



**NORTON**

Mayor James Price

# City of Norton

4060 Columbia Woods Dr.

Norton, Ohio 44203

Administration (330) 825-7815 • Finance (330) 825-4511

Fax: (330) 825-3104

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## NOTICE

A CITY OF NORTON BOARD OF CONTROL MEETING  
HAS BEEN SCHEDULED FOR TUESDAY, SEPTEMBER 25,  
2007, AT 4:30 PM, IN COUNCIL CHAMBERS.

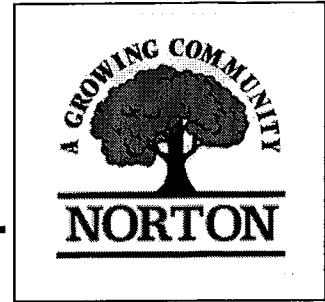
E-Mailed: 9/24/2007

Akron Beacon Journal  
Barberton Herald  
West Side Leader

POSTED:

September 24, 2007

# City of Norton BOARD OF CONTROL AGENDA



**FOR: Tuesday, September 25, 2007**

**TIME: 4:30 PM**

**CONSIDERATION OF PREVIOUS BOARD OF CONTROL MINUTES**  
July 10, 2007 BOARD OF CONTROL MEETING

**NEW BUSINESS:**

Mr. Ryland would like Board of Control consent to provide 12-weeks severance pay to Chief Calco pertaining to his resignation from employment with the City.

attachments

cc: Mayor Price  
Administrative Officer  
Director of Finance  
President of Council  
Vice President of Council  
Council Members and Clerk



Mayor David L. Koontz

# City of Norton

4060 Columbia Woods Drive  
Norton, Ohio 44203  
Administration (330) 825-7815 • 330-825-4511  
Fax (330) 825-3104

## BOARD OF CONTROL MEETING MINUTES September 25, 2007

**TIME:** 4:30p in the Safety/Administration Building, Council Chambers

**PRESENT:** James Price, Mayor  
Rick Ryland, Administrative Officer  
John Moss, Director of Finance  
Dennis McGlone, President of Council  
Scott Pelot, Vice-President of Council

The Board of Control convened for a meeting at 4:34p on September 25, 2007 in the Safety/Administration Building, Council Chambers. Mayor Price called the meeting to order.

### CONSIDERATION OF MINUTES:

Mayor Price presented the Board of Control meeting minutes of **Monday, July 10, 2007**, as written. Mr. Moss motioned to accept the minutes as presented, Mr. Ryland seconded.

**ROLL CALL** YEA VOTES: Mr. Moss, Mr. Ryland, Mr. McGlone, Mr. Pelot, Mayor Price  
NAY VOTES: None

*Motion passed with a vote of 5-0.*

### NEW BUSINESS:

**Agenda Item #1:** *Mr. Ryland would like Board of Control consent to provide 12 weeks severance pay to Fire Chief James Calco pertaining to his requested resignation from employment with the City.*

Mr. Ryland stated he believes that the best opportunity to remove James Calco as Fire Chief is to pay him 12 weeks of severance pay. As he was hired under Civil Service, Chief Calco has the right to demand a hearing for his removal. This process would take many months to clear and could cost the City at least \$30,000-\$40,000 in legal fees and paid administrative leave. Chief Calco presently makes \$27.93/hr and 12 weeks of severance pay will be \$13,406.40. This would not be paid until the 2008 budget. He also has five weeks (113 hrs) of accrued vacation that needs to be paid, which would end sometime in December. Chief Calco has signed his own resignation on condition that this plan is approved.

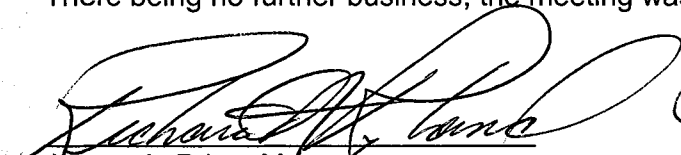
Mr. Ryland motioned to accept paying Chief Calco 12 weeks of severance pay for his removal, which was seconded by Mr. McGlone.

**ROLL CALL** YEA VOTES: Mr. Ryland, Mr. McGlone, Mr. Moss, Mr. Pelot, Mayor Price  
NAY VOTES: None


*Motion passed with a vote of 5-0.*

**OLD BUSINESS:     None**

There being no further business, the meeting was adjourned at 4:45p



Richard A. Ryland, Administrative Officer



John Moss, Finance Director

Date approved: *January 18, 2008*

attachments  
/amc

cc:     Board Members  
       Council Members  
       Clerk of Council  
       file

# MEMO

**To:** Board of Control  
**From:** Richard Ryland, Administrative Officer  
**Date:** September 23, 2007  
**Re:** Resignation of James Calco, Fire Chief



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Chief Calco has resigned as Fire Chief, per my request. In dealing with the issue of his resignation, I negotiated, pending approval, a 12 weeks severance payment for Chief Calco.

The reasoning is simple. The Fire Chief position is a Civil Service position allowing for the Chief to demand a hearing regarding his dismissal. If we had terminated his employment, I am confident that the following cost situations could have taken place:

- ◆ The hearing could take up to 3 to 4 months to be scheduled
- ◆ Chief would have been placed on paid administrative leave for that period of time (equal to the 12 weeks of severance pay or more)
- ◆ The City would have incurred, at a minimum, 10 days of legal fees at \$125.00 per hour (approximately 80 hours x \$125.00 per hour = \$10,000.00)

At the end of the hearing, the Civil Service Board may have concluded that Chief Calco could not be terminated. This would set up the circumstance that any future action taken against Chief Calco would come under close investigation that the action was retaliatory. This could spawn civil actions, costing the City more money to defend its decisions.

It is my recommendation that the Board of Control approves my action to pay the Chief 12 weeks severance pay equaling \$13,406.40 in a lump sum effective the first payroll run after January 1, 2008.

Thank you for your consideration.