

Minutes
LAFAYETTE TOWNSHIP BOARD OF TRUSTEES
Regular Meeting
Monday, November 15, 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.

L. Bowers – Before we get started tonight, since our last meeting Lafayette Township has lost two residents who gave a lot to this Township in leadership and who were very committed to our Township. Lafayette Township Trustee Jack Chester, who served with us for twelve years passed away, I think the second of November.

S. Bailey – First.

L. Bowers – First of November and Cecil Blair who was a Fireman with Lafayette Township for thirty-four years just passed away a few days ago. In fact, a lot of our firemen are at his viewing tonight. His funeral is tomorrow morning. So, I ask everyone to remember those families in our thoughts and prayers.

Minutes -

Then next thing we have on the agenda is we received the draft minutes of 10/18/2010 and 11/12/10. The members of the Board ready to talk about the minutes on the 12th or do you want to set those to the next meeting, cause they did just come in a day or two ago.

N. Shanley – I haven't had a chance to review them.

L. Bowers – Okay. How about the October 18th? Are we all okay on those?

N. Shanley – The meeting of, October 13th meeting minutes?

L. Bowers – Yeah, I apologize.

N. Shanley – That's okay.

L. Bowers – Any problems with that one?

N. Shanley – No.

L. Bowers – Mr. Macron?

B. Macron – I'm going to sustain. I wasn't here for it.

L. Bowers – Okay. I will move to approve as submitted for October 13th, 2010. Is there a second?

N. Shanley – I'll second.

L. Bowers – All in favor, aye?

N. Shanley, L. Bowers – Aye.

L. Bowers – **And Mr. Macron abstains.** And the October 18th minutes are deferred to our December meeting. **I did want to ask the Board, for our budget meeting that we had last week, could we agree that that does not have to be verbatim; it could be summary and just ask that Joy make sure that that CD is held onto until our budget's approved and there be no questions and no reason to go back and listen to it?** I got to thinking, two and a half hours of all those numbers verbatim is going to be pretty cumbersome for her to try to do.

B. Macron – I would second that.

L. Bowers – Okay. Any other discussion, Mrs. Shanley?

N. Shanley – No.

L. Bowers – All in favor, aye?

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

L. Bowers – And opposed, same sign. Okay, Joy, you can summarize those. Thanks.

Frontier Communications Presentation -

L. Bowers - Is Jennifer Smith here? Jennifer. Come on up. Jennifer is with Frontier and as many of you know Lafayette particularly has had some serious issues about whether or not we could get high speed cable and so on and so forth and Jennifer is the new rep for Frontier Communications, which I think's taken over Verizon. And she has some really exciting information for us, right?

J. Smith – Yes, I do.

L. Bowers – Okay, cool.

B. Macron – Thank you.

J. Smith – You're welcome.

S. Bailey – Thank you.

L. Bowers – And thanks for coming, Jennifer. We appreciate it.

J. Smith – Not a problem. I did not realize I was first on the agenda so, first off, thank you for having me here today and, do the mic?

L. Bowers – Um-hum.

J. Smith – Okay. I want to introduce myself and my name is Jennifer Smith. I'm the general manager for Frontier Communications of Northeast Ohio. Back July 1st we acquired the Verizon landline business in the entire state of Ohio along with thirteen other states in the country. Frontier Communications has been around for awhile, seventy-five years. We specialize in rural communications so we go out to towns like Lafayette Township where they haven't had broadband accessibility or quality video services or even quality phone service. So, I'm here to hopefully bring you some good news. Lafayette Township was brought to my attention back in July as having some opportunities from one of your firefighters who works for me. And I have been pushing very hard to get new equipment put in to this area. So we are actually going to be expanding the services that we have in Lafayette Township and the surrounding area with new equipment in the second quarter of next year. I'm not going to give you an exact date because you know how sometimes timelines switch. But they know that Lafayette Township is a priority, not only for the residents of the Township but also for the Chippewa Landing project that's going to be happening too. The other thing that I'd like you to know is that we're a lot different than Verizon. We put the customer first. So, if you have a problem, you can pick up the phone and call me directly, you can call my technical manager who's over this area directly and I'll make sure that everybody has the appropriate phone numbers for that and we'll take care of your problem. We'll get it handled as quickly as possible. One of the things my territory is doing is we are rolling out some trial equipment that takes broadband out further from our units which Verizon wasn't willing to do. It's a lot less cost effective and we can get you service a lot faster that way then waiting till the end of second quarter next year to get broadband out to some residents. So we'll be trying to get everybody that we can onto this system. The other thing too is we haven't told anybody no. So if someone has come to us and said I want high speed internet, we take their address down. If our computer system says no, we send a technician out and the technician tells us whether or not we can do it. Not all the computer systems are right and records are old and sometimes they weren't updated so we're actually sending someone out to the field to take a look at it. If we have to reengineer something to get you one single household broadband, we are. We're making it happen for you. So, I just want you guys to know that we are going to be here and we want to be a partner to Lafayette Township, which I know is very different from what I've heard was done previously. But I want you to know Frontier is not like Verizon. It is not like Verizon. We want to go where the other companies haven't gone. We've also committed to make an investment in the state of Ohio of fifty million dollars a year over the next three years to expand broadband capabilities to rural communities. So, we have a lot of building that we're going to be doing and it's going to benefit everybody. So, I just wanted you to know that and the information that I gave the Trustees is just really contact information, the territory and what we do. So, I have an extra copy but I'll also have business cards if anybody wants it, you can grab my business card and hold onto it. If you want to talk to me about your location, where you're at, I can always check in in the morning if you've been told no in the past. So...

B. Macron – You may want to give that extra packet to the zoning...

L. Bowers – Thanks. Yeah. Oh, I'm sorry. Mr. Villoni, you had a question?

J. Villoni – Is this just dial up for the computer?

J. Smith – No.

J. Villoni – Are you, do you have cable TV?

N. Shanley – DSL?

J. Smith – This is DSL over your phone line.

J. Villoni – Right.

J. Smith – But it's not dial up. Dial up is very, very slow.

J. Villoni – Right.

J. Smith – This is at least one meg or higher, so you're not waiting or you won't get a busy signal if you go onto the internet. You can still use your home phone.

J. Villoni – That's all you have to offer is just the phone, there's no cable...

J. Smith – No, we have a partnership with direct TV, so satellite TV, so.

L. Bowers – And when Jennifer tells you that she's there, that she's available and she'll take care of things, I've had an occasion already to have to call her about some residents issues, and she means what she says.

J. Smith – Yeah.

L. Bowers – She actually even answered her own phone. That was a good thing.

J. Smith – Which is different.

Unknown – Do you bundle?

J. Smith – We do and I actually have a great bundle going on right now that I can give you information on. But that's how you save money too is by bundling your services. So, and with our bundles, most companies it's only for new accounts. If you're at the end of your contract, you can roll over into one of our new bundles that are going on. So, it's not just for new residents or new accounts that we take on. We continue the savings as you go, so.

L. Bowers – Thank you. Thank you very much.

J. Smith – Who is Marlene?

L. Bowers – Is that, Zoning, is that who you meant? Alliss, she wants you to have a copy of this as well.

A. Strogin – Didn't know what you were point at me about.

Correspondence -

L. Bowers – Thank you. Thank you. Shirley, any correspondence that we haven't already picked up that we need to be aware of?

S. Bailey – No.

Financial Report -

L. Bowers – No. Okay, financial report.

S. Bailey – I handed you out a copy of the financial and I have the main copy here for you for signatures. As far as the current status on the accounts, you have the fund status in your packet under the fund summary but that would be for October. As of today our checking balance would be \$1,419,579.64, the investments is at \$1,334,549.34, our secondary balance, which is the HRA, is \$3,560.63. The available balance on the checking is \$1,416,019.01 (number spoken incorrectly). Get that straight, yet? There any questions?

N. Shanley – Can you repeat that last number please? I'm sorry. (laughter)

S. Bailey - \$1,416,019.01.

N. Shanley – Thank you.

S. Bailey – I got my tongue straightened out.

N. Shanley – Okay. Thank you.

L. Bowers – Thank you, Shirley. Want to do requisitions?

S. Bailey – Before I go further...

L. Bowers – Oh, sorry.

Description by Shirley Bailey of a supplemental appropriation necessary for funding a line item for reimbursement of trustee health insurance premiums. (Not verbatim)

Resume verbatim:

N. Shanley: How do we go about doing that, Shirley? I didn't know this was possible.

L. Bowers – Um-hum.

S. Bailey - Yes.

L. Bowers - It's what we did with Don.

N. Shanley - How do we go about doing that?

S. Bailey - You would have to let me know what you're paying. I would have to then have it

checked with the insurance company, as the...the ages in your policy and they would check those out and see what the premiums should be and what you're paying and then we would pay up to what the premiums should be. We won't go over it.

L. Bowers - Reimburse up to the premium.

B. Macron – Frank (indecipherable).

N. Shanley - OK, So what you need from us is our cost, our...of what we are paying toward that.

S. Bailey – Right. I have to have the actual bill that you would be getting from your insurance company.

N. Shanley – Okay. Well, we have a co-pay.

L. Bowers – Work that out with...

N. Shanley – I'll work, I'll work on it.

L. Bowers – Yeah. You don't want to do that.

N. Shanley – I had no idea that we were doing, that we could do that. So I'll just work on it outside of the meeting.

S. Bailey – Well, that's what we did with Don, too, as far as his Medicare.

N. Shanley – Okay.

S. Bailey – So, I transferred \$1,200.00 from the budget stabilization into a line item that I made up for reimbursement under the insurance. That should cover for the balance of the next two months.

B. Macron – What was the second item? Did you cover that?

S. Bailey – Hum?

B. Macron – Did you cover the second item?

S. Bailey – The second item?

B. Macron – You said there were two.

S. Bailey – I was just going over yours right now.

B. Macron – Oh.

S. Bailey – Okay, yes, the second item is on Linde Gas. According to Brad, the bills that I had

were the bills from September / October that were prior to the contract, so we have to pay those. And there wasn't enough on that line item so I transferred from that G & US Incorporated that we're not using and I transferred \$1,000.00 in to the Linde Gas.

N. Shanley – And that's the last invoice that we will get of that type before the contract kicks in, right?

S. Bailey – It should be.

N. Shanley – Okay.

S. Bailey – Okay. And then after the last meeting in October I did have a transfer also on property coverage in the general fund. I needed \$191.38 so I transferred from the budget stabilization \$192.00 in to that line item in order to pay OTARMA. Okay? So those are...

L. Bowers – Put it in the sign pile, right?

S. Bailey – Pardon?

L. Bowers – In the sign pile?

S. Bailey – Yes.

L. Bowers – Thank you.

S. Bailey – Okay?

L. Bowers – Anything else, Mrs. Bailey?

Requisitions -

S. Bailey – And...we have the requisitions. With the requisitions, we have for Service Department \$1,122.40, Administration we have \$226.21, the Fire Department we have \$14,408.09, giving us a total of \$15,756.70.

N. Shanley - Bryon, do you know or, David, the Newell Equipment...what is that for?

B. Macron – It's for the two spinner shields.

L. Bowers – It's for the salt.

N. Shanley – Okay.

B. Macron – David, you want to explain what this is? He explained it to me but I wouldn't be able to even attempt to...

N. Shanley – Okay.

D. Figgers – Two spinner discs, which are on the back of the truck, it's to put the salt out onto

the road. They're usually, they're plastic, they break. There's one extension that was bent. There was a shield that was bent.

L. Bowers – Does this give you an extra shield? Cause I know that when those clog, that becomes a problem.

D. Figgers – Yes, it does.

L. Bowers – So does that give you an extra one?

D. Figgers – Extra spinner, yes.

L. Bowers – Good. Thank you.

N. Shanley – How long do these last us, roughly? Couple years?

D. Figgers – Anywhere, anywhere from one time out to five years.

N. Shanley – Okay.

L. Bowers – Depends on what gets in them. You've never seen the Service Department out standing on the salt pile breaking it up, have you?

N. Shanley – Yeah.

L. Bowers – Well, they'll do that occasionally.

N. Shanley – Are we getting reimbursed for that pizza? From, by Frank Ha...

S. Bailey – He already has.

L. Bowers – Already done it.

N. Shanley – Okay.

L. Bowers – Second line, says reimbursed by Frank Harmon.

N. Shanley – I see that. Thank you, yes. Thank you.

L. Bowers – Any other questions about the requisitions? Shirley?

B. Macron - Fine with me.

L. Bowers - Okay. Is there a motion?

B. Macron – Motion to approve the requisitions for November 15th.

N. Shanley – I'll second.

L. Bowers – Moved by Mr. Macron, seconded by Mrs. Shanley. All in favor, aye?

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

L. Bowers – And opposed, same sign. Okay. Shirley, are you done?

S. Bailey – Yes.

Department Reports:

Service -

L. Bowers – Thank you. Department reports. Service department, Mr. Macron.

B. Macron – First thing I'd like to do is make a motion to amend the hours back. I know that we changed it for daylight savings time from 8 to 4 where they were originally 7 to 3. I'm gonna bring them back to 7 and 3. Obviously, the winter hours, you know, once the snow falls it's not going to matter anymore, you know the hours are going to change anyways, but 7 to 3 is going to be more productive for us.

L. Bowers – And I'll second. I don't know why we ever changed it to begin with, so...

B. Macron – I had it written down that it was daylight savings time.

L. Bowers – Okay. Whatever.

N. Shanley – Do you envision going back in the spring? Have you thought that through, or...

B. Macron – You know, it was changed because, the theory on it was daylight savings time. To me it makes, for what they're doing, 7 to 3 is the beneficial hours because they're going to catch traveling, you know, when they were doing the berming on Ryan Road, you know, the traffic patterns, 7 to 3 is, you know, for afternoon, it beats the traffic to get them out at...

N. Shanley – Okay.

B. Macron – Out at 4 it didn't make any sense.

N. Shanley – I think some of the rationale was the dew and the lawn mowing too, that it would be drier if they started later. I think that, remember some discussion about that too.

L. Bowers – With our equipment, that shouldn't be a problem.

B. Macron – I mean, I wouldn't assume that's any of, you know...

N. Shanley – Okay.

L. Bowers – And they're probably going to go on flex hours pretty soon anyway. I would imagine that the...

B. Macron – Yeah, as soon as it snows, they're...

N. Shanley – The snow, yeah.

L. Bowers – As soon as the snow flies...All in favor, aye?

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

L. Bowers – And opposed, same sign. Anything else, Bryon?

B. Macron – No.

Fire -

L. Bowers – Thank you. Fire, Mrs. Shanley.

N. Shanley – They have requested to wait until they're here.

L. Bowers – Ah, okay. You're right.

N. Shanley – They are at the Cecil Blair...

L. Bowers – You sent that.

N. Shanley – preparations, yeah.

Police -

L. Bowers – For police, I let all of you know that we received the annual lease agreement, excuse me, I think it's down here, from the City of Medina. But I went back and reviewed the minutes exactly the way we had had that discussion in March. We currently have a brand new police car. The County's deductible on the County insurance, while it's cheaper, it's \$300.00 a year for the cruiser, the County has a \$5,000.00 deductible. For a little less than \$500.00 a year, it's \$476.00 a year, the Township has through OTARMA a \$250.00 deductible. It's going to cost us \$750.00 to keep that car insured locally instead of through the County with a \$250.00 deductible for what we anticipate the life of the car is going to be a year, a year and a half now that we're down to one, should take a year, year and a half for it to hit 100,000 miles. One deer strike's usually around a \$3,500.00 fix. So with a \$5,000.00 deductible it doesn't make sense to me to go with the County's. And we had actually already approved that back in March but Mr. Macron wasn't here and Nanci, you had made a comment about it the last meeting and I thought maybe you might not have recalled that so there's the copy of the document that the Board at that time requested from Padgett-Young. We all got a copy of it, but that was the breakdown. The discussion that we had was whether or not we could break liability and collision apart and we cannot. It's one, it's one, so **I would say that we do not, I would suggest that we do not enter into the insurance agreement with the County and we continue to maintain our own on that new cruiser unless or until it becomes worth less than \$5,000.00.**

B. Macron – I would second that.

L. Bowers – Okay. All in favor, aye?

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

L. Bowers – And opposed, same sign. And I will notify the County. I'm sure it's not going to be a problem for the Sheriff. Here is the year to date, there's a copy for Shirley as well, year to date expense report on the Sheriff's contract. And at our budget meeting I gave you the monthly patrol report so I think that's all I have on police unless there, oh, it is not. I apologize. We turned over all of our inventory to the Sheriff's department and that included three, four weapons. The machine gun which has been turned back to whether it came from, it was purchased on a grant, I don't quite, yeah, me too. I don't know why we had a machine gun but we found it. We had one.

Unknown – Deer hunting.

L. Bowers – Yeah, deer hunting. Our shot guns, yeah, that was the one that was in the vault and we had to sign papers so they could send it back to the homeland security grant place where they got it from. It was, oh, there was two? Thanks.

N. Shanley – They were M-16 rifles?

L. Bowers – Whatever. But, awhile back, back when our two fulltime officers that had gone on with our department, Covey and Clark, were laid off, the Sheriff told me that they had a policy at the Sheriff's department that when an officer left the employee of the Sheriff's department they would get their gun independently appraised and they were able to purchase their weapon. But because those were weapons that Lafayette had turned over, he wanted to make sure we were okay with that and that he would credit the Township's account for whatever money the Sheriff's department received. Steve Clark had made that request for his weapon. Well, Steve never purchased his weapon. In the meantime, Steve and Larry have been called back and they would like to be reissued their weapons. Now, I don't think we have any, it's not our call, those weapons are the Sheriff's now and he has no problem giving them back but as a courtesy he wants to make sure that the Township would have no complaint with him reissuing those weapons to those officers while they're in the employee of the Sheriff's department. So, I brought it to the Board. Any problem, Mr. Macron?

B. Macron – None here.

L. Bowers – Me neither. Mrs. Shanley?

N. Shanley - Nope.

L. Bowers – Okay. Then I will carry that message. And that's all I have in police unless anyone has a question.

Service -

B. Macron – You know, we're going to jump back to Service because I did forget a certain thing.

L. Bowers – That’s alright. We can do that.

N. Shanley – I do have something for police, but...

L. Bowers – Okay.

B. Macron – For Service, it was noted and I don’t think it’s going to confirm anybody here, we may want to put on the website something about just, you know, as it approaches winter, trash cans, to keep them on the tree lawn or in the driveway. Obviously, when the plows come street, down the way, they’re going to make for, I know the subdivisions, my subdivision’s probably one of the worst offenders of putting the trash cans out in the street.

L. Bowers – Well, we’ll use you as an example by throwing yours.

B. Macron – We use me as the example as my wife is collecting our trash in the cul-de-sac.

L. Bowers- Can you do that? Can you take care of that, Joy? Make a note on the face of the site, thanks.

Sports Fields -

B. Macron – And the other thing I want, we...the meeting that we attended, the sports fields.

L. Bowers – Um-hum.

B. Macron – By the city. I did not see our fields on the paperwork.

L. Bowers – These are fields that already committed and Medina City already has a relationship with Medina City and Montville Township. They have the information on our fields but it’s a Board discussion that we’re going to need to have. I didn’t feel comfortable giving that, that’s, giving that information to go ahead and document it. And that’s why I think this, these discussions have gotten to the point where we really all need to be there because it’s more than just sharing information to see if it’s feasible to even have a discussion with the Board. We’ve gotten to the point where now, I think you saw from the agenda tonight, it’s feas...we felt that these are the things that maybe we could do together, that maybe made sense to do together and now it’s time that all of the Boards start talking. What I have done is based on the meeting that we have tonight, at the end of the meeting I’m going to ask our Board to add those items to our budget meeting for a quick discussion, give you some time to kind of absorb the meeting that we had tonight and then discuss those a little bit so we can give Medina some feedback as to what we think makes sense for us.

N. Shanley – Um-hum. I would agree with that.

B. Macron – Right. I just wanted to make sure that we were able to talk about it because..

N. Shanley – Yeah.

B. Macron – The, we're in a unique situation where some of the other Townships, even what the Mayor was talking about, the TV and what not, we have two school districts...

N. Shanley – Um-hum.

L. Bowers – Right.

B. Macron – And, the same thing with our fields. I know that we have two, we have Cloverleaf and Medina.

L. Bowers – For everybody who's sitting there going like this, what are they talking about? Early on when Mayor Hanwell took office, he and I had had a discussion about some things that there may be that we could do together better than what we do independently. And they're already doing some of that work with Medina Township and Montville Township, so we've kind of all started having pretty regular meeting with one Trustee from all four Townships that surround Medina City just to brainstorm and talk about what things we're having trouble with, what funding issues we're having, what expertise things that maybe the City would have that we don't have, like Lafayette Township now has cement roads, which we've never had to deal with before. We got storm sewers that we've not had to deal with before. We're getting to the point where in the last couple years there's more and more pressure on us for other people to use our ball fields other than the local softball association. But on the other hand, our softball association locally is the, is, are the people who maintain our ball fields, the Township doesn't. And that costs a lot of money and, and we owe those people dearly for the things that they've done for this Township for many years. But the Prosecutor has also cautioned us that we can't let them use those fields exclusively. Well, if we can't let them use them exclusively, it's not fair that they're maintaining them exclusively. So we've gotten to the point where, you know, some of that's going to be a rub so we're having some dialogue with what the other Townships are doing and how they're maintaining and the City of Medina has come up with a central scheduling and they would schedule all of the fields and all of the associations would be, you know, given different priorities for different fields and they'd pay a fee for it but they would no longer maintain them and it's just some exploring that we're doing. Some just, some discussion that we're having and seeing how that would work out financially and so on and so forth and so, nothing's changing right now. There's no decision's been made, we're just having the discussion. Okay? Thanks. Anything else in service?

B. Macron – No, that's it.

Police -

L. Bowers – You said you had a police question.

N. Shanley – No, it's not a question. Some good news. I don't know if you knew that one of our deputies has been selected to attend tactical firearms training put on by the Department of Homeland Security. And that's by invitation.

L. Bowers – Do you know which one's going?

N. Shanley – Yup. John Gerard.

L. Bowers – John Gerard. Okay.

N. Shanley – And those are by invitation and only...

L. Bowers – You probably had, you probably had a little something to do with that, didn't ya?

N. Shanley – I didn't, but somebody at home did.

L. Bowers – Yeah, okay.

N. Shanley – We want well trained deputies.

L. Bowers – Yeah. There ya go. Thank you. Also, Jim if you could relay to the first shift officers, even the part-time officers, I met with some folks up in the subdivisions, the northeastern part of the Township last night, that's the only area of our Township, Medina City Schools are not bussing within two miles now and they just fit right in that fringe. There's probably I think 100 kids up there and the one mother was, made a particularly heartfelt comment that, you know, they don't worry about their kids in the morning because they see the Lafayette cruisers everywhere all the time when those kids are going to school in the morning and, you know, that's what we pay for and that's the kind of sense of peace we want our, yeah, that's the peace we want our residents to have when their kids are walking on that road in the morning in the dark, so we appreciate that and if you'll let them know that it's noticed. Thanks.

Zoning -

L. Bowers - Okay. Zoning. I am going to ask the Board to have a very quick executive session at the end of the meeting regarding compensation and hiring and Karen, I'd ask you to come to that. But we can do that at the end. Is anything else anybody wants to talk about in zoning? Alliss? Do you have anything you want to talk about in zoning?

A. Strogin – No, you...

L. Bowers – If you do you need to do it up here. She doesn't have anything? Serious? Okay. I'm sorry, but Joy will hit me.

B. Macron – There's a question.

A. Strogin – Report is self explanatory.

L. Bowers – Okay. Karen?

K. Schoonover – I just want to make sure in correspondence that the Trustees did receive copies of the comp...

L. Bowers – Comp plan? Yeah, it's on the agenda.

N. Shanley – Yes.

K. Schoonover – Comp plan.

L. Bowers – Thanks.

K. Schoonover – Okay.

L. Bowers – It's on the agenda.

Cemetery -

L. Bowers -Cemeteries, no report. Any questions on cemeteries? Haven't heard anything back from Fred.

N. Shanley – Okay.

Old Business:

Technology Park -

L. Bowers - Okay. The next item that is on the agenda is to talk about the Technology Park issue again and there's a couple of things that I wanted to bring probably more so for Bryon's benefit. What I'm passing out is a map of the area around the Technology Park and you can see that white spot between the Technology Park and going up to 42. That's an area that has dual citizenship. It's in the Township and the City already, a portion of it is park land. But if you take a look at this big loop that would go up from, from the corner down here at 42 and 162 up to the Technology Park and down Lake Road to the city limits, behind that property up to Lafayette Road and then looping back down to 42 and 162, it looks like a lot of land but it's really not. Deerview is residentially developed out. Where you see all of those trees, that's pretty much all park land and the Technology Park takes up this whole corner. So, it's pretty much all of that. The reason this loop makes a little bit of sense is because Deerview is where the trunk line is for the sewer system that we've had the Engineer's Office do the engineering for us to run that sewer line down so that it would service 42 and 162. So that's just some thoughts. Also, I wanted to go back...when we did the performance audit, some of the things in the performance audit weren't really practical for us. Many of the things in the performance audit we had initiated even before that audit was finished and a lot of the things since then we have done but as to the use of tax abatements, it has a table in here and it shows that Lafayette Township, it says Lafayette Township has not used tax abatements as a tool to promote economic development in the area. In contrast, Jackson Township has, Liverpool Township in Medina County has, and it lists some others, and it puts a table on what the difference is for those communities that have as opposed to those that have not. And since then, Lafayette Township of course did use a community reinvestment area for the purposes of Chippewa Landing. In addition to that, with the balanced growth initiative, and if we would put a community reinvestment area on that area where we envision the sewer loop, that would benefit our businesses but it would also give us a higher priority on grants. And I know that there's been some discussion about putting this on the back burner yet again, but I do believe that since the current legislation in the State of Ohio requires that the Ohio Department of Development sign off on any of these designations, and the Ohio Department of Development if you read in the newspaper, is probably going to come under fire like at about March or April because there's going to be a whole shake up down there, it would not make sense to keep putting it off and lose that opportunity for this Township. I did talk to Jim Gerspacher, I've talked to Curtis Perkins, I

have talked to, and those two folks are here tonight, I've talked to Jim Peroli, who does want to expand his business over here at the Lafayette Market, I've also talked to Mike Biskup who's one of our business owners on 42 and they all agree that anything that we can do to make those things happen would be important. I'm gonna ask Curtis and Jim, probably not in that order, I'll ask Jim first and then Curtis, to make some comments. But the other thing that I want to point out to this Board is, I walked away from our budget meeting on Wednesday and we're talking about the possibility of having to find another revenue stream, which is a pleasant way of saying raise taxes or replace a levy to make it higher, and because we have a good fire service, we need to maintain that fire service, it costs and that's just the way things are. But at the same time, I would have a great deal of pause going to our residents when I don't believe in my heart that we've done everything we can for that revenue stream. And that was part of that dialogue that they had in the performance audit. This is a way to get businesses. And one business in that Technology Park, just one business in that Technology Park takes care of the fear that we have going into 2012 for our fire service. So we need to be doing things. And Jim, you had some, the comments that you made to me before about the marketing and how that helps, if you could just share that with our Board, that would be so helpful. Thanks.

J. Gerspacher – Stand there?

L. Bowers – Yeah, you'd have to...um-hum. Because Joy will hit me. You might appreciate that, so, I don't know.

J. Gerspacher – No, I don't think so. I think there's two or three things that are important in marketing industrial and commercial real estate. In this Township several years ago, along with the other Townships and the City of Medina did a cost of services study that I think we need to continually remind our citizens of and that's that there are certain types of development that really provide more revenue than they do cost in service. And two of those categories are industrial type businesses, manufacturing, and office parks, typically – the type of thing that's really envisioned for the technology park is more office related, probably won't be any manufacturing or any industrial building but more office service type. And those are the kind of businesses that really generate more in the way of tax revenue than they demand in the cost of services. So they're generally a plus in the overall picture unlike single family homes which tend to be more of a tax burden. They pay less taxes than they cost in services, so that's why everybody's fighting to bring in industry and fighting to bring in offices because they are generally a plus when it comes to generating taxes. The technology park has one large thing going for it right now and that's the university. I think that's a huge attraction because of the flexibility that Akron U has there in terms of what they offer in job training as well as education for our kids and their student body fortunately is growing very nicely there so that should continue to be an attraction in bringing technology type businesses in there. And as you may or may not be aware, the fiber loop is very close to becoming a reality here. It should be going, the bond should be going to sale hopefully by the end of this month or the first of December, which will bring broadband, a large dark fiber to that park which should also be a major attraction for technology businesses. It's nice to hear that Frontier is also going to be providing some broadband out here too. I think the more the merrier. And since the fiber loop isn't going to be competing for services, just transport, I think it's a win – win for everybody. But the real estate market is, you may or may not have noticed, has been a little slow. That may be a severe understatement. But we are starting to see signs of it turning around but I think probably the last thing that's going to turn around is land sales, that's, cause that cause requires a huge financial

investment for any raw land to be developed because of all the infrastructure needed. Now the County and we have invested a huge amount of money in that park already in terms of infrastructure with streets and power and so forth, so it would be a shame not to continue to work with that to get some payback. And I think in order to do that, because there is so much competition right now, particularly for land sales because there are so few takers, the more you can do to make that land attractive to businesses that are going to be tax generating, I think the better off you, we all we be in trying to sell that. I think that, it's, I don't normally promote other brokers listings, this property is listed by C. B. Richard Ellis, and I'm sure they're doing a great job but they're having a tough time bringing prospects out there as well and there's just a lot of land competing for very few businesses. So I think it is certainly helpful to have additional carrots in your packet, either tax incremental financing for infrastructure or CRA. And I think if you understand what CRA is, and I'm sure many of you do, but for those who don't, you aren't really reducing your present tax at all because the tax abatement is not on the land but rather the improvements. So it only is an abatement of the improvement. So the additional money that is invested is temporarily, the tax on that increase in value is temporarily reduced to provide an incentive. And you have some control over how long that occurs, whether it's five years or six years or eight years or ten years. How much percentage of that tax is reduced or abated. So you have some control over it, it helps incentivize businesses because you have a rather huge investment. I don't think you can do much in the way of any kind of construction going out there for less than maybe a half a million dollars or, and that would be bare bones operation. So you're talking a significant investment. And the abatement as I say isn't on the land but it's on the improvements that they bring to that property. So I think that adding that to the arsenal, the TIFs and the CRAs, the tax incremental financing on the improvements or infrastructure are both win/wins for the community and the business and I would certainly encourage the Township to give that some consideration in helping to attract the type of businesses out there that should bring pretty high paying jobs. Cause they should be technology related type businesses and should be fairly high wage situations, so something I think could be very helpful and help attract additional business out there.

L. Bowers – Thanks, Jim. Appreciate it. Curtis, did you have anything that you wanted to say?

C. Perkins – Well, only that...

L. Bowers – This is our exercise program, we just move them around. While he's coming up, I...interesting note in our performance audit that the property tax value return on the performance audit for the peer Townships that had tax abatements was \$5,635.00 per citizen in those Townships as opposed to the return in Lafayette, which is \$203.00. And that was in 2006. Probably based on 2005 figures. Curtis, I'm sorry.

C. Perkins – That's alright. Got to realize, this is midnight for me. I get up at 2:00 in the morning. What, the only thing I have to add and suggest that this Township do whatever it takes to attract businesses over there. It keeps our property taxes lower and taxes in general. Tonight before I came here I was watching the news on Channel 5 and Diane Sawyer's in China and she asked, most of you or some of you may not know that China is just about, or they claim they're just about above us, but I think China has surpassed us in technology and everything, but the main two things that China invests in is infrastructure and education. And then I had to run out the door as they were beginning to break it down as to why they think it's so important to invest in the infrastructure of their community over there, even though they did show some areas where

it was poverty. But you've got parents who leave their kids, go into the city and work and the grandparents raise the kids and they claim that that's the best thing that they could do for those kids is to educate them and the parents work and send the money back home to get that done. So, you know, it kind of ties into what we want to do here, not only in Lafayette, but throughout the whole community, is to invest in our infrastructure, our infrastructure has gone, excuse my language, but it has gone to hell, and one of these days we're going to have to pay the price to get it back to where we need it. So whatever it takes, do it guys.

L. Bowers – Thank you, Curtis. Board dis...I think you all know how I feel, so, your discussion.

N. Shanley – Well, I think we need to take a really close look at the Comprehensive Plan and where that is envisioning growth to be. If we're going to extend the CRA beyond the immediate area of the technology park, I think that's something that we need to do is carefully study that and take that into account.

L. Bowers – Then just do it on the technology park. I mean, that's a given.

N. Shanley – And the other thing is that, you know, I think we have to be very careful. We still need to work on marketing that park, period. And that seems to have died. We got a sort of a kick start on it and it seems to have stalled and we need to get it going again.

B. Macron – Don't you think with the marketing, to offer the CRA is a reason to A – go back to marketing. It's bringing a whole new strategy. Obviously, without it we've had it that long, it hasn't, we're not doing anything now. It's sitting, empty land.

N. Shanley – Um-hum.

B. Macron – Through a, you put the CRA in there and now you have something to market. I mean, I'm not quite, quite sure, I mean, that's...

N. Shanley – No, and I don't disagree with the concept of a CRA, my caution would be that we take a close look that at the same time that we're talking about what this is, all of us want to see the right kind of businesses come into that. We need to kick that and start that and give it as many ways to attract business as we can because it's not an ideal location in some senses, we all know what the impediments are and the disadvantages are. What I'm cautioning is that we look closely at what area we delineate for the CRA and make sure that it's in concert with our Comprehensive Plan and the vision of all the people that put the time and the Comprehensive Plan that we should be following. And the other thing is that as we go into a CRA that we strike some kind of a balance because it does us little good in the short term for that revenue to not be there at all. In other words, we need the business there. We need it because ten years from now it's going to give us revenue that we don't have today but as we go into it I think we need to take a very close look at what we work out with each company as they would come through and hopefully they would.

L. Bowers – With a CRA, Nanci, you do have the opportunity to negotiate with each company.

N. Shanley – I understand that.

L. Bowers – The Technology Park, development of the Technology Park, is as much in lock step with the Comprehensive Plan as anything can possibly be including the name of this Township.

N. Shanley – I agree.

L. Bowers – So, so what are we waiting to take a look at on the Technology Park?

N. Shanley – What you've handed us tonight is a map of a very large area in comparison to the Tec...

L. Bowers – You know, but that's not, I'm just showing where the sewer loop and stuff is. I'm saying; let's start moving forward on the process of a CRA on that Technology Park. There is some merit to expanding it to include that sewer line area down the road and that can be done anytime. I'm talking about let's get started on the Technology Park now because if I, my concern is, my great concern is if we don't, we're not going to have the opportunity for the next... rest of 2011. The legislation for CRAs requires the Ohio Department of Development approval process. That is going to be extremely difficult to obtain once that division starts going through shake ups and if you read, you know, any front page right now you know that the Ohio Department of Development is going to get hit with a shake up pretty quick here.

N. Shanley – So the, this is not sun setting as we originally thought it was, at the end of this year?

L. Bowers – There was talk that it would be but it hasn't so far. It doesn't mean that it can't.

N. Shanley – Okay, okay.

L. Bowers – It doesn't mean that it won't. I mean, every day it's a, it's a gamble.

N. Shanley – But...

L. Bowers – Right now we have zero jobs, zero taxes being generated out of that Technology Park. The Technology Park is zoned to be built out in business. I don't know what else we'd be looking at there.

N. Shanley – Bryon, to answer your, your comment. I am not and have not been necessarily opposed to the CRA but there have been a lot of discussions before your time on the Board about going this way with it, going that way with it, and the mapping is what I have a concern with. If you broaden it beyond this little area of the Technology Park, then I think we start treading on really making sure that we are in step, you know, in lock step with the Comprehensive Plan.

B. Macron – I understand. I just, I just want to, I want to move forward and get, listen, I'm against a TIF, at all. I mean, TIF isn't even an option for me.

L. Bowers – Okay.

B. Macron – I mean, there's...

L. Bowers – Hurts our schools.

B. Macron – There's no reason for a TIF. The CRA is only an advantage for marketing, you know, it's sitting empty, I just, I just want to move forward and really start making some decisions on this. I know you brought up the marketing before. I just think this is only an advantage then to go to marketing rather than, you know, how other, you know what we spoke about earlier I, it's just they're not doing anything and I think now's the time to do it because, you know, spring, spring is around the corner and that's when, you know, I don't want to lose that, that...

N. Shanley- CRA or no CRA, the marketing of this park needs some serious attention. And we really need to work with C. B. Richard Ellis or we're starting to go in the direction of doing, to get some things improved that, you know, what people see when they, when they start exploring the site is very poor. So we need to, I mean, you can't do one without the other.

B. Macron – But I do agree with you, what I like to do is, is really sit down and talk about this. I, and I think the Comprehensive Plan is also the key to this.

N. Shanley – Um-hum.

B. Macron – I mean, you can't, you can't start doing one without the other, but...

N. Shanley – So what we...

B. Macron – I think it needs to, we need to come down to where we're going to actually make a decision on it.

N. Shanley – Are we proposing then that we now have a CRA for specifically for the area of the Technology Park and I believe there's two residences that are part of that footprint, is that correct?

L. Bowers – There's, there's two properties that I think reasonably qualify if you go with both sides of the road. And that means taking the block from the intersection of Lake and 162 and including the entire boundary of the zoned Technology Park...

N. Shanley – Right.

L. Bowers – And to include both sides of the roadway...

N. Shanley – Into the Technology Park?

L. Bowers – Right.

N. Shanley – There's two homes. There's one to the north, one to the south.

L. Bowers – Right, right. And that would be my motion that we move forward with that at this time. We can always expand that as it goes through the process in Columbus but it's going to take us two months at least even to get to Columbus if we started tomorrow. We're still, we're still into January I do believe if we start tomorrow. I'd like to get that process started so that's my motion.

N. Shanley – I have, I have no problem with that particular footprint. What I have had objection to in the past has been some of the other areas that have been discussed.

L. Bowers – And then if we can move forward with that, during the time that that's in process, then we can look to see what else might make sense, like possibly the sewer line loop and those sorts of things, but, but to at least get that started, we can amend that map anytime. But we can get moving. So I've made a motion, is there a second?

N. Shanley – I will second that motion with a caveat that we are clear on the footprint of this park for the CRA.

L. Bowers – I will restate the footprint. The footprint is the entire zoned Technology Park, and we have a good delineated zoning map on that, including both sides of the roadway.

N. Shanley – I will second that.

L. Bowers - Any further discussion? All in favor, aye?

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

L. Bowers – And opposed, same sign. We're started. Good deal. Thank you.

N. Shanley – Can we go back to Fire now that they're here?

L. Bowers – Yes. We can go back to Fire now that they're here. Sorry guys. Bad night. Bad night.

Fire –

J. Hall – The only thing that I have that we had discussed, I know it should be on the agenda for this evening, was and we discussed it at the budget meeting was the purchase of a new ambulance. And I believe Trustee Shanley, Chief Winter emailed you all...

N. Shanley – Um-hum.

J. Hall – All the paperwork. We're you able to...

N. Shanley – Has everybody had a chance to review the proposal?

B. Macron – I have.

L. Bowers – I have. I have some, you want to make a presentation first? Any, I mean, do, I don't know that you have to. I'm just asking do you want to?

J. Hall – No, I...if there's obviously any questions that should any of you have any questions, but...

L. Bowers – Yeah, actually I do Jeff, and I'm sorry cause I'm always the one who does this to you. We're looking at a two, two hundred and seven thousand dollar ambulance.

J. Hall – Correct.

L. Bowers – And back when we did not too long ago a \$25,000.00 police cruiser I pulled state bid, I did bids from the Sheriff Department's bids, plus Nanci had other vehicles she wanted us to look at, Don wanted us to look at leases, we spent time looking at all of that stuff. I got a couple a days ago, I think on the 12th, one bid for an ambulance for \$207,000.00. And it may very well end up costing that, but I think that we have an obligation to at least demonstrate that we're looking at other things, maybe trying bids, especially in this economic climate where I think that there may be more than one supplier that's willing to make a deal to maybe get rid of a demo or something like that and at the very least look and see if any of that is available on state bid just to guarantee that we're, and that might be state bid but it wasn't...

J. Hall – Yes, it is.

L. Bowers – it wasn't on there.

B. Winter – That's a good price too.

L. Bowers – But \$207,000.00 for an ambulance is a huge amount. I've seen two other ambulances recently that were in the \$150,000 - \$160,000.00 price range. I don't know what the differences are. That's why I'd really like to see it bid. Take a week or two and let's bid it. Just to make sure we're getting the best deal. That, that's my only comment.

N. Shanley – Is the \$150,000.00 probably the light duty frame?

J. Hall – Absolutely. Yes.

L. Bowers – Okay, I don't know.

J. Hall – That's...

L. Bowers – But I don't have anything to compare with this.

J. Hall – A van chassis is what that is.

L. Bowers – I don't know.

J. Hall – That's exactly what that is. And...

L. Bowers – I think we just have to demonstrate that we, you know, we would never have even bought a police car for \$25,000.00 without bidding it. We just wouldn't have done that. This is \$207,000.00. That's a lot of money. And we may end up with the, this vehicle from this place, but you know we're going to get criticized if we don't bid it and, and I think it needs to be bid.

J. Hall – We didn't bid the fire engine that we purchased either. I mean, we're, they're located in the state of Ohio, they're Ohio company, they're the only Ohio company at this point and demo price, I mean, we did do some homework on this.

L. Bowers – I'm not saying you didn't, Jeff, I'm just, I'm, we are a community that may be forced to go back to our residents and ask for more money. I want to be able to demonstrate that we have done everything that we can to save as much money as we can and it may come in, it may be this vehicle. I'm just saying let's do it and see. But, you know, I'm only one vote. It's up to the rest of the Board too.

J. Hall – I guess that's the Board's decision now.

L. Bowers – And we could go through, we could go through that, we could go through that, that quote and we could write generic specs very quickly. We had, we bid out demo vehicles for the service department. We bought demo vehicles, we ended up buying exactly the vehicles we looked at but we bid them out to make darn sure it was the very best price we could get. And that's what we did.

N. Shanley – What else is available on the state bid that's comparable in frame and in durability? Have you explored that?

J. Hall – Essentially, ...

B. Winter – It doesn't matter if...

N. Shanley – Brad...

J. Hall – Chief Winter talked to Darrell, who's the, the sales rep for the company that we've been dealing with.

B. Winter – It doesn't matter if we go through Horton, who is another manufacturer, who now is moving to Florida, okay? What we did is we looked at the Ohio companies, just like we did with our Sutphen where we can get the best service if something breaks down and as far as pricing of the ambulance actually goes, we can bid out the, we could spec out the same Horton squad, which is what 107-2 is right now, Horton is even, the price on a Horton squad is even more expensive than a...

L. Bowers – When you bid, you, it's, it's irrespective of manufacturer brand. You just put out the cab, the chassis, the, you know, and an ambulance box and you go down through your quote and, you know, just like we did on the, you know, I don't know the specs off the top of my head but we did a 56,000 GVW diesel engine, you know, for the service department truck.

B. Winter – Right. And that’s what state purchasing did. That took all of that out of it, okay? If we, we’re putting an inverter on this unit. You can only charge so much for an inverter. The state doesn’t allow you to charge any more money for it.

L. Bowers – I haven’t seen the state purchasing for this vehicle. I haven’t seen those specs.

B. Winter – We weren’t asked for that.

L. Bowers – But, but we do it on everything.

B. Winter – We do when we’re asked for specs before, I mean, we, we talked about this last Wednesday and you guys were going to talk about it and put it on the agenda tonight. I could’ve, I could’ve been working on this since last Wednesday.

L. Bowers – Brad, I didn’t...

B. Winter – But that’s what we would’ve been asked to do, that’s what we would’ve...

L. Bowers – I didn’t get it till the day before yesterday, Brad. Sorry. And, I’m just saying I think we should bid it. It’s up to the Board. I just think we should.

N. Shanley – Are we talking about advertising, letting out bids?

L. Bowers – Um-hum.

N. Shanley – How long is the price that we have good for?

B. Winter – December 31st.

L. Bowers – So there’s time. And they may be the lowest and best bid. But they might not. You don’t know, I don’t know what we’re going to get. I don’t know what bids are going to come in. Discussion? Rest of the Board? Nanci?

N. Shanley – My suspicion is we’re probably going to see them coming in at approximately the same price. If the Board wishes to go through the advertising and the letting of bids, I have no problem with that. But I think at the end of the day if it’s been done on a state bid basis than the price is probably going to be what it is depend, no matter who the manufacturer is. For that level of truck, I mean, I realize there’s cheaper ambulances out there but there was discussion about the pitfalls of that and the durability issues.

J. Hall – And we went through this...

L. Bowers – And the specs would be what they are. The specs would have to...

J. Hall – The specs are the same, I mean.

L. Bowers – They’d have to be the same level vehicle.

J. Hall – They're, correct. We went through this exact same thing when the Sutphen engine that it was state bid, it had to go to the Prosecutor's Office when...

L. Bowers – I want to be able to defend that price and I think the only way we can do that is if we bid it, especially given what's going to be looking us in the eye down the future.

J. Hall – Well, it's obviously the Board's decision, so.

N. Shanley – How long would it take you to pull together specs?

B. Winter – Probably a month or two.

L. Bowers – Oh, I could write those specs off of that quote in a...

B. Winter – The chassis, the chassis is a chassis. Horton...

L. Bowers – Brad...

N. Shanley – Brad. Brad, come on up to the ...

L. Bowers – Brad. I wrote the specs for the service department truck based on the quote of the vehicle we looked at.

B. Winter – A dump truck with a salt spreader on the back?

L. Bowers – Yes.

B. Winter – I mean, how difficult is that? We're talking about an ambulance. You're gonna spec something, these, these units, if you want to spec something out and make it custom...

L. Bowers – You've got a quote.

B. Winter – Then you make it cost more money.

L. Bowers – And it's got all of the specifications right on the quote, Brad.

B. Winter – Right. But what I'm trying to tell you is, an ambulance manufacturer pays the same price for a chassis at state purchase. It doesn't matter who buys it. So where you gonna save money there?

L. Bowers – Just because something is at the level of state purchase, we bought our Peterbilt, the chassis less than the state bid, the state purchase bid amount on that box because, just because it's the bid doesn't mean they can't come under it. And you might have a piece of equipment sitting out there already built that somebody ordered that we don't even know about and couldn't take delivery of or whatever, we don't know.

B. Winter – Okay. Like I said before, this was a demo price, so...

N. Shanley – How, how many manufacturers are there that we could potentially hear from?

B. Winter – There's a lot of manufacturers. There's a lot of them. You know, you could have road rescue could turn a bid in on it, you know, and then we'd have to worry about having the windows replaced in it like we did this unit, having the Nader pin fall out so the back door opens up, you know, sending it out of serv...I mean, that's...

L. Bowers – I know this is the vehicle you want. I know

B. Winter – Your guy's decision. This is..

L. Bowers – That it is.

B. Winter – This is, you know what, I won't argue anymore. It is your decision.

L. Bowers – But you know what? The last ambulance we bought was the vehicle you wanted too and now it's not a good vehicle.

J. Hall – Negative. That's not correct.

B. Winter – Not what we wanted.

J. Hall – That's not correct.

L. Bowers – Yeah, okay. Got, yeah, okay. Gotcha.

J. Hall – That is not correct. For the record...

L. Bowers – Gotcha.

S. Kile – Check the records on that Lynda. You know better.

L. Bowers – I'm sorry?

J. Hall – That's not correct

S. Kile – Pull the minutes on that meeting. You know better.

L. Bowers – Some of the fire department wanted it, not the current folks standing here. Gotcha.

S. Kile – The previous administration wanted.

L. Bowers – Gotcha. Gotcha.

S. Kile – And we've been fixing it ever since.

N. Shanley – So back to my question. If you go with generalized specs, how long will it take you to prepare a list of specs?

J. Hall – Hard to...it's going to be awhile.

B. Winter – Just something else to consume time, but if that's what you folks want...that's what we'll do.

B. Macron – It's not about that. Listen, you're going to get the ambulance. There's no doubt about that. You need an ambulance. We realize the need for another ambulance. That came up during the meeting. There's no, there's no doubt...

L. Bowers – We're going to get it.

B. Macron – And I can justify. You need an ambulance. It's now better, you know, I know that it it's not the most expensive cause I talked to you on the phone and said, there's more, there's more expensive ambulances on top of that I would assume, right?

N. Shanley – Well, here's an ambulance for \$307,430.14.

B. Macron - But you it looks good too.

N. Shanley – Yeah.

L. Bowers – And of course, I've not, and I've not seen that paper, so there you go. Why do you have that I don't?

B. Macron – So I know...

L. Bowers – I mean, I'm not, I'm just...

N. Shanley – They just sent, yeah, no. Here. Take it. They just sent that.

B. Macron – What I ended up...

L. Bowers – I'm just saying...I don't have the benefit of that information.

B. Macron – I had called them and told them, you know, one of the things I wanted to, is it, you know, we have to be responsible. It's the taxpayers' money. There's no doubt we're going to get the ambulance. There, my point is this. I know there's more expensive ambulances out there, I mean, you see, you know, I watch those shows. (laughter) They have good ones out there, you know? They don't need that. I understand the importance, they've expressed it on the medium rather than on the same one that we have. You know, now it's just a matter of pulling the trigger on this thing. You know, we could take it to, you know, one of the things that we talked about was, is getting something with zero miles on it rather than a demo. How much, how many miles did this demo have on it?

B. Winter – At that price, it hasn't been built yet.

N. Shanley – They're getting demo pricing. It is not a demo unit. And we're getting a \$22,000.00 trade in on the existing ambulance.

B. Macron – You know, the demo pricing, how are they calling it a demo if...

L. Bowers – A \$22,000.00 trade in on an ambulance we paid what, a hundred and fifty thousand for? How old is that ambulance? I'm not saying that it's wrong, I'm just like, whoa.

J. Hall – It's thirteen years.

N. Shanley – Thirteen years.

L. Bowers – And we haven't, and to play the devil's advocate, we haven't shopped the purchasers on that ambulance either. You know, it might not be a good ambulance for us but for somebody else for \$25,000 or \$30,000 it might be a really good ambulance for them. It's just, it's just a matter of showing that we've done the due diligence and done the homework and not just said, okay, three of our firemen like this, let's do it. It's a lot of money to do that. I just don't feel responsible doing that. Not that I don't trust ya and absolutely you need the ambulance and we're going to get it, but if we bid it, it takes all of the guess work out of it and it takes all of the ability to point fingers away. It's a matter of building the public trust and I think the people that, you know, we represent deserve that. What's your pleasure, guys? You two decide. I'll just sit back and let you talk.

S. Kile – (indecipherable)

L. Bowers – That's not necessary, Steve. Thank you.

N. Shanley- I didn't hear that and probably better than I didn't.

B. Winter – Check on the (indecipherable).

N. Shanley – Yeah.

C. Perkins – What's the life expectancy of an ambulance here in this Township? If you bought it brand new, how long would it last?

J. Hall – We're gotten thirteen years out of the current one.

N. Shanley- Jeff.

L. Bowers – Out of this one.

J. Hall – We've gotten thirteen years out of the current one now. This same vehicle has undiagnosed accelerator, the accelerator sticks on it. We've had it in the shop many times to get

that fixed and no one seems to, it's sporadic. But that's not, you know, in my eyes not good at all for the type of vehicle it is. So...

C. Perkins – It's not a Toyota, is it?

J. Hall – No.

L. Bowers – This one's a higher quality vehicle than the one that they purchased thirteen years ago, too. Significantly.

J. Hall – So, but, again, it's a, obviously they're diesel engines. They have a lot of hours on them. The miles, this one, this particular one has 44,000 which is quite a bit of miles for if you think about for this Township, considering we're almost 24 square miles, so.

B. Macron – And one of the things that I learned, it's not the miles as much as the engine time.

N. Shanley – Right.

B. Macron – You know these...

N. Shanley – All the idling time.

B. Macron – Friday night I saw the ambulance, you know, there was an incident and the ambulance was literally running for about two hours.

N. Shanley –Um-hum.

B. Macron – You know, it probably took a .8th of a mile to get to where it needed to be, but that engine was running the entire time because they got to have the equipment ready to go.

J. Villoni – Didn't we just...

N. Shanley – So...go ahead.

L. Bowers- I'm sorry. Mr. Villoni, sure.

J. Villoni – Didn't we just buy one about within the last year?

L. Bowers – No.

J. Villoni – For \$100,000.00?

L. Bowers – No.

J. Villoni – Well, we discussed it though.

L. Bowers – No, we bought, no, we bought a fire truck for \$361,000.00.

S. Bailey – Sixty-three.

L. Bowers - \$363,000.00. I'm sorry.

N. Shanley - \$363,000.00. Is this, are we proposing if we let this to go with the cheapest or are we...obviously we don't...

L. Bowers – We bid it on the specs.

N. Shanley – We don't have to bid obviously statutorily. I understand where the discussion is going. If, are you proposing that we let it and it comes in, let's just say there's a brand that comes in, the manufacturer comes in significantly less but there are concerns about quality and manufacturing, what will we do then?

L. Bowers – We don't, we don't know until we try. I don't know what will happen. I don't...

N. Shanley – No, but what's our mindset? To go with the cheapest or to go with a reasonably priced unit that is going to be deemed more reliable?

L. Bowers – If a similar vehicle is presented that is similar quality at a better price, sure, if it's as good a vehicle and a better price, sure.

B. Macron – Cheapest isn't always the best.

N. Shanley – That's my question.

L. Bowers – Well, that, and I'm not saying cheapest. I'm, but I can't even tell you that there's not the same quality, the same type of vehicle. I don't know that there is but I don't know that there isn't.

N. Shanley – I guess what I'm asking for is what is the intent of this Board if we let this.

L. Bowers – To make sure that we're getting the best deal. And that includes the consideration of quality.

N. Shanley – Well, let me finish. Let me finish that thought, okay?

L. Bowers – Okay.

N. Shanley – Let's say we get five bids and two of them are lower than the proposed unit, two of them are higher. What would be our intent? To go with the lowest, to rely on their expertise to say we still feel that this particular unit is going to be the best value for us in the long run because it's better built and it's more reliable, what would be our mindset going into this? What would we do with the bids once they were here?

L. Bowers – We'd want to compare the quality and the price. And make sure we're getting the most bang for the buck.

B. Macron – But I think they can answer that right now, from what I...

N. Shanley – Well, that's where I'm going with that.

L. Bowers – Well, if they, and if you're comfortable that they can, then that's fine.

B. Macron – You know, one of the questions I had was, you'd said, you get another...they can't service it anywhere else...what were you talking about with that? You'd mentioned something about who could fix it, who couldn't...

B. Winter – Ah, no. We could just have it fixed more locally. The manufacturer is right here in the state of Ohio should there be any problems.

N. Shanley – As opposed to Horton moving to Florida.

J. Hall – Correct. And that was one of the big reasons when we bought the Sutphen pumper, it's been down to Sutphen many times just to get the items fixed in a timely fashion and we didn't have to, to take it somewhere else or something like that. I can guarantee, I can tell you just from experience, the Pierce pumper that we have, which is based out of Wisconsin, they have a local fix it place in Twinsburg and there's been many times where the, excuse me, one time, but it was several months before we got a door handle so we could open the door because they couldn't readily get...

B. Macron – And that's my next question for you is...I don't know, maybe an ambulance is different. When I buy a car, I buy it from a local dealer because, you know, obviously they got to warranty every, every five months and I'm taking my car in to get upgraded...do they do that with ambulances?

J. Hall – Yes. That's one of the...

B. Macron – That's one of the advantages of buying local?

J. Hall – Correct. And that's why we, we buy everything, our turnout gear is local, in Medina. I mean, we try to stay as local as we can because it just benefits this State, this Township...

L. Bowers – And Jeff, that's, that may very well be where we end up. I'm just saying, take fourteen days, put it out there and see if anything else comes in.

N. Shanley – Again, I go back to...

L. Bowers – We may end up there.

N. Shanley – Can we agr...if we do this, if this Board agrees to do that, can we agree tonight on what our criteria is going to be when those bids come in? Because to go through the exercise without a clear idea...

L. Bowers – It'd have to be same quality. I've got no problem with that. Of course it would be same quality.

N. Shanley – Well, and...

L. Bowers – Same thing we were looking at with the police cars, same quality.

N. Shanley – Well, it's a little different with police cars because a Charger is a Charger is a Charger and a Crown Vic is a Crown Vic is a Crown Vic. These are very different kinds of vehicles. Again, I just want to make sure we're clear on what we're going to do with those bids when they come in. If the exercise is to see what comes in lower, are we going to choose what's lower? If these gentlemen look at that and say we don't recommend that for X, Y, or Z reason are we going to be obligated to go with lower unit? What is our intent and what is our path going to be?

N. Shanley – Nanci, I absolutely hope, I absolutely hope that if we write generic specs based on this quote, that the vehicle that comes to our attention and is bid is exactly that vehicle at the price that it came in, you know, or maybe this manufacturer might even offer a better deal. I don't know. I hope that that's what happens. Because if it does happen then we have empirical evidence that we have done the best job that we can do to make sure that we got the best price for that vehicle, that's all.

B. Macron – I understand what, she, you look like you've got...I know you've got something to say about it.

J. Hall – Well, the...

B. Macron – You're looking frustrated.

J. Hall – We're already done this work. I mean, you look at the life support team, they run all Brauns, I mean, they've used these things for years. They know the quality that these, and they use them a lot. You know, we've already done the work, that's what, like you said; it's the Board's decision. Whatever you want, but, I mean, we've already done this work. We know what the best quality is, that's why we're trying to get this Township the best quality.

L. Bowers – I know you want that ambulance, Jeff, and I hope you get it, cause I'm willing to sign it

J. Hall – I'm not...

N. Shanley – I don't want to, I don't want to feel like we're belittling or minimizing this because it's something that you want...

L. Bowers- I'm not.

N. Shanley – Like a piece of candy.

L. Bowers – I'm not.

N. Shanley – I do respect the time that you've put into this.

J. Hall – I understand.

N. Shanley – I do.

J. Hall – But, again, we've already done this work, I mean, essentially we're beating a dead horse here.

L. Bowers – You know, we did the same thing years ago when we bought the heavy rescue. We knew what we wanted, we knew what vehicle was out there, we knew what the price was on it, but we bid it. Remember that, Brad?

B. Winter – Well we had to. We didn't have state purchasing back then.

L. Bowers – Yeah, we had state purchasing back then.

B. Winter – We had to. No, we didn't.

L. Bowers – Yes, we did. We just didn't use it. It was available, we didn't use it. But, but there was a requirement to bid that vehicle. There's a reason that government entities are required to bid things and there's a reason why it's just good policy to do it, that's all.

B. Macron – But on the same token, the government isn't known for their, you know...

N. Shanley – Prudent.

B. Macron – Stuff that they accept as bids is a little bit crazy, I mean...

L. Bowers – Sometimes.

N. Shanley – Yeah.

L. Bowers – Sometimes.

N. Shanley – And that goes back to what our perimeters for what we'll accept.

L. Bowers – I am not going to, I'm not going to be upset if we don't bid this. I'm just saying I think that it's a responsible course of action, that's all. And if the Board decides that it doesn't want to bid it, that's fine too, but I believe it's a responsible course of action, that's all.

N. Shanley – Karen.

L. Bowers – Yeah, Karen.

K. Schoonover – This may be kind of a stupid comment, but this is like as a citizen. As a citizen, if you're coming to my house with an ambulance, I would like to know that that accelerator does not stick. I mean, I personally would look at that and say, you know, I'd be happy to have a, you know, an ambulance, you know, that could transport...

L. Bowers – We have another primary ambulance.

K. Schoonover – Oh, good. Okay.

L. Bowers – Yeah, yeah, yeah.

K. Schoonover – I just wasn't sure.

L. Bowers – Yeah, this is the one we're replacing.

K. Schoonover – Alright.

B. Macron – You'd be really unhappy to know that they got to switch, open the hood to switch from air-conditioning back...

N. Shanley – Switch from air-conditioning to heat on that one.

L. Bowers – Switch from air-conditioning.

B. Macron – And the same thing for the heat on that one.

L. Bowers – There's no question, there's no question that we need to replace the ambulance. There's no question. There is no question that we're going to replace this ambulance. There is no question that these guys know what they're doing, they know what's going to work well for them, they know what quality we need. The only question for me is, is this the best offer we're going to get? That's all.

B. Macron – If you put...

L. Bowers – And it might be.

B. Macron – If you put an order in, can you put a, if you would send them a purchase order for a new, for this ambulance here and tell them to not start two weeks, this way we're guaranteed all the specs, everything on this, and give us two weeks to bid it?

N. Shanley – It takes longer than that.

B. Macron – To bid?

L. Bowers – No. Actually, if we wrote the specs, we, because we're not required by law to bid it, we could put it in anytime we want. We can put it in, we could put it in on Wednesday to run on Saturday and want those bids by the end of the following week. We can do that. You know,

sometimes it even encourages the company that you're working with to give you a better price. Curtis, you've done that on trucks, haven't ya? Sure.

C. Perkins – Here's where they're going to come out and fix, the company's, I guess their chassis, you got to go into your International dealers or Ford dealers or...

N. Shanley – Shall we have him come up?

C. Perkins - ...chassis, but Horton doesn't come out

L. Bowers – Nah.

C. Perkins – and repair the unit on your site?

J. Hall – Yes.

C. Perkins – Okay.

J. Hall – Horton, they do have a mobile service that would come out and repair anything or it, it works kind of both ways. I can't remember exactly where Horton's at, they're western Ohio, but I know our Sutphen pumper...

L. Bowers – So we do have local service?

J. Hall – Has gone down there because of some things that they can't fix on site.

C. Perkins – But they do come out here and charge you if they got to take it in?

J. Hall – Yeah, and they, typically we get a loaner squad from that company while they fix ours.

N. Shanley – So will Horton still be able to do that?

J. Hall - Horton? Yes.

N. Shanley – Yeah. Even if they move away?

J. Hall – Oh, Horton...probably not.

N. Shanley – That was, I think that was the discussion.

J. Hall – Oh, I'm sorry. I'm sorry.

N. Shanley – Yeah.

J. Hall – You said Horton. Probably not.

N. Shanley – Okay.

J. Hall – Probably not. Because I believe Horton is moving, they joined up with two other companies and they're moving to Florida.

N. Shanley – Okay.

L. Bowers – But that's not the only company that offers this? It is, it isn't?

J. Hall – This, this manufacturer would be the only one left in Ohio, Braun. They're the, Horton's currently in Ohio, but again they have sold to another company out of Florida, P. L. Customs, I think, and they're moving to Florida, so.

L. Bowers – I'm just all about the due diligence. It's not any reflection on anybody or anything, just responsible.

N. Shanley – Let me ask a question. Statutorily we've agreed there is no need to bid this out.

L. Bowers – It's not a legal requirement, no.

N. Shanley – Why, right. And why do you suppose that is?

L. Bowers – Because, the reason the law was changed was because a lot of times those vehicles have to be purchased in an emergency kind of a situation. That's not what we have right here and if it's not an emergency, I simply think its good public policy to bid it. But that doesn't mean that, you know, you guys have to agree. We can discuss this all night, I don't think the conversation's going to change, so let's reach a consensus and move on.

N. Shanley – My understanding is that part of the reason it's not something that's required to be bid is because it's not always a price driven decision. That's not one where you're obligated to go with lowest price. Is that correct?

L. Bowers – That's not my understanding, no, but, that doesn't mean it's not correct.

N. Shanley – Okay.

L. Bowers – I don't, I couldn't argue one way or the other with it.

N. Shanley – Well, have you looked at other manufacturers? I mean, you arrived at this particular proposal, how?

J. Hall – Two, currently we have two different manufacturers, Road Rescue and Horton, down at the other station. We clearly know what the problems are with these vehicles. We have looked at other ambulances around the County, asked questions, what have you had, you know, problems have you had, etcetera. We don't want those problems in Lafayette Township. LST, again, uses Braun and they've had nothing but good things to say about them and have used them for years.

N. Shanley – Okay.

J. Hall – This is how we came to this decision. We have...

N. Shanley – So you have talked to LST, you've talked to whom else?

J. Hall – Brunswick.

N. Shanley – Okay.

J. Hall – Obviously we have two of the makers so we don't really need to go and find out who else has, I mean, we know who has them and what problems they've had as well.

N. Shanley – Okay.

J. Hall – Similar problems to what we've had. You know, and we felt that this one is definitely the best for Lafayette Township.

N. Shanley – Obviously, whatever the Board, what the majority of the Board goes with will stand. My per...I'll say right now my personal feeling is that our department, we have to rely to some degree on the expertise of our department. I think that they have explored this. I think if we are not going to make a decision on any bids that we received on a priced basis only, then I think we're basically just going through the motions because at the end of the day, we're going to show these bids, discuss, I would hope, with our Fire Department administration, they're going to give us feedback, we're probably going to end up right where we are right now because they have arrived at this based on a quality and cost basis, so...

L. Bowers – I'm not going to vote against purchasing an ambulance because I think we need it. I'm on the record that I think its good public policy to bid it, I think we should, if you don't want to do that, that's fine. I'll vote for it.

N. Shanley – I agree with you...

L. Bowers – Not going to vote against it.

N. Shanley – that it's good public policy to bid a lot of things but I think that there are some things that you choose for many reasons besides lowest price and that's why it is not an ob...it is not an obligatory thing to have to bid them out because of that particular criteria. I mean, its quality, its specific needs, you know, it's not necessarily cost driven.

L. Bowers – Bryon?

B. Macron – I'm going, you know, I don't know anything about ambulances, I don't want to be in the back of one...

L. Bowers – I don't either.

B. Macron – I know that they did their homework on this. I spoke with them on several occasions. I think, and do I, you know, this isn't like paper, you know, we're not bidding out

paper. Even if the quote came in, it's just, if this is the needs, they did their homework, they talked to the other departments. I, you know, we talked about it, I asked him to get a quote just to reaffirm that this isn't the most expensive ambulance and they also quoted one other lower ambulances. This is what fits their needs, what we're replacing.

L. Bowers – Yeah. And I've not seen either one of those documents. That's unfortunate that it...

N. Shanley – Is this why this came about?

L. Bowers – was not given to us, but...

B. Macron – Is that the more expensive one?

N. Shanley – Yeah.

B. Macron – Yeah.

N. Shanley – Okay. That explains why that came about, okay.

B. Macron – And that, you know, I, listen you got to show that you're shopping. These guys aren't asking for the top of the line Mercedes of ambulances. But they want something that's going to work and I think the people deserve something that's going to work. I mean...

N. Shanley – And last.

B. Macron – And last.

L. Bowers – Is there a particular reason why, and I'm just curious, it's not going to change my decision, but is there a particular reason why you bid out other ambulances and obviously Nanci and Bryon know about it but I'm not given that information? Cause I got to help make this decision too, guys? Just for down the road, okay?

N. Shanley – I didn't, well, let me just say, I didn't know Bryon had had that conversation with them. And I got this...

L. Bowers – But you had, but you had it.

N. Shanley – Well, they sent that to me. I didn't see anything lower, but, anyway, now I know why those were done and I don't disagree with it.

L. Bowers – I'm just saying, it would have been good information to have. All I've got is a \$207,000.00 ambulance, period.

B. Macron – Where that came from was I took, after the meeting of talking about the ambulance I met with them at the Fire Station. I also did a ride along with the Police Department and then the ambulance was there in question, so I got to, you know, go through it, play in it, I mean, I mean, they pointed out the problems, they popped the truck, they showed me how they turn the

heat on, how the air on, you know, you know, I understand we need a new ambulance and then, I went so far as to just, you know, to justify why we need this ambulance to make sure... I knew there were more expensive ambulances and I wanted to make sure they had the paperwork to say, hey, we did the comparison. You know, to put it out for bid again, it's not paper products, it's not eggs, it's not milk, this is... I'm taking their recommendation because these are (indecipherable) people.

N. Shanley – Yeah.

L. Bowers – And I am too. If this is the quality that you say you need. I get ya, and I'll support it. I'm not so sure that it's not the best price we can get.

N. Shanley – Brad, have you...

L. Bowers – I think there's a possibility we could get a better price and, and I'm also going to have to answer questions why, you know, other Townships are buying ambulances that are less money, and I think that I got that answered. This is a different quality and you want the better quality and you think that our terrain, whatever, justifies it more so then, you know, a Township three Townships away. I'm fine with that too.

B. Macron – I also...

N. Shanley – This...

L. Bowers – It's not a question on you.

B. Macron – I also think giving them the authority to buy that ambulance, is now when you go back to that manufacturer, you know, there's a difference of shopping around and ready to buy and try to get a little bit more out of our, for our ambulance on a trade in if we can pull it, and really push...

N. Shanley – And that was my next question... have you had that conversation?

B. Macron – and really push them... You know, because now you're willing, you know, you can go back to them, we have the Trustee's approval, if that's what we show to do, you know, you can go back and then start pushing them for every dime we can get out of the other one.

L. Bowers – Are you convinced that the \$22,000.00 is the best you can get for the, I mean, without even shopping if somebody else would buy that ambulance, are you comfortable with just that trade in at that price? Because what are they going to do with it? They're going to turn around and sell it to somebody else for more money.

N. Shanley – But they're going to refurbish it too.

B. Macron – The thing is, they're not going to necessarily sell it as an ambulance. It might not be as a squad....

J. Hall – Here's, here's what I want to just, and it's happened in the past. When we decided, I

could have sold the old ambulance, the 1992 to another department for I believe like \$4,500.00 and ended up going to Township action and selling for \$1,500.00. Typically, when these vehicles go in, depending on their condition,

L. Bowers- Sold for \$3,000.00.

J. Hall - they get sold to plumbers, stuff like that. They don't, generally don't get turned over to another department or maybe some, a private ambulance service will buy them for transports, but...

L. Bowers – Have you checked with any of the services down in the southern Townships, in the southern Counties to see if they're looking for a used ambulance? Have you tried?

J. Hall – No.

L. Bowers – I'm just asking.

J. Hall – No, I have not. I mean, after the last one, to be honest with you, I was kind of discouraged because I had it sold for more money then it ended up going to the Township auction and selling for less, so that's why I'm kind of discouraged from doing that.

L. Bowers – Well, when we did that though we, we were holding that bid. They withdrew their bid and the Trustees were not made aware of that information.

N. Shanley – Was it over time that they withdrew it? They wanted then and they didn't get it? Whatever. It doesn't

L. Bowers – It was a couple of weeks.

N. Shanley – I would agree and I think I emailed you that I think it's time to go back to them and say, we really need \$25,000 for our unit, or whatever, you know. I think it's time to negotiate.

L. Bowers – Yeah, we have been doing this for a half hour and I don't think any of us positions are going to change. Somebody make a motion.

B. Macron – Well, to negotiate he needs the ability to buy the ambulance on the spot.

N. Shanley – I have, again, I have no problem with going with the recommendation. I just really, like you said, this is not paper and it's not eggs and we can't seem to really come up with an answer to what basis do we make the decision on if we do bid it out so I think that we have to rely on their expertise.

L. Bowers – Oh, I don't think that, Nanci, don't put words in my mouth, please. That's not at all what I said.

N. Shanley – No, I asked the question. If we let it, if we let this out for bids, on what basis will we make the decision when we get the bids?

L. Bowers – And I said, same quality for whatever the price is.

N. Shanley – And then, to determine the quality we go to them, right?

L. Bowers – It's a bid. The specs are firm.

N. Shanley – No. But the manufacturer, you can say, I want a half ton truck, there could be a Ford, there could be a Chevy, there could be Dodge, there could be a Toyota.

L. Bowers – Well, I'm not going there.

B. Macron – And does this price include all the detailing and everything?

N. Shanley – You know, are they all going to be comparable?

L. Bowers – Not going to argue it anymore.

J. Hall – Everything. Turnkey.

B. Macron – This price is turnkey. This is decaling, this is everything we're going to need. The problem is, when you state bid it, we're forgetting about the decals, we're forgetting about what it's going to, even if you put all this...

L. Bowers – Well, this is state bid.

N. Shanley – This is state bid. You're talking about letting bids.

B. Macron – Letting, right.

L. Bowers – Well, the bidding would have all the decaling and stuff like that, but it doesn't matter. If that's not the way we want to go. I don't argue with the ambulance. I just want to make sure we're getting the best deal and I want to make sure that I can look my neighbor in the eye and say we did the best job we could do. That's all. So, it sounds like we have consensus, so, let's make a motion.

N. Shanley – I will move that we move forward with, and I didn't bring this particular print out, did anybody bring it?

L. Bowers – I did. If I can find anything. I put it on the floor, sorry.

N. Shanley – Bryon, do you have it?

B. Macron – No, I just got the one you sent today.

L. Bowers – Here it is.

N. Shanley – Okay. Thank you. I will move to approve the purchase of a 2011 IN4300LP

Braun Super Chief Prestige T1 ambulance as requested by the Fire Department with the understanding that the Fire Department will go back to Penn Care and negotiate a higher, attempt to negotiate a higher trade in or a reduced price or both and then report back based on that.

B. Macron – I second.

L. Bowers – All in favor, aye?

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

L. Bowers – And opposed, same sign. Is that all for fire?

J. Hall – Yes.

L. Bowers – Go get your ambulance.

J. Hall – Thank you.

L. Bowers - It's another messenger that'll get shot tonight.

Personnel Evaluations –

L. Bowers – Personnel evaluations. Nanci, that's yours.

N. Shanley – Okay. That is mine. Back in July we talked about personnel evaluations and agreed that we would move forward and evaluate our employees per our employee handbook and I had suggested, I had thrown out a form that we could use. I am not, we agreed at that time we would use that form and I believe it was last meeting I asked about what happened. I had sent a few email reminders out, no evaluation ever took place other than mine but we had agreed to each use that form, come back together, I would average everything and then I would evaluate Jeff. He was going to be our first person to be evaluated. But that didn't happen. So, I am trying to get that started again. I understand from talking to Jeff that no evaluation of any kind took place. So, I have other forms I can share if the impediment is the form and I see Lynda, you've got a form of boiler plate evals, we used to use those at the clinic.

L. Bowers- Actually, this is what was given to me when I first became a Trustee.

N. Shanley – Yeah.

L. Bowers – I have a whole pad of them.

N. Shanley – I've got some other ones to suggest. If the impediment is the form, I'm not married to what I passed out. My attempt was just to get this in motion. I can pass out some others but I really feel like it's time to formally evaluate our employees and give them the feedback that they deserve to have.

L. Bowers – And I'll say what I said before. We have three employees basically that get

evaluated. Our Fire Chief, I have talked to Jeff, I asked him how things were going, if he has any problems, anything he needs from us, anything we need from him, not a problem...

N. Shanley – Jeff, do you feel that was an evaluation?

L. Bowers – And that's as...

J. Hall – No.

N. Shanley – Okay.

L. Bowers – Well, you know, go there wherever you want, but that's, and here's why I did it the way that I did it. And I did it with the Service Department and I've done it that way, these are public employees. They are not working in some factory, they are public employees. They, their evaluations, every document that goes into their personnel file is public record, somebody could print it in the newspaper, they could do whatever they want with it, and I am... I don't have a problem with our employees, I trust our employees, I, I don't have a problem with going to them if I have a concern or something that they want to do, what I do have a problem with is putting something in writing that's going to be used in a fashion that it was not intended. If they would leave our employ and try to get, you know, something down the road that says, you know, this, this, this needs improvement, that is not something that you or I in private sector would be subjected to, it's not something that any employee working for any other company would be subjected to. Those evaluations are not public record. Public employees are. If we had 15, 20 employees, that would be different. We've got three. We can talk to them.

N. Shanley – Well, I think that we would have to trust that each person serving as a Trustee today would be able to give an honest appraisal and the thing about personnel evaluations that, they're not for nitpicking. They're for isolating problem areas and helping the employee improve those areas. They're not just nitpicking. This is, you're doing this well, here's an area of deficit that we can work on, let's work on this, how do we improve this, and you have three Trustees, each completing a form that becomes one when it's combined. And if we need to go through a process where the three of us sit down and review what each of us have written out together before we come up with a final one, I'm fine with that. So that there is no punitive stuff in them. But I think it's a critical thing to do. I think we've got a history as a Township that it's been costly not to do them. I mean we had a situation with our old Fire Chief. It could have gone completely differently than it did had we had a track record of evaluations. We could have addressed issues as they came up, if they could not be addressed and the improvement didn't happen, we would have had a basis for what needed to happen. Instead we didn't have that track record and we, other, we had to take other action. And it's, the bottom line is that it's fair to the employees to have that feedback.

L. Bowers – If I would write a written evaluation about Jeff Hall that said this is an area of deficit and I think you need improvement and he were to apply for a job as a fire chief in a city department, I can guarantee you that that would not be a comment that they would look at as progressive and helpful and encouraging. It would be a bad comment.

N. Shanley – See, and I don't agree with that. Because if you have that review today and you say we need to work on this and this, and you have a plan and one of these things is a plan for

how you improve that and the next review that comes six months later, because we're supposed to be having these twice a year, there's improvement. I don't think that counts against any employee going down the road. No employee is perfect. But the best situation helps an employee identify what they are perhaps not doing well, what many things they are doing really well, and move forward so that it can be even better.

L. Bowers – I don't disagree, if every person in this room couldn't go in and pick up their employee file and look at it. That's where I have a problem. They're public employees, it's public record, it's different.

N. Shanley – I just...

L. Bowers – I don't want, I wouldn't want people looking at my employee file and I don't think there's anything really bad in it, but, you know, it's, to me that's kind of private. But for public employees it's not.

N. Shanley – I think we owe that to our employees. It's professional, our handbook that we've had since whenever, 2002, when was that handbook adopted?...has called for that.

L. Bowers – October 31, 2000.

N. Shanley – Okay. 2000. We are going on ten years that we haven't observed the terms of our employee handbook.

L. Bowers – Okay. Well, we'll reach a consensus and see what, you know, if we agree to do it then...

N. Shanley – Let's, we agreed to do it once before and it didn't and, and ...

L. Bowers – I'm not, I'm not...

N. Shanley – nothing was communicated about it moving.

L. Bowers – I'm not writing any derogatory remarks about the Lafayette Township res...or employees that can be public record.

N. Shanley – They don't have to be derogatory.

L. Bowers – I'm not doing it.

B. Macron – Here's my...

L. Bowers – I'll do an evaluation, but I'm not writing one derogatory comment about a Lafayette Township employee that is public record.

B. Macron – Here's the, here's my biggest issue. I agree with both of you, which is probably my biggest issue. (laughter)

L. Bowers – Boy are you in trouble.

B. Macron – But anyways, I understand what Nanci's saying, I believe ...

L. Bowers – I agree.

B. Macron – I'm for performance evaluation of some sort, but on the same token, they are public employees. My thing is, when I give an evaluation of an employee, this is someone I'm working with 24 / 7, we're not working with these guys 24 / 7. And I don't think it's fair to them, it's not fair to me. You know, if Dave was to give Roy an evaluation, I think...

N. Shanley – And that's what...

B. Macron – I have no issue with that. Dave works with Roy, he's his supervisor....

N. Shanley – Right.

B. Macron – And he should be evaluating him. However, you know, I don't know Da...I speak with Dave, I talk with Dave, there is communication, I don't want anybody to think there's not a communication. I liaison with Dave and I trust Dave, that's why he's working here.

N. Shanley – Right.

B. Macron – And if I didn't, ...

N. Shanley – And what, what the personnel evaluation should be when you're talking about a department head is not how well are you plowing the road, it's a whole different set of, look at the, look at the personnel, or I'm sorry, the job description, which they do have. You know, how well are they at problem solving, how are they at bringing things to the table, how are they at managing time, how are...those things you can evaluate.

B. Macron – But how can you evaluate the chief other than when he comes here and you speak with him, how are you going to evaluate his field work? I wouldn't have a clue. What am I gonna ask Brad?

N. Shanley – No, I'm not evaluating his field work, I'm evaluating his manage...because he's a manager. I'm not going to evaluate how well he fights a fire because I can't. I can't. That's not appropriate. And that's not the kind of evaluation I'm talking about. I'm not going to say how well are you coiling the hose, how well are you putting out the fire, how well are you using a defibrillator, those are inappropriate things for us to measure. What we're measuring is their management abilities, how they interface with us, how professional they are, how they put together material, how they investigate something, what their personnel practices are within their department, how they comply with those, that's what I would see in being something that we evaluate.

L. Bowers – And you know, if...

N. Shanley – In our per...

L. Bowers – And you don't feel you can have a personal conversation with them if you have concerns about those things? There, we have three employees.

N. Shanley – And Joy's evaluation, which we're actually now three months past, would be completely different because she does do work for us. And I think she deserves that feedback. But a management, you know, the review of a management staff is not a how well do you do X, Y, or Z, or you know, ...

L. Bowers – What?

J. Sanford – What the Sheriff's Department, we have to do...

Unknown – Microphone.

L. Bowers – He raised his hand.

J. Sanford – I have to do quarterly evaluations on all my guys. I get a yearly evaluation done on me. All that goes into our personnel files. And we get sued all the time and all of our files get opened up all the time and stupid meaningless stuff always gets brought up. And depending on what gets put into an evaluation, could be detrimental to the liability to the Township itself.

N. Shanley – So I think you have to be careful how they're done. I'm not saying, you know, let this, you know, continued to drive the truck despite the fact that it was unsafe...you'd never put that in an evaluation. But how a department head interacts, how they prepare, how they prepare for a budget, how they prepare different material, I think that does need to be evaluated. I mean, we have a situation, I mean, it's not a secret. We spent a lot of money after the fact because we had a Fire Chief that was, had issues.

B. Macron- I think where we went wrong with that, and I wasn't here for that, but we're, what we're not doing is documenting issues. I think if there's an issue where someone's driving a truck and, you know, plows through fifteen mailboxes, the tree lawn, and the thing, then it should be a report written and there's specific reports for that.

L. Bowers – You looked at the personnel files. Do you think that there's not sufficient documentation in there to rectify situations that the Trustees thought were a problem?

B. Macron – No, I actually...

N. Shanley – No.

B. Macron – I actually looked at the personnel files and it was a little scared.

L. Bowers – There's stuff in there.

B. Macron – But on the same token...

N. Shanley – Pretty sketchy.

B. Macron – You know...

N. Shanley – And again, we're going in the direction of everything in the personnel file should be negative.

L. Bowers – Yeah.

N. Shanley – I'd like to see some positive things. That's what an evaluation does.

L. Bowers – Nanci, I don't want to be the Trustee that has to sit on a stand and say, well, you put that this employee needed improvement in this area and this area and this area but then you let him go out and he did that and now we've got a problem. I, mmm, they're public employees. It's a little different. And there's three of them. We can talk to them.

N. Shanley – You're managing, in the instance of two individuals, management staff and in one individual a clerical person.

L. Bowers – Well, what do we want to do?

N. Shanley – When you, when you evaluate management staff it's not a, you don't know how to put out fires or you're driving this while it's broken, that's not the kind of evaluation that should be.

L. Bowers – We are independently elected officials, we're all free to handle our responsibilities as Trustees the way we see fit. If you feel very strongly that in order to carry out your responsibilities your way you need to fill out written performance evaluations, please feel free to do that.

N. Shanley – Well, I do know we have a...

L. Bowers – I don't feel I need to.

N. Shanley – We have an employee handbook we've had since 2000 that has called for that and it hasn't happened once.

L. Bowers – It doesn't say...

N. Shanley – So if that's the intent...

L. Bowers – It does not say...

N. Shanley – It does.

L. Bowers – It does not say that it requires written evaluations. It requires evaluations.

N. Shanley – Formal.

J. Villoni – Who wrote, who wrote the handbook?

L. Bowers – Doesn't say written. Me and the Prosecutor.

J. Villoni – Change the handbook.

L. Bowers – There you go.

N. Shanley – And that's my point. If you're not...

L. Bowers – It says evaluations.

N. Shanley – If you have no intention of ever doing it, then take it out of the handbook.

L. Bowers – And if you want to write a written evaluation, Nanci, you're free to do that. I, I asked the questions I need to ask.

N. Shanley – Okay. A mid-year evaluation will be conducted in July as a guideline for the final evaluation at year end. Year end evaluations will be done in the month of December. Year end evaluations are used for merit increases and eligibility for promotions.

L. Bowers – Say anything about having them written?

N. Shanley – Performance evaluations are a means by which the employee and the supervisor may review the employee's job performance. Evaluations provide a means for recognizing superior performance and also serve as a warning signal when improvement in performance is indicated. Performance evaluations will also be used in determining an employee's merit pay increase.

L. Bowers – So if you want to do that in writing, feel free to do it. I'm not being smart. You can do it that way. I've not felt the need to do it in writing.

N. Shanley – We agreed at one time to do this and then it didn't happen and that was never communicated.

L. Bowers – I'm not so sure I actually agreed to that, it was kind of...

N. Shanley – I looked at the minutes. We agreed. In fact, you asked Don twice if he was good with it too. You know, I'll go with whatever the Board wants to do. I just think it's a bad practice we've had, we've paid by, you know, we've paid, it's cost our taxpayers money that we haven't done this and I...

B. Macron – And, it's a...

L. Bowers – That wasn't, that wasn't the issue.

B. Macron – It's going to cost the taxpayers whether you...how do you sit and review someone?

L. Bowers – That wasn't the issue.

B. Macron – And we'll use Joy. Done a great job. Doing a great job.

N. Shanley – Um-hum.

L. Bowers – Yup.

B. Macron – Are you going to sit and review her and then say, well, we can't give you any money?

L. Bowers – I'm happy with that. And I'm happy with that.

B. Macron – What's the point of a review? I mean, other than, the answer's she's doing everything that we've asked her to do, the Township's asking her to do, if you're not prepared to, you know, that's part of what comes with the review is the money incentive.

L. Bowers – Um-hum.

B. Macron – I mean, you put that in print. So, you know...

N. Shanley – Well, I mean, how is that a problem. If she is, if we can afford it, and she, and she is worthy of an increase,

B. Macron – I agree.

N. Shanley – Okay.

B. Macron – But what I'm saying is, my problem is the form. The first form you pulled out wasn't for, that's not how a service manager would get reviewed.

N. Shanley – That was the one thing I pulled, yeah.

B. Macron – And as a manager, every time I've ever been reviewed it isn't, when you man, when you're talking with a manager there's no paper, there's no paper trail. I'm sitting with either the owner or, you know, the national guy when I was back in, you know, it's different for somebody who's, where David would review Roy, that would be fine. I'd have no issue with that.

N. Shanley – So are you saying that you, you also don't feel that we should evaluate our department heads?

B. Macron – I'm just saying, I don't think you should evaluate a chief of the fire department on paper. I think he demands more respect than that. I think as a Trus...as three Trustee's, he

should, you know, put him in the hot seat, chain him down, get some handcuffs, whatever it's going to take, but that's how you do a review.

N. Shanley – Okay, so what you're proposing...

B. Macron – And it is public record, cause it, you know, we tape everything.

N. Shanley – Are you, are you proposing that he be reviewed verbally? By all three Trustees together? What are you proposing?

L. Bowers – I don't, I don't understand why we have to review our employees unless we have a problem. I think they're doing a good job.

B. Macron – No, I...

L. Bowers – And when we, when we have an issue and we have a concern, we sit down and talk to them about it. This isn't, you know, some fortune 500 company.

N. Shanley – I realize that, Lynda.

L. Bowers – We've got three employees.

N. Shanley – But we spent probably close to \$60,000.00 because we didn't do it.

L. Bowers – And it had nothing to do with that. It had nothing to do with that. That would not have changed. That would not have made a difference. It wouldn't have. That was a situation that perpetuated itself.

N. Shanley – Well, I think if there had been a track record or if there had been something that wouldn't have happened.

B. Macron – I believe there should be some type of review.

N. Shanley – Okay. So what are you proposing?

B. Macron – I have no issues with that. I, you brought it up. (laughter). I'm just giving, you know, it should be a verbal.

N. Shanley – Okay. All three Trustees...how do we do it?

B. Macron – All three Trustees...

L. Bowers – I'm fine with that.

B. Macron – Which then becomes a public meeting anyways.

N. Shanley – Okay.

L. Bowers – Mmm, we can take personnel for discipline purposes and,...I would, I'm not going to read out an employee in front of the public either, I'm sorry.

B. Macron – Well, and that's...and quite honestly, Lynda, you just answered it. It should be an outside meeting because it is a discipline slash...

N. Shanley – Are you talking about an executive session?

B. Macron – It would be an executive session.

N. Shanley – Okay.

B. Macron – And that's when you talk to the employees. Especially, since there's only three of them, so it shouldn't take that long.

L. Bowers – And if we,...you know...

B. Macron – And anyways, and I would expect that the Chief's doing the same thing with his fire department now. I'm sure he talks with them. You know...

L. Bowers – Say yes, Jeff.

N. Shanley – Do you review your staff?

L. Bowers – Say yes, Jeff.

B. Macron – Do you review your staff, Chief?

J. Hall – As needed.

L. Bowers – Exactly. Thank you very much. As needed. I like that.

J. Hall – Just...

B. Macron – That would be my suggestion.

N. Shanley – Would you envision this, well, how do you envision this occurring within the department?

B. Macron – I would assume then we would have an executive session, we would then speak with...

N. Shanley – No, no. That's fine. But, I mean, beyond that level, how would you, how would you envision this occurring within a department?

B. Macron – Within...well, you would first, obviously we would speak with the service manager.

N. Shanley – Right.

B. Macron – And then, you know...

N. Shanley – Is it your expectation that Dave would, would have regular appraisals of Roy?

B. Macron – I, I would assume Dave would be able to answer any question about Roy that he wanted to. I mean, I don't think there's any problems there and I would be, you know, I would find it hard to believe, because if I'm managing someone?

N. Shanley – Um-hum.

B. Macron – I'm going to take care of the problem. It's not going to be an issue.

N. Shanley – Okay.

B. Macron – I mean, that's part of being a manager is he's dealing with Roy so that, you know, whatever is coming up, we're not hearing about... same thing in the Fire Department, in the Chief's office.

N. Shanley – Okay. So, I'm trying to get clear expectations because I hope to have the personnel manual draft and some form to show you by the next meeting. If... I'm trying to get a consensus of what we envision so that that reflects that.

B. Macron – It, it should be a once a year thing.

N. Shanley – Okay.

B. Macron – You know, we're sitting with Joy, talking about Joy, you know, she's going to have, you know, part, I think we need to come up with some questions.

N. Shanley – Right. That's us. Taking it one step further, so I know what to include in here.

L. Bowers – What we have written in there now is what we can do that that way. The question here is not doing evaluations it's whether or not they're going to be in writing and stuck in a file.

B. Macron – I just don't believe, I don't...

N. Shanley – I don't...

B. Macron – I don't believe it should be, you know, we're dealing with the public.

N. Shanley – Um-hum.

B. Macron – And it should not be, a review like that shouldn't be an open file for anybody.

N. Shanley – And that's fine. I just want to establish a regular process that involves the Trustees

of...evaluating and giving feedback to our employees on a routine regular basis. Whether that takes shape as a piece of paper, whether that takes shape as an executive session...

B. Macron – But isn't that what the liaisons do? That's what, I meet with Dave twice a month now. We meet on Fridays...

N. Shanley – Um-hum.

B. Macron – Every two weeks, he gives me, you know, we talk. First of all, he knows he can get me on the phone if he needs an immediate problem. If not, you know, we went in there last Friday...

N. Shanley – Okay, so do we want to do something as a Board or don't we?

L. Bowers – I don't think we have a problem. Do we, I mean, I don't understand why we're spending a half hour talking about this. I don't think we have a problem.

Unknown – We don't either.

L. Bowers – It presupposes there's a problem and I don't think that there is. If I have a concern with Jeff or Brad or Dave or Roy or Joy, I talk to them.

N. Shanley – I'm just trying to get consensus just because our personnel manual will have to reflect whatever we decide. And so I'm trying to be clear. If we're going to do an executive session with all three Trustees, fine, let me know that and I'll, you know, insert that. If we don't want to do that, let me know that too.

B. Macron – It doesn't...I meet, I mean, if you want to do...I'm not going to put anything in writing.

N. Shanley – Okay.

B. Macron – I you want to, you know, if you want to have an executive session, I think we can get...

N. Shanley – Well, I'm asking the Board, a consensus. What do...

B. Macron – You know, well, the only reason to every have an executive session ...

N. Shanley – Yeah.

B. Macron – To talk about an employee...

L. Bowers – If there's a problem.

B. Macron – Is if there's a problem.

N. Shanley – Okay.

B. Macron – And quite honestly, I haven't had that situation. Now, you know, the only problem, the only thing I would see is Joy's going to need a review because she was on a probationary period and that's something different.

N. Shanley – Um-hum.

B. Macron – She's on probationary, so...

N. Shanley – Okay. So,...

B. Macron – She was on probationary period, that period's up, we need to discuss the future of Joy.

N. Shanley – So I'm clear then, we're going to eliminate the evaluation language from our handbook entirely then?

B. Macron – Correct.

N. Shanley – Okay. Alright.

Audience – Alright.

New Business:

Snow Plow Program –

L. Bowers – Next item on the agenda. Snow plowing. That's what you're here for. David, I have questions. Can you come up? Thank you, sir.

B. Macron – It's your review.

L. Bowers – Snow plow, ooh (laughter).

D. Figgers – Last time I'll (indecipherable) up.

L. Bowers – Snow plow program for our senior citizens last year, was that a problem for your department, was it a lot of work for your department, is it overwhelming for your department, what are your thoughts on our senior snow plow program?

D. Figgers – Senior snow plow program, last year we didn't have as many participants as we did the year before.

N. Shanley – You had ten.

D. Figgers – Last year we were more in tune with how to do it since we've done it a couple years now. The residents seem to like it. They have to fall in a criteria of, so that they can get on the program and most of them are either, where I don't want to plow, shovel snow myself at my age so most of these people are elderly, they don't want to, they don't want to be ...

L. Bowers – We'd rather plow their driveway than pick them up in an ambulance?

D. Figgers – Yes.

L. Bowers – Okay.

D. Figgers – And so, there's not a problem with us, it doesn't take much time. We've got a route that we do. We pick them up one at a time and it doesn't take much time per driveway. They're real happy with two or three pushes of snow out or in. It gives them, it also gives us, when they come to the door we know they're there, we know they're okay. You spend two or three minutes just talking with them, you know, has your water, your water frozen, are you having a problem with heat, food, you can get a general look at the person and know that they're either being taken, either taking care of themselves or having a relative take care of them, that everything's okay. And they like the conversation and it's worked out real good.

L. Bowers – Not a hardship on your department?

D. Figgers – No.

L. Bowers – Thanks. Okay.

D. Figgers – The one thing we might want to do though, with, and I was going to talk to you Bryon about this next week, we had a policy where we knock down a mailbox that the Sheriff's department comes out, looks at it, determines whether the plow hit it, the snow hit it, I think we should go back to, if we knock it down, if we can fix it, fine. If we can't fix it, either give them a check for \$10.00 or give them another mailbox.

L. Bowers – That used to be the policy.

D. Figgers – That was the old policy. The new policy now is to replace what we knocked down if we do hit one and that's, some of these boxes are...

L. Bowers – Monuments.

D. Figgers – Yes.

N. Shanley – That whole police report thing came from Montville because that's what they do. I think that's where that came from. I have a question. On our form it says, I understand that my driveway will only be plowed for emergency purposes after a snowfall of 4" or more. Are we just routinely going out when it's 4", because this implies something different?

B. Macron – No. I think it's...

L. Bowers – They have to call. No, they have to call.

B. Macron – I think this is to cover us when there's a dusting.

N. Shanley – Okay.

B. Macron – And they haven't been out...

N. Shanley – Okay.

B. Macron – I think this is our safety.

L. Bowers – And they don't just, they don't just go out and all ten people or fifteen people, ...

D. Figgers – No.

N. Shanley – That's my question.

L. Bowers – They wait for a phone call because...

N. Shanley – They call you and they want it done?

D. Figgers – They call.

N. Shanley - Okay.

L. Bowers – Yeah, they call to say, you know, they have a doctor's appointment or they've got a fuel oil truck coming or, you know,

D. Figgers – You know, one...

L. Bowers - they don't automatically go out and plow them. Now I do sometimes. I take the list and go out and hit them.

D. Figgers – A lot of the...

L. Bowers – But that's my truck.

D. Figgers – A lot of the people don't, have never called that were on the program last year.

N. Shanley – Okay. I was just going to say, cause last year we had ten. Would we do it routinely?

D. Figgers – They never called, no.

N. Shanley – Okay.

D. Figgers – There's a few that you can, when it starts to snow you can bet they're gonna call...

N. Shanley – Yeah.

D. Figgers – And some that don't ever call.

N. Shanley – Okay.

D. Figgers – And then some wait for it to be a foot and a half in the driveway and hard packed and then they call and say they can't get out.

N. Shanley – Okay.

L. Bowers – Well, and I think sometimes too, I know that there was at least once when one of the guys was out and he went by one of the driveways that's on the list and it was pretty, pretty loaded in and he just pushed it out. He had the time, he was in the neighborhood, and he just did it. I mean, that works too.

B. Macron – And my concern is this too, when you plow, make sure that you're not plowing it into the, which I know you're not, but just, you know, if you're plowing out one drive, don't plow into the other guy.

D. Figgers – Yeah, that's right.

B. Macron – Especially, when it's me out there. Alright. If you're plowing away from the other people, we don't need that extra complaint.

D. Figgers – We try to wait for that week when we don't have anything to do.

B. Macron – We don't need the extra complaint on the plow.

N. Shanley – Joy, did you have any objection to people presenting their...last year was the first year that we requested...

L. Bowers – I still don't like that policy, but...

N. Shanley – income.

B. Macron – I don't either. I believe there's an elderly person in this Township, if they say they need help, they should get it.

L. Bowers – They need help.

N. Shanley – Why did that come about? Do we know? I think, Dave, did, what was it?

L. Bowers – It was Mr....it was, that was Mr. Butler.

S. Bailey – That was Mr. Butler.

N. Shanley – Well, we went from...

J. Turpin – We had...

N. Shanley – Twenty-eight people in 2008 / 2009 to ten people, so obviously that, ...

L. Bowers – They're not giving up their private information. They didn't like it.

B. Macron – Yeah. And I...

D. Figgers – They didn't like to have to...

L. Bowers – Last year the criteria, folks, so you know, changed. People had to bring in their income tax returns and show what their income was to qualify and, you know what, if I've got a senior citizen in my Township that says they need help, they need help. And I don't, I just don't think we need to do that.

N. Shanley- Yeah.

D. Figgers – It's time to start thinking...

L. Bowers – Let's take it out.

B. Macron – I agree with that.

D. Figgers – With your heart.

N. Shanley – Yeah.

L. Bowers – Take it out and send a letter out tomorrow and let's get our folks signed up and if it, and if it gets to be too much, we'll look at it a different way, and...

B. Macron – And quite honestly, I'm not happy with the 65 years old age, you know. If it's a single, 50 year old, ...

L. Bowers – You know what, we also...

N. Shanley – Was there, do you know... Well, there was, I remember...

B. Macron – If that gets taken out, I'm happy.

N. Shanley – That's fine. I just remember, I don't know if it was last, maybe the year before, there was something said that you ended up plowing someplace where you kind of felt by the time you got to the end of the driveway that the vehicle and everything you saw was such that it probably wasn't a place we should have been plowing.

D. Figgers – Correct.

N. Shanley – Okay.

D. Figgers – I did say that.

N. Shanley – Yeah.

L. Bowers – We exercise some discretion and I think we leave that discretion up to Dave. If we've got, you know, we also take care of our handicapped folks, this is to take care of the folks who need it, and we know who they are. And, you know, we've got the document because we have to have it and we've got to show that it's emergency purposes and we've got that and it covers us, but, you know, I think that we can give Dave some latitude and some discretion.

B. Macron – So we're going to take out the annual household income part?

L. Bowers- Well, no. Just the documents. I think we need to leave some criteria in, but otherwise...

N. Shanley – Well, we added, I think what they added was that last paragraph.

L. Bowers – We just, take the requirement out to show the documents, that they don't have to bring the documents.

N. Shanley – The copy of 2008 proof of income, take that out.

B. Macron – I gotcha.

L. Bowers – Right.

B. Macron – Do we need to pa...we good with that?

L. Bowers – Yeah, I'm good with that.

N. Shanley – Yup.

L. Bowers- Joy, you know what we're, we're recommending comes off of that document.

J. Turpin – I know that we got that figure, I'll talk loud. We got that figure from another agency.

L. Bowers – No, the figure is okay. The requirement that they produce their documents.

J. Turpin – Do you think that figure might have changed this year, though from where we got that?

L. Bowers –Um, you know what? We can call the Center for Older Adults and check it but I think that 200% of that level is still the same numbers.

N. Shanley – Yeah.

L. Bowers – I work with it all the time with the Hands Foundation. I don't think that it has changed. In fact, I'm certain that it has not, but...we rounded them. But I think the only thing we want to change on there is a copy of, a copy of 2008 proof of income for each household occupant will be necessary to review for verification. Failure to comply with the above conditions may result...we can leave that on. Failure to comply with the above conditions...

N. Shanley – Yeah.

L. Bowers – May result in your removal...just take out that bolded part that was, the part that was added. Take it out.

N. Shanley – Yeah.

L. Bowers – Take it back out. And then we're good.

J. Turpin – No age limit on disabled people?

L. Bowers – No. We've never put an age limit on disabled. You know, we've got a younger resident who has a really bad heart condition; I'm not going to kick her off. You know, one of the things that Lafayette Township does well, and I, you know, when I first started coming to meetings and even before I ran for office, you know, Lafayette Township's not a minimal service Township. We're just not. We never have been. At least not as long as I've been around and before me what I witnessed, and you know, we take care of our folks. We try it, we try to. That's why we're buying a \$2,000.00, \$207,000.00 ambulance. You just want to strangle me, don't you, Brad? I know. So we're all, consensus we'll move forward with the snow plow program?

N. Shanley – Oh, yeah. Yeah.

L. Bowers – I'll work with Joy tomorrow, we'll get the letters out and we'll get it taken care of.

B. Macron – Perfect.

L. Bowers – Good to go? Okay.

Financial Forecasting Plan –

L. Bowers – Financial forecasting. Oh, you guys are going to like these presents. One for you, and one for you, and one for Shirley. I don't expect you to do all of these. I expect that, hopefully Nanci, you'll be willing to do Fire, Bryon you'll be willing to do Service. I think Shirley is capable of probably the best position to do general fund. I'll help her with that. And, cause general fund doesn't typically have capital outlay and that sort of thing for the most part, and then I'll do the things that I'm the liaison for. Bryon, in service, that also includes the motor vehicle license tax fund, the permissive motor vehicle license tax fund, and the gas tax fund. Shirley can explain to you what the restrictions are on spending. Dave probably knows most of those. But that kind of all lumps into service. And what I've done is I've put in the 2007 actual numbers, the 2008 actual numbers, the 2009 actual revenues and expenses, just so you can kind of track them. We're not going to have 2010 actuals until we close the books on December 31st,

and then we can write those in. I put this form together based on the State Auditor's documents and then Joy changed it because the program that I used didn't put the grid lines in and it just made it too hard to follow. So she's got this on her computer system and she can send you the documents in excel spreadsheet for your specific departments. And then we will keep one master and kind of load things into it as the information comes. This is going to be able, we'll be able to see at a glance what we anticipate the revenues to be for the next five years, what we anticipate the expenses to be and when you look at those expenses you'll see that there's fixed expenses and there's variable expenses. Fixed expenses, for instance, the fire department is, you know, the daytime staffing. That's not going to change. The utilities, things like that, and just estimate those. The variable expenses are going to be expenses that are just maybe a onetime thing or replacement of vehicles. And you can also use your replacement of vehicles down in your actual capital outlay. Cause I know there's been this conversation about whether we stagger purchases and so on and so forth. If you've got to buy two ambulances or two fire trucks every ten or every fifteen years, regardless of where you put them in the equation, you're still going to have that capital outlay. You know, you're still going to buy two ambulances every ten years or every fifteen years, you're still going to buy two police cars every three years, or every five...whatever. So, it's best to put those in the capital outlay and then we can kind of track what we're going to have to do for capital reserve to see what funds we have to build. I've also stuck down in the bottom where we can put proposed reserves, for buildings, vehicles and equipment and other things. If you just want to stick number in, like in 2014 or 2012 we think this is going to happen or need to happen. It doesn't necessarily mean it will happen that year but we can track what that financial need's going to be.

N. Shanley – Excellent.

L. Bowers – And won't that be fun?

N. Shanley – Excellent. Thank you.

L. Bowers – Okay. So there we go. Most of that work will probably not be able to happen until January, February, March, so if we can kind of use that as a target date to maybe have it done by the end of March, first quarter. That would probably be a good idea. The other thing under financial forecasting is I'd like the Board to be thinking about...Nanci and I kind of talked about this Bryon when we interviewed for the Trustee position. There was just some great, great talent in our Township and some, some people who have a great deal of financial acumen and I think that it would be shortsighted of us not to try to tap into some of that talent, so I'm kind of thinking about the possibility of putting a finance committee together. I think you already serve on one of those so you kind of know the benefits of that.

B. Macron – I serve on one with the schools.

L. Bowers – Quite frankly, I talked to Mr. Aylsworth about it. He's got a PhD in economics and like, yeah. And what I thought was that each Trustee could identify a person to serve as their representative kind of, just somebody that each one of us appoint and then let the three people that we appoint together identify two more people and have a committee of five and let them look at our financial forecasting and look at our revenues and stuff like that. I think that there's some great talent that could make some really good suggestions for us that maybe we might not

think about because we're too focused on what's going on today. So how do you feel about doing that?

N. Shanley – I think it's a good idea.

B. Macron – I have no issues with that. That's a great idea.

N. Shanley – I think it's a great idea.

L. Bowers – So as soon as our financial forecasting numbers are together, hopefully the end of March, think about who you'd like to appoint for you. I've already talked to Jim and he said that he would for me, so I got him. So, then we'll, we'll, I'll put that on the agenda for the end of March and so we'll try to move forward with that then.

Comprehensive Plan –

L. Bowers – And comprehensive plan. Has anybody had the opportunity to really look this puppy over really well?

N. Shanley – Nope.

L. Bowers – I have, only because I've kind of started working with it since, you know, recently. The last, what, three months I've been with you?

B. Macron – I have not.

L. Bowers – Let's take some...

B. Macron – digested the whole thing but I would love to...

L. Bowers – Yeah.

B. Macron – Set a meeting to, you know, start taking that in.

L. Bowers – I'd like to take some, some time... maybe a couple of weeks for everybody to go through it and then have a meeting just for comprehensive plan. I will tell you this, I feel very strongly about having one more public hearing on the document to allow the public to have some input. I'd like to, you know, advertise that we could make copies of this available for anybody who wants to take a harder look at it.

B. Macron – Might be able to put that on the website too.

L. Bowers – I was, you know, I wanted to go through it and see how much, how difficult it would be. I don't think it'd be that difficult to pop it up on the website at all. I think that's a good idea. Joy, you're okay with that?

J. Turpin – Sure.

L. Bowers - We have a consensus to do that?

N. Shanley – Yeah, that'd be great. The maps might be...I don't know.

B. Macron – They should go right on there.

N. Shanley – You think?

L. Bowers – Yeah. You can scan them.

N. Shanley – The big maps?

L. Bowers – They're not that big.

J. Turpin –I've got...they should be coming to us in a PDF form that I should be able to just add them in.

B. Macron – Sure.

N. Shanley – Okay.

J. Turpin – I don't have them today, but they, Marlene requested them to be sent.

N. Shanley – Okay.

B. Macron – Okay. Perfect.

L. Bowers – And, what kind of a timeframe do we want to look at to set the meeting for the Trustees to discuss it? Cause I'd like that be a joint meeting with our zoning. I think that that might be a benefit to us because we're going to have questions. And you guys have worked with it as long as anybody. I know Mr. Strehle has some input, don't ya? Yes, Karen.

K. Schoonover – Why don't you just see if you can set it up for our next regular zoning meeting in December?

L. Bowers – Um-hum. We can...

K. Schoonover – The first Tuesday in December. You guys meet with us.

L. Bowers – Does that work for you guys?

B. Macron – What's the date on that? Do you know offhand?

K. Schoonover – No.

L. Bowers – Hang on a second and I'll let you know.

J. Turpin – The 7th of December.

L. Bowers – Yup. 7th of December. 7:00 p.m.

N. Shanley – That’s a great idea. Yup.

L. Bowers- Can you get that, can you get that published then, Joy? The 7th of December at 7:00 p.m.

J. Turpin – Yes.

L. Bowers – Thank you. And...

J. Turpin – That will be a public meeting or just a joint meeting?

L. Bowers – That’ll be the joint meeting. And then at that meeting I anticipate we’ll set a public meeting. How’s that?

B. Macron – Might be able to use the 15th...or the...

L. Bowers – Yeah. Yeah, we could use a regular Trustee’s meeting, exactly, for the public hearing. That’s, that’s not a problem. And depending on what happens on the 7th, we might just go ahead and set that. Okay? We’ll all good with that?

Budget Meeting -

L. Bowers - And we need to set another budget meeting. Yea. Next budget meeting we can finish up Fire...

N. Shanley – Um-hum.

L. Bowers – And go through Service. Those are our, those are our tough ones. Actually, Service doesn’t, isn’t usually so tough, but what’s your, what’s your druthers? Do you want to meet like an hour before the zoning meeting?

B. Macron – Probably going to need more time than that.

N. Shanley – Yeah.

B. Macron – We seemed to need two hours with Fire alone.

L. Bowers – You want to...you want me to...

N. Shanley – That’s a Tuesday?

L. Bowers – You want me to bring dinner?

N. Shanley – That’s a Tuesday? At 7:00?

L. Bowers – And we can...

N. Shanley – I can't do anything before 7:00 on Tuesday. I'm sorry.

L. Bowers – I was going to say, we could start at 5:30. I'll bring dinner.

N. Shanley – Do you want to wait that long before our next budget meeting?

L. Bowers – Well, once we get through Fire and Service, the rest of them, you know, you've been here on the last one. Those, the other ones go pretty quick. Fire and Service are the tough ones. And, and not because they're difficult, it's just the, the money issues.

N. Shanley – Well, we don't...we couldn't do Wednesday. It's too late to advertise.

L. Bowers – Yup.

S. Bailey – Well, you have the following Wednesday, the 24th.

L. Bowers – 24th?

N. Shanley – That's...Thanksgiving week.

B. Macron – That's Thanksgiving.

L. Bowers – I don't know that that'd be a really good idea.

S. Bailey – Oh that, yeah. That's the day before Thanksgiving.

L. Bowers – The 29th is a Monday.

Unknown – What about the 29th?

S. Bailey – 29th is a Monday.

L. Bowers – I'm fine.

N. Shanley – For budget?

L. Bowers – Um-hum.

B. Macron – 29th works for me.

L. Bowers – You want it, we can do this in the morning. We don't have to do it at night. We can do it...

N. Shanley – If we can do 10:00 a.m. on Monday the 29th that would be good.

L. Bowers – 10:00 a.m. on Monday the 29th.

K. Schoonover – Are you expecting the fire people to be there?

L. Bowers – No. I think we...

N. Shanley – I think at this point...

L. Bowers – We've dealt with them.

N. Shanley – you just deal with numbers that we talked about.

L. Bowers – They had to sit through the last one and it wasn't fun for them.

B. Macron – What time? 9:00?

N. Shanley – 10:00 a.m.

L. Bowers – 10:00 a.m., Monday, November 29th. Budget meeting. Okay. Everybody got it in their calendar? Fire, service. You good?

B. Macron – I'm good.

N. Shanley – Um-hum.

L. Bowers – Nanci, got it?

N. Shanley – Yup.

L. Bowers – Okay. We're good.

Trustee Desks –

L. Bowers – And now we need to talk about our beautiful desks. Not a whole lot we need to say about it. I talked to Colleen about what our conversation was and she doesn't have a problem with just letting us have them and turning, one Township turning them over to another Township. They're allowed to do that. But she does need to get the approval of her Board and she's going to do that at their next meeting.

N. Shanley – Okay.

L. Bowers – And let us know. I don't expect there to be a problem. She doesn't expect there to be a problem but...that's where we're at.

N. Shanley – Excellent.

B. Macron – Perfect. We'll scratch that back another day.

L. Bowers – Okay.

S. Bailey – Well, you have to casters on.

B. Macron – We'll put casters on.

L. Bowers – We do have to have a real short executive session on zoning. I anticipate it'll take five minutes. There won't be any decision afterwards. But, I thought maybe we'd see if there's anything else the Board wants to discuss before we do that and see if there's any public participation before we do that.

B. Macron – That's fine.

L. Bowers – Bryon, anything else?

B. Macron – Nothing.

L. Bowers – Nanci, anything else?

N. Shanley – No.

S. Bailey – You have...

L. Bowers – Mr. Sheriff's deputy...I'm sorry.

J. Sanford – Yeah, we need to talk about another vehicle.

L. Bowers – Microphone.

N. Shanley – Microphone.

J. Sanford – No, I'm kidding. (laughter)

L. Bowers – You will, you will so pay for that.

J. Sanford – I don't know if it's something I have to bring up in front of all of you or just discuss with you, but I've looked at some of the old equipment over there and we're going to have to have some discussion of what we're going to do with that.

B. Macron – The equipment in the garage?

L. Bowers – Why don't you and I have that discussion and if it requires a Board decision we'll do that.

J. Sanford – And there was discussion...

L. Bowers – A lot of that's yours.

J. Sanford – I had with one of the deputies. There is a rack over there for an M16, of taking that

off, if it's going to be feasible, can feasibly be done and put in a new car because all of our guys are issued M16s.

L. Bowers – Yeah, that's all an administrative decision, so we can talk about it. I can send the information to them if they have no objection, it's done.

J. Sanford – Okay.

L. Bowers – Okay?

J. Sanford – Or if not, we'll do it ourselves.

L. Bowers – Yeah, there you go. Well, a lot of that, a lot of that inventory, Jim, just so you know, was turned over to the Sheriff. We're just kind of housing it.

J. Sanford – I understand.

L. Bowers – So...

J. Sanford – I just thought if we...

L. Bowers – Yeah, and I've got, I brought the inventory records with me tonight for another reason, so...okay. And Bryon, I also brought our road inventory, cause you had a resident that had a question on a private road.

B. Macron – Right.

L. Bowers – And I just wanted you to see that this is the stuff that has to go to the ...Oh, that's the snow plow program. I'm sorry. I'll show it to you later. There's documents that have to go to the state. I'm pretty sure that's probably what they sent and asked for them on the private roads, so, if you can find out what that is yet.

B. Macron – What was it in, the Dover Highland?

L. Bowers – Yeah. And she was going to get back to you.

B. Macron – I spoke, yeah, I spoke with her.

L. Bowers- So that's all taken care of?

B. Macron – Yeah. Work in progress.

L. Bowers – Okay. Well, if you need to see the documents we send through the Engineer's Office, I'm happy to let you see that file.

B. Macron – Okay. Perfect. Thank you. I will need some.

L. Bowers – Anything else? Mrs. Gushue, you had a comment?

Public Participation –

L. Gushue – Mrs. Shanley, I asked you to come prepared tonight to discuss the statements that were made in the Post newspaper in September. Are you prepared to do that?

N. Shanley – Laura, I wrote back to you, as you know, actually twice. I have offered time and time again to sit down with you and review these materials and I'm still willing to do that.

L. Gushue – Okay.

N. Shanley – And if after that there's something we need to discuss I'll be happy to do that as well. But I, I'm more than happy to, you know, whatever time is necessary to review the documents with you.

L. Gushue – Okay.

N. Shanley – Thanks.

L. Gushue – Shirley, as the Fiscal Officer, you and I reviewed the records to see if the public record supported the statements made. Did they?

S. Bailey – No, they did not.

L. Gushue – Okay, have you offered to meet with Ms. Shanley on a couple times to go over those records?

S. Bailey – I have, I had sent her an email when she had the information on her website and...

L. Gushue – Did she do that?

S. Bailey – No, she did not.

L. Gushue – Okay. You advised that I do the research and when you wrote back you said that you would review my papers. I've asked to review your papers, or to...

N. Shanley – And I'll be happy to do that with you.

L. Gushue – But, I, I'd rather you two come together. As far as I'm concerned, the statements are still published on the website, it's current. You keep telling us this is old negative stuff. This is current stuff. First thing that comes up when your name is goggled is that website and it's got incorrect information that you've been told a couple of times. You've not...you won't, you won't bring forth the paperwork and you won't meet with Ms. Bailey to verify it. I'm asking that if, if I were misleading the public with incorrect information, I would take down the website, I would stop making those comments, I would apologize, but that's just me.

N. Shanley – And if I felt that they were wrong, I would. Okay? And Shirley, with all due respect, I do remember that you sent me a letter saying that some of the, that you felt that some of the information was incorrect, but there was not an offer to meet.

S. Bailey – Yes, there was.

L. Gushue – Have you, have you apologized for some of the information on your website?

N. Shanley – Laura, this is...

L. Gushue – In private.

N. Shanley – Laura, this is...no.

L. Gushue – This...

N. Shanley – Laura. At this point I really would like for us all to move forward. We are mired in a really negative place here and we keep stirring it up and stirring it up and stirring it up.

L. Gushue – The comments keep coming up. The comments were just made in September. The comments have been on your website. You've been asked to meet to find out whether or not those comments...these are current comments and they are derogatory to other people and the CRA information was wrong. I think you found that out. You've apologized to it, but it's still published. I guess Bethany Dentler talked to you and you had a private conversation with Ms. Bowers and told her that you recognize that information's wrong.

L. Bowers – She did apologize for that, Laura. And she offered to do it publically. I told her it wasn't necessary.

L. Gushue – Okay. I'm just asking...

N. Shanley – So...

L. Gushue – that that stuff get down. And that those, the comments...

N. Shanley - I have not updated that web...if you say that its current, that is there from the time I ran. It has not been updated. It just sits. Okay?

L. Bowers – Anything else? Mr. Kile.

S. Kile – Just because it was discussed earlier as far as the, how we came by, I wasn't even involved with the squad so, that's not even, I got a big mouth, you know that. I guess I just wanted to let the Township community residents realize when it comes to the research that we do for the last six or seven years, a good dozen of us probably been attending FDIC, which is the second largest fire convention in the county at our own expense, our own time, take day off of work, etcetera. We go there specifically to, you can see everybody at one ho...one building. Lucas Center in the Indianapolis Convention Center actually, so it's pretty, very large. But, it allows us to see all the squad manufacturers, all the truck manufacturers, look at them, climb on them, break them, whatever we can do to them in one place, so, with that, we started looking at squads last January sometime. Everybody except for maybe one officer went, attended FDIC this year with the strict reason to look at every squad there, pick the squads that made sense, talk

to the vendors, talk to...you're also dealing with a convention with about, there are 29,000 other firefighters. You get in conversations just sitting at restaurants at the night. So, not only do we talk to people, whether it's the engine or the squads, within the Township, we talk to people all over the country. They had a...actually had a conversation with a guy who (indecipherable), at this conventions, cause they're there. So, I just want to let everybody know that there's a lot more research to it than just calling one salesman up and talking to him and getting a price. A lot of the time there's another engine that we're working on for the future and I can tell you right now I got over 40 – 50 hours into it myself. So, there's a lot of time and effort that goes into it. Yeah, I just...

L. Bowers – Steve, if you think that anything that happened tonight, particularly from me, is a criticism of that...

S. Kile – No, I just want to make sure that..

L. Bowers – Let me, but let me finish. It's certainly not.

S. Kile – The residents, that...it's more than just...

L. Bowers – You know, I've worked with you on other projects. I think you guys are excellent, I think you do your due diligence, I think you give way more than you get back, I, you know,...

S. Kile – I know. I just wanted...

L. Bowers – That's not a problem.

S. Kile – Make sure it's publically known...

L. Bowers – But there are...

S. Kile – The effort we...

L. Bowers – People sitting right here in this room who have criticized this Board, other Boards, over and over about bid, bid, bid, bid, bid, bid, bid. But sometimes it's okay, and sometimes it's not and even when we've followed state bid, and in, in a situation where we, we may end up going back to the residents for funding, I think that, just wanted to make sure we jumped through every hoop possible.

S. Kile – That's fine. And I'm not...

L. Bowers – It's not a reflection on you guys at all.

S. Kile – As long as guys had the earlier conversation, I'm just discussing our approach of how we go about...

L. Bowers – Sure.

S. Kile – Before we even come and talk to you guys.

L. Bowers – And you probably do much more than you just said.

S. Kile – So I just want to make sure that's known how much time and effort and, like I said, we do it on our own, you know, it's no expense when we do that research it's no expense to the Township either.

L. Bowers – Yup.

S. Kile – So, it's been done for a long time.

L. Bowers – Thanks. Appreciate it.

B. Macron – Thank you. We appreciate those comments.

L. Bowers – And...

B. Macron – And we count on that research as part of our decision making, so.

N. Shanley – Um-hum. Yup.

L. Bowers – If I wasn't, if I wasn't comfortable with the job that you do, I wouldn't have went ahead and voted for it. I wanted to give us the opportunity to...

S. Kile – That's fine. Like I said...

L. Bowers – To make the track record. That's all.

S. Kile – My statement has nothing to do with that. I just wanted everybody to know how much time is put into it.

L. Bowers – Okay. I will move that we recess into executive session for the purposes of personnel hiring and compensation and that would be pursuant to 121.22g. Roll call. Mrs. Shanley?

N. Shanley – Yes.

L. Bowers – **Mrs. Bowers, yes.**

B. Macron – Bryon, yes.

L. Bowers – And Mrs. Schoonover, would you please join us? Thanks. Shouldn't take long guys.

Executive Session convened at 9:20 p.m.

Regular Trustee Meeting reconvened at 9:36 p.m.

L. Bowers – 9:36. We’re adjourned.

Unknown – Pay warrants.

A. Strogin – You have to come out of executive session.

L. Bowers – Yeah, I know. We are, we are reconvening our regular meeting and it 9:36 and we are adjourning.

Unknown – Pay warrants.

L. Bowers – I’m sorry?

J. Turpin – Pay warrants.

S. Bailey – Pay the warrants.

L. Bowers – Oh, I’m sorry. You have checks?

S. Bailey – I have a few checks.

L. Bowers – Okay. Well, okay then, we’ll pay the warrants of the Township. Then we’ll adjourn.

Meeting adjourned at 9:36 p.m.

Approved:_____

Lynda Bowers, Trustee

Nanci Shanley, Trustee

Bryon Macron, Trustee

Shirley Bailey, Fiscal Officer