



Committee of the Whole Meeting Minutes
The City of Kent, Ohio
Wednesday, January 6, 2021

Due to the COVID-19 pandemic, this meeting was held virtually using the Zoom platform and was live streamed on the City of Kent YouTube Channel.

Mayor Fiala called the Committee of the Whole of Kent City Council to order at 7:00 p.m.

PRESENT: Mr. Jack Amrhein; Mr. Michael DeLeone; Mr. Garret Ferrara; Mr. John Kuhar; Ms. Gwen Rosenberg; Ms. Heidi Shaffer Bish; Mr. Roger Sidoti; Mr. Robin Turner; Ms. Tracy Wallach

ALSO PRESENT: Mr. Jerry T. Fiala, Mayor and President of Council; Mr. Dave Ruller, City Manager; Ms. Hope Jones, Law Director; Ms. Bridget Susel, Community Development Director; Mr. Jim Bowling, City Engineer; Ms. Rhonda Hall, Budget and Finance Director; Ms. Melanie Baker, Service Administration Director; Mr. Gary Bishop, IT Manager; Ms. Joan Seidel, Health Commissioner; Mr. Nick Shearer, Chief of Police; and Ms. Amy Wilkens, Clerk of Council.

There was one (1) item on the Agenda.

1. Board and Commission Applications

Mayor Fiala introduced the meeting topic of the review of applications for Boards and Commissions and noted there would be a discussion about applicants during the Executive Session and voting will take place at the Regular Council Meeting on January 20, 2021.

Ms. Wilkens asked Council members if they had received the application emailed to them this week. The application for Mary Jayne Stone was postmarked by December 20th, which was before the deadline. There are two applicants for the Sustainability Commissions.

Seeing no further business or questions for this committee, it adjourned at 7:05 p.m.

Amy Wilkens

Amy Wilkens
Clerk of Council

ACTION RECOMMENDED:

- 1) N/A



Community Development Meeting Minutes
The City of Kent, Ohio
Wednesday, January 6, 2021

Due to the COVID-19 pandemic, this meeting was held virtually using the Zoom platform and was live streamed on the City of Kent YouTube Channel.

Chair Mr. John Kuhar called the Community Development Committee of Kent City Council to order at 7:05 p.m.

PRESENT: Mr. Jack Amrhein; Mr. Michael DeLeone; Mr. Garret Ferrara; Mr. John Kuhar; Ms. Gwen Rosenberg; Ms. Heidi Shaffer Bish; Mr. Roger Sidoti; Mr. Robin Turner; Ms. Tracy Wallach

ALSO PRESENT: Mr. Jerry T. Fiala, Mayor and President of Council; Mr. Dave Ruller, City Manager; Ms. Hope Jones, Law Director; Ms. Bridget Susel, Community Development Director; Mr. Jim Bowling, City Engineer; Ms. Rhonda Hall, Budget and Finance Director; Ms. Melanie Baker, Service Administration Director; Mr. Gary Bishop, IT Manager; Ms. Joan Seidel, Health Commissioner; Mr. Nick Shearer, Chief of Police; and Ms. Amy Wilkens, Clerk of Council.

GUEST: Ms. Molly Senter, Director of Property, The Davey Tree Expert Company

There was one (1) item on the Agenda.

1. Davey Tree Enterprise Zone Agreement

Mr. Kuhar introduced Ms. Bridget Susel, Community Development Director, to discuss the topic of the Davey Tree Enterprise Zone Agreement.

Ms. Susel said Davey Tree is expanding at its corporate location at 1500 N. Mantua, adding a third wing to the existing corporate center. It is a \$14 million investment for 38,400 square feet of additional space and the project is anticipated to begin in March. The Enterprise Zone agreement is similar to the CRA2 agreements on West Main Street with the only difference being the Enterprise Zone in the city of Kent applies to the entire city. This is the first one put in place with the Zone being put in place in previous years and amended over time, this is the first agreement issued through this process. It has additional notification responsibilities and is filed with the Portage County Commissioners.

Ms. Susel continued by stating under the Enterprise Zone Agreement, the Ohio Revised Code allows for 75% of the real property tax exemption. They (Davey) are asking for the exemption to be applied for a ten-year period. The expansion would create thirty-five (35) new jobs over a period of three years, generating just under \$1.8 million in new payroll by the end of the third year. The City does have an income tax share with Kent City School Districts of 50% and information regarding this agreement has been conveyed to the school (district). An advisory review committee met to make the recommendation to Council and the School Superintendent is a member of the committee as well as the Chair of the Community Development Committee and the Chair of the Finance Committee. The recommendation was to approve it at the requested 75% for ten years. She mentioned a couple of Davey Tree representatives that were on the call that could speak to specific questions.

Ms. Shaffer Bish asked Ms. Susel if there is a limit to the number of Enterprise Zones that can be created in the city. Ms. Susel said the Enterprise Zone is city wide and was done when it was established. Ms. Susel said you would not be able to get a CRA exemption and an enterprise zone, so this was put in place to incentivize projects outside of the existing CRA 1,2 and 3 zones currently in place.

Ms. Shaffer Bish asked if another company says they are in the enterprise zone if this is something the City is required to go along with and if it helps in any way with other endeavors. Ms. Susel said the consideration to do this by her predecessors would be to encourage development outside of the CRAs.

Ms. Shaffer Bish asked if forty-five existing employees will be transferred to the new building. She understands thirty-five jobs will be created but she also read forty-five employees would be transferred and if that would that leave vacancies in the downtown.

Molly Senter from Davey Tree replied that some corporate employees at the S. Water Street location would be brought back to Corporate Headquarters once they are able to expand but it doesn't mean there would be a vacancy in that office. It will allow for the Davey Resource Group room to expand. Since moving in there in 2012, they had continued to add staff to that facility and are running out of space there. They also leased space at West River Place knowing they would be developing the corporate space, and they will be able to also move that staff onto the corporate campus as well. It would leave a vacancy at West River Place, but that was always the intent going forward.

Mr. Ferrara thanked Davey Tree's continued support for the city of Kent and thinks this is a great opportunity to help solidify that and keep business in Kent. He asked if there was an update regarding the Resource Group on the East side of St. Rt. 43 and if the Resource Group would be moving or if it would bring in other Davey employees outside of the City. Ms. Senter said the former golf course area was not meant to be a campus for Davey Resource Group, the intent of that is a training and research center. A master plan was developed and shared in 2019 outlining it as a development and research and training center. There will be some full-time staff at that location and they will be bringing Davey employees and members of the industry in for training programs hosted by Davey and different symposiums from different associations Davey participates in.

Chair Kuhar asked Councilmembers to keep questions directly in relation to the topic of the Enterprise Agreement.

Mr. Ferrara asked if this enhances the protentional for annexation of that property. Ms. Susel said that property would probably not be associated with this Enterprise Zone as that is a separate discussion for further down the road. The Enterprise Zone does open up the discussion for development in other parts of the city, which is something that is definitely encouraged.

Mr. Ferrara MOVED TO APPROVE THE ENTERPRISE AGREEMENT with and emergency clause SECONDED by Ms. Shaffer Bish and CARRIED by a voice vote of 9-0.

Mr. Ferrara said anything to help out Davey Tree should be done as it is a great partnership and is great for the city of Kent. It is a world-wide organization and it is great to have it in Kent.

Ms. Shaffer Bish said we are proud of Davey Tree and she is very glad the Enterprise Zone is being put to use and maybe it will help attract additional businesses and create a model for more economic development throughout the city of Kent. She thanked Ms. Susel and Davey Tree for pioneering this concept.

Seeing no further business or questions for this committee, it adjourned at 7:14 p.m.

Amy Wilkens

Amy Wilkens
Clerk of Council

ACTION RECOMMENDED:

- 1) **Authorize the proposed 10-year Enterprise Zone Agreement between the City and Davey Tree.**



Land Use Committee Meeting Minutes

The City of Kent, Ohio
Wednesday, January 6, 2021

Due to the COVID-19 pandemic, this meeting was held virtually using the Zoom platform and was live streamed on the City of Kent YouTube Channel.

Chair Ferrara called the Land Use Committee of Kent City Council to order at 7:14 p.m.

PRESENT: Mr. Jack Amrhein; Mr. Michael DeLeone; Mr. Garret Ferrara; Mr. John Kuhar; Ms. Gwen Rosenberg; Ms. Heidi Shaffer Bish; Mr. Roger Sidoti; Mr. Robin Turner; Ms. Tracy Wallach

ALSO PRESENT: Mr. Jerry T. Fiala, Mayor and President of Council; Mr. Dave Ruller, City Manager; Ms. Hope Jones, Law Director; Ms. Bridget Susel, Community Development Director; Mr. Jim Bowling, City Engineer; Ms. Rhonda Hall, Budget and Finance Director; Ms. Melanie Baker, Service Administration Director; Mr. Gary Bishop, IT Manager; Ms. Joan Seidel, Health Commissioner; Mr. Nick Shearer, Chief of Police; and Ms. Amy Wilkens, Clerk of Council.

There were two (2) items on the Agenda.

1. Right of Way Dedication, 1625 South Water Street

Ms. Susel informed Council that often times when development moves forward, a survey is done of the property and a parcel extends out into the roadway and is typically dedicated back to the City. This formalizes that process and is the part of the parcel that extends out to S. Water Street.

Ms. Shaffer Bish asked if there was any push back from any of the community or any issue that Council needs to know about.

Ms. Susel replied the challenges have already been dealt with. There was a variance request from the developer and owner of the site to the Board of Zoning Appeals, which was denied. The City was taken to court and the court found in favor of the developer regarding the applicability of a word of how "adjacent" was being utilized. The variance was granted which allowed the project to move forward. The site plan review went to Planning Commission in August and was approved. The Planning Commission did not find anything that would lead to a denial of the site plan review. It is now in technical plan review. There was some opposition but the proper channels were followed and the project has been approved.

MOTION TO APPROVE the right of way dedication with emergency clause was made by Mr. Kuhar, SECONDED by Mr. DeLeone and CARRIED by a voice vote of 9-0.

2. Request to Subdivide City Property Behind Ivan Drive

Ms. Susel stated this item was brought forth from a resident's request and the administration is bringing to Council to get feedback. The request involves buying a portion of a City owned parcel on Ivan Drive. The owner's backyard abuts the parcel and the area on the map (**Attachment #1**) is the area she is seeking to purchase. The City has typically not sold just a portion of a parcel in the past. The City has this parcel from when a subdivision had been approved and there were plans for a cul-de-sac to be built. That was never done. It was approved on the subdivision plat and plan but it never was developed, which happens often. It is being presented to Council to show the overall purpose of holding that property. The City Arborist has planted the area with trees and a greenspace area to improve the look. Ms. Susel is asking for feedback as there needs to be some

understanding and rationale/parameters if we are going to sell portions of a parcel that are held by the City for a purpose, even if it doesn't come to fruition.

Ms. Wallach asked if there are trees planted on the portion this person is intending to buy. Ms. Susel said there were not. She added this person is trying to expand her backyard to do some gardening. The trees are further over to the west area.

Mr. Sidoti asked Ms. Susel if this is similar to vacating the "road to nowhere" a few months back. Ms. Susel said it is a similar situation but the only difference is that in this situation it is a portion of a parcel and not a whole parcel. The Zoning and Planning staff discussed this when looking at this case and they do not anticipate the cul-de-sac coming to fruition at the end of Ivan Drive. But with that being said, if Council were to support a portion of a sale of a parcel that had that kind of a plan dedication, she would suggest taking this back to Planning Commission to have them look at the removal from the subdivision plan. She worries that if we get into a situation where we sell a portion of a parcel and the whole parcel is needed, that could become problematic. This is different because they only want to purchase a portion. There needs to be objective rationale established.

Mr. Sidoti asked if this cul-de-sac would ever be developed. Ms. Susel does not anticipate it being developed. She does not know if it is currently being used as a "park" area but those around it, but the City does maintain it.

Mr. Ruller added it is a little different because it is not an actual street and it can't be automatically be offered to the adjacent homeowners. There are some complications due to this. Ms. Hope Jones said if the City chooses one resident to sell this property to, Council will have to waive bidding and allow this person to buy it. Council can do either but the law does require them to go out to bid. Ms. Susel added it would need to be surveyed as well and is a complicated request in some respects.

Mr. Sidoti asked if the best thing Council could do is to ask Community Development, working with the Planning Commission, to come up with a process for these types of requests so the City is not caught with using different processes for other requests in the future. Ms. Susel said this was brought to Council because there are challenges that could cause difficulties. This request sounds reasonable for her to expand her yard and is supported, but what happens in the future if this is requested for industrial property or is something that the City does not want to expand, well they already set a precedent. How do they decide on how much of the parcel is sold? Right now, there are more questions than answers.

Mr. Kuhar asked about zoning and the cost for survey and re-plat. Ms. Susel said the zoning would remain at R3 but the cost for survey and re-plat is in question. Mr. Kuhar asked how this would be justified to the public that it would be a non-bidding situation.

Ms. Shaffer Bish thanked Mr. Kuhar for asking the question in regards to zoning. She asked if this land could be developed in the future for housing or frontage on Water Street. Ms. Susel said it wouldn't be extensive. She added a similar situation came to the Board of Zoning Appeals with the parcel on the corner of Harvey and Lake Street. A developer tried to develop eighteen years ago and was denied. He is now proposing single units for seniors with less density and put eight units in. He needed variances for the setbacks, which are limited but needed. On this site (on Ivan) maybe two units could be developed.

Ms. Shaffer Bish asked how it was determined how much area of land was requested. Ms. Susel said that the resident asked for a specific area because her parcel is an odd shape and this would give her a larger back area where she could plant a garden and it would give her move of a buffer on the west side. Ms. Shaffer Bish asked if she could just put a garden in on that property without

purchasing it. Ms. Susel said that does occur across the City and they are not in the habit of asking people to pull up their gardens if it is not something we need, which has happened in the past.

Ms. Wallach asked if the land could just be leased to her for her garden and the City would still own it. Ms. Hope Jones said a permit could be issued to use the land for a period of time and in the permit outline that she could not put up any structures on it and if the city needs it she would need to give it back.

Mr. Kuhar said he was going to suggest the City could offer her a limited license to use it.

Ms. Rosenberg asked if offering her a permit would be just for the time period the City is reviewing the request and before coming back to Council with a recommendation. Ms. Susel said she thought this would be in lieu of selling the parcel. Ms. Rosenberg asked if the administration would still like guidance on future issues. Ms. Susel replied this is an unusual request and she has never had anyone request to buy a portion of a parcel. She said offering this homeowner a permit would be a great way to give them what they are looking for but not create challenges for the City. Selling a portion of a parcel sets a precedent and we don't know how that would affect future requests.

Mr. Sidoti asked if it would be reasonable to put a ten-year time limit on the permit and they would have to come back to renew. He asked if it would make sense to limit it for a period of time. Ms. Susel says it could be written to say ten years, unless she sells the property.

Ms. Jones said this could be done and suggested five years. She could put language together to give the City leeway to get the property back if needed.

MOTION made by Mr. Sidoti, to send this back to administration to develop a leasing proposal and then bring back to Council for approval SECONDED by Ms. Shaffer Bish and CARRIED by a voice vote of 9-0.

Ms. Shaffer said the precedent issue is the most concerning to her and she likes the idea allowing this land to be utilized for a garden in a temporary way.

Ms. Wallach asked if there was a difference between a permit and a lease. Mr. Ferrara said she was going back to discussion. She replied she is not going to support a lease if it is different than a permit. Mr. Ferrara said the motion is to send to the administration to develop and then come back to Council with their thoughts.

MOTION to amend the motion made by Mr. Kuhar, adding language from the Law Director on the best terminology to use, whether it be a license, a lease or a permit, SECONDED by Ms. Wallach and CARRIED by a voice vote of 9-0.

Mr. Kuhar said Hope Jones will have the proper terminology to use that is best for the City and it sounds as if she is on the right track.

Mr. Sidoti does not have a problem with the amendment and believes it belongs in the hands of the Law Director, Community Development and the Administration to work on and bring back to Council.

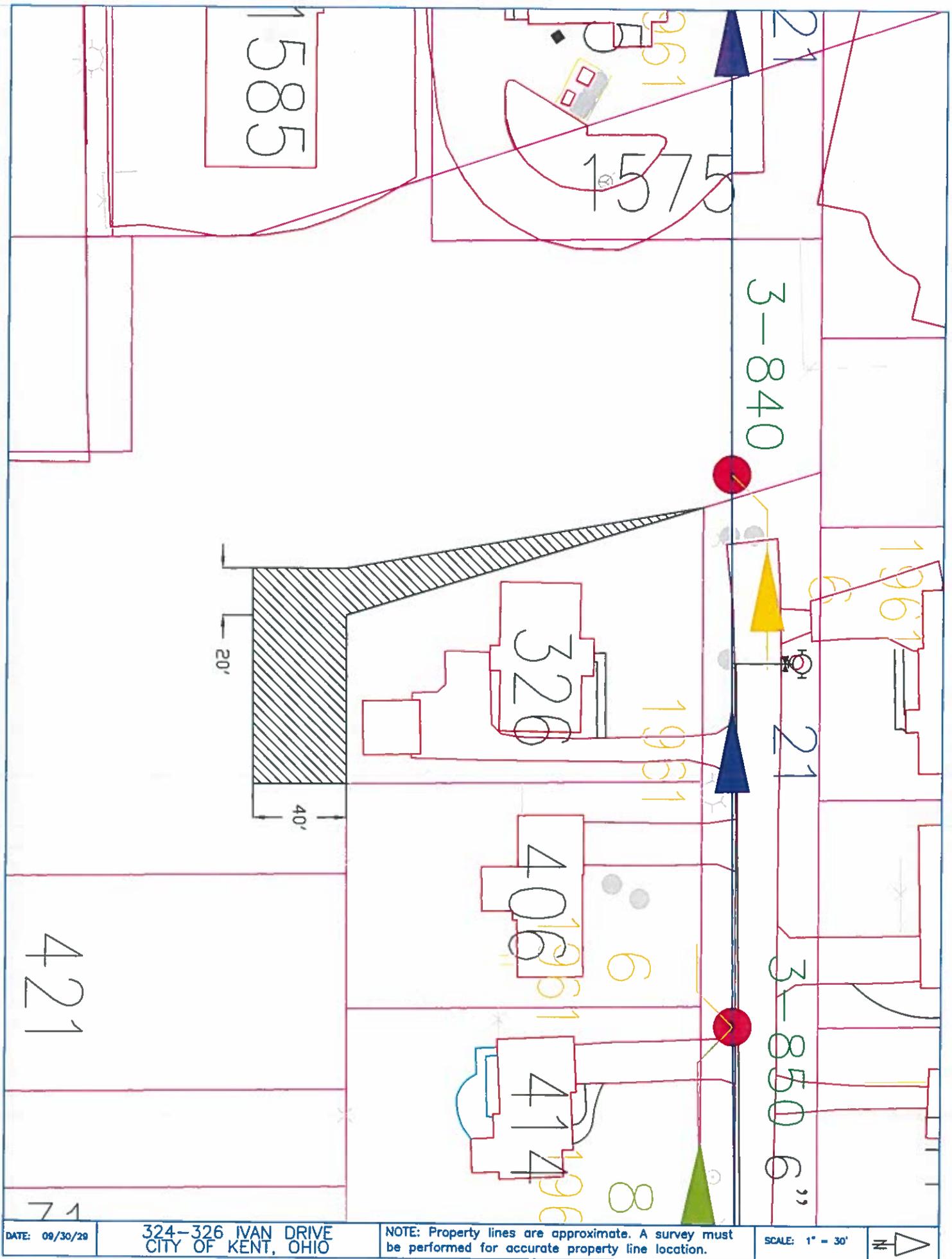
Seeing no further business or questions for this committee, it adjourned at 7:40 p.m.

Amy Wilkens

Amy Wilkens
Clerk of Council

ACTION RECOMMENDED:

- 1) **Authorize acceptance of the proposed street right of way for the new Dunkin' Donuts at 1625 S. Water Street.**
- 2) **Authorize staff to develop a leasing program for citizens to temporarily use land owned by the City, with language written by the Law Director and return its findings to Council.**



DATE: 09/30/20

324-326 IVAN DRIVE
CITY OF KENT, OHIO

NOTE: Property lines are approximate. A survey must be performed for accurate property line location.

SCALE: 1" = 30'

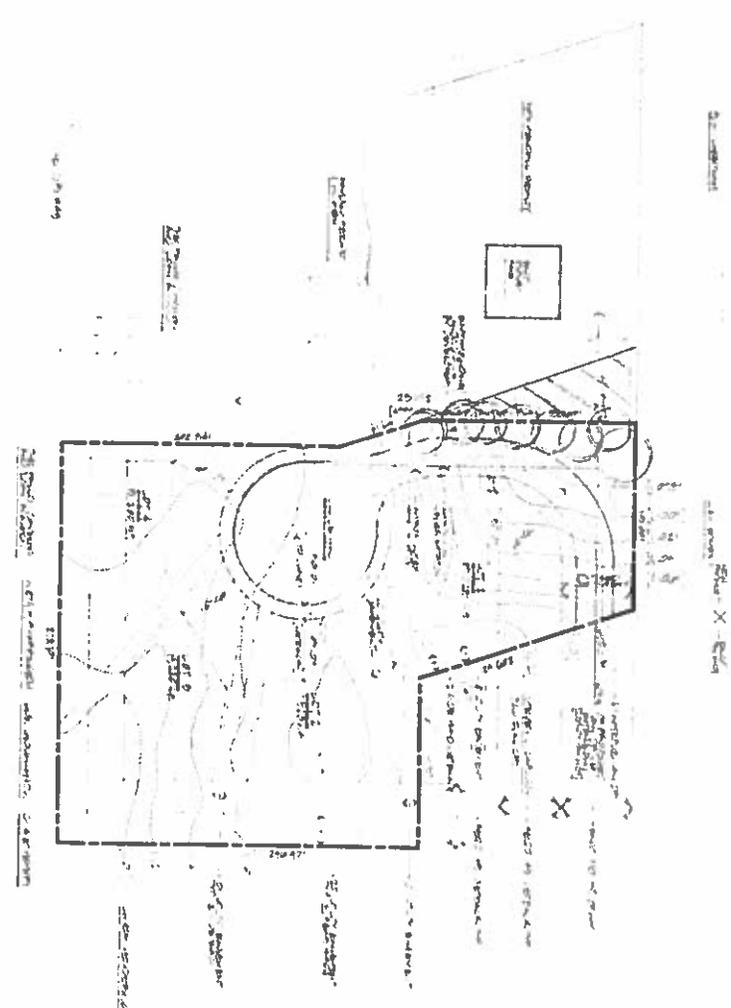




SITE LOCATOR MAP
(NO SCALE)

PROPERTY SCHEDULE

LOT	ACRES	DATE	OWNER
LOT 1	0.25	10/1/80	...
LOT 2	0.25	10/1/80	...
LOT 3	0.25	10/1/80	...
LOT 4	0.25	10/1/80	...
LOT 5	0.25	10/1/80	...
LOT 6	0.25	10/1/80	...
LOT 7	0.25	10/1/80	...
LOT 8	0.25	10/1/80	...
LOT 9	0.25	10/1/80	...
LOT 10	0.25	10/1/80	...



PRELIMINARY SUBDIVISION PLAN
IVAN DRIVE SUBDIVISION
PROPOSED SITE DEVELOPMENT PLAN 1"=40'-0"

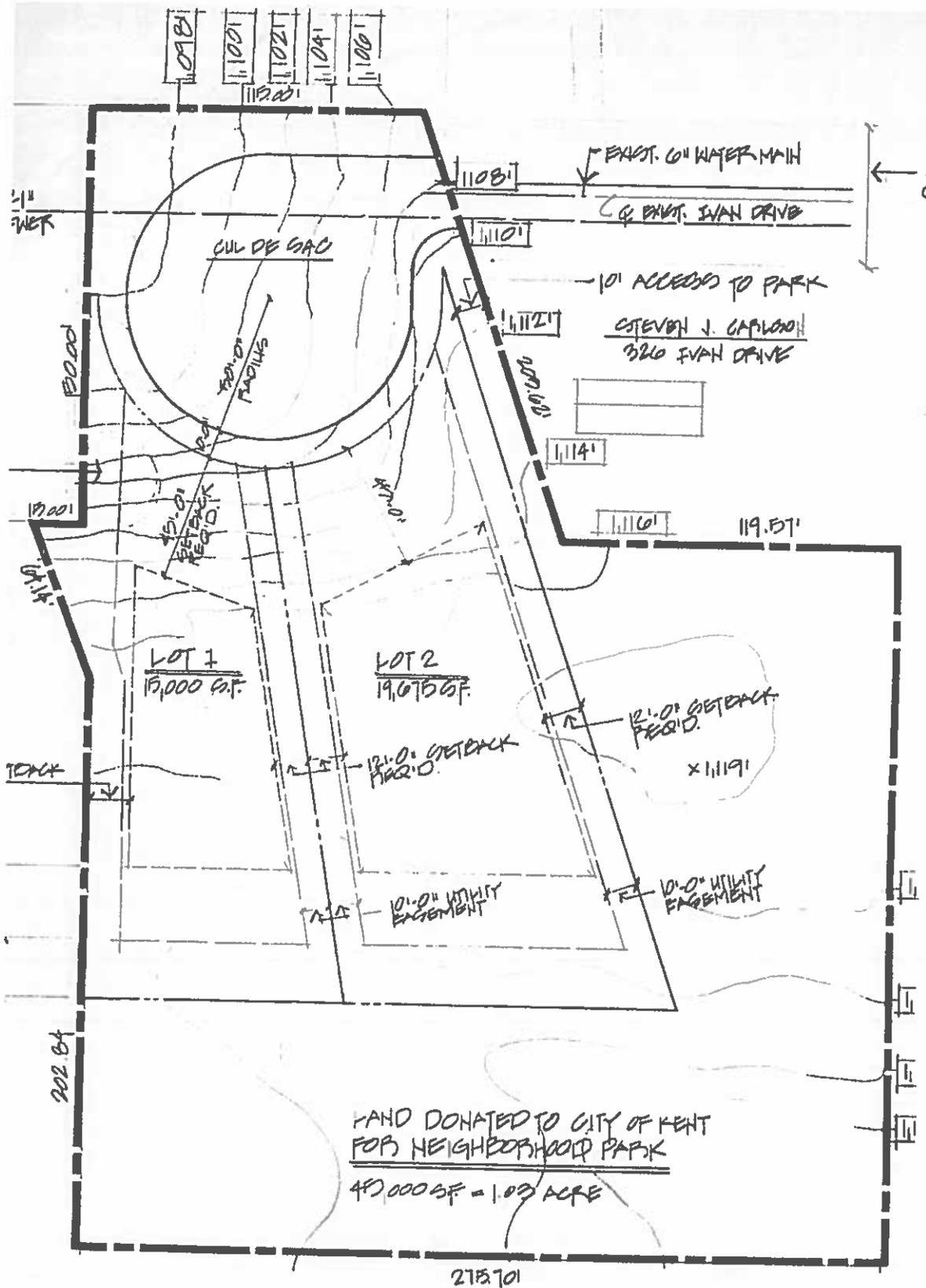
DATE: 10/1/80
BY: [Signature]



<p>Project No. 88-001</p> <p>Scale: 1"=40'-0"</p>	<p>Drawn by: [Name]</p> <p>Checked by: [Name]</p>	<p>Sheet No. 1 of 1</p>
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PRENTISS BROWN ASSOCIATES AIA
132 SOUTH WATER STREET
KENT, OHIO 44240
Architects Planners





THE FALLS CIVIL ENGINEERS & ARCHITECTS W.B./M.F. HARRINGTON G.C. GIOVANNOLI C.I. & E.H.

**PRELIMINARY SUBDIVISION PLAT
 IVAN DRIVE SUBDIVISION
 PROPOSED SITE DEVELOPMENT PLAN 1"**



Finance Committee Meeting Minutes

The City of Kent, Ohio
Wednesday, January 6, 2021

Due to the COVID-19 pandemic, this meeting was held virtually using the Zoom platform and was live streamed on the City of Kent YouTube Channel.

Chair DeLeone called the Finance Committee of Kent City Council to order at 7:40 p.m.

PRESENT: Mr. Jack Amrhein; Mr. Michael DeLeone; Mr. Garret Ferrara; Mr. John Kuhar; Ms. Gwen Rosenberg; Ms. Heidi Shaffer Bish; Mr. Roger Sidoti; Mr. Robin Turner; Ms. Tracy Wallach

ALSO PRESENT: Mr. Jerry T. Fiala, Mayor and President of Council; Mr. Dave Ruller, City Manager; Ms. Hope Jones, Law Director; Ms. Bridget Susel, Community Development Director; Mr. Jim Bowling, City Engineer; Ms. Rhonda Hall, Budget and Finance Director; Ms. Melanie Baker, Service Administration Director; Mr. Gary Bishop, IT Manager; Ms. Joan Seidel, Health Commissioner; Mr. Nick Shearer, Chief of Police; and Ms. Amy Wilkens, Clerk of Council.

There were three (3) items on the Agenda.

1. Parks and Rec Fee Moratorium Extension

Ms. Hope Jones reminded Council of Administration's request back in June for a moratorium that would allow time for outside counsel to review if fees were legal and fell in line with any case law. That moratorium was up at the end of December. Ms. Jones contacted the outside counsel and was advised the review was going to be done imminently. Ms. Jones has not yet seen the review and is asking the moratorium be extended for another six-month period which would allow for receipt from the attorney, review by administration and to bring back to City Council to review. She added there may be projects in the future that this may impact.

Ms. Susel added the projects that may be impacted are both of the projects on Franklin. The project on the corner of Erie and Franklin that is currently under construction, was approved by the Planning Commission back when the Park fee was in place in regards to the City's match. The developer is getting ready to pay the Park fee, which is going to the Park Board to be finalized, with the cost being \$12,480 and because this was before the moratorium, the City would need to match this amount. The Kent West Apartment development, which is directly south of this development, has not yet gone to Planning Commission but will be within the next month. The park fee for this development is \$36,666 which will be paid, but if the moratorium were not to be continued, we would be matching this cost as well.

Ms. Shaffer Bish asked for clarification if the moratorium was on the fee paid by the private developer and the City of Kent. Ms. Jones verified it is only on the City's match.

Ms. Susel added this is why outside counsel is reviewing, to see what other cities do. Fees paid by a developer on residential projects are not always matched by a municipality.

Ms. Shaffer Bish asked if a permanent moratorium would be considered. Ms. Jones replied yes, that is what the outside attorneys are reviewing; if the current setup is legal and if it is not legal where the issues are. They are also reviewing if the City does not want to match the fees going forward, if that is legal as well.

Mr. Sidoti asked if they did not already have a lengthy discussion regarding how much the City has been paying and it was an extraordinary amount. Looking at the long-term budgeting process, were we not considering eliminating the match. Ms. Jones said this was correct and we are just looking for an extension to allow for the attorneys to continue to review. Ms. Susel added that if the moratorium is not extended, the City may be required to pay a significant fee for the future development project previously discussed.

MOTION was made by Mr. Sidoti to extend the moratorium for six months, SECONDED by Mr. Amrhein and CARRIED by a voice vote of 9-0.

2. Grant Funding for Ballistic Vests

Chief Shearer reminded Council of his visit a few months ago regarding a grant opportunity through the Bureau of Workers Compensation in which the State of Ohio pays 75% and the City pays 25%. The Police Department was awarded the grant and is asking to accept the grant funding, which is \$5,287.71 with the City's match being \$1,762.57. This is a reimbursement grant and the funds have already been spent, so they will be reimbursing the \$5,287.71.

MOTION made by Mr. Kuhar to approve the acceptance of grant funding, with an emergency clause, SECONDED by Ms. Rosenberg and CARRIED by a voice vote of 9-0.

3. SW Sanitary Pump Station- Temporary and Permanent Easement Appropriation

Mr. Ruller started the discussion by stating this is a little bit of the legal process. Mr. Bowling has been bringing forward the different easements for the SW Sanitary Pump Station with the authorization given by Council for him to do so as long as he follows the process. There are a few outstanding easements that have not yet been resolved to the process to resolve fairly is the "Necessity and Intent" step, which is the first step.

Mr. Bowling said they are nearing the part of having the plans done and going to bid and have gotten thirteen of the sixteen owners to sign the agreements. One of the remaining three are in negotiations right now and are having a hard time getting in touch with the other two owners. We would like to start the process to enable going out to bid in March or April. We are requesting Council approval for a declaration for necessity and intent to appropriate parcels from three owners for the SW Sanitary Pump Station.

Mr. Kuhar asked if these homeowners are just avoiding Mr. Bowling and if this is a permanent acquisition of land or just temporary.

Mr. Bowling replied that two cases need a permanent and a temporary easement. The temporary easement would not have much restrictions, just to allow the City to put in sewer. Sewer lines would be moved away from the house into the easement, giving owners more land back. He believes the reasons those two have not responded are due to one transitioning into assisted living and the other is a rental property and the owners have been slow to respond. The third one is a sliver of a permanent easement but is only 105 square feet, which the City may be able to work around.

MOTION made by Mr. Amrhein to authorize a necessity and intent procedure with an emergency clause SECONDED by Ms. Shaffer Bish and CARRIED by a voice vote of 9-0.

MOTION made by Mr. Amrhein to move into Executive Session, in accordance with ORC §121.22 Section G, Item (1): "To consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official." Items to be discussed: Board and Commission Appointments and the Management Rights section of the General Compensation Plan, SECONDED by Mr. Kuhar. On roll call voting "Yes": Mr. Amrhein; Mr. DeLeone; Mr. Ferrara; Mr. Kuhar; Ms. Rosenberg; Ms. Shaffer Bish; Mr. Sidoti; Mr. Turner and Ms. Wallach.

MOTION made by Mr. Ferrara to return to Committee Meeting (8:20 pm) SECONDED by Mr. DeLeone and CARRIED by a voice vote of 9-0.

MOTION made by Mr. Ferrara to accept changes to language in the General Compensation Plan as presented during Executive Session, SECONDED by Ms. Rosenberg and carried by a voice vote of 9-0.

Seeing no further business or questions for this committee, it adjourned at 8:21 P.M.



Amy Wilkens
Clerk of Council

ACTION RECOMMENDED:

- 1) Authorize the extension of the suspension of the City's share of the Kent parks and recreation development fees for another 6 months as presented.**
- 2) Approve the acceptance and appropriation of the Ohio grant funds in the amount of \$5,287.71**
- 3) Authorize the "necessity and intent" procedures**
- 4) Authorize changes to language in the General Compensation Plan**