



# Council Chambers

## February 26, 2019 ~ 7:30pm

### A) CALL TO ORDER

The Council for the City of Norwood met in regular session on the above date with Mrs. Donna Laake presiding. The meeting opened with a prayer and the Pledge of Allegiance.

### B) PRAYER

### C) PLEDGE OF ALLEGIANCE

### D) ROLL CALL

On roll call, the following members answered present: Mr. Bonsall, Mr. Thompson, Mrs. Hanrahan, Mr. Sanker, and Mr. Breadon; Mr. Clark and Ms. Stevenson were absent.

### E) AMENDMENT OF AGENDA

On a motion by Mr. Sanker, seconded by Mr. Thompson, it was moved to amend the agenda as follows: add the Committee of the Whole report from February 19, 2019. All members present voted, "Yes."

### F) MINUTES OF PREVIOUS MEETING

On a motion by Mr. Bonsall, seconded by Mr. Thompson, it was moved to approve the minutes of the February 12, 2019 meeting. All members present voted, "Yes".

### G) REQUEST TO ADDRESS COUNCIL ON AGENDA ITEMS

#### **Assistant Fire Chief Tom McCabe                      Re: Ordinance Setting Chiefs' Pay**

(Address to Council took place prior to consideration of the ordinance regarding Chiefs' salary ranges)

Mr. McCabe stated he had contact with members of Council regarding his pension concerns; he believes the document provided to Council by the firm representing the city was fundamentally flawed. Mr. McCabe believes the low-end of the salary range is outside the average but sees no issues with the high-end of the salary range. Mr. McCabe mentioned the certifications and trainings he has completed; only Captains and the Assistant Fire Chief are eligible for promotion into the position of Fire Chief. The current Fire Chief will be retiring by September, 2019. Mr. Thompson stated the salary range seems fair, but confirmed he will be voting "no," because the Administration did not follow through on answering specific questions that were asked. Mrs. Laake confirmed the pension will not be impacted, but the other fringe benefits will, as they will now be similar to those of the AFSCME bargaining unit. Mr. Thompson feels the ordinance should be sent back to the Administration so that the requested detail may be added.

Mrs. Laake acknowledged Ms. Stevenson's arrival to Council Chambers.

Ms. Stevenson stated she talked with Mr. McCabe, as well as the city of Troy; in Troy, a different tool is used to evaluate performance. Ms. Stevenson has stated on several occasions the need for additional Human Resources support within the city. This ordinance leaves too many loose ends; there were changes requested that are absent in the current version. Placing the ordinance back in committee would allow other concerns to be taken care of and re-addressed. Mr. Sanker is unaware of any changes requested, aside from questions pertaining to the pension. Mr. Bonsall is unsure of what progress would be made going back to the Committee of the Whole; Mrs. Hanrahan was in agreement with Mr. Bonsall that the matter should not go back to committee. Mrs. Laake noted several things to be addressed with the Administration: qualifications of basic versus preferred, pension issues, how the salary will be determined, and a benchmark for raises.

On a motion by Mr. Thompson, seconded by Ms. Stevenson, it was moved to postpone the ordinance until a time definite at the next meeting, to give the Administration time to respond to Council's request. Mr. Thompson brought up the pension issues, and also stated the ordinance is too general, as he would like to see more specificity. Ms. Stevenson stated she would specifically like to see job descriptions added as attachments, an explanation of how the position is evaluated, and how the needs of the position are reviewed. Mr. Moore stated this is structured the same way for all other positions contained within the ordinance; a raise for these appointed positions is based on Council's decision. Mr. Thompson and Ms. Stevenson voted "Yes," all other members voted, "No." The motion fails.

### H) REPORTS OF STANDING COMMITTEES OF COUNCIL

#### **1) Committee of the Whole: 2/19/19                      Re: Water Rates, Capital Improvement Plan Review, and Potential first draft of Financial Recovery Plan**

On a motion by Mr. Thompson, seconded by Mr. Sanker, it was moved to receive and file the committee report. All members present voted, "Yes."

### I) THIRD READING OF ORDINANCES

**1) ORDINANCE SETTING SALARY RANGES FOR FIRE CHIEF AND CHIEF OF POLICE.**

On a motion by Mr. Bonsall, seconded by Mr. Sanker, it was moved to hear the third reading of the ordinance. Mr. Thompson and Ms. Stevenson voted, "No," all other members voted, "Yes." The motion passes.

On a motion by Mr. Sanker, seconded by Mrs. Hanrahan, it was moved to pass the ordinance. Mr. Bonsall stated there is no Human Resources Department in the city; Council needs to consider a lot of things with all of the positions on a performance management front. Mr. Thompson restated the fact that the Administration was asked by Council to do something and they did not; he feels Council standing together as a body would allow them to be taken seriously with future requests. Ms. Stevenson acknowledged Mr. Moore's comments, and added that now is a great opportunity to move things in the right direction; Council should be more diligent in having resources and making choices.

Mr. Thompson and Ms. Stevenson voted, "No," all other members voted, "Yes." The motion passes.

**D) SECOND READING OF ORDINANCES**

**1) ORDINANCE AUTHORIZING THE SERVICE-SAFETY DIRECTOR TO ACCEPT PROPOSAL AND ENTER INTO A LEASE AGREEMENT, UNDER STATE BID PURCHASE PROGRAM, WITH MILLENNIUM BUSINESS SYSTEMS FOR THE LEASE OF PRINTERS FOR THE CITY OF NORWOOD AUDITOR'S OFFICE, AND DECLARING AN EMERGENCY.**

On a motion by Mr. Thompson, seconded by Mrs. Hanrahan, it was moved to hear the second and third readings of the ordinance. Mrs. Laake confirmed speaking with the Financial Supervisor about this matter; they did approve it and it is covered within the Financial Recovery Plan. All members present voted, "Yes."

On a motion by Mr. Thompson, seconded by Mr. Bonsall, it was moved to pass the ordinance. All members present voted, "Yes."

**J) INTRODUCTORY READING OF ORDINANCES**

**1) ORDINANCE TO APPROVE, ADOPT AND ENACT A NEW CODIFICATION OF THE ORDINANCES OF THE CITY OF NORWOOD, OHIO, AS REVISED; TO REPEAL ORDINANCES IN CONFLICT THEREWITH; TO PUBLISH THE ENACTMENT OF NEW MATTER AND DECLARING AN EMERGENCY.**

On a motion by Mr. Sanker, seconded by Mrs. Hanrahan, it was moved to suspend the rules and hear all three readings of the ordinance. All members present voted, "Yes."

Mrs. Laake stated she is happy to report the codification has been complete. Mr. Sanker asked Mr. Moore how this will benefit the city, the Clerk of Council's office, and the Law Department; Mr. Moore replied by stating the biggest benefit will be the revisions to the building, zoning, planning code, which had previously been shared with residents with yearly code updates. This will also benefit anyone who tries to access Norwood codes online. State criminal and traffic code regarding interlock was updated with this codification. Mr. Moore stated codification is now planned to happen on an annual basis; he thanked Council for finding the funds and resources to allow this to happen. Mr. Moore also thanked TA Brown, the Building Department, the Health Department, and anyone else who helped to review information. Mrs. Hanrahan stated having this completed will be a great benefit; she asked if Council will receive a printed copy. Mrs. Laake confirmed only ten copies were printed; there will be a printed copy available in the Clerk of Council's office, and all department heads will also receive a printed copy. Mr. Moore will let everyone know when the updates on-line will be made available. Ms. Stevenson asked about the annual costs; Mr. Moore replied by stating it will be significantly less, but will vary base upon ordinances passed and updates to State Law, although the cost will probably around \$5,000 - \$7,000 each year.

On a motion by Mr. Sanker, seconded by Mr. Bonsall, it was moved to pass the ordinance. All members present voted, "Yes."

**2) ORDINANCE DECLARING CERTAIN REAL PROPERTY TO BE SURPLUS AND AUTHORIZING THE SALE OR TRANSFER OF SUCH PROPERTY AND DECLARING AN EMERGENCY.**

On a motion by Mr. Sanker, seconded by Mrs. Hanrahan, it was moved to suspend the rules and hear all three readings of the ordinance. Mr. Sanker stated these properties have been lingering for several years; the previous Council discussed the matter and agreed on auctions as the way to sell the properties. The properties couldn't be auctioned at that time, due to backed taxes. The first step is to have an ordinance declaring the properties as "surplus;" next steps will be to discuss how to move forward with the process.

Mr. Breadon asked Mr. Moore for clarification about the wording of "transferring" property; Mr. Moore replied by stating it is standard wording, and that the Safety-Service Director cannot transfer the properties on his own. Mr. Moore also confirmed the city has spoken with an on-line auctioneer, as it is the way to generate the most revenue for these properties; they are working on a contract and

advertising. Ms. Stevenson asked for clarity on the next steps in the process; Mr. Moore replied by stating Council can take a look at the contract or place it into committee to review the process. Mrs. Hanrahan stated the matter is currently in the Housing, Health, and Safety committee. Mr. Moore suggested hearing only one reading; the Law Department can then look at the “transfer” wording.

Mr. Sanker amended his motion to only hear one reading of the ordinance; Mrs. Hanrahan agreed to amend her second to the motion.

All members present voted, “Yes.”

### 3) ORDINANCE TO CHANGE APPROPRIATIONS FOR THE YEAR 2019, AND DECLARING AN EMERGENCY

Mrs. Laake stated there is a new Attachment A; Mr. Bonsall confirmed one addition, which was an increase for Parks and Recreation by \$10,000. Mr. Geers received a grant from Duke Energy for work to be completed at Waterworks Park.

On a motion by Mr. Bonsall, seconded by Ms. Stevenson, it was moved to suspend the rules and hear all three readings of the ordinance. Mr. Thompson asked for clarification on why other items were increased; Mr. Bonsall replied by stating they were requests from the Administration. Outside legal fees increased due to the timing of contracts being passed; 2019 Fiscal Recovery Plan did not account for legal fees for contract negotiations. Mr. Breadon asked for clarification on outside legal fees, as he has seen a figure of \$80,000 posted on social media. Mr. Bonsall stated that figure was for calendar year 2018; the \$30,000 amount questioned is for appropriations this year, as the State Auditors requested adding that increase due to the timing of contract negotiations. All members present voted, “Yes.”

On a motion by Mr. Bonsall, seconded by Mr. Thompson, it was moved to pass the ordinance. All members present voted, “Yes.”

### INTRODUCTORY READING OF RESOLUTIONS

There were no introductory readings or resolutions.

### K) ADMINISTRATION REPORTS

There were no administration reports.

### L) OTHER REQUESTS TO ADDRESS COUNCIL

#### 1) **Pastor Sonny James** **Re: Community**

Mr. James, of Hopkins Avenue, addressed Council regarding issues facing the community. Mr. James asks if he is the only one in Norwood who is bold enough to stand up; it is time to “break up the nonsense.” Mr. James asked that whatever is done for one person is done for everyone. Mr. James referenced a recent meeting when someone requested to address Council after the deadline. Mrs. Laake clarified that Mr. James’ request to address Council has also been accepted after the posted deadline.

#### 2) **Reshawna Bell** **Re: Community**

Ms. Bell, of Sugarberry Drive, addressed Council regarding issues facing the community. Ms. Bell stated she is a student at Northern Kentucky University, and she has volunteered with youth in Norwood for the past three years; Ms. Bell assisted with the Elevations program. Ms. Bell spoke of an opportunity in which members of the community were given the chance to participate; she asks that members of Council take their vote into consideration and stand up for what they feel is right. Mrs. Laake thanked Ms. Bell for volunteering in the community.

### M) UNFINISHED BUSINESS

Mrs. Laake distributed a copy of changes that were made to the Standing Rules of Council; the suggested changes were made and sent to the Law Department for review. The section regarding executive session was edited to include citations from Ohio Revised Code; Mrs. Laake suggests Council review the changes and take action at the next meeting. Mrs. Laake thanked Mr. Moore and the Law Department for their assistance and expert advice on this matter.

Mrs. Laake provided an update on the retirees; the administrative committee met and reviewed applications. There are around 115 individuals who were easily approved, several who did not meet the criteria, and some who required a legal opinion. The requisition is for around 130 retirees; there was a second letter sent to those who did not yet reply. Letters were also sent to those individuals who were identified as not meeting criteria and are not considered members of the plan.

### N) NEW BUSINESS

Mrs. Hanrahan announced a Housing, Health, and Safety Committee meeting that will take place on March 5<sup>th</sup>, at 6:30pm, in Council Chambers.

Ms. Stevenson stated she contacted the Safety-Service Director regarding a pedestrian being hit at Sherman and Carter Avenues; she has requested the crosswalks be painted and spoke of investigating other traffic-calming techniques. Ms. Stevenson would like to see this matter placed into a committee to allow for further discussion. Mrs. Hanrahan stated she had previously spoken with Mr. Geers about this matter; the crosswalk will be painted when weather permits. Mr. Bonsall stated appropriations will be made available for the paint supplies so that the work to be completed. Mr. Bredon stated the incident took place because the business doesn't have an awning; patrons cross the street to stand beneath another business' awning to smoke. Mr. Sanker stated the Building Department has met with the Wood Bar and their contractor; the Building Department is currently waiting on documentation and drawings from the business owner.

**O) COMMUNICATIONS**

There were no communications.

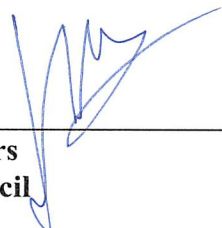
**Q) EXCUSE ABSENT MEMBER/S**

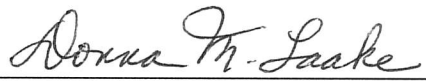
Mrs. Laake expressed her sympathies to Mr. Clark on the death of his grandmother.

On a motion by Mr. Bonsall, and seconded by Mrs. Hanrahan, it was moved to excuse Mr. Clark's absence. All present voted, "Yes."

**R) ADJOURNMENT**

On a motion by Mr. Bonsall, seconded by Mr. Thompson, it was moved to adjourn. All members present voted, "Yes."

  
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**Joseph S. Geers**  
**Clerk of Council**

  
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**Donna M. Laake**  
**President of Council**