

A G E N D A

DATE: FEBRUARY 20, 1996
(TUESDAY)
TIME: 7:30 P.M.
PLACE: COUNCIL CHAMBERS

1. ROLL CALL
2. INVOCATION - COUNCILMAN PAUL LAMBERT
3. PLEDGE OF ALLEGIANCE
4. READING OF THE JOURNAL
5. REMARKS OF DELEGATIONS AND CITIZENS TO MATTERS ON THE AGENDA
6. INTRODUCTION OF ORDINANCES AND RESOLUTIONS

ORDINANCE NO. 38 - 1996 BY: RULES, COURTS & CIVIL SERVICE
AND FINANCE COMMITTEE

152
AN ORDINANCE amending Section 2(D) OCCUPATION LIST OF CLASS TITLES - POLICE DEPARTMENT of Ordinance No. 94 - 1994 by repealing Section 2(D) OCCUPATION LIST OF CLASS TITLES - POLICE DEPARTMENT and enacting a new Section 2(D) OCCUPATION LIST OF CLASS TITLES - POLICE DEPARTMENT, in the City of Massillon, Ohio, and declaring an emergency.

ORDINANCE NO. 39 - 1996 BY: SEWER AND WASTE COMMITTEE

P
AN ORDINANCE authorizing the Director of Public Service and Safety of the City of Massillon, Ohio, to prepare plans and specifications and to advertise for and receive sealed bids for the purchase of a Sanitary Sewer Portable T.V. Inspection System, in the City of Massillon, Ohio, and declaring an emergency.

ORDINANCE NO. 40 - 1996 BY: SEWER AND WASTE COMMITTEE

P
AN ORDINANCE authorizing the Director of Public Service and Safety of the City of Massillon, Ohio, to advertise for and receive sealed bids and enter into a contract, upon award and approval of the Board of Control, with the lowest and best bidder for the purpose of purchasing and installing three (3) gas boilers with burners at the Wastewater Treatment Plant, and declaring an emergency.

ORDINANCE NO. 41 - 1996 BY: SEWER AND WASTE DISPOSAL COMMITTEE

P
AN ORDINANCE authorizing the Director of Public Service and Safety to enter into a contract, without competitive bidding, with CTI Environmental, Inc., for the employment of an Industrial Pretreatment Specialist at the Wastewater Treatment Plant in the City of Massillon, and declaring an emergency.

ORDINANCE NO. 42 - 1996 BY: COMMUNITY DEVELOPMENT & ANNEXATION COMM

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AN ORDINANCE authorizing the Director of Public Service and Safety to enter into a contract, without competitive bidding, with David S. Meeks, to provide annexation development consulting services for the City of Massillon, and declaring an emergency.

ORDINANCE NO. 43 - 1996 BY: FINANCE COMMITTEE

f
AN ORDINANCE making certain transfers in the 1995 appropriation from the Clerk of Courts Computer Fund to the General Fund, of the City of Massillon, Ohio, and declaring an emergency.

ORDINANCE NO. 44 - 1996 BY: FINANCE COMMITTEE

P
AN ORDINANCE authorizing and directing the City Auditor to establish the fixed assets minimum at \$1,000.00 with a life span of five (5) years for the City of Massillon, and declaring an emergency.

ORDINANCE NO. 45 - 1996 BY: RULES, COURTS AND CIVIL SERVICE COMM.

152
AN ORDINANCE authorizing the Administration of the City of Massillon to adopt a policy on Sexual Harassment for employees of the City of Massillon, and declaring an emergency.

ORDINANCE NO. 46 - 1996 BY: RULES, COURTS AND CIVIL SERVICE COMM.

152
AN ORDINANCE authorizing the Administration of the City of Massillon to adopt a policy on a Drug Free Workplace and Drug Testing of employees of the City of Massillon, and declaring an emergency.

ORDINANCE NO. 47 - 1996

BY: PARKS AND RECREATION COMMITTEE

AN ORDINANCE authorizing the City of Massillon to submit an application to the Ohio Department of Transportation for funding a multi-purpose trail known as the "Ohio & Erie Canal Corridor Trail - Phase I" within the City and agreeing to share in the project cost and future maintenance of said facility, and declaring an emergency.

ORDINANCE NO. 48 - 1996

BY: FINANCE COMMITTEE

AN ORDINANCE making certain appropriations from the unappropriated balance of the Capital Improvement Fund, Muni Motor Vehicle License Tax Fund, Castle West Fund, Solid Waste Fund, UDAG A-81-AB-39-0097 Towne Plaza Fund, General Fund, WWT Fund, Court Computer System Fund, Computer Update Fund, and the UDAG B-80-AB-39-0115 Hydro Thrift Fund of the City of Massillon, Ohio, for the year ending December 31, 1996, and declaring an emergency.

ORDINANCE NO. 49 - 1996

BY: PARKS AND RECREATION COMMITTEE

AN ORDINANCE repealing Ordinance No. 247 - 1995 which accepted a pay scale within the Parks and Recreation Employees and enacting new pay scales for the Park and Recreation Department of the City of Massillon, and declaring an emergency.

RESOLUTION NO. 9 - 1996

BY: COMMITTEE OF THE WHOLE

A RESOLUTION supporting the passage of the RTA Tax Levy that will be on the March 19th, 1996 Election Ballot.

RESOLUTION NO. 10 - 1996

BY: COMMITTEE OF THE WHOLE

A RESOLUTION expressing firm support and hope for the continuation of services of the Massillon Community Hospital in the City of Massillon.

7. UNFINISHED BUSINESS
8. PETITIONS AND GENERAL COMMUNICATIONS
9. BILLS, ACCOUNTS AND CLAIMS
10. REPORTS FROM CITY OFFICIALS

- A). MAYOR SUBMITS MONTHLY REPORT FOR JANUARY 1996
- B). POLICE CHIEF SUBMITS MONTHLY REPORT FOR JANUARY 1996
- C). POLICE CHIEF SUBMITS YEARLY REPORT FOR 1995
- D). FIRE CHIEF SUBMITS MONTHLY REPORT FOR JANUARY 1996

11. REPORTS OF COMMITTEES
12. RESOLUTIONS AND REQUESTS OF COUNCIL MEMBERS
13. CALL OF THE CALENDAR
14. THIRD READING ORDINANCES AND RESOLUTIONS
15. SECOND READING ORDINANCES AND RESOLUTIONS

ORDINANCE NO. 20 - 1996

BY: PUBLIC UTILITIES/GOLF COURSE COMMITTEE

AN ORDINANCE establishing a rate schedule for fees to be charged at the Legends of Massillon Golf Course for the 1996 golf season, and declaring an emergency.

ORDINANCE NO. 22 - 1996

BY: RULES, COURTS & CIVIL SERVICE COMMITTEE

AN ORDINANCE amending Section 2(D) OCCUPATION LIST OF CLASS TITLES - GOLF COURSE DEPARTMENT of Ordinance No. 94 - 1994 by repealing Section 2(D) OCCUPATION LIST OF CLASS TITLES - GOLF COURSE DEPARTMENT and enacting anew Section 2(D) OCCUPATION LIST OF CLASS TITLES - GOLF COURSE DEPARTMENT, in the City of Massillon, Ohio, and declaring an emergency.

ORDINANCE NO. 23 - 1996

BY: STREETS, HIGHWAYS, TRAFFIC & SAFETY COMM

AN ORDINANCE vacating a certain public alley, and declaring an emergency.

ORDINANCE NO. 24 - 1996

BY: COMMUNITY DEVELOPMENT & ANNEXATION COMM.

AN ORDINANCE amending Section 1151.02 of the Massillon Code of 1985 rezoning certain tracts of land from R-2 One Family Residential to R-T Two Family Residential, and declaring an emergency.

FEBRUARY 20, 1996

ORDINANCE NO. 25 - 1996

BY: COMMUNITY DEVELOPMENT & ANNEXATION COMM.

AN ORDINANCE amending Section 1151.92 of the Massillon Code of 1985 rezoning certain tracts of land from B-3 General Business to RM-2 Multiple Family Residential, and declaring an emergency.

ORDINANCE NO. 37 - 1996

BY: STREETS, HIGHWAYS, TRAFFIC & SAFETY COMM

AN ORDINANCE renaming various streets in the recent Forest/Erie Area Annexation in the City of Massillon, Ohio, and declaring an emergency.

16. NEW AND MISCELLANEOUS BUSINESS
17. REMARKS OF DELEGATIONS AND CITIZENS TO MATTERS NOT ON THE AGENDA
18. ADJOURNMENT

SHARON HOWELL - CLERK OF COUNCIL

THERE ARE NO PUBLIC HEARING THIS EVENING

DATE: February 20, 1996

CLERK: SHARON HOWELL

CITY OF MASSILLON, OHIO

1st reading
2nd " 3/4/96
COUNCIL CHAMBERS

PASSED 3/18/96

LEGISLATIVE DEPARTMENT

ORDINANCE NO. 38 - 1996

BY: THE RULES, COURTS AND CIVIL SERVICE COMMITTEE
and FINANCE COMMITTEE

TITLE: AN ORDINANCE amending Section 2(D) OCCUPATION LIST OF CLASS TITLES - POLICE DEPARTMENT of Ordinance No. 94 - 1994 by repealing Section 2(D) OCCUPATION LIST OF CLASS TITLES - POLICE DEPARTMENT and enacting a new Section 2(D) OCCUPATION LIST OF CLASS TITLES - POLICE DEPARTMENT, in the City of Massillon, Ohio, and declaring an emergency.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

Section 2(D) OCCUPATION LIST OF CLASS TITLES - POLICE DEPARTMENT of Ordinance No. 94 - 1994 and is hereby repealed.

Section 2:

That a new Section 2(D) OCCUPATION LIST OF CLASS TITLES - POLICE DEPARTMENT of Ordinance No. 94 - 1994 be and is hereby enacted and shall read as follows:

(SEE ATTACHMENT 'A' PAGE 3 AND INSERT IN THE SALARY ORDINANCE 94 - 1994)

Section 3:

That this Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public health, safety and welfare of the community and for the additional reason that the provisions hereby enacted are immediately necessary in that the Animal Control Officer has assumed additional duties and in that her compensation should be adjusted. Provided it receives the affirmative vote of two-thirds of the elected members to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____, 1996

ATTEST: SHARON HOWELL, CLERK OF COUNCIL

JOHN H. FRIEG, PRESIDENT

APPROVED: _____

FRANCIS H. CICCHINELLI, JR., MAYOR

CLASS DEPARTMENT & GRADE SCHEDULE TITLE DESCRIPTION		BASE RATE EFFECTIVE SCHEDULE	
<u>AUDITOR DEPARTMENT</u> 205			
12S UN	Deputy Auditor	March 21, 1994	
8S UN	Deputy Account Clerk II	"	
6S UN	Deputy Clerk Typist II	"	
<u>PART TIME/TEMPORARY/SEASONAL</u>			
6S UN	Deputy Clerk Typist II (entry)	March 21, 1994	March 20, 1995
		\$ 8.68 Per Hr	\$ 8.94 Per Hr
<u>INCOME TAX DEPARTMENT</u> 210			
18S SU UN	Tax Administrator	March 21, 1994	
12S UN	Investigator	"	
11S UN	Deputy Tax Administrator	"	
9S UN	Senior Auditor	"	
8S UN	Income Tax Auditor	"	
6S UN	Cashier/Receptionist	"	
5S UN	Deputy Clerk Typist II	"	
<u>PART TIME/TEMPORARY/SEASONAL</u>			
	Cooperative Business Education Student	March 21, 1994	
		4.25 Per Hr	
<u>TREASURER</u> 215			
<u>PART TIME/TEMPORARY/SEASONAL</u>			
6S UN	Deputy Clerk Typist II (entry)	March 21, 1994	March 20, 1995
		\$ 8.68 Per Hr.	\$ 8.94 Red Hr.
<u>POLICE DEPARTMENT</u> 305			
E P	Police Chief	April 1, 1994	
D P	Police Captain	"	
C P	Police Lieutenant	"	
B P	Police Sergeant	"	
A P	Police Officer	"	
15S UN	*Animal Control Officer	March 18, 1996	
9S UN	Police Secretary - Bookkeeper	April 1, 1994	
6S UN	Police Stenographer - Secretary	"	
5S UN	Clerk Typist I	"	
3S UN	Parking Enforcement Officer	"	
<u>PART TIME/TEMPORARY/SEASONAL</u>			
UN	Regular School Police	March 21, 1994	March 20, 1995
UN	Extra School Police	\$193.723Bi-wkly	\$199.53Bi-Wkly
UN	Morals Bureau Tem. Clk	\$ 5.06 Per Hr	\$ 5.21 Per Hr
6S UN	Police Steno - Sec.	\$ 6.60 Per Hr	\$ 6.80 Per Hr
		\$ 8.68 Per Hr	\$ 8.94 Per Hr

DATE: February 20, 1996

CLERK: SHARON HOWELL

passed

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

ORDINANCE NO. 39 - 1996

BY: SEWER AND WASTE COMMITTEE

TITLE: AN ORDINANCE authorizing the Director of Public Service and Safety of the City of Massillon, Ohio, to prepare plans and specifications and to advertise for and receive sealed bids for the purchase of a Sanitary Sewer Portable T.V. Inspection System, in the City of Massillon, Ohio, and declaring an emergency.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

The Council of the City of Massillon, Ohio, hereby determines it to be necessary in the public health, safety and welfare to prepare plans and specifications and to advertise for and receive sealed bids for the purchase of a Sanitary Sewer Portable T.V. Inspection System.

Section 2:

That the Director of Public Service and Safety of the City of Massillon, Ohio, is hereby authorized and directed to prepare plans and specifications and to advertise for and receive sealed bids for the purchase of a Sanitary Sewer Portable T.V. Inspection System, in the City of Massillon.

Section 3:

That this Ordinance is hereby declared to be an emergency measure necessary for the preservation of the health, safety and welfare of the community and for the additional reason that it is necessary for the more efficient operation of the Sewer Department in the City of Massillon and to follow Ohio E.P.A. mandates. Provided it receives the affirmative vote of two-thirds of the elected members to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____, 1996

ATTEST:

SHARON HOWELL, CLERK OF COUNCIL

JOHN H. FRIEG, PRESIDENT

APPROVED:

FRANCIS H. CICCHINELLI, JR., MAYOR

DATE: February 20, 1996

CLERK: SHARON HOWELL

passed

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

ORDINANCE NO. 40 - 1996

BY: SEWER AND WASTE COMMITTEE

TITLE: AN ORDINANCE authorizing the Director of Public Service and Safety of the City of Massillon, Ohio, to advertise for and receive sealed bids and enter into a contract, upon award and approval of the Board of Control, with the lowest and best bidder for the purpose of purchasing and installing three (3) gas boilers with burners at the Wastewater Treatment Plant, and declaring an emergency.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

The Council of the City of Massillon, Ohio, hereby determines it to be necessary in the public health, safety and welfare to advertise for and receive sealed bids and enter into a contract, upon award and approval of the Board of Control, with the lowest and best bidder for the purpose of purchasing and installing three (3) gas boilers with burners at the Wastewater Treatment Plant.

Section 2:

That the Director of Public Service and Safety of the City of Massillon, Ohio, is hereby authorized and directed to prepare plans and specifications and to advertise for and receive sealed bids according to law and enter into contract upon award and approval by the Board of Control, with the lowest and best bidder, according to law, as authorized in Section 1 of this Ordinance.

Section 3:

That this Ordinance is hereby declared to be an emergency measure necessary for the preservation of the health, safety and welfare of the community and for the additional reason that it is necessary for the more efficient operation of the Wastewater Treatment Plant in the City of Massillon in that if not purchased the Land Application Program would be severely impaired. Provided it receives the affirmative vote of two-thirds of the elected members to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____, 1996

ATTEST:

SHARON HOWELL, CLERK OF COUNCIL

JOHN H. FRIEG, PRESIDENT

APPROVED:

FRANCIS H. CICCHINELLI, JR., MAYOR

DATE: February 20, 1996

CLERK: SHARON HOWELL

passed

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

ORDINANCE NO. 41 - 1996

BY: SEWER AND WASTE DISPOSAL COMMITTEE

TITLE: AN ORDINANCE authorizing the Director of Public Service and Safety to enter into a contract, without competitive bidding, with CTI Environmental, Inc., for the employment of an Industrial Pretreatment Specialist at the Wastewater Treatment Plant in the City of Massillon, and declaring an emergency.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

The City Council of the City of Massillon, Ohio, hereby finds that it is necessary to enter into a contract, without competitive bidding, with CTI Environmental, Inc., for the employment of an Industrial Pretreatment Specialist at the Wastewater Treatment Plant in the City of Massillon.

Section 2:

That the Director of Public Service and Safety of the City of Massillon, Ohio, is hereby authorized and directed to enter into a contract, without competitive bidding, with CTI Environmental, Inc., for the employment of an Industrial Pretreatment Specialist at the Wastewater Treatment Plant in the City of Massillon.

Section 3:

That the cost of this professional service will not exceed the amount of Ten Thousand Dollars (\$10,000.00).

Section 4:

That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the health, safety, and welfare of the community, and for the additional reason that it is necessary that the specialist be hired so that the Wastewater Treatment Plant will be in compliance with Ohio E.P.A. mandates. Provided it receives the affirmative vote of two-thirds of the elected members to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____, 1996

ATTEST:

SHARON HOWELL, CLERK OF COUNCIL

JOHN H. FRIEG, PRESIDENT

APPROVED:

FRANCIS H. CICCHINELLI, JR., MAYOR

DATE: February 20, 1996

CLERK: SHARON HOWELL

passed

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

ORDINANCE NO. 42 - 1996

BY: COMMUNITY DEVELOPMENT & ANNEXATION COMMITTEE

TITLE: AN ORDINANCE authorizing the Director of Public Service and Safety to enter into a contract, without competitive bidding, with David S. Meeks, to provide annexation development consulting services for the City of Massillon, and declaring an emergency.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

The City Council of the City of Massillon, Ohio, hereby finds that it is necessary to enter into a contract, without competitive bidding, with David S. Meeks, to provide annexation development consulting services for the City of Massillon.

Section 2:

That the Director of Public Service and Safety of the City of Massillon, Ohio, is hereby authorized and directed to enter into a contract, without competitive bidding, with David S. Meeks, to provide annexation development consulting services for the City of Massillon.

Section 3:

That the cost of this professional service will not exceed the amount of Five Thousand Dollars (\$5,000.00).

Section 4:

That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the health, safety, and welfare of the community, and for the additional reason that it is necessary to provide annexation development services for pending annexations as well as future annexations that will contribute to the growth of the City of Massillon. Provided it receives the affirmative vote of two-thirds of the elected members to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____, 1996

ATTEST: _____
SHARON HOWELL, CLERK OF COUNCIL

JOHN H. FRIEG, PRESIDENT

APPROVED: _____

FRANCIS H. CICCHINELLI, JR., MAYOR

AGREEMENT FOR ANNEXATION DEVELOPMENT SERVICES

THIS AGREEMENT, entered into on the _____ day of _____, 1996, by and between the City of Massillon, Ohio, located at One James Duncan Plaza, Massillon, Ohio 44646 hereinafter referred to as "City" and David S. Meeks, whose address is 100 Central Plaza South, Suite 436, Canton, Ohio 44702, hereinafter referred to as "Consultant".

The Consultant agrees to assist and advise the City on matters relating to obtaining owner support on a petition for annexation to the City of Massillon of areas previously identified by the City. Both parties agree that there are no guaranteed results in this endeavor. However, the Consultant will utilize every effort to obtain the necessary number of signatures to file the annexation petition with the Stark County Board of Commissioners.

The Consultant will have nine (9) basic responsibilities upon which performance shall be evaluated:

1. Develop a general map describing the territory to be annexed including approximate acreage, location, number and names of property owners in the annexation area;
2. Identify adjacent City borders to the territory to be annexed and develop alternative borders, alternative annexation area configurations and strategies to annex as much an area as possible of the original territory, described by item #1 above, should the need occur;
3. Research and develop information regarding owners of the territory to be annexed including, but not limited to current and projected tax and financial impact of annexation, services currently received and impact of annexation on those services;
4. Consult with property owners to determine interest in annexation and develop list of infrastructure and development needs;
5. Facilitate meetings between property owners and the various City officials to discuss infrastructure and development needs;
6. Assist City in developing the necessary statement of services to be provided the territory to be annexed;
7. Provide City with a Petition for annexation signed by a majority of property owners, provided support exists, in the territory to be annexed as described by either Item #1 or Item #2 above;
8. The Consultant shall be available to attend any public hearing which may occur as a result of the petition for annexation;
9. Act as general liaison between various units of government who may have an interest in the annexation.

ANNEXATION AGREEMENT
CITY OF MASSILLON AND DAVID S. MEEKS
PAGE 2

In consideration of the services provided by the Consultant, the City agrees to compensate the consultant as a fee NOT TO EXCEED Five Thousand Dollars (\$5,000.00). Said fee will be based on a maximum estimated amount of 166 hours to be expended in the performance of this endeavor billable at Thirty Dollars (\$30.00) per hour and identified in Attachment "A" - "Scope of Services". Said fee shall include all ordinary expenses incurred by the Consultant in the performance of this agreement except those unusual or extraordinary expenses which shall be agreed upon in advance by both parties.

IN WITNESS WHEREOF, we have hereunto set our hands to quadruplicates the _____ day of _____, 1996.

ATTEST:

CITY OF MASSILLON, OHIO

FRANCIS H. CICCHINELLI, JR.
Mayor

ATTEST:

CONSULTANT

DAVID S. MEEKS

ATTACHMENT "A"

SCOPE OF SERVICES

ACTIVITY	PROJECTED HOURS
Title/Owner Search	8
Develop Boundary Description	1
Develop Alternative Boundary Description	1
Property Owner Research	4
Initial Owner Consultations	64
Owner Follow-Up	26
Final Signature Assembly	24
Consultations with City Officials	5
Public Hearing(s)	5
Technical Clerical	8
Subtotal	146
Contingency	20
TOTAL ESTIMATED HOURS	166

DATE: February 20, 1996

CLERK: SHARON HOWELL

passed

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

ORDINANCE NO. 43 - 1996

BY: FINANCE COMMITTEE

TITLE: AN ORDINANCE making certain transfers in the 1995 appropriation from the Clerk of Courts Computer Fund to the General Fund, of the City of Massillon, Ohio, and declaring an emergency.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

There be and hereby is transferred from the 1995 appropriation from the Clerk of Courts Computer Fund to the General Fund the following:

\$ 1,000.00 FROM: "Transfer To" 1232.130.2710
TO: " Transfer In-Non Rev. Rec." 1100.905.1860

Section 2:

That this Ordinance is hereby declared to be an emergency measure, the reason for the emergency being that said funds are immediately necessary for the more efficient operation of the Clerk of Courts Department in the City of Massillon, Ohio, and for the preservation of the public health, safety and welfare of the community. Provided it receives the affirmative vote of two-thirds of the elected members to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____, 1996

ATTEST: SHARON HOWELL, CLERK OF COUNCIL JOHN H. FRIEG, PRESIDENT

APPROVED: _____ FRANCIS H. CICCHINELLI, JR., MAYOR

DATE: February 20, 1996

CLERK: SHARON HOWELL

passed

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

ORDINANCE NO. 44 - 1996

BY: THE FINANCE COMMITTEE

TITLE: AN ORDINANCE authorizing and directing the City Auditor to establish the fixed assets minimum at \$1,000.00 with a life span of five (5) years for the City of Massillon, and declaring an emergency.

WHEREAS, the Auditor of the State of Ohio has ordered this be established for proper accounting in the City of Massillon,

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

The City Auditor is hereby authorized and directed to establish the fixed assets minimum at \$1,000.00 with a life span of five (5) years for the City of Massillon.

Section 2:

That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety and welfare of the community, and for the further reason that said procedure by the Auditor is required by the Auditor of the State of Ohio. Provided it receives the affirmative vote of two-thirds of the members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____ 1996

APPROVED: _____
SHARON HOWELL, CLERK OF COUNCIL JOHN H. FRIEG, PRESIDENT

APPROVED: _____
FRANCIS H. CICCHINELLI, JR., MAYOR

DATE: February 20, 1996

CLERK: SHARON HOWELL

1st reading
2nd *"*

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

PASSED 3/18/96

3/4/96

LEGISLATIVE DEPARTMENT

ORDINANCE NO. 45 - 1996

BY: RULES, COURTS AND CIVIL SERVICE COMMITTEE

TITLE: AN ORDINANCE authorizing the Administration of the City of Massillon to adopt a policy on Sexual Harassment for employees of the City of Massillon, and declaring an emergency.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

The Council of the City of Massillon, Ohio, hereby finds that it is in the best interest of the City of Massillon to adopt said policy.

Section 2:

The Administration of the City of Massillon, Ohio, is hereby authorized and directed to adopt a policy on Sexual Harassment for employees. A copy of said policy is hereby attached as Exhibit "A".

Section 3:

That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the health, safety, and welfare of the community, and for the further reason that a policy on Sexual Harassment be immediately adopted. Provided it receives the affirmative vote of two-thirds of the elected members to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____, 1996

ATTEST: _____
SHARON HOWELL, CLERK OF COUNCIL

JOHN H. FRIEG, PRESIDENT

APPROVED: _____

FRANCIS H. CICCHINELLI, JR., MAYOR

CITY OF MASSILLON
POLICY ON SEXUAL HARASSMENT
STATEMENT OF PURPOSE/INTENT

It is the policy of the City of Massillon that all employees should be able to work in an environment free from all forms of harassment. Harassment, as defined by this policy, is against the law. This policy refers not only to supervisor-subordinate actions but also to actions between co-workers. Any complaints of harassment will be investigated promptly.

If an employee believes he or she is being subjected to any of the prohibited forms of harassment or believes he or she is being discriminated against because other employees are receiving favored treatment in exchange for sexual favors, he or she must bring this to the attention of the City. The very nature of harassment makes it virtually impossible to detect unless the person being harassed registers his or her discontent with the appropriate City representative.

Consequently, in order for the City to deal with the problem, employees must report such offensive conduct or situations. There will be no intimidation, discrimination, or retaliation against any employee who makes a bona fide report of harassment.

I. SEXUAL HARASSMENT - DEFINITION

Harassment on the basis of sex is a violation of Title VII of the 1964 Civil Rights Act. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- A. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- B. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- C. Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment;

Sexual harassment is the attempt to control, influence or affect the career, salary or job of an individual by sexual coercion. Sexual harassment may also be conduct which creates a hostile or offensive work environment or unreasonably interferes with a person's ability to perform his or her job.

Examples:

The following specific conduct which is prohibited includes, but is not limited to:

- A. Threats or insinuations, implicit or explicit, that any employee's refusal to submit to sexual advances will adversely affect the employee's retention, evaluation, wages, promotion, duties or any other conduct of employment;
- B. Unwelcome sexual flirtations, advances, contact or propositions;
- C. Verbal or written abuse of a sexual nature;
- D. Graphic verbal comments about an individual's body;
- E. Sexual comments of a provocative or suggestive nature;
- F. Sexually degrading words used to describe an individual;
- G. Sexually oriented jokes or innuendos intended for and/or directed to another employee;
- H. The display in the work place of sexually suggestive objects or pictures.

II. REPORT

Any employee who believes he or she has been the subject of sexual harassment should respond to the alleged act immediately in a fair, serious and progressive manner.

Steps to take/How to Report:

- A. First, be sure that the person who is sexually harassing knows that you do not welcome that person's advances/comments/actions. Put him or her on notice. Tell them to stop.
 - B. If the sexual harassment continues, write down each offensive advance/comment/action. Be as specific as possible, including time, date and location. Note the name(s) of any co-worker(s) who may have witnessed/overheard the alleged harassment.
 - C. Inform your supervisor or any one of the following authorities in your chain of command whom you are comfortable with, including your Department Head, Safety-Service Director, Mayor or the EEO Director of the sexual harassment.
-

III. CONFIDENTIALITY

A record of the complaint and the finding will become a part of the complaint investigation record and the file will be maintained separately from the employee's personnel file. It is understood that any person electing to utilize this complaint resolution procedure will be treated courteously and confidentially. The allegations will be investigated within thirty (30) days and resolved within sixty (60) days if possible.

IV. DISCIPLINE/DISCHARGE FOR VIOLATION

Any employee who is found, after appropriate investigation and due process, to have engaged in sexual harassment, will be subject to discipline, up to and including discharge, pursuant to the terms of this policy, local, state and federal law and any applicable rule or order.

V. NO RETALIATION FOR FILING A COMPLAINT

The resitering of a complaint will in no way be used or held against the employee, nor will it have an adverse impact on the complaining individual's employment status, unless it is found to be falsification or perjury by a court of law or a governmental administrative agency.

NO RETALIATION WILL OCUR AS A RESULT OF FILING A REPORT.

It is unlawful for an employer to retaliate against you because you filed a charge or because you aided in an investigation.

If you believe retaliation has occurred, inform your Supervisor, Department Head, Safety-Service Director, Mayor or the EEO Director.

DATE: February 20, 1996

CLERK: SHARON HOWELL

1st reading

CITY OF MASSILLON, OHIO

2nd

3/4/96

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

PASSED 3/18/96

ORDINANCE NO. 46 - 1996

BY: RULES, COURTS AND CIVIL SERVICE COMMITTEE

TITLE: AN ORDINANCE authorizing the Administration of the City of Massillon to adopt a policy on a Drug Free Workplace and Drug Testing of employees of the City of Massillon, and declaring an emergency.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

The Council of the City of Massillon, Ohio, hereby finds that it is in the best interest of the City of Massillon to adopt said policy.

Section 2:

The Administration of the City of Massillon, Ohio, is hereby authorized and directed to adopt a policy on a Drug Free Workplace and Drug Testing for employees. A copy of said policy is hereby attached as Exhibit "A".

Section 3:

That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the health, safety, and welfare of the community, and for the further reason that a policy on a Drug Free Workplace and Drug Testing be immediately adopted. Provided it receives the affirmative vote of two-thirds of the elected members to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____, 1996

ATTEST:

SHARON HOWELL, CLERK OF COUNCIL

JOHN H. FRIEG, PRESIDENT

APPROVED:

FRANCIS H. CICCHINELLI, JR., MAYOR

abuse rehabilitation programs and strongly encourages employees to use one of these programs for help with drug problems. It is each employee's responsibility to seek assistance prior to reaching a point where such employee's judgement, performance or behavior is negatively affected.

- 7) If an employee is suspected of being under the influence of a controlled substance, (i.e., slurred speech, unsteady gait, odor of alcohol, etc.) a second supervisor, Department Head or City Official will be asked to observe and corroborate the initial observation. The employee will be immediately removed from the workplace and asked to obtain a drug screening. Refusal will be grounds for immediate dismissal. If the results are negative (clean), the employee will return to work and be made whole for time lost. If the results are positive, the employee will be referred to an In-House evaluation before a final decision is made.

The City will constitute such procedures as are required to effectively enforce this policy. This will include the requirement that employees cooperate in medical screening where judgment or performance is impaired or behavior is erratic. Refusal to cooperate with these procedures will subject employees to termination.

II. DRUG TESTING OF EMPLOYEES

POLICY

The City of Massillon will make a good faith effort to maintain a drug free workplace by complying with the requirements of the Federal Drug Free Workplace Act of 1988, enhancing the health and safety of employees and the public and providing more cost efficient delivery of services. City employees will be required to undergo a drug screening and confirmation test, administered in accordance with City directive, upon reporting for work or during work hours when there is reasonable suspicion to believe that the employee has ingested, inhaled, or injected an illicit drug into the body, or as part of a physical examination.

PURPOSE

This directive outlines the program by which policy goals and objectives will be met.

SCOPE

This directive applies to all City of Massillon programs and employees.

DEFINITIONS

- A. "Drug" means a controlled substance as defined by Chapter 3719 of the Ohio Revised Code.
- B. "Reasonable suspicion" means a conclusion based on personal observation of specific objective instances of employee conduct, subject to corroboration and documented in writing, that an employee is unable to satisfactorily perform his/her job duties due to use of drugs. Such inability to perform may include, but is not limited to, a drop in the employee's performance level or by impaired judgment, reasoning, level of attention or behavioral change or decreased ability of the senses. Physical characteristics indicating reasonable suspicion may be a pattern of abnormal or erratic behavior, physical symptoms (i.e. glassy or bloodshot eyes, slurred speech, unsteady gait, poor coordination or reflexes or direct observation of drug use). Information provided by a reliable and credible source or possession of drugs will constitute a basis for reasonable suspicion.
- C. Safety-sensitive positions means jobs where employee use of drugs could create a threat to safety whereby the employee is unfit to perform assigned duties and the performance of those duties in such mental or physical condition creates or could create a safety hazard that has caused, or could cause injury or harm to the employee or other employees, citizens or damage property.
- D. Drug testing means collection of a urine or blood specimen by medical personnel and a laboratory analysis of the specimen by Enzyme Immunoassay (EMI) screening and of appropriate confirmatory testing using the Gas Chromatography/Mass Spectrometry (GC/MS) methods and procedures, or the most current and appropriate technology.

APPLICANT PROCEDURES AND NOTIFICATION

Applicants for the City of Massillon positions will be notified of the drug testing component of the examination at time of application. Applicants will be given the opportunity to withdraw their applications at that time or after receipt of results of the examination.

EMPLOYEE PROCEDURES AND NOTIFICATIONS

- A. City of Massillon rules and regulations prohibit the use, sale, manufacture or possession illicit drugs, or misuse or re-sale of prescription or over-the-counter medications while on duty or on City of Massillon property or in a City vehicle. Violation of these rules and regulations will subject the employees to discipline, which could include discharge. Any work-related drug convictions must be reported to the supervisor or department head by the employee within five (5) working days of conviction.
- B. Based on reasonable suspicion, City employees will be required to submit to testing for drug use. Prior to such testing, City employees will be required to sign a form acknowledging testing. Failure or refusal to sign the acknowledgement form or to submit to testing will result in the employee's termination.
- C. An employee whose drug test results in positive findings will be subject to disciplinary action, which could include discharge for job related just cause.
- D. Rehabilitation: Employees may request to use paid sick leave or unpaid medical leave of absence to enter inpatient medically supervised rehabilitation facilities. Employees must have prior approval from the Safety-Service Director and a recommendation for in-patient rehabilitation from a physician unconnected with the rehabilitation facility. Rehabilitation leave is subject to reasonable limitation and not available to employees who violate rules regarding workplace use, sale, etc. of controlled substances. An employee who is approved for rehabilitation will not be permitted to return to work until the prescribed treatment program has been completed. Sustained employment is dependent upon the employee's documentation of continued, successful participation in recommended after care programs and drug test. Employees who enter rehabilitation programs whether in or out-patient, will sign a release of medical information statement and all drug test results will be forwarded to the Drug Coordinator's office.

- F. Employees who are taking medical prescriptions must furnish a statement from a physician specifying the drug being taken and whether the drug will interfere with safe performance of the job. If the statement has been delivered to the employee's supervisor or department in advance of a drug test, a positive finding of the prescribed drug may not be grounds for discipline.

TRAINING OF SUPERVISORS AND DEPARTMENT HEADS

Supervisors and/or Department Heads will be trained:

- A. To recognize when employees appear unfit for duty because of drugs and the elements of determination of reasonable suspicion.
- B. To effectively and appropriately intervene in reasonable suspicion instances.
- C. To identify basic categories of drugs and their effects.
- D. To understand the methods of drug testing procedures.
- E. To effectively and appropriately document reasonable suspicion cases.
- F. In the City's referral procedures.
- G. In methods of discipline.

PROCEDURES FOR TESTING EMPLOYEES

- A) A supervisor or Department Head who has reasonable suspicion to believe an employee has ingested, inhaled or injected an illicit drug, when reporting for, or while on duty must:
 - 1. Prohibit the employee from working or continuing to work.
 - 2. Notify another Supervisor or Department Head and request that they observe and review the specific objective instances of employee conduct to confirm that reasonable suspicion exists.
 - 3. Transport the employee to the designated medical facility identified by the Agency for

testing. After testing, arrangements should be made for safe transportation to the employee's residence. The Employee should be transported by the Drug Coordinator.

4. Prepare appropriate documentation and take appropriate disciplinary action.
 5. If facts and circumstances warrant, the employee may be encouraged to voluntarily consult the Drug Coordinator in addition to disciplinary action.
- B) Supervisors or Department Heads are prohibited from demanding or encouraging drug testing without reasonable suspicion. Willful disclosure of test results to persons not involved in the disciplinary procedure will merit appropriate disciplinary action which could include discharge.

RESPONSIBILITIES

Department Heads are responsible for:

1. Notification to Supervisors and/or employees about any training, seminars or workshops that they might be required to attend.
2. The Drug Coordinator is responsible for furnishing professional aid to departments whenever needed.
3. The Drug Coordinator is responsible for overseeing the employee assistance program provided by a qualified medical facility.
4. The designated medical facility is responsible for obtaining a signed consent form from the applicant or employee, for medical examination and collection of specimens necessary for drug testing in a designated laboratory, for arranging the transportation of the specimen to the laboratory, and for receiving test results in accordance with legally and medically approved procedures, methods, and techniques. Test results will be communicated to approved City personnel immediately upon receipt from the lab.
5. The Drug Coordinator is responsible for maintaining records of all examinations, tests, and results in employee's medical files

and for ensuring privacy and confidentiality. Willful disclosure of test results to unauthorized persons will merit discharge.

6. Department Heads and Supervisors are responsible for documenting poor performance, for recognizing reasonable suspicion of drug use by employees, and after following proper procedures, requiring the employee or employees to undergo a drug screening and confirmation test.

DATE: February 20, 1996

CLERK: SHARON HOWELL

passed

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

ORDINANCE NO. 47 - 1996

BY: PARKS AND RECREATION COMMITTEE

TITLE: AN ORDINANCE authorizing the City of Massillon to submit an application to the Ohio Department of Transportation for funding a multi-purpose trail known as the "Ohio & Erie Canal Corridor Trail - Phase I" within the City and agreeing to share in the project cost and future maintenance of said facility, and declaring an emergency.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

The Council of the City of Massillon, Ohio, hereby finds that it is in the best interest of the City of Massillon to file for said funding with the Ohio Department of Transportation.

Section 2:

The City of Massillon, Ohio, is hereby authorized and directed to submit an application to the Ohio Department of Transportation for funding a multi-purpose trail known as the "Ohio & Erie Canal Corridor Trail - Phase I" within the City and agreeing to share in the project cost and future maintenance of said facility,

Section 3:

That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the health, safety, and welfare of the community, and for the further reason that the application needs to be filed immediately so that the City of Massillon has the opportunity to receive the funding. Provided it receives the affirmative vote of two-thirds of the elected members to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____, 1996

ATTEST: _____
SHARON HOWELL, CLERK OF COUNCIL

JOHN H. FRIEG, PRESIDENT

APPROVED: _____

FRANCIS H. CICCHINELLI, JR., MAYOR

DATE: February 20, 1996

CLERK: SHARON HOWELL

passed

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

ORDINANCE NO. 49 - 1996

BY: PARKS AND RECREATION COMMITTEE

TITLE: AN ORDINANCE repealing Ordinance No. 247 - 1995 which accepted a pay scale for the Parks and Recreation Employees and enacting new pay scales within the Park and Recreation Department of the City of Massillon, and declaring an emergency.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

Ordinance No. 247 - 1995 be and is hereby repealed.

Section 2:

The Council of the City of Massillon hereby accepts and adopts the new pay scales for the Parks and Recreation Unclassified Employees/Supervisory, Unclassified Employees and AFSCME Employees which shall be effective January 1, 1996. (See attached)

Section 3:

That this Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, safety and welfare of the community and that it is necessary to adopt various pay scales within the newly created Parks and Recreation Department of the City of Massillon, Ohio. Provided it receives the affirmative vote of two-thirds of the elected members to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED IN COUNCIL THIS _____ DAY OF _____ 1996

APPROVED: _____
SHARON HOWELL, CLERK OF COUNCIL JOHN H. FRIEG, PRESIDENT

APPROVED: _____
FRANCIS H. CICCHINELLI, JR., MAYOR

PARKS AND RECREATION UNCLASSIFIED/SUPERVISORY EMPLOYEES - JANUARY 1, 1996

GRADE CLASS	ENT.	1 Yr.	2 Yr.	3 Yr.	4Yr.	5 Yr.	10 Yr.	15 Yr.	20 Yr.	25 Yr.	30 Yr.
1-S	640.91	653.98	670.72	685.67	0.00	703.61	718.00	732.53	747.29	770.54	794.15
2-S	654.27	670.72	685.67	702.45	0.00	720.54	735.12	749.84	764.74	788.15	811.93
3-S	670.72	685.67	702.45	722.98	0.00	741.28	756.01	770.93	786.03	809.67	833.64
4-S	685.67	702.45	722.98	741.63	0.00	760.10	774.71	790.12	805.39	829.21	853.36
5-S	702.45	722.98	741.63	762.13	0.00	780.81	795.93	811.24	826.72	850.73	875.08
6-S	722.98	741.63	762.13	782.64	0.00	801.52	816.86	832.34	848.03	872.23	896.79
7-S	741.63	762.13	782.64	806.89	0.00	825.98	841.56	857.29	873.21	897.66	922.46
8-S	762.13	782.64	806.89	831.14	0.00	850.46	866.26	882.22	898.43	923.12	948.15
9-S	782.64	806.89	831.14	857.23	0.00	876.83	892.89	909.09	925.53	950.47	975.76
10-S	806.89	831.14	857.23	881.07	0.00	900.88	917.14	933.61	950.24	975.43	1000.96
11-S	831.14	857.23	881.07	926.24	0.00	946.49	963.23	980.13	997.18	1022.81	1048.79
12-S	857.23	881.07	926.24	956.07	0.00	976.60	993.64	1010.80	1028.20	1054.11	1080.38
13-S	881.07	926.24	956.07	987.77	0.00	1008.61	1025.93	1043.41	1061.12	1087.35	1113.92
14-S	926.24	956.07	987.77	1021.33	0.00	1042.51	1060.16	1077.96	1096.00	1122.55	1149.46
15-S	956.07	987.77	1021.33	1053.04	0.00	1074.52	1092.47	1110.59	1128.92	1155.80	1203.46
16-S	987.77	1021.33	1053.04	1088.47	0.00	1110.29	1128.59	1147.05	1165.72	1192.94	1220.52
17-S	1021.33	1053.04	1088.47	1123.90	0.00	1146.06	1164.69	1183.51	1202.52	1230.09	1258.02
18-S	1053.04	1088.47	1123.90	1161.20	0.00	1183.73	1202.71	1221.87	1241.28	1269.22	1297.50
19-S	1088.47	1123.90	1161.20	1207.81	0.00	1230.79	1250.24	1269.87	1289.71	1318.11	1346.85
20-S	1123.90	1161.20	1207.81	1256.31	0.00	1279.74	1299.64	1319.75	1340.06	1368.93	1398.17
21-S	1161.20	1207.81	1256.31	1308.52	1357.94	1383.30	1404.20	1425.34	1446.63	1476.51	1506.74
22-S	1207.81	1256.31	1308.52	1357.94	1416.67	1441.66	1463.13	1484.79	1506.68	1537.13	1567.93
23-S	1256.31	1308.52	1357.94	1416.67	1474.47	1500.03	1522.06	1544.28	1566.72	1597.74	1629.11
24-S	1308.52	1357.94	1416.67	1474.47	1534.16	1560.28	1582.87	1605.68	1628.71	1660.32	1692.30
25-S	1357.94	1416.67	1474.47	1534.16	1593.83	1628.10	1648.06	1667.09	1690.71	1722.88	1755.45
26-S	1416.67	1474.47	1534.16	1593.83	1660.96	1688.31	1712.14	1736.18	1760.44	1793.29	1826.50
27-S	1478.94	1534.16	1593.83	1660.96	1728.09	1756.08	1780.56	1805.25	1830.19	1863.68	1897.57
28-S	1534.16	1593.83	1660.96	1728.09	1798.95	1827.63	1852.80	1878.18	1903.81	1938.01	1972.59
29-S	1593.83	1660.96	1728.09	1798.95	1869.82	1899.18	1925.02	1951.10	1977.41	2012.31	2047.60
30-S	1653.23	1722.86	1792.49	1865.99	1943.48	1974.00	2000.86	2027.97	2055.32	2091.60	2128.80

PARKS AND RECREATION DEPARTMENT
UNCLASSIFIED EMPLOYEES

GRADE CLASS	ENT.	1 Yr.	2 Yr.	3 Yr.	4Yr.	5 Yr.	10 Yr.	15 Yr.	20 Yr.	25 Yr.	30 Yr.
1-S	676.16	689.94	707.61	723.38	0.00	735.23	743.13	751.00	758.92	775.20	791.50
2-S	690.25	707.61	723.38	741.09	0.00	752.92	760.85	768.75	776.64	792.92	809.22
3-S	707.61	723.38	741.09	762.75	0.00	774.59	782.47	790.36	798.27	814.57	830.86
4-S	723.38	741.09	762.75	782.42	0.00	794.24	801.82	810.04	817.93	834.22	850.52
5-S	741.09	762.75	782.42	804.05	0.00	815.89	823.79	831.69	839.58	855.88	872.16
6-S	762.75	782.42	804.05	825.69	0.00	837.53	845.45	853.32	861.22	877.51	893.81
7-S	782.42	804.05	825.69	851.27	0.00	863.09	871.01	878.90	886.80	903.09	919.39
8-S	804.05	825.69	851.27	876.85	0.00	888.67	896.58	904.47	912.41	928.71	944.99
9-S	825.69	851.27	876.85	904.38	0.00	916.22	924.14	932.01	939.93	956.22	972.51
10-S	851.27	876.85	904.38	929.53	0.00	941.35	949.24	957.14	965.03	981.33	997.63
11-S	876.85	904.38	929.53	977.18	0.00	989.01	996.94	1,004.84	1,012.70	1,029.00	1,045.30
12-S	904.38	929.53	977.18	1,008.65	0.00	1,020.48	1,028.41	1,036.29	1,044.20	1,060.49	1,076.79
13-S	929.53	977.18	1,008.65	1,042.10	0.00	1,053.92	1,061.84	1,069.71	1,077.63	1,093.93	1,110.21
14-S	977.18	1,008.65	1,042.10	1,077.50	0.00	1,089.34	1,097.26	1,105.14	1,113.05	1,129.34	1,145.64
15-S	1,008.65	1,042.10	1,077.50	1,110.96	0.00	1,122.80	1,130.70	1,138.59	1,146.49	1,162.79	1,179.45
16-S	1,042.10	1,077.50	1,110.96	1,148.34	0.00	1,160.18	1,168.09	1,175.97	1,183.86	1,200.16	1,216.45
17-S	1,077.50	1,110.96	1,148.34	1,185.71	0.00	1,197.55	1,205.46	1,213.35	1,221.24	1,237.53	1,253.83
18-S	1,110.96	1,148.34	1,185.71	1,225.06	0.00	1,236.92	1,244.80	1,252.68	1,260.60	1,276.90	1,293.18
19-S	1,148.34	1,185.71	1,225.06	1,274.24	0.00	1,286.09	1,293.99	1,301.88	1,309.79	1,326.09	1,342.37
20-S	1,185.71	1,225.06	1,274.24	1,325.41	0.00	1,337.24	1,345.13	1,353.03	1,360.92	1,377.22	1,393.51
21-S	1,225.06	1,274.24	1,325.41	1,380.49	1,432.62	1,445.45	1,453.35	1,461.28	1,469.14	1,485.44	1,501.72
22-S	1,274.24	1,325.41	1,380.49	1,432.62	1,494.58	1,506.44	1,514.34	1,522.23	1,530.13	1,546.43	1,562.71
23-S	1,325.41	1,380.49	1,432.62	1,494.58	1,555.57	1,567.42	1,575.33	1,583.22	1,591.11	1,607.40	1,623.69
24-S	1,380.49	1,432.62	1,494.58	1,555.57	1,618.54	1,630.38	1,638.27	1,646.16	1,654.06	1,670.36	1,686.66
25-S	1,432.62	1,494.58	1,555.57	1,618.54	1,681.48	1,701.24	1,705.74	1,709.12	1,717.02	1,733.30	1,749.60
26-S	1,494.58	1,555.57	1,618.54	1,681.48	1,752.32	1,764.16	1,772.06	1,779.95	1,787.84	1,804.14	1,820.42
27-S	1,560.28	1,618.54	1,681.48	1,752.32	1,823.14	1,834.98	1,842.88	1,850.77	1,858.67	1,874.96	1,891.25
28-S	1,618.54	1,681.48	1,752.32	1,823.14	1,897.89	1,909.75	1,917.65	1,925.54	1,933.44	1,949.74	1,966.02
29-S	1,681.48	1,752.32	1,823.14	1,897.89	1,972.66	1,984.50	1,992.39	2,000.29	2,008.18	2,024.48	2,040.78

AFSCME PAY RATES

1996	ENT.	1 Yr	2 Yr	5 Yr	10 Yr	15 Yr	20 Yr	25 Yr	30 Yr
1-H	8.33	8.53	8.70	8.90	9.03	9.21	9.37	9.63	9.87
3-H	8.71	8.95	9.18	9.37	9.50	9.69	9.85	10.11	10.35
6-H	9.27	9.50	9.74	9.94	10.08	10.32	10.43	10.68	10.94
9-H	10.27	10.65	11.11	11.27	11.42	11.62	11.78	12.04	12.30
10-H	10.74	11.13	11.45	11.66	11.82	12.00	12.17	12.43	12.70
11-H	11.20	11.59	12.02	12.26	12.41	12.60	12.77	13.03	13.30
12-H	11.86	12.25	12.66	12.88	13.05	13.24	13.41	13.70	13.95
13-H	12.34	12.74	13.13	13.40	13.55	13.71	13.92	14.18	14.47
14-H	12.86	13.25	13.65	13.92	14.08	14.24	14.44	14.72	15.00
15-H	13.35	13.74	14.16	14.41	14.56	14.76	14.96	15.24	15.52
16-H	13.87	14.27	14.66	14.91	15.07	15.27	15.47	15.74	16.04

DATE: February 20, 1996

CLERK: SHARON HOWELL

passed

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

RESOLUTION NO. 9 - 1996

BY: COMMITTEE OF THE WHOLE

TITLE: A RESOLUTION supporting the passage of the RTA Tax Levy that will be on the March 19th, 1996 Election Ballot.

WHEREAS, it is vital that public transportation operate throughout Stark County including the City of Massillon, and

WHEREAS, Stark County is among the fastest growing in the State of Ohio, and

WHEREAS, with the loss of Regional Transit Authority's (RTA) Grant of federal funds, the passage of a county wide quarter percent sales tax is crucial to the continued existence of the RTA and to its ability to meet the necessary needs of the community, and

WHEREAS, the Council supports the efforts of the Board of Trustees of the RTA in their endeavor to bring all of Stark County into its area of service and the passage of the sales tax needed to fund that expansion,

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT:

Section 1:

This Council hereby supports the passage of the RTA Tax Levy that will be on the March 19th, 1996 Election Ballot.

Section 2:

This Council calls on the citizens of Massillon to support the passage of the RTA Tax Levy.

Section 3:

That this resolution shall be immediately effective.

PASSED IN COUNCIL THIS _____ DAY OF _____, 1996

ATTEST: _____
SHARON HOWELL, CLERK OF COUNCIL JOHN H. FRIEG, PRESIDENT

APPROVED: _____
FRANCIS H. CICCHINELLI, JR., MAYOR

DATE: February 20, 1996

CLERK: SHARON HOWELL

passed

CITY OF MASSILLON, OHIO

COUNCIL CHAMBERS

LEGISLATIVE DEPARTMENT

RESOLUTION NO. 10 - 1996

BY: COMMITTEE OF THE WHOLE

TITLE: A RESOLUTION expressing firm support and hope for the continuation of services of the Massillon Community Hospital in the City of Massillon.

WHEREAS, Massillon Community Hospital has been and continues to be a vital asset to the community of Massillon, and

WHEREAS, Massillon Community Hospital is of vital importance to health care for the citizens of Massillon area, and

WHEREAS, a high-quality local community hospital is of great importance to the future development of the growing Massillon area,

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF MASSILLON, STATE OF OHIO, THAT

Section 1:

This Council hereby expresses its strong support for the continuation of services of the high quality and breadth of service as provided by the Massillon Community Hospital in the City of Massillon.

Section 2:

That this Council urges that all those involved in the Hospital take great care to protect the interests of the citizens of Massillon and the surrounding areas and their vital interest in the continuation of the services provided by the Hospital in their community.

Section 3:

That this Council hopes that the level of services at the Community Hospital be increased in the future.

Section 4:

That this resolution shall be immediately effective.

PASSED IN COUNCIL THIS _____ DAY OF _____ 1996

APPROVED: _____
SHARON HOWELL, CLERK OF COUNCIL JOHN H. FRIEG, PRESIDENT

APPROVED: _____
FRANCIS H. CICCHINELLI, JR., MAYOR