

Commissioners' Journal
January 21, 2016

The Geauga County Board of Commissioners met in session on January 21, 2016 at 9:00 a.m. in the Commissioners' Chambers located at 470 Center Street in Chardon, Ohio.

It is declared and determined that all formal actions of the Board of County Commissioners concerning and relating to the adoption of all resolutions that were adopted in this meeting, and that all deliberations of the Board of County Commissioners that resulted in such formal action were open to the public and were in compliance with all legal requirements, including section 121.22 of the Ohio Revised Code.

The President of the Board, Walter M. Claypool opened the meeting at 9:03 a.m. by leading the Board and audience in reciting the Pledge of Allegiance.

FINANCIALS

County Administrator David Lair reported on financials from January 20, 2016, Resolution #16-006, that included Cash transfer for the 2016 local match for the Prosecutor's Victims Witness VOCA grant, as approved by the County Administrator pursuant to the motion approved January 5, 2016 to authorize the County Administrator to execute, in the case of a lack of quorum of commissioners and / or if session is cancelled on a regular financial day or on a day when financials need to be approved, the required approvals for county financials on behalf of the Board during the Year 2016, as authorized by O.R.C. 305.30.

MEETING MINUTES

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve and execute the minutes for the work session of December 29, 2015.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve and execute the minutes for the meeting of January 5, 2016.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve and execute the minutes for the meeting of January 11, 2016.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

COMMISSIONERS OFFICE- COUNTY ADMINISTRATOR'S REPORT

Mr. Lair report on the items approved January 15, 2016 by the County Administrator, including a Liquor License in Chester Township and Agreement with Chardon Tomorrow to use the County Parking Lot, authorized by Resolution #16-005 under the direction and supervision of the County Commissioners that was approved January 11, 2016 pursuant to O.R.C. 305.30.

APPROVE FINANCIALS

Budget and Finance Manager Heidi Delaney explained the financials for today as including Revenue Certifications for the Board of Developmental Disabilities Operating, Residential Services and Construction funds as approved by Board Resolution 15-92A; a Supplemental Appropriation for the Juvenile Court Special project fund for salaries and the Board of Mental Health construction fund for architect and engineering fees associated with the TLC apartment generators project; a Purchase Order for Jack Doheny Companies, Incorporated for the purchase of InfoSense sewer line rapid assessment tool for the Department of Water Resources in the amount of \$22,900.00; Travel requests for the Juvenile Court and the Transit Department; a payment to Maximus, Incorporated for the 2014 central services cost allocation plan in the amount of \$11,000.00; and a payment to Gillmore Security for the installation of an access control system for the Department of Job and Family Services in the amount of \$19,365.00.

Commissioners' Journal
January 21, 2016

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve and execute Resolution #16-007 itemizing the financials for the meeting of January 21, 2016.

Commissioner Claypool inquired about the item for Mental Health, that is for architectural and engineering fees for the generator project. Commissioner Rear agreed that he had also asked Ms. Delaney about that exact item prior to session.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

COMMISSIONERS OFFICE- AMEND MOTION CORRECTING AMOUNT – DOMESTIC VIOLENCE FUND - WOMENSAFE

Ms. Delaney explained that funds were deposited on December 31st, so we need to make an adjustment to the amount by \$224.00.

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to amend the motion from January 11, 2016 correcting the amount, to read: request the County Auditor to distribute the balance in the Domestic Violence Fund (2070) to WomenSafe, the local agency designated by the Commissioners to receive such monies. This allocation is to be paid pursuant to Section 3113.34 of the O.R.C. for the 2015 year, in the amount of \$16,186.50.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

DEPARTMENT ON AGING – RE-CLASSIFY KATHY HARTZ – FULL-TIME TRANSPORTATION DRIVER (#1020)

Director Jessica Boalt explained that we had advertised for the position of Transportation Driver, in which Ms. Hartz had previously held that prior to becoming an Assistant Site Coordinator, and now that the old position is available she would like to go back to that position. Ms. Boalt added that there is no wage increase, as it is a lateral move within the department.

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve the Re-classification of Kathy Hartz to Full-time Transportation Driver (#1020) to be effective January 25, 2016 at her current rate of \$13.77 per hour with a 180 day probationary period.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

DEPARTMENT ON AGING – REVISE JOB TITLE AND DESCRIPTIONS – SITE COORDINATOR AND ASSISTANT SITE COORDINATOR TO RECREATION AND EDUCATION COORDINATOR (#1004) AND RECREATION AND EDUCATION ASSISTANT (#1005) – APPROVE REVISED ORGANIZATIONAL CHART

Ms. Boalt explained that the following items are job title changes and the reference to that change throughout the job description, no other changes. Ms. Boalt stated that this would then be revised to the organizational chart.

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve the revised job title and description for the position of Site Coordinator (#1004) to Recreation and Education Coordinator (#1004) to be effective January 21, 2016.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

Commissioners' Journal
January 21, 2016

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve the revised job title and description for the position of Assistant Site Coordinator (#1005) to Recreation and Education Assistant (#1005) to be effective January 21, 2016.

Roll Call Vote:

Commissioner Rear	Aye
Commissioner Spidalieri	Aye
Commissioner Claypool	Aye

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve the revised Organizational Chart to reflect the revised job titles and descriptions for the positions of Recreation and Education Coordinator (#1004) and Recreation and Education Assistant (#1005) to be effective January 21, 2016.

Roll Call Vote:

Commissioner Rear	Aye
Commissioner Spidalieri	Aye
Commissioner Claypool	Aye

DEPARTMENT ON AGING – ADVERTISE TWO (2) POSITIONS – FULL-TIME RECREATION AND EDUCATION ASSISTANT (#1005)

Ms. Boalt asked to advertise for two positions for the Recreation and Education Assistant, adding that these are replacements, not additions.

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to grant permission to advertise for two (2) positions of Full-time Recreation and Education Assistant (#1005). These positions will remain posted until filled.

Roll Call Vote:

Commissioner Rear	Aye
Commissioner Spidalieri	Aye
Commissioner Claypool	Aye

DEPARTMENT ON AGING – REVISE JOB TITLES – EMPLOYEES – RECREATION AND EDUCATION COORDINATOR AND RECREATION AND EDUCATION ASSISTANT

Ms. Boalt explained that these are to change the titles of the current employees within those positions.

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve the revised job title reflecting the change from Site Coordinator to Recreation and Education Coordinator (#1004) to be effective January 21, 2016 for the following employees: Natalie Dolezal, Christine Bacon, Rebecca O'Reilly and Amber Weinhart.

Roll Call Vote:

Commissioner Rear	Aye
Commissioner Spidalieri	Aye
Commissioner Claypool	Aye

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve the revised job title reflecting the change from Assistant Site Coordinator to Recreation and Education Assistant (#1005) to be effective January 21, 2016 for the following employees: Millissa Brosch and Teddi Wallace.

Roll Call Vote:

Commissioner Rear	Aye
Commissioner Spidalieri	Aye
Commissioner Claypool	Aye

GEAUGA COUNTY AIRPORT AUTHORITY – ANNUAL OUTLAY REPORT – FAA PROJECT AIP 3-39-0054-1815 REHABILITATE TERMINAL APRON PHASE 2 OF 2

Business Manager Patty Fulop explained that this Outlay report is required by the FAA, and is for last year's project, that is basically a cleanup for the year.

Commissioners' Journal
January 21, 2016

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve and authorize the President of the Board to execute the Annual Federal Form 271, Outlay Report for Federal Aviation Administration (FAA) project AIP 3-39-0054-1815, Rehabilitate Terminal Apron, Phase 2 of 2.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

There was a brief discussion regarding the Glider club and two young pilots that got started out at the Geauga County airport. Ms. Fulop stated that they started a young aviation club with the students out of Kenston High School.

AMENDMENT TO FINANCIALS

Ms. Delaney returned and explained that the transfer requested by Mental Health for \$16,000.00 for architectural and engineering for the generator project is in fact a supplemental appropriation to their budget, noting that the Board will not see encumbrances as they are done live, due to the Building not belonging to the Commissioners. The Board agreed that they wanted additional information on what the cost will cover and on the generator.

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve and execute Resolution #16-007 itemizing the financials, excluding the Supplemental Appropriation for the Mental Health Construction fund, for the meeting of January 21, 2016.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

COUNTY HOME – AMEND MOTION – CORRECTION – RE-CLASSIFICATION OF ASHLEY CLARK – SENIOR ATTENDANT (#1506)

Commissioners' Clerk Christine Blair stated that this is just a correction to the motion, removing the "current rate of pay" as it is an increase.

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to amend the motion from January 11, 2016 to read: approve the re-classification of Ashley Clark from Full-time Attendant (#1504) to Full-time Senior Attendant (#1506) to be effective January 17, 2016 at the rate of \$11.55 per hour. After the successful completion of a 180 probationary period the rate will increase to \$12.16 per hour.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

COUNTY ENGINEER'S OFFICE – EASEMENTS FOR DRAINAGE PURPOSES – IMPROVEMENTS TO CULVERTS ON BAINBRIDGE ROAD AND WILSON MILLS ROAD

Deputy Engineer Andy Haupt explained that the culvert on Bainbridge Road was washed out during the storms in July of 2015, so the first easement with the Prygo's is to properly correct the culvert. Mr. Rear inquired how the prices are arrived at for easements, to which Mr. Haupt stated that they are based on square footage and a comparable is done by acreage, school district and the Auditor maintains the property information. Mr. Haupt noted that each easement is different, and is what is a fair representation of what is a fair price.

Mr. Haupt explained that the culvert on Wilson Mills Road failed at the inlet and the resident called; it has been replaced, and in discussion with Mr. Heath we proposed to extend the culvert, and eliminate the guardrail and this will most likely take place this summer.

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to accept and execute the Easement for Drainage Purposes between the Geauga County Board of Commissioners and Ronald A. and Carol A. Prygo (Parcel #02-291450) for improvements to culvert (#CH-11-2.48) on Bainbridge Road in Bainbridge Township in the amount of \$500.00.

Commissioners' Journal
January 21, 2016

Roll Call Vote: *Commissioner Rear* *Aye*
 Commissioner Spidalieri *Aye*
 Commissioner Claypool *Aye*

Motion: *by Commissioner Rear, seconded by Commissioner Spidalieri to accept and execute the Easement for Drainage Purposes between the Geauga County Board of Commissioners and Casey S. and Donna L. Heath (Parcel #11-330960) for improvements to culvert (#CH-008-1.285) on Wilson Mills Road in Chester Township in the amount of \$550.00.*

Roll Call Vote: *Commissioner Rear* *Aye*
 Commissioner Spidalieri *Aye*
 Commissioner Claypool *Aye*

COUNTY ENGINEER'S OFFICE – EASEMENTS (3) FOR HIGHWAY PURPOSES – IMPROVEMENTS TO GINGERICH ROAD

Mr. Haupt explained that these easements are for the Gingerich family, to improve the curve on Gingerich Road. Mr. Haupt stated that upon doing work, it was discovered that the right of way is only 40 feet in width and not 60, which can create a problem with the road, so an easement was gained on each side to bring it up to the normal 60 foot wide easement.

Motion: *by Commissioner Rear, seconded by Commissioner Spidalieri to accept and execute the three (3) Easements for Highway Purposes between the Geauga County Board of Commissioners and Walter Gingerich, Cindy Gingerich, and Clara M. Gingerich (Parcel #04-051500 and #04-051300) for safety improvements to Gingerich Road in Burton Township in the amounts of \$383.00, \$443.00 and \$447.00.*

Roll Call Vote: *Commissioner Rear* *Aye*
 Commissioner Spidalieri *Aye*
 Commissioner Claypool *Aye*

DISCUSSION – CURVES STATE ROUTE 44

Commissioner Spidalieri inquired about what could possibly be done with the curves on State Route 44 “to remove the hot spot from the scenario”. Mr. Haupt stated that accidents that are reported are tagged, analyzed and grouped by roadway, and when a road is due to be paved, that information should be reviewed when the roadway is considered for any upgrades.

Mr. Claypool noted that there was recently a meeting held regarding Amish Safety and buggy trails, and that the State is looking into incidents, but expressed that it did not appear the State was as proactive in solving some of the problems as we might like. Mr. Claypool asked if there was a way to work with them, to which Mr. Haupt stated that ODOT is a different organization completely, and their means and methods are different than ours at the County. Mr. Haupt expressed that he wanted to talk to Mr. Cattell and maybe schedule a meeting with ODOT to open the lines of communication. Mr. Spidalieri added that it's not just accidents, but hazmat spills are also a great concern in that area. There was a discussion regarding rumble strips on the roadways, like near dead man's curve, to which Mr. Haupt explained that they were asked to put them in at one location, and then they were asked to be removed due to noise.

TRANSIT – AMEND MOTION – CORRECTION TO HIRE DATE – JOANNA BRACE – TRANSIT DRIVER SUPERVISOR (#2207)

Mr. Lair explained that this amendment is to correct Ms. Brace's hire date, to eliminate a break in service.

Motion: *by Commissioner Rear, seconded by Commissioner Spidalieri to amend the motion from January 5, 2016 correcting the date of hire, to read: approve hiring JoAnna Brace to the position of Transit Driver Supervisor (#2207) to be effective January 31, 2016 at her current rate of \$18.49 per hour. After the successful completion of a 180 day probationary period the rate will increase to \$18.97 per hour.*

Roll Call Vote: *Commissioner Rear* *Aye*
 Commissioner Spidalieri *Aye*
 Commissioner Claypool *Aye*

Commissioners' Journal
January 21, 2016

TRANSIT – APPROVE HIRING JAMES TOTH AND SAMUEL HINTON – PART-TIME DRIVERS (#2210-1)

Mr. Lair asked the Board to approve hiring Mr. Toth and Mr. Hinton as Part-time Drivers, adding that these are both replacements.

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve hiring James Toth to the position of Part-time Driver (#2210-1) to be effective February 1, 2016 at a rate of \$12.64 per hour. After the successful completion of 1,000 hour probationary period the rate will increase to \$13.30 per hour.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve hiring Samuel Hinton to the position of Part-time Driver (#2210-1) to be effective February 8, 2016 at a rate of \$12.64 per hour. After the successful completion of a 1,000 hour probationary period the rate will increase to \$13.30 per hour.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

COMMISSIONERS' OFFICE – RESOLUTION DESIGNATING THE OFFICIAL REPRESENTATIVE AND ALTERNATE FOR VOTING AT THE CCAO MEETING IN 2016

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve and execute Resolution #16-008 to Designate the Official Representative and Alternate for the purpose of Voting at the Annual Meeting of the County Commissioners Association of Ohio in 2016.

Board of County Commissioners, Geauga County, Ohio

Date: January 21, 2016
Resolution: #16-008

RESOLUTION TO DESIGNATE THE OFFICIAL REPRESENTATIVE AND ALTERNATE FOR THE PURPOSE OF VOTING AT THE ANNUAL MEETING OF THE COUNTY COMMISSIONERS ASSOCIATION OF OHIO IN 2016

WHEREAS, Article IV, Section 6, of the Code of Regulations of the County Commissioners' Association of Ohio requires each member county to, for the purpose of voting at any annual or special meeting of the Association, designate an Official Representative and Alternate; and

WHEREAS, the designation of the Official Representative and Alternate for a county organized under the statutory form of county government shall be by resolution of the board of county commissioners; and

WHEREAS, in designating the Official Representative and Alternate only a member of the board of county commissioners is eligible to be designated as the Official Representative and Alternate;

NOW THEREFORE BE IT RESOLVED that Walter M. Claypool, President is designated as the Official Voting Representative of Geauga County.

BE IT FURTHER RESOLVED that Ralph Spidalieri, Vice President is designated as the Alternate Voting Representative of Geauga County.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

Commissioners' Journal
January 21, 2016

COMMISSIONERS' OFFICE – CANCEL SESSIONS AND SCHEDULE SESSIONS DUE TO HOLIDAYS FOR THE YEAR 2016

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to cancel the following sessions due to Holidays during the Year 2016:

<i>February 16, 2016 – President's Day</i>	<i>October 11, 2016 – Columbus Day</i>
<i>May 31, 2016 – Memorial Day</i>	<i>November 24, 2016 - Thanksgiving</i>
<i>July 5, 2016 – 4th of July</i>	<i>December 27, 2016 - Christmas</i>
<i>September 6, 2016 – Labor Day</i>	

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to schedule the following regular sessions due to Holidays during the Year 2016:

<i>February 18, 2016 at 9:00 a.m.</i>	<i>September 8, 2016 at 9:00 am.</i>
<i>June 2, 2016 at 9:00 a.m.</i>	<i>October 13, 2016 at 9:00 a.m.</i>
<i>July 7, 2016 at 9:00 a.m.</i>	<i>December 29, 2016 at 9:00 a.m.</i>
<i>September 1, 2016 at 10:00 a.m. - FAIR</i>	

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

COMMISSIONERS' OFFICE – LETTER TO BUDGET/FISCAL DIRECTOR – COMMON PLEAS COURT PROBATE/JUVENILE DIVISION

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to approve and execute the letter to Kimberly Laurie, Budget /Fiscal Director for the Common Pleas Court Probate/Juvenile Division in response to her letter dated January 19, 2016.

<i>Roll Call Vote:</i>	<i>Commissioner Rear</i>	<i>Aye</i>
	<i>Commissioner Spidalieri</i>	<i>Aye</i>
	<i>Commissioner Claypool</i>	<i>Aye</i>

DISCUSSION – BUILDING DEPARTMENT JOB DESCRIPTIONS AND PAYSCALE

Mr. Spidalieri brought up the subject of the Building Department and how over the last several years, they have reviewed and updated the fee schedule for permits, which in turn has changed the revenue for the department. Mr. Spidalieri expressed that we have a great group of people who have been dedicated to the building department in this County, however due to recent certification requirements by the State of Ohio, the position of certified inspector is becoming in greater demand.

Mr. Spidalieri briefly explained that he had seen a constant turnover in the Department of Water Resources and the County Home; the departments were reviewed, and made the Commissioners wage adjustments that have since proven to be a success and the morale is up and the turnover rates have dropped. Mr. Spidalieri noted that Job and Family Services was another department that was also looked at and an adjustment was made. Mr. Spidalieri expressed that in Geauga County our Building department oversees the whole County except for the Village of South Russell, however if you look at Cuyahoga or Lake County, the cities handle their own Building permits and inspections versus the County doing it. Mr. Spidalieri expressed that cities have historically paid a higher pay rate than Counties, so while we don't have the fee structure or volume that other Cities have, our employees here at the County are doing a lot for a lot less and he feels that we should do something to make an adjustment before we risk losing quality people in these positions. Mr. Spidalieri noted that we are also going to be faced with retirements in the future and when we go out to do replacements, we will be up against the trend of fighting for quality people that have the certifications needed to hold these positions. Mr. Spidalieri proposed the idea of making a change that averages \$1.00 per hour overall by position that will allow us to be more competitive and in a better position to reward the employees for the job they do. Mr. Spidalieri expressed his personal experience on how different it is to work with our Building department versus working with Lake County. Mr. Spidalieri asked the Board to make

Commissioners' Journal
January 21, 2016

this a priority, as there are currently other positions out there hiring that we could potentially lose staff to.

Mr. Lair noted that Geauga County has a pay plan that is done by paygrade and steps, and that what would be looked at for consideration would be to do a regrade of the positions based on the number of certifications held, and allows us to be more market competitive.

Director of Administrative Services Linda Burhenne explained that Director Mike Mihalisin and Inspector Dan Spada reviewed the current job descriptions and made suggestions and changes to them based on certifications and the number each inspector held.

Mr. Claypool expressed that due to recent personal issues he has not yet had a chance to review the documentation, and would ask for some time, noting that generally he is ok with some of it, but wants to make sure there are not unintended consequences by making these changes. Mr. Claypool agreed that certifications take time and money, and while we are required to follow the International Building Standards, our Building Department does what is necessary, and sifts through the code to make everyone safe, but uses common sense to comply with those standards for our County.

Mr. Rear expressed that he doesn't disagree with any of it, noting that succession planning for any department should be taking place, so that services are not lost for the community in the event that something happens. Mr. Rear stated that there are a number of departments that have an inequity in the pay, and that there has been discussion about a wage study needing to be done again, since the last full one was completed in either 1999 or 2000. Mr. Lair added that that current pay scale has not kept up with the current market value.

Further discussion took place regarding the idea of doing an RFP for a wage study that they hoped might possibly include employees working for other Elected Officials and be done for the whole County, which could also cause concern over departments holding the title of a position being compared to another department with the same title. Geauga County will have a hard time competing with those around us, based upon population and budgets.

Mr. Spidalieri and Mr. Rear expressed a difference of opinion with each other in regards to how some things have been handled in the past with employees in different departments. Mr. Claypool added that while studies can be good, the decisions are made by the Board in public regarding employees, not by an individual Board member.

ACKNOWLEDGEMENTS

- a) The Geauga County Board of Mental Health and Recovery Services Annual Report for SFY 2015.*
- b) A weekly report filed by the County Dog Warden of all dogs seized, impounded, redeemed or destroyed for the weeks ending December 30, 2015, January 6, 2016 as required by O.R.C. 955.12.*
- c) The Annual Statement of Unpaid Fees for the calendar year 2014 filed by the Sheriff's Office of an accurate account of all fees, costs, penalties, percentages, allowances and prerequisites that have remained unpaid for more than one year pursuant to ORC 325.31.*
- d) A monthly report filed by the Geauga County Sheriff's Office of an account of expenses for the prisoner transport for the month ending December, 2015 as required by O.R.C. 325.07.*
- e) The Monthly Inventory Report, Consolidated Investment Portfolio and Obligations and Securities monthly reports filed by the Treasurer's Office for Geauga County for the Month of December, 2015, pursuant to ORC 135.35(L).*

OTHER

The Board reviewed upcoming events.

Commissioners' Journal
January 21, 2016

MEETINGS

- Thu., 1/21 *Geauga County Township Association meeting, Adams Hall, Auburn Township, 6:30 p.m.*
- Fri., 1/22 *NOACA Board of Directors meeting, 9:00 a.m. Cleveland*
- Mon., 1/25 *Board of Revision, 9:00 a.m. Auditor's Office*
- Mon., 1/25 *Family First Council, 2:00 p.m. at Job and Family Services*
- Tue., 1/26 *The Commissioners will hold regular session at 9:00 a.m.*
- Thu., 1/28 *The Commissioners will hold regular session at 6:30 p.m.*
- Tue., 2/2 *The Commissioners will hold regular session at 9:00 a.m.*
- Tue., 2/2 *Geauga Trumbull Solid Waste Board of Directors meeting, 1:30 p.m. Warren, Ohio*
- Mon., 2/8 *Board of Revision, 9:00 a.m. Auditor's Office*
- Tue., 2/9 *The Commissioners will hold regular session at 9:00 a.m.*
- Tue., 2/9 *Planning Commission meeting at 7:00 p.m. in the Planning Commission meeting room, Bldg. #1C, 470 Center Street, Chardon*
- Fri., 2/12 *Leadership Geauga Government Day, 12:00 Noon, St. Mary's*
- Mon., 2/15 **County offices will be closed for general business due to the President's Day holiday. Twenty-four hour operations will continue to operate as usual.**

Ms. Blair noted that the ODNR was having a grand opening of the new Tow Rope at the Chalet at Punderson State Park and invited all the Elected Officials to attend.

BEING NO FURTHER BUSINESS TO COME BEFORE THE BOARD

Motion: by Commissioner Rear, seconded by Commissioner Spidalieri to adjourn the meeting at 11:21 a.m.

Geauga County Board of Commissioners

Walter M. Claypool

Ralph Spidalieri

Blake A. Rear

Christine Blair, Commissioners' Clerk

Commissioners' Journal
January 21, 2016

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