

REGULAR COUNCIL MEETING
MONDAY, MARCH 16, 2015 - 7:30 PM

President Hach called the regular meeting to order in Courtroom #1, requested visitors please turn off their cell phones and other electronic devices. Councilman Tom Fitzgerald gave the invocation. The Pledge of Allegiance was recited.

City Council convened in a regular meeting in Council Chambers, with the following in attendance: Paul Hach, Lori DiNallo, Katie Jenkins, Andrew Flock, Jim Fodor, Tom Fitzgerald, Mike DeLeone, City Manager Anthony Carson, Law Director Joseph Gurley, Assistant City Manager Doug Lewis, Police Chief Anthony Powalie, Fire Chief Mark Mlachak, Finance Director Andy Unetic, Water Superintendent George Ginnis, Public Works Supervisor Brian Belfiore, Water Pollution Control Plant Superintendent Randy Bruback; Electric Superintendent Jeff McHugh, City Planner Lynn White, City Engineer Leanne Exum, Economic Development Director Cathy Bieterman, and Clerk of Council Tara Diehl.

A Motion was made by Mrs. DiNallo, seconded by Mr. DeLeone to approve the regular meeting minutes for March 2, 2015 and the worksession minutes for March 9, 2015 as submitted. All members answered "yes". Motion carried.

Mr. Hach stated we will now be recognizing visitors and if there was anyone in the audience who wished to speak to please raise their hands and wait to be called upon. Once called upon, he requested Visitors please use the podium, clearly state their name and address into the microphone, and limit comments to 3 minutes. Any dialogue must be conducted through him as President of Council, although comments or questions can be addressed to Council, the Administration, or both.

Mr. Anthony Torre of 158 Sanford Street asked again that a leaflet be created about the history of the City of Painesville. He referred to 2 books and a newspaper article written about Painesville. Mrs. Jenkins restated from the last meeting that the Downtown Painesville Organization is working on updating their pamphlet with the Historical Society and stated Mrs. DiNallo is on their board. Mr. DeLeone added there was an article in the Lake County Bar Association newsletter written by Judge Culotta detailing how the County came to be and will provide a copy to Mrs. DiNallo for the Downtown Painesville Organization.

Mr. Arthur Shamakian provided the Clerk of Council new marketing pamphlets on the Steele Mansion prior to the meeting. He discussed the soft opening, event bookings and room marketing pamphlet. He also discussed fulfilling a bucket list item of a local resident stricken with pancreatic cancer – to stay overnight in the mansion.

President Hach and Clerk of Council Diehl presented a proclamation to Barb Britt recognizing "Smart and Successful Day". Alliance of Career Development Nonprofits, through its member organizations, has been providing professional attire, assistance with the preparation of résumés, and career skills training in order to help disadvantaged women increase their self-confidence, build interview skills as well as secure and retain employment. The 25 member organizations and thousands of dedicated volunteers serve over 60,000 women every year so they might present a professional image and be well prepared for job interviews. The advice, support, training and professional clothing offered to women help build skills, boost their performance and enhance their appearance in order to acquire employment. The City of Painesville recognizes the importance of helping women job seekers to approach employment interviews with confidence and competence.

Moving on to Legislation, President Hach asked if there was anyone who wished to speak on the thirteen (13) items of legislation on the agenda this evening. No one wished to speak.

RESOLUTION NO. 7-15: A RESOLUTION ESTABLISHING A PAINESVILLE JOB CREATION TAX CREDIT (JCTC) AS PERMITTED IN SECTION 718.15 OF THE OHIO REVISED CODE AND DECLARING AN EMERGENCY

was given third reading.

Motion by Mr. DeLeone seconded by Mr. Fitzgerald that RESOLUTION NO. 7-15 be adopted.

On roll call, Mrs. DiNallo, Mrs. Jenkins, Mr. DeLeone, Mr. Fodor, Mr. Flock, Mr. Fitzgerald, and Mr. Hach answered, "yes". Motion carried. RESOLUTION NO. 7-15 adopted.

ORDINANCE NO. 3-15: AN ORDINANCE AMENDING APPROPRIATIONS FOR THE CURRENT EXPENSES AND EXPENDITURES OF THE CITY OF PAINESVILLE, STATE OF OHIO FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2015 AND AMENDING THE ORIGINAL APPROPRIATIONS FOR THE 2015 OPERATING BUDGET AND DECLARING THE EMERGENCY

was given first reading.

Mr. Carson stated the details were discussed at the last worksession. This legislation adds additional appropriations to the 2015 budget in the total amount of \$310,000. The administration is requesting an additional \$140,000 for a new ambulance that will be paid out of Fund 236, Fire Improvement Levy Fund, which was set aside in 2014, but we waited to purchase the new ambulance for an additional year. The administration is also requesting an additional \$170,000 for a new 2 ½ ton dump truck, which will be paid out of Fund 732, Electric Construction Fund and will assist in snow plowing. The original 2015 total budget was \$66,053,670, if these appropriations are approved, the adjusted 2015 budget will be \$66,363,670. The City will incur substantial savings on the new ambulance if this ordinance can be passed this evening. Mr. Carson referred to Mr. Unetic, Mr. McHugh and Chief Mlachak to provide more details and answer individual questions from Council members.

Chief Mlachak explained if we do not move forward, last year's new chassis model will no longer be available for purchase and it will cost 2-3% more for this year's model; has a V-max 10 cylinder gas engine, have the most recent technology, designed for remounting, a 120-160 day turnaround from date of purchase and the old ambulance will be sold on Municibid.

Mr. McHugh stated the new 2 ½ ton dump truck with plow will be similar to the new Public Works truck. The pricing is low because it is available on State bid and will be utilized to haul dirt, gravel, ash, larger transformers and snow plowing a dedicated Route. All of the employees at Distribution have their CDL licenses to operate this truck and some linemen have plowed before. They would no longer have to borrow a trucks from Public Works. The new Public Works trucks that was ordered back in July 2014 just arrived this past Friday.

Motion by Mrs. Jenkins seconded by Mrs. DiNallo to amend the ordinance to separate the items of equipment.

On roll call, Mrs. Jenkins, and Mrs. DiNallo answered "yes"; Mr. DeLeone, Mr. Fodor, Mr. Flock, Mr. Fitzgerald, and Mr. Hach answered "no". Motion failed.

Motion by Mr. DeLeone seconded by Mr. Fitzgerald to suspend the rule requiring the legislation to be read on three different days.

On roll call, Mr. DeLeone, Mr. Fodor, Mr. Flock, Mr. Fitzgerald, Mrs. DiNallo, Mrs. Jenkins, and Mr. Hach answered "yes". Motion carried.

Motion by Mr. DeLeone seconded by Mr. Fitzgerald that ORDINANCE NO. 3-15 be adopted.

On roll call, Mr. Fodor, Mr. Flock, Mr. Fitzgerald, Mrs. DiNallo, Mrs. Jenkins, Mr. DeLeone, and Mr. Hach answered "yes". Motion carried. ORDINANCE NO. 3-15 adopted.

Prior to reading the next 5 items of legislation, Ms. Diehl stated items #3- #8 of legislation deal with the creation of a new zoning district within the Planning and Zoning Code. In reviewing the current zoning code while marketing High Pointe Centre, staff realized that the zoning code would need to be modified. The intent of the modifications is to provide a flexible zoning district that would work in harmony with the adopted Downtown Master Plan. The legislation includes requesting text amendments and modifications along with a rezoning of the City owned property. The text amendments will need to be adopted prior to the rezoning of the property. The proposed changes to the zoning code text are necessary for the Downtown Development District. All four items were reviewed and approved by a 5-0 vote of the Planning Commission at their meeting held on March 12th. Additionally, all four items require a public hearing which has been scheduled prior to 3rd reading on April 20th meeting.

AN ORDINANCE AMENDING SECTION 1146.03 OF THE PAINESVILLE CODE OF 1998,
RELATING TO HISTORIC PRESERVATION DISTRICT and DECLARING AN
EMERGENCY.

was given first reading.

AN ORDINANCE AMENDING SECTION 1125.04 OF THE PAINESVILLE CODE OF 1998,
RELATING TO THE DEFINITION OF DOWNTOWN DEVELOPMENT DISTRICT and
DECLARING AN EMERGENCY.

was given first reading.

AN ORDINANCE AMENDING SECTIONS 1127.01, 1127.05 AND 1127.06 OF THE PAINESVILLE CODE OF 1998, RELATING TO THE CREATION OF A DOWNTOWN DEVELOPMENT DISTRICT and DECLARING AN EMERGENCY.

was given first reading.

AN ORDINANCE AMENDING SECTION 1129.01 OF THE PAINESVILLE CODE OF 1998, RELATING TO HEIGHT, LOT AREA AND MINIMUM FLOOR AREA REQUIREMENTS IN THE DOWNTOWN DEVELOPMENT DISTRICT and DECLARING AN EMERGENCY.

was given first reading.

AN ORDINANCE ENACTING CHAPTER 1138 OF THE PAINESVILLE CODE OF 1998, RELATING TO SPECIAL PROVISIONS FOR DOWNTOWN DEVELOPMENT DISTRICT and DECLARING AN EMERGENCY.

was given first reading.

Prior to reading the next item of legislation, Ms. Diehl stated the following legislation is for the rezoning of the City owned property known as High Pointe Centre. If the text amendments are not adopted, the rezoning of the property should be withdrawn.

AN ORDINANCE AMENDING THE DISTRICT MAP AND THE SETBACK MAP REFERRED TO IN SECTION 1127.02 OF THE PAINESVILLE CODE OF 1998 REZONING TWO (2) PERMANENT PARCELS; 15-B-002-0-00-002 and 15-B-002-0-00-005, BOUND BY LIBERTY STREET, EAST WASHINGTON STREET, EAST SOUTH, AND SOUTH SAINT CLAIR STREETS FROM A B-2 GENERAL BUSINESS DISTRICT and A B-1 BUSINESS/RESIDENTIAL DISTRICT/R-2 MULTI-FAMILY DISTRICT TO A DD DOWNTOWN DEVELOPMENT DISTRICT.

was given first reading.

Motion by Mr. DeLeone, seconded by Mr. Fodor to keep these 5 items on first reading.

Mrs. DiNallo and Mr. Fodor asked for a brief presentation if Council provides questions to Mrs. White and Ms. Bieterman at the next meeting and prior to the Public Hearing on April 20, 2016.

A RESOLUTION AUTHORIZING AND DIRECTING THE CITY MANAGER TO ADVERTISE FOR BIDS AND ENTER INTO A CONTRACT, INCLUDING ANY AND ALL ENSUING CHANGE ORDERS, WITH THE LOWEST AND BEST BIDDER FOR THE RECONSTRUCTION OF LEXINGTON AVENUE, AND DECLARING AN EMERGENCY

was given first reading.

Mr. Carson referred to Mrs. Exum who stated this legislation authorizes the bidding of the Reconstruction of Lexington Avenue. This project is funded fifty percent by the Ohio Public Works Commission. The project includes the entire length of Lexington Avenue from Newell Street to Stage Avenue. This project will consist of the full reconstruction of the roadway including cement stabilization, asphalt pavement, and any necessary drainage improvements.

A RESOLUTION AUTHORIZING AND DIRECTING THE CITY MANAGER TO ADVERTISE FOR BIDS AND ENTER INTO A CONTRACT, INCLUDING ANY AND ALL ENSUING CHANGE ORDERS, WITH THE LOWEST AND BEST BIDDER FOR THE RECONSTRUCTION OF WALNUT STREET, AND DECLARING AN EMERGENCY.

was given first reading.

Mr. Carson referred to Mrs. Exum who stated this legislation authorizes the bidding of the Reconstruction of Walnut Street. This project is funded fifty percent by the Ohio Public Works Commission. The specific portion of Walnut Street included in this project extends south-west from the Liberty Street intersection to the Lake Metropark bike path which crosses Walnut Street approximately 200 feet west of Marion Avenue. This project will consist of the full reconstruction of the roadway including cement stabilization, concrete pavement and curbs, and any necessary drainage improvements.

RESOLUTION NO. 8-15: A RESOLUTION AUTHORIZING AND DIRECTING THE CITY MANAGER TO ADVERTISE FOR BIDS AND ENTER INTO A CONTRACT, INCLUDING ANY AND ALL ENSUING CHANGE ORDERS, WITH THE LOWEST AND BEST BIDDER

FOR THE RESURFACING OF ERIE STREET (LAK-20-15.75), AND DECLARING AN EMERGENCY.

was given first reading.

Mr. Carson referred to Mrs. Exum who stated this legislation authorizes the bidding of the Resurfacing of Erie Street. This project is funded eighty percent by the Ohio Department of Transportation. The project includes resurfacing of Erie Street from the intersection with Mentor Avenue/Wood Street/Watson Street east to the City corporation line near the Grand River. This project will consist of the planning of existing asphalt concrete, and the overlaying of asphalt concrete and pavement markings. Staff respectfully requests this be passed this evening.

Motion by Mr. DeLeone seconded by Mrs. DiNallo to suspend the rule requiring the legislation to be read on three different days.

On roll call, Mr. Flock, Mr. Fitzgerald, Mrs. DiNallo, Mrs. Jenkins, Mr. DeLeone, Mr. Fodor, and Mr. Hach answered "yes". Motion carried.

Motion by Mr. DeLeone seconded by Mrs. Jenkins that RESOLUTION NO. 8-15 be adopted.

On roll call, Mr. Fitzgerald, Mrs. DiNallo, Mrs. Jenkins, Mr. DeLeone, Mr. Fodor, Mr. Flock, and Mr. Hach answered "yes". Motion carried. RESOLUTION NO. 8-15 adopted.

RESOLUTION NO. 9-15: A RESOLUTION AUTHORIZING THE CITY MANAGER TO APPLY FOR, ACCEPT, AND ENTER INTO A WATER SUPPLY REVOLVING LOAN ACCOUNT AGREEMENT ON BEHALF OF THE CITY OF PAINESVILLE, OHIO, FOR PLANNING, DESIGN, AND CONSTRUCTION OF THE WATER INTAKE PROJECT, AND DESIGNATING A DEDICATED REPAYMENT SOURCE FOR THE LOAN, AND DECLARING AN EMERGENCY.

was given first reading.

Mr. Carson referred to Mr. Ginnis who stated the City of Painesville intends to apply for a Water Supply Revolving Loan Account for the planning, design, and construction of the Water Intake Project. The WSRLA requires the government authority to pass legislation for the application of the loan, execution of the agreement and designating a dedicated repayment source. Staff respectfully requests this be passed this evening. There will be a Public Hearing on March 23rd at 6:00 pm in Council Chambers, Courtroom #1 on the Water Intake Project.

Motion by Mrs. DiNallo seconded by Mr. Fodor to suspend the rule requiring the legislation to be read on three different days.

On roll call, Mrs. DiNallo, Mrs. Jenkins, Mr. DeLeone, Mr. Fodor, Mr. Flock, Mr. Fitzgerald, and Mr. Hach answered "yes". Motion carried.

Motion by Mrs. DiNallo seconded by Mr. DeLeone that RESOLUTION NO. 9-15 be adopted.

On roll call, Mrs. Jenkins, Mr. DeLeone, Mr. Fodor, Mr. Flock, Mr. Fitzgerald, Mrs. DiNallo, and Mr. Hach answered "yes". Motion carried. RESOLUTION NO. 9-15 adopted.

A RESOLUTION AUTHORIZING AND DIRECTING THE CITY MANAGER TO ENTER INTO A CONTRACT WITH THE OHIO DEPARTMENT OF TRANSPORTATION FOR THE PURCHASE OF SODIUM CHLORIDE, and DECLARING AN EMERGENCY.

was given first reading.

Mr. Carson referred to Mr. Belfiore who stated this is an annual item authorizing the City to participate in the cooperative purchase of Sodium Chloride (rock salt) for the winter of 2015/2016. In the past, this has allowed the City to lock in a better rate by bidding with ODOT than we could have received on our own because of the volume pricing. This legislation is required to be submitted to ODOT by the end of May if we wish to participate in the program.

Mr. DeLeone requested this be left on first reading.

Under old business, there were two items: Prairie State Power Plant and Buffering of railroads and limited access highways.

Mr. Flock referred to page 72 of the Council packet (*See Attachment #1*) which a slide from the Power Cost Adjustment presentation. He would like an article written for the Painesville Pride on this topic on how we arrive at the numbers we do. Mr. Carson asked Mr. McHugh to write an article for the Pride.

Mr. Hach referred to Mr. Lewis who stated he had nothing new regarding buffering of railroads and limited access highways. Mr. Hach made a Motion to remove the topic he placed on the Agenda under old business regarding buffering of railroads and limited access highways.

There was no Unfinished Business.

The Presentation to Council was given by Police Chief Anthony Powalie. (*See Attachment #2*)

Mr. Gurley did not have an administrative report.

Mr. Carson gave an administrative report regarding roads. (*See Attachment #3*) He addressed the road conditions in the City of Painesville. The last two winters have been very detrimental to all roads throughout Northeast Ohio. The potholes throughout the City streets are numerous and in some instance very large. He has spent a considerable amount of time over the last days driving the streets in the City, and is able to say that just in the last week, significant improvement has been made in helping to alleviate the pothole problem. There is still have a lot of work to do but we are heading in the right direction. We have been able to make progress over the last week because of a variety of reasons. Public works has been able to borrow an additional asphalt box that allows us to double the amount of asphalt being put on our streets. Additionally we are utilizing staff members from numerous departments to add additional manpower to the Public Works department. He thanked both George and Brian for also coming up with a plan that created an overlap shift that will be working from 10:30 am to 7:00p.m. This overlap shift will be able to supplement the day turn and will allow us to have an additional 4 hours of pothole filling after the day shift has ended. Because of the cooperation of all department heads we are able to significantly increase the amount of personnel that will be addressing the problem. Last year Public Works utilized 130 tons of cold patch. This year, through Friday, we have laid 140 tons. Over the last week we are averaging 16 tons a day. He referred to page 1 of Attachment #3. This slide shows how much money was spent on Roads from 2009 until what will be spent this year. Prior to the passage of the road levy the City spent from 2009-2013 1.7 Million dollars. This is an average of \$357,000 a year. Since the passage of the levy after work is completed this year we will have spent 2.7 Million dollars, an average of 1.3 Million dollars a year. He referred to page 2 of Attachment #3. This Slide illustrates the great job staff did in obtaining over 1.2 million dollars of grant funding for roads this year. The City will be spending over 2 million dollars on road projects in 2015. He then referred to the paving schedule for 2015 (See Page 3 of Attachment #3).

Mr. Carson also stated the City is also in the process of submitting an application for additional funding that is available through NOACA. In June, Council will be meeting to determine if there is any additional funding available in the 2015 budget. When we meet, Mr. Unetic will be able to provide a recommendation if he feels confident that a budget adjustment is appropriate that allows for additional funding for 2015. If Mr. Unetic does make that recommendation, he will be suggesting that we utilize these funds for paving. On another topic, the aerial truck was put back in service on February 23rd. Since then it has responded to 4 calls for service. By policy, the aerial does not respond first except to commercial, industrial, or multi -tenant/ multi-floor residential properties.

Under Clerk of Council Correspondences, Ms. Diehl stated there will be a Public Hearing on the Water Intake on Monday March 23, 2015 at 6:00 pm; the next regular Council meeting will be held Monday, April 6, 2015 at 7:30 pm; there will be a Public Hearing on the Historic District and Downtown Development District on April 20, 2015 at 8:00 pm; and Breakfast with the Easter Bunny and Egg Hunt is Saturday, March 28th. Breakfast is 8:45am at the Senior Center – Cost is \$5 per person & Children under the age of 2 are free with a paid adult; FREE Easter Egg Hunt is 10am in Veteran's Park. Council was reminded of the deadline for a decision for a Public Hearing for the conditional use permits.

Closing Comments.

Mr. Fitzgerald and Mr. Fodor did not have any comments.

Mrs. Jenkins thanked the Police and Fire Departments for their hard work recently. She congratulated Barb Britt, Board President from Suit Yourself on receiving the Proclamation. Visit suityourselfohio.org for more information. She referred to the Leadership Program's Friends of Forbes House. Collections boxes are set up in the offices of all the City schools, Morley Library and the County YMCA's.

Mrs. DiNallo thanked Mr. Carson and Public Works for the quick responses to the calls she received on road conditions. She reminded residents to drive slowly and safely while the roads are being repaired and report any serious issues.

Mr. DeLeone referred back to page 2 of Attachment #3 that Mr. Carson spoke about during his administrative report and was impressed by how the City has been able to leverage the money and get the most

bang for their buck. He referred to the 2013 street ratings report and would like to see it resurrected and updated. He also thanked Mr. McHugh and the employees who conducted his energy audit and encouraged residents to take advantage of this new program.

Mr. Flock described a large “hump” on Skinner by Owego Street and would like to know when it will be addressed. Mr. Belfiore stated when the frost line recedes, they will go in to repair the damage. It is very similar to the heave in the middle lane on Route 2 in Mentor. There is no water leak under the ground.

Mr. Hach congratulated Barb Britt and the Police Chief for his report. He then asked for a Motion to Adjourn.

Motion to Adjourn made by Mr. DeLeone seconded by Mrs. Jenkins. All members answered “yes”. Motion carried. The meeting was adjourned at 9:12 p.m.

Tara Diehl
Clerk of Council

Paul W. Hach II
President of Council

Non-PCA Versus PCA Billing for 2014
Customer 1 - Residential Use at 1,000 Kwh/Month

2014	Direct Cost	Direct cost to Customer 1	PCA cost	PCA cost to Customer 1	Cost Diff. %
January	0.067582	67.58	0.053543	53.54	-20.77
February	0.064168	64.17	0.054835	54.83	-14.55
March	0.072638	72.64	0.056178	56.18	-22.66
April	0.062281	62.28	0.056619	56.62	-9.01
May	0.062407	62.41	0.056675	56.67	-9.20
June	0.059325	59.32	0.057389	57.39	-3.25
July	0.056237	56.24	0.057273	57.27	1.83
August	0.048862	48.86	0.056363	56.36	15.35
September	0.050960	50.96	0.054412	54.41	6.77
October	0.057612	57.61	0.054562	54.56	-5.29
November	0.060697	60.70	0.055282	55.28	-8.93
December	0.056647	56.65	0.054951	54.95	-3.00
	TOTAL:	719.42		668.06	-7.14

NOTES:

All values given are in dollars

Looked only at Direct and PCA costs with assumption all other costs would be constant every month.

Example customer was a resident using 1,000 kwh per month.

Painesville Police Department Improvements

ATTACHMENT #2

Chief Anthony W. Powalie

Initiatives

- Increase Community Involvement / partnerships
- Increase effectiveness of services
- Increase training & reduce costs

Initiatives

- Agency Restructuring for Professionalization
- Increase Communication
- Establish Volunteerism

Increase Community Involvement



- Auburn Students (Recruitment Video)
- HHS Students painted murals
- Senior Patrol (begin April 2015)
- Partnered with PECU for Senior Patrol - donations, recruitment

- Partnership with Lake Erie College for interns
- Guest Speaking at LEC (Criminal Justice / Psychology and Law)
- Citizens Police Academy (currently 20 students)

Increase Effectiveness of Services

- Working with Community Development to direct resources to assist with success in the continuing development of the city.
- Early stages of a public records computer, accessible to the public

- Training and reinforcement of Core Values;
 - a. Ethically Driven
 - b. Educated
 - c. Dignity
 - d. Respect
 - e. Courageous Service

- Improved Officer complaint process – easy for everyone to include citizens to understand the process and demonstrates impartiality, and utilizes mediation.
- Addition of Early Warning Systems – begins upon hire, use of force reporting, more effective leadership and documentation, and open discussions on officer performance.

Increase training & reduce costs

- Currently, 95% of the agency is scheduled to attend at least one training school this year.
- This is based on the officer development program I initiated.
- We have hosted and will continue to host classes, which allows for free training slots

- I currently have support from agencies (Painesville east) for a multi-jurisdictional training unit.
- This unit utilizes trained instructors at each agency, to come together and training participating agencies at little to no cost.

- Addendum to the contract, to allow training before or after shift, to provide effective in-house training.
- Established shift training on policies and training topics at briefings.
- When officers go to schools, they are required to provide information from the school to demonstrate proficiency and disseminate information to others.

Agency Restructuring for Professionalization

- Moved officers from basement and provide professional workspace
- Offices for senior staff
- Motivational photos hung throughout the agency

- Fresh Paint
- Empowerment of all personnel to do the right thing for the right reasons!

Empowerment Statement

“If what you are about to do, is right by the law, policies and our core values, then just do it”!

- OACP Promotional testing (provides impartiality and sets the standard that you have to EARN a position)
- Standardized processes for unit selections, based on officers total performance
- Provided reading material to new supervisors on ethical driven L.E.

- Created a training program for newly appointed and soon to be promoted officers.
- Mindset that everyone has something to offer, and we put the right person in the right position, empower and support them and let them shine!

Increased Communication

- I do not run the agency by email
- I make time to meet with all shifts to disseminate information
- I handle the Facebook page, to promote a positive image of the city and the agency.

- Information through Pride articles
- I go to the majority of city functions to meet one on one with residents
- I attend DPO morning meetings to stay abreast of concerns

- Attend community meetings
- Met with community leaders and continue to do so
- Put together recruitment program to disseminate requirements and testing dates

- Utilize police websites to announce testing dates, we currently have one candidate from New Jersey!
- Bi-Monthly Staff and Patrol meetings to disseminate information and obtain feedback. Allows me to adjust my efforts if they are not effective.

Volunteerism (builds ownership)

Subzero Mission – Stuff the Bus Event (will be held each year)

Collection of items for Forbes House

Donations for growing goatees, with money going to charity

- Thanksgiving dinner donations
- United Way functions
- Right to Read

What's Next?

- Chaplain more reflective of the community
- Career Patch Assessments
- Officers to be “promotion eligible” for promotional tests

Officers earn points throughout their careers and have to meet a minimum point total to be “promotion eligible (examples)

- Years of service
- Education (formal)
- Education (Training)

- Extra Duties
- Awards / Commendations
- Volunteerism
- Employee Evaluations

Takes into account the officer's total performance not just a snapshot

- Business Security Checks
- Elderly Checks – list of elderly residents, who we check on, assist and give information to.

Any Questions?

ATTACHMENT #3

ROAD PROJECTS - 2009 TO 2015

Fund	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	TOTAL PROECTS BY FUND
SCM&R	561,625	633,475	301,193	166,339	124,847	206,747	1,390,305	3,384,531
Road Levy	-	-				548,929	628,000	1,176,929
TOTAL BY YEAR	561,625	633,475	301,193	166,339	124,847	755,676	2,018,305	4,561,461

From 2009 - 2013 the City Spent a total of \$1,787,480 on paving roads. An average of \$357,496 a year
 From 2014 - 2015 the City will spend a total of \$2,773,981 on paving roads. An average of \$1,386,991 a year.

Note: 2014 does not include the Main Street Streetscape Project

2015 Road Projects

Grants

Erie	\$666,004
Walnut	\$251,200
Lexington	\$339,700
Total	\$1,256,904

City Share

Erie	\$166,501
Walnut	\$251,200
Lexington	\$343,700
Total	\$761,401

Grand Total	\$2,018,305
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New Paving Projects for 2015

Timeline:

Erie Street

- Month of April – Bid and award
- Construction to begin early May

Lexington/Walnut Street – Funding not available until after July 1st

- Bidding - Late May/ early June
- Award contract first part of July
- Construction to begin late July/early August

Internal Public Works Road Reconstruction Projects Schedule

- Walnut Street – Summer 2015
- Richmond Street – Fall 2015