

**Rittman City Council Met in a  
REGULAR MEETING  
March 11, 2019  
7:00 p.m.**

**Members Present:** Ken Park, Brian Smith, Josh Carey, Dave Williams and Leah Weirick  
**Members Absent:** Philip Decker  
**Presiding:** Mayor William Robertson

The invocation was given by Pastor Bud Olszewski, followed by the Pledge of Allegiance.

**Approval of Minutes – February 25, 2019.**

Williams moved to approved, all Yeas upon roll call and **motion carried.**

**Citizens Forum**

None

**Old Business**

None

**New Business**

a. **Recognition of Rittman Fire Department EMS for their Certificate of Achievement for their Outstanding Performance and Recognition of EMS STEMI Team of the Month from Summa Health Systems.**

b. **Ord. No. 8100 An Ordinance of the City of Rittman, Wayne and Medina Counties and State of Ohio, Providing for the Compensation of Certain City Employees, Effective Date and Declaring an Emergency. Three Readings.** Ord. No. 8100 was read on first reading. Weirick moved to suspend the rules, all Yeas on roll call and **motion carried.** Smith moved to adopt. Williams stated that from what he recalls when he was on Council last time, Councilman Hanlon at the time talked a little bit about raises and what comes about when you issue raises. I know this is setting pay ranges, but I guess I want to get caught up. Do we do any kind of performance reviews for these raises? I think when I left last time it was that it was Council's responsibility to do the City Manager's evaluation and Pam's evaluation. I was curious if that was being done? Mayor responded not too often. Williams stated, I guess from Derek down with all the departments, are there performance evaluations? Feuerstein responded that he is researching how the best way to implement those. There are few schools of thought of how you do that because it always brings some extra obstacles or ideas that come after that and how to implement and how to correctly do that. Here there is really only one big change, it's establishing the range for a position that wasn't established before and we probably should have done this. This is more of a housekeeping item than anything else. Williams stated that I guess my position is that I think that it's tough when you are in a small town, small business, that people have been here for years and all of a sudden without reviews or peer reviews or anything. I think Rick Hanlon once referred to it as handing out Halloween Candy. There is no incentive for people to want to do better, they just assumed every year they are going to get a raise. Keener advised that everyone receives the cost of living increase, but merit raises, which I think that's what Hanlon was referring to as the candy handouts, those have not been given. That was under Larry's administration that was done without performance reviews. That has not happened. Williams stated that he thinks there is a level of accountability. Feuerstein agrees that's why we come to Council for the cost of living, but merit increases would be something that I would do reviews and go from there. Especially if it's either added responsibilities or

anything like that. That's why we haven't done any of that. Smith stated that we as a Council updated Pam's contract a few months back. In that process we did a review then. Basically, the same thing with Derek. I don't think we did anything different there, we didn't update any contract, we had to update Pam's contract because it expired. I think the goal was going forward was to be roughly in the fall, August – September is when we start to look at the reviews for those two positions, we are responsible for. Williams stated for this particular amendment with the Retention Recruitment Coordinator, I am going to object. I think the pay should stay on the lower side of \$47,500.00. It's a first-year position. It's a grant position and I understand that there is a piece within that grant that says that you can hire out a company to help with the marketing of it. I think as a first-year position to start on the high side is not being good stewards of the money. That's my personal thoughts. Feuerstein stated that his recommendation to Council would be to pass this as it is proposed. It allows myself then to establish ranges just like every other position. That way it is consistent. And a lot of the employment practices, consistency is king because if not when you have positions slightly different than others that's when you kind of get into it, so I would just ask for to establish the range as it is recommended and however Council chooses, I understand that and deal with the next, path going forward. Mayor Robertson stated that this number is a range, so it allows for some growth. Motion to adopt – call the roll. Upon roll call Park – Yes, Smith – Yes, Williams – No, Carey – Yes, Weirick - Yes and **motion carried**.

c. **Res. No. 8101 A Resolution of the Council of the City of Rittman, Wayne and Medina Counties and State of Ohio, Authorizing the Municipal Manger to Participate in the ODOT Cooperative Purchasing Program and Declaring an Emergency. Three Readings.** Res. No. 8101 was read on first reading. Smith moved to suspend the rules. Park stated that he talked to Derek and we keep suspending the rules on everything. I wanted to know if we need this done tonight? Feuerstein replied that yes, according to George it's due next week. Park wanted to make sure we are doing this because I am pretty sure that 8103 doesn't need to be done on three readings. We clarified all of this with having to read it out loud three times, but I don't want to get into a thing. Smith inquired if we could in the future with Joan when we put packets together, if we know this information, so it's a time frame, we aren't going to need it for another two weeks. And we have to get this legislation passed in order to get it done. Put a little note there, we have a deadline and it's prior to the next meeting. Park stated that he can take it if it is marked three meetings going forward now that I have voiced my opinion, I get it. I just want to make sure. Feuerstein replied that some of it is housekeeping stuff that could either be passed tonight or could be passed in a month and a half. It's one of those I give Council the option of do you want to read it two more times. The item that you referenced is publishing our ordinances. They have already been passed, it doesn't really impact anything. So, it can be passed tonight. Usually Joan will come to me saying do we want to pass it at that meeting or do we want to wait and have three readings. Moving forward only if it's needed for an emergency reason, we will put the three readings on. Park stated it was just a perception thing for him more than anything else. Mayor Robertson stated that you look at it as need to have three readings if the public is impacted by it. So many of these things are purchasing and let the staff move on with what they have to do. The ones that are impacting people then we should give them a chance to come in and express their opinion. All Yeas on roll call and **motion carried**. Weirick moved to adopt, all Yeas on roll call and **motion carried**.

d. **Res. No. 8102 A Resolution of the Council of the City of Rittman, Wayne and Medina Counties and State of Ohio, Declaring it Necessary to Proceed with the Sidewalk Improvement Project for Villa Street, Home Street and Mary Street by Installing Sidewalks Where Necessary and Declaring an Emergency. Three Readings.** Res. No. 8102 was read on first reading. Park moved to suspend the rules, all Yeas on roll call and **motion carried**. Smith moved to adopt. Williams inquired that looking at the assessments are their more rental properties than homeowners though that area and how does that look as far as assessment goes? Joan responded that it is about equal. Williams stated that he didn't know if we would hear from landlords through this process. Feuerstein replied that we will probably hear from the landlords and the homeowner. Mayor Robertson inquired if some of this was done with Safe Routes to School? Feuerstein replied that it is

in that area. This would continue that area. We picked this area because it is one of the few areas in the City that doesn't have any sidewalks. It was easier to get a better price for all of it instead of doing spot clean up. That's why we picked this. All Yeas on roll call and **motion carried.**

e. **Ord. No. 8103 An Ordinance of the Council of the City of Rittman, Ohio, to Approve the Editing and Inclusion of Certain Ordinances as Parts of the Various Component Codes of the Codified Ordinances; to Provide for the Adoption of New Matter in the Updated and Revised Codified Ordinances; to Provide for the Publication of Such New Matter; to Repeal Ordinances and Resolutions in Conflict Therewith; and Declaring an Emergency. First Reading.** Ord. No. 8103 was read on first reading. Williams moved to place on second, all Yeas on roll call and **motion carried.**

### **City Manager's Remarks**

Reading under the lights will be held May 3 the evening of, hopefully at the Rittman football field. Rain location is Heritage Hall. The event was great last year. We are looking for volunteers, flyers were made last week so they will be on the back of the utility bill. It is posted to the City's Facebook page. If you know anyone who would be interested in helping out, spread the word. I talked to the County Commissioners today and they were really happy to see the group of Council Members and the Mayor from Rittman at the County Comp Plan meeting last week. They also let me know they put an email out to people, we will post on the City Facebook site, that if you weren't able to attend any of those meetings, we still want your voice to be heard. There is an online format where you can submit and answer survey questions and provide comments.

### **Finance Director's Remarks**

Nothing at this time.

a. **Approval of Financial Report for February.** Park moved to approve, all Yeas upon roll call and **motion carried.**

### **Council Remarks**

Carey – nothing at this time.

Williams – I'd like to echo what Derek said about the couple of Council Members and they Mayor and his wife who attended the Comprehensive Plan Meeting. I think that I was encouraged by the different focus groups. I think it is a matter of awareness, I think and I think that just geographically how we are with Wooster, the hub of Wooster, I think that we're sometimes in a disadvantage. I think that it's good that we had a voice there and I am very optimistic and I'm looking forward to seeing what the end results will be.

Smith – Mayor, similar to what we just talked about, I think it was Mr. Steiner who was at our table. He used to be a business owner here, owned a couple of insurance companies. He's on some Board in Wooster now. The comment he made to us was you have a group of people who wants it. When you have people, who are going out and fighting for it, it makes it a heck of a lot easier. We do our part and that's what we are supposed to be doing. We are representatives of the community, but the community has an opportunity to do these things as well. So, if they take advantage of the online form, the more people that can rally behind this the more that we can start to develop this area. Congratulations again to EMS folks that's a wonderful job and we are glad to have Ken back and Ray, thank you for the update on awards banquet. Let them all know we appreciate them. One last thing was in the last meeting I had made a comment about the average loss at the rec was about \$146,000.00 just shy of \$147,000.00. I have heard this comment, so I think that there's this misconception that once the debts service is done in 2020, that that number is going to go down. That \$146,000.00 does not include, that has nothing to do with that. That debt service will move on to City Hall. I just wanted to make sure there was clarification on that part.

Park – nothing tonight, thanks.

Leah – nothing.

a. **Approval of Voucher #'s 9642 thru 9700 and Memo Expense #'s M21914 thru 0M3192.** Weirick moved to approve, upon roll call Park – Yes, Williams – Abstain, Smith – Yes, Weirick – Yes, Carey - Yes and **motion carried.**

**Adjourn: - 7:20 p.m.** Williams moved to adjourn, all Yeas on roll call and **motion carried.**

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**Mayor**

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**Clerk of Council**