

# City of Bay Village

Council Minutes, Committee Session  
Conference Room  
Dwight Clark, Vice President of Council, Presiding

June 8, 2015  
7:30 p.m.

Present: Clark, Henderson, Lee, Lieske, Tadych, Mayor Sutherland

Not Present: Mr. Koomar, participating in a Mission Trip; Mr. Vincent, welcoming birth of their third child.

Also Present: Finance Director Mahoney, Director of Public Safety and Service Thomas, Director of Operation Landers.

## AUDIENCE

The following members of the audience signed in this evening: Marty Mace, Pam Cottam, Lydia DeGeorge, Richard Fink, Russell Thompson, Jerrie Barnett, Jeff Gallatin, Conda Boyd.

## ANNOUNCEMENTS

**Mayor Sutherland** announced that the second Public Hearing for Natural Gas Aggregation was held this evening in Council Chambers at 7 p.m.

Mr. Lee commented that Mr. Charles Ramer of NOPEC advised that there are some pieces of information that were requested at the Public Hearing held June 1, 2015, that Mr. Ramer will get to the City Council prior to second reading of the required legislation.

## COMMITTEE OF THE WHOLE

### ENVIRONMENT, SAFETY AND COMMUNITY SERVICES COMMITTEE-Lee

#### Police Dispatch

Mr. Lee stated that as discussed at the Finance Committee meeting held this evening, the topic of Civilian Dispatch is one that the Environment, Safety and Community Services Committee has been working on for several months now with Police Chief Spaetzel. Mr. Lee stated that he generally believes there is support for civilian dispatch and it is an initiative that should be implemented resulting in better use of resources in the Police Department. The issue that the committee has been struggling with and working through is the cost of adding 4.5 FTE's. The cost of adding those employees is estimated to be about \$230,000 when the program is fully implemented. It is expected that the dispatch team will start with a full time employee, and that person will train the next employee. It will be a fairly lengthy process to add these people to full complement. The Chief has identified savings through overtime and part time deputy hours that will be implemented as the civilian dispatchers come on board. Officers working in the dispatch

function will be able to get out on patrol and work other patrol-related functions. With these changes in place, the net cost is about \$115,000.

Mrs. Mahoney stated that in prior talks there was discussion about the Service Department moving a full time employee to part time. In staff meeting this morning, the administration actually eliminated one full time position because in the course of beginning discussion about this there was another part time employee that was discharged and not replaced. In essence, there is about \$72,000 savings by not replacing one full time employee. Mayor Sutherland added that they basically are talking about grass cutting, but think it is more important to take the dollars out of the Service Department for the Police Department.

Mr. Lee stated that they appreciate that savings and efficiency. They are trying to analyze just the police function as they look at these numbers and isolate the cost of this initiative. If there is savings to be implemented elsewhere that is something that should be done. The number discussed with the Chief for some time is in the \$115,000 range. As discussed in the Finance Committee meeting tonight, the current discussions are to hold off on the hiring process for the 23<sup>rd</sup> police officer for a variety of reasons, and with that in place it will make the civilian dispatch a revenue neutral proposition where the extra cost will be offset by the savings, including the savings from holding off on the 23<sup>rd</sup> police officer hiring. As we get into 2016, the administration is to come forward with some alternative sources of funding to help keep that at a cost-neutral proposition.

Mr. Lee stated that there are two pieces to this implementation: the compensation ordinance to create the dispatch position and set the hourly rates for that position, and there is something at the same time that formalizes the understanding regarding the 23<sup>rd</sup> officer and the desire to obtain the funding for that 23<sup>rd</sup> officer.

Mr. Clark stated that it would require Council approval but at the same time the concern the Chief had was codifying the reduction from 23 to 22 officers. The Council thought it fair to do that and if there is enough checks and balances to get this done right, the Council can work with the Law Director and administration to introduce both those ordinances together in tandem next Monday,

Mayor Sutherland stated that they would prefer to hold off on the other one until the fall. It is going to take time to figure out how to package where this funding might come from.

Mr. Lee stated that they understand that the specifics of that are yet to be defined. Mr. Clark stated that Council is at least philosophically agreeing to the 22 officers, and they do not want to make the reduction permanent. But at the same time they don't want to send the message that they are going to fund the 23<sup>rd</sup> next year in the budget without some offset through other revenue sources.

Finance Director Mahoney stated that she does not know that Council needs to pass a specific ordinance saying that. It would just be in the budget process. You wouldn't pass a budget unless there was sufficient funding for whatever is determined, 22 or 23, in the fall. Mr. Clark stated that as long as it requires Council's approval, he thinks Council would be ok with that, at least

from his standpoint. Mr. Lee stated that the Law Director's input would be needed on the best way to do that. The Mayor stated that he would probably prefer to leave it alone until we get to the budgeting process. Mayor Sutherland stated that Council has her commitment that they are not going to hire the 23<sup>rd</sup> officer; it is impossible to do that even though it is currently budgeted. The eligibility list is exhausted; there is not a candidate there that they would hire into our City. Even though the money is there; they cannot do it. The Mayor stated that Council has her commitment that they are not going to hire the 23<sup>rd</sup> officer. The Mayor would like to be able to talk through this whole idea of trying to formalize this. There is a lot of homework that has to be done as far what are the grants; the timing of the grants; can we work something out with the schools; are they even interested. Those discussions have not been held and it is going to take some time.

Mr. Clark stated that there is no silver bullet in this equation. It is a combination of federal, state and local grants, and revenue enhancement by the City on several fronts. We wanted to leave it somewhat open-ended so we were not boxing ourselves into a corner. Mayor Sutherland stated that she appreciates that because that was a great concern from their end. In their experience they have been very successful in getting grants but they are not sustainable; they are competitive. Maybe you get them one year and you don't get them the next year. You have to figure out how you are going to operate. It's not designed to sustain operations; it is a one-shot hit. You have to package that with something else that is sustainable. It is going to take a while to work through all those things.

Mr. Clark stated that we have spoken about civilian dispatch for many months now and we want to give the Chief flexibility to move forward on that front. It seems like that is what everybody else is doing and maybe there are benefits of us being a regional hub for that service with Rocky River and Fairview Park. It would certainly be our hope if we could do that. The faster we get there, the more efficient we might be in being able to do so.

Mr. Tadych asked what number of personnel are they thinking of for the civilian dispatch. Mr. Lee stated that it is 4.5 FTE's to do a 24/ dispatch. Mrs. Mahoney stated that would be 2 full time, and 4 part time employees.

#### **PUBLIC IMPROVEMENTS, STREETS/SEWERS/DRAINAGE COMMITTEE-Tadych**

**Mr. Tadych** had no report this evening.

#### **FINANCE & CLAIMS COMMITTEE – Clark**

##### Council Compensation

Mr. Tadych stated that this was discussed in the Finance Committee meeting this evening. Mayor Sutherland called the Law Director and the Law Director wants it voted on tonight. The ordinance, 15-44, was put on first reading on June 1, 2015 and it is going to be on second reading and up for adoption this evening.

Mr. Clark stated that there needs to be an outcome on this ordinance this evening. It has to be done prior to the Wednesday, June 10, 2015 filing deadline. Mr. Clark stated he would compel Council to vote their conscience and what they feel is appropriate. If this ordinance is voted down, it will freeze the President of Council's salary for four years.

Mr. Henderson stated that there is an ordinance in place that goes out for the next few years. Next year's rate is in existing Ordinance 13-44. Mr. Clark stated that if it is voted down the President of Council has been working at a pay freeze for two years. Mrs. Lieske commented that the President of Council wasn't included in Ordinance No. 13-44 because his term was in existence. Mr. Tadych stated that the President of Council advised that he has not had an increase since 2009.

Mr. Henderson stated that it is his opinion that we have market rates, just like these \$100 rates that nobody is willing to bid less than to do these jobs of mowing. That is a market set rate. People are seeking these jobs out; there are people here in this room that are seeking it out; fourteen people applied when Scott Pohlkamp retired. For that reason, I look at inflation. There is no inflation right now. The people on Social Security are getting 1.7%; I just can't vote for a 2% raise for the next four years in this environment under those conditions. I would welcome a 1.5% series of numbers. I have calculated them if anyone is interested in moving a different number out there. I have that table physically with me right here. I am not going to vote in favor of this tonight, at the 2% rate. I would vote in favor at a 1.5% rate. I acknowledge that we have five people here and need five people to vote for the emergency clause for that to be in effect. I am not going to vote against the emergency clause even though I am going to vote against the measure because I am not intending to block the will of the Council. That is where I stand on this.

Mr. Tadych stated that the argument about Social Security being at 1.7% is only for one year. Each year that Social Security rate changes. Mr. Henderson stated that right now, the most recent number is negative -.08%. Mr. Tadych stated that next year they are going to review it again. We don't have that opportunity to do that. Mr. Henderson stated that is why he pointed out that going forward the Tips Spread, which is measured at the bottom markets, used to estimate the forward curve, that is pointing at 1.7% over the next ten years which is lower than it was during 2014, so that is trending down. Mr. Tadych stated that one year does not make a trend.

Mr. Clark stated that we have had this debate; it is time to bring it to a head. He would close in saying that yes, there were fourteen people that applied for an open vacancy. It is different to run for an office every two or four years in a public election, versus stepping into an incumbency that steps down. It is a far different set of criteria.

Mrs. Lieske stated that her rationale stays the same. In terms of looking at residents and some of the issues our residents are facing that could be costing them some money in terms of fees and what happens in the Bruce/Douglas area. We have the other area where the homes are in need of help and rehabilitation. Those aren't even in my ward but I look at what our residents are facing. It is part time, even though it is a lot of time, I just can't accept additional revenue when I am looking at what they are having to face.

Mr. Clark stated that Mrs. Lieske's comments are a point well taken. We will see how this plays across with the salaries going forward with the administration and bargaining units later this year.

Mr. Lee stated that he spoke with the Law Director about this issue because his struggle with this is setting it for four years. That was created by our Charter. Who knows what the economy is going to do, or what the City's revenues are going to do, or what we will be able to offer the full time employees of the City. That is the challenge. Mr. Ebert pointed out that the Charter does say that Council can set that, and lower it, but can't increase it in mid-term. If you pass on this opportunity to do an increase, then you have to wait another four years for these positions that are four-year terms to do an increase. But, by implementing an increase now, you are not locking yourself into 2% every year. You have the ability as a Council to reduce that. If we do have deflation and the end of the year the Social Security COLA increases as a zero or even a negative number, Council has the ability to take that back. That is how I can get comfortable with it even though I don't like the idea of trying to lock something in for four years. There are so many variables that can affect the City's finances over that time period, but the ability to bring it back down under the right circumstances by vote of the Council is a level of comfort.

Mr. Henderson commented that this is very reasonable.

Mr. Clark stated that the factors of the timing of having to do this by the filing deadline, and by not having two Council members here tonight makes it a little bit more problematic.

Mr. Tadych will move for adoption of the McGowan Insurance Agency contract for Public Liability and Property Damage Insurance at the special meeting of Council this evening. The contract is \$50,000 less than last year's contract and was discussed at length at the Council Committee session of June 1, 2015.

Mayor Sutherland stated that she just spoke with Law Director Ebert regarding the Council compensation issue. Four members of Council would have to vote to approve the measure because it is based on a majority of the elected body. Five affirmative votes are needed for the emergency clause.

#### **PLANNING, ZONING & PUBLIC GROUNDS & BUILDINGS COMMITTEE-Lieske**

**Mrs. Lieske** had no report this evening.

#### **RECREATION & PARK IMPROVEMENT COMMITTEE-Henderson**

**Mr. Henderson** thanked Law Director Ebert and Mr. Sears for preparing the information provided in the Council packets this past weekend about the primitive campsite proposal. The topic will be on the June 15, 2015 Cahoon Memorial Park agenda.

#### **SERVICES, UTILITIES & EQUIPMENT COMMITTEE-Vincent**

**Mr. Clark** expressed congratulations to the family of Councilman Vincent on the birth of Harrison Daniel Vincent today.

#### **AUDIENCE**

**Conda Boyd** stated that she had sent information to the Members of Council, Mrs. Mahoney and the Mayor regarding Ohio Checkbook.com and if the City of Bay Village will think about participating in this initiative to make finances much more transparent.

Mrs. Mahoney stated that she had a gentleman from the Auditor's Office come to her a couple of months ago and he is supposed to get her the file format. Mrs. Mahoney stated that she has not yet heard back from him. There is no cost to the City to participate. Mrs. Mahoney is suspicious that the City's system would be able to upload their system. Mrs. Mahoney's suggestion to him was that they should look into a state wide financial system for all Cities and townships that we could all be on the same system. That was the end of the conversation. Some small townships cannot afford the much more robust system.

Ms. Boyd asked if there would be interest in having a presentation. Mr. Clark stated that he would defer to the administration. Mayor Sutherland stated that there are a couple of other things that they have been anxious to get and they are still testing. Mr. Donovan O'Neill is the name of the person that Mrs. Mahoney spoke with. Ms. Boyd stated that Seth Unger is the name of her contact.

The meeting adjourned at 7:55 p.m.

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Dwight Clark, Vice President of Council

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Joan Kemper, Clerk of Council