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CITY OF NORTH CANTON, OHIO
SPECIAL COUNCIL MEETING

**TRANSCRIPT OF
APRIL 6, 2020, MEETING
VIA TELECONFERENCE**

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Transcript of Proceedings of the North Canton City Council, taken by me, the undersigned, Laurie Maryl Jonas, a Registered Merit Reporter and Notary Public in and for the State of Ohio, at the North Canton Civic Center, 845 West Maple Street, North Canton, Ohio, on Monday, April 6, 2020, at 7:55 p.m.

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APPEARANCES:

(Via teleconference)

- Daniel Jeff Peters, Council President, Ward 2
- Daryl Revoldt, Council Vice President, At Large
- Doug Foltz, Ward 1
- Stephanie Werren, Ward 3
- Dominic Fonte, Ward 4
- Mark R. Cerreta, At Large
- Matthew Stroia, At Large
- Patrick A. DeOrio, Director of Administration
- Timothy L. Fox, Director of Law
- Jina Alaback, Director of Finance
- Robert G. Graham, Engineering Services
- Catherine A. Farina, Deputy Director of
Administration and Development
- Stephan B. Wilder, Mayor

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1 MR. PETERS: And now I'd like to call to
2 order the North Canton city council special committee
3 meeting Monday, April 6. The time is 7:55 p.m.

4 Mark, would you like to lead us in prayer.

5 MR. CERRETA: Absolutely. If everyone would
6 bow their heads there.

7 Lord, thank you for allowing us to represent
8 our community. Help us to make good decisions even
9 in bad times.

10 Bless our community and its people. Help the
11 sick, protect our elderly and those suffering.
12 Inspire the young to help and provide for the poor.
13 Bless and help our city workers to keep our community
14 safe and running. And as a special note, please
15 bless our Canton Repository reporter Jessica
16 Holbrook's family for the passing of her father.

17 In God's name we pray. Amen.

18 MR. PETERS: All right. And even though
19 we're on teleconference, if you would join me in
20 standing for the Pledge of Allegiance.

21 (The Pledge of Allegiance was recited.)

22 MR. PETERS: All right. Thank you, guys.
23 Ben, could you please call the roll for me.

24 MR. YOUNG: Councilman Revoldt?

25 MR. REVOLDT: Here.

1 MR. YOUNG: Councilman Fonte?

2 MR. FONTE: Here.

3 MR. YOUNG: President Peters?

4 MR. PETERS: Here.

5 MR. YOUNG: Councilman Foltz?

6 MR. FOLTZ: Here.

7 MR. YOUNG: Councilwoman Werren?

8 MRS. WERREN: Here.

9 MR. YOUNG: Councilman Cerreta?

10 MR. CERRETA: Here.

11 MR. YOUNG: Councilman Stroia?

12 MR. STROIA: Here.

13 MR. YOUNG: Seven present.

14 MR. PETERS: All right. Thank you, sir.

15 At this time, and Ben, I will turn this over
16 to you. We have nothing for your consideration.

17 So moving on, recognition of visitors. I
18 will turn it over to you, Ben. I believe we have two
19 folks that want to speak. I just would remind you
20 that we have a five-minute time limit. And keep it
21 brief and to the point. And Ben, the show is yours.

22 MR. YOUNG: Our first speaker is Mr. Chuck
23 Osborne.

24 Mr. Osborne, are you there?

25 MR. OSBORNE: I am. Can you hear me?

1 MR. YOUNG: We can hear you. When you're
2 ready, sir.

3 MR. OSBORNE: Yes. This is Chuck Osborne.
4 307 Fairview Street, Southeast, North Canton, Ohio.

5 I would like to know why I see business as
6 usual here in the city of North Canton, given the
7 pandemic crisis we are now facing. In an e-mail to
8 city officials over three weeks ago, specifically on
9 March 21, 2020, I brought to your attention the
10 following: Goldman Sachs is forecasting the
11 following impact of the economy: A historically
12 sharp and swift recession in the second quarter, with
13 the GDP sinking a stunning 24 percent, following a
14 6 percent decline in the first quarter. Second,
15 unemployment surging to 9 percent. I also recounted
16 the gravity of the 1918 flu pandemic and that it came
17 in three waves over 18 months. We could see this
18 same scenario with the coronavirus now striking the
19 country.

20 Given the unprecedented economic forecast, I
21 have urged city officials to take decisive actions to
22 reduce city expenses. Two actions I presented were,
23 one, terminate the five-year management agreement for
24 Arrowhead Golf Course. When that agreement was
25 presented late last year, it was argued that golf and

1 pool memberships would put the city in the black.
2 With no food service and no golf and pool
3 memberships, paying \$72,000 a year in management fees
4 is throwing away taxpayer dollars.

5 No. 2, Vote down or table indefinitely
6 proposed Ordinance 13-2020 to adjust compensation
7 levels. Compensation levels of management personnel
8 already greatly exceed salaries of a majority of
9 North Canton citizens and certainly the people that
10 are no longer working due to the pandemic. Given the
11 economic forecast for the entire country and the
12 forecast for a surge in unemployment, this is not the
13 time to increase salaries at North Canton city hall.

14 Apparently the City of Twinsburg realizes
15 what lies ahead economically as they have announced
16 the layoff of three dozen -- I mean 36 full-time
17 employees starting April 16. This represents
18 20 percent of their city's 179 full-time employees.
19 Twinsburg Mayor Ted Yates is expecting a projected 20
20 to 25 percent reduction in income taxes.

21 Where is North Canton's leadership? To make
22 matters worse, tonight you are discussing bringing
23 back CRA tax abatements. I cannot fathom why. You
24 do realize that past CRA programs met with utter
25 disaster and resulted in a loss -- losses of tax

1 dollars for the city and for the city of North Canton
2 school district.

3 Back in 2003, Mayor Tom Rice touted a real
4 estate promotion that ranked North Canton as one of
5 the top 10 cities in the United States. In July of
6 last year, the chamberofcommerce.org ranked North
7 Canton the 17th best city to live in Ohio. Two
8 months later in September of last year, 24/7 Wall
9 Street ranked North Canton 42nd out of a list of 50
10 cities as the best place to live in America. If
11 North Canton garners such acclaim, why do you feel we
12 have to pay people to come to North Canton? Why do
13 North Canton city officials continually want to pass
14 up desperately needed tax revenue and give away tax
15 dollars earmarked for the school district.

16 You are fiduciaries for the taxpayers of
17 North Canton. Please conduct yourself accordingly.
18 Hard economic times are upon us.

19 Thank you.

20 MR. PETERS: Thank you.

21 MR. FONTE: Thank you, Chuck.

22 MR. PETERS: All right, Ben.

23 MR. YOUNG: Next is Mr. Glenn Saylor, Junior.

24 Mr. Saylor, are you there?

25 MR. SAYLOR: Yes, I'm here.

1 This is Glenn Saylor, Junior. 340 Reed
2 Avenue, Northwest, North Canton, Ohio.

3 First I'd like to talk about the virtual
4 council meeting. I appreciate putting this together
5 so quickly in the virtual council meeting where the
6 public speaks. Unfortunately, the call center that
7 we need to use to call into the meeting is a Maryland
8 number. It's a 301 area code, which means that
9 individuals that have telephone service where long
10 distance is paid per minute, it's going to cost
11 somebody quite a bit of money to participate in that
12 portion, so I would ask if somebody at council or
13 administration can look into providing a toll-free
14 number for public speaks.

15 The second part of my presentation tonight
16 stuck pretty much with what Chuck has just said in
17 regards to Ordinance 13-2020, which increases the
18 maximum compensation for certain North Canton city
19 employees. With the state of our present economy, I
20 think it's inappropriate, when many in our community
21 have lost their jobs or taken substantial pay cuts.
22 Some statistics: In the last two weeks of March over
23 10 million Americans filed unemployment insurance.
24 The March job reports shows that employers lost over
25 700,000 salaries. Goldman Sachs and Morgan Stanley

1 economists see second half -- or second quarter GDP
2 dropping 40 percent or more. Former Federal Reserve
3 Chair Janet Yellen said today, quote, If we had a
4 timely unemployment statistic, the unemployment rate
5 would probably be at 12 or 13 percent at this point
6 and moving higher, unquote.

7 Many people are being asked to take pay cuts.
8 For example, the Timken Company cut the pay of all
9 their salaried employees by 50 percent for the month
10 of April. And I could go on and on. Even the most
11 optimistic of economists don't see an economy
12 recovery until the fourth quarter at the earliest.
13 And North Canton income tax collection will be
14 significantly -- significantly impacted. Some may
15 (inaudible) pay scale doesn't necessarily mean that
16 any employee is getting a pay raise at this time.
17 But the optics -- the optics are all wrong. They're
18 just completely wrong to even consider the
19 legislation at this time.

20 Part of the ordinance states, "Whereas, the
21 city is obligated to (inaudible) compensation to its
22 (inaudible) employees at reasonable market rates,"
23 but based upon the economy at this time it seems to
24 me that the current pay scale is more than
25 reasonable. Therefore, in all good conscience, I

1 believe that this ordinance, Ordinance 13-2020,
2 should be tabled at this time.

3 Thank you.

4 MR. FONTE: Thank you, Glenn.

5 MR. PETERS: All right. Thank you, Glenn.

6 MR. YOUNG: Okay. Those are all of our
7 speakers for tonight, President Peters.

8 MR. PETERS: Okay. So that's it, Ben. All
9 right. Thank you so much. Thank you, Glenn. Thank
10 you, Chuck.

11 All right. Then moving on. We will start
12 with old business. May we have a motion and a second
13 to read by title only Ordinance 12-20?

14 MR. REVOLDT: So moved.

15 MR. CERRETA: Cerreta. Second.

16 MR. PETERS: All in favor, say "aye."

17 ("Aye" in unison.)

18 MR. PETERS: Opposed? Motion carries.

19 Tim? If you may.

20 MR. FOX: An ordinance amending Chapter 111
21 Council of the codified ordinance of the City of
22 North Canton, specifically Section 111.04,
23 Legislative Procedure, as described below.

24 MR. PETERS: Okay. This is the third
25 reading. Chairman Stroia?

1 MR. STROIA: Yes. This the procedure in the
2 cover letter to streamline introducing legislation or
3 agenda items. We've discussed it. This is the third
4 reading, so --

5 MR. PETERS: Any comments?

6 MR. REVOLDT: Yeah, I have a quick question.
7 And I apologize, I don't have the form in front of
8 me, but do we have a box to check for emergency and a
9 rationale for that emergency on that form?

10 MR. STROIA: We do not. I also brought that
11 up as well.

12 MR. REVOLDT: We should add that.

13 MR. STROIA: There is room for it in the body
14 but I would like to see that added into the form.

15 MR. REVOLDT: Okay. Thank you.

16 MR. YOUNG: So that can be added. That's not
17 a problem.

18 MR. PETERS: Okay. Any other comments?

19 MR. REVOLDT: No.

20 MR. PETERS: All right. I'll entertain a
21 motion and a second to adopt the third reading --

22 MR. FOLTZ: Motion to approve the third
23 reading.

24 MR. REVOLDT: Second.

25 MR. PETERS: All in favor, say "aye."

1 ("Aye" in unison.)

2 MR. PETERS: Opposed? Motion carries.

3 All right. Moving on. May I have a motion
4 and a second to read by title only Resolution 1-20.

5 MR. REVOLDT: So moved.

6 MR. FOLTZ: Second.

7 MR. PETERS: All in favor?

8 ("Aye" in unison.)

9 MR. PETERS: Opposed? Motion carries.

10 Tim.

11 MR. FOX: A resolution accepting the
12 internship policy handbook as submitted and shall be
13 maintained by the department of administration.

14 MR. PETERS: Okay. This is the third
15 reading. We've discussed this at length. Are there
16 any other comments before we have the final reading?
17 Or the final vote.

18 MR. FONTE: No.

19 MR. PETERS: Okay. With that, I'll entertain
20 a motion and a second to adopt Resolution 1-20.

21 MR. CERRETA: So moved.

22 MR. REVOLDT: Second.

23 MR. PETERS: All in favor, say "aye."

24 ("Aye" in unison.)

25 MR. PETERS: Opposed? Okay. Motion carries.

1 All right. Thank you. Moving on. May I
2 have a motion and a second to read by title only
3 Ordinance 13-20.

4 MRS. WERREN: So moved.

5 MR. CERRETA: Second.

6 MR. PETERS: All right. We have a motion and
7 a second. All in favor, say "aye."

8 (Aye" in unison.)

9 MR. PETERS: Opposed? Motion carries.
10 Tim.

11 MR. FOX: An ordinance amending Chapter 155,
12 Personnel Regulations, Part One, Administrative Code
13 of the codified ordinances of the City of North
14 Canton, to adjust the titles and compensation of
15 certain employees, and repealing any legislation
16 inconsistent herewith.

17 MR. PETERS: Okay. This is also the third
18 reading. We've had a couple comments tonight on
19 this. Are there any further comments from council?

20 All right. Seeing none, I'll entertain a
21 motion and a second to adopt the third reading
22 Ordinance 13-20.

23 MRS. WERREN: So moved.

24 MR. FOLTZ: Second.

25 MR. PETERS: All right. All in favor, say

1 "aye."

2 ("Aye" in unison.)

3 MR. PETERS: Opposed? All right. Motion
4 carries.

5 And moving on to new business. May I have a
6 motion and a second to read by title only Ordinance
7 No. 15-20.

8 MR. REVOLDT: So moved.

9 MR. FOLTZ: Second.

10 MR. PETERS: All in favor, say "aye."

11 (Aye" in unison.)

12 MR. PETERS: Opposed? Motion carries.

13 Tim.

14 MR. FOX: An ordinance amending North
15 Canton's codified ordinance Chapter 1173, Procedures
16 for Zoning Certificates and Certificates of
17 Occupancy, specifically Section 1173.02, Zoning
18 Certificate Required, by exempting the requirement of
19 a zoning certificate, as more fully described in
20 Exhibit A, attached hereto and incorporated herein.

21 MR. PETERS: All right. Thank you.

22 Chairman Revoldt.

23 MR. REVOLDT: Thank you.

24 If you go to Section 2 of the proposed
25 ordinance, you'll note this is what we had discussed

1 many months ago about waiving requirement to replace
2 patios, sidewalks -- private sidewalks, driveways, et
3 cetera, not in the right-of-way, waiving the permit
4 so it could be accomplished more quickly and
5 economically. And this came after much conversation
6 led by Mark with a number of the building
7 professionals, and we believed that this was worth an
8 experiment to see how well it worked. Did I
9 summarize that carefully? Did I summarize that
10 correctly?

11 MR. CERRETA: Perfect.

12 MR. PETERS: Daryl, if I may. I do have one
13 quick question. And a quick scenario that was
14 brought to my attention. If a resident was to, for
15 example, extend their driveway from a two-car to a
16 three-car wide driveway but it required them to cut
17 into the curb, would that be considered in the public
18 right-of-way? Would that --

19 MR. REVOLDT: That is the public right-of-way
20 at that point.

21 MR. PETERS: Okay.

22 MR. REVOLDT: That curb cut is the public
23 right-of-way.

24 MR. PETERS: All right. So then they would
25 probably have to get a permit for the whole thing

1 then.

2 MR. REVOLDT: Well, they would need it for
3 the part that they're cutting into the curb.

4 MR. PETERS: That would be it?

5 MR. FOLTZ: Well, wouldn't they need -- I'm
6 sorry. Foltz here.

7 Wouldn't they need that to see if it would
8 meet square footage requirements for additional
9 concrete in the front yard? I mean, they have to
10 look at --

11 MR. REVOLDT: If he's got additional concrete
12 needs, the answer would be "yes."

13 MR. FOLTZ: Yes.

14 MR. FOX: This only comes in play when they
15 haven't exceeded the maximum coverage area; they have
16 not exceeded setbacks. This would be a lawfully
17 permitted driveway.

18 MR. FOLTZ: Right.

19 MR. FOX: Or extension.

20 MR. REVOLDT: Let's -- if you look at the
21 "whereas" in the ordinance, and this does answer the
22 question, I think. "Replacing patios, private
23 sidewalks, driveways." We're talking about the
24 replacement. Not located in the public right-of-way.
25 So that answers your question. Pretty narrow.

1 MR. PETERS: Yeah. Okay.

2 MR. REVOLDT: And I think we all agreed that
3 if we find that it doesn't work or we have problems
4 we're going to bring it back and fine tune it.

5 MR. FONTE: Sounds good.

6 MR. PETERS: All right. Sounds good to me.
7 Any further comments?

8 I'll entertain a motion and a second to adopt
9 the first reading of Ordinance 15-20.

10 MR. REVOLDT: So moved.

11 MR. FOLTZ: Second.

12 MR. PETERS: All in favor, say "aye."

13 ("Aye" in unison.)

14 MR. PETERS: Opposed? Motion carries. Thank
15 you.

16 All right. Moving on. May I have a motion
17 and a second to read by title only Ordinance 16-20.

18 MR. FOLTZ: So moved.

19 MR. CERRETA: Second.

20 MR. PETERS: All in favor, say "aye."

21 ("Aye" in unison.)

22 MR. PETERS: Opposed? Motion carries.

23 Tim, please.

24 MR. FOX: An ordinance amending Section 24,
25 Authorized Manpower of Ordinance No. 10-89, Police

1 Personnel Ordinance, as amended, to authorize an
2 additional Radio Dispatcher A and B as to ensure
3 emergency service best practices is implemented by
4 providing two Radio Dispatchers A and B per shift,
5 and declaring the same to be an emergency.

6 MR. PETERS: All right. And thank you, Tim.
7 The title really explains it all.

8 Director DeOrio, in last week's meeting,
9 highlighted some of the reasons why we want to move
10 to this. And it is for the safety and welfare of our
11 residents. So if there's no further comment from
12 council? Anyone? All right. Was there somebody?

13 MR. FONTE: Good idea.

14 MR. PETERS: Okay. Is there a motion and a
15 second to adopt the first reading of Ordinance 16-20.

16 MRS. WERREN: So moved.

17 MR. FOLTZ: Second.

18 MR. PETERS: All in favor, say "aye."

19 ("Aye" in unison.)

20 MR. PETERS: Opposed? Motion carries.

21 And a motion and a second to suspend the
22 rules of council for three readings.

23 MRS. WERREN: So moved.

24 MR. REVOLDT: Second.

25 MR. PETERS: All in favor, say "aye."

1 ("Aye" in unison.)

2 MR. PETERS: Opposed? Motion carries.

3 And finally, a motion and a second to adopt
4 under suspension of the rules.

5 MR. REVOLDT: So moved.

6 MRS. WERREN: Second.

7 MR. PETERS: All in favor, say "aye."

8 ("Aye" in unison.)

9 MR. PETERS: Opposed? All right. Motion
10 carries. Thank you.

11 Moving on, may I have a motion and a second
12 to read by title only Ordinance 17-20.

13 MR. REVOLDT: So moved.

14 MRS. WERREN: Second.

15 MR. PETERS: All in favor, say "aye."

16 ("Aye" in unison.)

17 MR. PETERS: Opposed? Motion carries.

18 Tim.

19 MR. FOX: An ordinance amending Chapter 135
20 Department of Fire and Emergency Medical Services,
21 specifically Section 135, Personnel, Subsections
22 135.03(a) and (b) of the codified ordinances of the
23 City of North Canton for the purpose of reducing the
24 expense of increased part-time services, which
25 includes unintended costs involving mandatory

1 healthcare premiums and overtime expenses, by
2 increasing the maximum limit of full-time emergency
3 medical technician-paramedics from no more than
4 eight, to no more than nine, repealing all
5 legislation inconsistent herewith, and declaring the
6 same to be an emergency.

7 MR. PETERS: All right. Thank you, Tim.

8 And this is a companion piece to Ordinance
9 16. And just like in that ordinance, Director DeOrion
10 explained to us the safety implications, and I would
11 agree with him. Are there any other comments from
12 council? Seeing none, I'll entertain a motion and a
13 second to adopt first reading Ordinance 17-20.

14 MR. REVOLDT: So moved.

15 MR. CERRETA: Second.

16 MR. PETERS: All in favor, say "aye."

17 ("Aye" in unison.)

18 MR. PETERS: Opposed? All right. Motion
19 carries.

20 May I have a motion and a second to suspend
21 the rules of council for three readings?

22 MR. REVOLDT: So moved.

23 MR. CERRETA: Second.

24 MR. PETERS: All in favor, say "aye."

25 ("Aye" in unison.)

1 MR. PETERS: Opposed? Motion carries.

2 And finally, a motion and a second to adopt
3 under suspension of the rules.

4 MR. REVOLDT: So moved.

5 MR. CERRETA: Second.

6 MR. PETERS: Okay. All in favor, say "aye."
7 ("Aye" in unison.)

8 MR. PETERS: Opposed? Motion carries. Thank
9 you.

10 And moving on. May I have a motion and a
11 second to read by title only Ordinance 18-20?

12 MR. REVOLDT: So moved.

13 MR. FOLTZ: Second.

14 MR. PETERS: All in favor, say "aye."
15 ("Aye" in unison.)

16 MR. PETERS: Opposed? Motion carries.
17 Tim.

18 MR. FOX: An ordinance authorizing the mayor,
19 on behalf of the City of North Canton, to enter into
20 an agreement to amend the North Water Tower Lease
21 Agreement between the City, Landlord, and the New
22 Cingular Wireless PCS, LLC, Tenant.

23 MR. PETERS: All right. Thank you.
24 Chairman Revoldt.

25 MR. REVOLDT: Yes. As we discussed, this is

1 a modification extension of an existing lease that
2 we've had for -- at the north water tower.

3 Pat, do you have anything to add?

4 MR. DEORIO: No, I do not. It's one of your
5 landmark pieces of legislation from 1998. You guys
6 can -- you know, it's up to you what you want to do.
7 I mean, I think it's -- you can look at it in the
8 short term, you could say "no" to this and just keep
9 what you got. You run the risk that they may decide
10 to end their lease at some point or let it go when
11 the time comes and then we're out of that revenue
12 stream forever, or you take a little tweak right now,
13 instead of the 4 percent escalator it's a 3 percent.
14 You take a little off the table right now for the
15 monthly payment but then you get this thing for
16 another 25, 30 years.

17 MR. REVOLDT: Okay. I move we adopt the
18 first reading of Ordinance 18-2020.

19 MR. FOLTZ: Second.

20 MR. PETERS: All in favor, say "aye."

21 ("Aye" in unison.)

22 MR. PETERS: Opposed? Motion carries.

23 All right. Thank you, folks. Moving on to
24 reports. Deputy director of administration.

25 MS. FARINA: Thank you, President Peters.

1 I'm very pleased to announce that we have
2 backfilled the position in the administration office
3 for our administrative assistant. We have a new
4 staff member starting actually this week. Her name
5 is Tracy Cole, and she comes to us from Alliance City
6 Schools where she worked in the superintendent's
7 office, so we feel she has some, you know, very
8 transferable and applicable skills that will really
9 benefit the administration office.

10 As -- in addition to Tracy, we're also
11 starting a new part-time dispatcher that we hired.
12 She'll be starting next week.

13 Everyone is still -- all the essential
14 workers of the city are still working hard. This
15 week we are working safely. We have masks if anybody
16 is working in close contact; otherwise we're trying
17 to just, you know, observe the rules. We take the
18 temps, we try to stay 6 feet apart. We held a bid
19 opening on the portico last Friday where we sat 6
20 feet apart, open air. We're also going to be doing a
21 swearing in of that part-time dispatcher that will be
22 starting. We'll do that swearing-in ceremony also 6
23 feet apart on the portico.

24 So other than that, we're just really excited
25 to be fully staffed in our administration department.

1 So that's all I have.

2 MR. PETERS: All right. Thank you,
3 Catherine.

4 Next up, director of administration.
5 Patrick.

6 MR. DEORIO: Thank you.

7 I'd like to just not so much a report but
8 just some commentary regarding staffing and the like.

9 You know, and we can look around and find all
10 kinds of other communities that have taken different
11 steps to, you know, pare their budget or reduce their
12 expenses, and perhaps those cities haven't faced what
13 this community has faced. I mean, it wasn't that
14 long ago, you know, I remember sitting on this
15 council and making those hard decisions that we had
16 to go from 135 employees down to 90. And all those
17 years later, you know, here we are 14 years later and
18 we have 93 employees. I don't have 20 percent people
19 to cut and lay off. How many of our 93 employees are
20 full-time police officers, dispatchers, firefighters,
21 EMTs. Who do we let go?

22 Do we want our sanitary sewers to work? We
23 have eight employees there. Do we want to our water
24 distribution center to work? That's the same eight
25 employees. Do we want our (inaudible) department?

1 That's eight employees. Our park department? That's
2 the same employees. I mean, we have basically, you
3 know, 16, 17 employees that work in four departments,
4 do all that work. Where do we -- where do we cut
5 today? I'm throwing up my hands trying to figure it
6 out. I know it can't be done because we never built
7 back up from those levels in 2007, 2006. We're still
8 where we were.

9 MR. FONTE: Are we running lean?

10 MR. DEORIO: What have we done? We're trying
11 to become more efficient. And, yeah, there's been a
12 lot of personnel changes since I've been here, and we
13 brought in people who're more proficient at doing
14 their job to get more bang for our buck. But we
15 haven't been growing our staff to the extent that we
16 replaced these people that we've let go years ago.

17 And it really is -- at some point down the
18 road, as we continue to grow and do more things, as
19 we embark upon, you know, a \$6 million park expansion
20 project that is going to dramatically change the face
21 of our parks, that is not something that you get to
22 run with one employee full-time. You know, summer
23 workers who come in, you know, the end of May and
24 leave in August can't run that program. I mean, at
25 some point we will have to build back up. That point

1 is not now. But we hear a lot of commentary from
2 those around that, well, it's just easy, just you can
3 do without. We can't do without.

4 And so thank you for allowing me to -- to
5 speak my mind. That's all. Thank you.

6 MR. PETERS: Thank you, Patrick.

7 Mr. Mayor.

8 MAYOR WILDER: Yes.

9 Good evening. I want to thank everyone for
10 your participation in tonight's council meeting. And
11 thank you because, in spite of today's adversity,
12 there are people, helpers showing us in all forms
13 that there is still hope and certainty that the best
14 is yet to come.

15 I want to thank the Rotarians who were out
16 placing the flags along Main Street and Bitzer
17 Memorial Park over the weekend. I want to thank the
18 countless acts of helpfulness of so many people:
19 Those who stay at home, those healthcare workers, our
20 healthcare professionals, our first responders,
21 police, fire, and EMS dispatchers, the teachers and
22 custodians, grocery store workers, our government
23 employees, service providers, and our parents, truck
24 drivers and our faith-based communities that have
25 come together, and just the ordinary folks sharing --

1 or showing up daily to keep our community and nation
2 advancing forward.

3 Although it's impossible to underestimate how
4 tragic this pandemic is, a little context in
5 understanding my decisions is also important. On
6 March 17, I ordered the closing of city hall and
7 other government properties and buildings to be
8 closed to public access through May 11, 2020. I did
9 not do this out of fear or despair. I did so based
10 on early information provided by the Centers of
11 Disease Control and Prevention, Ohio Governor Michael
12 DeWine, Dr. Amy Acton, Director of Ohio Department of
13 Health, and in doing so responding to their
14 guidelines around the importance of social distancing
15 and to help stop the spread of the coronavirus. I
16 was anticipating eight weeks from March 17, which
17 would give us more time to learn about the virus and
18 how to respond and safeguard our employees, citizens,
19 and greater community. Again, I was not trying to be
20 overzealous, but in trying to be prepared for
21 anything that would happen in the future.

22 The first stay-at-home order was issued on
23 March 22 and was in effect until April 6, 2020.
24 That's today. And I've listened and I've learned
25 about the (inaudible) and director of health about

1 spreading the virus, the growing death totals and the
2 need for social distancing. So I issued an order on
3 April 2 suspending parades and assemblages through
4 June 30, 2020. As of that day, the Ohio Department
5 of Health also issued their second stay-at-home order
6 and remains in effect until May 1, 2020.

7 In this ever-changing local, national, and
8 global pandemic, we must be able to make decisions
9 about our future risks and opportunities despite the
10 uncertainty we face with this virus. Understandably,
11 we are all living with tremendous and devastating
12 changes and challenges in our lives. The orders I
13 have enacted, closing city buildings and properties
14 to public access, cancellations of special community
15 and family events, were necessary in anticipating
16 unforeseen circumstances. Please keep in mind these
17 limitations may be rescinded as we focus on gathering
18 the most accurate information that we have to go on.

19 The City of North Canton is fully committed
20 to doing our part to help prevent the spread of
21 COVID-19 virus and following the guidelines of the
22 governor, the Ohio Department of Health, the CDC, and
23 the Department of Homeland Security. And I could go
24 through the guidelines again of social gathering.
25 Monitoring our employees' temperatures, were cleaning

1 and disinfecting touched objects and surfaces,
2 washing our hands for at least 20 seconds. And we
3 have a number of employees working remotely to ensure
4 our government services and operations continue
5 uninterrupted. And we have the N-95 respirator face
6 masks provided to our employees.

7 I know things are changing daily. Things are
8 evolving for all of us. And should the governor's
9 orders change, we may need to make further
10 adaptations. In spite of today's adversity, there is
11 reason for hope and there remains certainty the best
12 days are ahead of us. There is no time to waste,
13 given the progression of the virus, and the steps we
14 have already taken to prevent its spreading.

15 I just want to thank everybody for their
16 cooperation and understanding in the hard times we're
17 all facing, but also there is hope that we'll get
18 through this crisis. I just thank you for your time
19 tonight. I wish everyone to stay safe and keep well.
20 Thank you.

21 MR. FONTE: Thank you.

22 MR. PETERS: Thank you, Mayor.

23 Council Clerk Young.

24 MR. YOUNG: No reports.

25 MR. PETERS: All right. Thank you.

1 Director of law.

2 MR. FOX: I concur with and applaud the
3 reports from the mayor and the director of
4 administration. I've nothing further in my report.

5 MR. PETERS: All right. Thank you.

6 Director of finance.

7 MS. ALABACK: I just wanted to add today that
8 we received notification that the FEMA grant
9 application that we submitted based off of the
10 Resolution No. 2 at last meeting that was passed by
11 emergency has been approved. So we are all set up
12 with FEMA and we have been tracking our expenses.
13 We'll be submitting those for reimbursement as that
14 becomes available.

15 MR. PETERS: All right. Good stuff. Thank
16 you, Jina.

17 Engineer Graham.

18 MR. GRAHAM: Thank you, Mr. President.

19 Just quickly, Catherine had mentioned the bid
20 opening that we did Friday on the portico. That was
21 for our federally funded Portage resurfacing project,
22 and that's the resurfacing portion. We had three
23 bidders, and we got fantastic numbers. Our
24 engineering consultant estimated the cost at 666,500,
25 which we knew was a bit conservative. I had in the

1 budget for this year 637,000. Our low bid came in at
2 \$453,918. So quite the savings. Again, 80 percent
3 of that is federally funded, and we have submitted,
4 like East Maple, for municipal road funds from the
5 commissioners license plates, and we got a great
6 number for that project. And Superior has got quite
7 a bit of work with us this summer and they're looking
8 to get started in a month or so on that one. And
9 that concludes my report, unless there's any
10 questions.

11 MR. PETERS: Good stuff, Rob.

12 MR. CERRETA: There's our bridge money right
13 there.

14 MR. PETERS: Good job, Rob.

15 MR. FOLTZ: Hey, you knew that was coming.

16 MR. REVOLDT: Always thinking, Mark.

17 MR. CERRETA: Thank you, Rob.

18 MR. GRAHAM: You're welcome.

19 MR. PETERS: Thank you, Rob.

20 All right. Moving on. Member Revoldt.

21 MR. REVOLDT: You know, I can't let the
22 evening pass without making a couple comments. Thank
23 you.

24 You know, facts are really such uncomfortable
25 things. Chuck mentioned Twinsburg. Twinsburg has

1 18,900 people. We have 17,500, so it's about 1,500
2 people more than we are. I Googled it. They have --
3 they have 179 people on the payroll up there. 179.
4 And they cut 36. We've got, with 1,500 people less,
5 pat pegged it, 93 on our payroll. We have done the
6 hard work there. We may have some tough days ahead,
7 but the reality is that Twinsburg cut police, fire,
8 and clerical help. Police and fire. They cut them
9 loose. We don't have the extra fat.

10 You know, I appreciate the fact that we may
11 have to make some additional decisions down the road.
12 But give you an example. Chuck mentioned like
13 terminate the management agreement out at Arrowhead.
14 Does anybody know what it will cost to mow that place
15 if it's not -- if there's no golf? It's about
16 \$75,000 a year for to contract that out. Why?
17 Because I got a quote to do it. That doesn't include
18 the insurance, the building maintenance and gas and
19 electric on the facility itself, which all are going
20 to have to be met, with or without golf. So, you
21 know, when Chuck stands up and makes the comment --
22 Chuck, I can hope you can hear this -- you know, you
23 present half the picture, or part of it, but only the
24 facts that you think benefit your argument.

25 Finally, I would -- the last -- the last

1 organization that I would consult or cite is Goldman
2 Sachs. I just want to remind people that back in
3 2008 they were responsible, in part, for the
4 financial crisis. And they paid a \$5 billion fine
5 for misleading investors. So when you stand up and
6 cite Goldman Sachs, please do it with a grain of
7 salt.

8 Thank you.

9 MR. PETERS: Outstanding as always, Daryl.
10 Thank you very much.

11 Member Fonte.

12 MR. FONTE: Oh, yeah. You're flashing me
13 back, Daryl, with Goldman Sachs when the whole real
14 estate economy imploded. It was not a very pleasant
15 time, I'll say that.

16 We're in a different time. This was a forced
17 shutdown. So one of the things we have to think
18 about as a city, this is scary to do, so since we're
19 in the arena we get the heat; right? So sometimes
20 when things look gray and scary, that's when you step
21 on the gas, not back off. And so in order to create
22 more revenue, like, say, how Hoover brings in around
23 \$600,000 worth of tax revenue, we need more good jobs
24 or nice manufacturing jobs or some kind of good jobs.
25 So I think as everybody is putting the brakes on, we

1 need to step on the gas and figure out a way to
2 secure more real estate, do more things that are
3 going to help generate more revenue for the income
4 tax so that when we hit the other side of this, and
5 we will, believe me. It's just hopefully it won't
6 be, you know, too long. I'm hoping by June, June 15,
7 we're starting to put everybody back to work, phase
8 everybody back in.

9 The other thing is, is that Kimble, for a
10 little while, there's a notice you're going to get,
11 if you haven't we'll send it out again, they're
12 making some modifications with the COVID-19, a Level
13 1. So they're just giving you some instructions. So
14 if your constituents call, make sure you touch base
15 with them. And I'm sure if you look through your
16 e-mail you might get an e-mail soon on that.

17 The other thing is, what I've noticed, what
18 is interesting about this situation we're in, I'm
19 still, you know, considered an essential service. So
20 I'm still out and about, using all the cautions that
21 the mayor spoke about. But what's interesting is I'm
22 seeing a lot of people walking with their dogs, with
23 their families, drawing pictures on their driveways
24 with chalk. I mean, I'm seeing a total reconnect
25 with the family and loved ones. It's really nice to

1 see. Unfortunately, there's a little pain and
2 suffering that goes with that, but it's forcing us
3 out of our comfort zone.

4 And the final thing is, this is the first
5 Easter Sunday I've never been able to go to church.
6 So it's going to be streamed online. So I want to
7 wish everything, in closing, you know, He is risen,
8 He has risen indeed. God be with all of you.

9 MR. REVOLDT: Thank you, Dominic.

10 MR. FONTE: We're all in it together. Hey,
11 man, we're all in it together, in and out of the
12 arena.

13 MR. PETERS: Amen to that. Thank you,
14 Dominic.

15 Member Foltz.

16 MR. FOLTZ: Yeah. Great comments by
17 everybody tonight. Thank you very much. Very
18 uplifting. And you're right, we are lean and mean,
19 and I appreciate Member DeOrion's discussion points
20 and Daryl's reinforcement of that.

21 I'm proud of our level of, you know, service
22 that we give our constituents, and I think we have
23 worked hard to keep that in check and I do think
24 we're going to come out of this, we've got to be
25 optimistic and positive. We have to be sensible as

1 far as social distance. And we're kind of repeating
2 the things we did last week, at least I am, but, you
3 know, times will get better. I'm excited about that.
4 And I think to North Canton's credit, especially, you
5 know, I can say that my part on council and working
6 with different elected officials and administrative
7 people, we've always been shovel ready. I think
8 that's been at the forefront of us being successful.
9 And I think you're right. I think when we do cross
10 this hurdle, you know, with this virus, if we're
11 ready to go we're going to have a lot of
12 opportunities our way. And I think we have to that
13 way. We've got to be progressive thinking, because
14 there's no playbook on this. But our playbook is, I
15 think, to be offensive versus defensive and just to
16 make sure we're in a good situation for our
17 constituents and our taxpayers because that's what
18 we're paid to do when we represent them. So I just
19 wanted to say that.

20 And thank you for the discussion points for
21 families. I think families have grown closer
22 together, whether with the media, you know, Zoom and
23 Facebook and so forth, but we actually show the city
24 where people can utilize our parks and our green
25 space and our sidewalks to walk. I think that leads

1 us to be more of a walkable city. I think those are
2 our goals down the road. To keep -- to keep reaching
3 for that. To keep progressive thinking towards those
4 goals.

5 So that's all I had. Thank you.

6 MR. PETERS: All right. Thank you, Doug.

7 Member Werren.

8 MRS. WERREN: I have to go before Doug one of
9 these times or it just is redundant.

10 So just thanks for all the comments. I
11 agree. Daryl, I appreciate your comments, and the
12 mayor, thank you for your response to the
13 constituents this week and your reading tonight.
14 Just everyone continue to be safe, and Ben, I
15 appreciate the way you've handled these meetings and
16 getting us the packets and just keeping us all in the
17 hoop.

18 Thank you.

19 MR. PETERS: All right. Thank you, Steph.

20 Member Stroia.

21 MR. STROIA: Yeah, you guys stole a lot of my
22 thunder as well, but I want to thank Chuck and Glenn
23 for speaking.

24 Patrick, very good points on staffing.

25 Mayor, thank you for your communication to

1 the public. It is greatly appreciated.

2 Yeah, it's tough times. But I do want to
3 point out that there's some great opportunities that
4 will arise from tough times, so keep that in mind.
5 Really, that's it.

6 My thoughts are with the front-line workers
7 and people that, you know, are really putting their
8 lives in danger by helping us, down to the food
9 service workers to everything. You're greatly
10 appreciated. So thank you.

11 MR. PETERS: All right. Thank you, Matt.
12 Member Cerreta.

13 MR. CERRETA: Nothing much more.

14 Just again, nice comments from everybody.
15 Thank you for all of you for putting this meeting
16 together the way it is. It's working out very well,
17 and for all the work you guys do for all of us.
18 Thank you.

19 That's all.

20 MR. PETERS: All right. Thank you, Mark.

21 And I'll simply finish the reports by saying
22 to Pat's comments, I agree with everything he says.
23 We have been, you know, working very lean and mean,
24 in Dominic's words, over the course of the last ten
25 years. And, you know, because no good deed goes

1 unpunished. And I think a lot of that is lost on
2 some folks that we have been able to maintain the
3 level of service with -- with, quite frankly, I think
4 probably the leanest and meanest form of government
5 in the county.

6 And to Mayor, thank you so much for your
7 leadership. I appreciate all that you're doing and
8 the hard decisions that you are making. And we thank
9 you for taking care in your remarks and for the
10 protection of our citizens.

11 And lastly, just our heart -- my heartfelt
12 condolences to Jessica Holbrook and her family on
13 their loss and know that I'll be praying for them.

14 So all right. Thank you all.

15 Moving on, the April meeting schedule, we
16 have our next virtual special committee of the whole
17 April 20. Following --

18 MR. DEORIO: Mr. Chairman?

19 MR. PETERS: Yes, sir.

20 MR. DEORIO: Mr. President, I thought that on
21 the calendar as it was printed out, is there a
22 meeting scheduled for the 13th?

23 MR. YOUNG: There should be a meeting for the
24 13th, yes.

25 MR. PETERS: Hold on. Let me see. Let me

1 see. Yeah. There should be. Well, and Patrick, I
2 was going to address this at the end of that. And
3 just kind of give everybody a heads up that we may be
4 needing a meeting later this week possibly.

5 MR. DEORIO: We'll need a meeting on the
6 13th. We'll need a committee of the whole.

7 MR. PETERS: Okay. All right. Do you need a
8 motion to do that? Let's go ahead and do that.

9 MR. YOUNG: We would need a motion and a vote
10 to add a committee of the whole.

11 MR. FOLTZ: Okay. Motion to make a committee
12 of the whole meeting for April 13, 2020, at 7 p.m.

13 MR. CERRETA: Second.

14 MR. PETERS: All in favor, say "aye."

15 ("Aye" in unison.)

16 MR. PETERS: Opposed? Motion carries. Thank
17 you, Doug.

18 And then we have April 27 virtual special
19 council meeting to round out April. And as I
20 mentioned earlier, we may need, you know, based on
21 some things possibly happening we may need to get
22 together sometime in between.

23 Okay. Next up, I need a motion and a second
24 to enter into executive session to discuss the
25 employment and potential employment of a public

1 employee. The executive session will not be open to
2 the public.

3 MR. REVOLDT: I move a roll call vote for an
4 executive session to consider the employment of a
5 public employee.

6 MR. STROIA: Second.

7 MR. PETERS: All right. Ben, you will please
8 call the roll.

9 MR. YOUNG: Member Revoldt?

10 MR. REVOLDT: Yes.

11 MR. YOUNG: Member Fonte?

12 MR. FONTE: Yes.

13 MR. YOUNG: Member Peters?

14 MR. PETERS: Yes.

15 MR. YOUNG: Member Foltz?

16 MR. FOLTZ: Yes.

17 MR. YOUNG: Member Werren?

18 MRS. WERREN: Yes.

19 MR. YOUNG: Member Stroia?

20 MR. STROIA: Yes.

21 MR. YOUNG: Member Cerreta?

22 MR. CERRETA: Yes.

23 MR. YOUNG: 7 for, 0 against.

24 MR. PETERS: All right. Thank you, Ben.

25 At this point we are in executive session.

1 I'll await, Ben, your indication that it is just us
2 in executive.

3 MR. YOUNG: So for the public, at this time I
4 am going to split the meeting into two groups. One
5 group is going to be council and those that they have
6 asked to join them in executive session, and the
7 other group is going to be those members who are on
8 this call who have not been asked to join the
9 executive session. When I do that, the stream on
10 YouTube will stop until council comes out of
11 executive session.

12 In the interests of full disclosure, I myself
13 am a candidate for the position being discussed in
14 executive session, and to ensure that I am not
15 listening to or influencing the executive session my
16 camera will remain on as I stay in the group that is
17 not in executive session and the other members in the
18 group not in executive session will be able to see
19 that I am still there in the other group and not in
20 the executive session.

21 MR. PETERS: All right. Ben, I have a quick
22 question before we go in. How will I be able to get
23 you back to let you know that we are back from
24 executive session? Is there somebody in the room?

25 MR. YOUNG: So all members on the call, there

1 is a chat function, and you can only chat with the
2 host, which is me. So you or Catherine or someone
3 else, when you're done with the executive session,
4 just send me a chat and I will merge the groups back
5 together.

6 MR. PETERS: Okay. I will appoint Catherine
7 for that one. Catherine, is that all right?

8 MS. FARINA: Okay. I'll do it.

9 MR. PETERS: Okay. Thank you. All right.
10 So I'll pause for about ten seconds here.

11 MR. YOUNG: It will probably take me longer
12 than that.

13 MR. PETERS: All right.

14 MR. YOUNG: I will send you to chat when I'm
15 done. At this point I'm going to stop the live
16 stream.

17 MR. PETERS: Okay.

18 MR. FONTE: You're forcing us all in the 21st
19 century, Ben.

20 MS. FARINA: You've always been there.

21 (Council into executive session.)

22 MR. PETERS: Okay. May I have a motion and a
23 second to adjourn executive session?

24 MR. REVOLDT: So moved.

25 MR. FOLTZ: Second.

1 MR. PETERS: All in favor, say "aye."

2 ("Aye" in unison.)

3 MR. PETERS: Opposed? Okay. Motion carries.

4 Let the Record reflect that no action was
5 taken in executive section.

6 Okay. And moving on with the agenda, Item
7 20, we -- council, we need to discuss and consider
8 the appointment of clerk of city council.

9 I will start off. We posted this position
10 internally and externally. It ran for two weeks in
11 multiple publications. And we are down to basically
12 one candidate, and that is our internal -- can you
13 hear me?

14 MR. FONTE: I can hear you.

15 MS. FARINA: I can hear you.

16 MR. REVOLDT: Yeah, I can hear you.

17 MR. FOLTZ: Yeah.

18 MR. PETERS: Steph, did you have an issue
19 there?

20 MRS. WERREN: No, I'm good.

21 MR. PETERS: All right. Where was I?

22 MR. DEORIO: You had one internal candidate
23 and about 15 or so external candidates is what you
24 were about to say.

25 MR. PETERS: Yes. Okay. Okay. And our

1 internal candidate is our current interim, obviously,
2 council clerk Ben Young, and I will start off with a
3 few comments.

4 You know, Ben came in in a very tough spot as
5 an intern, basically. We put a lot of tasks on him
6 pretty quickly. He embraced those tasks and took
7 ownership of his duties, more times than not going
8 above and beyond. I think it was really highlighted
9 when this COVID-19 crisis hit us and we leaned on him
10 to run these teleconference meetings. And I got to
11 say, for our second one, I call it just winging it
12 but I see Ben would probably disagree. There was no
13 winging it in his world. He's put together quite a
14 thing here, so, and allowed us to conduct city
15 business with -- rather seamlessly.

16 So I'll open it up to the rest of council.
17 Any comments regarding this appointment? I'll tell
18 you what. I'll go around the horn. Daryl, I'll
19 start with you.

20 MR. REVOLDT: Yeah, I -- in the short period
21 that Ben has been with us, I've been impressed by his
22 performance, his initiative, his technical savvy, his
23 willingness to engage professionally with the clerk's
24 association, notary training, and particularly
25 impressed by the fact that we've got an individual

1 who is attuned to issues that impact the city and the
2 council's operation and a willingness to bring those
3 matters to our attention for discussion. I think
4 we've got a good candidate here. And I support his
5 appointment.

6 MR. PETERS: All right. Thank you, Daryl.
7 Member Foltz. Anything?

8 MR. FOLTZ: Yeah. Daryl kind of said it all,
9 but I think the best part of evaluating somebody is
10 actually having them work for you. And he's done a
11 great job as an intern working with the
12 administration side of it and also with the council
13 side of it, so I think he would be a great addition
14 to North Canton to make him a permanent clerk. So he
15 has my full support to do that.

16 MR. PETERS: All right. Very good.
17 Member Stroia.

18 MR. STROIA: I echo everybody's sentiments so
19 far. I think he's done a great job. Looking at
20 tonight is a perfect example. So I support it.

21 MR. PETERS: Okay. Very good.
22 Cerreta.

23 MR. CERRETA: All good stuff. Ben, looking
24 forward to you growing and moving forward with your
25 career. With us.

1 MR. PETERS: All right. Thank you, Mark.
2 Fonte.

3 MR. FONTE: Hey, Ben, this is right to you,
4 brother. We appreciate your humbleness. We
5 appreciate your dogged persistence, and tonight is a
6 fine example. Same as last week. When a curveball
7 comes your way, you don't fall down and cave in, you
8 jump into the arena like what we're doing. So I want
9 to commend you and I want to say, you know, you have
10 the right personality, the right persistence and the
11 right ethics that will do a good job. So I want to
12 say I'm all for you, buddy, and you've proven because
13 we've watched over you the past couple months.

14 MR. PETERS: Outstanding comments.
15 Member Werren.

16 MRS. WERREN: Again, I'm last. Everybody's
17 said everything. But Ben even --

18 MR. FONTE: Stephanie faded away. Try it
19 again, Steph. She froze up. Her WiFi froze.

20 MRS. WERREN: Am I there? Okay. Okay.

21 MR. FONTE: Quickly.

22 MRS. WERREN: So Ben, again, just thinking
23 about even tonight how you, after we had discussion
24 about the streaming and different ways that we can
25 record and kind of move forward, even though we

1 talked about it, you still showed examples afterwards
2 and I love that you do that with us. And just keep
3 coming up with different ideas, and you have a lot of
4 data and stats and different findings to always kind
5 of present. So --

6 MR. FONTE: That's it for you, Steph.

7 MR. PETERS: I think we lost her again.

8 MR. FONTE: She's froze up, babe.

9 MR. PETERS: Well, and I would say this:
10 Before I ask for a roll call vote for the appointment
11 of Ben Young for council clerk, I would be remiss if
12 I didn't thank administration for their hand in
13 getting an intern for us. Catherine, Patrick --

14 MR. FONTE: Way to go.

15 MR. PETERS: -- we thank you for everything
16 that you have done. You guys have really, when we
17 were -- our backs were up against the wall, you
18 stepped up and really helped us out. So a big thank
19 you to Patrick, and Catherine as well.

20 MR. FOLTZ: Well said, Jeff. And also thank
21 you to Stacey, too, on finance side of things and our
22 thanks for all her hard work and helping us with this
23 transition forward.

24 MR. PETERS: Yeah. Good -- good add there,
25 Doug. Stacey Gallucci really stepped forward as