Macron – Oh, we did. Okay.

L. Bowers – In order to identify our easement.

B. Macron – I gotcha.

L. Bowers - And once he started getting into it, that’s when he realized, you know, you don’t have an easement, you own it, and, but he had to verify that we own it, he’s been able to do that. There’s never been any records on this cemetery that are good records that we can find. So I kind of starting digging into it and that’s what, that’s how we got here.

N. Shanley – Well, I’m all for meeting with him but I think whatever we can get that...

L. Bowers – Yeah, you can give him copies of anything.

N. Shanley – substantiates that, no, I don’t want it, but we should...Shirley should have it in the files. If we own the property we should have...

L. Bowers – I’m sure if you go looking we’ve got a file.

S. Bailey – In the old, in the old, old files...

L. Bowers – Yeah.

S. Bailey – Which I don’t dig around in, so.

N. Shanley – Yeah.

L. Bowers – It’s there, I’m sure. Because it, it has to exist or it wouldn’t be at the Recorder’s Office.

N. Shanley – Right.

L. Bowers – It's just a matter of find them.

N. Shanley – But the owned property that is the driveway, is that shown anywhere that's recorded?

L. Bowers – Yeah.

N. Shanley – It is?

L. Bowers - That, that's what I just showed you, yeah.

N. Shanley – Okay.

L. Bowers – And that's, I mean, it wouldn't be on the tax maps if they didn't have the documentation. It's there.

N. Shanley – But the tax map has the angled front? As long as it doesn't have graves in it, you're right, it doesn't matter.

L. Bowers – The tax map picked up the new survey, correct.

B. Macron – Right.

L. Bowers – I don't know that it's, you know, that's what I told Fred. I don't know that it's that big of a deal. But obviously, I can't make that decision; he needs to talk to the whole Board. He'll have an aerial of it and you know, we can see how it changes and what it does and if it makes a difference.

N. Shanley – Is his inclination that Campbell was incorrect in their survey?

L. Bowers – He didn't incline it, he said they are.

N. Shanley – Okay.

L. Bowers – He said the survey is wrong. There's no question but the survey is wrong.

B. Macron – The new survey is wrong?

L. Bowers – Yes. And so I said, you know, go back and make them fix it and he said well, if the Trustees want me to then that's what we do but let's talk about that.

N. Shanley – Okay.

B. Macron – Okay.

L. Bowers – Sorry, that took so long. I expected that to take two minutes. We got to set a

meeting. We need a meeting for Soil and Water and we need a meeting for Fred. Give me a time and a day that works. I will make my schedule work, so, whatever works for you guys.

B. Macron – I'm pretty open.

L. Bowers – Nanci, give us a time and a day.

N. Shanley – How long do we think this would go?

L. Bowers – Jeff's going to need about a half hour, Fred's probably going to need about a half hour. Should take ten minutes but it's going to take a half hour.

N. Shanley – Yeah. How about the 27th? Can we do that in the morning?

L. Bowers – Wednesday, the 27th at what time?

N. Shanley – Do 10:00?

L. Bowers – Work for you, Bryon?

B. Macron – 10:00 is fine.

L. Bowers – Okay. I will try to confirm that with Mr. Van Loon and 10:30 for Fred Boreman and then I will send you an email if that works. If it does I'll have Joy publish it. Okay?

N. Shanley – Okay.

L. Bowers – Special meeting. That work for you Joy? 10:00? Okay. Got it.

Public Records Policy –

L. Bowers – Public records policy. Prosecutor said use the AG's public records policy. Do we need any discussion?

N. Shanley – Except we have to take the five days off of it, right?

L. Bowers – How do you want to handle that, Shirley, with the days on there? Just make it something that you can do.

N. Shanley – Well, I think Carol said...

S. Bailey – Bill Thorne said last year in a meeting with the Fiscal Officers that we should not put in a specific number of days because we never know what our schedule is and if we're going to be able to meet that. I was surprised when Carol came back with putting in specific days.

L. Bowers – Well, you know what? We have a meeting on Thursday and Bill's going to be there to answer questions of general import to the Townships.

S. Bailey – That’s right.

L. Bowers - Let’s just all ask him, shall we?

N. Shanley – I can tell you that at public records training two weeks ago, they are still saying do not put in specific number of days in.

S. Bailey – Right.

B. Macron – I think it’s more of a customer service.

L. Bowers – I think you need to use the term reasonable and responsible, is that ...prompt. Prompt is the word they wanted us to use.

S. Bailey – Oh, prompt, right.

L. Bowers- Yeah. So why don’t we just do that.

S. Bailey – Anything but specific days.

L. Bowers – Satisfy promptly following the office’s receipt of request. That’s the only thing we have to change. Satisfied promptly following...so you take out within five business days. Satisfied promptly following the office’s receipt of request. We all okay with that?

S. Bailey – Yup.

N. Shanley – Yup.

B. Macron – Yup.

L. Bowers – And there is a definition of promptly, so we’re good to go. I would move that we approve the updated Lafayette Township Public Records Policy, effective immediately to reflect the version set out by the Attorney General with the change in the response timeframe section to read satisfied promptly following the office’s receipt of the request. Is there a second?

B. Macron – Second.

L. Bowers – Any discussion on the motion? All in favor, aye?

N. Shanley, B. Macron, L. Bowers – Aye.

L. Bowers – Shirley, do you have an original of that resolution you’re filling out and you can attach that to it?

S. Bailey – Yes.

L. Bowers – Okay. And the resolution number is?

S. Bailey – Twenty-seven.

L. Bowers – Twenty-seven.

S. Bailey – Dash two...

L. Bowers – dash twenty...

S. Bailey – Twenty-ten.

L. Bowers – Okay. We're good. Next.

Old Business:

Evaluations –

N. Shanley – I have a old business item.

L. Bowers – Okay. Go ahead.

N. Shanley – Back in July, Trustees agreed that they would each complete an evaluation, we'd start implementing formal evaluations, and it was agreed by the Trustees that each would complete one, turn it in and I would average them and I would proceed with the evaluation. I haven't gotten any completed forms.

L. Bowers – I did my own. I went and talked, I talked to Jeff, talked to him and asked him if he had any problems, any issues. Talked to Dave, talked to Roy and I didn't put it in writing, did not want to put it in writing that time. Not so sure I want to do it now. Our...

N. Shanley – Did we not agree as a Board that we would do that? In July?

L. Bowers – The Board was said to do it, but the, the employee handbook doesn't require that they be in writing and at that time my concern was any constructive criticism would be used detrimentally and I just didn't want to go there.

N. Shanley – Okay. My recollection of the, and I do this for two reasons: one, to try to comply with the manual that we have and secondly, I think a formal evaluation process is important just to keep everything, to act as a Board, to give feedback to employees as a Board and to have good communication. I would really still like to see us do something like we agreed to do.

L. Bowers – I don't necessarily disagree, but, you know, we have three Board members and we have two employees. I don't think it's that hard to communicate with them. We are in the process of updating our employee manual, we can address it then.

N. Shanley – I have a problem with agreeing to do something at a meeting and then not following through and not communicating that to a Trustee.

L. Bowers – I did what I agreed to do. I evaluated them. I'm just not putting it in writing right now.

N. Shanley – Well, I really want to start this whole new era on a really good footing and positive...but we agreed to complete them, turn them in and do, we agreed on a certain process we haven't followed. And I guess what I'm saying is, if we're going to deviate from that, it'd be nice if we knew. Because that's what we agreed; it's in the minutes. That's what we worked to get, we said we would do this.

L. Bowers – And what are we going to do with those right now?

N. Shanley – I still think we should move forward and complete that form and at least get, we have actually more than two employees.

L. Bowers – What are we going to do with them right now?

N. Shanley – Complete them, average them, and...

L. Bowers – What are we going to do with, what are they going to be used for? What, what, what is going to happen with them?

N. Shanley – They're going to be used to give feedback to the employee formally. And that goes in the personnel files. We're back to...we have no formal evaluations in personnel files for our folks and I just don't think that that's right. And that's what led to all of this and that's why we agreed to do it.

L. Bowers – Do you think it's appropriate to put together a formalized process that we can all agree on as part of the new employee handbook that we're working on?

N. Shanley – We can but the fact remains we agreed to do this and I looked at this as a way to start really giving some good feedback to our employees and we haven't done it.

L. Bowers – And we can do that but we can do it in a meeting with them as well.

N. Shanley – And I think that we have to communicate this as a Board. I think we have to act in unity as a Board and come together with our ideas about our employees and communicate those to them.

L. Bowers – I don't disagree. I just think that we can do that in a meeting setting with them or we can have give and take and we can have some conversation back and forth. Based on some of the history and some of the issues that are going on right now, I am reticent to put something in writing that might not be used the way I intend it. I'm not...

N. Shanley – What you complete goes into the record. Nobody's going to change anything. That was all clearly laid out. Each person gets a form...

L. Bowers – I understand what you're saying.

N. Shanley – You complete it and

B. Macron – What would...

L. Bowers – I understand.

N. Shanley – I have the form here so that you can have a copy of it. It's a pretty standard...

L. Bowers – It's an employee critique.

B. Macron – Okay.

L. Bowers – Basically. And it is...

N. Shanley – It's an employee evaluation form.

L. Bowers – And it is standard, but we...

B. Macron – Right.

L. Bowers – We have two employees and I don't think that we should have a problem sitting down in a room with all of us sitting in a circle and all of our employees...

N. Shanley – We have Joy, we have Jeff. Jeff would then be responsible for evaluating his staff. We have Dave and he would be responsible for evaluating his staff on down. We actually have three. But I think whether you have one, whether you have three, whether you have ten, or whether you have twenty I think it's important to give feedback.

L. Bowers – Don made a comment one time and it's one of the things that I really wholeheartedly agreed with. When we're a fortune 500 company we can start acting like a fortune 500 company but, we have three Trustees and I think that we are a, we are a small business and we're a public service business and I think that we would all benefit more, particularly our employees, from sitting in a circle together and having a very honest give and take with all of us in the same room and, and try to work out any of those issues that may exist and I will say it on the record, I have no problem saying it, I do believe that if we would do that in earnest we wouldn't have to worry about things like a union organization attempt coming at us.

N. Shanley – Lynda, and we can take that form, complete it and sit together in that room and have that dialogue. It can take, it can take that form as well. But I think that there is a problem when you have one employee or ten employees and you have no formal evaluations in personnel files at all. That tells me that there has been no cohesive feedback to an employee from the Board and I just think that that's not fair to the employees.

B. Macron – Well, I think that it should entail more than that though. You know, they're working, they're working with the public more than we are and, you know, I take my car in for service, I get a survey from GM. Now, obviously it means something because they beg of you to give them fives, I mean they practically, please, please, please.

N. Shanley – Right.

B. Macron – You know, maybe we have something on the website so, let, you know, if Joy answers a great call and was able to help them, they're going to compliment. I compliment people at time. And take that in account as a general. I mean, I find it hard to...

N. Shanley – Well, and I think when you get that...

B. Macron – To evaluate somebody that I've never, I understand they'll be working for me as a Trustee.

N. Shanley – Um-hum.

B. Macron – But to take someone's day to day basis, you know, I could sit with her for an hour, you know, anybody's gonna turn, I think there's got to be more than just the three of us evaluating them.

N. Shanley – Well, I would agree. I think, you know, how are they out there in the community, are they getting good feedback, I think all of that should be part of that.

B. Macron – Right.

N. Shanley – I totally agree with that. But I do think we owe our employees some feedback.

B. Macron – And I think human resource side it's important to have a paperwork, you know, yearly...

N. Shanley – And we don't have that.

B. Macron – I mean, my experience in the Marine Corp., you got something every year, you know, they use different marks and stuff like that, so it's alright to have some kind of evaluation.

N. Shanley – And it's, and these are not necess...these are not ways to tear people down. These are ways to find strengths, to find weaknesses, and to work on the weaknesses so they become strengths. And that's the whole process. And we don't have that. We don't have that.

B. Macron – Right, I mean, cause...

L. Bowers – Well, I think we have to have a trust among our Board too, as to how those will be used. But we have, you know, it's no secret to any of us, we have some factions that will, not necessarily the Board, we have factions that will take pieces / parts of those and use them for a purpose that they are not meant to be used and I don't want to put our employees in that position of being attacked.

B. Macron – Right, there's got to be some kind of compromise.

L. Bowers – Let’s just think about it between now and the next meeting...

B. Macron – You can always, listen, we as a Board, you know, they vote, you know, we’re voted in, so you get a, you’ll know whether we did a good job or not...

L. Bowers – Yeah, we’re held accountable.

B. Macron – Yeah, we’re held accountable, so I have no problem doing that. I just think that it needs to be a little bit bigger than us.

N. Shanley – And that’s fine. I’m just looking for a process where we can establish a regular means of as a Board evaluating our employees, and it can be a reverse evaluation, they can evaluate us. What do they need from us that we’re not giving them? That whole process needs to be back and forth but it needs to be from the Board.

L. Bowers – I just want to make sure that we...

N. Shanley – It needs to be presented cohesively. Not one individual going in and talking to an employee. That’s not the review.

L. Bowers – But we can all do that. I mean, we can do it together but unless and until we agree on a process that we all...

N. Shanley – Well, again...

L. Bowers – That we all agree is fair to the employees.

N. Shanley – I don’t disagree with that. But if we agreed to do something as a Board, and we did, in July, and you changed your mind or you change...or if I change my mind, I would hope to communicate that to, say, you know, I’m having second thoughts about this. I have these issues. And not just not do it and...I know I’ve tried a number of times.

L. Bowers – Did anybody, did anybody else do it either?

N. Shanley – That’s not the issue.

L. Bowers – Did Mr. Butler do one? No.

N. Shanley – No, he didn’t.

B. Macron – I understand what you’re saying. And I’m more than happy...I’d be more concerned right now that we have a service manager who’s afraid to...

Audience member – That’s right. Right.

L. Bowers – Absolutely.

B. Macron – His hands are so tied that he doesn't know to, you know...

L. Bowers – And that's the problem.

N. Shanley – Well, I'm hoping...

B. Macron – And I'm not saying that to him, I'm just saying, if he feels as though his hands are that tied, I think we got bigger issues than the performance evaluations at this point.

N. Shanley – And one thing that we did try to do, we had one meeting of and no more, were workshops to try to get dialogue going so that we could figure out where the problems were and untie the hands so that we understood a little bit more what was involved.

B. Macron – Right.

N. Shanley – We could express to them, here's what we need from you.

B. Macron – But I, and here's, this is part of it too, this is part of that evaluation.

N. Shanley – Right.

L. Bowers – I believe that process would work now. I think that we'd have more success in that process now.

B. Macron – (indecipherable)

N. Shanley – I guess all I'm saying is into the future, if we agree as a Board that we're going to move forward with something, if for whatever reason one of the Board members chooses not to or has second...I would ask that they have the courtesy to communicate that, not simply to ignore what was agreed on and have no further communication about it until it's brought up months later in public. I have tried in email to see what's going on.

L. Bowers – Mr. Hollis' blood is rushing out of his fingers. David?

B. Macron – Can I keep this?

N. Shanley – Yeah.

D. Hollish – Dave Hollish. I work with, I'm a local union member of Local 38 International Brotherhood of Electrical Workers. I am a general foreman. I answer to nobody but the owner of my company and I do projects ranging from \$500.00 to five, six, seven, eight, ten million dollars. And I know one thing for a hard cold fact – when you're dealing with the unions, especially if these guys unionize, if you don't keep dossiers on them, and you want to fire somebody, unions gonna file a grievance against ya. The first thing their gonna do is open up their personnel file. Why do you want to get rid of then? Well, he's been reprimanded x amount of times for the same thing over and over again. I catch a guy in the electrical closet

that's thirty times the size of this room, sleeping up on top of the gear. It's not as easy just to get rid of him that one time. Okay? You got to have this all documented.

L. Bowers – Reprimands aren't an issue. There's some in there, but...thanks for your comments.

N. Shanley – And Dave, I don't, I don't look at the evaluation

D. Hollish – No, I didn't say that...

N. Shanley - as a means of doing that. I look at it as a way to have dialogue with an employee that's both directions and we as a Board are acting on behalf of the taxpayers as an employer. And I think that the way I look at the evaluation as a way of having that communication and have some unified thoughts that we communicate as a Board and not have Board member A, who's no longer here, going off in this direction, Board member B this and Board member C that. It's a way to come together as a Board and communicate our expectations together and get feedback together.

D. Hollish – Okay.

N. Shanley – And that was the whole process. Not really as a means to collect things to be able to get rid of somebody, that's not, that's not where I'm going with it.

D. Hollish – Okay.

L. Bowers – Thanks for your comments, Mr. Hollish. Mrs. Gushue, you had your hand up.

L. Gushue – I just wanted to say, you know, in private, in a private business I think that the evaluations are very valuable. But when personnel files are public record and anyone can require, request them and use that information out of context, that I think is what the issue is and we know that in the past...

L. Bowers – And that's my concern.

L. Gushue – the history, recent past history is, I think that that information could have been used very detrimentally, even though the intent of why you put that into writing was proper and was, you know, beneficial, taken out of context it can be a real problem for somebody. And that is permanent public record available to anyone should they seek a job somewhere else or anything like that. I think that's a big problem.

L. Bowers- And that is my concern and you said it better and I appreciate that, thank you. Thank you for your comments. Mrs. Schoonover? And yes, they are public record for anybody to see at any time. And publish.

K. Schoonover – All parts of the personnel file are public record?

L. Bowers – The only thing we can take out is date of birth and social security number and home address if it's a police officer. But everything else is public record.

S. Bailey – Everything else is.

J. Hall – And medical.

N. Shanley – And medical. Medical.

L. Bowers – Medical's not in the personnel file.

S. Bailey – That's in a separate file.

Unknown – Right.

K. Schoonover – But your evaluations would be public record?

L. Bowers – Any comments, any letters, any reprimands, anything. Any comment is in there. Yeah.

S. Bailey – It's all public.

L. Bowers – Public record.

K. Schoonover – Well, so in other words, like if I were to go

N. Shanley – Speaking...

L. Bowers – It follows them forever.

K. Schoonover – see John Kasich, I could go see what his personnel file is and...

L. Bowers – Yeah.

K. Schoonover – And Strickland.

L. Bowers – Yeah.

K. Schoonover – Their personnel files are available for me to look at?

L. Bowers – Yeah. They're public record. Yup.

S. Bailey – Those are public record.

K. Schoonover – Just asking. I just was not aware of that.

N. Shanley – Speaking of reprimands...

L. Bowers – That's why a lot of public officials don't create public records.

N. Shanley – Speaking of reprimands, there are reprimands in the files and Mrs. Gushue’s comment is a good one but if somebody’s going to take things out of the files and use them in a negative way, they grab hold of reprimands that are in the files, and they are there.

L. Bowers – Uh-hum.

N. Shanley – So, I’m still not...

L. Bowers – That’s why I’m very careful how I write them.

N. Shanley – Well, again, I mean, I, again, I really feel like our employees deserve a common, unified feedback format of some kind. I would have a whole lot easier time following the train of thought, geez, somebody’s going to get a hold of it if we also didn’t have negative things in there, but we do. We have reprimands.

L. Bowers – Well,

N. Shanley – And, you know, ...

L. Bowers – I don’t think that there’s...

N. Shanley – We need to move forward with ...

L. Bowers – I don’t think that there’s anything in there that’s terribly detrimental, but in a, in an evaluation there could be but that’s a difference of opinion, we’ll have to agree to disagree and let’s revisit it and move on. Okay? Anything else under old business that’s not on the agenda you wanted to bring up?

N. Shanley - Nope.

L. Bowers – Okay. Bryon, just for future reference, the agenda’s kind of a go by but we’re pretty, you know, it’s, nothing’s etched in stone, if you think of something even during the meeting, if it gets, if it’s an issue that we can’t deal with, don’t have the information, you know, we can agree to put it off to the next meeting and get the information or whatever, but always feel free to bring up whatever. You can call fifteen minutes before the meeting and have something put on.

B. Macron – Okay. Thank you.

L. Bowers – It’s just a go by, it’s not an etched in stone.

Technology Park Consideration of a TIF –

L. Bowers – Technology park consideration of a TIF. Nanci, you want to go ahead and start so I can pull my file out, okay?

N. Shanley – We received an email and Bryon, did you get copies of this?

B. Macron – I did.

N. Shanley – Okay. From Stephanie, or Bethany Dentler with regard to a project that she describes as a long shot but pretty exciting potentially for the technology park and it would involve a high end engineering firm. They have some pretty strict criteria. We meet some of it but not all of it. According to Bethany, one of the things that they're demanding is a certain range of distance from the airport and we're a little further, but one of the things that would be beneficial for this project would be for a TIF, which is a form of tax abatement, to help offset the cost of running some electricity, very high voltage electricity, that they would need for this particular facility to try to offset some of the costs. And she asked for some very loose feedback from at that time it was Lynda and I, you weren't in the position yet, as to whether we might be receptive to that, and I don't know what your response was but I immediately told her that I, for that specific project I would be more than happy to consider a TIF.

L. Bowers – And TIFs are only for specific projects. This is what I told Bethany. That for the purposes of this, I, you know, I can't guarantee that we'll get it if we say yeah, we would consider that, but I can guarantee that we won't if we don't, so obviously I told her that I would consider it. Having said that, this is, I was pretty agitated when I did it and she knows exactly why. Two years ago we talked about putting a CRA on that very property. A community reinvestment area does exactly the same thing that a TIF does except a CRA does not damage our schools. A TIF will fiscally financially damage our schools and I'll explain the difference in a second. All of the work to entertain a CRA for the technology park has been done with the exception of the fifteen minutes it will take to identify the outline on a map and I sincerely hope that if this, this coming to us now would explain why that's very important that we take the time to do that. We can get that done rather quickly, get it to the Commissioners and try to move through that processes. That has to be approved by the Commissioners, then it has to go down to the Ohio Department of Development. The way a TIF and a CRA work in a nutshell is they, it would allow a developer to, they don't get to abate any of the real estate tax, they, but they can abate fifty percent of the improvement. So if there's a \$100,000.00 improvement on it, they pay the underlying real estate tax to the township, county, whatever, and then they will pay fifty percent of the improvement in the first year, maybe fifty-three percent in the next year, fifty-six percent in the next year, and on; declining balance over a fifteen year period to a hundred percent. The tax valuation of the property goes on the tax rolls based on what the abatement is. So it only goes on as fifty percent of the valuation or fifty-three percent of the valuation. On a TIF, the entire valuation goes on and then the taxes are actually paid and given back to the developer on the same declining scale, fifty percent, fifty-three percent, whatever that scale happens to be over fifteen years. But here's where it hurts our schools – on a community reinvestment area the valuation for the area doesn't go up. On a TIF, the whole valuation gets added. If you look at, and that's why I objected to it on the Chippewa Landing project and we were able to work with the developers to get a CRA. Cause it works the same way for the developer. The money's the same. They don't care which way we go. If the Chippewa Landing project had been a TIF instead of a CRA, that would have added \$200,000,000.00 of valuation in to the school districts real estate valuation. I'm sure with your background with the schools you understand what the foundation money is that comes back from Columbus. Image what happens to the per student valuation, per student number that comes back from Columbus when you have a valuation that's artificially inflated by \$200,000,000.00 and the school districts not collected the taxes on but one hundred million of

that. They've got an extra one hundred million dollars of valuation that's reducing their foundation money. So they actually get less money coming back from the schools; that's why that's a problem for me. For this particular project, I don't think, if we did get it, it wouldn't move forward fast enough. We could still get a CRA in place. If we put a CRA on the technology park property, I can't guarantee that we will get projects that we're losing. I can guarantee that we won't. That project, that technology park has been sitting down there for seven, seven years and there is zero tax dollars being generated, there are zero jobs being created, we don't know how many opportunities we've lost. Most of them don't go so far as to call the economic development director and say, gee, I see you don't have anything but would you consider. This particular one did. So I think that it's imperative that we take a look at the map and start that process.

B. Macron – I agree.

L. Bowers – What do you think, Nanci? Maybe not imperative, just not responsible if we don't, I guess is the best way to put it.

N. Shanley – My concern with the property has been, I am not opposed to a CRA. My issue has been that the property is not well marketed and we've talked about this. And I'm hoping that at some point, the only, if you want to look at it this way, the only bargaining chip we have, if you want to even consider it that, is that, our ability to create a CRA to attract the business. And the economic development corporation that actually owns the property and selects the realty company, maybe there's a way to have some dialogue to see if there's some way to market this property just a little bit more aggressively than they do. That's what I'm looking for. I would be more than happy to consider it but we have to know that this is being worked a lot harder than this is and it shouldn't be just Bethany Dentler as your, as our economic development person. Really, just going on the internet, taking a look at how other, the other parks are marketed, there's just no comparison.

L. Bowers – Well, the discussion that is typically held at some of the industrial development council meetings and some of the economic development meetings, and those are, those are county meetings, they're public meetings, any of us can attend, is that there's not a whole lot there to market. It's not on the interstate, there are no tools in place, our Zoning Inspector is um-hum, because they have this issue, I mean, they put tools in place in Medina Township. There's nothing more for them to market other than here it is. And we, we really should, I believe, start through that process. I'm not interested in trying to hold people hostage for it.

N. Shanley – That's not, it's a dialogue.

L. Bowers – Because we may lose, and I understand what you're saying. I, it was probably not a good choice of words, I apologize. But, we, if we don't do something, by the end of the year it might be a moot point because right now the discussion has been for the last year of taking the ability to even do that in townships off of the table. And I just hold my breath everytime a report comes out from the Ohio Department of Development whether or not we're still going to have that ability. I just think we should move forward and do whatever we can even if we think other people aren't doing everything they can do, we should do everything we can do.

N. Shanley – I would suggest that between now and our next meeting that, maybe Bryon, you'd

want to take some time and take a look and see how it's marketed and make some, you know, just investigate it for yourself and see how you feel about it. And I'm more than willing to talk about it again. I read the minutes of the port authority from January when they reassigned the contract to C. B. Richard Ellis. He said they had about a hundred and one hits over the course of the year for that property. It could be much better than that. And they had one inquiry is what they had said in their minutes. I'd like to see that be worked a lot – I'm not opposed to giving, we do have some advantages there. No, we're not next to an interstate, no, you know, it's a little hard to get to from the interstate, but we have a university there. Maybe there's a partnership that could be found between the university and that. So there's some benefits there. You know, there's an institution of higher learning, especially one that's recognized for polymers, it's right there. There's other things that could be said...none of that is in any of the material for this development.

L. Bowers – You know, and Nanci, I'm a commercial and industrial real estate broker, it's what I do for a living, it's what I've done for many, many years. And I just did a fourteen million dollar assisted living facility and I didn't even look at properties that did not meet their criteria and one of the sites that I went to was the state site. We looked at eight sites in Wadsworth, only two met the criteria and those are the only ones that my client looked at. We just don't even bother because they don't have the time and the energy. Somebody wants to put the investment in, they want the property to suit and they move forward. There's things we can do to make it suit. So I'd like to see it come on the agenda.

B. Macron – What's the timeline they're looking at?

L. Bowers – My client? The fourteen million dollar one? They want to be, we started two weeks ago, they want to be under contract in thirty days, they want to do due diligence for six months, they want to be on the ground in April. That fast. And we're doing contracts on the site next week. They don't, you know, when somebody wants to make an investment they don't screw around. When they're ready, they're ready. We, you know, the meetings with the economic development people, the City of Wadsworth, I mean, you know, they came to the table right now, let's see what we can do.

B. Macron – What about the timeline that the...who's looking at...

L. Bowers – This one we...

B. Macron – Is there someone that, we have someone looking at it right now?

L. Bowers – It's an inquiry, yeah.

N. Shanley – It's an inquiry.

L. Bowers – And my concern is that we'd be willing to do a TIF because we'd have to if they wanted to move forward but yet we're not willing to start moving down the road with a CRA, which, which is the same thing it just doesn't compromise our schools. And I will tell you, when there's been TIFs done, you know, our old economic development director, Jim Doubt, was very good about trying to figure out what the hit to the schools was going to be and get a onetime payment up front and see if they could assuage that, but we're not allowed to do that

anymore. State of Ohio will not approve those anymore, so you know, if you do a TIF, the school takes the hit. And especially the condition that our schools are in and always on the ballot with levies, why would we do that to our school when we don't have to.

B. Macron – I'd be curious to see what the other Medina County, you know, there's got to be other people that are...

L. Bowers – There's CRAs all over the County.

B. Macron – Right. So, I, you know...

L. Bowers – Sharon Township Industrial Park has a CRA, Liverpool...

N. Shanley – I'll tell you what...

L. Bowers – has one, the cities all have them. City of Wadsworth I think has five, Medina City has more than that I believe.

B. Macron – Right. So, TIF...

L. Bowers – No TIFs.

B. Macron – They have no TIFs?

L. Bowers – I believe there might be one TIF in the county. I believe...

B. Macron – I believe.

L. Bowers – But you know what, don't take my....

B. Macron – You sure wouldn't want them not to come here, but to stay in the same school district and go somewhere else and get a TIF.

L. Bowers – The best thing to do would be to meet with the County's economic development director.

N. Shanley – I was going to suggest that.

B. Macron – I would like to.

N. Shanley – Maybe between, I would like to meet with her again. I did in January, I have more questions for her. If you wanted to go so we don't have her meeting with us twice, I'd be more than happy to go and ...

L. Bowers – Why don't we do an hour and a half meeting and have her come in behind Fred and we're all here?

N. Shanley – I've only got about an hour that day, unfortunately.

L. Bowers – Can we start a half hour earlier? 9:30? Does that work?

N. Shanley – Is that going to give you enough time to investigate anything you want to look into?

B. Macron – That's fine. I'll do it quick.

L. Bowers – Does that work? And that way, well, in that way we're not all repeating things and we're all here, we all hear the same thing, we all get the same information.

B. Macron – Right.

L. Bowers – Does that work?

N. Shanley – Okay.

B. Macron – That's fine.

L. Bowers – Okay. Next.

Schedule Budgeting Workshops –

L. Bowers – Schedule our budgeting meetings. Let's schedule the first one instead of trying to schedule them all, let's just schedule the first one. Does that work? See how much we get done and then it will give us a pretty good guide for how many more we need to do? We want to try to have the budget, the appropriations determined by the end of the year. So...first Wed...you're available on Wednesdays, right Nanci?

N. Shanley – I am but on the 3rd. I could do the 10th.

L. Bowers – 10th of November?

N. Shanley – Um-hum.

L. Bowers – That work for you, Bryon?

B. Macron – That will work for me.

L. Bowers – 10:00?

B. Macron – That's the Marine Corps. Birthday.

L. Bowers – Wednesdays are a day that Nanci's available in the morning.

N. Shanley – I'm actually available a lot of days in the morning but it's limited time, so, and if the meetings gonna go long.

L. Bowers – Well, you know, I don't like to do budget meetings for more than an hour because you kind of lose...so from 10:00 to 11:00, Wednesday, November 10th?

N. Shanley – Um-hum. If the 9th ends up being better, Bryon, since it's not the Marine Corps. Birthday, I can do it then, that morning.

B. Macron – It's fine.

N. Shanley – Okay.

L. Bowers – It's what? What?

N. Shanley – The Marine Corp., well my, yeah.

B. Macron – It's the Marine Corps. Birthday.

N. Shanley – Yes. Do you celebrate?

L. Bowers – Oh, is that a bad day?

B. Macron – I have in the past.

N. Shanley – Yeah, we have.

B. Macron – More former marines go to cake cutting ceremonies. Probably not this time.

L. Bowers – 10:00 to 11:00 work out?

B. Macron – That's fine.

L. Bowers – And we can do it another day.

B. Macron – No, that's fine. That's fine.

L. Bowers – Cause we can do it Thursday morning, that's...

B. Macron – I'm probably the only one who has it on his calendar, well, I knew the date anyways, actually.

L. Bowers – I didn't catch that, sorry. Okay. So we've got that one set now.

N. Shanley – And I'm..

L. Bowers – I'm sorry, go ahead.

N. Shanley – I'm confirming that the 3rd is going to be our drug flea, drug free work place training?

L. Bowers – Yeah, that’s on my list.

S. Bailey – Right.

L. Bowers – Well, we have two trainings scheduled. Wednesday the 3rd at 7:00 p.m. and Monday the 8th at 7:00 p.m.

S. Bailey – Right.

L. Bowers – Whichever one.

S. Bailey – Well, Wednesday, Wednesday the 3rd would be...

N. Shanley – The super...

S. Bailey – For all of the supervisors would have to be at.

N. Shanley – Right.

S. Bailey – Because we’re only doing one training on supervisors.

L. Bowers – So does that work for everybody?

B. Macron – Correct.

S. Bailey – That would be, you would have to be on the 3rd.

B. Macron – Perfect.

L. Bowers – And you’ve already got that information for the firemen, right Jeff? Okay. We’ve already covered Van Loon wants to set up a meeting. **I will make a motion that we approve \$300.00 for the children’s Halloween celebration.**

B. Macron – Second.

L. Bowers – Any discussion on the motion?

N. Shanley – Do we need three? We don’t have to spend three.

L. Bowers – Well, we don’t have to spend it...

N. Shanley – I mean, what I bought, I don’t expect to be reimbursed for.

L. Bowers – Okay. Well, and I do my own candy, so I don’t expect that, but we’ve got a magician that’s \$150.00 and I don’t know how much candy’s going to be donated. Every year it’s been a little less. Last year wasn’t a good year, so make sure we have plenty. All in favor, aye?

N. Shanley, L. Bowers, B. Macron – Aye.

L. Bowers – And opposed, same sign. I wanted to bring this up in case we hear something, see something, somebody else gets a phone call. I got a very, very nasty message on my voice mail from someone who said that, that Big Engine Trail in Chippewa Lake is not a road that's being taken care of and they're going to call the Eye Team, and they bottomed out and the ambulance bottomed out and ...did you get that one too? It's not our road. Just so you know, it's not our road. They did not leave a number...

N. Shanley – I have his number.

L. Bowers – Good.

N. Shanley – I answered the phone, actually.

L. Bowers – Let me have it.

N. Shanley – So, it wasn't a message.

L. Bowers – Let me have it. Was his name really Mr. Smith?

N. Shanley – Well, that's what he says.

L. Bowers – Okay.

N. Shanley – I have no way of knowing.

L. Bowers – Please send me the phone number if you would. Because I actually three years ago got an opinion from the prosecutor's Office on what if anything we could do if we determined that the road was a hazard and the property owners wouldn't take care of it. Because we did have an issue with a fire truck down there and I don't know that we want to let our fire trucks and our ambulances go down when the pot holes are three feet deep.

N. Shanley – Right.

L. Bowers – But it's not our road and we're not permitted to do it. So, I would be really, really happy to talk to this gentleman, if you would send that to me. If you look on our website, there is a list of roads that ...

B. Macron – I know exactly what road we're talking about, cause the cruiser hit it and...

L. Bowers – Oh, good.

N. Shanley – Bottomed out?

B. Macron – We definitely learned that road real quick.

L. Bowers – Well, there's a, there's a number, there's probably about ten private roads down there that we don't maintain, so. And there was one that we don't let our, there's a bridge that our fire trucks can't go over. Fair statement? That's why we have a thousand feet of hose. Please send me that number.

N. Shanley – I will. Speaking of custo...I've got another, we did, I meant to mention this during fire. We did have a resident complaint with regard to the hydrant flushing. And I talked to her twice and Jeff talked to her. She lives in Chippewa and when they flush hydrants, because of the old pipes they do get a lot of iron in the water and she was unhappy that her white laundry load was not so white when she was finished. But as a result of that, Jeff was very proactive and he now posts signs on the fire hydrants where ...

L. Bowers – Don't do your wash on Sunday?

N. Shanley – That they are going to be flushing that week. So that everyone has at least has some notice and they, we've done our part. So...

L. Bowers – Anything else you want to talk about, Nanc?

N. Shanley – Thank Jeff for that.

L. Bowers – Anything else you want to talk about?

N. Shanley – Nope. That just came to me when you said resident complaint.

L. Bowers – Bryon, anything you want to...Shirley, anything you want to talk about?

S. Bailey – No.

L. Bowers- Joy, anything you want to talk about?

J. Turpin – I'm sorry. Have we officially determined the liaisons that he will be, that Bryon will be in charge of?

L. Bowers – No.

J. Turpin – Do you want to?

N. Shanley – Want to take service, since it's vacant?

L. Bowers – Want to take Service, since it's vacant right now?

B. Macron – I'll do service.

L. Bowers – There you go. I just kind of assumed that we'd kind of ease him right in to where Don was because on January, in January we're going to revisit those things. And we actually

don't have to have liaisonships at all. Some townships don't, some do. We can discuss that as part of our budget discussions what we're going to do.

J. Turpin – And do we want verbatim on the school district information or can I have a motion to change that?

L. Bowers – Please don't.

N. Shanley – Please, yeah, I'll move that we suspend verbatim minutes on the school presentation and on the, do we want to do it on Frank Harmon?

L. Bowers – yes.

N. Shanley – And on Frank Harmon's presentation.

L. Bowers- Second.

J. Turpin – Thank you.

L. Bowers – All in favor?

N. Shanley, B. Macron, L. Bowers – Aye.

L. Bowers – Anybody else out here want to ta...we didn't run any of you off and it's late. What's the matter with you folks? Oh, we did. We ran off a few. I'm sorry. Anybody have any...are you waving or are you raising your hand?

N. Shanley – Oh, she's raising her hand.

L. Bowers – Mrs. Gushue, I'm sorry. I couldn't tell because she's right behind Pat Catlin's head.

L. Gushue – On September 26th there was an article in the paper about Nanci had put a quote in there concerning the accomplishments of Don Butler and I had asked you, emailed you to ask Pat...sorry, to ask if you would defend those comments that you put in there and I was just wondering if you'd gotten that prepared.

N. Shanley – No. And I responded back to you and I will read my response to you. And Laura, I would be happy to sit down and go over the documents with you one on one. But I will read my response to you, I did reply. I said, Laura, I truly believe that the best way to learn about the finances of the township is to look at documents and research for yourself. I am copying Joy in this email so that she can pull the records for you that you need to see. The information you are seeking is contained in documents which are public records. I suggest you make a records request for bank statements from 2007, even the last quarter of 2007 will suffice as they will indicate the interest rates that were being paid for the period of time at that point. If you also request the statements from accounts and the CDs that were established in the early 2008, which yielded higher interest rates, you will see the difference in what the township earned. With regard to insurance, again this information is available to you through

the township offices. A review of the liability insurance policy that was in place in 2007 through Seibert Keck and that of the policy for 2008 through OTARMA will show the reduction in the premium between the two. In terms of the health insurance, the changes in policy resulted in the per insurance reduction in premium. While the total paid for health insurance by the township in 2008 went up, this was a result of two additional people, Don and Gail Butler, being added to the plan. Had the township not changed to the less costly plan, the total for all the individuals covered in 2008 would have been higher still. Conversely, had the two additional people not been added, the total premium for the new plan would have been a reduction from the total in the previous year. A simple review of both policies will show this. I am dismayed that we cannot seem to move past animosity and negativity. This was an area in which Mr. Butler contributed and it harms no one to recognize this. I suggest we move on to achieve positive things for this township. Joy did pull some things, I need to pull some more, it isn't everything that I had wanted to show you...

L. Gushue – I've met with, I met with Joy and Shirley and went over the things and I do think, I have no problems with, and I'm not meaning to be confrontational, but I am sure that everyone agrees that we don't want misinformation out there and we don't want it perpetuated in the future either. And it has been stated in the past and I don't think it's correct. And this is what, and Shirley's going to have to help me, because it is extremely confusing, requires a ton of, of documentation and stuff, but what I found, what your statements were was Don took office in 2008 and within a few weeks honed in on the fact that about two million dollars in township monies were sitting in accounts that were paying interest rates of less than one percent at a time when the banks were paying rate of three to four percent.

N. Shanley – Um-hum.

L. Gushue – Okay? The...that is referring, at least from what we were able to discern, that was referring to actually \$405,000 that was in a checking account that was at 1%. And Don identified that and he does deserve credit for that as it wasn't, it wasn't categorized properly. It was supposed to be as a government checking account which does pay about three percent.

N. Shanley – Um-hum.

L. Gushue – So he was able to get, he didn't move that money, he was able just to get that checking account...

N. Shanley – He was able to have the...yes, he was..

L. Gushue – recategorized.

N. Shanley – Right.

L. Gushue – And then it goes on to say, he researched and found safe investment opportunities that brought those interest earnings up to a more competitive, up to the most competitive that were available. I think there what you're referring to is the monies that were in the fire and rescue combination levies, and that was actually \$966,000.00, not two million. There were two million dollars worth of investments...

N. Shanley – In total, yes.

L. Gushue – Right. Most of those were, half of them were in STAR and half of them were at First Merit and they were moved to Charter One.

N. Shanley – Correct.

L. Gushue – The move was done improperly but we're not going to go there.

N. Shanley – Um-hum.

L. Gushue – There's, the money's sitting there. And actually, looking at the rates, the rates were pretty similar, so I'm not even actually sure why, and I've got that documentation here from what the rates were at both First Merit and Charter One. I think those are the only two that he ever compared. He might have called Western Reserve but he didn't go any further than talked to John Burke.

N. Shanley – I don't think they had a public depository or something like that.

L. Gushue – Right.

S. Bailey – No, they don't.

L. Gushue – So, but, so it's not exactly correct that he did that. He did do some really good things for the township and, but what you're saying here, and what has been said in the past, is not correct. And that's what I want to make sure that those kind of things aren't passed on.

N. Shanley – My offer would ...I'm sorry, go ahead. I'll let you finish.

L. Gushue – With the health liability and stuff, the health insurance and liability, that is you all's job every year to research that and it is done every year, so to say that that health insurance...

N. Shanley – And he did a nice job of it. And all if was was acknowledging the fact that he did bring that to the table, he looked at something different, he brought it back.

L. Gushue – Right. He would have saved it, regardless. I mean, anybody would have saved it.

N. Shanley – If they would have brought that proposal to the table.

L. Gushue – Correct. So, but, you know, I just don't want to see this later used against somebody else as (indecipherable) in a job.

N. Shanley – That's not the intent. It's to acknowledge something that someone did.

L. Gushue – Okay. You...

N. Shanley – You know, for...

L. Gushue – Okay. You agree that this isn't correct?

N. Shanley – I don't agree that that's incorrect. I will be happy to sit down and go over it with you.

L. Gushue – I'd like to make it on the record though.

N. Shanley – Well, I don't agree that that's incorrect. No, I don't. So, if that's what you'd like for the record, I don't.

L. Gushue – But at a future meeting...that's why I asked you to come prepared to this meeting. I asked you three weeks ago to do that, so, but can you come prepared next meeting to support yours?

N. Shanley – Laura, I will do...my focus at this point is to move forward and to dedicate the time to move this township forward.

L. Gushue – What I'm afraid is I'm going to see this again in campaign literature against Shirley. That she didn't do this work ...

N. Shanley – Well,...

L. Gushue – And I think some of the growth of the fire and rescue combination fund actually was due to Shirley because she was started reinvesting money in late '07 and things like that and I just, I don't want to see all the credit go to one person and it...

L. Bowers – Laura, regardless of what anybody says, from when Shirley took over to where she changed things to, I can't throw this off the top of my head, but Shirley changed our interest income 268% the first year? 268% increase. So if somebody wants to beat her up, give them their best shot. She changed it 268% to the good. And that is a matter of record and that's documented, so.

L. Gushue – Yeah. And like I said, Don did do, I mean he did recognize that that account was categorized wrong and was able to generate more income and things like that for us. Thank you.

N. Shanley – Yeah. Uh-hum.

L. Bowers – Anything else? We're adjourned.

Meeting adjourned at 9:50 p.m.

Approved: _____

Lynda Bowers, Trustee

Nanci Shanley, Trustee

Bryon Macron, Trustee

Shirley Bailey, Fiscal Officer