

**SPECIAL COUNCIL MEETING
NORWOOD JUNIOR HIGH AUDITORIUM
JANUARY 1, 2020 – 10 a.m.**

A. CALL TO ORDER

The Council for the City of Norwood met in special session on the above date with Mr. Ken Miracle presiding as President. The meeting opened with a prayer and the Pledge of Allegiance.

B. PRAYER

C. PLEDGE OF ALLEGIANCE

D. ROLL CALL (NEWLY ELECTED MEMBERS)

President Ken Miracle requested John Breadon stand in as Clerk of Council Pro-Tem. He agreed and called the roll. On the roll call the following members answered present: Mr. Bonsall, Mr. Gabbard, Mr. Geraci, Mr. Kelsch, Mr. DiNardo, Mr. Thompson, Mr. Breadon

E. ELECT CLERK OF COUNCIL

On motion by Mr. Bonsall, seconded by Mr. Thompson, it was moved to elect Mr. Joseph Geers as Clerk of Council. Mr. Bonsall advised that he had spoken with Mr. Geers who agreed to continue to work in the position at the same rate of pay. The roll was called. Mr. Bonsall and Mr. Thompson voted yes. All other council members voted no. The motion failed.

On Motion by Mr. DiNardo, seconded by Mr. Kelsch, it was moved to elect Maria Williams as Clerk of Council. Mr. Dinardo advised that he had spoken with Mrs. Williams who had agreed to take on the position. Mr. Bonsall indicated that he would be voting no but appreciated the work Mrs. Williams had already done. The roll was called. Mr. Bonsall and Mr. Thompson voted no. All other council members voted yes. The motion passed.

F. ELECT PRESIDENT PRO-TEM

On motion by Mr. Kelsch, seconded by Mr. DiNardo, it was moved to elect Mr. Gabbard as president pro-tem. Mr. Geraci indicated that he believed that Mr. Gabbard's prior experience on counsel would serve him well in the position. The roll was called. All council members voted yes. The motion passed.

G. ELECT CLERK OF COUNCIL PRO-TEM

On motion by Mr. DiNardo, seconded by Mr. Geraci, it was moved to elect Mr. Breadon as Clerk of Council Pro-Tem. Mr. DiNardo indicated that Mr. Breadon had been doing the job earlier in the meeting and had done a fine job. Roll was called. All council members voted yes. The motion passed.

H. ELECT SECRETARY TO THE CLERK OF COUNCIL

On motion by Mr. Gabbard, seconded by Mr. Kelsch, it was moved to elect Laura Velez as Secretary to the Clerk of Council. Mr. Gabbard noted that the President of Council and the Clerk of Council had done several interviews and Laura Velez was the best candidate. Mr. Thompson advised that in the past the position didn't need to be elected but rather just chosen by the Clerk of Council. Mr. Gabbard addressed the Law Director through the chair to see if an election of this position was needed. Mr. Moore, indicated that it was. Mr. Breadon noted that the Clerk of Council was involved in the process. Mr. Bonsall addressed the Clerk of Council through the President of Council to confirm what hours the Secretary would be working. The Clerk advised that the expectation was that the Secretary would be working from 9-3 Monday to Friday. Roll was called. All council members voted yes. The motion passed.

I. ENACT THE STANDING RULES OF COUNCIL

On motion by Mr. Gabbard, it was moved to enact the Standing Rules of Council. Mr. Thompson suggested that the Council remove the prayer from the standard meeting agenda. He also suggested possibly changing the prayer to be one that encompassed all religions or invite people from the community to say a prayer or invocation instead. Mr. Miracle asked Mr. Gabbard if he wished to amend his motion. He did not. Mr. Breadon seconded Mr. Gabbard's motion. Mr. Bonsall indicated that he believed that should the city be challenged on the prayer issue that the city would lose in court. He

suggested that the issue remain on the agenda for later discussion. Mr. Breadon agreed with keeping the prayer on the agenda.

The roll was called on Mr. Gabbard's motion to approve the Standing Rules of Council as is. Mr. Bonsall and Mr. Thompson voted no. All other Council members voted yes. The motion passed.

J. COUNCIL MEMBER ASSIGNMENTS TO COMMITTEE

On motion by Mr. Breadon, seconded by Mr. Kelsch, it was moved to accept the Council member assignments to committees as listed. There was no discussion. All council members voted yes. Motion passed.

K. APPOINT/SELF NOMINATE OKI BOARD OF DIRECTORS REPRESENTATIVE

Mr. Breadon asked to be nominated as the representative. On motion by Mr. Thompson, seconded by Mr. Geraci, it was moved to nominate Mr. Breadon as the Norwood City Council's representative to OKI Board of Directors. Mr. Bonsall reported that he had previously served as the OKI representative. He supported Mr. Breadon, but suggested that at a later date someone from the City Administration serve in this role. Roll was called. All council members voted yes. The motion passed.

L. COMMUNICATION FROM LAW DEPARTMENT RE: SALARY ORDINANCE

The council received communication from the Law Department regarding the proposed salary ordinances on the agenda. Mrs. Williams read the communication. On motion by Mr. Bonsall, seconded by Mr. Geraci, it was moved to receive and file the communication. There was no discussion. Roll was called. All council members voted yes. The motion passed.

M. ORDINANCE ADJUSTING CERTAIN SALARY RANGES AND AMENDING ORDINANCES NO. 73-1999, 7-2007 and 33-2009, AND DECLARING AN EMERGENCY AND ORDINANCE ADJUSTING CERTAIN SALARY RANGES AND AMENDING ORDINANCES NO. 73-1999, 7-2007 and 33-2009, AND DECLARING AN EMERGENCY (A)

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N. ORDINANCE ADJUSTING CERTAIN SALARY RANGES AND AMENDING ORDINANCES NO. 73-1999, 7-2007 and 33-2009, AND DECLARING AN EMERGENCY AND ORDINANCE ADJUSTING CERTAIN SALARY RANGES AND AMENDING ORDINANCES NO. 73-1999, 7-2007 and 33-2009, AND DECLARING AN EMERGENCY (B)

On motion by Mr. Gabbard, seconded by Mr. Thompson, it was moved to put agenda items M & N into the Finance Committee for examination. Mr. Gabbard appreciated the efforts of the Mayor on this topic but was concerned how the ordinances would fit into the budget and Financial Recovery Plan. Mr. DiNardo noted that he is the chair of the Finance Committee and would work to get a meeting set quickly so that the ordinances could be reviewed. He suggested that the Council members briefly discuss the issues. He also noted that the Mayor met with the Council members to discuss the organization structure changes and salary range changes suggested by the ordinances. He thinks that the Finance Committee should review the ordinances line by line to determine how they fit into the Financial Recovery Plan and what economic impact it would make. He supports hiring managers having some autonomy when it comes to salaries when making hiring decisions. Mr. Thompson noted his concerns regarding only including salary raises for certain departments as not being fair and asked for the Finance Committee to take that into consideration. Mr. Bonsall noted that his concern was not with the concept of the raises but with the fairness of how the first ordinance applied them. He also referred to the letter from the Law Department stating that there would be 4 salary ordinances which would apply to any later changes if ordinance A was passed. Mr. Bonsall mentioned he was concerned with public perception regarding staffing changes contained in the ordinances. He also agrees that the Safety Service Director position is vastly underpaid and wished that the ordinance at hand dealt with only that position and the new administrative positions or was amended to just that as he would be in favor of it. Mr. Geraci noted his support of sending the ordinances to the Finance Committee and letting departments come to the Council to discuss the positions in their departments. In response Mr. Bonsall made the distinction the Council that just because the ranges were being increased doesn't mean that all current positions would be getting a salary increase. Unless a current position was currently below the new range low end, any increase would be at the discretion of the elected official. Mr. Geraci

questioned why the salary of current employees is a hot topic now when in the last 10-12 years it hasn't been discussed and also when the original intent of Ordinance A was to attract qualified candidates for the Safety Service Director position and other newly created positions. Mr. Thompson stated that the Ordinance proposed by the Mayor is what brought up the issue of salaries. He also suggested that the minimum should be raised to a \$15 an hour living wage for non-union employees. Mr. Geraci noted that he feels that working on the salary issue is taking a proactive approach to bettering our city. Mr. Breadon mentioned that over the last two years the Council has concentrated on scrutinizing and "penny pinching" all money being spent. He notes that the new administration has requested these changes as they are necessary for success. He noted that raises that he gets are merits based and limited to 2%. It doesn't make sense to him that after years of scrutinizing money for several years that the Council is now considering broadening the scope of the ordinance to encompass more than what the administration is asking for. He believes that the Council should support what the administration is asking for and pass the ordinance. Mr. DiNardo asked Council for clarification regarding whether the motion was to refer both ordinances for review in the Finance Committee. Mr. Thompson confirmed and noted that the council was discussing what should be discussed at the Finance Committee meeting. Mr. DiNardo then commented that 2% compounded over 10 years would far exceed the increase in salary ranges being proposed. Mr. Kelsch stated that he thinks that the Mayor's plan is good but agrees with Mr. Gabbard that they need to review it in conjunction with the budget. He also noted that he thinks that Ordinance A should be limited to the Safety Service Director and new positions so that the Mayor has something with which to move forward. Mr. Breadon encouraged the Council to not put the first ordinance into committee but rather to pass it. President of Council clarified that the motion on the table was to move items M & N on the agenda to the Finance Committee for consideration. Mr. Bonsall indicated that he thought that the first ordinance could be amended and limited to the Safety Service Director and new positions and that perhaps the meeting could have gone into recess so it could have been done. He noted that if that is not what would happen he would be voting yes to table the ordinance. Roll was called. Mr. Breadon voted no. All other Council members voted yes. Motion passed.

O. COMMUNICATION FROM THE LAW DEPARTMENT RE: APPOINTMENT OF ENERGY IMPROVEMENT DISTRICT BOARD MEMBER

The council received communication from the Law Department regarding the appointment of an Energy Special Improvement District Board Member. Mrs. Williams read the communication. Mr. Bonsall offered to sit on the board. He noted that the board allows property owners to finance energy improvement projects on their property through bonds and then pay the bonds back through their taxes. He stated that property owners have used it in Norwood: CDK Global, the owner of that property and at the old Med Pace Building. As a point of clarification Mr. Gabbard asked if the Council needed to nominate someone for the board at that time. President of Council confirmed. Law Director also confirmed. On motion by Mr. Gabbard, seconded by Mr. Kelsch, it was moved to receive and file the letter from the Law Department and to nominate Mr. Bonsall for the position. Roll was called. All Council members voted yes. The motion passed.

P. OHIO LIQUOR BOARD RE: SAFE KEEPING OF LIQUOR LICENSE

Clerk of Council reviewed the communication received from the Ohio Division of Liquor Control. The Clerk noted that the owner of the license wishes to move it to Norwood but that the request being discussed was to put it into safekeeping in Norwood for the time being. Clerk noted that the communication had been sent to the heads of all Norwood Departments and that no objections had been received by the Clerk's office. Mr. Bonsall noted that the license was currently in safekeeping and had been sold to Ventura Commons through a trex transfer. The previous Council approved the trex transfer for economic development based upon the opening of a banquet hall at the old Fidelity Building on the corner of Sherman and Montgomery. He commented that trex transfers had been used before for the acceptance of new liquor licenses in the city. He believes that this project will be a great benefit to the city. Mr. Bonsall made a motion to receive and file the communication and take no further action. Mr. DiNardo seconded. Mr. Gabbard stated that the Venturas used to live in Norwood and want to do something good in the building. He thinks it is a great idea and asked for clarification as to what needed to be done with the communication. The Clerk of Court commented that the communication needed to be returned with a notation of whether the Council wanted to request a hearing on the license transfer. Mr. Gabbard asked Mr. Bonsall to amend his motion to state that the Council receive and file the communication and respond that the Council does not wish to request a hearing. Mr. Bonsall amended his motion as requested, again seconded by Mr. DiNardo. Mr. Geraci commented that this use of trex was a good use of trex to spur economic development. Mr. Bonsall confirmed that the trex transfer was

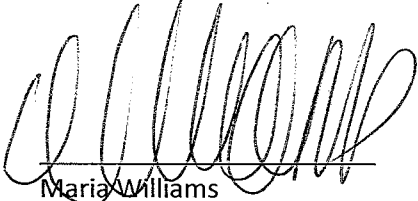
already approved by the previous Council and that even if Council now objected it would make little difference. Mr. Geraci explained that he has received several calls about this trex transfer and he wanted to make a note about why it was occurring for the people. Roll was called. The motion was amended to receive and file the communication and send a response to the State that a hearing is not being requested by the City. After discussion, all Council members voted yes. Motion passed.

Q. EXCUSE ABSENT MEMBERS

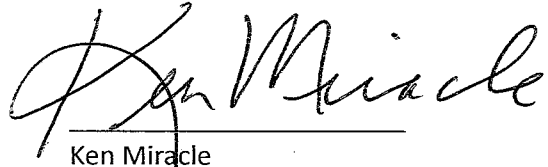
All council members present.

R. ADJOURNMENT

One motion by Mr. Bonsall, seconded by Mr. Gabbard, it was moved to adjourn the meeting. Roll was called. All council members voted yes. Motion passed.



Maria Williams
Clerk of Council



Ken Miracle
President of Council