



## Questions

1. How long will the property tax millage be for? Will it be permanent or temporary?
2. What has been done as far as preventative measures to keep this current financial situation from happening again?
3. What is being done to mitigate overtime costs?
4. If current operations of the Police and Fire have been operating at current staffing levels, some for almost over a year, why do the positions need filled?
5. What cuts have been made to address the current financial state we find ourselves in? Specifically what reductions have been made in the last twelve months that specifically address the deficit general fund and what further reductions are planned in the next five years?
6. Have steps been taken to pull the Charter Commission back together to discuss potential changes that can be made to the Charter to assist the City's financial recovery?
7. In addition to looking into short term solutions, are we looking at long term solutions to keep us from facing the same situation 8-10 years from now? For example, how are the capital expenditures that have been postponed for the next five years going to be paid for when the project and or equipment purchase must be made?
8. Have we compared Fostoria and its population with other similar communities to determine what the "right size" of government is and should be for our community?



### Comments/suggestions

1. Multiple parties suggested the combination of a lower tax levy millage and layoffs along with a hiring freeze/not filling open positions and considering consolidations of positions and departments
2. Need a sustainable solution
3. Explore privatization of water and or sewer
4. Place a property tax levy on the ballot at the same time we begin to reduce the 2% income tax- of which a tentative concept for this was put together a few years ago
5. Review the Charter or elimination of the Charter form of government and revert back to Ohio Revised Code guidelines for city government.
6. Benchmarking that compares the city of Fostoria to other like sized communities
7. Complete a performance audit to identify where processes can be streamlined and best practices can be implemented
8. Publish and distribute a comprehensive, detailed list of reductions of expenses to take place over the next five years
9. Assemble a community group comprised of business leaders and citizens who have financial expertise and are familiar with contract negotiations, state funded programs and lean practices to help review City's current state and help formulate ideas for moving forward and sustainability
10. Do not fill the currently vacant positions in the Police and Fire Departments
11. We need a local incentive program (like the \$100,000 Municipal Job Creation Tax Credit Program) to utilize for Economic Development purposes in the future
12. Host town hall meetings to educate the public about the various aspects of the plan and its potential impact on their households and the community as a whole