

**MINUTES OF THE WORK SESSION OF THE COUNCIL OF THE  
CITY OF AVON, OHIO HELD MONDAY, FEBRUARY 4, 2019  
IN THE COUNCIL CHAMBERS OF THE MUNICIPAL BUILDING  
AT 7:30 P.M.**

**CHAIRMAN, CRAIG WITHERSPOON, CALLED THE MEETING TO ORDER**

**PRESENT:** Council Members: 1<sup>st</sup> Ward – Bob Butkowski; Council-at-Large – Brian Fischer; Council-at-Large – Tammy Holtzmeier; 2<sup>nd</sup> Ward – Dennis McBride; 3<sup>rd</sup> Ward – Tony Moore; 4<sup>th</sup> Ward – Scott Radcliffe; Council-at-Large – Craig Witherspoon; City Engineer – Ryan Cummins; Service Director – Mike Farmer; Planning and Economic Development Coordinator – Pam Fechter; Law Director – John Gasior; Finance Director/Acting Mayor – William Logan; Clerk of Council – Barbara Brooks

**ABSENT:** Mayor – Bryan Jensen

The following items were considered in this Work Session:

1. [ORDINANCE NO. 7-19 – TO ACCEPT IMPROVEMENTS IN PALMER VILLAGE SUBDIVISION NO. 6](#)  
Second of Three Readings at a Special Meeting following this Work Session

Mr. Farmer

Mr. Farmer advised that everything is in order with Palmer Village phase 6 and it is ready for acceptance.

2. [ORDINANCE NO. 9-19 – AUTHORIZING THE MAYOR TO EXTEND THE CONCESSIONS AGREEMENT BETWEEN THE BIG SHOW, LTD AND THE CITY ENTERED INTO MAY 8, 2017 PURSUANT TO ORDINANCE NO. 36-17](#)  
Second of Three Readings at a Special Meeting following this Work Session

Mayor Jensen

Mr. Gasior indicated he would be discussing the terms of the agreement with Ms. Nelson of the Big Show and the Recreation Coordinator regarding any revisions.

3. [ORDINANCE NO. 11-19 – TO AWARD THE BID FOR THE COLLECTION, TRANSPORTATION AND DELIVERY FOR DISPOSAL OR PROCESSING OF SOLID WASTE, RECYCLABLE MATERIALS AND YARD WASTE GENERATED BY RESIDENTIAL UNITS, MUNICIPAL FACILITIES AND DURING SPECIAL EVENTS AT DESIGNATED FACILITIES](#)  
Service/Finance Committee Referral

Mr. Moore asked why this item was not on the Special Meeting tonight for the next reading.

Mr. Gasior advised they need more time to look into a couple other issues. He felt they were still in good shape to have the third reading on the 18<sup>th</sup> of February, if necessary.

Mr. Moore thought we were already behind schedule for accepting this award and he asked why the delay.

Mr. Gasior believed that Mayor Jensen, who is currently out town, was approached by our current hauler, Republic Services, and they would like an opportunity to make an offer. He indicated that some felt they should at least hear what they had to say.

Mr. Moore stated he could respect that, but he felt that was all a part of the bid process and he is confused by that as this was a referral from the Committee to go ahead with the consideration of joining the consortium, so the bid process was completed, and everyone was onboard with the Committees. He said that Republic Services comes in after the bid process saying they want to renegotiate. Mr. Moore stated he is concerned about the time and getting this program up and running by the 1<sup>st</sup> of April and he is confused as to why the current hauler gets

to come back in again when they were a part of the bid process and he personally has a problem with that. He asked why we even did the bid.

Mr. Gasior advised the bid process was conducted by the Lorain County Consortium, which is made up of several communities that include townships and municipalities. He said it was a formal bid process and the City paid \$5,000 to participate in that bid, but we are not bound by that bid or that process. Mr. Gasior stated our current hauler has indicated to a couple members of Council and to the Mayor that they wanted to talk.

Mr. Moore admitted he is the newest member of Council but said he does not understand why Republic Services did not talk earlier and that is why he is confused.

Mr. Gasior said he cannot answer for why Republic Services did not talk earlier, but said they want to talk now. He said that submitting a bid to the consortium is a bid to pick up trash and recycling for a multitude of communities and he does not know what Republic Services business model is, but perhaps they were not interested in picking up in all the townships and municipalities in the area. Mr. Gasior advised that is something they need to give Republic Services a chance to express and he was sure when something comes through concrete that it would come back in front of Council and that could very well happen between now and the end of the week. He said the second reading of the Kimble bid would take place next Monday, February 11, 2019 and if they receive something in writing from Republic that is worthwhile that he would assume that there will be a Council Committee meeting held. Mr. Gasior advised the whole purpose of going to the consortium was to be competitive and if by going to the consortium it forces the current hauler to become more competitive then that is to the benefit of the residents of the City and it is all about competition trying to get the best price for the residents.

Mr. Moore felt Republic Services should have already put their best price out there. He felt it could become a back and forth between Republic Services and Kimble Companies. Mr. Moore asked if they should give Kimble another opportunity to provide a different proposal.

Mr. Gasior felt that Council could certainly do that. But, he said that Kimble submitted a bid to the consortium.

Mr. Moore responded that Republic did as well.

Mr. Gasior advised that Republic did not really submit a bid to the consortium as it was non-responsive for the most part because they did not submit a bid on all the items. He said there is such a thing as responsiveness to a bid as all the requirements of the bid must be met for that bid to be considered responsive. Mr. Gasior stated that there is a question as to whether Republic's bid was legitimate. But aside from that, if Republic wants to do something separate for just the City of Avon, outside of everyone else, they could do that. He noted that Republic Services has been the waste hauler for the City of Avon since the 1970's. Mr. Gasior said Republic has been with Avon for a long time and when they realized we joined the consortium and that we were going with the best bid in the consortium they decided they wanted to discuss a proposal. He advised there was a preliminary discussion late last week and some information was presented from Republic but they need to commit to it in writing, but it sounds very favorable to the residents.

Mr. Moore felt that Republic Services had a chance and his opinion is that they saw us walking out the door and now they want to propose something. He said we are looking at an April 1<sup>st</sup> deadline and he did not want us to be scrambling.

Mr. McBride advised Republic Services chose to be non-responsive and they could have submitted a contemporaneous bid to the City of Avon. He said when Republic found out they were not invited to the dance then they basically wanted a second bite of the apple. Mr. McBride stated that Avon should have separately interviewed all the of the respondents and then used the consortium's scope review process. He said to him it is unfair to Kimble and he felt they were just going to keep playing the ball back and forth.

Mrs. Holtzmeier advised with the consortium bid process there were three haulers that submitted bids; Kimble, Republic and Rumpke. She asked if we are going outside of that bid with the current hauler and giving them an opportunity to submit a separate proposal; were we providing that same courtesy to the other haulers.

Mr. Witherspoon speculated that was entirely possible if that is what Council wishes to do.

Mr. McBride felt to make it fair it was what they have to do. He said they have basically made a mockery of that whole bidding process.

Mr. Gasior advised they should understand exactly what took place. He said the haulers that provided bids in the consortium were bidding for all the townships and some municipalities and not to the City of Avon alone. Mr. Gasior said anyone could have come to the City of Avon last September or October and said to us that our contract with Republic is coming due and that they would like to do business with us and make an offer directly to the City. Mr. Gasior stated they did not have to spend \$5,000 to join the consortium, but no one came to us and we decided to go to the consortium and that was the decision Council made.

Mr. Logan noted that \$5,000 did not bind the City in any way contractually to go with whoever might be the best bid.

Mr. Gasior agreed and said the City took advantage of a bid process that the Lorain County Consortium was offering to us at a minor fee and Council agreed. He said knowing that we went that route, all these haulers may see what the City ends up with by way of the bid and maybe see if they can beat it.

Mr. Moore advised all of those haulers who were part of the consortium bid would probably assume that was the final bids. He felt for Republic to come in behind that bid and offer something else puts them in a spot and that is the problem he has as far as what they look like as a City and its good name. Mr. Moore stated the committees met and the committees felt comfortable and it was a savings and a good deal for the residents and now we are doubling back and maybe not going with Kimble. He said he personally has a little bit of reservation with that. Mr. Moore stated he works with bid processes all the time and if he is not the successful bidder then he knows he put his best foot forward.

Mr. Gasior advised that legally we are not bound and that is all he can tell them. He said he is not the person who makes the decisions. Mr. Gasior reiterated we are not legally bound to contract with Kimble or any of the consortium bids.

Mr. Moore said he understands that, but that is how he feels about our City and what we are going to be doing.

Mr. Gasior reminded Council that they signed up and took advantage of the consortium being available and it was emphasized to everyone on Council that they have no obligation, but if they wanted to participate and consider the bids they had to pay \$5,000 and that is what they did.

Mr. Moore said he understood.

Mr. Gasior advised there is no reason why they could not extend a one-year contract with Republic right now and go back to the consortium again next year. He said that position was also made clear. Mr. Gasior stated to answer the question, legally they have no obligation to go with the consortium price and Republic knows that and Republic has come to us and said they have had our business for 50 years and they want to continue to have our business and they felt they could offer something as favorable as the best offer from the consortium and keep our business and that is where we stand right now. Mr. Gasior said we have a three-reading process going on and if this legislation, Ordinance No. 11-19, passes we will go to the consortium and a contract will be sent to Kimble and they have ten days to sign the contract and provide it back to the consortium and then the Mayor has to sign the contract, should he so choose. He said that is all we have done thus far and we have not

committed to anything. Mr. Moore said he knows we have not committed, and he was not saying that we have committed. Mr. Gasior advised he did not want anyone to feel that we are bound to something here. Mr. Moore said he understands that, but where he is coming from is that he thought they were all on the same page and now they were on a different page. He is concerned about the timeline and when everything would get set up.

Mr. Logan advised there have been good discussions when the committees met with Kimble and there were good discussions with Republic Services. He said with regards to the bid, those in the consortium are bidding on the total number of households out there. Avon is 7200 households, and there are approximately 30,000 plus total households covered in the consortium. Mr. Logan rhetorically asked if Republic should have done something a year ago or three months ago and he answered probably. Mr. Logan agreed it is a little awkward now because Republic Services is saying they can now offer us something better when they absolutely should have done that a few months ago, but the Republic bid just like the Kimble bid in the consortium is out there for those 30,000 households. He said Republic, like other haulers, has different situations in different cities and now because they have contacted the Mayor and have had some discussions possibly they were not quite ready to make a final determination.

Mr. McBride felt that basically they would be giving Republic another chance to provide bad service and add fuel surcharges and more.

Mr. Gasior reminded everyone that they cannot do anything without Council. He believes that all the Administration wants to do is present to Council what the proposal is from Republic Services and Council would be making the decision. Mr. Gasior advised they were just trying to provide Council with all the information and it would be wrong for the Administration to tell Republic not to submit something because Council has made up its mind. He said he does not believe that Council has made up its mind and he thought that Council should see everything that is there. Mr. Gasior reiterated that there is nothing legally inappropriate with submitting to Council a proposal from Republic and Council decides what they want to do. Mr. McBride said it may not be illegal or unethical, but he felt it was not good faith.

Mrs. Holtzmeier advised we need to look at the various options that are out there and we make a proper decision for our residents as to what to do. She asked them to remember that the whole reason they got into the consortium and were asking the questions about the various haulers has not been because of price, but it is because of service and the complaints that the residents provided about the service they were receiving. Mrs. Holtzmeier said as we look at the various options she was sure that was something they would continue to consider from all the haulers.

Mr. Witherspoon advised it is Council's job to get the best for the citizens of Avon, whatever that may be. He said it is our job to look at all aspects of it and he felt that is what they are doing.

Mr. McBride felt then they should do formal scope reviews for all three haulers.

Mr. Witherspoon advised if that is the way Council feels then they could certainly do that. He felt it is in the best interest of City Council to look at all aspects to get the best for the residents in the City of Avon.

Mr. Radcliffe asked when they would have the information and when do they have to decide regarding the consortium as he thought one of those deadlines had already passed. He felt those were the answers they need now to move forward.

Mr. Witherspoon believed Republic Services would be getting some information to City Council this week.

Mr. Butkowski confirmed that by Tuesday or Wednesday of this week they were going to try to get something to us in writing with regards to a formal offer. He said he has spent hours and days going through this consortium process. He was asked to participate and hear out the proposal from Republic Services, but at the end of the

day Council will make the decision. Mr. Butkowski advised the only thing he cares about is value to the resident and how he defines value is cost and service. He said they met with Kimble and they seem like a reasonable potential vendor for Avon and Republic is coming in at the eleventh hour. Mr. Butkowski stated he deals with this kind of thing every day in his professional life where companies play bid against each other all the time. He understood it is a horrible feeling being on the losing end of it, but Council has to look out for what is valuable for the residents. Mr. Butkowski understood the frustration with this process, but they have to do what is right for the residents. He said in hearing out the proposal from Republic Services while they are going through this three-reading process on the consortium legislation, they did not have to drive their decisions toward Republic, but they could at least hear them out.

Mr. Radcliffe noted he was okay with that as long as we have time in the schedule to do that.

Mr. Butkowski agreed they would be putting the haulers in a little bit of a bind, however; he stated that Avon Lake is even farther behind Avon in making a decision with regards to the consortium. Although that was not a benchmark to work against, he clarified that Avon is not the one who could potentially cause a hiccup for the haulers as Avon Lake was farther behind in their decision-making process.

Mr. McBride suggested they give each of the three haulers a chance to do a final and best offer.

Mr. Butkowski advised that is a decision they could probably run back through the Finance Committee.

Mr. Witherspoon asked if they wanted to wait to see if they get some information from Republic before calling another Finance Committee Meeting.

Mr. Butkowski said that Republic Services gave a lot of verbal promises that we have all heard before and was the reason he would like to see it in writing and be able to make an apples to apples comparison. He stated they would also have to take into consideration the residents' responses to services provided as listed on the Better Business Bureau.

Mr. Moore said he wants to make sure they stay within the timeline and were ready to roll come April 1<sup>st</sup>.

4. [ORDINANCE NO. 12-19 – TO AMEND THE SPECIAL USE PERMIT GRANTED TO THE CITY FOR THE AVON AQUATIC FACILITY LOCATED BEHIND 36265 DETROIT ROAD TO INCLUDE THE CONSTRUCTION OF A VETERANS MEMORIAL](#) Planning Commission Referral  
Special Meeting following this Work Session

Ms. Fechter advised everyone saw the presentation a few weeks ago and it is going to be a great Veterans Memorial for the City. She said this is more a housekeeping issue because the area of the Aquatic Facility is under a Special Use Permit and this required an amendment to include this update.

5. [ORDINANCE NO. 13-19 – AUTHORIZING THE DISPOSAL OF MUNICIPAL PROPERTIES HAVING A VALUE OF LESS THAN \\$10,000 \(LIGHT POLES\)](#) Mr. Witherspoon

Mr. Witherspoon reminded Council there are a bunch of old light poles stacked at the baseball stadium and the City is looking to dispose of those.

Mr. Gasior advised Mr. Farmer has been doing a lot of looking into this situation and basically it deals with scrapping steel. He said there is a logistical problem whereas the value of the steel may be .10¢-.12¢ a ton, but there are poles that are 80' and have to be cut into at least 30' sections and loaded onto a truck and hauled to a scrap yard where they can be weighed. Mr. Gasior stated the City does not have the equipment in our Service Department to cut that steel and haul it. He said if we could get it to a scrapyards we could most likely get .10¢/ton, which equates to approximately \$1,000 to \$1,500. Mr. Gasior advised Mr. Farmer located an individual

who has a use for these poles. He said KMU told the City they would be happy to get rid of them for us for about \$5,000, but said the individual is willing to take them off our hands for \$100. Under the Charter, Council just has to approve the disposal of property having a value of less than \$10,000. The poles are in an area that the City intends to use in the future and this is a plus toward that goal.

Mr. McBride asked for clarification that the individual would not be erecting these poles anywhere in Avon to which Mr. Farmer answered that they would be used for a dock outside of the City.

6. ORDINANCE NO. 14-19 – AUTHORIZING THE DISPOSAL OF MUNICIPAL PROPERTIES HAVING A VALUE OF LESS THAN \$10,000 (ORIAN SE FIXED NETWORK ENDPOINTS) Mr. Witherspoon

Mr. Gasior advised when the City had the water meter change out project there were endpoints attached to the meter to read them remotely and the City ended up with a surplus of approximately 125 of endpoints from the old radio transmitters called fixed network endpoints. He said Badger Distributors indicated to the Director of Utilities that there is a market through Badger to sell them back.

Mr. Logan mentioned there is an alternative to put these on GovDeals, which is the open auction platform the City uses for most assets the City sells, but there would not be much, if any, response for something like this.

Mr. Gasior stated Badger would probably be the best source of finding an interested buyer and since this is property valued at under \$10,000 that if Council passes the Ordinance and authorizes the City to move forward then we can sell these endpoints as it is inventory they will never use.

Mr. Butkowski asked how much do these units cost.

Mr. Logan answered these transmitters cost \$79.50 each and that is what the City paid and what we hope to sell them for or very close to that amount. He reminded them this is the old technology and there are still some out in the community, but as they are replaced the new cellular ones are installed.

Mr. Butkowski asked how we over-bought by more than 100 of these units.

Mr. Farmer believed some of it was attic stock and as they went through the meter change out program they were already using these meter endpoints.

Mr. Logan stated at the time, they replaced approximately 10,000 meters from that change out program.

7. RESOLUTION NO. R-4-19 – TO APPROVE WITH MODIFICATION THE RENEWAL APPLICATION MADE BY JOSEPHINE M. TADDEO, ET AL, CO-TRUSTEES, TO HAVE CERTAIN LAND OWNED BY THEM LOCATED AT 37745 CHESTER ROAD, PERMANENT PARCEL NO. 10-04-00-009-000-123, CONSISTING OF 60.43 ACRES, DESIGNATED AS BEING LOCATED WITHIN AN AGRICULTURAL DISTRICT Mr. Witherspoon

A Public Hearing will be held at 7:25 p.m. on Monday, February 11, 2019

Mr. McBride asked if this property is still being farmed.

Mr. Gasior believed the County checks that out before they will approve it and they do a physical site visit to verify they meet the qualifications.

Mr. Fischer asked if they visit the property before or after Council votes to approve the application.

Mr. Witherspoon advised Council approves it and then the County goes out and checks it.

Mr. Gasior agreed as they make sure they are in compliance.

8. REPORTS AND COMMENTS  
MAYOR JENSEN was absent

COUNCIL MEMBERS:

MR. BUTKOWSKI, WARD 1 had no comments.

MR. FISCHER, AT LARGE had no comments.

MRS. HOLTZMEIER, AT LARGE advised she saw in the news this week where the HB49 decision was made and she asked if there has been any consideration in enjoining ourselves in the appeal.

Mr. Gasior advised if there is an appeal, Walter-Haverfield, the legal counsel the City already employed regarding this matter, will probably send out an email asking if we are interested in joining them on the appeal. He said he has not seen that yet, but he felt it would be in the City's interest to stick with it and see where the appeal takes them despite the fact that the judge's opinion was difficult. Mr. Gasior stated he read through it briefly and it was a tough opinion.

MR. MCBRIDE, WARD 2 advised he did not have any specific details, but he knows that on the news this morning that Avon Police arrested someone that confessed to killing their parents in another state.

Mr. Gasior advised that is true and he spoke with the Chief and that is exactly what happened. He said the Police received a call.

Mr. Logan advised it was reported on Saturday night that there was a car with a missing tire, missing a license plate and did not have headlights on.

Mr. Gasior advised it was later discovered this individual had spent approximately 4 hours in Cabela's.

Mr. Logan said the individual has been transported to the County jail and the VA police officers will be picking him up.

Mr. Gasior stated the individual apparently waived his extradition hearing and that permits him to be taken back to Virginia. He said it is his understanding that the individual suffers from some mental health issues, but he admitted to killing his parents in Virginia. Mr. Gasior noted our Police force never knows what they are going to encounter on their routine patrols.

Mr. Bride stated he also wanted to bring up the issue of signs in the public right of way such as Pulte Homes and other home builders that place these signs all over especially on the weekends. He said if we need to have City employees out on the weekends removing them and he suggested we stiffen the fine so they hopefully would not do that again.

Mr. Witherspoon asked Mr. Farmer to pass that information along to our Zoning Enforcement Officer.

MR. MOORE, WARD 3 had no comments.

MR. RADCLIFFE, WARD 4 had no comments.

MR. WITHERSPOON, AT LARGE had no comments.

DIRECTORS/ADMINISTRATION:

MR. CUMMINS, CITY ENGINEER had no comments

MR. FARMER, SERVICE DIRECTOR had no comments.

MS. FECHTER, ECONOMIC DEVELOPMENT /PLANNING COORDINATOR had no comments.

MR. GASIOR, LAW DIRECTOR had no comments.

MR. LOGAN, FINANCE DIRECTOR/ACTING MAYOR advised regarding House Bill 49 that he is on the R.I.T.A. board and he would be at another meeting in a couple of weeks and he was sure their legal counsel will update them on this and he imagines there will be an appeal. He said on the other hand, the State was doing a poor job of collecting the Net Profits Tax.

Mrs. Holtzmeier thanked Mr. Logan for keeping track of that and keeping Council abreast of any updates.

Mr. Gasior felt a motion would be filed for reconsideration, which would decide the time they have to file an appeal and that is probably why they have not been contacted about that as yet because filing a motion for reconsideration of that trial court's decision will be part of the original contract with the attorney to handle the case at that level. He said if they are rebuffed on that motion for reconsideration then their only choice will be to file an appeal and at that time they will solicit us to see if we are still onboard. He would let Council know when and if that time comes and they can make their decision.

#### AUDIENCE:

Mr. Don Johnson of LaGrange and an employee of Kimble Companies stated he appreciated all the time Council has given him in committee meetings and accepting his emails and he hoped this is not the end of the road for Kimble, as he felt it was sounding that way and that is frustrating. He advised regarding the Lorain County Consortium bid that the bid was put together for thirteen communities and the bid specifications were set up and it was stated that the communities had the right to pick any hauler that they felt was the lowest and best for their community. Mr. Johnson said in the bid specifications it also stated that there were four communities that specifically mentioned that yard waste was very important to their community and that included Avon Lake, Avon, Amherst Township and Sheffield Village or Township. He advised based on that information is how Kimble put their bid together and their competitors bid as well and they all knew going into the bid that they were bidding on individual communities, but by getting the consortium together it meant there would be some economies of scale and pricing would be favorable. Mr. Johnson explained when they put their bid together they bid yard waste as part of their bid and so did Rumpke. He said Republic not to bid yard waste and that was surprising to him because Republic has a contract with Avon Lake and Avon currently and yard waste is a big part of that and it was in the bid specifications and he is a little confused by what is going on there. Mr. Johnson stated he is making himself available to answer any questions or come to any meetings and he would love to work in Avon. He said that he has attended similar meetings in Avon Lake and their Service Committee voted unanimously to go with Kimble. Although he is not their attorney and did not know for sure, he was told there is legislation to be drawn up for this coming Monday night and pass it on emergency and he has dates set up with the Public Works Director to host a series of public meetings to convert them to Kimble's service. He would love nothing more than to do the same thing in Avon. He reminded them that they have his contact information and he thanked them for their time.

Mr. Butkowski thanked him for his comments as this has turned into a much bigger issue than they anticipated. He said with regards to yard waste, the bid specifications stated the yard waste needed to be recycled and was not going to be put in the landfill and he asked for confirmation of that from Mr. Johnson.

Mr. Johnson advised that Kimble's compost site is at the complex where the landfill is located, and it is a footprint on the site. He said they take the leaf and grass material and place them in compost piles and they are fortunate to be able to be competitive on the bid with regards to the yard waste because they share equipment with the mining division of their operations at Kimble. The yard waste will be used to darken the wood material they market and the soil created will be sold by their compost division to their mining division and use it to reclaim spoils. Mr. Johnson clarified none of the yard waste material is going to the landfill.

Mr. McBride advised Kimble's corporate headquarters are in Dover, Ohio and the profits stay in Ohio and a lot of it is spent in Ohio.

Mr. Johnson confirmed that to be true and said they do their best to market their recyclable materials to Ohio companies as well.

Mr. McBride noted that Republic Services is based out of Phoenix, Arizona and the profits were going to Phoenix and Rumpke is based out of Cincinnati.

Mr. Moore asked how long Kimble has been in business.

Mr. Johnson advised they have been in the landfill business since the mid-1950's and they have been in the hauling business since 1993 and they have 600 employees in the rubbish division and over 350 trucks and those are all in Ohio. He said the call center is in Dover and they work closely with operations. They want to have happy customers and service is the main thing and customer service is a large part of it.

Mrs. Holtzmeier stated when our residents have service issues or need to call with a missed pickup she asked where the call center is located and what time zone is that in.

Mr. Johnson answered that it is in Dover, Ohio and there are 27 employees. The hours of operation are from 7:00 am to 5:30 pm and often people are working late and on Saturdays 7:00 am to 12:00 pm. and it is in the eastern time zone. He added they are Kimble employees and are not outsourced. Dave Justus is the Director of Sales Manager for Kimble Companies, which includes the other divisions and Mr. Justus has a strong background in customer service and a large part of his role is spent with that team and the 2-day managers do a phenomenal job as well.

8a EXECUTIVE SESSION: 8:21 pm

A motion was made by Mr. McBride and seconded by Mr. Moore to Enter Into Executive Session for the Purpose of Discussing Collective Bargaining Agreement Between the City and the Teamsters and to invite Law Director John Gasior, Acting Mayor Logan and Human Resource Specialist, Diane Szlempa, and the vote was: Mr. Butkowski, "yes"; Mr. Fischer, "yes" Mrs. Holtzmeier, "yes"; Mr. McBride, "yes"; Mr. Moore, "yes"; Mr. Radcliffe, "yes"; Mr. Witherspoon, "yes".

The vote was 7 for and 0 against and the Chairman declared the motion passed.

8b RECONVENE: 8:29 pm

A motion was made by Mr. McBride and seconded by Mr. Radcliffe to Reconvene the Work Session of Council, and the vote was: Mr. Fischer, "yes"; Mrs. Holtzmeier, "yes"; Mr. McBride, "yes"; Mr. Moore, "yes"; Mr. Radcliffe, "yes"; Mr. Butkowski, "yes"; Mr. Witherspoon, "yes".

The vote was 7 for and 0 against and the Chairman declared the motion passed.

9. ADJOURN: 8:30 p.m.

There being no further business the Work Session of Council was adjourned.

PASSED: \_\_\_\_\_ SIGNED BY: \_\_\_\_\_  
Craig Witherspoon, Council President

ATTEST: \_\_\_\_\_  
Barbara Brooks, Clerk of Council