

**RECORD OF PROCEEDINGS
REGULAR COUNCIL MEETING
MONDAY, JANUARY 13, 2025 – 7:00 P.M.
MAYOR WILLIAM G. KOONS PRESIDING**

MEMBERS PRESENT: Berger, Canton, Cavanagh, Galicki, and Porter

MEMBERS ABSENT: Bell

OFFICIALS PRESENT: Fiscal Officer Romanowski, Police Chief Rizzo, Street Commissioner Young, Solicitor Matheney, Engineer Haibach

The Mayor called the meeting to order and led the Pledge of Allegiance. The Fiscal Officer read the roll. Bell was absent. **Canton made a motion that a gentleman who has been sitting in that chair now for several years and has done a very good job be nominated once again for President Pro Tem, Councilman Mark Porter, seconded by Berger. Voice vote – ayes, all. Motion carried. Porter made a motion to approve the minutes of the December 9, 2024, Regular Council meeting, seconded by Canton. Voice vote – ayes, all. Motion carried. Cavanagh made a motion to approve the minutes of the December 12, 2024, Special Council meeting, seconded by Porter. Voice vote – ayes, all. Motion carried. Berger made a motion to approve the minutes of the December 24, 2024, Special Council meeting, seconded by Cavanagh. Voice vote – ayes, Berger, Canton, Cavanagh, and Porter. Galicki abstained. Motion carried.**

Canton made a motion to acknowledge receipt and review of Council Rules, seconded by Porter. Voice vote – ayes, all. Motion carried.

FISCAL OFFICER: The Fiscal Officer distributed her report, adding that she will have the year end financials for 2024 for the next Council meeting.

For the America-250th, the Part-time Administrative Assistant attended a webinar and will be attending a meeting in the coming week regarding the topic. She reminded officials the grant application is due by January 31st. The Fiscal Officer also advised that it is required to have one outside person on the committee. This should potentially be someone from the Historical Society.

FINANCE COMMITTEE: **Canton made a motion to acknowledge receipt and review of the January 13, 2025, Credit Card Report, seconded by Porter. Voice vote – ayes, all. Motion carried.**

Canton reported that the Finance Committee met on Friday, January 10th and discussed purchase order procedures. He stated that there seemed to be quite a paper chase, and they are going to investigate the possibility of purchasing software to help the Village enter the 21st century when it comes to its policy and how it works on its purchase orders. The financials were reviewed and signed off by the committee.

SOLICITOR: The Solicitor reported that there was an ordinance on the agenda approving the support of the Ohio Municipal League's (OML) challenge of AT&T's tariff application before the Public Utilities Commission of Ohio (PUCO). She explained that currently, governmental entities are supposed to pay for the relocation of any facilities in public right-of-way. The Supreme Court has stated that if there is a tariff that contains a provision that requires the city to cover the cost of the

relocation, then the city must cover the cost instead of the utility company. AT&T has asked for this tariff before PUCO and the OML requested all local governments to offer support for their challenge to the application because it shifts the burden of the cost to the taxpayers instead of to the actual company. There is some urgency because it must be filed by January 18th.

She also noted that on the agenda under Properties Committee that there is a motion to go out for bid for the salt structure. She wanted to remind the Properties Committee to coordinate with the Building Department to determine what zoning applications are needed, if any. It will also probably need to go before Planning Commission (PC).

Regarding House Bill 257, the ability for certain public bodies to hold and attend meetings virtually, the Governor signed it into law. It will go into effect in 90 days but does not apply to any elected or compensated members of any public body. Thus, it does not apply to Council or the Architectural Review Board (ARB) but could apply to the Board of Zoning Appeals (BZA) and PC. However, to do this, they must establish certain rules. While virtual meetings for those boards or commissions might not be advisable, technically they are the public body and get to make that decision. Cavanagh asked if committee meetings could be virtual and the Solicitor said other than the ad hoc committee, no. The ad hoc committee members are not elected or compensation. The Engineer asked if he could participate virtually in committee meetings, and the Solicitor doubted it because it has to do with whether or not the public body is elected or compensated. The first version of the law included municipalities' councils, but this was removed in the Senate. Porter asked how the fact that he and the Mayor are paid impacted the PC's ability to hold virtual meetings. The Solicitor explained that Porter and the Mayor are not paid as members of PC but because he is an elected official. PC is a statutory committee where Public Utilities Committee, for example, is a Council committee. The Mayor proposed creating a rule that PC and the BZA can meet virtually but never use it because he thinks it is better to be in person. The Solicitor thought a rule is a good idea since they have the ability, but it should not be done if the thought is that it will never be used. She added that any applicant who is to appear before PC or BZA must also consent to the virtual meeting even if there is a rule.

The Solicitor explained that there is an ordinance to extend the moratorium on the retail dispensaries, cultivation, and processing for adult use cannabis for another 12 months. The last moratorium passed last January 22nd, and it was for 12 months, which meant it would expire before the next Council meeting of January 2025.

ENGINEER: The Engineer announced that he now works for Verdantas, which is CT Consultants' new moniker. He reported that the Bell Rd. east culvert replacement had been completed on time and within budget. All year-end documents were provided to the Ohio Public Works Commission (OPWC) in time to satisfy the closeout requirements.

The Engineer addressed going out to bid for the salt structure. His intention is to have a base bid for the 2,000-ton structure with an alternate bid item of 1,500-tons so that they can compare and pick what is most suitable for the Village. He is staying with the \$750,000 cost estimate for the bid process.

Additionally, over the last couple of weeks, the Engineer has been in contact with the planning division of Ohio Department of Transportation (ODOT) about the available Northeast Ohio Area Coordinating Agency (NOACA) funding for trails and bicycle safety. The Engineer asked if the Village has any documentation as to what the ad hoc committee for Safe Bicycle and Pedestrian Transport wants to see or planning documents. He offered that one of the Verdantas planners could meet with them, but he really needs to capitalize on the NOACA funding that is available by having a scope. The Mayor said

they would be addressing Council on January 27th to ask that \$15,000 be set aside to hire Verdantas. The Mayor told the group that they are amateurs and need Verdantas to come in and say what they should do. He added that they would be able to sit down with an engineer and describe what they want. The Engineer said he would like to see something similar to the Park Master Plan that is a base document that can be used and adjusted in years to come. The Mayor offered to send the Engineer a wish list of the committee, and the Engineer advised he had already engaged Rich Washington with this project, whom he described as a visionary planner. The Engineer reiterated that he needs to have a scope put together for the NOACA funding. The Mayor cautioned that if the money is turned down, the Village would go to the bottom of the list. The Engineer explained that this is not the case and if the Village cannot gel on something that seems like a good plan for the Village sooner rather than later, there is nothing that would stop the Village from being eligible for another ask in a couple of years. There is no issue of being black balled for not taking the money. The Mayor thought the Engineer would be impressed with the small scope of what the committee wanted. Porter asked how many responses the committee received to the survey, and the Mayor said a month ago they had 256 responses. Cavanagh commented on the committee's minutes that erroneously stated that the Village owns the first 10 feet from the street and does not need to buy land or work with homeowners to introduce concepts. Cavanagh stated that this was not correct, and the Village does not own but has an easement for the first 10 feet. The Engineer said there is a 60-foot right-of-way typically on most Village roads. If the road is located in the middle of the 60-foot right-of-way, there is 30 feet from the center line out as the public right-of-way in which the Village could dig a ditch, sidewalk, trail, etc. Cavanagh asked who would maintain it, and the Engineer said that the homeowner is responsible to maintain the property and the Village just has the right-of-way in that corridor to do Village improvements and infrastructure. If the Village puts an improvement on it, it is the Village's responsibility to maintain the improvement.

STREET COMMISSIONER: The Street Commissioner submitted his monthly report.

STREETS COMMITTEE: Cavanagh reported that the committee met on Friday, January 10, 2025, and minutes were distributed.

The Street Commissioner has 300 tons on order. He reported that they shut the salt off during the heaviest portions of snow events and only salt hills and intersections. Porter asked how the hours were working with the 14-hour limit. The Street Commissioner said so far, they have not had to run against it again. Prior to the initial discussion, they did run up to it and they handled it by having two drivers go home early and two stayed. Then they came back early in the morning and finished up. They broke up the hours and ran two guys up to 16 hours and then shut them down and gave them the rest of the time off. The Street Commissioner stated that Ohio has in the Federal Department of Transportation exemptions for snow and ice removal. So theoretically, legally they could run 24/7 if they had to and not let anyone out of the truck. It is not a great idea, but it happens.

Cavanagh reported that the guys are cold patching. Additionally, the flag has been taken down at the south park because of inadequate lighting, and the Street Commissioner has an idea of getting a solar box of some sort and the Masons have been informed. Cavanagh asked for ideas about what to do with the corner lots. She thinks Canton's suggestion of having a clock is a good idea. She added that the Street Commissioner has good ideas as well.

BUILDING COMMITTEE: Cavanagh advised that the committee met on January 9, 2025. The change in software for the Building Department was discussed. The former bank building will have a

new business. The necessity for a Board of Building Code Appeals was also discussed. Cavanagh reported about learning about meeting schedules of ARB, BZA, and PC.

Porter added that there was discussion about the Police garage relative to the plans not being as up to speed as they should be. The Chief explained that they needed to have a sewer line added, which has been done and reviewed by the Building Inspector.

POLICE CHIEF: The Chief submitted his month-end report. He added that the school zone flashers were replaced on both sides of Bell Rd. last month, but it was determined that one of the solar panels is defective and there are corroded light heads. He is waiting for a quote from Perram Electric to get the issues resolved.

The Chief provided a solar panel update on the Police Department. There is no movement on the meter because the solar panels are all covered in snow. Additionally, the work order for the solar panel bidirectional meter triggered a review of the Police Department account with the Illuminating Company. It had been a residential account but has been moved to a commercial account which raises rates about \$80 per month for the meter. The Street Commissioner asked about the possibility of combining service with the Service and Police Departments, and the Chief said not with the new Police garage because they had to upgrade to 200-amp service.

SAFETY COMMITTEE: Galicki reported that the committee met on January 12th. The next meeting will be February 13th. There is legislation before Council regarding changes to how golf carts are defined, licensing requirements to operate the vehicles, and limiting the use of golf carts to streets with 35 mph speed limit and below. There will also be legislation on purchasing a new police vehicle. Additionally, legislation is before Council to accept the bid from Wengerd Construction for \$104,509.00 for the Police garage.

HR COMMITTEE: Berger reported that the committee met on January 9th and will meet again on February 11th at 7:30 a.m.

PROPERTIES COMMITTEE: Berger said that the Properties Committee had not met and suggested the meet on January 21, 2025, at 9:00 a.m. Cavanagh reiterated that she needs suggestions and deep thought about the empty lots.

Berger made a motion to ask the Mayor, Engineer, and Fiscal Officer to go out to bid for the salt dome structure estimated at \$750,000, seconded by Galicki. Voice vote – ayes, all. Motion carried.

PARKS COMMITTEE: Berger reported that the committee had not yet met.

PUBLIC UTILITIES COMMITTEE: Porter stated that the committee met January 10th and the minutes were submitted. The solar panel project was discussed. Depending on how it works out, there may be other solar projects down the road. Porter also stated that stormwater work was discussed relative to the Fairview/Hazelwood project. The status of the Hemlock Rd. culvert replacement will be discussed with the Russell Township Trustees once their vacant trustee position is filled. Porter informed Council that he is the Chair of Public Utilities, and the next meeting will take place on February 7th at 3:15 in the Street Commissioner's office.

The Mayor referenced the Township Association publication which addressed social media policy. The Solicitor indicated that the Village has a policy, but it is a good idea to review it yearly.

The Mayor provided his State of the Village address which included the following: Building Department and Board/Commission matters and statistics; information on Village businesses; Finance, levy, and tax status; upcoming major Village projects to include paving of Bell Rd., trails, salt structure, Police garage, and the park restroom; debatable technology improvements with ADP; HR policies; success of Village sponsored events; improvements of Village properties; status of stormwater and drainage projects; changes and programs of the Police Department including implementation of a School Safety Officer (SSO), crosswalk, and change of dispatch service to Geauga County; and Street Department matters to include the potential for installation of a new gas line by Enbridge on Bell Rd. east. The Mayor also reported on his attendance at the 2024 Ohio Municipal League Conference. Both reports are attached.

The Solicitor stated that there would be updates to the Zoning Code. Regarding Lopez opening a party center in South Russell, the business has not yet come before PC for this.

There was discussion about paving methods for part of Bell Rd. east relative to the problem of rideability issues currently with the road. The Engineer reported chip sealing will be used.

ORDINANCES AND RESOLUTIONS:

Galicki provided a third reading of an ordinance enacting New Chapter 478 of the Codified Ordinances of the Village of South Russell regulating the operation of golf carts within the Village of South Russell and declaring an emergency. Galicki made a motion to adopt, seconded by Porter. Roll call – ayes, all. Motion carried. **ORD 2025-01**

Cavanagh provided a third reading of an ordinance approving the partnership agreement between the Village of South Russell and TextMyGov in an amount not to exceed \$12,000 for TextMyGov software and related services for a term of 3 years, authorizing the Mayor and Fiscal Officer to execute the agreement on behalf of the Village, and declaring an emergency. Cavanagh made a motion to adopt, seconded by Porter. Roll call – ayes, all. Motion carried. **ORD 2025-02**

Berger introduced a resolution expressing the intent to sell personal property not needed for the public use by internet auction through GovDeals and/or eBay and declaring an emergency. Berger made a motion to waive readings, seconded by Galicki. Roll call – ayes, all. Motion carried. Berger made a motion to adopt, seconded by Galicki. Roll call – ayes, all. Motion carried. **RES 2025-03**

Galicki introduced an ordinance approving the purchase of a 2025 Ford Police Interceptor Utility Hybrid vehicle from Montrose Ford for the total sum of \$47,184.75, authorizing the Mayor and Fiscal Officer to execute necessary documents for such purchase, and declaring an emergency. Galicki made a motion to waive readings, seconded by Porter. Roll call – ayes, all. Motion carried. Galicki made a motion to adopt, seconded by Porter. Roll call – ayes, all. Motion carried. **ORD 2025-04**

Cavanagh introduced a moratorium on the reviewing, issuing, and processing of any permits relating to retail dispensaries, cultivators, or processors of adult use cannabis within the Village of South Russell for another period of 12 months, and declaring an emergency. Cavanagh made a motion to waive readings, seconded by Porter. Roll call – ayes, all. Motion carried. Cavanagh made a motion to adopt, seconded by Porter. Roll call – ayes, all. Motion carried. **ORD 2025-05**

Porter introduced an ordinance supporting the Ohio Municipal League's challenge of AT&T's Tariff Application at the Public Utilities Commission of Ohio and declaring an emergency. Porter made a motion to waive readings, seconded by Cavanagh. Roll call – ayes, all. Motion carried. Porter made a motion to adopt, seconded by Cavanagh. Roll call – ayes, all. Motion carried. **ORD 2025-06**

Porter introduced an ordinance authorizing the Mayor and Fiscal Officer to enter into the Master Agreement for professional consulting services with Verdantas LLC and Verdantas Architecture, Inc. to act as the Village's Engineer for the time period January 1, 2025, retroactively, through December 31, 2027, and declaring an emergency. Porter made a motion to waive readings, seconded by Berger. Roll call - ayes, all. Motion carried. Porter made a motion to adopt, seconded by Berger. Roll call – ayes, all. Motion carried. **ORD 2025-07**

Galicki introduced an ordinance awarding the bid proposal of Wengard Construction, Ltd. in the amount of \$104,509.00 for the construction of a 20' by 30' garage for the Village of South Russell Police Department and declaring an emergency. Galicki made a motion to waive readings, seconded by Cavanagh. Roll call – ayes, all. Galicki made a motion to adopt, seconded by Cavanagh. Roll call – ayes, all. Motion carried. **ORD 2025-08**

BILLS LIST: Canton made a motion to ratify the bills lists of December 13, 2024, in the amount of \$99,448.85, December 29, 2024, in the amount of \$132,481.70, and December 31, 2024, in the amount of \$267.55, seconded by Cavanagh. Voice vote – ayes, all. Motion carried.

NEW/OTHER: Cavanagh made a motion for an alternate date for the May 26, 2025, Regular Council meeting of Tuesday, May 27, 2025, seconded by Berger. Voice vote – ayes, all. Motion carried.

The committee meeting schedules were discussed. Galicki asked committee chairs to contact the Fiscal Officer with their meeting schedules. Clarification was also provided about the committee Chairmen. The Mayor stated that it was alphabetical, except for Public Utilities Committee where Porter is the chair instead of Canton.

Porter made a motion to hold Trick or Treating in the Village of South Russell on October 31, 2025, from 6:00 p.m. to 8:00 p.m., seconded by Cavanagh. Voice vote – ayes, all. Motion carried.

Canton made a motion to hold the Veterans' Breakfast on Monday, November 10, 2025, at 9:00 a.m. at the Sleepy Rooster restaurant, seconded by Porter. Voice vote – ayes, all. Motion carried.

Berger made a motion to approve the 2025 membership for South Russell Village with the Chagrin River Watershed Partners, seconded by Porter. Voice vote – ayes, all. Motion carried.

Cavanagh made a motion to approve the Chagrin River Watershed Partners' invoice in the amount of \$2,875, seconded by Porter. Voice vote – ayes, all. Motion carried.

Galicki made a motion to hold the 2025 Village Wide Yard Sale on April 19, 2025, from 8:00 a.m. to 2:00 p.m., seconded by Cavanagh. Voice vote – ayes, all. Motion carried.

Porter made a motion to hold South Russell Village Trash Day 2025 on April 26, 2025, from 8:00 a.m. to 2:00 p.m., seconded by Cavanagh. Voice vote – ayes, all. Motion carried.

Cavanagh asked to be excused from the February 10th Council meeting. Berger made a motion to excuse Councilwoman Cavanagh from the February 10, 2025, Council meeting, seconded by Galicki. Voice vote – ayes, all. Motion carried.

Berger advised that HR will be reviewing the Village’s committees relative to standing committees and special committees.

Canton thanked the Street Commissioner for keeping the Village’s streets safe.

Cavanagh reported on America-250th and her work with Century Village staff.

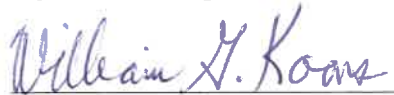
Porter asked how the Village was fixed for replacements for Ohio flags for the year. The Street Commissioner would have to look into it.

EXECUTIVE SESSION


Galicki made a motion to enter into Executive Session for the purposes of conferring with the Solicitor regarding pending litigation involving the Village pursuant to Section 121.22(G)(3) of the Ohio Revised Code and invite into the Executive Session the Solicitor, Mayor, Police Chief, and Fiscal Officer, seconded by Cavanagh. Roll call – ayes, all. Motion carried. The Mayor stated that they would go into Executive Session at 8:20 p.m.

Cavanagh made a motion to reconvene at 8:22 p.m., seconded by Canton. Voice vote – ayes, all. Motion carried.

ADJOURNMENT: Being that there was no further business before Council, Porter made a motion to adjourn at 8:22 p.m., seconded by Berger. Voice vote – ayes, all. Motion carried.



William G. Koons, Mayor



Danielle Romanowski, Fiscal Officer

Prepared by Leslie Galicki

State of the Village 2025

As we begin the year 2025, it is a pleasure to report on the state of the village.

We are and still remain to be four square miles with approximately 4,000 residents residing in 1,400 homes.

The **building department** issued 410 permits in 2024, up from the 342 permits issued in 2023. That's an increase of 68 permits. Permits were issued for such things as sheds, bathrooms and kitchen remodels. Large remodeling projects or complete teardowns of existing homes also occurred.

Pavilion rentals continue to drop from 84 to 74 to 63. No reason why pavilion use is declining. The process has been streamlined for easier use.

New software implementation went smoothly although slowly. New software will be installed again this year, probably on the same smooth and slow pace.

In previous years village residents have been eager to help by volunteering to serve on the ARB, BZA, PC and the Board of Building Code Appeals as members or alternates. However, no residents have so far expressed any interest in village management. HOA leaders are saying the same thing-that getting residents to serve their HOA or participate in HOA activities has gotten harder. We will be seeking residents' input and assistance on the America 250 celebration.

Lopez on East Washington is now Lopez 44 in Chagrin Falls. Our Lopez will reopen as a party center. Panini's will reopen in February/March as Tavern 6. Citizens Bank will become an accountant/investment office. The office building at 539 East Washington will have additions added to each end of the present building which, by the way, was originally two houses that were joined together to become an office building. Wildscapes art studio and travel agency opens this week.

A long and time-consuming project will be the updating of our building code. We will start in March with a joint BZA and PC meeting.

Finance The large increase in property evaluation caused another quick and correct reduction in our tax levies for 2025. We raised taxes in 2017 through a 1.5 mill, five-year road levy to raise a quarter-of-a million dollars. Since the 2017 tax increase we have not raised taxes and have reduced taxes twice. Renewals of levies do not raise taxes.

Work is still needed to reduce stress and last-minute financial planning. The creation of a reserve fund and working with Meeder Investments has helped.

There are five major projects for this year. Paving Bell Road, trails, salt dome, drone garage and park bathroom.

Technology improvements with ADP are debatable, possibly the lump of coal I mentioned at the Christmas party. The chief and I visited with the Bainbridge Police Chief. Bainbridge has been with ADP for eight years and is satisfied with the service.

Human Resources

The evaluation procedures and forms are being modified during the year to meet our needs. All should be complete by April 1.

Updates on HR issues are being refined. The latest meeting involved HR and the street crew and dealt with overtime, specifically snowplowing. We are also going to look into our time sheet process. Paperwork might be replaced with a more efficient, cellphone-based procedure.

We are proud that all employees are taking advantage of our incentive (\$250) to have a yearly physical.

The fourth annual Veterans' luncheon, the tenth annual First Responders' recognition, the Fall Festival and Harvest for Hunger were successful.

Does our social media policy need up-dating per Township recommendation?

Our first all-electronic newsletter was distributed. A few printed copies are available.

The America 250 celebration planning is occurring monthly in the county. A resolution supporting the celebration is needed by the end of the month.

Our **Property** Committee continues to provide improvements throughout the village.

Our cemeteries need some TLC, especially Rarick.

Scouts and community groups continue to improve our properties with kiosks, flowers, Underground Railroad and Interurban displays, bat houses and trail markers.

The Fall Festival needs some freshening.

Implementation of the park master plan has begun with a controlled burn planned for the spring.

A new restroom should be installed during the upcoming year.

Modifications are needed in the recent Eagle Scout trail markers and maps.

A bike ride and a hike are being planned for the park.

A burn on East Washington should occur this spring.

The street commissioner has two designs on how to improve our corner lots. needs attention.

Public Utilities.

The Manor Brook floodplain received additional improvements requested by the Ohio EPA. Landscaping was completed with additional trees installed over the newly enlarged culvert installed across Chillicothe to the floodplain.

We addressed water issues behind homes on the eastside of Chillicothe north of the Bel Meadow ditch, and between Fairview and Mapleridge.

Solar panels were installed to the grid this month.

The Hyfi sensor continues to provide data on storm water levels.

The first successful ESID project at Manor Brook was completed.

The inflow and infiltration into our sewer system will continue to be investigated by GCDWR.

Water quality and USGS are on the agenda for this year.

How to work with privately-owned lakes and ponds to control stormwater runoff and water quality will continue to be on the agenda.

A letter to Fairview Road residents and surrounding homes goes out later this month describing what has been accomplished and our plans for 2025.

Safety saw new employees, crosswalks and paths taking much of the year. Our relationship with the Chagrin Schools was increased with the creation of a school security officer.

Chagrin Valley Dispatch for our police department was changed to Geauga County.

Construction on the Chagrin Valley Fire Department building continues.

Streets saw a new street commissioner begin the process of examining all aspects of the department from how to plow a street, tree trimming, garage doors to new signs.

Employee safety clothing, glasses, gloves, boots, outerwear, uniforms, uniform taxing on clothing, etc. might be consolidated for more efficient use of funds and time.

Are we still under contract with Cintas? If so, for what?

2024 saw another smooth year of paving some of our 48 miles of roads.

Shredding, trash and yard sale events were successful.

A decision is needed on a salt dome and possible garages for additional vehicles.

Plans for installation of a new gas line along Bell might be coming from Embridge, the new name of the gas company.

The contractor for the culverts under Bell will be providing a bid to clean up Sugar Bush silt.

Notes from the OML Conference on October 23-25, 2024

1. Your social security number is worth about \$10 on the black market.
2. The police and fire pension funds have 28 years of funding available and are required by state law to have a minimum of 30 years of funds available to cover future costs. Municipalities are going to be asked to fund pensions for police and fire are proposed to go from 19.5 to 24% over the next five years, a cost of \$70 million dollars for municipalities. OML wants more research to occur on the issue.
3. Ohio is considered to be not as competitive with Georgia, Nashville, Charlotte because of the way we collect are local income tax and Net Profit Tax.
4. ¾ of all jobs are created in cities not unincorporated areas.
5. The majority of state funding comes from sales tax.
6. Texas homes are \$1,000 than Ohio homes due to Ohio's regulations/standards.
7. Improper and Substantial gifts are the guiding rule for Ethics violations. \$75 is considered the unofficial limit.
8. 7-8% rise in property values if a marijuana dispensary is nearby.
9. 10% on tax sales. 36% of that 10% goes to local funding.
10. If an employee uses marijuana on a Sunday and fails a drug test can you terminate? Suggestion is to change disciplinary process.
11. Some municipalities resorted to manually applying chemicals in their water treatment plans because of fear of tampering by computer hackers who were adding and subtracting chemicals electronically.