

COLIN BAENZIGER  ASSOCIATES

EXECUTIVE RECRUITING

Section 11

Thomas T. Yates

*Islamorada Village Manager
Candidate Report*

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Cover Letter and Resume

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3108 Darien Lane
Twinsburg, Ohio 44087

Village of Islamorada
86800 Overseas Highway
Islamorada, FL 33036

February 4, 2022

Dear Mayor and City Council,

The Florida Keys are a special place. My family purchased property in Key West back in the late-1990s and for 15 years we spent our vacations and holidays enjoying our home on the gulf side of the island. Over the past year, I have been searching for that “dream job” opportunity that could return me to the Keys. My wife, Sharon, and I have been planning this type of move where we could join a community, like Islamorada, for the final 15 years of my public service career. Her support is important because she has witnessed the long days, weekends, events, political stress, and other demands that go along with being a community leader. But despite the challenges, she knows that neither of us could imagine me working in any other job. I love the day-to-day pursuit of bettering the quality of life for our residents.

I am excited to apply for Islamorada’s Village Manager position as I have been positioning my professional and private life to make this transition. I have 12 years of experience and currently serve as the Mayor/Chief Executive Officer for the City of Twinsburg, Ohio. My success in managing the city’s operations is rooted in my commitment to collaborative communication, relationship building and conservative fiscal policies. The city of Twinsburg has 19,000+ residents with unparalleled amenities for a suburb in Northeast Ohio. My team consists of thirteen department heads who manage a \$45-50 million annual budget with 300+ employees. The General Fund budget is \$29 million and is heavily dependent on income tax revenues. Similar to Islamorada, Twinsburg is challenged with preserving our small-town charm with the pressure from developers to infill every piece of green space with housing.

The rest of this letter will focus on my management style and philosophy. My experience has led me to conclude that successful city management is dependent on gaining the respect and trust of everyone in the organization. Below are the values and principles that have led to my success as city leader:

- **Lead by example.** I have learned that my work ethic and commitment toward the Village’s goals will set the standard for all its employees. I can be the most experienced manager in the world, but if I fail to put my words into action then I lose all credibility with the administration and the city’s staff. It is critical that I am willing to put the time and effort into accomplishing even the simplest of the organization’s goals. My staff needs to see me as a manager who is engaged and part of their team, rather than as a person who only gives instructions.

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- **Utilize your team members.** I am constantly learning. I can never let myself get too busy giving directives, that I forget to listen to my department heads and other city employees. We are a team, and the collective experience of the Village's employees will always be stronger than that of a single manager. It is critical that every city employee has a voice and made to feel as though he/she is an integral part of the organization. I work hard to instill and nurture the team approach to public service. Some of our best suggestions have been brought by our newest and youngest employees.
- **Get your hands dirty.** As a leader, you gain the respect of your employees by spending a day in their shoes. During my time as Mayor, I plan days to work or train with my various departments. On several occasions, I have worked picking up leaves, training with our police department, and joined my firefighters in full turnout gear to experience a live-burn exercise. It may only be a few hours or part of a day, but it means the world to those grinding it out every day for our residents. "Getting my hands dirty" shows my employees that I understand and care about the difficult services they perform for the community.
- **Show compassion for others.** An effective leader must put his ego aside and show compassion to his employees. No matter how stressful the situation, I try to meet my staff where they are, and position myself as a resource. Over the course of my years as Mayor, there have been times that a co-worker walks into my office carrying anxiety and distress. It doesn't matter if their grief stems from a work-related situation or a personal one. By showing that employee compassion and empathy I can calm the waters before giving direction on how to move forward.
- **Create a positive organizational culture.** Most of us spend more time at work than we do with our families. In my current role, I work hard to create a culture where my employees feel valued. I recognize my employees for their hard work and gracefully have discussions with them when things go wrong. If your employees enjoy coming to work, they will take pride in their job performance. Recognizing the need for a healthy work-life balance is critical in creating a positive organizational culture.

I have spent a great deal of time researching the Village of Islamorada and the more I learn about the community the more excited I get about this possible opportunity. I am confident that I have the professional experience to take on the role of Islamorada's next Village Manager and I would love the chance to further discuss the position and what skills I'd bring to the job. Thank you for considering my application.

Yours truly,



Thomas T. Yates

THOMAS T. YATES, MBA, J.D.

Phone: (330) 348-9371
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3108 Darien Lane
Twinsburg, Ohio 44087

Highly motivated Municipal Government Executive with proven leadership skills seeking a city management position that will challenge and continue to develop my public service career. Bringing exceptional interpersonal skills to inspire, and a fiscally responsible track record. Desiring to live and work as a leader in a community where the administration, in direct response to the goals and objectives of City Council and needs of its citizens, work together to preserve an unparalleled quality of life while valuing communication and collaboration between all local stakeholders including leadership, professional staff, residents, businesses and other governmental organizations.

PROFESSIONAL EXPERIENCE

City of Twinsburg, Ohio
Mayor, Public Safety Director

2015 to Present

City Overview www.mytwinsburg.com

The City of Twinsburg is a strong Mayor form of government with 19,000+ residents. I act as the Chief Executive Officer managing all City operations. Our annual budget is approximately \$45 million with a General Fund Budget of \$29 million. There are thirteen (13) Department Heads that directly report. The City staff includes 180 full-time employees and approximately 250 part-time/seasonal employees. In addition to our core services, Twinsburg offers exceptional amenities such as a Fitness/Aquatic Center, an outdoor Waterpark, a Championship Golf Course with a restaurant/banquet center, an outdoor Amphitheater, tournament level youth baseball and soccer fields, and 2,000 acres of dedicated park land with miles of nature trails. Below is a description of my general responsibilities and further detail of my duties in each area of the City's operations.

General Responsibilities

- Prepare and present Annual Operating and Capital Budget to Council.
- Attend and report at bi-weekly Council meetings.
- Organize and lead bi-weekly department head meetings to facilitate overall collaboration city-wide.
- Ongoing communication with Council members regarding City operations to guarantee all members are informed and able to have accurate and consistent discussions with residents.
- Leader of Emergency Operations Center with Police, Fire and PIO Officers during storm events and other city-wide emergencies.
- Responsible for all decisions regarding COVID protocols for all departments and City operations. Set COVID policy for all public facilities and provide guidance to the business community based on CDC, State and County guidelines and orders.
- Attend board and commission meetings, along with community organization meetings, as needed, to offer guidance on initiatives, solve problems, respond to resident inquiries and to communicate city-wide goals.

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- Maintain communication with Chamber of Commerce, Historical Society and local Homeowners Associations.
- Review and approve all departmental requested legislation to assure proper alignment with budgetary limitations and to ensure it is consistent with the goals and policies of the administration.
- In collaboration with City Law Director and Public Information Officer, draft and carry out press releases and conduct press conferences.
- Provide final approval for responses to all public record requests submitted to the City.
- Oversee and manage the City's large-scale projects from bid preparation and award to ongoing oversight during project lifespan.
- Prepare and present an annual "State of the City" to residents and the local business community. *2020 State of the City* <https://www.youtube.com/watch?v=ktn7nKMkb0s>
- Prepare and produce a monthly "Mayor's Report" in conjunction with the local community cable network.
<https://mycommunityfocus.app/programs/twinsmayorjan22-2fa6a2?categoryId=72701>
- Attend and publicly speak at city-wide events throughout the year for City sponsored programming and to community-based organizations.

Finance Department / Information Technology Department

- Staff: Finance Director, Asst. Finance Director, Payroll Accountant, Executive Assistant, PT Account Payable Clerk, IT Director, Network Administrator
- Plan and participate in departmental budget hearings in preparation for drafting temporary and permanent operating/capital budgets.
- Daily, consult and collaborate with the Finance Director regarding management of city-wide and departmental budgets.
- Develop and modify 1/5/10 year capital forecasts.
- Review and approve all purchase orders and requested budget adjustments.
- Formulate solutions to unforeseen budget issues such as loss of major employer or those encountered as a result of Covid; develop policy regarding utilization of CARES Act and ARPA funding.
- Oversee City investment of reserve funds.

Human Resources

- Staff: Human Resource Director, PT Benefits Coordinator, PT Executive Assistant.
- Hiring and firing authority for all City employees.
- In collaboration with Law Director and Human Resource Director, actively negotiate and draft proposed changes and final collective bargaining agreements with the City's eight bargaining units.
- Participate in all employee grievance procedures and hearings.
- Provide final approval regarding employee benefits, hiring, retention and discipline.
- Annually review and negotiate with health insurance provider for employee benefit plan.
- Provide guidance to Human Resource Director regarding City Employee Handbook, Policies and Salary Ordinance.
- Collaborate with Human Resource Director, Law Director and Finance Director regarding City's initial and ongoing response to COVID as it relates to use of paid time off, quarantining and staffing shortage issues.

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- Provide final decision on all worker's compensation matters in collaboration with Human Resource Director and outside counsel.
- Created and actively participates in City's Wellness Plan.
- Attend and participate in Civil Service Commission meetings as needed.

Economic Development/Building Department/Engineering Department

- Staff: City Engineer, Assistant City Engineer, GIS Coordinator/Construction Manager, Engineer Inspector, Economic Development Director, City Planner, Chief Building Officer, (2) Building Inspectors, (2) Executive Assistants
- Work in concert with Economic Development Director to address needs of largest corporate employers (FedEx/Amazon/Pepsi/General Electric/Rockwell Automation) along with state and national governmental employers (Army National Guard/EPA) regarding current operations, staffing issues and future expansion of facilities.
- Actively pursue growth in City's industrial tax base by working with county partners and commercial brokers to attract new businesses.
- Organize meetings with corporate representatives and local business owners to discuss future needs and current business climate to maximize retention and occupancy.
- In cooperation with Economic Development Director, negotiate and execute CRA and income tax incentive agreements with prospective and existing corporate interests.
- Negotiate with local school district to reach mutually beneficial revenue sharing agreements.
- Provide guidance and final course of action to the Building Department on property code maintenance and enforcement matters.
- Collaborate with City Planner to review proposed development plans to determine impact to surrounding properties, compliance with local zoning codes, environmental disturbance and overall consistency with the City's comprehensive plan.
- Meet with City Engineer to plan infrastructure projects related to annual residential street program, sanitary and storm sewer replacement, large state roadway reconstruction, and waterline replacement.
- Oversee applications for local, state and federal grant funding for all infrastructure projects.

Police Department / Fire Department / Communications

- Staff: Chief of Police, (4) Lieutenants, (4) Sergeants, (32) Uniformed Patrol Officers, Fire Chief, Assistant Fire Chief, (3) Captains, Fire Marshall, (6) Lieutenants, (21) Firefighter/Paramedics, (10) PT Firefighter/Paramedics, Dispatch Supervisor, (12) Dispatchers, (2) Executive Assistants.
- Designated Safety Director for the City.
- Collaborate with Police and Fire Chief to implement policy specific to their department, enact changes as warranted.
- Consult with the Police and Fire Chief regarding community engagement, discipline, hiring and promotion.
- Provide direction for responding to citizen complaints.
- On occasion, participate in training exercises with patrol.
- Assist K9 handler with arrest simulations during department organized community events and open houses.
- On occasion, participate in fire training exercises both simulated and live burn.

Public Works / Service Department / Wastewater Treatment Plant

- Staff: Public Works Director, Service Superintendent, Lead Foreman, (2) Foreman, (28) Service Workers (Maintenance, Operators, Trade Craftsmen), Wastewater Superintendent, Chief Wastewater Operator, Lab Technician, (2) Sewer Maintenance Worker, Industrial Pretreatment Coordinator, (9) Plant Operators, Lab Coordinator, (2) Plant Attendants, Sewer Billing Accountant, Executive Assistant
- Collaborate with Public Works Director to determine policy and work schedules (shifts) specific to the service and wastewater departments.
- Direct the Public Works Director as it relates to discipline, hiring and promotion.
- Provide guidance for responding to citizen complaints.
- Meet with Public Works Director to plan annual leaf removal, branch chipping, and sidewalk leveling programs.
- Negotiate and/or bid multi-year trash removal contract.
- Assisting in planning winter operations of snow removal, salt contracts and interior building maintenance projects.
- Coordinate and plan with Public Works Director all facility maintenance projects, including engineer contracts/estimates, bidding and contractor selection.

Parks and Recreation Department / Gleneagles Golf Course

- Staff: Parks and Recreation Director, Marketing and Membership Coordinator, Aquatics Director, Activities Coordinator, Senior Center Director, Senior Bus Driver, Fitness Center Receptionist, 200+ PT Employees (Fitness Room Attendants, Camp Counselors, Lifeguards and Swim Lesson Instructors), Golf Professional, Course Superintendent, Assistant Course Superintendent, Course Mechanic, 30+ PT and Seasonal Golf Course Employees
- Collaborate with Parks and Recreation Director to plan approximately 100 city-wide events and programming for adults, families and seniors.
- Collaborate with Senior Center Director for budgeting programming for the center's 500 members.
- In conjunction with Parks and Recreation Director, act as liaison for all youth sports organizations related to City field usage and coordination of use of indoor facilities.
- Fitness Center <https://twinsburgfitness.com/>
 - 92,000 sq. ft. Facility, general fitness, indoor track, multipurpose courts and aquatic center.
 - Collaborate with Parks and Recreation Director to implement policy, staffing needs and pricing structure specific to Fitness Center membership and programming.
 - Assist in establishing monthly programming based on facility usage and individual class participation.
- Waterpark <https://www.mytwinsburg.com/165/Water-Park>
 - In collaboration with Aquatics Director plan seasonal waterpark operations, rates, staffing and policies.
- Rock the Park Concert Series <https://rocktheparkconcert.com/>
 - Assist Parks and Recreation Director in planning and staffing concert series that runs from June to September.
 - Review and approve all private sponsorship agreements and artist's agreements for concert series.
 - Attend all concerts and emcee main act recognizing sponsors and greeting residents.

- **Gleneagles Golf Club** <https://gleneaglesgc.com/>
 - 18-hole Championship golf course is recognized as one of the best public courses in Ohio hosting approximately 37,000 rounds per year. New 19,000 sq. ft. clubhouse is home to Aaron & Moses restaurant and a 225-person banquet facility.
 - Work with Golf Professional and Course Superintendent to plan seasonal course operations, properly staff on and off course positions and coordinate/attend meetings with F&B operators.

City-Wide Accomplishments

- *Health Insurance:* Budget \$2.8 million. Upon taking office, sought out strategic health insurance brokerage representative. Instituted a granular approach to claim monitoring using structured data analytics to reduce claims loss ratio (“CLR”). In 2015, the City’s CLR was 126%. Through engagement with employees, plan design and instituting a Wellness Program, the City progressively lowered its CLR to 55-60%. This consistent and stable reduction in the City’s CLR translated into controllable renewal negotiations and a move from fully insured to self-insured saving the City approximately \$900,000 its first full year of implementation.
- *Energy Conservation:* Committed to energy conservation efforts and projects. Through annual grants have instituted numerous lighting and other various green projects. Installed electric car charging stations throughout the City. As a result of Twinsburg’s efforts to promote energy efficiency the City has been chosen as winner of The Northeast Ohio Public Energy Council’s (NOPEC), 2021 Green Ribbon Award.
- *Kent State University Friend of Campus Award:* In recognition of the City of Twinsburg’s exemplary service and support to the university’s mission, its faculty, students, prospective students, and programs, a Friend of the Campus Award was presented to “Mayor Yates” as part of Spring 2019 commencement ceremonies. The highest honor presented annually to non-students, the award recognizes those who work to improve the community and who support the university’s mission to provide quality education to the region.
- *Gleneagles Clubhouse Construction Project:* City owned golf course that averages 37,000 rounds per year was in desperate need of a new clubhouse. Assisted in design and overall layout of \$6.2 million facility. Worked with Council to finalize budget and overall approval of the project. Financed using short-term BANs and converted short-term debt to long-term general obligation bonds in 2021. Served as primary contact for the City in terms of change orders and daily construction progress. The finished 19,000 sq. ft building is home to a new Pro Shop, restaurant, banquet facility (225 guests) and underground storage for 80 new electric carts. Negotiated food and beverage contract with CAP Restaurant Group (Burntwood operators) to manage all F&B at the course.
- *Redevelopment of Central Area:* As a Councilman, was instrumental in establishing the Twinsburg Community Improvement Corporation and have served as a Board Trustee since its incorporation. The TCIC has actively pursued redevelopment of Twinsburg’s central area comprising of a mixed-use district extending over 16 acres. During my tenure as Mayor, I have consistently engaged local and regional developers seeking

partnership with the City and TCIC to invest and secure a development agreement for the project. During the past five years the TCIC has assembled approximately 85% of the property necessary to move the project forward. In the last nine months, in response to an RFQ, a developer was selected. I am currently working with my Economic Development Director and outside counsel to create a TIF District to fund public infrastructure and provide incentives to the developer to keep the project progressing toward groundbreaking.

- *Safety Force Millage Campaign:* The City of Twinsburg is heavily dependent on income tax revenue. Approximately 85% of our General Fund revenue comes from local income tax. Until last year, the City supported all its General Fund operations without any financial support from a resident's ad valorem property tax. The City collected .6 of 1 mill to partially fund our Police and Fire Pension obligation. No other property tax was paid by a resident to fund any of the City's core services. In 2009, the residents voted to increase the local income tax by a .25% to 2.25%. The legislation had a sunset provision of four years and in 2013 that .25% tax increase was repealed. The result was a reduction to the City's income tax revenue by approximately \$3 million. I took office in 2015 and immediately began to seek ways to reduce the City's operating expenses. We stabilized our General Fund budget while maintaining our core services, continuing the high quality of life experienced by our residents, and preserving the necessary capital funds for large, committed projects. A portion of the City's reserves were used during 2016, 2017 and 2018 fiscal years. In 2019, I stabilized the balance in the General Fund and began adding back reserves in 2020 and 2021. In addition, the City ran a successful Safety Force Millage Campaign that concluded with the residents voting to approve a 2.4 mill property tax levy. The voted millage provides \$1.7 million to properly fund our Police and Fire Pensions and set aside capital funds for the departments.

OTHER RELEVANT PROFESSIONAL EXPERIENCE

Member of Twinsburg City Council

2009 to 2015

- Served as President of Council and Vice President of Council during term.
- During term, served as Council Representative for Finance Committee, Capital Improvements Board, Tax Incentive Review Board, Community Relations, Charter Review Commission, Public Safety Committee, Planning Commission, Board of Zoning Appeals, and Parks and Recreation Commission.

Reitz, Paul & Shorr, Aurora Ohio

2010 to 2019

The firm was called Christley, Herrington & Pierce until 2015

Partner (2013 to 2015), Of Counsel (2015 to 2019)

- Boutique law firm with a history of municipal and school board representation.
- Assisted in representing several small municipalities.
- Represented several school districts in contract review, employee discipline, public-private partnership negotiations, and collective bargaining.
- Continued real estate and estate planning practice described below.

Mansour Gavin, Cleveland Ohio 2005 to 2010
Associate Attorney, Real Estate and Estate Planning/Administration Groups

- Practice focused on land use litigation representing municipalities or developers in a variety of zoning, eminent domain and/or building code enforcement cases.
- Involved in real estate transactional work drafting commercial leases and other agreements associated with the ownership and sale of commercial properties.
- Drafted estate documents for asset protection and management of funds for minors.
- Administrated estates and prepared estate tax and gift tax returns for high-net-worth clients.

EDUCATION

J.D. Cleveland Marshall College of Law
Cleveland, Ohio
Juris Doctorate

MBA Cleveland State University
Cleveland, Ohio
Master of Business Administration

BBA Kent State University
Kent, Ohio
Bachelor of Business Administration, Major – Accounting

BOARDS APPOINTMENTS AND COMMISSIONS

Twinsburg Community Improvement Corporation Board Trustee	2012 to Present
Kent State University Advisory Board Member	2019 to Present
City of Twinsburg Justice, Equity, Diversity and Inclusion Committee Established and serve as active Member	2020 to Present
Mayors Association of Portage, Summit & Stark Counties Member, currently serving as Treasurer	2015 to Present

PERSONAL INFORMATION AND VOLUNTEER WORK

- Married to Sharon for 28 years, children – Emily (25), Andrew (22), Brad (21)
- Committed to physical fitness. Enjoy running, weightlifting, cycling and have become an avid pickleball player.
- Years of volunteer work for Center of Hope organizing volunteers to prepare meals for low-income residents of Portage County (2010 to 2017).
- Member of Rotary Club International, (2017 to Present).

Candidate Introduction

THOMAS T. YATES, MBA, J.D.

EDUCATION

- J.D.** Cleveland Marshall College of Law
Cleveland, Ohio
Juris Doctorate
Admitted in Ohio (active), Alabama (inactive)
- MBA** Cleveland State University
Cleveland, Ohio
Master of Business Administration
- BBA** Kent State University
Kent, Ohio
Bachelor of Business Administration, Major – Accounting

PROFESSIONAL EXPERIENCE

- | | |
|---|---------------------|
| City of Twinsburg, Ohio
Mayor, Public Safety Director | 2015 to Present |
| Member of Twinsburg City Council | 2009 to 2015 |
| Reitz, Paul & Shorr, Aurora Ohio
Partner (2013 to 2015), Of Counsel (2015 to 2019) | 2010 to 2019 |
| Mansour Gavin, Cleveland Ohio
Attorney
Real Estate and Estate Planning/Administration Groups | 2005 to 2010 |
| State Farm Insurance
Owner | 1993 to 2005 Agent, |
| Cleveland Clinic Foundation
Associate Accountant, Division of Nursing | 1990 to 1993 |

BACKGROUND

The City of Twinsburg is a suburb in northeast Ohio perfectly located thirty minutes from both Cleveland and Akron. It is accessible by freeway and rail, which makes it an ideal location for midsize to large distribution centers. Currently, the industrial area is over 90% occupied with recognizable companies such as General Electric, Pepsi, FedEx, Amazon, Rueter-Stokes,

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Cardinal Health, O'Reilly's Auto Parts, and Rockwell Automation. Twinsburg is the home to more than 800 businesses and has a small central area that needs redevelopment.

Twinsburg is a strong Mayor form of government with 19,000+ residents. I act as the Chief Executive Officer managing all City operations. Our annual budget is approximately \$45 million with a General Fund Budget of \$29 million. There are thirteen Department Heads that directly report. The city staff includes 180 full-time employees and approximately 250 part-time/seasonal employees. In addition to our core services, Twinsburg offers exceptional amenities such as a Fitness/Aquatic Center, an outdoor Waterpark, a Championship Golf Course with a restaurant/banquet center, an outdoor Amphitheater, tournament level youth baseball and soccer fields, and 2,000 acres of dedicated park land with miles of nature trails.

The three most significant issues facing Twinsburg right now are:

- Revenue Loss. The City of Twinsburg is heavily dependent on income tax revenue. Approximately 85% of our General Fund revenue comes from local income tax. In 2009, the residents voted to increase the local income tax rate by .25% to 2.25%. The legislation had a sunset provision after four years and in 2013 that .25% tax increase was repealed. The result was a reduction to the City's income tax revenue by approximately \$3 million. Twinsburg is preparing for another reduction in income tax revenue due to large employers adopting work-from-home models.
- Aging infrastructure. Twinsburg's municipal buildings are aging and in need of significant improvements. The city is in the planning stages of constructing a new Fire Station and Service Garage. In addition, in the last few years there has been several major failures in our storm water management system. The city has begun to inspect and video our storm sewer lines and started dredging around the outfalls in detention ponds. Budgeting for these large-scale repairs or replacement of City buildings and storm sewer lines will be difficult.
- Downtown Redevelopment. In 2013, the city formed a Community Improvement Corporation to pursue and drive redevelopment in the city's central area. The focus has been on 16 acres in the southeast quadrant of the square. The CIC has slowly assembled the land necessary to attract a developer through outright purchase or option agreements. In 2020, the CIC published an RFQ to desired developers with no response. The RFQ was readvertised in 2021 with limited, but qualified respondents. A developer was selected, and the city is working on creating a TIF District to fund public infrastructure and provide incentives to keep the project progressing toward groundbreaking.

MANAGEMENT STYLE AND EXPERIENCE

From a "30,000-foot view" I would describe my management style as innovative. I consistently look for ways to challenge my staff to think creatively and never accept the mentality of "*if it isn't broke don't fix it*" or "*we have always done it that way.*" This type of thinking in municipal government is ineffective and in the long-term creates poor customer service. I am constantly

THOMAS T. YATES, MBA, J.D.

looking for innovative ways to improve my city's services and the quality of life for its residents. I could also say that I am prudent. Before proposing any change in operations or staffing I do my research and seek input from Council, department heads, and ultimately the staff performing the work. In my current role, I have used senior management retirements or other employee attrition to pause and look at the administrative structure of a department. Slight changes in staffing or job responsibilities have often improved operational efficiencies. I have both private sector and public sector management experience...and there is a difference. Initiating change and modernizing departmental functions in the public sector is a collaborative effort of all involved. I am proud of my success in bringing about positive change to my city's operations through a cohesive partnership with my Council and buy-in from my department heads.

As it relates to day-to-day operations, my management style is collaborative and centered on building a unified team that is committed to the long-term vision of the community. I hold semi-weekly department head meetings where we collectively discuss issues relating to each department and their impact on the entire city. I rely on my staff to accomplish the daily services we provide to our residents, but I also include them in the long-term strategic planning for their department and the community. Overall productivity, retention and morale are always higher when senior staff and front-line workers feel they have a voice in the operations of their department. In Twinsburg, some of our best suggestions have been brought by our newest and youngest employees. Without an inclusive and open dialogue, it is unlikely those ideas would have been heard, let alone adopted.

This team approach also translates into my relationship with Council. I embrace the difference in opinion between Councilmembers, but we need to have a positive, productive relationship to be able to get work done. The elected officials I work with would say that I keep them informed and involved in our day-to-day operations and partner with them to strategically plan for the future of the community. They all would say that I am passionate about serving my city in an ethical, fair and decisive manner. The positive working relationship that I have with my seven councilmembers has been the cornerstone of my success as Mayor. Together, we have overcome significant challenges and kept Twinsburg as one of the top communities in Ohio to live and raise a family.

I believe that one of the best ways to judge a city leader is to talk with the hourly employees that are in the trenches providing the city's basic services. If you asked one of my Service workers, Fireman or Police Officers they would tell you that I am not afraid to get my hands dirty. As a leader, you gain the respect of your employees by spending a day in their shoes. During my time as Mayor, I plan days to work or train with my various departments. In 2017, the city experienced a devastating microburst that damaged homes, destroyed hundreds of trees, and knocked out power to thousands of residents. To continue the city-wide cleanup, I organized a group of service department employees to work on Veterans Day, and that morning I showed up and joined a crew to pick up trees and branches throughout the city. On other occasions, I have worked picking up leaves, training with our police department, and joined my firefighters in full

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turnout gear to experience a live-burn exercise. It may only be a few hours or part of a day, but it means the world to those grinding it out every day for our residents.

My greatest strength is the ability to create a positive organizational culture. In Twinsburg, my staff would say that they feel valued. I recognize them for their hard work and gracefully let them know when things go wrong. If your staff enjoys coming to work, they will take pride in their job performance. In 2016, I instituted a Wellness Program that focuses on both physical and mental health. Participation has grown year after year, and I am constantly looking for new and creative ways to reward my employees. There are also several small, but impactful, ways that I show my staff they are valued, from organizing “employee appreciation” luncheons to sending them a handwritten birthday card from my office. These are small examples, but investing in your employees and recognizing the need for a healthy work-life balance is critical in recruiting and retaining a well-qualified staff.

In the past five years, my administrative team has budgeted and systematically replaced thousands of feet of aged sanitary sewer, storm sewer and transite water lines. My Engineering team has aggressively pursued state and county grants to reduce the city’s financial exposure for these projects. In 2016, we successfully obtained \$7 million in state and federal grants (80/20 split) to address traffic and safety issues on a primary roadway running through the city. The realignment of this roadway added a third lane and two roundabouts that has calmed traffic and reduced bodily injury accidents. Just last year, my Public Works team completed a multi-year wastewater project where the city acquired the sanitary flow from a neighboring community. This project injected \$1.9 million of needed reserves to the plant’s Enterprise Fund and significantly added to our annual sewer revenue.

Currently, I am focused on improving our emergency/storm operations. Northeast Ohio is prone to heavy winter storms, tornadoes, microbursts and wide-spread flooding. We are designing a new Emergency Operations Center and creating city-wide plans for management of these emergency/storm events. In addition, I have secured FEMA Mitigation Assistance Grants to remove houses that are prone to repetitive flood damage. The safety of my residents is my most critical responsibility as a city leader.

One of my proudest city accomplishments is the successful completion of Cornerstone Business Park. In 2009, Twinsburg lost its largest employer, a Chrysler stamping plant. This was catastrophic to our city’s income tax revenue and there was an immediate concern that we would have a vacant auto plant occupying 167 acres of industrial zoned property. Following a significant environmental clean-up and ten years of aggressive economic development, the entire site is fully occupied with businesses such as FedEx, Amazon, and O’Reilly Auto Parts.

In terms of weaknesses and misgivings, I become emotionally attached to large projects that the city is trying to initiate. For example, the redevelopment of 16 acres of our downtown district. The vision is to create a vibrant mixed-use area with upscale townhomes, restaurants and entertainment. This project has been overwhelmingly supported by our residents. It has been

THOMAS T. YATES, MBA, J.D.

frustrating that I could not secure a developer during my years on council and first term as Mayor. But, after years of hard work the city is in current negotiations with a qualified developer and progressing toward a development agreement.

I enjoy public speaking and each year I organize several townhall type forums to engage residents. In collaboration with the City Law Director and Public Information Officer, I draft and carry out press releases and conduct press conferences of the city's newsworthy issues. Each winter I organize a "State of the City" event that is open to all residents and monthly I film a "Mayor's Report" with our local cable station to report on city-wide events and issues.

As with any village, city, or township there are a small circle of residents that is critical of how their local government is run. I have mine in Twinsburg, but I do not anticipate anyone contacting the Village with negative information about me.

Personally, I am married to my high school sweetheart, Sharon, and we have three children, Emily (25), Andrew (23) and Brad (21). Sharon and I enjoy all outdoor activities, running, cycling, scuba diving, fishing and pickleball. We are all excited about this potential change of life opportunity!

The challenges I see facing the Village of Islamorada are:

- Deciding a Redevelopment Path for Indian, Tea Table and Lignumvitae Fills. This is a current "hot button" issue for the Village. Many residents are opposed to the idea of bringing active recreation with boat and kayak access to the Fills. However, the Fills are owned by FDOT and FDEP and Council will need to balance the need for public safety with the lease provisions for public access. Traffic control, parking, maintenance, and police presence are just a few of the factors that need careful consideration.
- Affordable Housing. The Village needs affordable housing for the hundreds of workers who come to Islamorada each day for work. Many desire to live in the community but can not afford even the most basic residence. Council is challenged to balance environmental impacts with the need for affordable housing construction as they consider a future land use map.
- Job Attraction and Retention. Just like every city across the nation, Islamorada is challenged in finding qualified applicants and protecting existing employees from being recruited away from the Village. Council is currently in the middle of a nationwide search for a new Village Manager. Finding the right person who can provide long-term stability to the position will have a positive impact on employee recruitment and retention.
- Islamorada's BPAS. The difficulty in obtaining building permits in the Village, coupled with the high value of vacant land, presents legal issues as it relates to takings claims and constitutional property right issues. While the Village's permitting system mirrors Monroe County's ROGO, the Village could still face costly litigation by limiting the issuance of building permits.

INITIAL PRIORITIES IF OFFERED THE POSITION

- Meet with Village staff, department by department. Include all employees within the department to understand their roles and share my management style and philosophy.
- Set up a meeting with Evie to gain a preliminary assessment of departmental and Village-wide culture and morale. Create open dialogue with employees to understand what they love about working for the Village and their concerns.
- Schedule a planning conference with Council to fully understand their vision, goals, and objectives for the community.
- Meet with elected officials and managers from surrounding communities, Key West, Key Colony Beach, Layton, and Marathon to discuss common issues impacting the Keys. Explore ways to share resources.
- Reach out to county and state officials to introduce myself and schedule a meeting with Roget to fully understand his role as Village Attorney and Legislative Aide.
- Plan a meeting with Maria and her staff to gain full knowledge of the Village's current financial picture and its future outlook.
- Schedule time to meet and introduce myself to the residents. Listen to praises and concerns about the Village and seek ways to create more communication and transparency regarding the Village's operations and administration.
- Dive deep into the Village's ordinances and Land Development Regulations, as well as County and State regulations impacting the Village.

ADJECTIVES THAT I WOULD USE TO DESCRIBE MYSELF

- Trustworthy
- Accountable
- Collaborative
- Decisive
- Innovative
- Passionate

REASON FOR SEEKING THIS POSITION

I am passionate about my role as a city leader. As challenging as it may be, there is no other job that allows you to personally impact the quality of life for thousands of people. I currently serve a great community with support from both my council and residents.

I am pursuing the position because becoming the Village Manager of Islamorada is a “dream job” opportunity. I have spent a great amount time researching the Village and its current issues. The further I get in the selection process the more excited I become about possibly returning to the Keys for the final 15 years of my public service career.

THOMAS T. YATES, MBA, J.D.

CURRENT SALARY

My current compensation is \$122,800, 100% Healthcare coverage, 40 days paid-off per year, membership to all city facilities, and use of a city vehicle.

CB&A Background Checks

**Background Check Summary for
THOMAS T. YATES**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Summit County, OH	No Records Found
Portage County, OH	No Records Found
Cuyahoga County, OH	No Records Found
State	
Ohio	<i>Records Maintained by County. See Above.</i>

Civil Records Checks:

County	
Summit County, OH	No Records Found
Portage County, OH	No Records Found
Cuyahoga County, OH	No Records Found
Federal	
Ohio	No Records Found

Motor Vehicle

Ohio	No Records Found
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Credit

Excellent

Personal Bankruptcy

No Records Found

Sex Offender Registry

Not Listed

Education

Confirmed

Employment

Confirmed

**Note. Per Angela at Reitz, Paul & Shorr, in 2014 or 2015 Christley, Herrington and Pierce changed their name to Reitz, Paul & Shorr.*

Social Media

Nothing of Concern Found

**Background Check Summary for
THOMAS T. YATES**

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for
THOMAS T. YATES
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: _____

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?
Yes No
3. Have you ever declared bankruptcy or been an owner in a business that did so?
Yes No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes No
6. Have you ever been charged with driving while intoxicated?
Yes No
7. Have you ever sued a current or former employer?
Yes No
8. Please list all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one. *Facebook, Instagram, Twitter*
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?
Yes No
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.
2018CV00184 Masseria v. Reitz, Paul, Shorr

Attested to: _____
[Signature]
Signature of Applicant

Please email this form via PDF DOCUMENT to Lynelle@cb-asso.com or via fax to (561) 621-5965 **no later than 5:00 PM MST 02/28/2022.**
(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

CB&A Reference Notes

Reference Notes
Thomas T. Yates

Greg Bellan – Councilman, City of Twinsburg, OH (330) 998-4692

Mr. Bellan has known Mr. Yates since 2015. Mr. Bellan began serving as a Twinsburg City Councilman in 2017. Twinsburg has a Strong Mayor form of government, so Mr. Yates manages the City. Twinsburg contains a disparate population of long-standing older residents generally opposed to change and new younger residents interested in more change.

Mr. Yates progressively leads Twinsburg. He is an outstanding Mayor. He ensures all groups are represented in the Twinsburg community vision. After the George Floyd tragedy, he catalyzed a justice, equity, diversity, and inclusion committee. He visibly participates in community activities. He fulfills commitments.

Mr. Yates supports good fitness, recreation, and transportation. He championed the change from tennis courts into pickleball courts and improved fitness center offerings. He advocated improving a municipally owned golf course by adding a clubhouse with a banquet facility. He ushered in multiple roundabouts and electric vehicle charging stations.

Mr. Yates pursues financial sustainability. Before his administration, long-time manufacturer Chrysler left the city, severely impacting the income tax base. He cut back on expenses, expediting a lean organization. He pursues and encourages staff to pursue grants. He hires quality people who bring stability to departments.

Mr. Yates successfully negotiates with unions, employees, and the community. Recently City Hall asked residents to support a raise in property taxes. Mr. Yates worked with all community levels, sending a cohesive message from the Council, Schools, Police Chief, Fire Chief, Police Union, and Fire Union. Residents received accurate information regarding reasons and comparative information about other communities. The levy passed.

Mr. Yates cares about his family, friends, co-workers, and faith community. Mr. Yates handles difficult situations with grace. He goes out of his way to ensure all levels are heard and receive communication. He has an open-door policy for administration and residents. He frequently interacts with department heads. Mr. Bellan recommends Mr. Yates for any position he may be pursuing.

Words or phrases used to describe Mr. Yates:

- Bright,
- Always available,
- Present,
- Progressive,
- Visible,
- Family man,
- Spiritual, and
- Compassionate.

Reference Notes
Thomas T. Yates

Strengths: Open door policy and listens well to feedback.

Weaknesses: As with most people, he may sometimes be influenced by personal bias.

Jeff Chaney – Managing Member, Crossroads Furniture, Twinsburg, OH 216-272-1216

Mr. Chaney has known Mr. Yates since 2019. Mr. Chaney moved his entire furniture business from Cleveland to Twinsburg, Ohio, where Mr. Yates is Mayor. Mr. Chaney also knows Mr. Yates personally, playing pickleball two to three times per week.

Mr. Yates has a pro-business attitude. He helped Mr. Chaney secure needed resources and permits to move a business to Twinsburg. Mr. Chaney opened a retail store at his furniture distribution center in May 2021, during Covid. He credits Mr. Yates for problem solving and empowering city staff to continue functioning during Covid restrictions and challenges.

Mr. Yates has support from City Hall, police officers, businesses, and residents in Twinsburg. People rally behind him. Everyone has positive things about him. Mr. Chaney wishes Mr. Yates would stay in Twinsburg.

Mr. Yates is consistently confident and handles stress well. He stays calm, cool, and collected. He has a pleasant personality. He works well with all political beliefs and stays out of the political fray. He is receptive and constructive to people.

When residents or businesses have problems, Mr. Yates responds and assists. He researches and shares problem resolutions generated in other cities.

Mr. Chaney recommends Mr. Yates as a great Manager or any other position he pursues. Mr. Yates is an experienced and well-liked Mayor. He knows how cities work and allows for growth. People support his leadership and decisions.

Words or phrases used to describe Mr. Yates:

- Proactive problem solver,
- Intelligent,
- Calm,
- Receptive,
- Organized, and
- Driven.

Strengths: Listening skills, positivity, and vision.

Weaknesses: None identified.

Reference Notes
Thomas T. Yates

**Daniel Savitt - Former Twinsburg Resident, President – CEO, Visiting Nurse Service, NY
201-995-3914**

Mr. Savitt has known Mr. Yates since 2007. Their kids were friends, and Mr. Savitt served as treasurer for Mr. Yates' Mayoral campaign in 2014.

Mr. Yates is easy to work with. He is diplomatic. He is generally calm but passionate about problem solving. Mr. Yates loves digging into community needs and finding sound financial avenues to accomplish goals. He likes collaborating and moving a community forward. He is a man of high integrity and a man of his word.

Mr. Yates is innovative but also researches what other cities are doing. He brings success stories to the table. His age-diverse community does not embrace every idea. He envisioned reworking an area along a creek, working hard to get people on board. Although his ideas were innovative, funding was unavailable, and many residents resisted change.

Mr. Yates successfully attained many improvements for Twinsburg. He transitioned a small golf course clubhouse shack to an event center with a restaurant. The facility can now be used for conferences, weddings, and other events. He improved wellness center access and services. He installed roundabouts to improve traffic flow.

Mr. Savitt unreservedly recommends Mr. Yates as a Manager or any other position. He brings a great deal to the table; he has an accounting degree, an MBA, and is a lawyer. He works hard to manage the City Council and to get things done.

Words or phrases used to describe Mr. Yates:

- High integrity,
- Visionary,
- Innovative,
- Approachable,
- Dependable, and
- Empathetic.

Strengths: Common sense, legal background, and people skills.

Weaknesses: Passion for an idea sometimes prevents necessary change in direction at first, but he adjusts as he gathers information.

Reference Notes
Thomas T. Yates

**Louis Berroteran - Director, Mayors Association, Portage/Summit/Stark Counties, OH
330-374-5911**

Mr. Berroteran has known Mr. Yates since 2014. Mr. Yates serves as treasurer and is an active member of the Mayor's Association. He is considered a particularly valuable member. He arranges special events, including two major annual fundraising events. Mr. Berroteran sees Mr. Yates monthly at meetings. Colleagues respect Mr. Yates and listen to what he says on issues. When he agreed to be an officer for the Mayor's Association, the organization became stronger.

Mr. Yates's leadership resulted in Twinsburg being one of the most successful and stable cities in Summit County. Mr. Yates is innovative and thinks outside the box. His ideas and decisions improve city competition with surrounding areas for business and resources.

Mr. Yates works well with others and shares ideas freely. He is considerate, respectful, and sympathetic with fellow Mayors. He shares knowledge and information. He contacts others for ideas if trying to solve a problem. He has an open-door policy and makes himself available to colleagues and residents.

Mr. Yates stays aware of state legislative actions and how they might affect cities. During Covid, the Ohio legislature considered changing income tax collection rules because many people worked from home. The measure potentially crippled some towns and cities. Mr. Yates advocated for his city and helped convince the legislature to postpone and reconsider when the pandemic eases.

Mr. Yates is innovative and resourceful. The city of Twinsburg built a clubhouse for a city-owned golf course. The facility is the best in three neighboring counties. Rather than hiring a food service, Mr. Yates and his team contracted with a local chain to provide food.

Mr. Yates encourages wellness programs for both residents and city employees. He engages with residents, schools, local food banks, and churches. Anyone hiring Mr. Yates will be fortunate.

Words or phrases used to describe Mr. Yates:

- Hardworking,
- Intelligent,
- Calm demeanor,
- Shares ideas,
- Honest, and
- Ethical.

Reference Notes
Thomas T. Yates

Strengths: Openness to collaboration, research abilities, and work ethic.

Weaknesses: Mr. Yates can be stubborn when he believes strongly about something but working with him is a positive experience.

Michael Brown - VP of Human Resources, United Way, Cleveland, OH, Former Human Resources Director, Twinsburg, OH (216) 379-1680

Mr. Brown has known Mr. Yates since October 2020, when Mr. Brown was hired as Twinsburg Director of Human Resources. Mr. Brown interacts with Mr. Yates daily.

Mr. Yates surrounds himself with key leaders who are experts. He understands the work, responsibilities, discipline, and skills the city needs. He balances city needs and resident needs. He thinks of future needs. He understands running a city is a team effort. His core team contributes to successful initiatives and projects.

Mr. Yates handles stressful situations well. He thinks through problems and can balance emotion and sensitivity. He can trust and defer to others possessing more excellent expertise. He allows people to do their jobs. He meets with department heads regularly. Mr. Yates excels at engaging people. He achieves endorsement from colleagues, employees, and residents. He efficiently and effectively works processes.

Mr. Yates responds quickly to calls from residents and employees. Everyone has his cellphone number. He frequently helps directly in the community. During a recent snowstorm, some residents' driveways were blocked by snow from snowplows. Mr. Yates joined service staff to plow out resident cars. He joins other service staff regularly to learn processes and needs. He likes to know who does what and how.

Mr. Yates solves problems innovatively. He evaluates processes for fairness and efficiency and proposes alternate actions for improvement. During holidays, Twinsburg city celebrates with festive lights. Mr. Yates recognized that the community included faiths other than Christianity and included Jewish and Kwanza symbols in holiday displays.

During Covid shutdowns, disruptions in regular trash pick-up led to resident distress. Rather than changing garbage companies, Mr. Yates worked with the current waste pickup company to help residents whose garbage did not get picked up. He had compassion for all parties involved, understanding weather and illness impacts both residents and companies.

Mr. Yates has excellent managerial skills. His experience leading a growing and diverse city and relationship development makes him an ideal candidate. Twinsburg values him as a great administrator.

Reference Notes
Thomas T. Yates

Words or phrases used to describe Mr. Yates:

- Strategic thinker,
- Empathetic,
- Compassionate,
- Spiritual,
- Organized, and
- Excellent speaker.

Strengths: Communication skills, community engagement, and initiative.

Weaknesses: Mr. Yates engages in many things on many levels. Sometimes he could engage other people or departments to help earlier or at the beginning of the process.

Sarah Buccigross – Finance Director, City of Twinsburg, OH 330-963-6237

Ms. Buccigross has known Mr. Yates since 2018. Mr. Yates hired her as Twinsburg Finance Director. He meets with her daily. Mr. Yates prioritizes well and keeps discussions aligned to the highest goals. He communicates well with people and maintains a positive attitude. During stress, he shoulders responsibility and keeps people informed. During the pandemic layoffs, he made all layoff phone calls himself.

Mr. Yates seeks opportunities for improvement. He evaluates new ideas and considers pros and cons. He makes good decisions consistently and confidently. He questions processes and seeks improvements but does not change for the sake of change. Mr. Yates keeps departments running at a high-performance level despite setbacks. He knows how to turn things around. He meets with department heads regularly.

Mr. Yates stands behind his staff. During Union contract negotiations, he comes up with ideas benefitting city finances and employees. As vacancies open due to regular retirement, Mr. Yates finds quality talent to run departments and keep services going smoothly. He hires from within when possible but seeks outside talent as needed.

Mr. Yates judiciously administers city finances. He uses historical knowledge to facilitate financial arrangement options. He has a detailed understanding of how finances work. He thinks of opportunities to meet financial needs on schedule.

Mr. Yates looks for services residents might appreciate and evaluates community suitability. Just before Covid, the city upgraded the golf course. During Covid, golf provided needed respite for residents.

**Reference Notes
Thomas T. Yates**

Mr. Yates regularly participates in community events, including service events. He is accessible. He shares his cell phone number with everyone, offering a direct line of communication. During a flooding incident, Mr. Yates went out with service personnel to help clear drains.

In 2021 Twinsburg City asked residents for a property tax increase. Mr. Yates communicated with city services and council members, gaining unanimous support. He partnered with schools and campaigned for a strong-city strong-schools program. He detailed reasons to residents and achieved ballot consent.

Mr. Yates is pleasant to work with. He does a great job as Mayor. He takes on challenges and is successful at creating a team. He makes a great candidate for a municipal manager position or any other position he pursues.

Words or phrases used to describe Mr. Yates:

- Focused,
- Dedicated,
- Professional,
- Kind,
- Faithful, and
- Compassionate.

Strengths: Prioritizing, positive communication, and decision making.

Weaknesses: None identified.

Daniel Gregory – President, Victory Innovations, Twinsburg, OH 410-218-9614

Mr. Gregory has known Mr. Yates since 2015 as Mayor of Twinsburg but prior to this they were friends. They had kids of similar ages. Mr. Gregory and his family spent time camping on two occasions with Mr. Yates and his family.

Mr. Yates makes smart, calculated infrastructure decisions to support growth in Twinsburg. He thinks about road development and police support when developments happen. He has business sense and legal sense. He collects valuable opinions and is a good listener.

When Mr. Yates walks into a room, he owns the room. People instantly respect him and listen. He disarms people and calms people down. He is intelligent and educated but does not flaunt his knowledge. He is approachable. He can talk business, law, civil, and government structures.

Mr. Yates actively pursues excellence. He takes risks with his career, seeking roles catalyzing impact. He is usually appointed as a leader in organizations or gently steps into a leadership role.

Reference Notes
Thomas T. Yates

Mr. Yates thinks ahead and always seems prepared. During a remote camping trip far from running water and electricity, Mr. Yates shared hot coffee with the group.

As Mayor of Twinsburg, Mr. Yates has comparable duties to a municipal manager. He is held in high regard and strengthens organizations.

Words or phrases used to describe Mr. Yates:

- Incredible character,
- Disciplined,
- Smart,
- Decisive leader,
- Good communicator,
- High character, and
- Credible.

Strengths: Presence, listening skills, and problem solving.

Weaknesses: None identified.

**Karen House – Finance Director, City of Warrensville, OH, Former Finance Director,
Twinsburg, OH 216-587-6500**

Ms. Howse has professionally known Mr. Yates since 2014. As Finance Director, she saw his transition from Councilmember to Mayor. When Mr. Yates became Mayor, he reached out personally and conversed with every executive member. He wanted to understand how people worked, what they did, and what they needed to succeed.

Mr. Yates is enjoyable to work with. He allows department heads to run their departments. He is approachable and accessible for issue resolution. He hires quality personnel and fosters relationships. He is proactive, not reactive. He is open to differences of opinion. He thoroughly researches information and makes good decisions. He adjusts if current plans fail to produce results. He is considerate of time, reasonable with requests, and responsive. He holds quarterly employee appreciation events.

Mr. Yates engages with residents. He listens and invites people to his office. He holds Town meetings. He answers questions knowledgeably. He rallies people when he sees a problem coming up. Mr. Yates dutifully attends community events. He rolls his sleeves up and proactively serves people. He supports events organized by Police and Firemen.

Mr. Yates often solves problems by pulling a team of stakeholders or experts together. Mr. Yates inherited a golf course construction project from the previous administration. Several issues

Reference Notes
Thomas T. Yates

emerged, and strong community opinions divided residents. Some were highly concerned. Mr. Yates called Town meetings, including stakeholders, departments tasked with running the golf course, and residents. The team answered questions and calmed fears. The city increased their support which led to greater customer satisfaction.

Mr. Yates is intelligent and educated. He thoroughly understands financial accountability and can explain financial concepts in layman's terms. He responds calmly in stressful situations. He handles criticism with grace. Mr. Yates is an excellent choice for any position.

Words or phrases used to describe Mr. Yates:

- Trustworthy,
- Innovative,
- Humble,
- Appreciative,
- Team oriented, and
- Sense of humor.

Strengths: Well-informed decisions, confidentiality, and reasoning abilities.

Weaknesses: None identified.

Matthew Vazzana – Law Director, Twinsburg, OH 440-488-1166

Mr. Vazzana met Mr. Yates around 2012. Mr. Yates served as a defense attorney, and Mr. Vazzana served as a prosecutor. In January 2022, Mr. Vazzana was hired as Twinsburg Law Director and reports to Mr. Yates.

Mr. Yates is a refreshing and thoughtful leader. He considers how issues and decisions impact all parties. He takes a team approach and likes hearing other people's thoughts. He respects others' opinions. He discusses problems with his team and takes input. He determines the best course of action for the community and employees, both short-term and long-term.

Mr. Yates is visible in the community. During a snowstorm, he joined service personnel in the snowplow truck. He regularly participates in community police dog demonstrations. He puts on a protective suit and allows the dog to corral him as a suspect. Mr. Yates seems to have unlimited energy for community involvement.

Mr. Yates identifies and hires intelligent and qualified people. He allows employees at all levels to do their job. He meets with core leadership achieving unanimity before decision meetings.

**Reference Notes
Thomas T. Yates**

Mr. Yates responds to stress calmly. Recent financial misinformation about the city was posted on Facebook. A community member misrepresented the facts. Rather than calling anyone out, he used a city council meeting to communicate correct numbers.

Mr. Yates is an excellent choice for any administrative position. His decision-making approach and experience transfer well to many professions. People enjoy working with and for him. Twinsburg city would miss him.

Words or phrases used to describe Mr. Yates:

- Refreshing and thoughtful leader,
- Intelligent,
- Approachable,
- Compassionate, and
- Welcoming.

Strengths: Connection with community, active leadership, and listening skills.

Weaknesses: Mr. Yates is highly competent, committed, and likes to be involved in everything. Sometimes he needs to be reminded to share the load.

**David Maistros – City Manager, Avalon, CA, Former Law Director, Twinsburg, OH
216-401-9949**

Mr. Maistros became acquainted with Mr. Yates in 2009 when Mr. Yates joined Twinsburg City Council. They worked together daily after Mr. Yates became Mayor. Mr. Yates nimbly transitioned to public service, learning about every department and municipal budgeting. He handled stress well, engaging in running, biking, golfing, pickleball, and other seasonal activities for relief.

Mr. Yates thinks outside the box and offers unique solutions to challenges. As Mayor, he felt concerned about rising healthcare costs. Concerned employees were resistant to change from a standard PPO health care plan. He successfully implemented an HSA health savings account plan and transitioned to self-insurance, saving hundreds of thousands of dollars. He implemented a benefits plan with free fitness center and waterpark memberships for employees willing to document fitness workout schedules and maintain healthy living habits. When Covid hit, Mr. Yates showed flexibility and willingness to operate differently.

Mr. Yates coaches his team with a game plan. He identifies steps to reach goals. He makes sure people have what they need to succeed. Last year a scammer tricked an employee in the finance department which meant that W-2s and Social Security numbers were released to an unknown individual. People panicked. Mr. Yates called all employees to council chambers, answered

**Reference Notes
Thomas T. Yates**

questions, and arranged LifeLock accounts. He scheduled meetings with IRS agents to help employee's lockdown their tax returns thus reducing their risk.

Twinsburg is a Strong Mayor form of government. As Mayor, Mr. Yates essentially manages the city full time. Although specific qualifications are not required, Mr. Yates possesses excellent expertise. His accounting degree, MBA, and Law degree provide ample management skills. He is a perfect choice for any job he pursues.

Words or phrases used to describe Mr. Yates:

- Involved,
- Caring,
- Committed to his faith,
- Cares about staff, and
- Friend.

Strengths: All-in approach, interaction with staff and employees, and communication skills.

Weaknesses: When Mr. Yates became Mayor, his zeal had the potential to impact performance negatively. However, he improved balance and delegation as he gained experience. Mr. Yates can be persistent on topics he believes in.

Lori Posk – MD, Internal Medicine, Medical Director Clinical Informatics, Cleveland Clinic, FL 772-794-3374

Ms. Posk has known Mr. Yates since approximately 2007. They lived in the same city and shared a carpool for kids' transportation to sports practices. Professionally, Ms. Posk worked with Mr. Yates when she assumed Family Health Center management in Twinsburg. They worked together on health initiatives and programs.

Mr. Yates introduced health and wellness programs to decrease insurance costs. He brainstormed innovative ways to keep his community and his employees healthy to help reduce insurance costs and retain employees. When solving a problem, he takes a team approach. He actively participates in community events.

Mr. Yates is cautious with resources and manages stress well. He enjoys balancing resources and needs. While attending law school, he balanced education, business ownership, and raising a young family simultaneously. He typically minimizes stress by working out and participating in athletics.

Mr. Yates has good business sense, project management, and communication skills. He makes an excellent leader. Any city is fortunate to have him.

Reference Notes
Thomas T. Yates

Words or phrases used to describe Mr. Yates:

- Family man,
- Honest,
- Faithful,
- Kind,
- Available, and
- Approachable.

Strengths: Personal example, integrity, community involvement, and communication skills.

Weaknesses: Mr. Yates tries to accomplish a great deal, very quickly. He could perhaps slow down and make sure a solid long-term plan exists.

**Allison Tonozzi – Executive Director, Twinsburg Chamber of Commerce, OH
216-410-8974**

Ms. Tonozzi has known Mr. Yates since 2020. Mr. Yates shines as a person, a business professional, and a community leader. He is well-liked for city work and community involvement. He believes in the community and residents. He attends all city events. He is a dedicated and committed professional.

Mr. Yates displays first-rate character both in a crowd and one-on-one. He seems humble, comfortable, and personable everywhere. He stays calm and approachable even during stressful situations. He handles stressful situations rationally and diplomatically. He stays visible in a positive way. He supports events and shows people he cares. Everyone knows Mr. Yates. He builds trust and relationships.

Every year Mr. Yates volunteers for a police dog demonstration. He wears a protective suit and allows the dog to attack him. When finished, he gets up, laughs about bruises, shakes everyone's hand, and smiles.

Mr. Yates is flexible and works well with all levels. He is honest in terms of what the city can do financially. He is open-minded to opportunities offering potential financial or economic growth. During the pandemic, Mr. Yates pivoted quickly to the new normal. He kept the city open and services available. During Covid shutdowns, Mr. Yates worked closely with the Chamber of Commerce. They ran public relations campaigns highlighting specific industries, communicating which businesses were open and when.

Mr. Yates is a great leader in any position. Proven leadership over seven years in Twinsburg illustrates his dedicated and professional character. Another city's gain is Twinsburg's loss.

Reference Notes
Thomas T. Yates

Words or phrases used to describe Mr. Yates:

- Honest,
- Family man,
- Friendly,
- Knowledgeable,
- Positive, and
- Supportive.

Strengths: Professionalism, dedication, approachability, and humility.

Weaknesses: None identified.

Prepared by: Diane Nielsen
Colin Baenziger & Associates

CB&A Internet Research

Internet – Newspaper Archives Searches
Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
March 2, 2022

White Oak/Birchwood road project to cost more than \$680,000

Author: Ken Lahmers

TWINSBURG – Fabrizi Trucking & Paving of Middleburg Heights will be the contractor for the upcoming White Oak/Birchwood reconstruction project at a cost of \$683,081. City Council awarded the contract at its Feb. 22 meeting. Of the total cost, \$483,081 will come from the street construction, maintenance and repair fund and \$200,000 will come from the municipal motors fund. According to city engineer Amy Mohr, Phase 1 of the project is reconstruction at the end of White Oak and Birchwood drives near Ashdale Drive, and Phase 2 is resurfacing – with minor concrete repairs – on the remainder of White Oak and Birchwood. The Ohio Public Works Commission will provide \$215,000 for the Phase 1 reconstruction.

In other action, Council amended the timeframe for tax abatement benefits related to the PFC/Vistar and 8745 Chamberlin Road LLC Community Reinvestment Area agreement. Instead of 2020 to 2024, it will now be effective from 2021 to 2025. According to director of planning and community development Larry Finch, the agreement was first revised because of property owner change, then because of operating company obligations and finally because of new owner concerns with its language. "This all was occurring during the pandemic when reduced staffing and other related issues hampered completion and execution of the agreement," Finch said. "In that period, the time that elapsed fell beyond the original agreement's terms, which now require revision in order to provide the years of benefit consistent with Summit County tax collections."

Council also accepted a Northeast Ohio Public Energy Council energized community grant for 2022, which will be used for energy efficiency enhancements. Meanwhile, heading to second reading is the 2022 permanent appropriations ordinance. Council president Sam Scaffide said Council likely will approve that measure at its March 22 session, so it can be forwarded to the Summit County fiscal office by March 31. The total budget is set at slightly less than \$44 million, with \$27.95 million in the general fund. The total amount is a reduction of \$211,445 from the temporary budget measure approved in December.

Finance director Sarah Buccigross said general fund appropriations are down 4.38 percent from 2021, and the appropriations do not include an estimated draw on general fund reserves, but a drawn is possible depending on 2022 income tax collections. Heading to third reading is an ordinance which would add a summary table of all the city's sign regulations to Chapter 1173 "signs" of the codified ordinances and make some minor language corrections. Council adopted changes to the sign code last year. An ordinance dealing with updates to the city's stormwater management program, which is presently on file with the city engineer, also moved to second reading. Council had no objection to a new D5-I liquor permit for the Cracker Barrel Old Country Store on East Aurora Road.

Mayor **Ted Yates** presented a proclamation to the family of the late John R. Curry, recognizing

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

him for his many years of community service in the city and Twinsburg Township. Known as Mr. Twinsburg, he was a township trustee from 1978-89. Buccigross reported February's income tax revenue was slightly less than \$2.2 million. For the first two months of 2022, income tax revenue was up 8.7 percent over last year, but down from 2020. At the finance committee session, Buccigross said the city's five-year capital expenditures program is estimated at about \$31 million, but several possible large ticket projects are not included in that figure. Some of those large items are a new aerial ladder fire truck which would exceed \$1 million, fire station improvements and a new service garage which would cost in the millions.

Internet – Newspaper Archives Searches
Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
January 19, 2022

Will medical marijuana dispensaries be allowed? - Issue to be decided by city voters May 3
Author: Ken Lahmers

TWINSBURG – City residents will get the opportunity to decide in the May 3 primary election whether to allow medical marijuana dispensaries to locate in the C-2 and C-3 commercial/business zoning districts as a conditionally permitted use. Council on Jan. 11 approved the planning commission's recommendation to amend Chapter 1151 of the codified ordinances, which would allow such facilities as a conditionally permitted use in those districts. After a public hearing, Council also OK'd requesting the Summit County Board of Elections to place the zoning issue on the May 3 ballot, as required by the city's charter.

The ballot language will read as follows: "Shall Ordinance 93-2021 amending Section 1151.05 of the codified ordinances of the city of Twinsburg be amended to allow medical marijuana dispensaries in the C-2 and C-3 commercial districts by way of conditional use permit be adopted and approved?"

Mayor **Ted Yates** said a couple of people/firms have expressed interest in locating dispensaries here, and the state is making 73 additional licenses available. **Yates** said his concern about allowing dispensaries is that it could lead to the facilities selling recreational marijuana if Ohio eventually legalizes that, and the city could end up in legal battles if it chooses to ban recreational sales. He added the state gives cities the option to ban all marijuana sales if they so choose.

Internet – Newspaper Archives Searches
Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
December 22, 2021

Trash, recycling contract extended for 3 years in Twinsburg

TWINSBURG – A new three-year contract with Waste Management for trash and recycling collection will go into effect April 1, 2022. It will increase the city's cost for the service by about \$150,000 by April 1, 2024. City Council approved the contract Dec. 14. It will raise the cost of providing the service to residents from about \$1.45 million to \$1.6 million.

Mayor **Ted Yates** said there are about 6,600 stops in the city made each week by WM. The average price per home currently is \$18.39 per month. That will rise to \$18.78 in April 2022 and to \$19.53 and \$20.31 in the following two years. Officials said that amounts to 2 percent, 4 percent and 4 percent increases in each of the next three years.

In other action, Council authorized the mayor to enter into a federal/local project agreement with the Ohio Department of Transportation to receive funds for the Ravenna Road resurfacing project between Chamberlin Road and East Idlewood Drive. The estimated cost of the project is \$540,000, with the 80/20 split meaning the city will provide a match of about \$108,000. According to city engineer Amy Mohr, the project has been moved up from 2024 to 2022, and will be advertised for bids in February 2022.

Internet – Newspaper Archives Searches
Thomas “Ted” Yates
(Articles are in reverse chronological order)

Akron Beacon Journal
Dec. 14, 2021

Court rules Twinsburg must provide juvenile workers’ names

Author: Ken Lahmers

TWINSBURG – The parents of 56 juveniles who have worked for the city in the past recently received letters from Mayor **Ted Yates** explaining why those minors’ names were released to a citizen auditor. At City Council’s Dec. 7 meeting, **Yates** said the letters were in response to a case decided by an Ohio Court of Claims special master in favor of citizen auditor Loren Sengstock over release of public records. **Yates** explained the city has provided payroll information to Sengstock for years, with names of juveniles who have worked for the city redacted. But this year, Sengstock filed an action with the Court of Claims calling for the names to be provided.

The special master concluded that the names of the minors on the requested payroll register are city public records that are not subject to exemption. He recommended to the court that Twinsburg “has failed to produce public records in violation of Revised Code 149.43(B)(1)” and should order Twinsburg officials to disclose the redacted employees’ names. And he further recommended that Sengstock should recover the costs associated with the action from the city, and court costs also be assessed to the city.

In a recent social media post, Sengstock said he believes the city is the trustee of the public’s records and is without legal precedent or argument to redact public employees’ names, regardless of age. He said his motive in bringing the case “has always been the Rule of Law – that the Ohio legislature is the creator of what is and is not a public record in Ohio, because in America the law is king, not any elected or appointed government officials.” Sengstock added he was pleased to have been “so decisively confirmed” by the court regarding his research and understanding of the public records law of Ohio, “and now hopes the law and finance directors and City Council can better understand what the Rule of Law means in America and Twinsburg.”

Yates told Council on Dec. 7 the administration determined that releasing juveniles’ names was not relevant to the material Sengstock was seeking. “If it happens again, I’ll fight it again, because I don’t believe from a moral standpoint that we should be handing out this information,” said the mayor. “I think it’s right to withhold it.”

Law director David Maistros told Council the only issue that went to the special master was the disclosure of the juveniles’ names. “We provided 229 pages of payroll documents that were requested, and nothing was redacted except the minors’ names,” he said. “We provided all the financial information he [Sengstock] wanted. But we felt our obligation as a city was to protect our young employees.” Councilman Scott Barr pointed out Sengstock is not a resident of or taxpayer in the city, and his requests over the years have cost the city a lot of time and money. “I support the administration’s stance on trying to protect the minors’ information,” added Councilman Greg Bellan.

Internet – Newspaper Archives Searches
Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
November 3, 2021

Twinsburg officials mull how to spend Rescue Plan funds

Author: Ken Lahmers

TWINSBURG – Recommended spending of nearly \$2 million the city will receive in American Rescue Plan Act funds will go to City Council when finance director Sarah Buccigross rolls out the temporary 2022 appropriations. The city already has received \$987,593 in ARPA funds as its 2021 share, and is scheduled to receive another \$987,593 in 2022.

The funds provide eligible state, local, territorial and tribal governments with a substantial infusion of resources to meet coronavirus pandemic response needs and rebuild a stronger and more equitable economy as the country recovers. The money can be used to assist small businesses, households and hard-hit industries, provide premium pay for essential workers and allow governments to invest in water, sewer and broadband infrastructure. At two recent meetings, the city's finance committee discussed ideas for spending the money. The most recent session was Oct. 26 prior to Council's regular meeting.

In 2021, the finance panel proposes to set aside \$385,000 for replacement of a Dooridge Drive waterline, \$25,000 for upgrades at the Safety Town site and \$577,593 for revenue enhancement. In 2022, nearly \$1 million would go to fund additional projects in the road program, and \$262,500 would be set aside as premium pay for employees (\$1,500 per worker for 175 full-timers). Since several organizations and possibly some businesses would help with the Safety Town upgrade, Buccigross said any portion of the \$25,000 not used could be redirected to revenue enhancement.

Council reps Bill Furey and Karen Labbe said they are not keen on spending the \$262,500 for premium pay. Buccigross said she will include that amount in the 2022 budget, and Council can debate whether to remove it. "It's a small token to reward our employees for going through a tough 18 months of the pandemic," said Mayor **Ted Yates**. "Supporting our employees benefits all of the community," added Councilman Scott Barr. Buccigross reported COVID-19 relief funds and Summit County payroll support grants in 2020 allowed the city to grow its reserves by \$3.6 million.

Internet – Newspaper Archives Searches
Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
October 20, 2021

Twinsburg eyes Highland, Glenwood resurfacing funds

Author: Ken Lahmers

TWINSBURG – Mayor **Ted Yates** will apply for federal surface transportation block grant funds through the Akron Metropolitan Area Transportation Study for resurfacing Highland Road and Glenwood Drive. City Council authorized those actions Oct. 12. Highland Road resurfacing would be from Route 91 to Hadden Road at the western corporation limit. Estimated cost of the project is \$580,000, which would be split 80 percent federal (\$464,000) and 20 percent local (\$116,000).

Glenwood Drive resurfacing would be from Ravenna Road to Route 91. Estimated cost is \$1.14 million, with the 80/20 split amounting to \$700,000 federal and \$440,000 local. Officials said the Highland Road project likely would be done in 2023-24 and the Glenwood Drive project in 2025-26 if the federal funds are received.

Internet – Newspaper Archives Searches
Thomas “Ted” Yates
(Articles are in reverse chronological order)

Akron Beacon Journal: Web Edition Articles (OH)
July 19, 2021

Twinsburg Council reinstates salary hikes for 10 employees

Author: Ken Lahmers

TWINSBURG – After foregoing 2.5 percent salary increases for the first six months of 2021, 10 city non-union department heads will have those hikes reinstated for the final six months of the year. City Council on July 13 approved an ordinance providing for the reinstatement of the cost of living wage increases for the 10 non-bargaining unit employees who voluntarily froze their wages at the 2020 levels.

However, the mayor's salary is not part of the reinstatement, as he has voluntarily agreed to continue to forego his salary boost for the remainder of the year. The 10 employees agreed to give up their increases in light of the uncertainty of potential decreased revenue related to the coronavirus pandemic until more financial clarity could be determined. "The administration appreciates the commitment and generosity of the department heads who froze their wages at the 2020 rates, but having given up six months of increases, the city is now confident that it is appropriate to commence the cost of living adjustment for them for the remainder of 2021," reads the ordinance.

The cost of living increases will commence with the first full pay period in July and will not be retroactive. Finance director Sarah Buccigross said the wage freeze for the first six months of the year resulted in a savings of \$16,160. Mayor **Ted Yates** will continue to receive an annual salary of \$117,124 through the end of the year. Buccigross said the updated salaries of the 10 employees whose increases were reinstated are as follows:

Law director David Maistros, \$156,937; Police Chief Chris Noga, \$112,941; Fire Chief Tim Morgan, \$109,994; planning and development director Larry Finch, \$108,771; engineer Amy Mohr, \$108,310; and Buccigross, \$101,250. Also public works director Chris Campbell, \$99,505; chief building official Keith Foulkes, \$95,998; golf course manager Bryan Mineard, \$89,084; and golf maintenance director James Roberts, \$88,997.

In other action, Council approved amendments to the annual salary ordinance, which establishes salaries and employment descriptions for certain employees and updates their classifications. According to director of human resources Michael Brown, the salary ordinance was updated in January, but additional adjustments had to be made in response to hiring, minimum wage increases and additional positions. An emergency clause was attached to the legislation because Brown said "this would be an emergent situation to be effective immediately to align the salary structure with the current workforce in light of the increase of minimum wage and requests for additional staff." The updated wage increases apply to positions such as part-time dispatcher, network administrator, fire officer cadet, wastewater treatment superintendent, assistant engineering director, part-time parks and rec staff and part-time and seasonal workers in all departments.

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

Cleveland Jewish News

May 24, 2021

Twinsburg mayor touches on COVID-19 pandemic effects

Author: Becky Raspe

In a hybrid event, Twinsburg Mayor **Ted Yates** addressed in-person attendees and virtual viewers about the city’s response to the COVID-19 pandemic, how a difficult 2020 also came with positives and how the community plans to approach 2021 in Twinsburg Chamber of Commerce’s State of the City address on April 22.

The event is usually held in February, but Yates told the crowd gathered at Aaron & Moses Restaurant in Twinsburg that he wanted to address the community in an in-person capacity following a year full of canceled events due to the COVID-19 pandemic, including Rock the Park, the Memorial Day parade, youth sports, summer camps, Truck or Treat and Twins Days. The city’s playgrounds and senior centers were closed. “I usually start my state of the city with something comical or something interesting that happened in the life of a mayor; I usually get really interesting emails, different things that happen, but unfortunately, 2020 didn’t create any real crazy or funny situations,” he said. “We lived in a world for a period of time like everyone else did. ... It’s been a really challenging year.”

During 2020, Twinsburg, like many cities across the country, found itself facing staff reductions, budget cuts and general downsizing to combat the shrinking economies as people ventured out into their communities less and less. **Yates** said the hardest of that process was telling 46 city staff members they were out of a job, which was 20% of its full-time staff. He added most of them have been added back to the roster, but some positions were eliminated. The city also received funds from the federal government to help cover COVID-related expenses, and that the city could receive funds from the American Rescue Plan Act but are unsure how much right now.

But, it wasn’t all bad, **Yates** said. 2020 also came with city growth, with the addition of new businesses, including Safran, Pepperl + Fuchs, O’Reilly Auto Parts, Saffron, and New Adventures Early Learning and Child Development Center, as well as the purchase of a new \$800,000 fire truck and seven new hybrid Ford Explorers for the police department. The city is also now 90% occupied.

As for 2021, **Yates** said the community has a few things to be excited about – like the return of beloved Twinsburg events and programs like the Twinsburg Youth Summer Camp, the Twinsburg Parks & Recreation Safety Town, and the Twinsburg Waterpark. Several concerts have already been announced, including Rock the Park, all at limited capacity. In closing, **Yates** encouraged community members to keep open lines of communication with community leaders. “There is so much false information that is being spread throughout this community about a lot of different subjects so I just encourage the residents to take the time to spend some time with me or (their councilperson) and get the correct answers,” he said.

Internet – Newspaper Archives Searches
Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
April 21, 2021

City officials stress need for tax levy

Author: Ken Lahmers

TWINSBURG – Mayor **Ted Yates** and some City Council members took considerable time to tout the 2.4-mill real estate tax levy on the May 4 ballot – and respond to levy opponents – during Council's April 13 meeting. The officials said a lot of misinformation has been circulating, and they encourage all residents who have questions about the levy and city finances to contact city officials rather than relying on hearsay. They stressed the \$1.7 million coming from the levy would be dedicated solely to police/fire pensions and police/fire capital improvements. Councilman Greg Bellan emphasized it would not be used to pay for Gleneagles Golf Course clubhouse debt as some people seem to think.

At the meeting, Council adopted a resolution in support of the school district's 5.12-mill renewal levy, which generates about \$5.2 million, and district officials spoke in support of the city's levy. Both sides touted the partnership they have forged. Of the 2.4 mills, 0.7 each would provide funds for police and fire pensions, while 1 mill would go for police and fire capital improvements. If passed, the levy would cost the owner of a property valued at \$100,000 about \$84 a year. On social media, some residents have questioned the need for the additional revenue, and resident Mike Turle raised that issue at Council's session.

Turle noted the city stands to gain \$3.7 million in federal funds from the American Rescue Plan Act over the next two years, which he said would be a big boost if the city is having trouble with its finances. "The \$3.7 million would enable the city to replace some already budgeted funds, and thus free up money to cover police and fire needs," he said. "That would not burden people with a tax levy at a very inopportune time [the COVID-19 pandemic]. There are a lot of people still trying to get back on their feet."

He added President Joe Biden's \$2.2 trillion infrastructure assistance plan, if it becomes reality, also would help the city get some important projects completed. "Has the city's budget been re-evaluated taking into account this influx of money?" Turle asked. "What's the city's plan for this sudden financial windfall? Everyone wants to know. I want to know." But **Yates** and Councilman Scott Barr said they do not consider the federal money a "windfall." And they noted the proposed \$3.7 million is not guaranteed, because Congress may reconsider the distribution to give townships a cut of the funds, thus reducing the share for cities.

Yates explained the American Rescue Plan Act funds can only be used for certain things, such as business grants, water and sewer infrastructure, hazard pay for essential workers and to offset income loss. He said finding additional revenue has been talked about for a long time under several finance directors and Councils. "We need to look at ways to have more revenue come into the city on a long-term basis," he said. "And it can't all be income tax-based."

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

Yates said from 2013 to 2015, the city lost \$6 million from its general fund, partly because 0.25 percent was taken off the books. Income tax revenue has inched back up to about \$22 million annually, but is down about \$800,000 in the last year. "Meanwhile, expenses and labor costs have gone up significantly, including a hike in health care costs from \$2.1 million in 2012 to \$3.7 million today," he said. "Police and fire operations alone have gone up 30 percent in the last 10 years. We've supported those departments at the expense of others.

"We've managed to compensate employees with raises, but can't continue to do that without additional revenue. The CARES Act money in 2020 allowed us to increase our general fund balance by \$3 million, but we also were able to do that with a 10 percent cut in spending and by putting off projects."

"Putting off those projects doesn't mean they are unnecessary," added Barr. "They have to be done sometime."

"We've done our due diligence," said Councilman Bill Furey. "Our second state performance audit determined that the city is operating extremely lean, and the auditors recommended we charge for services such as trash collection and rely less on income tax revenue.

"Raising the property tax millage would be less of a burden than residents paying for trash pickup. And residents should realize that Twinsburg has the lowest property tax millage of all cities in Summit County."

In December, a survey conducted by the city and responded to by more than 1,000 residents showed nearly 62 percent would be "very supportive" or "supportive" of the 2.4-mill levy for police and fire, with 17 percent being "neutral" and 22 percent being "unsupportive" or "very unsupportive." If the levy fails, "the city will be forced to make some difficult decisions," including cutting services and charging for trash and recycling, according to information on the city's website.

Internet – Newspaper Archives Searches
Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
December 16, 2020

Twinsburg OKs reduced budget for 2021

Author: Ken Lahmers

TWINSBURG – City officials are ready to move into the new year with a temporary budget in place, which sets general fund expenditures at \$28.39 million and appropriations in all funds at \$40.68 million. Council OK'd the temporary budget at its Dec. 8 meeting. The expenses are down from \$29.91 million in the general fund and \$53.3 million in all funds at the start of 2020. Permanent appropriations must be adopted by March. Finance Director Sarah Buccigross said previously the much lower number in all funds is largely because of the rollover of the Gleneagles Golf Course clubhouse note. Golf course appropriations in 2020 were set at \$9.77 million, while they are expected to be \$1.33 million in 2021. Buccigross said the 2021 appropriations amount to a 24 percent decrease in all funds' expenses, or 12 percent after the clubhouse note rollover is factored in, and an 18 percent decrease in revenue. Clubhouse bond payments of \$403,000 a year start in 2021, while the golf course land acquisition bond will be paid off. Buccigross said a full year of COVID-19 effects are plugged into the 2021 budget, "but hopefully those will lessen as the crisis ends." She added no COVID-19 relief is expected in 2021, but that could change. Income tax collections for 2021 are estimated at \$22 million. Income tax revenue was \$23.5 million in 2019, and is expected to be \$21.5 million this year. Buccigross said the city is 86 percent dependent on income tax.

Council also approved 2021 millage rates as determined by the Summit County Budget Commission and authorized the following tax levies for 2021: 0.3 mills each for police and fire pensions (generating \$195,248 each) and 1.33 mills for a parks bond issue (generating \$852,580). Council authorized a cost of living increase of 2.5 percent for non-union city employees, and OK'd a special assessments petition for lighting improvements at the community center, which will allow the city to receive \$550 from the Akron-Summit County Energy Special Improvement District. Three residents urged the city to reverse a decision to suspend group activities at the fitness center, especially the Twinsburg Competitive Aquatics Team program.

Mayor **Ted Yates** explained the city took the action to provide the safest atmosphere during the COVID-19 crisis, which is consistent with what some nearby communities are doing. "It's a difficult situation, but I ask residents to bear with us; we'll try to get the kids back in the water soon," he said.

Councilman Bill Furry said he respects Parks-Recreation Director Derek Schroeder's decision to suspend group activities "in a tough year," partially because of a reduced staff. Council upheld the board of zoning appeals' decision to deny a variance request which would have exempted New Adventures Early Learning & Child Development Center from installing sidewalks at its proposed new site at Summit Commerce Park and Darrow Road. Owner Thomas Lane had cited cost as the reason for his request. Law Director David Maistros reported a first draft of a new sign code has been completed and will be ready for Council's perusal in January.

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

<https://www.hattielarlham.org/news/2020/08/24/hatties-doggie-day-care-of-twinsburg-celebrates-10-years-of-caring-welcomes-mayor-yates>

August 24, 2020

Hattie’s Doggie Day Care of Twinsburg Celebrates 10 Years of Caring, Welcomes Mayor Yates

Author: Joe Prada

On Wednesday, August 19, Hattie’s Doggie Day Care & Boarding celebrated ten years of business at their Twinsburg location with an open house celebration. The event welcomed current customers and their four-legged friends, as well as members of the community and local business leaders. Guests were given tours of the newly-renovated facility, located on Darrow Road alongside the Summit County Humane Society.

At the event, Hattie’s Doggie Day Care staff were honored to welcome Twinsburg Mayor **Ted Yates**, who awarded a certificate of congratulations for the milestone anniversary.

“Congratulations Hattie’s Doggie Day Care on your 10 year anniversary! I appreciate your commitment to the City of Twinsburg,” said Yates. “Your corporate goals of ‘comfort, joy and achievement’ are apparent in your day-to-day operations and the impact you have in the lives of those with developmental disabilities. Can’t wait to see what your team accomplishes in the years to come!” Hattie Larlham Director of Employment Services Laura Walker, Hattie’s Doggie Day Care Twinsburg Facility Supervisor Aubrey Dreger, and Hattie Larlham Work Training Coordinator Chad Kelly graciously accepted the certificate and gave **Mayor Yates** a full guided tour of the facility.

Hattie’s Doggie Day Care & Boarding is a social enterprise operated by Hattie Larlham, a nonprofit organization that provides a wide range of services throughout Northeast and Central Ohio to children and adults with disabilities. Beyond the typical dog day care and overnight dog boarding services offered, Hattie’s Doggie Day Care & Boarding is also a work training program for adults with developmental disabilities. Trainees work with Hattie Larlham job coaches to learn valuable, transferrable on-the-job skills, including customer service, custodial tasks, time management, self-direction, and workplace communication. These skills help prepare each trainee to reach their individual goals of competitive community employment.

In addressing the success Hattie’s Doggie Day Care has achieved in the last decade, Hattie Larlham Vice President Kim Bartell said, “I would like to thank the Twinsburg community and our loyal customers for their support over the last 10 years! Their patronage, and enthusiasm for spreading the word about our program, ensures that Hattie Larlham can continue providing important work training services to those with developmental disabilities while also providing a valuable service to dog owners in our community.”

Director of Vocational Services Laura Walker echoed Kim’s sentiment, sharing, “I am overjoyed with the support received by the Twinsburg and Hudson communities for our work training program for adults with developmental disabilities. Because of your support, we are able to make

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

employment opportunities a reality for participants in our program. Thank you for allowing us the privilege of taking care of your dogs and I look forward to the years to come!”

Hattie’s Doggie Day Care and Boarding proudly operates in two locations: Twinsburg, located at 7996 Darrow Road, and North Canton, at 2778 Greensburg Road. More information about the program, and the entire Hattie Larlham organization, can be found at www.hattielarlham.org.

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

News 5 Cleveland

July 28, 2020

Twinsburg residents launch petition to overturn newly passed tax ordinance set to begin in 2021

By: Meg Shaw

WINSBURG, Ohio — Some residents in the city of Twinsburg are upset over an ordinance recently passed by city council through an inside millage. Those frustrations have sparked petitions to begin circulating throughout the city. As of July 27, they've generated more than 300 signatures. The first petition is to overturn Ordinance 47-2020, which is a 4.9-mill tax levy passed via inside millage. Inside millage, or unvoted millage, is the millage provided by the Constitution of the State of Ohio and is levied without the vote of the people as established very early in the State's history. "There was a debate about do we do voted millage or unvoted millage. If we did voted millage it still wouldn't take away our authority to do inside millage," said Twinsburg Mayor **Ted Yates**.

The second petition calls for a limit on millage that the council is allowed to approve without it going to a vote by the taxpayer. The committee behind the two petitions said they would like it changed from 7 mills to 2 mills. The 4.9-mill tax levy was approved 4-3 by city council at their July 14 meeting. The new legislation increases property taxes for Twinsburg residents beginning in 2021 and then continuing in 2022. According to the bill, the millage would rise by 2.4 mills in the first year and 2.5 mills in the second year, with park levies set to fall off both years.

Yates called the decision to move forward with the ordinance tough but added that it was necessary for the city. "Discussing an increase in taxes, there's never a great time to do that or to take action on it. And so this has been a really difficult conversation for our council and for us." According to a fact sheet from the city of Twinsburg, a homeowner with a \$200,000 home will pay an additional \$122 in property taxes in 2021 and \$154 for 2022.

Resident Mike Turle said he and others launched the petitions because they're upset council passed the ordinance without consulting taxpayers first. Turle said they need 830 signatures on the petition to put the issue on the November 3 ballot. He said he's confident they'll have enough to submit to the Summit County Board of Elections. "Putting democracy in action is what it is. They want to have a say in their government and nobody was reached to and nobody was communicated by their council people," Turle said. "I'm feeling very confident that we're going to meet this goal. I have no doubt it's going to happen. I've never seen such an outpouring from the community over something like this."

Yates said the money generated from the tax levy will go into the city's general fund and claims that it's already earmarked for police and fire pensions and capital expenses. "All this money will be tracked and guaranteed going toward those two particular funds," the mayor said.

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

But Turle called that claim a lie and said he, and others, believe the money will not go towards police and fire pensions and instead towards the city-owned golf course and other amenities. "They're using it to pay for a golf clubhouse is what they're doing. It has nothing to do with police and fire pension," Turle said.

Yates said over the years Twinsburg has become dependent on income taxes, operating their budget using minimal property taxes. But added that it's time for the city to have some stability. "We're asking for is a little bit of a contribution from our residents to help keep the services and enjoy and love," **Yates** said. "A lot of it is on the backs of people who work here, not necessarily the people who live here." **Yates** said if the petition committee does generate enough signatures and the ordinance is overturned they will have to find other ways to generate money for the city's general fund.

Internet – Newspaper Archives Searches
Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
May 31, 2020

Twinsburg mulls phased-in tax hike

Author: KEN LAHMERS

TWINSBURG — An alternative proposal to increase the city's charter, or unvoted millage has been recommended to Council by the finance committee, with legislation expected to be on Council's June 9 meeting agenda. On May 12, the finance panel recommended a 4.9-mill increase be enacted so it would be fully collected starting in 2021. However, before Council's May 26 session, the panel recommended splitting the increase, with 2.4 mills to be collected starting in 2021 and the remaining 2.5 mills to be collected starting in 2022.

With 1 mills for parkland debt coming off the books in 2021 and another 0.3-mill in parkland debt coming off in 2022, the actual hike for property owners would be 1.4 mills in 2021 and 2.2 mills in 2022, or a total increase of 3.6 mills over the two years. Finance Director Sarah Buccigross said for a property valued at \$250,000, that would mean a resident would pay about \$122 more in real estate taxes in 2021 and just over \$192 more in 2022 for a total increase of \$315.

Councilman Scott Barr has said the 4.9 inside mills would restore taxation which was removed from property owners' taxes in 1997. The proposed increase is within the 7 mills the city's charter allows Council to enact without a public vote. The only other charter millage the city now collects is 0.3 mills each (0.6 total) for the police and fire pension funds. The 4.9-mill hike, which would generate about \$3.2 million a year, would increase the pension funds millage by 0.7 each, while 2.5 mills would go into the general fund for public safety and public works salaries and 1 mill would go for public safety capital expenditures.

Buccigross said residents who have properties valued at \$250,000 pay about \$5,048 in real estate taxes each year, with the city getting only \$150.43 of that. The schools get about \$3,576, and the remainder goes to Summit County and for special purposes. "Although nobody wants to raise residents' taxes, I think splitting the increase over two years is a reasonable and fair way to enact the increase," said Councilman Bill Furey. "This proposal is a compromise," added Mayor **Ted Yates**. "Raising taxes is a tough issue for Council, but we want to preserve services for the public for many years to come."

Councilwoman Jo-Ann McFearin explained if the city doesn't do anything to increase revenue, it may have to look at cutting certain services, one of which could be free trash/recycling pickup. However, Councilwoman Maureen Stauffer said she is concerned about the timing of the increase since many people are or have been out of work because of COVID-19. Another concern of hers is not allowing residents to vote on the increase.

Law Director David Maistros said the 4.9-mill increase could be voted on by the public and could go for the intended purposes, but it would not be considered part of the inside charter

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

millage. Councilman Sam Scaffide expressed concerns about Council voting on the entire 4.9-mill package in one piece of legislation. "I might support the first-year hike, which would include the 1.4 new mills for the pension funds, but I'm not sure about the second-year hike," he said.

Councilwoman Daisy Walker cautioned Council to take its time before deciding the issue and "not rush into anything." Furey said that if collection of about half of the millage increase is to start in 2021, Council would have to approve the legislation by July 30.

In response to some citizens' opinions that Gleneagles Golf Course should be sold to boost city revenue, Maistros explained even if it is sold, the deed states the money would go to the Ethan's Green Homeowners Association and not the city. "Just because Council can enact the tax without a vote, is it the right thing to do, especially now? Absolutely not," said resident Michael Turle. He thanked Stauffer for suggesting that the tax go to the voters, citing that a 0.25 percent income tax previously was OK'd and later rescinded by voters. He added if the police and fire pension funds have been underfunded for years like some Council reps have stated, why wasn't that situation addressed previously? "That's inexcusable," he said.

The latest financial report shows the city started 2020 with balances of \$8.08 million in the general fund and \$17.77 million in all funds. Those balances at the end of April were \$8.9 million and \$16.28 million, respectively. Legislation to decrease 2020 capital expenditures by \$1.1 million will be on third reading at Council's June 9 meeting. City officials previously announced they expect to cut payroll by about \$1.6 million on an annualized basis.

In other action May 26, Council OK'd amendments to the city's codified ordinances dealing with the organization of the fire department. "Cadets and recruits" will be added to titles of department personnel. Maistros explained the amendments allow the mayor to authorize the future employment of part-time and cadet/recruit personnel consistent with monetary appropriations available from Council. The appointment of David Marcovitz to the architectural review board through March 31, 2023 also was approved.

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
February 21, 2020

Last year full of growth for Twinsburg

Author: April Helms

TWINSBURG — Increased income tax revenue. Near capacity industrial area. Growing attendance at Rock the Park. These were among the highlights Mayor **Ted Yates** gave in his annual State of the City Address Thursday at the Gleneagles Golf Club. This year's address, which drew about 200 people, was in the evening, which **Yates** said was for the first time since he was elected mayor. **Yates** started his second term this year. Typically, the State of the City Address is given during a Twinsburg Chamber of Commerce Lunch. The overall tone of the address was upbeat, with **Yates** giving a nod to new city hires and commending retirees. He also shared a few jokes, including a jest about having plans worked up for the Interstate 480 intersection — he showed a picture of Interstate 480 and Route 91 looking like a roundabout, a still-contentious issue in the city, but made it clear the plan was meant as a joke.

Yates said that the city's industrial area was booming, with Twinsburg being nearly at capacity for new business and several existing businesses are expanding. "Positive things are happening with our current businesses in Twinsburg," **Yates** said. He cited a few examples, including Pepperl+Fuchs, which is constructing a \$26 million, 50,000 square foot office building, with an expected \$9.7 million payroll. He also cited Siffron, a firm that supplies retail merchandising fixtures that is adding a 100,000 square foot warehouse, a \$7 million investment and adding \$1 million in payroll. Also, Hitachi Healthcare recently announced it would add 40 new technology jobs when it establishes its Innovation Center of Excellence. **Yates** then discussed plans to redevelop part of the center of town, explaining the city is hoping to soon put out a request for proposal for development on Darrow Road, which includes the Old School land. "We hope to commence with a project this year," **Yates** said. "This is a big goal of mine."

The city also completed about \$7 million in road construction projects, including Route 91 to the Solon border, a resurfacing project on Chamberlin Road from Highland to Route 82, working on the sanitary lines on Darrow Road from Ravenna Road to Tinkers Lane, and planting trees throughout the city. Engineering projects for the coming year, which will total around \$6.7 million, include waterline replacement and sanity/storm sewer work on Oakwood Drive; storm sewer repairs on the East Idlewood culvert, Bissell culvert; Enterprise Parkway, Cannon Road, and others; and road work will include Creekside Drive, Lansdale Circle, and Deeplake Circle. The mild winters have helped the city in one way: the service department only had to patch 824 potholes last year. "This is actually way down," **Yates** said. "We've been in the thousands. But we've had a couple mild winters, plus road resurfacing projects have contributed to this."

The mild winters have been a mixed blessing when it comes to salt usage. The good news is the city is using less salt. The bad news? The city is using less salt. "I hate it when my service director comes to me and says 'I really hope we get some snow, because we really need to use some salt,'" **Yates** said. The mayor was only half joking. **Yates** said the issue is that the city is

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Thomas “Ted” Yates

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required to purchase a set amount of salt each year, under its contract. "We have to buy salt, regardless," he said. One development in the coming year is that the village of Reminderville will tap into the city's wastewater treatment plant, **Yates** said. This means \$1.9 million for the city in the tap-in fee, plus additional revenue at about \$400,000. "We have plenty of capacity to handle the additional flow," **Yates** said. The mayor also highlighted several of the city's events and programs. "Shop with a Cop had 88 kids this year," **Yates** said. "It was our biggest event ever."

Yates also highlighted the city's dispatch center. The mayor said that Summit County has been pushing for communities to combine dispatch offices and share resources. "We've put a lot of money into our dispatch center," he said. "We have positioned ourselves to take northern Summit County calls, as Summit County encourages mergers." Another highlight is the partnership with Kent State University's Twinsburg Academic Center and the Twinsburg Fitness Center, **Yates** said. The Academic Center's five year sponsorship helped provide funding for the Fitness Center's training zone. In addition, **Yates** said students and staff at the Twinsburg Academic Center can now take advantage of the center's offerings.

Regarding recreation, **Yates** said Rock The Park has been a big draw to Twinsburg, with ticket sales going from just under 3,000 when it started in 2014 to about 8,000 in the summer 2019 season. Gleneagles Golf Course had its "best year in a long time," **Yates** said. One thing that helped was the fact that the city now owns its own golf carts instead of renting them. This brought in nearly \$216,000 in revenue. Total revenue for the golf course was a little more than \$968,000, 13.5 percent higher than last year.

One spot that needs to be looked at, **Yates** said, was the Aaron & Moses restaurant; it took in about \$950,000 in revenue, but spent about \$1.1 million. The city said it was looking to up its business by "looking for ways to capture the golfers." "I know this place is under a microscope," **Yates** said. A new highlight in the city are the Veteran Banners on display on Veterans Day and Memorial Day, **Yates** said. This highlights Twinsburg veterans through colorful banners, which includes the serviceperson's headshot, what branch of the military and where they served. "This is a great way to honor our veterans who live in Twinsburg," **Yates** said. "If you have a family member, you would like to get involved in this, reach out to our VFW."

Another highlight is the installation of four electric vehicle charging stations in the city, **Yates** said. "I get emails all the time, thanking us for putting these in," **Yates** said. **Yates** concluded his address by thanking his family for their support. "There is no way you can do this without the support of your family," **Yates** said. "They get exposed to all the stuff you get exposed to."

Council President Greg Bellan said he thought the mayor did a commendable job. "I think he did a good job this evening," Bellan said. "I was thrilled to have this many residents come out. I think this evening format worked better. We did a lot of great things in 2019, and we have a lot more to do."

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Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
December 2, 2019

2.5 percent pay hikes OK'd for Twinsburg city workers

Author: KEN LAHMERS

TWINSBURG – All non-bargaining employees of the city will receive 2.5 percent pay hikes starting Jan. 1, 2020, after City Council OK'd a cost of living increase Nov. 26. Councilman Bill Furey explained the percentage increase is the same as what unionized workers will receive. Mayor **Ted Yates** said the salary ordinance for 2020 will be before Council in December, and the actual percentage of increase may fluctuate for some workers.

According to the cost of living ordinance, "should any employee affected by this ordinance currently fall within 2.5 percent of the top range of the position, as set forth in the salary ordinance, then such employee shall only receive the percentage increase to place him/her at the top of the designated range."

Council President Brian Steele, who wrapped up his four-year tenure at the meeting, voted against the increases. He agreed most employees deserve raises, but cited a couple of incidences where he believes a department head mishandled certain situations and shouldn't be granted a raise. "It's a matter of accountability," he said. In other personnel matters, Council ratified a three-year agreement with Teamsters Local 436, which is the bargaining unit for the city's wastewater treatment plant workers. The agreement runs through Dec. 31, 2022.

Since it was Steele's last meeting as a Council rep, he reflected on his many years working for the city. He was a police officer for 31 years, and served on Council for the last four years. His seat will be taken over by Daisy Walker. Steele was defeated by **Yates** in the November mayoral election. "Although we didn't always agree with each other, I think Council accomplished some good things during my tenure," he said. "Whether a decision is popular or not, you have to try to do the right thing and stick to your decision." **Yates** said Council and city officials have had some disagreements, but called the differences of opinion "healthy." He wished Steele well in his future endeavors.

OTHER BUSINESS

The 2020 appropriations were introduced and will move on to second reading at Council's Dec. 10 meeting. "The finance committee is meeting with department heads, and we likely will act on the appropriations by the end of the year," said Furey. After reporting that the general fund balance stood at \$10.7 million and all unencumbered funds were at \$20.9 million at the end of October, Furey said "our work is paying off." He noted the general fund balance is up \$2.4 million and all funds are up \$600,000 from the start of 2019.

The 2020 general fund appropriations are set at \$29.5 million, which is about \$352,000 less than 2019. Total appropriations are listed at \$51.4 million, about \$773,000 less than this year. Finance

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

Director Sarah Buccigross reported income tax revenue for November was \$1.6 million, up 2.7 percent from the same month last year. For the first 11 months of the year, income tax revenue stood at \$21.8, up from \$21.12 million last year. **Yates** reported charging stations for all-electric and hybrid cars have been installed at City Hall, the Township Square, the outdoor pool and Gleneagles Golf Course. Money came from this year's Ohio Public Energy Council energized grant program.

The mayor said delays in completing the Route 91/Ethan's-Meadowood roundabout and other Route 91 improvements have been frustrating, but noted the city has little control over projects on state routes. He said some landscaping remains to be done, and the city is waiting on Ohio Edison to get additional lighting hooked up at the roundabout. "It is functioning well; traffic is moving well," he said about the roundabout. He added city officials are starting work on updating the comprehensive plan, which is done every five years. Some residents will be appointed to a committee to review and update the plan.

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
November 9, 2019

Twinsburg Mayor Ted Yates looks forward to second term

Author: April Helms

TWINSBURG — Twinsburg's mayor recently said that "the last four years have been challenging, but I could not picture myself doing anything else." Mayor **Ted Yates** will continue to serve another term as mayor after Twinsburg voters selected him for his second term at the Nov. 5 general election. **Yates** won against Brian Steele, the current Ward 2 councilman. According to unofficial results from the Summit County Board of Elections, **Yates** received 2,930 votes, or around 57% of the vote, versus Steele's 2,181 votes, or around 43%.

"I love serving this community and helping make Twinsburg a better place to live, work and play," **Yates** said. "I know sometimes we have different definitions of 'progress,' but those differences help make Twinsburg unique and special."

Yates added he is looking forward to the upcoming term. "I am excited about what we can accomplish in the next four years. I have a cohesive council that respects each other's differences and is willing to reach across the table in order to spur positive growth and unity," he said. "I am confident we will work together productively. And, I am fortunate to be surrounded by dedicated and talented department heads and employees who are committed to keeping Twinsburg safe and beautiful for all our residents."

Steele said that he respected "the decision of the voters." "I congratulate Mayor **Yates** on his win," Steele said. "I still believe our city faces financial challenges in the near future. I thank the voters who supported me and ask that they continue to hold Mayor **Yates** and City Council accountable for the way they are spending the taxpayers' money." The new mayoral term begins Dec. 1.

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Thomas “Ted” Yates
(Articles are in reverse chronological order)

Kent State University
October 7, 2019

MAYOR TED YATES EARNS FRIEND OF THE CAMPUS AWARD FROM KENT STATE GEauga AND REGIONAL ACADEMIC CENTER

In the natural realm, a mutualistic relationship defines two organisms of different species that work together, each benefiting from the relationship. In the Twinsburg community, a type of mutualism is thriving between Kent State University Regional Academic Center and the City of Twinsburg with Mayor **Ted Yates**.

In recognition of the City of Twinsburg’s exemplary service and support to the university's mission, its faculty, students, prospective students, and programs, a Friend of the Campus Award was presented to Mayor **Yates** as part of Spring 2019 commencement ceremonies. The highest honor presented annually to non-students, the award recognizes those who work to improve the community and who support the university’s mission to provide quality education to the region.

Mayor **Yates** sees this hand-in-hand relationship as one in which a rising tide lifts all boats. In other words, as the City of Twinsburg and the Kent State Regional Academic Center partner together on shared initiatives, the entire community — from businesspeople to service organizations to individual residents — also benefit.

Mayor **Yates** is a Kent State University alum with a BA in Accounting. He went on to earn an MBA and law degree from Cleveland State University. “It’s been a priority for me to showcase the regional campus of Kent State as much as we can,” **Yates** says. “We want to be known as a college town because the Regional Academic Center is such a great facility in our city. Bringing academics at the collegiate level into town has created a special atmosphere in Twinsburg.”

Several exciting initiatives have resulted from this mutually beneficial partnership. For instance, the campus’ Kent State of Wellness priority is being realized at the municipally-owned Twinsburg Fitness Center where regional campus students, faculty, and staff now have free, 24-hour access with membership.

Future plans call for “redevelopment of our downtown area that will bring more people to the campus,” the mayor says. Within 12-18 months, a new retail/residential development project will be identified for southeast of the downtown square along a corridor to the Regional Academic Center.

As a member of the Kent State Regional Academic Center Advisory Board, Mayor **Yates** supports the Regional Academic Center by advocating for its mission throughout the Twinsburg area. In this role, he is looking for ways to help the campus to expand.

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

“We want to create more value for the non-traditional student,” he says. “We don’t have much more room to expand course offerings at this point, but we would like to enhance the academic program to expand the campus’ four-year degree offerings.”

Kent State Regional Academic Center in Twinsburg is a location of Kent State University Geauga Campus in Burton. Since its inception in 1991, it has played a vital role in enriching the surrounding community with course offerings in business, accounting, computer science, and other programs ranging from associate to master’s degrees, as well as executive and workforce development programs. The Regional Academic Center opened its 44,000-square-foot, LEED (Leadership in Energy and Environmental Design) certified building on Creekside Road in 2012.

As a recipient of the Friend of the Campus award on behalf of the City of Twinsburg, Mayor **Yates** says, “It was an honor to be recognized for our working relationship with Kent State Regional Academic Center, and I look forward to many more years of working together for the betterment of our community.”

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
September 27, 2019

Twinsburg officials argue over public comments

Author: KEN LAHMERS

TWINSBURG – Council President Brian Steele was questioned and one councilor called for his demotion after he refused to let Mayor **Ted Yates** and Councilman Bill Furey respond to residents' comments during one portion of Council's Sept. 24 meeting. The two later were allowed to respond. As the meeting was ending, Councilwoman Maureen Stauffer moved to relieve Steele from his president's role, but the motion died for lack of a second.

Earlier in the meeting, resident Loren Sengstock questioned financial data presented at a recent candidates' forum and resident Bob Thewes suggested some zoning code changes are needed. But when **Yates** and Furey asked if they could respond, Steele at first wouldn't let them, claiming Council rules allow him to deny the requests. Steele said some Council reps have criticized him for not enforcing Council rules pertaining to allowing citizens to speak, plus not keeping order – particularly at Council's Sept. 10 meeting – so he said "if you want me to play by the rules, we'll play by the rules."

Furey referred to Sengstock's role in the mayoral election, where Steele is challenging **Yates**. "You're not going to let people who are running your campaign get responded to after they slandered me?" Furey asked. "Is that the way this is going to work?" Steele admitted the rules say Council reps can respond to the public, but added "That's by leave of the Council president. I'm just following the rules." "I don't think you're following the rules at all," Furey responded.

The meeting continued, and **Yates** and Furey were permitted to respond to the citizens' comments when each gave their reports. "Never in my 16 years on Council have I heard that Council reps can't respond to citizens," Furey later said. **Yates** also said he's never heard of the mayor not being allowed to speak. "I apologize to the citizens who witnessed this," he said. "It's disappointing I could not respond, especially since the person I wanted to respond to is one of the main people running Mr. Steele's campaign."

The mayor called it "a disappointing night." "Citizens have a right to speak, and even if we don't agree with them, city officials have to handle criticism in a professional manner," he said.

Councilman Scott Barr said he was "disappointed that this legislative body – and I'm not directing this at any one person – has chosen to play politics instead of just legislate. We're here to represent the citizens professionally and without bias. We owe that to them." Councilwoman Jo-Ann McFearin said she was "very upset" at Steele's behavior. "The intent in our rules is to control who is speaking, not limit the conversations and dialogue," she said. "I think you've abused your position; you're using it to campaign, and that's disappointing to us [Council] and the residents."

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

In offering her motion to remove Steele as president, Stauffer said, "I do not see this situation getting better in the next month and a half [until the Nov. 5 election]." Councilman Sam Scaffide called it "a new low. I've served 16 years on this Council and 10 in another community, and I've never seen the mayor or Council reps silenced like this. It's our job to conduct city business, not personal business. You should take it out on the streets and knock on doors if you wish to politic."

Meanwhile, **Yates** and Furey said some of the financial information Sengstock is circulating in campaign literature is misleading. "What I presented at the candidates' forum was accurate financial information," Furey said. "You can spin it any way you want, but those are the numbers."

Yates said the city had an unexpended balance of \$10.9 million in the general fund at the end of August and a \$20.3 million unexpended balance in all funds. "City officials are working hard to cut back expenses, and it's insulting to us to hear misinformation that we're doing nothing," he said. "The only thing we can do to balance the budget immediately is to cut 30 or so jobs, and we don't want to do that."

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
April 15, 2019

Northern Summit County counts gas tax bonus

Author: JEFF SAUNDERS

Now that Ohio lawmakers have approved raising the gasoline tax by 10.5 cents per gallon, officials in north Summit County communities are happy they will receive more money to repair and maintain roads. Gov. Mike DeWine signed the two-year state transportation budget April 3 to increase the gas tax by 10.5 cents per gallon to 38.5 cents, and the diesel tax by 19 cents to 47 cents a gallon effective July 1. "I know it was a challenging decision for both our governor and our legislators to make," said Twinsburg Mayor **Ted Yates**. "But I think what we're looking at, the condition of our overall infrastructure ... this is one way that can help local governments and municipalities keep up with the need for roadway projects."

Macedonia is expected to receive about \$310,000 next year, an increase in state road revenue from about \$490,000 to about \$800,000. Twinsburg is expecting to see an increase of about \$440,000, bringing its state revenue from \$700,000 to a little over \$1.14 million. Mayors of both cities say that the money will be added to what would normally be spent on roads. "It's going to help our infrastructure and every dollar we get we're going to put right back into these roads," said Macedonia Mayor Nick Molnar. "So, Macedonia is getting right back on track in terms of our infrastructure." **Yates** said the city's budget for road work this year is about \$1 million. This does not include major multi-year projects, such as Route 91, of which about 80 percent of the \$4.14 million cost is being paid for with federal funding. "We do a great job of keeping our roads up to date," said **Yates**. "Probably 80 percent of our roads are less than 10 years old. But it does create opportunity for us to bring in roads that we might put off." Other local communities are getting smaller increases: Northfield Village (\$78,849), Northfield Center (\$56,729), Reminderville (\$97,393), Sagamore Hills (\$78,800) and Twinsburg Township (\$56,729).

Molnar said the city's new income tax levy is allowing the city to spend a total of \$1.9 million on roads this year. Work will include projects on 10 roads, plus 10 percent up-front on the cost of a project on Valley View Road, with the remainder paid for with a zero-percent interest Ohio Public Works Commission loan. Still, he said, the added state funding will certainly be useful. "We know we have about \$30 million in roads to pave and the levy that passed will not fund all of those, so we're going to put that right back into continuing repairing the roads in town," said Molnar. "We can use a heck of a lot more than that." Statewide, local government gas tax funding under the delayed transportation budget will increase by \$366 million, or 56 percent, to slightly more than \$1 billion in 2020. All told, the tax increases and additional registration fees of \$200 on electric vehicles and \$100 on hybrids will raise \$865 million more a year, with the state keeping about \$500 million. A budget provision awarded 45 percent of the revenue from the newly increased taxes to local governments, which still will retain a 40 percent share of the revenue raised by the current gas and diesel tax rates. The state keeps 60 percent of the current fuel taxes.

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
June 28, 2018

No Twinsburg income tax hike on fall ballot

Author: KEN LAHMERS

TWINSBURG — Council has decided not to place a quarter-percent income tax increase on the Nov. 6 ballot, vowing to study the city's financial needs further before proposing such a measure. Council removed legislation to seek the .25-percent income tax boost, which, if passed by voters, would have effectively raised the city's income tax rate to 2.25 percent, from its agenda at a June 26 meeting, after the finance committee recommended that action. "After review, we concluded that it is just not a good time for this," said Councilman Sam Scaffide, chair of the finance committee. "We need a lot more discussion about city finances."

The Regional Income Tax Agency estimates the .25 percent income tax boost would bring in an additional \$3.33 million, "but this is based on a full year of collections on a cash basis, and may take three years to realize the full impact," said Twinsburg Finance Director Sarah Buccigross. "Back in 2009 when the city enacted a .25-percent income tax hike, a lot of planning went into the decision, but we haven't had much this time, so it's best to hold off," Scaffide said, citing the similar tax hike passed by residents following the 2009 closure of the Chrysler Stamping Plant.

The increase at that time added between \$3 million and \$4 million in revenue for the city, until the increase was repealed by voters in 2014, as part of a stated social contract between residents and the city. The city collected \$22.3 million in income tax revenue in 2017, and collections this year are running about \$662,000 above last year's year-to-date figure, according to Buccigross. "We've decreased our budgets slightly in the last three years, but continue to offer amenities to residents that many other communities do not," Mayor **Ted Yates** said. "And labor costs continue to rise. We'd like to eventually build up a reserve of between \$3 million and \$4 million, so there will be many more discussions about how to do that. We may have to look at scaling back some of the amenities we offer for free."

Buccigross said income tax revenue has been static at between \$19.65 million and \$22.88 million over the last four years since voters repealed the income tax increase in 2014. Raising real estate taxes was one option, **Yates** said, but Twinsburg has one of the lowest property tax rates in the area. "And we want to keep it that way," **Yates** has said. "Whereas a property tax would hurt many residents — especially senior citizens — an income tax would affect fewer of them, so we looked at that route for this recent proposal," **Yates** said. "We've worked hard to decrease our budget in recent years while still offering the same level of services, maintaining our workforce and keeping up with increasing labor costs."

Income tax revenue is applied to salaries, commissions and other compensation earned by residents and non-residents for work done or services performed in the city. "I don't think the administration has made a case for this increase at this time," counters Councilman Bill Furey. "We know we have to address revenue at some point, but I don't think all options have been

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

explored. I'm not in favor of this right now." According to city officials, the additional money would be applied to maintenance, new equipment, extension and possible expansion of services, facilities and capital improvements. **Yates** said although the Cornerstone Business Park has been a successful venture, attracting new companies and providing new jobs, its several businesses likely will never generate the economic benefits that its predecessor — the stamping plant — did.

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

Akron Beacon Journal: Web Edition Articles (OH)
April 16, 2018

Tornado with 90 mph winds hit in Summit County, National Weather Service determines

Author: Beacon Journal/Ohio.com

A weak tornado did indeed hit Summit County Sunday, dropping onto a fast food restaurant, then spinning off through a shopping center parking lot, causing mild damage and overturning a couple of cars. The Cleveland office of the National Weather Service Monday initially called the event in Coventry Township a "strong downburst." But after seeing a video of the storm, investigators changed their minds, said Tom Smoot, senior administrator in Summit County's Emergency Management Agency.

Meanwhile on the other end of the county, the same storm system tore a 50-by-100-foot hole in the roof of the Amazon fulfillment center on Independence Parkway in Twinsburg. The National Weather Service said that event, which happened at 6:33 p.m. Sunday, was a downburst, a strong column of sinking air that can cause tornado-type damage. No injuries were reported at either site.

The funnel cloud touched down at 6:16 p.m. and traveled a tenth of a mile. Its 25-yard width managed to wreck a sign and some exterior of the Burger King on Manchester Road, topple a couple of small trees, obliterate a traffic light between the Burger King and the Acme Fresh Market across the street, cause minor damage to Acme's Fuel Center, and overturn two cars in the parking lot before essentially disappearing. About 10 minutes after touchdown, the tornado sirens in neighboring Barberton went off, automatically triggered by a National Weather Service warning of severe weather.

Since the warning came after the tornado had finished, NWS meteorologist Robert LaPlante said he suspects radio traffic on the SKYWARN Network — a group of trained, amateur weather spotters — had alerted the Cleveland office of damage in Coventry Township. That's probably what led to the sirens being activated and storm warnings chiming on cellphones throughout the area. There was little on radar to suspect a tornado was in the offing. "The actual radar info we had at the time of the line [of rain] was very subtle," LaPlante said. The Coventry tornado was an EF-1, with a speed of about 110 mph, compared to the more violent EF-5 tornadoes with wind speeds in excess of 200 mph.

A security video from the Akron Coin & Jewelry on Manchester Road showed a whirling white cloud moving through the parking lot it shares with the Acme Fresh Market. In the background of the video, a car flips over as the tornado moves through. A security video from Acme also showed the white cloud. The National Weather Service tornado warning also covered Portage and Stark counties and was in effect from 6:29 p.m. through 7:15 p.m., with special emphasis on Cuyahoga Falls, where the conditions seemed right for a twister that never happened. But the storms — with some 2.14 inches of rain falling on Akron on Sunday — did cause flooding throughout the region.

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

Monday morning in Barberton, four middle school children and two adults had to be taken off a school bus that stalled in floodwaters on 14th Street just after 7 a.m. Barberton City Schools Superintendent Jeff Ramnytz said it appears the bus driver made an error in trying to maneuver down the street. He praised firefighters and his school maintenance department for quickly responding to the stranded bus. Not far from the city's high school, the highway ramps from Interstate 76 to Barber Road were closed due to flooding. Much of Barber Road was also closed to traffic.

To the north, the entire Ohio & Erie Towpath in the Cuyahoga Valley National Park was closed because of severe flooding, and Twinsburg Mayor **Ted Yates** reported that several roads in his city were closed. To the east, the city of Green closed all of its athletic fields because of the weather. FirstEnergy Corp. reported a handful of power outages in the Akron area by Monday afternoon. More weather excitement lies ahead.

By the time Tuesday rolls around, snow showers could leave as much as two inches on the ground before it turns over to all rain later in the day. Highs will then rebound to the 50s on Wednesday. The weather service says 7.89 inches of rain has fallen in Akron since March 1, about three inches above average for this time of year.

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
December 8, 2017

Twinsburg officials give updates at mayor's town hall forum

Author: KEN LAHMERS

TWINSBURG — Mayor **Ted Yates** resumed his series of town hall informational forums Dec. 6, discussing issues such as economic development, city finances, projects and police and fire operations. About a dozen residents showed up, some of whom asked questions and expressed concerns. Several council representatives and city department heads were on hand, with some of the latter also talking about issues.

Director of Planning and Community Development Larry Finch updated the attendees on the Old School demolition project, saying the building will be raised in the first few months of 2018. He noted the Twinsburg Historical Society will receive some salvageable items, and some material will be recycled. Some of the seats in the auditorium will be preserved for future use, he said. "That property is a real asset for the city," he said. "The CIC and city officials are working hard to bring about quality development on that land and around the township square area."

Finch said a couple of local companies are proceeding with expansion plans, and officials are working on filling up vacant business locations such as at the former Damon's, Bob Evans and bank building across from the square. He said officials would like to see a couple of upscale restaurants and perhaps a brew pub open in the city.

Yates said work is progressing on the Gleneagles clubhouse, with the building expected to be fully enclosed by the end of the year or in January. Banquet services director Abby Fechter said six events are already being planned for when the facility opens.

Yates explained a second roundabout is planned in 2019 for the Ethan's Green-Meadowood intersection on Route 91. He said an engineering consultant is looking at ways to improve traffic flow around the Route 91-Glenwood Drive roundabout. "We realize the frequency of accidents is up at Glenwood," he said. "We will make some changes once the engineer's study is completed, including possibly reducing some of the visual clutter and altering the splitter islands."

Fire Chief Tim Morgan said upgrades at the main fire station are being explored, "but our budget will determine how that will pan out." **Yates** said the city is trying to work with Hudson and Solon to reduce fire and police department costs through regionalization. He added the city especially has seen an increase in calls in the Old Mill Road area where new housing developments are going in.

Finance Director Karen Howse said the city can take pride in its financial dealings. "We're doing our best to handle capital needs while keeping a close eye on our budget," she said. Howse noted businesses in the city are strong, the fitness center has a solid membership of about 6,000 people and the city "is providing a good quality of life" for residents.

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

Yates said when he came into office, the city had a 126 percent loss ratio with its health care program, meaning the city was paying out 26 percent more than its premium, but the loss ratio is now down to 64 percent. "That's a great position to be in, especially when we're bargaining with employee unions," he said.

Human Resources Director Kolette Woloszynek said the city employs 130 to 140 full-time people and about 120 seasonal workers. She said new contracts are in place with six of the eight unions, with negotiations on the other two starting soon. Some of the concerns expressed by residents attending the forum were speeding on city streets, timing of traffic signals and unleashed dogs on park trails.

One resident said a lot of motorists are not obeying the speed limit on Glenwood Drive, and he called for increased enforcement efforts. "Twinsburg is not known for handing out a large number of tickets, but officers are doing their best at enforcing traffic laws," **Yates** said. "There's a speed data collection machine that we can move around the city to see where problems exist."

A resident called into question the timing of the traffic signals around the township square, saying motorists sometimes have to wait at red lights when there is no cross traffic. "That seems like a waste of energy," he said. **Yates** said the city is planning a feasibility study on how the traffic lights are synchronized. A resident said many people using the Old Hickory Trail are not keeping their dogs on leashes. He suggested posting a sign to remind pet owners. Parks-Recreation Director Derek Schroeder said the leash law is difficult to enforce "without having someone on the trails all the time."

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
November 22, 2017

Twinsburg's 2018 budget down \$10 million from 2017

Author: KEN LAHMERS

TWINSBURG — City officials are looking at a total budget for 2018 that is down more than \$10 million, or nearly 20 percent, from 2017, mainly because of fewer capital and infrastructure expenditures. The 2018 appropriations measure, set at \$45.58 million, was approved at City Council's Nov. 14 meeting. "I am pleased with the city's final budget," said Councilor and finance committee chair Bill Furey. "The city will realize a reduction in spending over 2017 while maintaining all city services, and is current with capital programs."

According to Finance Director Karen Howse, the 2017 budget was \$56.4 million, about 19 percent higher than than 2018 proposed budget. Mayor **Ted Yates** said the significant drop this year results from the city minimizing its 2018 capital expenditures and transfers out to subsidize enterprise funds. "The golf course clubhouse project [\$6.1 million] was budgeted in 2017 and that contributed to higher spending for the year," **Yates** aid. "We also put a lot of money into the fitness center and our road and sidewalks program." He noted that the city has replaced a lot of equipment over the last five to 10 years, and will not need to buy much gear next year. A fire truck replacement is likely down the road, though, he said.

Yates said several department budgets in the general fund are lower for 2018. The general fund budget is set at \$29.17 million, down 10 percent from 2017's \$32.4 million. "We've worked hard with department heads to limit spending," he said. "They understand that money is tight. I think we have a 2018 budget that will be supported by Council."

Howse said the proposed capital improvements budget for 2018 is \$1.14 million, and infrastructure expenses are set at \$4.25 million. "The latter figure could be reduced by \$696,000 if requested federal and state grants for projects are received," she said. Service department capital expenditures lead the proposed list, totaling \$584,840. Planned expenditures in other categories are set as follows: Land and development, \$200,000; police, \$141,615; fire, \$55,000; parks and recreation, \$41,000; golf maintenance, \$59,000; and fitness center, \$55,000.

The service department plans to purchase a wheel loader at an estimated \$160,000, a Mo-Trim at \$111,600, a branch chipper at \$63,000 and a 4-wheel drive pickup truck at \$40,000. Leases of three 5-ton dump trucks and a street sweeper also are figured into the expenditures. The fire department plans to purchase a new shift command SUV at an estimated \$55,000, while police capital expenditures are for leases of eight cruisers and four detective bureau vehicles.

The city also has budgeted \$100,000 each for the sidewalk program and trees; an embankment mower at \$35,000 and new roof on the maintenance building for the golf course; an amphitheater stage cover at \$18,000, community center flooring at \$18,000 and community center tables at \$5,000 for parks and recreation; and a Training Zone area at \$55,000 for the fitness center.

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

The major infrastructure projects are the road program (\$1.5 million), Route 91 Phase 2 construction (\$1.09 million) and Lila-Joann Place/Terrace Drive reconstruction/resurfacing (\$1.08 million).

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

Savannah Morning News
July 24, 2017

Founder’s Day

Author: Laura Freeman

TWINSBURG -- An opening downpour didn't damper the Founder's Day celebration July 22 on Twinsburg Township Square. Founder's Day was about learning and sharing the history of Twinsburg and the hallmark celebration for the city's bicentennial.

Mayor **Ted Yates** said Twinsburg is celebrating its 200-year anniversary, in conjunction with Reminderville and the city itself. "We've been planning this the whole year and celebrating the Bicentennial at events during the year," **Yates** said. "The rain was unfortunate, but once it cleared up we had a lot of residents coming through and even ran out of food. Hopefully, the residents enjoyed it."

Visitors seeking to stay attended a historical drama "Traveling Through Time" about the founders of Twinsburg in the Freeman Barn where Veronica Hughes portrayed Fannie Bissell, the daughter of founder Dr. Samuel Bissell.

As she sorted through historical documents left by her father, she was visited by Ethan Alling, portrayed by Dennis Burby, a 16-year-old who came to the area in 1817 and bought 16 acres of property in the center of Millsville for his family, who would follow from Connecticut.

"Ethan was a great businessman and owned a distillery, grist mill, general store, stage coach line, tavern and hotel," Burby said. "He bought the land for the Locust Grove Cemetery. He would forgive the fee to be buried there because of hardship."

In 1823 twins Moses and Aaron Wilcox, portrayed by Keith Kneisel, arrived from Connecticut and changed the name from Millsville to Twinsburg. The Wilcox brothers bought another 4,000 acres around the square. "The twins were only in Twinsburg for four years," Kneisel said. "They were in their 50s and died 24 hours apart of influenza in 1827. They were identical twins and married sisters, Huldah and Mabel Lord, and had 16 children between them." The Wilcox twins are buried in Locust Grove Cemetery along with Alling and other historical Twinsburg figures.

Kneisel, a 22-year resident, began acting in the annual Tales of Locust Grove Cemetery in 1995 and portrayed Civil War soldier Sgt. William McKinney, who was a prisoner at Andersonville but died of old age. "He was too sick to get on the Sultana [a steamboat that exploded], and Union soldiers nursed him back to health," Kneisel said.

For those who want to learn more about the Civil War soldiers who lived in Twinsburg, Hughes is writing "Beyond the Monument" a self-published book about the 120 names on the Civil War monument in Twinsburg. Hughes said she discovered another 100 soldiers spent time in Twinsburg. "It's about people," Hughes said. "There's a chapter about brothers who went to war

Internet – Newspaper Archives Searches**Thomas “Ted” Yates**

(Articles are in reverse chronological order)

and another chapter on those who spent time in prison-of-war camps." Hughes will make a presentation Aug. 27 at the Historical Society open house at the museum and tell stories about the soldiers. Hughes's granddaughter, Eleanor Kneisel, 12, portrayed Fannie Snow Lister and narrated the play.

Ray Diersing, 78, portrayed Luman Lane, a founder official, and has accumulated memories from his own history. He was born in Twinsburg and lived all but 7 years in the city. Diersing graduated in 1957 with a class of 21 students. Diersing has lived at seven different addresses in Twinsburg and his grandfather lived in the house across from the depot. When Diersing was young, he would go to Bissell Lumber and Feed store and listen to the older guys sitting around the pot belly stove telling stories. "Frank Moulder had an old Ford dump truck to make deliveries of 50 pound sacks of feed," Diersing said. "Moulder's Pond was the place to ice skate in winter and have fishing derbies in the summer."

Next door, visitors could view the contents of a recently opened time capsule from 1976 in the Twinsburg Historical Society Museum. Harlan and Priscilla Pritchard have lived in Twinsburg for 58 years. They had placed items in the time capsule in 1976, including coins of that year and pictures of their four children. She also put in a tape measure. "I thought it would be all metric by now," Priscilla said. Daughter Pamela and her husband, Mark Dunn, had put in trinkets and pictures. "There's a lot of history in Twinsburg," Pamela said.

Items are still being collected for the new time capsule, the mayor said. "The time capsule from 1976 became wet and a lot of it wasn't salvageable but some of the memorabilia was saved," Yates said. "The new one is designed to be waterproof out of stainless steel and made for burying and weathering time." The museum also had historical items on display and twin quilts being raffled off.

Dolly Raines, a resident since 1977, puts the pieces together to create different quilts at the museum. Volunteers help with the hand stitching. The current quilt has 42 blocks from 1,100 pieces of material to create a 94-inch by 107-inch quilt, Raines said.

The museum offered hands-on activities such as working a loom. Jack Jamison, 9, and his younger brother, Carter, learned to slide the shuttle and work the pedals of the loom to create a Spirit Flag of blue with a white T for Twinsburg. "Jack learned about Twinsburg history in school last year and wanted to see the museum," said his mother, Melissa Jamison.

Founder's Day brought history alive for old and young and a time to share. Al Freiberg, a resident of Twinsburg, for 41 years, brought his granddaughter, Anna Weiler, 7, of Cleveland, to learn about his hometown. "Twinsburg was so small," Freiberg said. "We always said there was nothing here, but it's a great place to live. I'll live here 'til I die."

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
July 5, 2017

Expenditures, revenue down by \$2M in Twinsburg - Council looks at 2018 tax budget

Author: APRIL HELMS

TWINSBURG -- Both revenues and expenditures in Twinsburg are expected to drop by about \$2 million between 2016 and 2017, according to the 2018 tax budget being considered by City Council. The tentative budget must be submitted to the Summit County Auditor by July 20. Council gave first reading to the legislation to approve the budget at its June 13 meeting.

The city's revenue has dipped in recent years due to the ending of the temporary quarter percent income tax. Residents passed this tax in 2009 and the city collected on it from 2010 to 2014 as a way to boost the city's coffers after the closure of the Chrysler Stamping Plant. "We spent about \$4 million into our reserves, which was, in essence, that which we lost from our quarter percent," said Mayor **Ted Yates**.

Council President Gary Sorace said June 22 he saw no initial concerns in a first glance of the 2018 tax budget. "I started getting into it, and thus far I haven't come across any problems or concerns," Sorace said. According to the budget, total expected revenues for 2018 are \$23.4 million, respectively. Estimated expenditures in 2018 are \$26 million.

Revenues in 2015 and 2016 were \$22.83 million and \$24.13 million, respectively, while expenditures in 2015 and 2016 were \$28.83 million and \$29.98 million, respectively. The estimated ending unencumbered fund balance for for 2018 is \$6.09 million. The unencumbered fund balances for 2015 and 2016 were \$18.91 million and \$13.1 million, respectively.

The estimated amount of funds anticipated in 2018 from the city's police pension, fire pension and park fund debt service is \$1.19 million. One resident said he had serious concerns about the city's spending. "Under the expenditures for 2017, the estimated amount appears to be off by about \$5 million," said Loren Sengstock. "That's a substantial amount, considering you are projected only to have \$6 million left at the end of 2018. The city has spent, from 2015, \$19 million in cash down to less than \$1 million by the end of next year. Looking at your reports online, that's what I see."

The drop in cash in general fund "is something everyone should be alarmed at," Sengstock said. "You could effectively have the city broke by the end of next year," he said. "I'm not saying this as an alarmist. I've spent a career helping cities get out of financial problems. I see a problem. You seven are going to be the ones who will have their fingers pointed at if this city runs out of money."

Yates said the city tries to keep costs in line. A large portion of the budget is salaries, and the mayor said he hoped [union] negotiations will help keep the city in good fiscal health in the long term. In addition, new businesses coming in and current businesses expanding will also help

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

the city's bottom line, he added. In recent years, income tax revenue has been between \$17million and \$18 million for Twinsburg.

City Finance Director Karen Howse said the tax budget figures are projections and subject to change. "If you look at our history at what we normally expense, we normally spend about 80 to 85 percent of our total projected budget," Howse said. "We have the ability to [amend the budget] every single year and every month. These are non-committal [numbers]."

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
December 21, 2016

Economic, employee health highlight mayor's first year - Council president praises Yates for keeping costs down

Author: April Helms

Twinsburg -- As he reflected on his first year in office, Mayor **Ted Yates** said an employee wellness program he helped implement has lowered health insurance costs and that economic development remains a focus as the city moves closer to planned downtown redevelopment. **Yates** said it's become apparent that four years is not a long time -- especially when considering the time it takes to see major projects come to fruition. "I can understand why four years is such a short period of time," he said. "A lot of projects unfold over time."

Economic development will continue to be a focus in the city, **Yates** said, whether related to small business, completing the last industrial openings at Cornerstone Business Park or moving forward with a plan for mixed-use zoning and pedestrian-friendly walkways in the downtown area. "We are constantly fighting to keep business here as well as bring new business in," he said. "I think all municipalities are in the same position."

The Darien Lane resident and former City Councilor said the implementation of a wellness program for city employees -- a program that encourages a fitness-oriented culture among employees and their families, through free memberships to the Twinsburg Fitness Center -- has led to more stable health insurance premiums.

Employees must be tobacco-free or in a program to quit, have annual physicals, work out twice a week and meet with a private trainer. "It's had an impact," he said. "It is reducing [insurance] claims and expenses." And keeping costs down in the city's \$55 million budget, in the face of flat income tax revenue and increased annual costs, while continuing to offer residents services, is always a challenge. "People are familiar with the ceremonial part of the job, but we have a \$55 million budget and 200 employees," he said. "When I first stepped in, I just wanted to get my arms around it all, the budget, the staff heads." **Yates** said his previous experience as a City Councilor helped prepare him for the position.

In the coming years, he said he hopes the city can offer quarterly meetings (outside of Council meetings) for residents, the mayor and their Council representatives. "We'll continue to look for ways to better serve Twinsburg residents," he said. **Yates** added he is grateful for the support of his family and the community. "It's heartwarming to get that random shoutout," he said. "At the grocery store, someone will come up to me and say, 'Hey, you are doing a great job.'" He is married to his wife, Sharon, and the couple has with three children.

Yates said he had lengthy family talks with them before deciding to run for the position. "The family always participates [in my career]," **Yates** said. "They are in the spotlight. I'm grateful for the commitment and dedication of my family. I knew I was getting involved in a seven-day-a-

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

week job." "It's a juggle balancing family and work. But I love this job. It's great to have an active role in the community."

Council President Gary Sorace said he is pleased with the direction in which **Yates** is leading the city. "In my opinion, Mayor **Yates** has done well," Sorace said. "With the help of City Council, he has taken on the burdensome task of cutting the budgets and reigning in salary growth. We are moving in a positive direction, but there is much work and more tough decisions ahead. "I am hopeful that we can continue to work together to keep this community strong. As President of Council, I will work with him to help keep Twinsburg a great place to live."

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
September 20, 2016

Twinsburg's Gleneagles club house could become reality in 2017 - Mayor Ted Yates asks City Council to take \$6 million project off hold, take bids this fall

Author: Gina Mace

Twinsburg -- It might be time to take the \$6 million Gleneagles Golf Course club house project off the back burner and make it a reality. That was the message Twinsburg Mayor **Ted Yates** gave to City Council during a Sept. 13 work session. "It's about adding another asset to the city's quality of life," **Yates** said. "If a full-blown restaurant is not successful, we can scale down and not have full-time employees."

Yates suggested the project -- to feature a banquet center, restaurant and pro shop -- go out for bids in November. Construction could then begin next year. And he reminded Council that a city-owned business doesn't have the same pressure to generate revenue that a private business has. "There is a certain profit a business needs to make," he said. "For us, if we can run a successful facility, create a good product, create jobs for our community, we don't need one dollar of profit."

Councilor Brian Steele acknowledged that something needs to be done about the more than 20-year-old club house that was supposed to be a temporary structure. However, he said he is unsure that owning a banquet center is good for the city. "I have reservations about getting into the restaurant-banquet biz," Steele said. "Most of the things I've read in business and golf magazines, golf courses would be better off tearing down the restaurant and banquet centers."

Steele suggested building something smaller. The current club house sells beer and sandwiches from a snack bar. Councilor Bill Furey said it wouldn't be financially practical. "We already have \$400,000 [spent] in design and professional services," Furey said. "We'd almost have to start over and build two buildings." Furey, like **Yates**, said he wants to revert to the original design from Perspectus Architecture.

The split-level, 19,000-square-foot clubhouse would be constructed with an eye toward natural elevation changes and sight lines at the course, and feature a new pro shop; banquet seating for 225 people; a restaurant and bar with seating for 40; kitchen; locker room area; lobby with fireplace; and a large patio. Plans call for an area underneath the clubhouse that will house golf carts.

Yates said the project includes \$1.6 million for demolition of the current structure and site preparation and \$4.3 million to construct and furnish the new club house. The project was put on hold in March after voters failed to approve two rezonings of contiguous, city-owned parcels of land to R-5 single family cluster district. The city expected to make between \$1 million and \$1.6 million from sale of the property, which would have been used to partially fund the club house.

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

The two issues will be back on the ballot in November, but **Yates** said he isn't counting on the money. He proposed that the city finance the nearly \$6 million project with bonds, which are currently available at a 3.5-percent interest rate. That would make the city's annual payment about \$323,000 per year. "But we need to do our due diligence," said finance director Karen Howse.

Howse emphasized her commitment to find the lowest interest rates for bonds, and to review them periodically. She said the city's debt has been leveling off. "Some has expired," she said.

Yates, Furey, Gleneagles PGA Professional Bryan Mineard and another member of the city's golf advisory board looked at Cranberry Highland Golf Course in Pennsylvania, a city-owned course with a bar and grill and banquet facilities for 125. Furey said he recommended the course because of the similarities to the proposed Gleneagles project. "The city doesn't subsidize the course," Furey said.

Yates estimated an annual profit from the proposed restaurant at \$135,000, and \$136,000 from the banquet facilities. Golf cart rental would add another \$155,000 per year. Furey said he believes those estimates are low. Even with the profit, the city would still need to supplement the golf course budget to the tune of about \$372,000 -- about the same as without the new club house. Furey added he also likes the idea of hiring a banquet manager before construction is complete to work on pre-booking the banquet rooms.

Councilor Maureen Stauffer said she is "nervous to hire employees full-time to run the restaurant and banquet facility." Citing a lack of similar facilities in the area, **Yates** said he is confident a restaurant and banquet center would be put to good use. This year, there were 30 leagues a week that played the course. "They're all talking about where they're going to go after," **Yates** said.

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Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
December 9, 2015

Twinsburg Mayor Ted Yates eyes budget, downtown redevelopment

Author: Gina Mace

Twinsburg -- Newly sworn-in Mayor **Ted Yates** said his first task will be to look at the 2016 proposed budget, which sits at nearly \$54 million. "We had some good years, but we have to tighten things up," **Yates** said Dec. 1.

With the repeal of a quarter-percent income tax in 2013, revenues are expected to be down about 16 percent between 2015 and 2016. Now that the income tax rate is back down to 2 percent, the city is estimated to bring in about \$19 million in income tax this year, and brought in \$22.7 million in 2014.

Yates said he is talking to department heads to be sure the proposed 2016 budget is as lean as it can be. "For me it's just getting more in depth and looking at ways we can minimize costs and make sure departments are running properly," **Yates** said.

Yates, who chose to run for mayor rather than for re-election to the Ward 3 Twinsburg City Council post, ran on a platform of fiscal responsibility, support for downtown redevelopment and economic development. He has been in the mayor's office nearly every day since winning election Nov. 3, according to former mayor Katherine Procop. "He's up to speed on all of our projects," Procop said.

Yates said he will continue to focus on rebuilding the 24 acres surrounding the downtown area, a plan for mixed-use, pedestrian-friendly infrastructure that city officials hope is "uniquely Twinsburg." He also said he does not plan to make any staff changes to the city's 14 unclassified employees. "It's a good group of employees and department heads," **Yates** said. "I look forward to working with them."

Stow Municipal Court Judge Lisa Coates administered the oath of office to **Yates** during the Dec. 1 Twinsburg City Council meeting. As mayor, he will receive an annual salary of \$103,019. **Yates**, 46, served on City Council for six years before entering the mayoral race when Procop decided to retire.

He is an attorney experienced in municipal law and zoning who has served on multiple city committees and boards, has a bachelor's degree in accounting from Kent State University and a masters in business administration from Cleveland State University. **Yates** met his wife, Sharon, in high school. The couple has been married for 22 years, have three children and reside on Darien Lane.

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Thomas “Ted” Yates
(Articles are in reverse chronological order)

Twinsburg Bulletin (OH)
December 1, 2015

Twinsburg Mayor-elect Ted Yates to be sworn in Dec. 1

Author: From staff Reports

Twinsburg -- The public is invited to mayor-elect **Ted Yates'** swearing in ceremony Dec. 1 at Twinsburg Government Center. Stow Municipal Court Judge Lisa Coates will administer the oath of office to **Yates** at 7:30 p.m. in City Council Chambers, 10075 Ravenna Road.

Yates, 46, a 27-year resident of Twinsburg, served as Ward 3 council representative for the past six years. He ran a campaign focused on the redevelopment of the downtown area in the coming decade through the use of the Community Improvement Corporation and infrastructure improvements. **Yates** also touted fiscal responsibility in light of flat income tax revenue (the city saw about a 17 percent decrease in income tax revenue in 2014, the results of a quarter-percent income tax hike being repealed by residents).

Former Mayor Katherine Procop's last day was Nov. 30, choosing not run again after four terms. After **Yates** takes his seat as mayor, Coates will administer the oath of office to new Ward 3 Councilor-elect Jo-Ann McFearin and Ward 2 Councilor-elect Brian Steele, as well as returning Ward 1 Councilor Sam Scaffide.

At-large Councilor Bill Furey, who won re-election in November to his fourth term, will be sworn in by Amy Furey-Ligan. "She's my little sister, and she's an attorney for (Northeast Ohio University of Medicine)," he said. "My mom would be proud." An organizational meeting, during which Council officers will be elected, will follow.

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Thomas “Ted” Yates
(Articles are in reverse chronological order)

Cleveland 19 news
Sep. 19, 2014

Twinsburg officials want to do more to develop downtown
By Cleveland 19 Digital Team

TWINSBURG, OH (WOIO) - Twinsburg leaders envision a mixed-use development -- town homes, apartments and a retail base of quaint shops and restaurants.

"Basically a family oriented section of the town to come to shop have dinner and spend time with your family," **Ted Yates**, Twinsburg City Council.

Negotiations are ongoing with the developer and it's hoped property acquisition will start within the next few months.

Just 10 minutes down the road, on 91, sits Hudson and their wonderful first and main development. The idea in Twinsburg is similar, to build an identity.

"Hudson is a destination spot and we want to set Twinsburg apart from what Hudson has done and have our own area to attract non-residents to Twinsburg," added **Ted Yates**.

It would also be expected that the development here would bring some much needed reinvestment to the other areas surrounding the town square and help fill a hole that the city sees in its population.

"We identified that among young professionals there's a gap missing here as far as housing and places for those young professionals to live," **Ted Yates** said.

Internet – Newspaper Archives Searches

Thomas “Ted” Yates

(Articles are in reverse chronological order)

<https://www.record-courier.com/story/news/2014/06/03/streetsboro-denies-zoning-allegations-against/19842543007/>

June 03, 2014

Streetsboro denies zoning allegations against Sahbra Farms

Bob Gaetjens | Gateway News Editor

The city of Streetsboro has denied, via a legal response, allegations that the zoning of 290-acre Sahbra Farms at the corner of S.R. 14 and Diagonal Road is "unconstitutional." Sahbra Farms, through their attorneys Jack Morrison and Thomas R. Houlihan of Amer Cunningham Co., made the allegations in a legal complaint against the city Jan. 24.

The response by **Thomas Ted Yates**, Thomas Reitz and Lisa M. Lahrmer of Christley, Herington & Pierce, representing the city, denies Sahbra Farms' claim that the zoning on the property is "unconstitutional and invalid." The farm is zoned for rural residential use, and the legal complaint argues it should permit a traditional neighborhood development, which would include higher density development. Houlihan declined to comment because, saying he said he hadn't had a chance to read the response.

The Sahbra Farms complaint claims two separate master planning processes have identified the farm as a good location within Streetsboro for a higher density development incorporating "a variety of housing types, a mix of land uses, an active center and a walkable design," according to the complaint, citing the city's 2009 Comprehensive Land Use plan.

Those planning processes took place in 2004 and in 2009. The the latter one was required through the terms of a prior settlement between the city and Sahbra Farms Owner David Gross and two other citizens, which alleged procedural misconduct connected with rezoning of other properties in the city, according to Sahbra Farms' complaint. Sahbra Farms is seeking compensation "representing the fair market value of the property and temporary taking damages for the city's taking of the property under Ohio law," states the complaint.

The legal complaint claims the value of the property, had it been rezoned following the development of the 2009 plan, would have been more than \$35 million. The response states Sahbra Farms' "claims are barred by the applicable statute of limitations." The legal complaint refers to events that took place as early as 2002. The zoning at the time of purchase also is a factor, claims the response. Sahbra Farms also is seeking a declaration that the rural residential zoning of the property is "unconstitutional and invalid as applied to the property."

The response by the city stated the zoning claim should be denied. "(The) plaintiff's claims are barred by the plaintiff's purchase of the property under the present zoning, that is the existing zoning and has been present on the property since prior to the acquisition of the property by the plaintiff," states the response. However, the Jan. 24 legal complaint states that an ordinance passed in the fall of 2004 changed the rural residential zoning code, which covers Sahbra Farms.

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Thomas “Ted” Yates

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According to the Jan. 24 filing by Sahbra Farms, minimum lot size was changed from a half-acre to an 1.5 acres and lot setbacks were increased, which "interfered with any potential development of properties with that classification," including Sahbra Farms.

Attorneys for the city, including Law Director David Maistros were unavailable for comment. Sahbra Farms Owner David Gross declined to comment. Mayor Glenn Broska was not immediately available for comment. No future date in court has yet been set.

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Thomas “Ted” Yates

(Articles are in reverse chronological order)

<https://amp.theintell.com/amp/19822209007>

May 22, 2013

About 350 turn out for 3Chamber business expo in Solon

Author: Conner Howard

Solon -- Three business communities came together to share knowledge, expand contacts and support mutual commercial growth during the 3Chamber Business Exposition on May 16 at Signature of Solon. The expo included more than 80 businesses from the Twinsburg, Solon and Aurora chambers of commerce, including BayLobsters Fish Market, HCR Manor Care, Akron Zoo, Red's Gourmet Buffet Express, Honey Baked Ham, Aurora Farms Premium Outlets, Playhouse Square and many more. Twinsburg Chamber of Commerce Executive Director Abby Schroll said more than 350 people attended as non-vendors, and that the sixth 3Chamber Expo was a success -- drawing in larger-than-average crowds of consumers and vendors. "We've had so many people come up to us and say the turnout and the networking going on ... is phenomenal," Schroll said. "We've had a wonderful turnout and we've had amazing networking going on." Katie White, owner of Twinsburg-based home bakery Katie's Cheesecakes, said her visit to the 3Chamber Expo helped her start-up business by allowing her to rapidly distribute samples to crowds of potential customers. "I think it's going well for me," White said.

"Obviously, samples are very important, so the opportunity to get everybody here instead of having to individually make my product for people, it's been very helpful. "It's just a good energy and very positive. I do think most of the people here want to help each other, they want to see other businesses succeed as well."

Twinsburg City Councilor **Ted Yates** attended the expo in support of his law firm of Christley, Herrington and Pierce. "It's a very good experience, it brings a lot of business together," Yates said. "It's good to make that connection between the cities."

Holly Novotny, manager of Aurora Farms Premium Outlets, said she has been attending the expo for the last three years and enjoys the opportunity to meet with neighboring business owners and spread awareness of her stores. "It's been great for my business," she said. "It's wonderful, you make a lot of contacts."

Crowds circulated between rows of booths, gathering pamphlets, business cards and product samples. BayLobsters Fish Market in Twinsburg offered smoked salmon sliders with homemade coleslaw and smoked Mexican shrimp bisque. White offered samples of her homemade cheesecake. Red's Place Marketing associate Nicolle Kunar presented samples of Red's beer can chicken, red skin potato salad and steamed vegetables. Kunar said Red's Place has been at the expo for the last three years, but each year brings new contacts. "Great exposure so far," Kunar said. "Plenty of new people I haven't seen before." Compass Computer Group Inc. in Twinsburg also was present at the expo, with director of client services Carl Workman saying his business has enjoyed more than three years of exposure and connection-building at the expo. "So far, so good," Workman said toward the start of the three-hour program. "It's still early, not a lot of people here yet but it's a great show; we like it."

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Thomas “Ted” Yates
(Articles are in reverse chronological order)

Crain’s Cleveland
August 1, 2010

LEGAL

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