



Do you know your Credit Score?	
Excellent	750 - 840
Good	660 - 749
Fair	620 - 659
Poor	340 - 619
I Don't Know	????

[Find out INSTANTLY!](#)

**A: City of Kent Health Dept: 325 S Depeyster St, Kent, OH 44240, (330)678-8109**

- 1:** Start out going SOUTH on S DEPEYSTER ST toward E DAY ST.

0.1 mi

---

**2:** Turn RIGHT onto E SUMMIT ST.

0.1 mi

---

**3:** Turn LEFT onto S WATER ST/OH-43. Continue to follow OH-43.

3.0 mi

---

**4:** Merge onto I-76 W.

8.3 mi

---

**5:** Take the ARLINGTON ST exit, EXIT 24B.

0.4 mi

---

**6:** Turn RIGHT onto S ARLINGTON ST.

0.5 mi

---

**7:** Turn LEFT onto E EXCHANGE ST.

0.8 mi

---

**8:** Turn LEFT onto SPICER ST.

0.2 mi

---

**9:** Turn RIGHT onto POWER ST.

0.1 mi

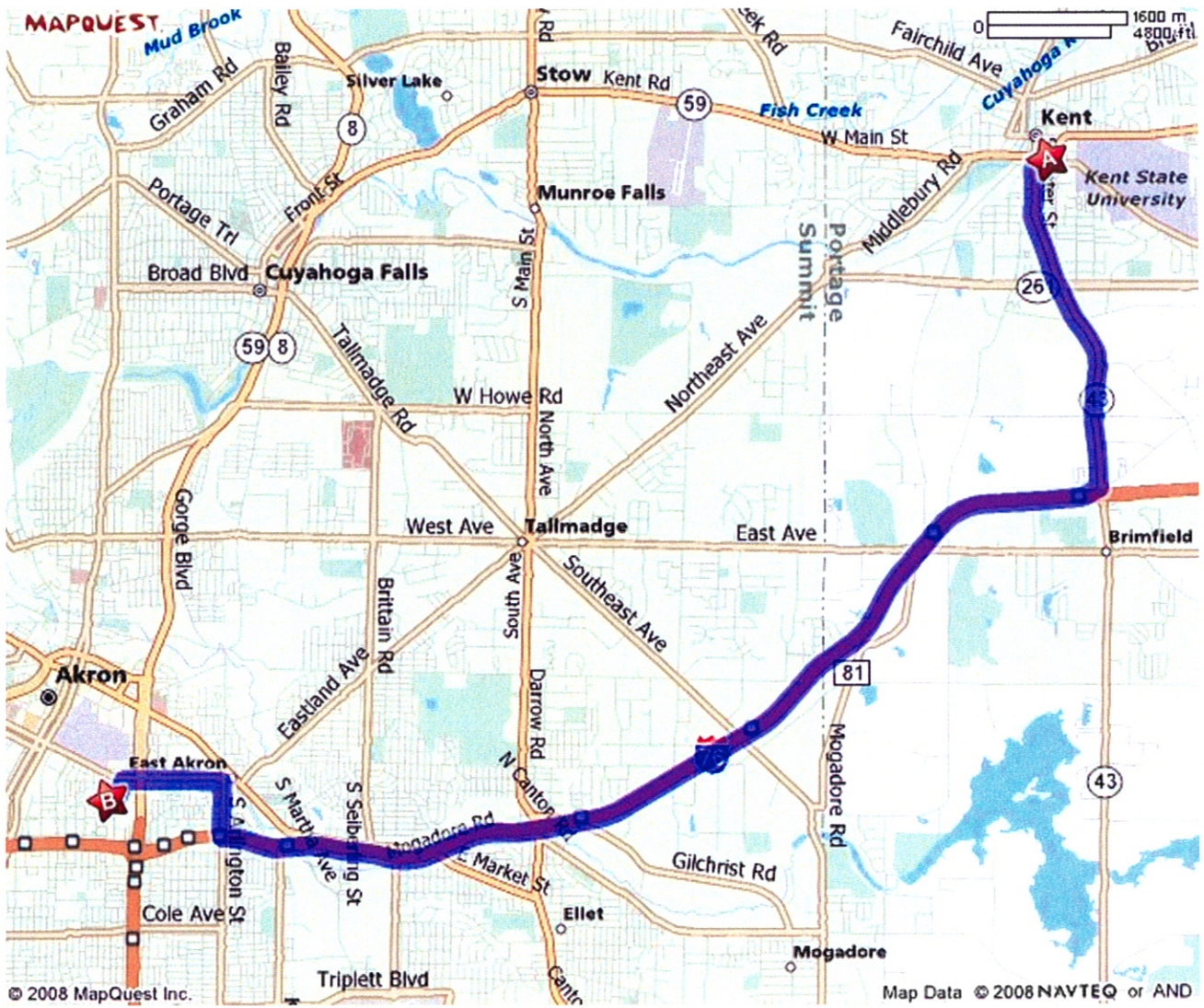
---

**10:** End at 401 Power St Akron, OH 44311-1260

Estimated Time: 21 minutes      Estimated Distance: 13.49 miles

B: 401 Power St, Akron, OH 44311-1260

Total Time: 21 minutes Total Distance: 13.49 miles



Directions and maps are informational only. We make no warranties on the accuracy of their content, road conditions or route usability or expeditiousness. You assume all risk of use. MapQuest and its suppliers shall not be liable to you for any loss or delay resulting from your use of MapQuest. Your use of MapQuest means you agree to our [Terms of Use](#)



---

# How are we doing?



The pulse of the organization

Work anywhere long enough and you're likely to have an opinion about how things look from your corner of the organization. Frankly, there's rarely a shortage of opinions. The challenge is how to take all those opinions and have a constructive conversation that will help us build a better workplace.

I came to Kent to be a part of a first rate team that took individual talent and turned it into a high performance organization. Unfortunately there's no ready-made scoreboard that lets us know whether we're actually doing that or not. That's why we have to take an honest look at ourselves, ask hard questions and engage in candid conversations about how we run our business and do our jobs. My goal is to help these conversations happen.

I've worked in city organizations for 20 years and I've seen the good, the bad and the ugly. I feel like at this point I have a good idea about what exceptional city organizations do and I've tried to capture those things in the survey on the following pages.

Raising productivity, improving quality, and enhancing service doesn't just happen. It takes a combination of disciplined thought, action and innovation. Shooting from the hip might work at video games but not when it comes to performing our jobs. This is group problem solving. Our goal is to better manage the things we have control over and better understand those things where we don't. Keep in mind that every complex problem has a solution that is simple, direct, plausible and may very well be wrong so challenge your assumptions and accept that all of us know more than any one of us.

## “Us Incorporated”

I've included a short survey that I hope you'll take the time to fill out and return to the HR Manager. The questions are fairly common questions that you'd find in most workplace surveys and I don't think it will take more than 15 minutes to fill out. The surveys are completely anonymous and the results will be added together so there will be no attempt to single any one comment out.

I will use the information that you submit back to me to help me update my performance plan as well as the department heads.

I included the survey for your direct input but you're always welcome to email me ([RullerD@Kent-Ohio.org](mailto:RullerD@Kent-Ohio.org)) or call me anytime with any other thoughts you have on city issues.

**Thanks for all your help.**

# How are we doing?

## EMPLOYEE SURVEY

### Leadership & Purpose

Please circle one selection

- |   |                      |          |          |       |                   |
|---|----------------------|----------|----------|-------|-------------------|
| a. The city's mission is clear to me.                 | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| b. I am proud of my work.                             | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| c. Information about the city organization is shared. | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| d. I make a difference in this organization.          | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| e. I know what is important to this organization.     | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| f. My supervisor is fair and professional.            | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |

### Strategy

- |   |                      |          |          |       |                   |
|---|----------------------|----------|----------|-------|-------------------|
| a. My organization asks for my ideas.                         | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| b. I know the city's plans for the future.                    | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| c. We do our homework before making decisions.                | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| d. My organization makes smart decisions.                     | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| e. My customers/residents tell me what they want.             | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| f. My customers/residents are satisfied with my work.         | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| g. I can make decisions to solve problems for Kent residents. | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |

### Metrics

- |   |                      |          |          |       |                   |
|---|----------------------|----------|----------|-------|-------------------|
| a. I know how to measure the quality of my work.        | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| b. I use data/facts for making decisions about my work. | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| c. I know the city's overall measures of success.       | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| d. I routinely compare my work with other cities.       | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |
| .....   |                      |          |          |       |                   |
| e. I know how well my organization is doing.            | Strongly<br>Disagree | Disagree | Not Sure | Agree | Strongly<br>Agree |

People

a. I am able to make changes that will improve my work.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
b. The people I work with cooperate and work as a team.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
c. Good employees succeed in my organization.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
d. I am recognized for my work.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
e. The organization encourages learning new skills.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
f. The organization cares about me.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
g. The organization uses my time and talents well.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree

Process Management

a. I can get what I need to do my job.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
b. Our processes are clear and easy to use.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
c. I have control over my work processes.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
d. I understand why we have the processes that we have.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
e. We have changed processes with changing times.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree

Culture

a. My organization removes things that block progress.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
b. It's alright to make honest mistakes in my organization.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
c. The city has high standards and ethics.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
d. My organization trusts me.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
e. We'll take extra time to get things done right the first time.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
f. Appropriate risk taking is encouraged in the city.	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree

Feel free to provide written comments and suggestions on how to improve the city.

Please return to the Human Resource Manager's Office ASAP.

**Thank you!**



# CITY OF KENT, OHIO

## DEPARTMENT OF SAFETY

To: Mr. Ruller

c. Mr. Bowling  
Ms. Barone for Mr. Locke  
Chief Peach  
Mr. Roberts  
Chief Williams

From: William Lillich

Subject: Report of Traffic Engineering & Safety Committee 2008-03

Meeting date: June 13, 2008 at 9:30 AM

Report date: June 17, 2008

1. City-wide bike lane development-John Idone- For August City Council discussion  
The committee reviewed the map of the new bikeway plan that was presented in December. Some concerns had been expressed regarding the plethora of routes identified on the map, and the timing of implementation on some of the older, narrow streets. It was pointed out that the bike lanes will need to be at least 5 feet in width prior to being given that designation. Other areas identified as prospective route and/or lanes will not be undertaken until proper safety and road width improvements are undertaken, and will be designated as such on the map. The current designation of future routes will enable the City to request further funding as opportunities arise.
2. Phoenix project HC ramp on Main St.-  
Doug Fuller, who is the architect for the Burbick Foundation, outlined some of the needs for the Phoenix Project downtown.
  - a. One of the issues to improve and update the structures will require the installation of H/C access ramps and stairs in the sidewalk right-of-way in order to provide accessibility. This will require five feet of width from the sidewalk, which will not create significant problems because of the current twelve-foot sidewalk width. Once plans are formalized, this step will need to go to City Council for approval of a "license to occupy." Mr. Roberts will work on this issue with Mr. Fuller.
  - b. The second concern centered on the mechanics and safety planning required to remove the building roofs, install new brick façade, and raise the new second floor and roof materials. The committee was in general agreement that this will require the closing of the sidewalk in the building area. Mr. Fuller was asked to detail the process by which this will need to be done, and then we will work out details for the area.
3. Fairchild & Majors Lane intersection traffic crash analysis- Jon Giaquinto outlined his review of the three years of crash data for the intersection. Generally, it appears that a majority of crashes at this area are the result of driver inattention and speed. After discussion, the committee felt that adding additional stop signs to the location will probably add to the danger due to the road contour and stopping requirements,



especially in winter.

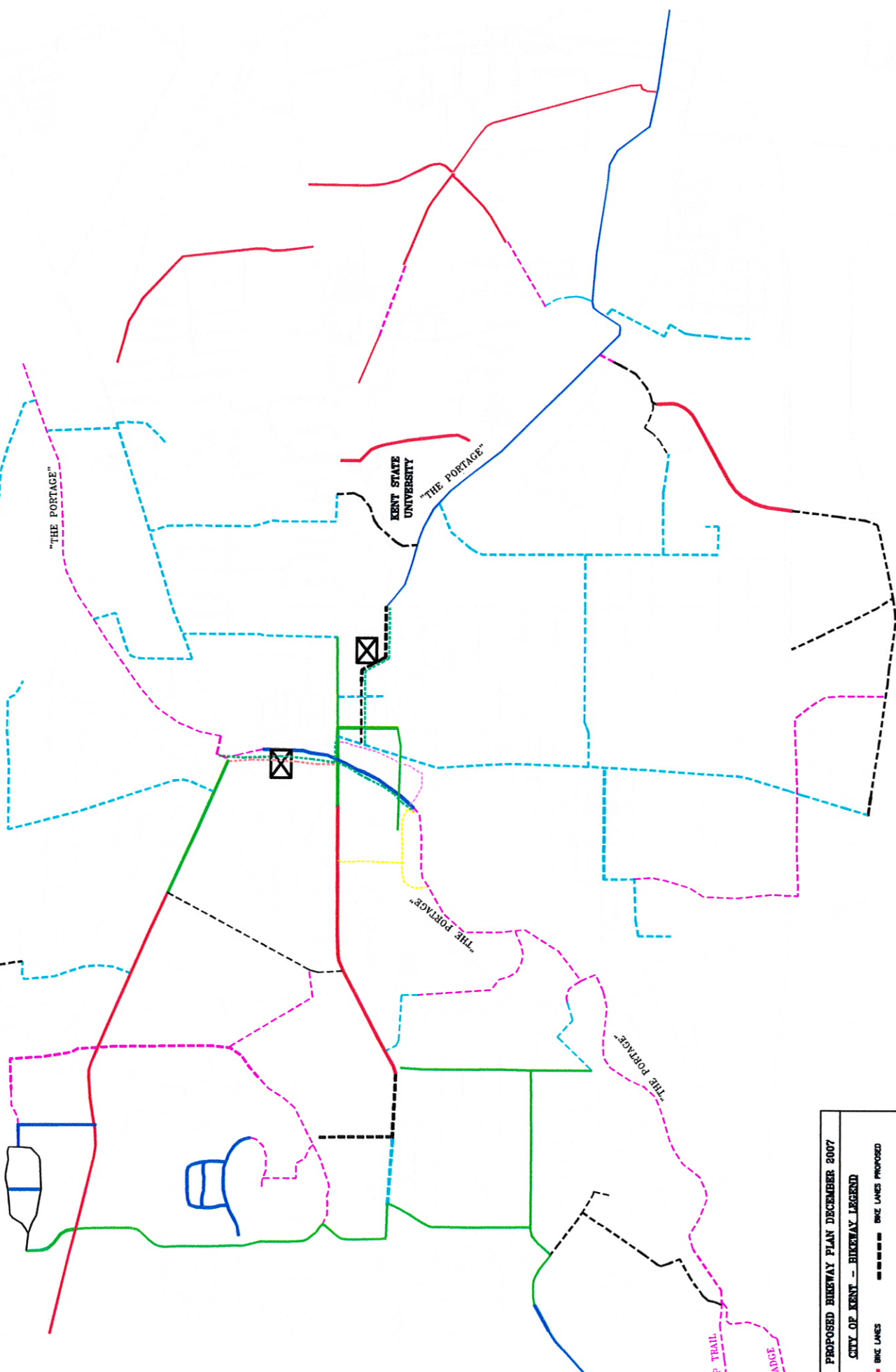
4. Fairchild & Stone Water intersection safety review- Jon explained his recent review of this intersection, and explained that currently the traffic volume is far from the amount necessary to warrant the installation of a signal. He further explained the consideration of the landscaping in the area of the intersection, indicating that it is a vision impediment for Stone Water traffic to see eastbound Fairchild traffic. This vision obstruction is considered as self-induced, as there is no indication that the landscaping had been reviewed as a part of the site plan.

During the extension of Stone Water, there will be consideration of additional traffic calming techniques to encourage safe operation of through traffic vehicles.

5. Spaulding Bridge closure- The bridge is slated to be closed for reconstruction in April or May of next year, so plans need to be developed for the detour route. Several detour routes were discussed, with the general consensus recommending the use of Fairchild/Graham and Fishcreek Roads, due to the greatest traffic capacity and signalization.
6. Summit St university/city traffic plans- The committee reviewed the conceptual plan developed by URS for the area from Lincoln Street to approximately Loop Rd. There was some discussion about the effort to improve traffic flow through the use of access management techniques by reducing left turns that back up traffic. Some concerns were expressed, though, about the use of boulevard islands. In many applications, there is concern about the impact that they have on emergency vehicles being able to get through during average or high traffic periods. Jon will check with URS to find where there are similar projects in high traffic areas, for members of the committee to do follow-up research.

This project is being programmed by ODOT for FY2009, with construction slated for 2012-2013.

7. Long boards as transportation within bike lanes. Some discussion of the concept took place, although it was pointed out that there will be difficulty segregating long boards (42" or greater) from other users with conventional skate boards. More information will be needed before a position can be developed.



**PROPOSED BIKEWAY PLAN DECEMBER 2007**

**CITY OF KENT - BIKEWAY LEGEND**

- BIKE LANES
- BIKE LANES PROPOSED
- BIKE ROUTES
- BIKE ROUTES PROPOSED
- OFF-STREET TRAILS
- OFF-STREET TRAILS PROPOSED
- PROPOSED MAJOR TRAIL HEADS
- (FINAL LOCATIONS NOT DETERMINED TO DATE.)

☒

TO SCMP TRAIL  
TALLMADGE



**KEN - SPALD - 0130**  
**SPAULDING DRIVE BRIDGE REPLACEMENT**  
**MAINTENANCE OF TRAFFIC**  
**CONCEPTUAL PLAN**

It is proposed to detour traffic during the construction of this bridge replacement project. Based on existing and potential future conditions, three detours totally within in the City of Kent are possible and one detour through the City of Stow is possible. The potential detours are:

1. Silver Meadows Boulevard to Fairchild Avenue to Majors Lane to Bryce Way to West Main Street to SR 59 (2.65 miles).
2. Silver Meadows Boulevard to Fairchild Avenue to North Mantua Street (SR 43) to SR 59 (2.89 miles).
3. Silver Meadows Boulevard to a future link to Admore Drive to SR 59.
4. Silver Meadows Boulevard to Fairchild Avenue to Graham Road (in Stow) to Fishcreek Road (in Stow) to SR 59 (2.63 miles).

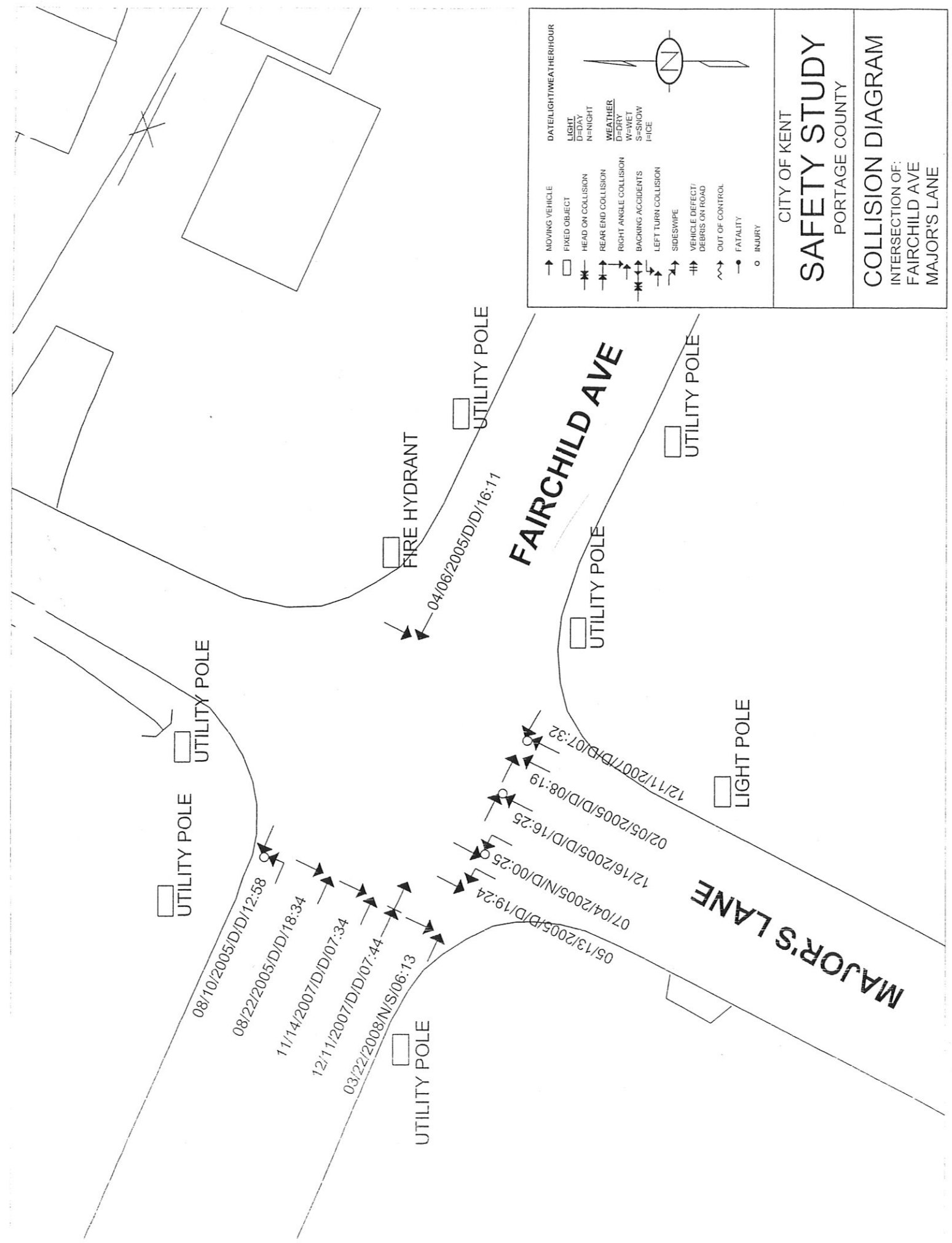
**Detour No. 3** is the shortest route. However, unless the missing roadway link is completed, this route is NOT AVAILABLE. The status of this linking road should be monitored. If this linking road is available in 2009, re-evaluate to determine if it should be incorporated into the project. This route utilizes subdivision residential streets and, therefore, may not be suitable for detouring through traffic.

**Detour No. 4** is the second shortest route. Traffic is taken out of the City of Kent and into the City of Stow, past Stow High School. This would require additional coordination between the two cities for the installation and maintenance of the detour signing; therefore, this route is NOT RECOMMENDED.

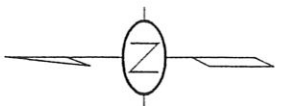
**Detour No. 1** is the third shortest route and located entirely within the City of Kent. However, this route has the most changes in streets associated with it and, therefore, is NOT RECOMMENDED.

**Detour No. 2** is RECOMMENDED. This route has three turns (one at Fairchild/Silver Meadows, one at Fairchild/Mantua and one at Mantua/Haymaker Parkway). The additional length of travel for the detour is about a quarter mile. Traffic is directed toward the center of town and toward the University, and the streets are all substantial arterial streets that are adequate to support the additional traffic loads.

Upon acceptance of this Conceptual MOT plan, a detail MOT signing plan will be developed.



→ MOVING VEHICLE	DATE/LIGHT/WEATHER/HOUR
□ FIXED OBJECT	LIGHT
⇄ HEAD ON COLLISION	D-DRY
⇄ REAR END COLLISION	N-NIGHT
⇄ RIGHT ANGLE COLLISION	WEATHER
⇄ BACKING ACCIDENTS	D-DRY
⇄ LEFT TURN COLLISION	W-WET
⇄ SIDESWIPE	S-SNOW
⇄ VEHICLE DEFECT/DEBRIS ON ROAD	I-ICE
⋈ OUT OF CONTROL	
• FATALITY	
o INJURY	



CITY OF KENT

# SAFETY STUDY

PORTAGE COUNTY

## COLLISION DIAGRAM

INTERSECTION OF:  
FAIRCHILD AVE  
MAJOR'S LANE



# City Of Kent Fire Department

320 S. Depeyster St.  
Kent, Ohio 44240  
330.676.7393  
330.676.7374 Fax

6/16/2008

TO: Dave Ruller, City Manager  
Bill Lillich, Safety Director

FROM: Jim Williams, Fire Chief

RE: Heritage Festival Fireworks

Earlier this year the Ohio Fire Marshal adopted new rules pertaining to fireworks displays. I won't go into detail about the changes but I will tell you that the rule changes made the regulations much more stringent in an effort to increase spectator safety.

As a result of these changes, and after reviewing the proposed site plan for Tannery Park, I was very uncomfortable with signing the permit based on the number of security, fire and spectator safety issues that the new requirements created for this site. If we allowed that site to be used we would have had to close St. Rt. 59, increase the number of police officers for security, shut down the railroad during the event along with other requirements that were difficult to meet.

As a result we notified the Heritage Festival Committee of the fact that we would not sign off on the permit at the current location. They were understanding and approached John Idone about the possibility of using Kramer Fields as a location for the fireworks. John agreed and moved a tournament scheduled for that day to another location so that Kramer Fields could be used for the launch site.

While we have not seen the new permit or the site drawings for Kramer Field yet, I'm sure that the site will be acceptable for both the fire and police department to agree to and sign the permit. I'm not sure what impact that the change will have on the quality of the show because as I understand it, the fireworks company will most likely have to increase the size of the fireworks, because of the increase in the distance away from downtown, which will in turn may cost more money.

I wanted to share this information ahead of time so that Council understood why we had to change the location for the fireworks.