

Village of Shawnee Hills Council Meeting Minutes

May 24, 2021

Mayor Mathews called the meeting to order at 7:00 p.m.

Council in Attendance: Mary Gates, Kathy Isern, Renee Matney, Jeff Stacy, Robert Thatcher and Todd Zimmerman

Also Present: Fiscal Officer Shirley Roskoski and Solicitor Brian Zets

Minutes

It was moved by Matney, seconded by Gates to approve the minutes of May 10, 2021 with the following amendments: on page 2, second paragraph, remove the word I before right now, change the wording – riverfront but Columbus again, to riverfront, but Columbus again. On page 2, third paragraph uncapitalize family and under the Pro Tem Report capitalize the word life. Following vote on the motion is recorded: yea, 6; Gates, Isern, Matney, Stacy, Thatcher and Zimmerman. Nay, none. Motion passed.

Agenda

It was moved by Matney, seconded by Gates to approve the agenda. Following vote on the motion is recorded: yea, 6; Gates, Isern, Matney, Stacy, Thatcher and Zimmerman. Nay, none. Motion passed.

Solicitor

Brian said in regards to the DORA, the map has been finalized. Mark has to give it one last blessing and then that will be complete and then the application will be complete. I will take a look at my stuff again, but council should expect that at the next council meeting.

I went back and looked at the Village Administrator contract and the resolution that appointed Russ as Police Chief so if there are any questions as you get to that legislation I have a good handle on those details.

Police Chief

Chief Baron said police department wise it is getting busy. Hopefully we will have both cars back here soon. 53 we should have back this week and we are still waiting on Ford to finalize the warranty on the motor on 51. We should at least have a second car on the road for the tournament which is good news. We did inherit a lot of special duty for the Bogey this year. The Sheriff's department did not have a big turnout. In those situations, the officers drive their own cars down there and they are paid by the Bogey and they are under our office just like they are on special duty anywhere else. Any arrests on the county side will be handled by the Sheriff's office. If it is on the Shawnee Hills side it will be handled by our agency, just like normal. It gives our guys an opportunity to make a little extra money on the side so that's a plus for everybody.

I kind of want to take a moment to address that anonymous letter that was sent out to the residents and it was circulated via the Village Gazette. It did contain a lot of information that was false and misleading or just meant to divide the community and the police department. First and foremost, my opinion as a peer of the former Administrator is that I have never met a more toxic, divisive and inefficient person in the work setting. It is my opinion that the village is in a much better position to move forward whoever the next village Administrator is. Regarding the mutual aid, it has been a long-standing agreement between us and all the Delaware County law enforcement agencies. It has been in place long before I came to Shawnee Hills. It is unreasonable to believe that we would enter into an agreement so that our officers could respond to the Village of Ashley frequently. It is an overall agreement that negates the need to have multiple small agreements between agencies. What does happen, and I think we all saw it Friday night, our officer made a call and asked for outside help. This usually happens for high priority calls with Powell and Delaware County and vice versa. Since we usually have one officer on patrol at a time, we frequently request an additional officer from one of these agencies. We had an incident in the village Friday and residents were commenting on Powell, Dublin and Delaware County assisting. This is the reason for the agreement.

Additionally, and most embarrassing we did have one cruiser running and was not able to facilitate a prisoner transport so Powell transported our prisoner for us. Absent of the mutual aid agreement, that would not have happened. The mutual aid also covers multi-jurisdictional teams. We do have an officer assigned to the Crisis Negotiation Team and another on the Missing and Abducted Child Response Team. When we do respond outside the village on rare occasions, these agencies have come to us when we need assistance. On average our police department uses the services of the County Tactical Team or negotiators at least once a year. Having multiple people on these teams you can imagine the cost for Genoa, Westerville, Delaware and Delaware County to respond to Shawnee Hills. Placing one of our officers on the team that we do participate in provides us with in house expertise, training, and shows that run to us in an emergency we are willing to pitch in when we can not just sit back and benefit from everyone else. All of this was in place before the levy and had little to no negative impact to the finances of the police department.

The police department budget and the questions about the per capita spending for the police department versus other communities. We are a very small village that enjoys services such as a full-time police, roads and sewers. Our community has made it a point to ensure our community is safe, clean and well maintained. Of course, there is a price tag for this. Comparing our village to Powell or Dublin is an unfair comparison as they have a much larger population and many more businesses to spread the cost. There are smaller communities locally that spend comparable amounts to our community if not more. There is one local community that spends double for police than we do. The national average per capita spent on police is \$612.00. Ohio's average is \$525.00. Additionally, our street budget and our sewer budget is about dead even for what we spend for the police department. Community services comes at a cost. We all enjoy a nice, safe village with excellent property values and neighborhoods where kids can play safely. The levy is going to exactly what we said it would go towards. There was a lot of conversation surrounding the budget. It is all in the January 25th and the prior finance meeting. The police department budget is not anything higher than what we were already appropriated for 2021, plus the levy amount, plus the items that were already going to be spent on the police department brought into our budget. The \$20,000.00 shortfall was based off an initial cut to put the money elsewhere prior to putting the levy money in which we all hashed out several times. Those are just some

key points from that letter. As usual, my door is always open if anyone has any questions. Facebook is a good place to outlet it but if you want facts or my opinion or a copy of anything please come see me in the police department. I am happy to sit down with you regardless if our opinions line up or not.

Council member Zimmerman said I have some comments I would like to make to Russ. On the Ford vehicle that is being repaired by Ford, that because of this, it was Russ' due diligence on his maintenance and on his paperwork that it is going to get this car repaired at Ford's cost. We were out of warranty and Ford was very happy with how the maintenance was in line totally and the paperwork was there. Because of that Ford is going to help us out. That was because of Russ and his administration as Police Chief.

Also, about two Saturdays ago, I am on UST and one of my neighbors called me and let me know there was a sinkhole at Miami and Oneida. It was in the evening and the village office was closed. I called Russ and Russ sent Dorian over there with the cones and then on Monday Russ and Mark took care of it so Mark was out there to take care of it early in the morning and Russ was there to take care of it with him and I want to thank him for that. That was very responsive and I appreciate it very much.

Russ said I would give the repair more to Mark than me.

Council member Zimmerman said we initiated that and I texted Mark and thanked him. I just wanted to say thank you for answering the phone and being there for me on that.

Visitors

Mayor Mathews said the first three visitors are interested in the open seat on council. This is not the deadline so if there are more the deadline is June 10.

Toni Ellington said I grew up here. I spent the first 18 years of my life here. I moved away, started a family and I moved back here about three years ago just so my kids would be in the same kind of environment that I grew up in. This place is just wonderful. My family still lives here. They have lived here for 44 years. I have always thought of this place as my home. I would just really like to be on council and have a say in the goings on around here and all that and preserving the sense of community that we have.

Mayor Mathews said I appreciate you coming on tonight and putting your hat in the ring and volunteering to serve. Does anyone have any questions?

Council member Isern asked do you have any other experience in government service.

Toni said no I do not but I would like to try.

Council member Isern asked do you work for a living or are you at home with the kids.

Toni said I am at home with my kids, which is why I am outside right now so it would be quiet.

Council member Isern asked do you have any other interests or activities other than your kids.

Toni said at this point in my life I do not. I used to show horses a lot and I was a veterinary technician for a while and then I had kids and it all changed.

Council member Gates said I noticed that you have been a guest writer on the Gazette. How would you see your role with the Gazette if you would be chosen to be on council?

Toni said me personally, I have kind of taken over more of the wildlife aspect of everything. I don't really enjoy writing about business and stuff. I like writing about nature and all that stuff. I don't see how that would be an issue. Thank you for giving me the opportunity.

Ron Richards said thanks for giving me the opportunity this evening. A quick background on myself. Myself and my family moved to Shawnee Hills ten years ago. The reason I keep that straight is we moved in when my son was going to kindergarten and he is getting ready to move to his sophomore year and my daughter Mackenzie is graduating this year from Jerome. We live on Westview. Fantastic place to raise a family. When I heard about the opportunity coming up I said I am going to throw my hat in the ring. I don't have any kind of city council or government or political experience. I look forward to hopefully joining the team and helping make good decisions to move forward. I am a sales manager at JEGS. I have approximately 90 people that report to me on a daily basis. Interest outside of hanging out with the kids, family and friends I do some drag racing so I will be gone weekends here and there doing drag racing. My family does that with me and I like to play golf. I just think it would be interesting to join the council. I think it's important to move forward to try to help property values continue to grow as they have done a fantastic job recently and I think it is important to try to bring in some new businesses as well.

Mayor Mathews asked if there were any questions for Ron. There were none. He said Ron I think you covered everything.

Ron said I appreciate your time tonight. I really look forward to hopefully joining you and I thank you for the opportunity.

Mayor Mathews said thank you. I appreciate you emailing in and being interested in serving.

Justin LaRosa said good evening everyone. Thank you for allotting my time. I moved to Shawnee Hills about ten years ago myself. I am from northeast Ohio so coming here it was change. We looked around at a lot of different neighborhoods and Shawnee Hills/Dublin area was awesome from what we could tell. There really was nothing better down here. Since moving here, even though it has only been ten years, there has been a lot of change in the village; some for good maybe some not but change is change. Dictated over time you don't know but just seeing everything that's going on recently in the village I would like to throw my name in the ring because I see some holes that I feel that I can fill. I am an engineer by trade. I deal with fiber optics and data centers. I am also an entrepreneur. I own multiple businesses. I do not have full-time stakes in those businesses because of other ventures in my life but in that process, I manage different subcontractors. I also manage the majority of the State for fiber optics. In that management role, for instance, one customer could down a million dollars and I say that not because of anything other than the importance of knowing how to make a decision that could

affect something that you may think is small but can affect people well beyond your reach. I think being in any sort of position where you are helping other people in the community or other people who are depending on you, you need to be able to make a decision. You need to know that that decision impacts people well beyond what is right in front of your face. I see recently in transparency, well I say transparency, but I also think it is more communication. There are a lot of things that I have noticed on Facebook posts and other things where the information is out there but it doesn't seem like it is always being transmitted to the people in a way that they are absorbing. I also know projects that are going on in the village can be beneficial beyond what everybody can know that don't know that the information is there they just need help getting to that information. I have never held any city or government position. I am not the greatest public speaker. I apologize if I am all over the place. This is the first time ever doing anything like this. But with my roles and my ability and my background I really think that I can add value to the Village of Shawnee Hills.

Mayor Mathews asked where from in northeast Ohio.

Justin said Cleveland Area. Lakewood and then Parma as an adult.

Council member Zimmerman asked whereabouts in the village do you live.

Justin answered Shawnee Trail.

Council member Matney asked do you feel like you can share, you said that the information is out there and that sharing it you see some holes in that so what were your ideas on better transparency and sharing of information.

Justin said over a long-term period. If you take what the village produces for a three-month, six-month, annual information that is given out there, like the Village Gazette. From my understanding, the Village Gazette is not a village ran operation, correct.

Council said correct.

Justin said while there is some village information put out there, for instance, I am sure most of you have heard about the questions recently that people have put on Facebook about the Village Administrator position and that sort of thing. I think there is information that is available out there that could be transmitted to the general public that is not personal or anything that would get anyone in trouble. It could just be related to maybe smooth over that or get some information out there to the people where they understand and maybe they are not so up in arms and it would make more sense and there would be some understanding to a decision that was made. Please don't take that as I am saying anything against you guys. I just think that maybe that is a hole that could be filled. I am also looking at it as an outsider, maybe that can't be filled, maybe there's a reason, but that could be said too. Hey, we can't discuss that and here is why or maybe it's a matter of creating an actual government Facebook page. A physical Shawnee Hills Facebook page when decisions are made maybe all of council has access to that and there have been suggestions fired, what could be said. Just producing the information. While I understand a lot of this is out there, it is somewhere to be found, sometimes you almost have to feed it to them

in a different way or feed it to them the way they see it, not the way that maybe it is easy to see from the council's point of view.

Mayor Mathews said I appreciate your time and your willingness to serve.

Mayor Mathews said the cutoff date we selected is June 10. June 14 is the next meeting so we will probably have discussion at that point.

Dan Boggess said it shouldn't be a surprise why I am here. I sent you all a letter except for Jeff. Jeff, I apologize because I thought you were bowing out already so I didn't include you. I sent you guys a letter and I have some concerns a little bit about the process we have seen with Craig and with the ordinance to try and move Russ into the position of the Administrator. I am not saying that there is anything nefarious going on here at all but from my perspective in the cheap seats it seems to me like this maybe hasn't been communicated and explored and discussed in the open. I also want to thank those of you, a couple of you actually did respond to me personally and sent me an email and gave me some communication. I appreciate that. That is really my two cents. The impression I also don't want to leave here is that I am against Russ in this position. I think Russ has been an excellent Police Chief. I think we see the proof of that everywhere in our village. My concern is I don't know exactly what the requirements are for the Admin and I don't know if necessarily Russ is the best fit for that not having a job description and an application process and an interview process. So that is basically it. I would ask that the letter I sent to council, since it is an official communication to your Shawnee Hills emails, be included in the minutes of this meeting.

Mayor Mathews asked if anyone wanted to respond to Dan.

Council member Matney said I would just, to all of us, we should be responding when we receive emails from a resident so if you didn't respond I would just give that feedback that we should or if Dan's responding on our behalf that you copy all of us when you are responding.

Mayor Mathews said I did respond to Dan.

Council member Matney said I did too.

Mayor Mathews said I responded outside because I did not want to influence anybody's opinion. Actually, that is how I opened the email. I thanked Dan, didn't I?

Dan said you did and I treated it as an official communication between the Mayor of Shawnee Hills to a resident. I think you were quite candid with me which I appreciate that. I didn't feel like it was mine to go share with the world or anything like that. I do appreciate your insight. Renee I appreciate your insight as well and those are the two folks that I heard from.

Mayor Mathews said Dan, I do have a couple of things and I think I responded with this. The process that we have here and the policy of hiring and firing for the Village Administrator. We don't have any set Shawnee Hills policy for that and that is one of the shortcomings that we need to work on and we have already explored a municipal policy through Lexipol which collaborates

with the police policy that we have. For the purpose of what we use now is Ohio Revised Code 735.271 which is the hiring process for a Village Administrator. The powers and duties of a Village Administrator are actually called out in Ohio Revised Code 735.273. That is what we have used historically here for the two previous hires as well as for as their job duties and their powers and what is expected of them. I do agree that that is something that we want in our arsenal is job descriptions, job duties, hiring process, firing process, that is something that we have to tackle.

Dan Boggess asked is that something that you would take on before moving this ordinance through and are you willing to table the ordinance and get that done.

Council member Gates said no.

Mayor Mathews said no. I think that would take some time and some expenditure on our part to get Lexipol.

Dan said I have a concern with that. I think that's like saying well we know the right way we want to do this going forward but for the sake of getting this done we are not going to do it this time. That concerns me. I will also tell you, the longer we talk the more I think about this a lot actually, I like Russ as our Police Chief and I think one of the things that we do risk and I don't know if you thought about this, is if Russ is doing both jobs, now you have the possibility of burning out somebody who is very good in one job and now he can get burned out in both jobs and now we can potentially lose someone who is affected in two jobs. It's just another thing to be thinking about is, job description, how the duties are carried out, who keeps track of the hours of the duties on each of those, and how Russ will be supervised. I just think there is a lot of stuff that needs to happen. We haven't talked about Craig. I have some concerns about how Craig was let go. In the last council meeting, I believe is when Heidi Baldwin came on and said she has some concerns and she was told he was an at-will employee. I get that. I have employed people you were at-will employees but you try not to just fire somebody because they are an at-will employees. There has to be a reason. There has to be a track record set. I don't want to go into all that. It is all in the letter. I hope you had a chance to think about it. If you want to respond what was in the letter now I am certainly willing to entertain that.

Council member Gates said I think I was the one that piped up and talked to Heidi about the at-will situation and I guess I don't understand what people don't understand about personnel issues and I guess this kind of goes to the idea of executive sessions also. First of all, I just want to say with executive sessions, those are used for personnel issues pretty exclusively or what has to do with monetary situations. Every time we have an executive session we pass it by Brian. If Brian says no that's not what you should have an executive session for then we don't have one. It's not like we are just kind of throwing a dart at the board and saying I think we should talk about this in executive session so as not to be transparent. The at-will situation is a legal term but yet the people that are asking that question are not satisfied with using a legal term as though that is something that is arguable. It is not arguable. We have to abide by that. Every company that I have worked for there is nobody that has come to me and said hey Mary do you know that the guy that worked down the hall from you he got fired and I will tell you why. That never happens so it is not possible for us as council to even talk about that. We would be breaking the law if we

did that just like if we discussed a personnel issue in executive session we can't discuss that outside the executive session. That's for the protection of everybody including the village which by the way if in fact we divulge things that are pursuant to personnel issues then we are liable. Then we have a cause issue and then we can be sued with all of our tax money at risk. I'm sorry it is insufficient for some people.

Dan said it's not just that it's insufficient it's just I don't believe it's been explained to your constituents and it's not some people, these are the people that elected you. I understand the at-will idea. I have employed many, many people in the State of Wisconsin that was an at-will state so I understand that and I also understand that you are not going to come in here and talk about all of the minutia of what led to someone being terminated. I also believe, very strongly, that Craig was let go under the larger plan of being able to move Russ into that position and that is what I have a problem with. In terms of going into executive session.

Mayor Mathews said let me stop you at that point. You are exactly right. You are exactly right. That was the whole point of it. That Russ was going to move in there at a lesser rate.

Dan said so why was it mentioned in a meeting with Heidi that there were issues, there were personnel issues and some things didn't work out and in your email you explained that there were some abrasive parts of personality and so on and so forth.

Mayor Mathews said yes.

Dan said yet when Heidi brings it up, oh it's at-will. We can do whatever we want with him.

Mayor Mathews said that wasn't just the answer, it wasn't just straight that answer Dan. It was economic. This was introduced back in May of 2020 in a finance meeting.

Dan said but it wasn't introduced as an ordinance.

Mayor Mathews said no, that's the point of this. We can go back historically and look where I brought it up in May of 2020 as an economic strategy.

Council member Gates said we were seeing a diminishment of our RITA funds and in fact Craig was right there at the finance meeting when it was brought up in May of 2020.

Dan said so Craig knew all along that basically his head was on the chopping block so that we could combine positions and save the village some dollars and then later explain his termination as he was let go it was at-will. Does that sound right to you. That doesn't sound right to me guys.

Council member Gates said what I am saying is that that is our explanation. That is all we can say to the general public is that he is at-will.

Dan said more was said then that, there were discipline issues.

Mayor Mathews said the point you just made was it sounds like you had this with the plan of putting Russ in that position and you are exactly correct. That's how it started.

Dan said I am glad that you are revealing that and I am glad it is on the Youtube site and I will tell you guys it stinks. The whole thing stinks.

Mayor Monahan said this was revealed long before this.

Dan said I don't go to Finance Committee meetings. The first time I started following this was after Craig was terminated and Heidi brought it up at a council meeting and the ordinance was read and I went wait a minute what's going on here.

Council member Stacy said everybody has an opportunity to attend these meetings and they chose not to.

Council member Matney said but we were not forthcoming in this. As an example, it wasn't even on the website for anyone to see it at our last meeting because we had to add it to the agenda. Brian did not have it until 3:30 the afternoon of that day so that lacks transparency on our part. It's been in the works since May, we should have had it out there for everyone to see prior to the meeting and we did not. We are not being transparent when it comes to that and one conversation in a finance meeting does not constitute transparency with all of our residents and then leaving it off of the agenda online, it doesn't do that.

Dan said agreed. I am going to leave it at this. I know that you are doing a second reading of this ordinance tonight. I very much hope that you open it up for discussion and I hope that you talk about the fact that I believe that there is a feeling, certainly with me there is, and I believe there's a feeling among other residents that we need to take a step back. We need to think about this, we need to do a job description, we need to do a full hiring process. It may take longer and we may still be with Russ but I believe that is the right way to do it and that is what I will ask you as a resident, okay?

Below is the letter that Dan Boggess sent to the Mayor and Council:

Dear Mayor and Council,

I hope that you take my concerns expressed in this letter to heart, and I also request that this communication be read into record at the next Council meeting.

I have concerns regarding recent decisions made in the termination of the former Village Administrator, Craig Thompson, and the subsequent move to fill that vacated role with Police Chief Baron. My concerns are:

From an outsider's perspective, Craig's termination appears to be motivated by the desire to fill the role with Chief Baron, and not really based on any work performance issues. I hope this isn't the case, but it is the impression. I understand that Craig's employment was "at will" and I also understand that that means he could be terminated with or without cause. However, when resident Heidi Baldwin asked about this situation at a recent Council meeting, she was told by

Council that it didn't matter why Craig was terminated because he was an "at will" employee. While this is correct, it doesn't make it right.

I like to think we are a Village of good people who look out for each other. Firing someone and explaining it away with the flimsy retort that it didn't matter why he was terminated because he was an "at will employee" is not how we should treat our Village employees or explain it away to a resident. I hope that Craig's job performance was reviewed and critiqued as it would be in most businesses, with regularly documented reviews, performance plans, and job coaching, all exhausted before a termination. I suspect that this did not happen, which is unfair to the employee and sets a bad example of how our Village works with our employees.

Next, beyond my feeling that Craig was terminated to make room for Russ Baron to take on the role of Village Administrator, I don't believe Chief Baron is the right person to be our Village Administrator. I like Russ and believe he has been excellent for our Village in the capacity of Police Chief. However, I'm not sure he is suited for the role of Village Administrator, not because he is not capable, but because, to my knowledge, there has not been a published job description, nor has there been a real application and interview process. Chief Baron may ultimately be the best person for the job, but we will not know that without a job description, application, and interview process.

The rapid, and unexplained termination of Craig, and the introduction of Chief Baron as the only candidate to be placed into this position under ordinance 09-2021 doesn't pass the "smell test." The Council needs to do a better job explaining this process to the Village residents and the discussions need to be held in formal Council meetings, not hidden behind executive sessions. There are members of this Council who move to Executive Session very quickly, so that, presumably, discussions can be held without public oversight and comment. This is wrong and needs to stop. I strongly advise the Council to hold every meeting "on the record" with public access, and save executive sessions for only the most sensitive matters. Discussion and decisions by publicly elected officials must be held in the open.

Beyond this, let's go back to last fall when the folks in the Village voted to approve the police levy. I backed this and felt it was long overdue. However, I'm left wondering: if Chief Baron was already doing a full-time job, and being paid a full-time wage as Chief of Police, how will he have the time to take on the duties of the Village Administrator, without either role suffering? By having Chief Baron fill both roles, it tells me that we either didn't need a full-time police chief or we didn't need a part time village Administrator – so which is it? Asking the residents to back a police levy and then saying that the Police Chief has the time to take on another position, and keep his original duties, sends the wrong message to the folks that voted for the levy.

In consideration of all these points, I request that ordinance 09-2021 be tabled until Craig's termination can be better explained and a proper job description and interview process for his replacement be conducted.

Sincerely,

Dan Boggess

Judy Stephenson, 100 W. Hiawatha Dr., She said when I first came on board here Russ was speaking and he said something about an anonymous letter in the Village Gazette regarding the

situation with Craig. I wanted to let you know that there was no anonymous letter in the Village Gazette regarding Craig. I chose to contact Craig to get his side of the story as far as his termination was concerned. Anything that was in that story came from Craig. There was nothing anonymous about anything that was in there and it was clearly stated that it came from Craig. I did want to let you know that anything I say here tonight is not aimed and any one person personally. I want to talk to you about process and my opinions. It seems to me that by combining the Chief of Police and the Administrator's jobs you are going to stress somebody out because I don't think in the end it's really a ten to fifteen hour a week job. I have already contacted another small community in Ohio that did this and they have already stopped doing this and switched back to Chief of Police and Administrator. When I phoned them, they told me that was because it was way too much of a job for one person and that they had a harder time keeping the two jobs separated. They found that it was easier to go back to two different people. That kind of sealed by deal with my belief that this probably isn't going to work. In the end I think it is going to stress Russ out. He is a good Chief of Police and we need to keep a good Chief of Police and we need to keep a good Chief of Police because Lord only knows we had some that weren't so hot. We need to keep a Good Chief of Police here and I just don't think this will work. I don't know who's idea this was originally but I also wanted to talk about the employment contract and I have a couple of questions regarding the contract. It talks about devoting time outside normal working hours to the village's business and the employee understands the work will be performed as required by council. Do you think, as an Administrator, when Russ has to speak to a developer does that mean he will be meeting with developers and such as that in the evenings. Has anyone thought about how that is going to work?

Council member Thatcher said we fully expect him, for one, he is here in the village every day which is already an improvement over timewise what we had. Yes, he is going to have to account for his hours on what he spends on everything. That is a process in work for us. We haven't tried it yet. We don't know how it's going to work but we think it can be done. It won't necessarily be that he is only going to do these in the evening. He is going to do it, we haven't said he is going to have set office hours, we don't know yet on that. Those are some questions that we will have to work out as it goes along. We do know he will be accounting for the hours when he does the administration stuff.

Judy said if he works 40 hours as the Chief of Police and he works another ten to fifteen hours and I say at a minimum ten to fifteen hours then that means he is going to be putting in sixty to sixty-five hour weeks. As I understand he has small children and a wife and a home life and maybe some people can handle that kind of stress, I don't now but it doesn't sound very good to me.

Mayor Mathews said we capped the hours at a maximum of fifteen. That is fifty-five hours tops. It is also a second job. So if Russ went to the Home Depot and got a second job we would have no control over that.

Council member Stacy said you cannot legally ask an applicant about their family life or how many children they have or how old they are, that's illegal. You can't do that.

Judy said in this village we know.

Council member Stacy you may know but you can't ask those questions and you can't hold that against somebody.

Judy said I understand you can't consider that but I as a resident here I have a concern because I would like to see us keep a good Chief of Police. Does this mean he is going to continue as Chief of Police for forty hours a week.

Mayor Mathews said yes. I have one other thing Judy. He has the ability to say no. He can say no.

Judy said and you think that will happen and he will keep that job by telling you no.

Mayor Mathews said I am pretty sure he will.

Council member Isern said if it gets to be too much.

Mayor Mathews said I am saying if he couldn't handle the two positions the answer would be no I can't do that.

Judy said I understand that. I think that most people that tell their boss no too many times they are not going to keep their job either in normal circumstances. Also, in this contract, it mentions him using his personal car for Administrator's business if he has to go somewhere. It is my understanding that Russ is using a village car in order to travel back and forth to work so how is that going to work.

Mayor Mathews said I don't know the answer to that one. We will have to figure that out.

Judy said so it sounds as if you really haven't thought this out completely. I understand this may have been mentioned in a Finance Committee meeting. I understand that but it never went anywhere other than being a suggestion. Lots of things are mentioned in finance but go nowhere. So that was mentioned back in May of 2020. That was almost a year ago, it never went anywhere. Now, all of a sudden, at the last council meeting you have all this stuff that has landed on the council table and I personally don't think that you have given it enough consideration.

Council member Isern said we do know that it has worked in other communities. I don't know if this is intended to be an absolute permanent.

Judy said I know one community that it hasn't worked in. It did not work in Walbridge.

Council member Isern asked where is that.

Judy said someplace up north.

Mayor Mathews asked what is the population.

Judy said I have no idea, didn't ask.

Mayor Mathews said Concord Townships' Fire Chief served as the Township Administrator.

Judy said Concord Township does not have the development. They don't have the streets that we have to deal with. I don't know that they have a whole sewer system for the entire township.

Council member Isern said I don't know if the existence of a sewer system would be a defining factor. One other point I do want to make on behalf of Russ is that when he started speaking originally, he never said the anonymous letter was in the Gazette. He just said it was an anonymous letter. I believed it was received in the mail by some people but he never said it was in the Gazette.

Judy said that was just when I first logged on and I was trying to listen on Zoom. That was the first thing I heard and I didn't hear his whole statement so that is why I said that.

Russ said I was addressing the information that was sent out in the anonymous letter and some of the information that was in the Gazette. I know the letter was most likely from the same source of information that you got.

Judy said I have no idea. I also know there is another anonymous letter going around trashing Craig. I have not read any of them. I don't care what is in them. If they are anonymous, who cares. The person didn't feel strongly enough to put their name on it, so who cares. It's just one person trying to trash someone else and I don't go for that.

Mayor Mathews said I agree.

Mark Farmer said I just want to follow up with Dan's comments. I am a year and a half resident. Love living here. I have talked to the Police Chief and met with him before about the levy. I have no personal issues with the Police Chief at all. I concur with Dan on some of his comments. I think it is an extreme conflict of interest having the Police Chief also handle the Village Administrator duties. I think the village's decision to spend time pushing an ordinance forward was premature and there should have been more advanced input from the residents of the village. The position wasn't posted externally. It doesn't appear any other candidates were considered and I think the police departments primary responsibility is the safety of the residents not the safety of the residents and getting the streets clean or whatever the Administrator's duties are. I think the Police Chief should choose one of the two roles and not both. I have been a human resources person for over twenty years and again I have no personal issues with Russ. I just think from a HR standpoint you guys, and I agree with Dan, there are some procedures, policies, practices that need to be put in place before this gets moved forward and I don't know who that is you guys were talking about helping with some of those things but I feel like they are super important to follow those and have those publicly posted so that everyone understands the hiring practices and processes for terminating folks. There are a lot of people looking for work and I think it's best for the village to separate the roles and duties, that's all I got.

Mayor Mathews said quick question for you. You have been in human resource, does any of the positions that you fill, does that follow any sort of Ohio Revised Code.

Mark said no.

Mayor Mathews said I am not proving a case or anything but the Ohio Revised Code 735.271 is actually the description of the hiring and firing process of the Village Administrator.

Mark said how many people from the village look up that information? How many people know where that information is?

Mayor Mathews said I am not saying they would. To tell you the truth I didn't know how it worked.

Mark said I appreciate that. It's just, and I agree with Dan, it seems like an end around here moving this forward and it's nothing personal against anybody. Those revised codes are not private practice, they are not a private business, they are a council thing, specific to those things and I get that. It's just my opinion, I just want to make it known, get it on the record. I feel like there is more to be done here and if it's fifteen hours a week, it seems like a college graduate's kind of position. There are tons and tons of college grads looking for work in the summer.

Council member Gates said I would like to address that because I was on the interview committee for Craig before he was hired and we got a total of seven resumes for a part-time 25 hour position for \$25.00 per hour. We got seven resumes and four were automatically disqualified because they were not appropriate, which is probably pretty typical in an HR situation. Of the three left, one never showed, one interviewed poorly and then Craig was at the end. He did interview well and he seemed to be the appropriate choice. When you talk about opening it up and just throw it out to the public we could end up with zero resumes. Just because people might be out there looking for work, they might not want a part-time position with us even if they have had years of experience and no benefits.

Mark said I understand. I am a glass half full person. I ask my managers to give me reasons to hire people rather than give me reasons why you don't want to hire them. It is more of an optimist thinking and there are a lot of people out there. I have six jobs open currently and some of those positions, yes, we are struggling to find candidates but they are out there. There are resources out there. I would be happy to help if you guys want to post this position. I can help provide some suggestions, some solutions for finding candidates. Maybe there is a place like Robert Half or something like that that might do some pro bono work and help the village find some people for this position. There are definitely people out there. There's a college job board that I have access to and I can post jobs up on four hundred colleges at once so there are people out there and I know that in some of these positions you talk about it is a struggle to fill up and find candidates, have people show up. I had a guy take a job and he did not show up for his first day. I understand the plight.

Councilmember Thatcher said we are not looking for trainees. We can't afford to train somebody. Russ has the experience in the village. He has experience with budgeting. He knows

the people here. We are already going to pay him less. There's a lot of other positives here. You couldn't get a college graduate for nineteen dollars an hour for fifteen hours a week and no benefits. No one is going to come and take that job and we can't afford to train them. We don't have someone to train them. There's a lot of other issues there.

Mark said you would be surprised. We lost an employee to NASA and he had very little experience and NASA plucked him. There are people out there. There are college graduates. There are people that are 25, 35. The restaurant industry is struggling. There are all kinds of people that have psychology degrees that are doing all kinds of jobs just to make ends meet. I feel like you are selling the world a little short with finding talent. You aren't going to find a unicorn but you are going to find somebody who can learn things quickly, can adapt and maybe take on the role with a little guidance, not a lot. I just hired two college graduates and they are great. They are doing really well.

Council member Zimmerman said one thing about having Russ as the Village Administrator is he is here full time and what we had on the other side of the Village Administrator being part-time who could have an issue on a Monday afternoon and he is already gone for the day and not coming back until Wednesday where a contractor or a developer wants an answer or to talk right away. You don't want to put these people off a day, day and a half and with Russ being here full time that can be accomplished and for me that's a big thing. He is onsite during our business hours and that for me is huge. The only other way to change that is to hire a Village Administrator full-time which financially we cannot do. For me this is why I am looking at Russ.

Mark said I appreciate that and understand that. Again, I will just go back to I agree with Dan and a lot of what Dan said, most if not all of what Dan said. It seems like a conflict of interest. It's a 55-hour work week and that's a lot for one person and I get it, it's that person's responsibility to take on that role and manage their time appropriately but I feel like it's a lot.

Council member Zimmerman said I ran my own business for thirty some years and a fifty-five hour a week for me was a short week, okay. It didn't affect my homelife. I have been married almost forty years and have grandkids.

Mark said did you carry a gun. Were you responsible for six hundred and some residents' lives doing that. There is a significant difference between a Police Chief and you running a business and the amount of hours. We are not comparing apples to apples here. I wanted my opinion on record and just wanted to chime in and I appreciate everyone's time in listening to me. I talked way more than I wanted to.

Nate Wollenburg said you heard it all before. Obviously, none of us have met except for Todd as he is my neighbor. Appreciate what you guys are doing. Just quick comments, please feel free to provide feedback if you like but this is really more of information sharing. I think what is interesting of what is going on. My comments are going to follow Mark's and Dan's just in regards to the optics of what is going on. I think it has been pretty well covered. This is nothing that has to do with anything personal. I actually don't know any of you personally so how could it be. From an outsider who has not paid, I'm busy, I have a young child and run some small businesses and I have not had time to attend any of these meetings quite frankly everything has

run pretty well in the village as far as I can tell so I haven't had much interest. This however, it just seems interesting guys, just from an optics standpoint. You brought up a really good point earlier this evening that it had already been brought up a year ago. That was very interesting. I think a lot of people watching probably thought that was news to them. What I am hearing in the room is what you guys are pitching Russ, a couple of different things, what I here is it has already been decided from your tone because it comes across a bit defensive. I would just ask that maybe watch this again later and see how the interactions have gone back and forth. You guys are going to make a decision one way or the other. I think what the neighborhood is asking for, or what the village is asking for, is just consideration. I think it has been well documented that everybody has said that Russ is the right guy for the job, that's great. Russ you obviously have a great reputation for what you have done for the village. Congrats, kudos and keep it up. If this is the right path forward excellent. I think you are hearing from the community that there is just a request to just consider what else might be out there. Nobody is saying that there might be a better option. It's just a general consideration and I just wanted to go on record as well. My final comment and you guys can all have any type of rebuttal that you like. I also can appreciate maybe the haste with which you guys are looking to make a decision because as I am sitting here on the YouTube channel only seeing 21 people out of our total population. When only 21 people show up to watch I can also appreciate that that would send to me a message that not a lot of people care what I am doing. That's interesting. I think that is on us as a community so I actually liked Justin LaRosa's comments that it is not only the responsibility of people in power such as yourselves that have our best interest in mind to wait for us to ask questions and sometimes meet us where we are. Did I write a letter directly to Mayor Mathews, no I did not? I also did not know that this was moving so quickly. Did I share my opinions on Facebook, absolutely, because it's a forum that is current with today's society so Justin had a great idea there guys, that maybe we can do a little better job because we are all in this community together to make it better. If the proposition you guys have is the right one excellent let's move on and keep building this community. But when you have people that are asking for a secondary consideration does it harm us. Do we lose anything by waiting a little bit longer to do that? That is what I will close with. Thank you.

Council member Gates said I would just like to make a comment that I appreciate what you are saying Nate and your comments about how few people actually watch even real time. Who knows how many watch after its already been put on YouTube. The thing is that is a citizen's responsibility and then upon their arrival on the scene of a bit of information then their response is well I didn't know this was happening or maybe we should go a little slower. We do follow the Ohio Revised Code and usually with any new ordinance or resolution it is a three reading process and at any point citizens can come in, like yourself, right now, and lots of times it happens on the second reading just because by the time it does get to the public they are like okay I want to say something. We abide by a set of rules and laws ourselves and we have three readings for most ordinances and resolutions.

Nate said everybody follows the rules but there is also a consideration and a responsibility to the community. I have heard you guys cite the Ohio Revised Code a number of times which I actually think is interesting that we had to point it out so many times. This whole Craig thing, no skin in the game, obviously you are totally correct, you can't share personal information. The way this has all gone seems very interesting to me but it is just more a matter of, forget about the

Ohio Revised Code for a second, we all live in the same community, we should all have the same objectives of improving this community and continuing to strive for excellence so sometimes that doesn't just mean following rules it's also thinking outside of maybe how we approach things and like I just said it's an opportunity to meet our community where they are whether it's Facebook or just publishing something. What about putting it on Facebook, hey, is this the right thing to do. I would personally finance, I don't know, Judy could probably tell me, what does it cost to send a mailer out to everyone in the community to say hey, we think we have this great idea to improve our community. Here's our strategy. We don't want anybody to be blindsided and because we have heard so many good things about Russ Baron we want to improve his responsibility because we think he can take up to the next level. That is just good marketing. Perhaps a good idea.

Council member Gates said on Next Door, after every meeting, I post, and this was prior to the pandemic and us being able to have meetings this way, a day or a day after a meeting I post the approved council minutes and I used to get lots of feedback, just minor feedback, I don't have anybody respond anymore. I also post the video now on Next Door. A lot of people are on Next Door here in the village and there is no response. We do everything we can plus we have a village quarterly newsletter.

Nate said you just listed two things but you see a lot more chatter on Facebook. That's the opportunity to meet them where they are.

Council member Gates said not everyone is on Facebook. There are multiple platforms and Facebook isn't the only platform. A lot of times people like Next Door because you can focus just on Shawnee Hills. You don't have to go outside our community.

Nate said the Facebook groups are private. My point is we can debate that. We can do a survey of the neighborhood. I am just sharing an opinion from somebody who isn't very familiar and caught whiff of this through the Facebook page. Just asking for consideration and providing ideas.

Council member Gates said the village also puts out the official newsletter usually quarterly and that has gone on for many years.

Nate said I don't know if that would help with this timeline though because wasn't this only a couple of weeks ago and perhaps by the time it was done all three readings would have been done. I don't know. It's an honest question.

Council member Gates said there are multiple ways people can get information. I am not saying any single thing is perfect. It's just that when there's talk of communication and transparency and everything I am just trying to say there are multiple vehicles that we have used in the past and currently and although they may not be perfect it's a lot more than we had twenty or ten years ago. I am just saying, in our defense, this is what happens now.

Nate said I get that I got a little excited there. Me telling you guys you sound defensive and now me sounding energetic it's hard to not get excited. I bet we can get some volunteers. I can call on

Mark if he is listening because I see him on Facebook quite a bit. I myself spend too much time on social media. I bet there would be a number of us who would volunteer, not as part of the council, but simply as a communication opportunity because I really do, I think it comes down to marketing. Nobody here has said this is a bad idea. They are just saying hey, this caught us off guard, can we get a little more time to digest this. If you guys have been thinking about this for a year, keep in mind that you have had a year of pandemic where many of us were probably fearful of our jobs, questioning our income, regardless we are all here today, thankfully, those of us that have made it through and we are talking about an idea that you guys have been able to digest a little bit longer than the rest of us so I think that is the request here just to pump the brakes for a second because again, no one here has said no. I think everyone has just said can you just drink this in a little bit longer and then make a decision. That was the request I heard. I know we are running late guys so I will leave it here. I do appreciate you time and I think your feedback was very good but you have some options on the table should you want to consider any of those.

Mayor Mathews said I want to make one comment because it sounded a little out of place. I would go to the employment contract that Judy cited that Russ had to use his own car. That is not what it says. It actually says that he would be reimbursed if he used his own car outside of the village.

Communications

Mayor Mathews said the riverfront met again this past week. This is still a hot topic. We had to come up with a plan B or the next step, not really a plan B, same plan just a continuation of who we are going to contact for help on this. I would say I think our options are starting to run a little thin just based on Columbus's stance on this. It is kind of an illogical decision but we can do what we can do.

Mayor Mathews said we received our State audit back. Everything looked great on that so great job to Shirley. I also want to say great job to Richard. I got multiple emails and texts. Richard went above and beyond any duties that he has here in helping Julia Monahan this weekend. She made sure to text me and I received a couple more emails today about what great work he did. I want to commend him on that.

June 1 you may start to see door hangers from Nelson Tree. They will be starting to inspect for any trees that are too large and running through power lines. This is for First Energy. Trimming should start some time in July.

As Brian said earlier the DORA looks like probably at the next meeting we might have a first reading.

Brian said I can give you the timeline during miscellaneous business.

Mayor Mathews said starting with our June 14 meeting, we will be back open to the public. We will still run it on Zoom just because I think it is a valid tool and in the spirit of transparency I think this has probably been the most transparent any government has ever been able to be, at least for us, we didn't have this type of technology until this year.

Committee Reports

Council member Matney said Finance met tonight prior to this meeting. You already addressed the audit and how well we did in the audit. Again, kudos to Shirley for that. Our RITA revenues are down \$10,000.00 over last year which is what we had expected. We are in desperate need of another police vehicle as we have two of them out of service right now. One of ours will be paid off in the fall so we authorized moving forward with the ordering of a cruiser and explored the financing options and you will see that on the legislation next month.

Council member Isern said Planning and Zoning has not received the final development plan yet from the Galbreath's. That is just stalled temporarily. I do not know why.

Mayor Mathews said it has to be drainage.

Council member Isern said I had heard that that was resolved. I really don't know what might be happening. It hasn't been submitted yet.

Mayor Mathews said I will shoot Mark an email. I think it has to be drainage. I think they were ready to go but maybe Equity hadn't fully decided on theirs.

Legislative Actions

Second Reading – Ordinance 08-2021 - An Ordinance to grant variances to the provisions of the Shawnee Hills Code Section 509.09 to allow applicant, Bogey Inn, to deviate from time and volume standards for the memorial Tournament and declaring an emergency.

It was moved by Isern, seconded by Zimmerman to suspend with the third reading and declare Ordinance 08-2021 an emergency. Following vote on the motion is recorded: yea, 6; Gates, Isern, Matney, Stacy, Thatcher and Zimmerman. Nay, none. Motion passed.

It was moved by Gates, seconded by Zimmerman to adopt Ordinance 08-2021 as an emergency. Following vote on the motion is recorded: yea, 6; Gates, Isern, Matney, Stacy, Thatcher and Zimmerman. Nay, none. Motion passed.

Second Reading – Ordinance 09-2021 – An Ordinance approving the Mayor's appointment of Russell Baron as Village Administrator and authorizing and directing the Mayor and Fiscal Officer to execute an agreement with Russell Baron.

Council member Matney said I already commented earlier on how I was disappointed that we did not have the legislation on the website prior to our last meeting. Hopefully we can try to remedy those issues in the future. I would encourage all of us to talk to our neighbors, our constituents, and address concerns. There were obviously many concerns. We didn't have any visitors with support so I just encourage all of us to talk to our neighbors, talk to our residents and not be closed minded when we are making decisions associated with this. It's a big decision for the village.

Chief Baron said this is a hot topic and a lot of people are speaking on my behalf on this. I have not had one person come to me. My door is always open whether it is for Police Chief stuff or if someone wants to come ask about this. I am more than happy to sit down and talk to anybody about this as well.

Council member Gates said I have talked to all of the neighbors that live around me and I had an extensive conversation with a neighbor up the street from me. Most of the neighbors around me are a positive and they just really wanted an explanation and they were totally fine with it. One was enthusiastic about it.

Council member Zimmerman said I have had the same issue talking to a few neighbors and different people in the village. Once you talk about the whole thing and the whole reasoning behind it.

Council member Matney said we failed in delivering that as a council; I do feel like we failed. We put the legislation together and we didn't discuss, we didn't share what the benefits were. I know you said financially but we really failed in sharing all of those.

Mayor Mathews said that is what this is for.

Council member Matney said but we are not going through the ordinance saying this is going to save us this money, a 24-hour presence.

Mayor Mathews said we are talking about it right now. That's what this is.

Council member Matney said okay, I appreciate that. Again, I just want all of us to be open minded and to consider other points of view when we are voting next meeting.

Mayor Mathews said we should talk about this right now. This is the second reading.

Council member Matney said I think you have heard many concerns already and I voiced my concerns as well. I still have concerns and I will not intend to vote for it at the next meeting.

Mayor Mathews said I can go back to the email that I sent. The benefits that I see in this.

Council member Matney said there are some benefits. I don't disagree with you Dan. There are some.

Mayor Mathews said the benefits I see in this is obviously the economic savings of roughly \$14,000.00. We are limiting it to 15 hours a week. We are reducing it to \$19.00 an hour. That alone makes up the shortfall we had in the budget at the beginning of the year. The second thing is we have a five day a week presence whether he is working as the Administrator or not.

Council member Matney said but we do not because Russ has a full-time job already. He has a 40-hour week so when you say a developer wants to meet in the middle of the day Russ has

police duties as a priority so he can't just drop his police duties and go meet with whoever, whenever, or address a call or something that comes in. He can't do that.

Russ said the way I envision my schedule working is I am here eight to four, ten to six. My schedule is dependent on what I have to do that day. If I come in at eight thirty in the morning and a developer wants to meet at noon, at noon I go off the Police Chief clock and go on the Administrator clock. I do the meeting and then go back on the Police Chief clock.

Council member Matney said until six or seven o'clock at night.

Russ said yes.

Council member Matney said come on now.

Russ said my time card is all over the place.

Mayor Mathews said Renee it's eight thirty right now.

Council member Matney said he is salaried, he should be here. Those are my concerns. I feel like asking Russ to work fifty-five hours a week is not reasonable as others have mentioned. I feel like it could compromise our police coverage. We voted for the levy so that our Police Chief would focus on police duties. Not take a part-time job.

Mayor Mathews said how do you know he wouldn't take a part-time job somewhere else.

Council member Matney said I would assume that if he is on salary and he is not performing Police Chief duties adequately we would say hey, you are doing a part-time job on the side, your duties here are failing. So hopefully we would do the same thing if we get to that point.

Mayor Mathews said yes, if we get to the point. So obviously the economics and the presence in the village all the time is a positive. If this were not to work out and we say hey Russ this isn't working out, how about we go outside and we hire someone. The only difference now is we saved the money that we would have spent.

Council member Matney said we haven't even considered anything else either.

Mayor Mathews said we haven't, you're right.

Council member Matney said that is where we failed. We haven't even considered anything else either.

Council member Stacy said I think Renee has some legitimate concerns that she has heard from people and I have heard some concerns from people about joining the two positions.

Mayor Mathews said it's not joining. We aren't allowed to say that.

Council member Matney said it is what you are doing. You're not allowed to say that but that is what is happening.

Council member Stacy said some people feel that way. I agree with Renee. You have to listen to people all over the village and get the feel for it. I am not saying I am against it. I am just saying there are legitimate concerns that people have out there and we have to take that into account. As I said before, and maybe because of this process with a first reading and a second reading, prevents you from having a really good narrative that people can see and understand why we are doing that because we're going to hear bits and pieces from Facebook and I don't know how many people tune in to this thing each meeting; I don't know but when one person hears it, they hear something, they talk to a neighbor so I think when we do things like this you have to present the story. What's the story and why are we doing it and what is the benefit. People appreciate that and they understand that. I don't know if we really did a good job doing that or not. We can say it was talked about a year ago, okay, so what.

Council member Thatcher said I agree. There are a lot of concerns with the positions and doing it that way. I think, right now, in my opinion, the benefits are there to go forward and consider it and we are having a great narrative about it now. It's not permanent if we don't like it. He is not taking the position forever. It's not a guarantee and it may not work out. It may not be, six months from now we may be looking to replace that but there's other things that affect the village on the external that could change the position to where it's too busy for Russ at a ten to fifteen hours a week and then we would be asking too much of it as a position like that too and then we would have to reconsider. It's not like we are trying to pull something over which a lot of people think.

Council member Matney said it seemed that way when we didn't post it.

Council member Thatcher said it didn't get put out well and then the people only hear a part and they only they hear the parts that are important to them and I am glad that we have had the great dialog from the people and I think, again, there are just as many people that have already made their decision one way or the other but they know that we are doing this initially to save money and try something that is an established procedure within the State. It's not something new that it's the first time someone else is trying it. It may or may not work and if it doesn't it is not going to reflect poorly on him as a Chief. It's just going to be hey, that wasn't the way it worked out for us as an Administrator as a part-time position.

Mayor Mathews said what I would like to clarify is, so I heard different opinions tonight, it sounds like you are against the idea and it sounds like Dan Boggess is against the process of it.

Council member Matney said I can't speak for Dan.

Mayor Mathews said I am just saying, that's what I would like to get to, is it the process with the posting because obviously it did come late, is it the process or is it the idea, the concept, the strategy. Which one is the most troubling.

Council member Matney said I would say both, both, is the feedback that I heard.

Mayor Mathews said not necessarily. I heard from Dan's point of view, from Mark's point of view was hey what if we post it and it still ends up Russ. That is what I heard from them. I don't know the answer, is it a process issue or is it the concept.

Council member Zimmerman said for me I would like to try it because he feels he can do it. Let's try it and like Dan and Rob said if it doesn't work we can always change it. This isn't permanent in life. Say six months from now we will review it and if it works we will keep going another six months. It's just a progression. We will see how it works. In my opinion I would like to give him the opportunity to try it. he feels he can do it. He's been good as the Chief, let's give him that opportunity. That's my opinion and for me it's somebody being here full time was a big thing because we are not going to get that with a part-time guy. We're just not and for me that is very important.

Council member Matney said I don't think you are going to get full-time because police emergencies take priority.

Council member Zimmerman said that is true but he is physically in the village where Craig was up in Marion. He had set hours. There's a whole, he's just here. If Mark has a quick question or something, boom, he can text it, call it.

Council member Matney said then is Russ supposed to stop and say okay I spent five minutes talking to Mark. Is that how he is supposed to track his time then. That is going to be challenging, very

Councilmember Zimmerman said if he feels he can do it, let's try it. I just want to give him the opportunity to do it. To give it a shot. I have faith in him as the Chief, as the Administrator of the police department, let's give him a shot at doing both right now. If it doesn't work we can change it. That can be done. That's the way it is all written up and we all agree to that.

Shirley said can we go back to the Ordinance. After the last council meeting I think we want to make some changes to that contract to make it easier.

Brian said the word not was left out in the hours. Brian said the wording was not less than ten and no more than 15. The word not was inadvertently submitted. That was my mistake when I typed it.

Shirley said then I thought we could say no more than thirty hours in a work week instead of limiting him to 15 one week, unless he wants that. I thought it would give him more flexibility in those 30 hours but he may not want to work 20 hours in one week and 10 the next.

Russ said I think the conversation we had was if I take a vacation, my 40 hours is as a Police Chief. I don't get vacation as Administrator. I don't want to be in violation of the contract. If I take a 40 hour vacation and I don't work Administrator time as the Administrator I will just take off and not get paid, that contract does not allow for that. There are times in the year like the Memorial Tournament week where I am going to work 50, 60, 70 hours this week, hopefully not.

If I am going to work a long week, if I was in that role this week I probably wouldn't devote any time toward Administrator unless it actually called for it. I think the contract needs some wiggle room to accommodate that on both positions. If I take a vacation I don't want to violate the terms of the contract by not being here. As far as tracking time I totally expect to log hours when I am set actually being the Administrator. I am receiving phone calls now and have been for years and quick questions from Mark and Richard. If someone pokes their head in my door and says, hey, do you want me to cut the grass at the park today, okay, I'm not going to write down thirty seconds. You need me to write down thirty seconds, because I am not going to do that.

Brian Zets said I am speaking on behalf of the village now. You have to account for your time and it will likely take longer than thirty seconds. Most things don't take longer than six unless you really get into conversations. There has to be a delineation of one job and the other because you have two jobs. It's not a combination of positions so if someone comes in and talks to you for five or six minutes you have to account for that time for that job because they are paying you by the hour on the other job. We are not going to get into a bind with did we pay you for what you worked. It can't happen that way.

Russ said for clarification I come up here and talk to Shirley about the bills and I ask her about four police bills and one sewer bill.

Brian said you should do one at one time and one while you are doing your Administrator duties.

Council member Stacy said you have to split the time.

Brian said you have to account for your time and the auditors will ask what did we pay you to do. They are going to say what hours did this person work and what did you pay him and can you prove what hours he worked and how much you paid him.

Russ said can you recommend a process for that or a form or some type of how you would recommend it to be done.

Brian said I can show you my notepad. It starts out with the first client and then at 7:42 I started working on a matter for somebody, I worked on that until 8:30 and then I took another call and wrote down the next client from 8:30 to 8:42 then I jumped back to the first client. For me it's just automatic but that is how you have to do it.

Brian said I will make the change to pay period instead of week and get a copy to you. This is something we had talked about after the last meeting.

Russ said if there is nothing in a two week period Administrator wise to deal with I am not going to sit in an office and stare at a computer screen for fifteen hours and take the money.

Mayor Mathews said I can agree with that. I have been the Administrator since March and there are some weeks I have done things and some weeks that I haven't had anything to do.

Bills

It was moved by Matney, seconded by Zimmerman to pay the bills in the amount of \$67,680.03. Following vote on the motion is recorded: yea, 6; Gates, Isern, Matney, Stacy, Thatcher and Zimmerman. Nay, none. Motion passed.

Treasurer’s Report

It was moved by Gates, seconded by Zimmerman to approve the following treasurer’s report:

General	229,252.05	Weed	3,569.30
Street	318,571.82	TIF	41,367.62
State Highway	21,142.71	TIF 2	12,702.29
PD Body Armor	810.52	Police District Fund	61,297.12
Drug Law Enfct.	534.41	Veteran’s Memorial	248.97
Indigent Driver	385.84	Sewer Operating	21,969.27
Law Enfct. Trust	6,198.05	Sewer Replacement	51,333.93
Enfct. and Education	1,220.85	Storm Sewer	6,981.38
Fire Levy	66,813.92	Debt Service	116,377.72

For a total of \$960,777.77

Following vote on the motion is recorded: yea, 6; Gates, Isern, Matney, Stacy, Thatcher and Zimmerman. Nay, none. Motion passed.

Miscellaneous

Brian said once the Mayor’s application is filed with council, the village, within 45 days has to provide notice once a week for two consecutive weeks of basically the application. I will get with Shirley on what that notice has to say. Thirty to sixty days after that first notice is given council has to either approve or disapprove. As long as we can get notification out the week of June 7 and June 14, thirty days from that first notification of the week June 7 will put you at your July 12 meeting. I can draft it as an emergency. You can always have two readings on July 12 and July 26 if you wanted to do it as an emergency. You don’t have to. If you go to a third reading then it will not take effect until the beginning of September. Assuming we can have that time line do you want to have the public hearing on July 12. This would be a public hearing under the DORA statute. If you want to push the public hearing to the second reading and combine that with the second reading of legislation you can do that too.

Mayor Mathews said my opinion is to do it as soon as we can. I would like to give the businesses the opportunity to take advantage of the summer.

Adjournment

There being no further business, it was moved by Stacy, seconded by Thatcher to adjourn. Following vote on the motion is recorded: yea, 6; Gates, Isern, Matney, Stacy, Thatcher and Zimmerman. Nay, none. Meeting adjourned at 8:49 p.m.

