

**Cuyahoga Falls City Council
Minutes of the Finance Committee Meeting
December 14, 2009**

Members: Don Walters, Chair
Debbie Ritzinger
Carol Klinger

Mr. Walters called the meeting to order at 6:40 p.m. All members were present.

Legislation to be Discussed:

Temp. Ord. B-130

Temp. Ord. B-131

Discussion

Temp. Ord. B-130

An ordinance providing for current operating expenses of the City of Cuyahoga Falls by appropriating, re-appropriating and transferring money within and for the various funds hereinafter set forth, and declaring an emergency.

Temp. Ord. B-131

An ordinance making the annual appropriation for the current expenses, other expenditures and the capital outlays of the City of Cuyahoga Falls for the fiscal year ending December 31, 2010, and declaring an emergency.

Open Issues

Mrs. Pyke asked about the storm water charge for Garage. Mr. Brodzinski stated he is in the process of looking at it. The \$4 represents six percent of the Ruggles property. They will be making some changes before Council passes the budget.

In answer to other questions raised the previous week, Mr. Brodzinski stated with regard to Mayor's Court, there was an initial set-up of printing of documents required. Also, the Civil Service Commission has had ten meetings to date.

Building and Grounds

The 2010 proposed budget is \$1,126,646, which is a 7.89% decrease over 2009 budget. Mr. Amburn said his staffing includes eight full-time and two part-time employees. The City's budget for trees in the devil's strip is in the Street budget. His budget for trimming is primarily for the cemetery. They have looked at contracting that work out, however, Mrs. Carr stated in light of the AFSCME vote, that has been put on hold. She added that they constantly evaluate those types of things so it may be looked at again. Mr. Amburn stated his vehicle budget has increased because his fleet is old and, hence, has more maintenance costs. Ways his department has implemented additional cost-savings measures are by reducing the flower budget and decreasing the number of temporary part-time hires. The decrease in his sanitation budget is due to a reallocation of some of the sanitation charges. They do all of City Hall and the cemetery but allocated the Nat sanitation to the Nat budget.

Parks and Recreation

The 2010 proposed budget is \$2,766,072, which is a 5.97% decrease over 2009 budget. Mr. Lohan stated he had 13 employees in the union. The cut in overtime could affect some City services. The majority of overtime has historically been in the Leaf Program. Other areas of overtime were picking up trash over the weekend and snow removal. Mr. Brodzinski is to look at why there was no difference between the 12/1 and 12/8 budgets in pension and hospitalization. The increase in promotions and awards was due to shifting from another account. It made more sense to combine them into this category. The increase in temporary staffing was due to more hours. They have added maintenance of two additional areas. His department is down to two take-home vehicles. One is for the Park Maintenance Supervisor who is the first responder to address issues; the other is for the carpenter who keeps his own tools on the vehicle. It helped to save time from him having to load and unload his tools onto a City vehicle when responding to calls.

Eric Prange, a resident, asked what the total budget was. Mr. Brodzinski stated it was \$2,766,072. Mr. Prange asked if it included the proposed position of general manger. Mr. Lohan indicated it did not. Mr. Walters added that the position would be discussed the following week.

Leisure Time

The 2010 proposed budget is \$17,536,324, which is a 34.70% decrease over 2009 budget.

Natorium – In the Karate/Aerobic revenue account, it made more sense to split out the physical therapy portion in order to better track the revenue and expense. Physical Therapy is off around 50% from where they thought it would be.. The Nat is running 97.2% of budget through 11 months. They are hoping 2010 will be no worse than 2009 so he forecasted 97% of the 2009 budget.. Summa pays approximately \$5,000 monthly. In addition, the Nat lost 20,000 towels during the year. They have looked at other ways to keep the machines clean, however, it would cost thousands more. Mrs. Klinger asked about the amount of fees paid to Squire Sanders for the total bond issuance. Mr. Brodzinski stated he would get that to her. Mrs. Klinger stated she would like it broken down by various funds. Mr. Lohan stated they were not increasing rates this year. They spent \$150,000 to replace 25% of the equipment on the second floor and they are hoping their finances will support the same over the next two to three years. They would like to have some level of rotation. They increased the room rentals in 2009 and are beginning to see a benefit from that. The Summa lease has an automatic 3% annual increase.

Water Works – They have found a company to restrap the chaise lounges vs. purchasing brand new chairs. Mrs. Hummel asked about the sanitation charges being way down year-to-date and nothing budgeted at all in 2010. Mrs. Carr stated that, similar to storm water, they will be providing a breakdown to Council on how sanitation is provided to each department.

Golf Course – Mr. Lohan has budgeted revenue a little lower for next year. Everything is about the same as last year on expenses. Golf Operations includes Downview. Management to run that was \$250,000. Next year, it will be \$150,000 so they would be saving \$100,000 over a three-year period of managing the complex. The Manager of Golf Operations position will save \$8,500, which is just one more component of saving \$100,000. Mr. Lohan did not think having a golf pro on site was beneficial to a public course. The majority of people go to public courses because of product and price. Rates at the course will remain the same. The lands repair account is a contingency in case something goes wrong. Last year, they had to repair a water tank. The tools and equipment account is for maintenance of the mowers. They do a majority of maintenance and rebuilds over the winter.

Quirk – They implemented rate increases in 2009 to bring in additional fees. Revenue is up \$14,000 this year. The kinds of events held at Quirk will never bring in enough for it to carry itself. They will be signing the transfer paper in the spring from the Cuyahoga Falls City School District. There is one full-time person at Quirk. Mrs. Klinger asked if they have ever looked at merging Falls Riverfront into Parks & Rec. She felt that the events at Falls River Square were along the lines of events at Quirk, and it seems there would be a natural blend of cost savings by consolidating those facilities. Mr. Lohan stated they have not looked into that. She encouraged the Administration to look to see if there are savings to be gained in merging the two.

Downview – Mr. Lohan stated they are on target to make revenue numbers in 2009. They have put new nets in the batting cages.

Police

The 2010 proposed budget is \$8,983,651, which is a 9.61% decrease over 2009 budget. Chief Conley began by reading a statement. He assured Council and the City that emergency services will not be compromised. He has examined staffing and how it will affect the community. Due to the elimination of some non-essential services, he will be cutting three patrol officers, one community service officer, and all department part-time personnel. He will also be demoting four of the eight sergeants and reducing the staffing in the detective bureau. This will help keep more officers on the street. Layoffs will occur prior to 2010 and he has not yet spoken with those affected. Retirements have already been factored in. He is planning to create two overlapping shifts. This will help reduce overtime cost. He has five full-time AFSCME clerical employees. With regard to overtime, he projects \$128,000 due to holidays, \$65,000 for end-of-shift OT, and \$43,000 for court OT. These figures do not include when officers elect to take compensatory in lieu of OT. Chief Conley stated he would like to see Blue and Gold open up talks with the City. It doesn't hurt to talk. Mayor Robart stated they have not yet selected a date when layoffs will occur. They are waiting to see how the budget unfolds before they start doing anything. They felt to send layoff notices this week or next might be premature. They want to give the unions the option to reopen talks if they want. The City will not jeopardize the its bond rating so it will take whatever steps necessary. Mr. Brodzinski stated approximately 7 to 9 people have come forward regarding retirement. None were in the Police Department. Mrs. Klinger stated she would like to see a spreadsheet showing 2008 personnel vs. 2009 vs. 2010 as to attrition, who is retiring and who is being replaced. She asked for clarification on the overlapping shifts. Chief Conley stated they currently operate three shifts: 8:00 a.m. to 4:00 p.m.; 4:00 p.m. to midnight; and midnight to 8:00 a.m. There will be a fourth shift that will work from 10:00 a.m. to 6:00 p.m. and a fifth from 8:00 p.m. to 4:00 a.m. The overlapping shifts will create a buffer zone and there will be additional personnel to handle end-of-shift calls. This will help reduce overtime. There are currently 8 to 10 officers on the road each shift. He is hoping that the overlapping shifts will maintain that safe level of officers on the road. There will also be a reduction of services provided by the police department. The focus needs to be on emergency calls. The types of services affected would be gas station drive-offs, vehicle lock-outs, noise complaints, private property accidents, etc. Officers may not be able to respond or may be delayed in responding to them. Other areas to be affected is the temporary suspension of the canine unit. The officer will be able to keep the dog. He is also pulling the school resource officer and putting him back on the road. Mrs. Klinger asked Mr. Brodzinski to include the dollar figures for these services along with the attrition information. She asked Chief Conley if he explored having some of the canine services, such as food and vet, donated. He has not. He added that the Mayor's Court is helping to keep a couple more officers on the road. The canine officer works sectors, not districts. There are five districts and two sectors. Mrs. Pyke stated Chief Conley indicated he would like to have eight officers on the road per shift and sometimes has more. She asked what the minimum amount he had on a shift this year. Chief Conley stated he would have to get that. She asked how much he would need to keep the canine unit. Chief Conley stated we would get her the year-to-date breakdown. He oversees the budget of the canine unit and Officer Tabak oversees the

canine unit. Mrs. Pyke read a June 28, 2009 article printed in the *Falls News Press*. She is concerned there is not a minimum staffing on the street and that the canine unit is being eliminated. She stated the ordinance for the Mayor's Court stated it would help fund the canine unit. Mr. Arrington stated that the whereas clause does state that but that Section 5 stated that revenues are to first be used to fund court operation expenses and then pay for enhanced safety-related operations. Chief Conley stated they were at 27,000 calls for service. He estimated there would be 14 officers on the 8:00 a.m. shift; 15 on the 4:00 p.m. shift, and 14 on the midnight shift. He thought that the swing shift would add another half dozen or so but was not sure. He will get the exact makeup of both the proposed new shifts and the current shifts to Council. He will have 80 officers, including supervisors, with the layoffs. That is for the whole department. They are also looking at two retirees in early 2010. Of the 80, 60 are patrol officers. There will be 59 patrol officers after the retirement.

Mr. Barnhart stated the City is lucky to have Chief Conley. He is doing an admirable job. These decisions, such as canine, should be his decision. Decisions should not be based on whether Council voted on legislation in the past or not. He has the department to run and is the person best equipped to make those decisions. Mrs. Colavecchio agreed with Mr. Barnhart. She appreciates what Chief Conley is doing to bring department expenses into conformity, and until these three positions are restored, she cannot understand why Council would consider bringing the canine unit back. Chief Conley stated it is not about the dog, it is about the total services he offers. Soon he will be having to face people regarding layoffs. Everyone has to make sacrifices. Two of the individuals slated for layoffs were hired in June and the other was hired in February, 2005. The CSO has 24 years. They currently do not charge for people who are incarcerated because those people typically do not have money. The Information Services Capital Outlay includes direct charges to the Police when they utilize the IS Department for technology issues and an indirect charge based on CPU usage, etc. Mayor Robart encouraged the unions to set up talks about looking at this again so the City does not have to make these decisions. Mr. Arrington stated in September, the Mayor and Cabinet laid out where the City was. He met with the unions in October and gave a written formal proposal to them on November 4. AFSCME voted. They are still talking with Electric. Firefighters vote tomorrow. He had a meeting with the auditor hired by the Police union. Last Tuesday, he received a call from Randy Weltman, who is the representative for Blue and Gold. He stated the unions voted to not negotiate. Nothing is currently set up and will not be set up until they change their position. He received a call from the Dispatchers representative stating they voted against the concessions. Mrs. Klinger asked about video arraignments. Chief Conley stated they looked at it in the past. It takes more time and more officers to deal with one video arraignment than going to court in person. He stated the money in Law Enforcement Trust Fund was to help with ballistic vests, weapons lockers in the jail area, 55 replacement pistols and training pistols. The Law Enforcement Education Fund is replenished by the State as long as they meet the criteria established on mandatory training. Mrs. Klinger asked for a breakdown of the Federal Law Enforcement Fund. She asked about the concessions contained in Administration's original proposal to the unions. Mr. Arrington stated he gave them the same concessions as nonbargaining and also threw in something about retiree health care. The proposal was patterned verbatim to the nonbargaining. Dispatchers were looking at only 1-1/2 of the items because their contract is up at the end of June. Administration would consider other suggestions and ideas from the unions, and is open to discussing anything. Mrs. Klinger stated she appreciates everything the officers are doing. This is a difficult conversation to have. Mr. Mader stated Chief Conley is doing a fantastic job. This is a national problem and Chief Conley is doing the best he can with what he has to deal with as are the safety forces. If saving jobs means cutting other services that are not as important, then that should be done.

Ken Watson thanked the Mayor for his concern for the police. He rides with officers once in awhile. The public does not have a clue what these officers go through. He thanked everyone for what they have done for the community.

John Sim has been with the Police Department for 29 years. He read a statement, which is attached to these minutes. Mr. Arrington stated that in the negotiation process, if an agreement is not reached, the final decision rests with an individual called a conciliator. The final say lies with him and not with Administration, Council or the unions. There were issues in 2006 when the Chief tried to make changes to save money. Those changes resulted in unfair labor practices filed against the City. Administration told all six unions during the recent contract talks that the City was having financial distress. The unions were told that money was being spent faster than it was coming in.

Gary Merton is with the Police Department. He stated the unions do not want to negotiate because there is no guarantee that there will still be no layoffs. If the City cannot or will not give them a guarantee, what is there to talk about. Mr. Arrington stated the City cannot make a guarantee because it does not know whether the revenues will come in as projected. Administration understands that the unions need for assurance, and Mrs. Carr would like to find a way to give an assurance, but that can only happen through negotiations and the unions will not negotiate. During talks with Electric and Fire, there have been some unique ideas and discussions about different ways to arrive at the bottom number. He pointed out that no union contract has ever had a guarantee. AFSCME took a chance and saved their jobs. Every job that was being eliminated was put back in after the AFSCME vote. The City can and will honor the police contract but that does not mean there will not be any layoffs. During the talks, Mr. Arrington did not know that the economy would get so bad. There is a possibility Administration could provide some level of assurance that could satisfy the unions but if there are no talks, that will never be known.

Barb Reid is a Dispatcher with the City. She is concerned about young families looking to move to the City but, because of layoffs in Police and Fire, they may decide to live elsewhere. Policemen should not be laid off.

Brett Reynolds asked whether Mr. Arrington signs off on union contracts stating it is accurate and true as to form. Mr. Arrington stated he did. Mr. Reynolds asked whether Mr. Brodzinski signed off as to enough money funded to pay everyone through contract year. Mr. Brodzinski stated he did not. He submitted a copy of the signed union contract (copy attached) indicating each of the sign-offs. Mr. Reynolds stated that *The Beacon Journal* ran an article stating that \$3.7 billion is coming to state and local governments for police. He also stated that through attrition, they came up with a figure for five officers who would be leaving representing pay, pension and insurance to be approximately \$387,600 but was told those numbers do not count towards concessions.

Michael Pressler commented that the reason for calls being down is because they are currently handled differently. If someone is pulled over for speeding and they have a warrant against them and drugs in the car, that is all logged as one item in one report. Each offense used to be logged separately.

Eric Prange stated the City purchased a shopping center and built a park. He was told that the money for those projects comes from a different fund. Now there's going to be a new Park and Rec Manager added. Everyone is talking about laying off three qualified individuals and a CSO who has 28 years with the City, not 24. Why can't money be taken out of these other funds to help with this. Mr. Arrington stated that the voters passed legislation in 1996 to increase the City's income tax from 1.5% to 2.0%. Part of that legislation was that 29% of the income tax was to go to fund capital projects. It is a law passed by the people of Cuyahoga Falls and can only be changed by a vote of the people. He would not be in favor of legislation changing this because the people who would be voting for the change are also affected by the economy and faced with pay cuts, lay offs, and benefit losses. He does not think it is right to ask them to allow the City to use that 29% to give pay raises to its employees. Mr. Prange recommended that Council sponsor legislation to take it back to a vote of the people.

Perry Tabak stated over the years he has done a lot of contract negotiations and has a good relationship with everyone he's negotiated with. He has never before been asked to open up a contract only a couple months after it was signed. Administration is asking for solid concessions and he would take it to his membership if he had a solid guarantee. If they can be given some guarantee, he would go back to his membership and look at it again.

Chad Lengel asked what the dollar amount was for the three patrolmen and the CSO. Mr. Brodzinski stated he did not have it with him but estimated it was around \$308,000 with the part-time employees. Mr. Lengel asked whether any of the officers being laid off would be brought back if there was a retirement. Mr. Brodzinski stated if something major happened, like someone leaving, that could happen.

Rich Knotek asked how long the projected layoff will last. Mr. Arrington stated it will last until the revenue turns around and the City begins making money. He added that they will begin negotiating the new contracts in 2010. Mr. Sim asked about the breakdown of the income tax that was passed. He stated there was an article in *The Beacon Journal* that indicated it was to go to police. Mr. Arrington replied that the article is incorrect and stated he would get a copy of the legislation to Mr. Sim. Mr. Brodzinski stated that 29.33% was to Capital Projects, 8% to the Rec Levy, and 62.67% to the General Fund.

Mrs. Colavecchio stated what she is seeing is a breakdown in communication between the safety forces and Administration. Hopefully, some good will come out of the discussions tonight. She asked about the ideas brought by the Fire Department. Mr. Arrington stated he cannot discuss them because talks are ongoing but he indicated that there are ideas out there. There are other ways that the unions can come up with the number other than layoffs. Mrs. Colavecchio asked that the unions come to the table and start talking and see if there is a way to reach the numbers. Without talks, a guarantee cannot be provided on any level even if they are contingent. No one will benefit including the citizens if a resolution does not happen.

Mr. Walters stated that the four items in the concessions were fairly mild. He believed at the time those concessions were discussed that if the unions accepted those same concessions, there would be no layoffs. If additional savings were found to be necessary down the line, then everyone would come back and add another furlough day or whatever to nonbargaining and then go back down the line with the unions. That is the true definition of shared sacrifice.

Mr. James echoed Mrs. Colavecchio's comments about lack of communication on both sides. He would like to see both sides get together. He also agrees with Mr. Walters on shared sacrifice.

Mrs. Ritzinger stated nothing will be accomplished until the unions sit and talk. There are no guarantees in life. She guaranteed no one would want to be on the unemployment line.

Rick Garinger stated that the City has a problem and was presented with a report by an auditor. Council is a checks and balance but yet no one on Council ever asked what the auditor came back with and never even hired their own auditor. Mrs. Hummel stated she spoke with one of the unions and asked them if they would share the result of the audit with her. All she knows is what she reads in the paper. Mr. Arrington is Council's legal advisor and Mr. Brodzinski is Council's financial advisor. She does not know whether Council is able to go outside and hire an auditor. But given the City's financial situation, she may not be in favor of spending money on an outside audit. If the unions would like to share the results of their audit, she would like to see it. Mr. Arrington confirmed that Mr. Brodzinski is Council's financial advisor. Mr. Arrington sat with the unions' auditor who reviewed Mr. Brodzinski's projections but he is convinced that the union heard something different than what Mr. Arrington heard. What he heard was that the auditor felt Mr. Brodzinski's revenue projections and expense projections for next year were reasonable, but felt the City would have a higher fund balance at the end of 2009. One thing the

auditor recommended to the City is to project 0% raises. The City did not feel that 0% raise was reasonable. The final thing the auditor said was he felt the City was not in a strong enough position and recommended it do a temporary budget for now and do a final budget in March. Administration's concern in doing that is if Mr. Brodzinski is correct, then the City would be attempting to cram 12 months of savings into nine months. Each time he met with the unions, he sensed they heard something different. The auditor did not say anything disparaging about Mr. Brodzinski's projections. Mr. Brodzinski stated he would get the savings for the supervisors' cuts to Gary Merton.

Fire

The 2010 proposed budget is \$8,590,475, which is a 4.08% decrease over 2009 budget. Chief Moledor began by reading a statement. He gave reassurance that emergencies will be a priority. They will prioritize calls to determine which need an immediate response and which can wait. The number given by the City will be met either by the union making a concession or by cutting staff. He plans to increase the number of part-time employees to assist on-duty crews and to hire a part-time secretary. The rewards category for \$63,000 consists of a grant from FEMA (\$50,400) and the balance from the City (\$12,600) for smoke detectors. He also reduced supplies by 40%, employee clothing by 46%, and memberships by 40%. Currently he has two full-time AFSCME employees (secretaries) and one part-time. He has 77 firefighters, an office manager (nonbargaining) and himself and Chief Jackson. One plan he proposes is to have three firefighters at each station but reserves the right to drop a station to two people. He may run that station with the Shift Commander. They will watch overtime very closely. They are reducing how they provide current medical education. Instead of attending training in person, they now videotape and have the tape watched at the station with an on-line test to follow. He had one employee out on extended workers' comp. but that individual has returned. He also has someone out on active military leave. Mrs. Klinger asked about prioritizing emergencies. Chief Moledor stated that if someone fell and cannot get up, they only need two people to help pick them up. That way they can save a paramedic unit for something more important. He will rely on the Shift Commander to make quick calls as to which to go on and which not to. He has one station that is running 8% of calls. Another runs 15 – 20% of calls. The station that does not run as much will be made a two-person station, if needed. He is not aware of pending retirements. He has two or three people in the drop leave in 2011 and another two to three planning for 2012. Mr. Walters asked whether the stations were metered for electric. Mr. Brodzinski stated the stations are metered but have free service, with the exception of Station 4 which could have an Ohio Edison pole. Mayor Robart stated he wanted to commend both Chiefs. The process over the past two to three months has been difficult. They worked very hard to get to the number Administration gave them.

Chet Hoyt, a City Fire Lt. 1752 Third Street, asked about minimum staffing. Chief Moledor stated they are still shooting for 16. It would be based on a couple of things, such as how injuries go. He does not want to make any promises. It could go to 15 if something happens during the year. Mr. Hoyt felt firefighters are being put at increased risk of dying by being cut to the bare bone. He also does not think training is what it should be.

Jim Wray, a City police officer, asked what the training budget was cut to. Chief Moledor stated training and education went down about \$2,000 from 2008 and \$8,000 down in the revised budget. Mr. Wray cautioned that the City may be exposing itself to lawsuits if it fails to adequately train and maintain its safety forces. Chief Moledor agreed that training is important. He stated the Medical Director was nervous that there was never testing done in the past after training. Now, the City will be testing.

Chief Moledor closed by stating he stands behind everything he said. He tries to think outside the box on things. Between Fred Jackson and the Captains and also himself, there is 150 years of experience. These

things are tough. They will do the best they can with what they are given for the citizens and everyone in this room.

Information Services

The 2010 proposed budget is \$756,702, which is a 7.63% decrease over 2009 budget. Mr. Konich reviewed the programs instituted by the department over the years. They purchase hardware only when they need it and not just because it's the new thing to have. They continue to work with departments to make them more productive. This year, the City went to paperless e-billing. It costs \$.50 for each bill to be sent. They made a move from the City's AT&T phone system to First Communications. This resulted in the phone bills being reduced by \$20,000 to \$25,000 per year. In addition, they began paying stipends to employees for cell phones instead of paying the whole bill. They also have a new pager vendor. A new project this year that will help reduce the IS budget is to go to Open Source for software and web products. The City currently pays a lot for maintenance. With Open Source, you do not pay a license fee or maintenance. They will also be implementing an Employee Portal which is web-based and will enable employees to update their personal H.R. information such as adding/deleting dependents, change withholding information, etc. His department has two retirements this year. Those positions will not be refilled. As far as AFSCME employees, he has one in the IS Department, 5 in Tech Services and none in Dispatch or Print Shop. The IS Department has one vehicle that is used to go between the different City buildings. The potential is there with the Employee Portal to move to paperless paychecks.

Lori Sciana, a City Dispatcher, asked what the total IS budget was. Mr. Konich indicated it was \$756,702.

Print Shop

The 2010 proposed budget is \$80,294, which is a 32.34% decrease over 2009 budget. Mr. Konich stated that internal services was over-budgeted last year and that was left over from the previous period. The part-time hours have been reduced by 50 percent. They may be eliminating the department and moving the employees to the IS area. The current employees have done a great job, however, there are a lot of machines in the Print Shop and people can run them themselves.

Technical Service

The 2010 proposed budget is \$633,216, which is a 6.83% decrease over 2009 budget. Mr. Konich stated they made a lot of general cuts throughout several different areas in the budget. Mrs. Klinger stated that in the past, the City did the flashing lights at the schools and asked whether that will continue this year. Mr. Konich stated that is budgeted within Capital.

Communications

The 2010 proposed budget is \$1,165,468, which is a .37% decrease over 2009 budget. Mr. Konich stated last year was the first year for this department. They have made adjustments because there were things not budgeted correctly. There are 12 full-time employees and currently three part-time. They are also looking to hire a 4th and possibly 5th part-time employees. The dispatchers union voted not to accept the concessions or talk to the City. The 2010 budget has a reduction of one full-time dispatcher. They will have three scheduled per shift. Occasionally, there may be a fourth depending on the shift and time of day.

Lori Sciana, Dispatcher Union Representative, stated that, according to Civil Service, the part-time employees should be laid off before a full-time employee. Mr. Arrington stated that the Civil Service

Rules do not apply to these part-time employees. He would be happy to discuss the matter at the table. Ms. Sciana stated if a full-time employee is laid off before the part-time employees, she is going to fight it. She added that the concessions only applied to six months of the dispatchers' contract so it was only talking about six months of a raise. Mr. Konich indicated they are talking to Summit County about doing the City's dispatching. The potential savings is in the hundreds of thousands of dollars. He cautioned that talks are preliminary and they may find it may not be able to be done. He would not be doing his job as a manger if he did not check into it. Ms. Sciana stated they are good dispatchers. They took on additional departments and work and did not get additional compensation. Mr. Arrington added that the Fact Finder gave the dispatchers a higher pay increase as a form of compensation for taking on the additional departments. Mr. Konich agreed they are excellent dispatchers. He stated this has nothing to do with their job performance. It has to do with the economy.

Both Temp. Ord. B-130 and Temp. Ord. B-131 continued to be held for further discussion.

Meeting adjourned at 12:05 a.m.

My name is John Sim. I am a member of the Police Department and have been for almost 29 years. I am not a Union Steward or Director and hold no formal position with the OPBA Union. I am the President of the FOP and have been for 16 years. The FOP is the Fraternal Organization that our Officers belong to, from the Chief to Patrolman.

I have lived in Cuyahoga Falls for the majority of my life. I have been very proud of my employment with the Police Department. This City was once known as one of the 24 nicest places to live in the United States. It is still one of the top 100 small cities to live in. I believe people move to Cuyahoga Falls because of the advantages it offers. We have some of the best safety forces around with Police and Fire. People don't wait for hours for response from our Police and Fire, they generally receive it within minutes. We have our own Water supply, not relying on outside sources to receive it. We have our own Electric Department that serves the City. Most of all, we have service minded employees which will respond no matter what the weather, time or day it may be. These people are what make Cuyahoga Falls what it is. It is not shopping malls or businesses. People receive lower insurance rates because of the traffic enforcement, Police Protection and Fire Safety this town offers.

I have listened to the Mayor over the last several weeks speak of the City needing to make cuts to avoid financial problems in the future. He has asked the Unions to all take cuts by giving up their 2010 raise and to take unpaid furlough days. I heard him on the radio say that the Unions are holding a gun to the City's head and that Collective Bargaining must go. Today, on Ray Horner, he said if the Police Department doesn't give up these items we will have to eat our young. He further said that his administration saw this coming in 2006. All of the Cities Union Contracts expired in 2008. We all sat and negotiated with the City for our current contracts. I was not a part of that discussion, but it took until August of 2009 for the Contract with Police to be signed. If the financial problem has been seen coming by the City since 2006, why wasn't it addressed. I have negotiated many Contracts between the Patrolman's Union and the City over the years and we have always negotiated with honor and integrity with the interests of our Members and the City being the most important, and yet in October, one and a

half months later, the City wants to take back everything it offered and more. I have to ask where the honor and integrity went. We are not saying to the City that we will not talk about the problem. We are saying that it should have been brought up at the last negotiations and wasn't. The Administration has said they see no problems in 2010 financially, maybe not until 2011 or 2012. Our negotiations will start again in seven months, when that happens, we will discuss the problems with the City with the same honor and integrity we always have and will be more than willing to do what is necessary. We only ask the City to Honor the agreement they just signed three months ago.

The Police departments authorized strength is 95 Officers. Currently, we have 83 with two more retiring within two months. That will place us 14 Officers down. Due to the DROP Program, there are 10 more Officers that have to leave with four years. Of those ten Officers, there are two Captains, Two Lts., and one Sgt., along with five Patrolman. We will also lose our remaining two Community Service Officers to Retirement. Mr. Brodzinski has said he doesn't know how many Officers are in the DROP program. All he has to do is ask. To my knowledge, no one is hiding it. This will be a total of at least 24 Officers down within four years. How long will it take to make this back up. On the last test we hired three Officers, one of which quit in the Academy, and the other two are waiting to see if they will get laid off. By the way, the last two are part of the 81 also. We have gone from replacing all of our cruisers each year, to half of the fleet each year, to now three or four out of 25 cars. This does not count unmarked or specialty vehicles.

City employees currently have to pay \$2000 out of pocket expense, per year, for a family on our Hospitalization. As bad as it is in Akron, they pay \$250 a year. We have 90% coverage on our surgeries and Hospital procedures when most communities are giving their employees 100% coverage.

The City of Akron and Summit County are in financial stress, but were still willing to give their employees guarantees of no layoffs for concessions. Our Auditor stated we will have 6.5 Million dollars in reserve at the end of this year. Mr. Brodzinski says it is only over 5millions dollars. We are not in financial stress and

yet no Union has been given a guarantee of no layoffs here for accepting any kind of concessions. As a Police Officer, I am used to dealing with stressful situations. You can read the paper and see that crime is not going down, but getting worse. With the Police Department already down 14 Officers it becomes more dangerous to our safety to go down any further. I don't see any emergency situation here that cannot be addressed when the negotiations start again a few months. I don't see a reason less than two weeks before Christmas to tell employees they no longer have a job.

CSO - DAVE ALLAMANO - 28 YEARS 10/81

VIRGIL - MET IN SEPTEMBER WITH ADMIN.
FOR UNIT - STARTS IN AUGUST

Article 35. Term of Agreement

This agreement shall be in effect from July 1, 2008, to December 31, 2010. To initiate negotiations for a successor agreement, either party may give written notice to the other at least ninety (90) days prior to June 30, 2008.

IN WITNESS WHEREOF, the City of Cuyahoga Falls has caused this agreement to be executed by its Mayor and OPBA has caused this agreement to be executed by its OPBA representative. This agreement is effective July 1, 2008, pursuant to authority duly granted by the Council of the City of Cuyahoga Falls, Ohio.

Signed at Cuyahoga Falls, Ohio this _____ day of _____, 2009.

FOR THE CITY OF
CUYAHOGA FALLS



Mayor Don L. Robart

FOR THE OHIO PATROLMEN'S
BENEVOLENT ASSOCIATION



Randall Weltman









Approved as to Form:



Virgil Arrington Jr.
Director of Law

Certificate Of The Director Of Finance

To the Mayor/Director of Public Safety:

I hereby certify that the amount required to meet the City's obligation under this contract has been lawfully appropriated and is in the treasury or in the process of collection to the credit of an appropriate fund free from any previous encumbrance.



Joseph Brodzinski
Director of Finance

Date 

Hi Carol,

Muni Income Tax has 3 full-time bargaining people and 0 part-time.

Falls River Square

101-1900-853.30-21: "What repairs are planned for 2010?"

Budgets for repairs, like insurance policies, need to be there, but are not necessarily planned. However, issues to likely receive funding next year will include sidewalk and stair repairs, riverfront boardwalk, plumbing and electrical repairs, glass repairs, fountain repairs, pavilion flooring and fencing - all in the downtown district.

101-1900-853.40-05: "I know that this account makes up the skating rink costs, so what is the forecast for 2009 full year?"

Budget for 2010 is \$ 44,100 and is made up of \$ 10,000 for elevator maintenance, \$ 2,000 for installation of pumps at interactive water fountain, \$ 5,300 for security systems maintenance, \$ 1,450 for fire alarm/suppression systems, and \$ 25,350 for painting of the Pavilion and a limited area of the parking deck(s).

Building & Grounds

101 1400 710 30 21 *Lands/Buildings Maintenance & Repair*

- Elevator Repairs & Annual Safety Test
- Fire Alarm & Fire Suppression Annual Test & Repair
- Electrical upgrades
- Plumbing repairs & drain clean outs
- Roof repairs
- Automatic bifold door repairs
- Annual treatment for insect "pest"
- Wash Windows – Municipal Building 2nd & 3rd Floors
- Carpet cleaning
- Repairs to Oakwood Cemetery fence

101 1400 710 30 26

- Member, \$240 for International Society of Arboriculture & Ohio Chapter Cemetery Association

101 1400 710 30 36 *Postage*

- AAS Flower Order Form/EOY Certificates 80-100
- Senior Snow 2nd Chance Letters 450
- Senior Snow Confirmation Letters 1300+

101 1400 710 40 05 *Contractual Other*

- Plow City Garden
- Company to blow mulch on bed @ Americhem Way – last done 2007

101 1400 710 40 07 *Contract Labor*

- Reduced 2010 by .25 (hourly rate)

Reduced hours in 2010 as a result of fewer flowers being planted

Parks & Recreation

Who Has Cars and who takes them home?

The Assistant Superintendent and the Recreation Program Supervisor have cars for use during work hours. Only the Park Supervisor who is our first responder and the Carpenter who stores over \$20,000 of his own tools in his van both take vehicles home.

101-2000-871 30-03 Why is this doubling?

Moved \$4,675 from account 20-99 for better accounting. These changes included supplies for special events like candy for the Easter Egg Hunt.

101-2000-871-30-04 Bank Service Charges

We had over \$800 in e-bay charges in 2009 that is not expected in 2010. We also increased \$700 in 2010.

101-2000-871-30-16 Travel

This is for any travel that is needed to obtain needed certifications or licenses such as pesticide licenses, playground safety inspector.

101-2000-871-30-21 What are we planning to fix?

This account is for any repairs to our buildings or park areas that come up throughout the year. This covers all of the HVAC, electrical, plumbing, roofing, structural etc. This is the same in each division for this account.

101-2000-871-30-26 Memberships

American Society of composers \$365, OPRA \$500, NRPA \$135. These are for the department only, individual memberships are paid by the individual.

101-2000-871-30-47

This account is for maintenance and repair of equipment such as mowers, boats, pumps, weed eaters, chain saws etc. \$2,950 increase in 2010 for rebuilding wading pool pumps.

101-2000-871-40-07 TEMP. LABOR

Increase is due to Parks & Recreation maintaining the High Bridge Glens Park.

Rec Levy Fund

206-3600-872-25-61

This account was meant to be moved into 20-10 (landscaping) we will make the correction.

206-3600-872-26-71 SIGNAGE

We do not have a sign maker on staff any longer. This would take care of one park sign if needed.

Leisure Time Fund

There are no rate increases in rates for 2010.

Natatorium

605-2100-872-20-16 Paper Products

Turbo hand driers are replacing paper towels in many locations in the building

605-2100-872-30-04 Credit Card Charges

At the end of the year we anticipate being about \$5,000 under budget. This is the lowest since the new building opened and anticipate to rise in 2010.

605-2100-872-30-26 Memberships

International Facility Management Association \$405, American College of Sports Medicine \$300.

605-2100-872-30-31 Bond Issuance

The \$140,000 was for the issuance of bonds in 2009.

605-2100-872-30-44 Security Services

Was paid from account 30-22 in past (accounting correction)

605-2100-872-30-47 Equipment repair.

Main purpose is fitness equipment repair and pool equipment repair. Increase is due to accounting corrections that include accounts 30-21, 30-22, 39-47 and 30-48. These accounts total an increase of 2,181 in 2010 due to increase in prices.

Golf Course

605-2300-602-30-16 Travel

This is for travel to obtain certifications.

Police

101-1500-701.30.15: What type of training are we eliminating? Is this for mandatory training only?

We are eliminating non-essential training including several that do not necessitate recertification, licensing or continuing education.

101-1500-701.30.26: What is this account for?

This account is used for membership dues which in 2009 included Boy Scouts of America (Police Explorer's Program), MAGLOCLEN (Mid-Atlantic Great Lakes Organized Crime Law Enforcement Network), Ohio School Resource Officers Association, Summit County Chief's of Police.

Since 2006 we have eliminated several non-mandatory memberships and associations such as Chamber of Commerce, Rotary, Lion's Club, and associations with several law enforcement entities.

101-1500-701.30.44: What is the charge for security services for in 2009?

\$3,263.75 was spent on a card reader security door access system to the police department. Our existing unit's computer system had crashed and needed replaced. This system should not need replaced in 2010.

101-1500-701.30.47: What are we going to buy?

This account is for maintenance and repairs of equipment. Examples include TASER International, Western Reserve Communications (Radar Calibrations), Kustom Signals (LASERs & Radar repair), L3 Communications (Cruiser Video Cameras), Physio-Control (AED batteries & supplies) and SC Fire Protection (fire extinguishers).

Fire

Cuyahoga Falls Fire Department		
		City Council Questions
101.1600.702.30.03	Awards/Promotions	What is \$63K for?
Smoke Detector Grant		
101.1600.702.30.21	Lands/Buildings - M&R	What are we planning here?
General Maintenance and repair as needed		

101.1600.702.30.26	Memberships	What are the memberships for?
Memberships essential to the organization. They include the following:		
Northeast Ohio Fire Chief Association and Prevention		
National Fire Protection Association Membership		
Summit County Fire Chief's Association and Ohio		
Dive certifications		
101.1600.702.30.41	Publications/Outside Data	What makes this up?
Essential publications		
NFPA Fire Codes		
Fire Trade Journals-		
International Construction Codes		
Journal of EMS		
101.1600.702.30.47	Tools/Equip. - Non CCF Maintenance	What makes this up?
Maintenance & repair		
Appliance repairs		
SCBA Testing		
Cot Maintenance		
Ladder Testing		
Fire equipment maintenance		
101.1600.702.30.48	Tools/Equip. - Purchase	What are we purchasing?
Replacement equipment		
Replacement Personal Protection Equipment		
Replacement saws		
Communication equipment		
Fire Equipment		
Replacement Fans		
ETC		

101.1600.702.40.05	Contractual - Other/Private	What is the change here?
No new hires planned for 2010		

Communications;

101-1800-701-30-15 This will be for mandatory training only.

101-1800-701-30-16 Yes

101-1800-701-30-26 APCO (The Association for Public Safety Communications Officials) and EMD(Emergency Medical Dispatchers) Membership Fees

Information Services:

704-5800-610-30-15 - Training will be for Open Source implementation and Core Network Configuration and Security

704-5800-610-30-16 - Yes

704-5800-610-30-45 - Open Source, email and Web Development software

704-5800-610-40-10 - Working with CDW - Best Practice for Network and Open Source

Technical Services

101-1700-703-30-21 - Roof needs to be repaired at Tech Service Building

101-1700-703-30-26 - IMSA (International Municipal Signal Association) Membership Fee