
**THE MINUTES BELOW APPEAR AS TYPED,
BUT HAVE NOT YET BEEN REVIEWED BY COUNCIL FOR CORRECTIONS.**

**MINUTES OF THE COUNCIL
VILLAGE OF MARIEMONT, OHIO
REGULAR MEETING HELD IN COUNCIL CHAMBER
JANUARY 11, 2010**

Mayor Policastro called the meeting to order at 7:30 p.m. with the Pledge of Allegiance to the flag. The following Council members answered present to roll call: Mr. Andrews, Mr. Black, Mr. Miller, Mr. Scheezer, Ms. Sullivan and Mr. Wolter.

Mayor Policastro welcomed the new members of Council.

Ms. Sullivan moved, seconded by Mr. Wolter to accept the Minutes of December 28, 2009. On roll call; two ayes, four abstains (Mr. Andrews, Mr. Black, Mr. Miller and Mr. Scheeser abstained)

Mayor Policastro said as everyone knows Chief Phifer is going to retire on the 15th of January. He thanked Chief Phifer for his service to the community. With the economy the way it is and the need to save money he announced that he will be appointing Rick Hines as the Fire Chief/Police Chief like the program at Amberly Village. Chief Hines has proven to be a high caliber leader and has been dedicated to this Village and its citizens. He has always gone beyond the call of duty. He will be appointed upon his completion of firefighter school which should occur the first of March. Mayor Policastro has spoken with several professionals in the fire industry who have told him that Fire Chiefs do not fight fires. The chief is the leader who oversees and manages. This is what Chief Hines does. He listed Chief Hines's education which included: Management of Law Enforcement Agency - University of Louisville, Graduate of the Police Executive Leadership College - Columbus, Ohio, Ohio Public Records and Ohio Meeting Laws, Middle Management Supervision, Ohio Association of Chiefs of Police, Complete Leadership Series of Ethical Decision Making and Success, Ohio Ethics Law, Attended the Leadership Services Training by the Ohio Association of Chiefs of Police, Victim Rights & Legal Updates - University of Cincinnati (Dec. 07). He has also taken fire training courses including: fire arson and investigation, completed training sponsored by the Ohio Attorney General, FBI, Columbus Fire Department and U.S. Marshal's Office. He attended Violence, Hatred and Terrorism by the Middle Atlantic Great Lakes Organized Crime Law Enforcement Network. He has CPR training, completed weapons and mass destruction awareness training. He has completed Homeland Security training for IS 200, IS 300 and IS 700. He has been working on the Village safety program for catastrophes. One of the biggest challenges was

finding a way so people would not have to leave their pets. He found a program that will come into the Village and take care of the animals. Chief Hines will be taking the fire course so he can be a certified fire chief by the first of March. When Chief Phifer retires on the 15th of January Assistant Chief Matt Morgan will run the department until the middle of March and will report to the Mayor because he is the Safety Director of the Village. This is an important creative step for the 2010 balanced budget that we have to do. Like all municipalities we have to do more with less. Even Indian Hill is having financial problems. This should save the Village \$108,000 minus the compensation that Chief Hines would receive. It is being looked at by the Chairman of the Safety Committee Dennis Wolter. He is being assisted by the Amberly Village Fire/Police Chief. He believes the extra compensation will be \$12,500. This would result in a net savings of \$95,000 just for this program. This is something we need to do because our schools will need 10 mills in May and we citizens need to do all we can to keep our future taxes as low as possible. At the last election 70% of the people stated no new taxes. At the last Council meeting it was decided to lay off two full-time firemen. If Chief Hines becomes Fire Chief/Police Chief the old Council said in Executive Session if this would happen because of the great savings we should be able to keep the fourth firefighter - Jeremy Bauserman. He is going to keep Mr. Bauserman on for now (He was to be laid off January 17th). The Safety Committee will figure out how we can do this temporarily until we find out if Chief Hines takes the position. He will be appointed when he finishes the training. He will then be on probation for six months. At that time the Ohio Revised Code says the Mayor can appoint Chief Hines to the position with the approval of Council. He anticipates the whole process should take seven months.

Fire Chief Jack Phifer was granted permission to address Council. He said he wished the old Council would have adopted the FEMA flood plan. It has been on the docket for a long time. If it had been adopted the Village and the fire department would have been able to get grants. Instead every time the Village has applied for grants we have been denied. Mariemont is the only Village in Hamilton County that has not adopted the flood plan. Grants would have covered the cost of new equipment. In reference to Rick Hines being the Fire Chief he said Chief Hines would have to take the 260 hour fire course. The volunteer course or the 1-B class will not suffice. He will have to take the 1-C course which is 5+ weeks. Mr. Monahan of Amberly Village has been grandfathered in so he does not know if he knows the up-to-date laws. Chief Phifer called Mr. Rucker who runs Ohio Fire & EMS training who indicated that Chief Hines would be considered a new employee which he encouraged Council to consider. He is glad to see that Matt Morgan will be appointed in the meantime because the Village needs a Fire Chief for legal responsibilities.

Mayor Policastro said Matt will not be appointed as Chief but will still be working in the capacity of Assistant Chief.

Chief Phifer said he might not retire. He may withdraw his retirement due to personal problems that have popped up. He may plan on staying longer.

Mayor Policastro said he has Chief Phifer's letter of intent to retire which he accepted. Chief Phifer said he can always withdraw it. His retirement is up to him and no one else. He thanked everyone for his 10 years as Fire Chief. He has always had the safety of the residents and his personnel at the top of his head. Nothing against Chief Hines but he does not know if it will

work properly because you have to have someone who can make runs and be responsible on the scene. Sending Chief Hines to fire school is not going to designate him as a Fire Chief. He encouraged Council to consider the safety of the Village and its residents. Mayor Policastro said he always has.

Mr. Jeff Sturtz, 6962 Miami Bluff, was granted permission to address Council. He said Rick Hines would do fine in the job. Whatever training he would need to do he is sure he will be able to do it capably. He has known Chief Hines since the mid 1980's and he thinks Rick has the Village in his best interest. As a taxpayer he likes the idea that the Village will be able to save six figures in money.

Mr. John Altman, 6616 Pleasant, was granted permission to address Council. He said this would be Chief Phifer's last meeting if he retires as planned. He first met the Fire Chief in the wake of 911 when the Village had a procession to honor the fallen firefighters. Years later he would bring the fire equipment to his children's soccer practices on the anniversary of the date. He would like to recognize some of the accomplishments made by Chief Phifer. First is the ISO rating in the Village of Mariemont. Under his command and leadership the department improved its ISO rating from class 4 to class 3. There are only two other fire departments in the area that have a class 3 rating. In 2005 the Mayor proclaimed the significance of this achievement quoting "This improvement by one point saved all our industrial park businesses a great deal of money under building contents and equipment fire and physical damage insurance". Also achieved was Mariemont being designated one of the safest cities in the area according to Cincinnati Magazine. Crunching their own numbers they found that the Mariemont Fire Department had the fastest average response time in the Metropolitan area of one minute and 50 seconds. Rarely in today's business do we get a letter from someone saying a good thing - usually it is a complaint. Chief Phifer got notification from a claims adjuster who took the time to tell him what a good job the fire department did in extinguishing a fire. He quoted "As we walk through the remains of the dwelling he could not have been more impressed with the you and your folks were able to contain the fire. This fire had the potential to destroy the entire dwelling but your department was able to extinguish the blaze in an efficient manner saving the structure. Your department has to be one of the finest in Cincinnati and I assume the residents of your fine city rest easy knowing you, Chief Phifer, are on the job". A year ago there was a fire at the Windsor Square Condominiums. The Council commented the fire department did an excellent job of responding and putting out the fire in an open public meeting. Two years ago Chief Phifer volunteered the services of the fire department to the Colerain Township Fire Department. A strong reminder of how serious it is putting fires out and how we need competent and qualified people to lead the fire department. Two firefighters died in that fire. Colerain Township was very appreciative and passed Resolution No. 41-08 to publicly declare their gratitude. It read 'Be it further resolved that the Board of Trustees on behalf of the firefighters and officers of the Colerain Township Department gratefully acknowledges the support given by the Mariemont Fire Department to Colerain Township in its time of need and in the finest tradition of fire service'. Finally there was Hurricane Ike that touched everyone in the Village. The Fire Department helped with the clean up. 150 residents signed a letter stating 'it should be noted that the Mariemont Fire Department did an especially outstanding job working on behalf of the Village and its residents in response to the Hurricane. Surely the situation would have been much worse without their prompt professional and calming assistance.' He knows

that the effort was achieved without spending one dime of overtime tax payer dollars. He told Chief Phifer that he has done a commendable job to keep the Village safe over his watch. Whoever becomes the next Fire Chief will have some very big steps to fill. He is hopeful that this Council will carefully and thoughtfully select that person. On his behalf and those of the Village he thanked Chief Phifer for his service and wished him a happy long retirement.

Geof Kaye, 6998 Rowan Hill Drive, was granted permission to address Council. He said he and Chief Phifer grew up together and they have known each other for years. It has not always been pleasurable but they have always managed to get along. He is glad that Council and the Mayor are trying to save him money. Money right now is absolutely absurd. We need good infrastructure and good equipment. We need personnel who are trained but we do not need the fluff, especially now. This economy is not going to go on forever. Eventually, Washington will change and everyone will have more money. This decision is not personal it is about dollars. The fire department has been there for him whether or not he liked the way they handled the situation.

A member of the audience asked what other two fire departments have an ISO rating of 3. Chief Phifer said Norwood and Colerain Township.

Ms. Rebecca Groppe, 6800 Hammerstone, was granted permission to address Council. She said she attended an economic summit in Columbus put on by the State Auditor. It was attended by many state political subdivisions each facing the same sort of economic crises that were no different than Mariemont. Decisions were made by other entities much like the one Council has faced and that is doing more with less. More are combining services rather than duplicating. She commends Council and feels energized by what they are doing with the finances. She does not want to pay any more taxes than she already does.

Mr. James Ferguson, 2 Emery Lane, was granted permission to address Council. He thanked the Chief Phifer for all his service. 70% of the residents did not vote for a tax increase because the previous Council did not have a plan. Last May 60% of the residents said not to mess with safety. It means that Village residents are very concerned about safety. He has the utmost respect for Chief Hines but he would hope that Council, not the Mayor, would at least talk with Chief Phifer and Assistant Chief Morgan and evaluate their input before making a decision. To him that would make sense. No one wants to pay more taxes and it is ridiculous the amount of taxes people have to pay in Mariemont. You can only cost control profitability to a certain degree. The focus needs to be on revenue and marketing the Village. Council has to be fiscally responsible but listen to the residents when they said do not mess with safety. Last year the ex-Council voted to export the entire fire department to the Little Miami Fire District. Council was diametrically opposed against 60% of residents which means Council is not listening. Chief Phifer has given a tremendous amount of his life to the Village. Council owes him the respect to listen to him and make sure he has input into what Council does in the future with the Fire Department. It can be done with cost control in mind but it has to be done with respect to Chief Phifer and Matt Morgan. It is about democracy which needs to be upheld.

Mr. Jonathon Pearson, 6713 Maple Street, was granted permission to address Council. He said renters do pay taxes and rental properties are 40% higher than residential homes in the tax base.

His rent reflects a heavy tax burden. He is very serious about what goes on in the Village. Whether the Village is in a good or bad time economically having a combined chief makes proper sense. When he first moved here 11 years ago the jokes he heard about safety issues were condemning. In fairness to Chief Phifer things have been well in the fire department and the police department has moved up among local communities. Because of his involvement in safety effects through his work he knows that Chief Hines is well respected by members of departments from surrounding areas. If someone has great respect coming into a new position wouldn't it make sense that other services surrounding Mariemont would be willing to help? This is not a slap at Chief Phifer. He is retiring and will be replaced by a new chief. It is simple. He cannot believe that a policeman would not know anything about a fire. He grew up in an area where most of the firemen were volunteers from the Chief down. The Chief made \$10.00 per year while the rest made \$1.00 per year. In his lifetime no one ever died from a fire. God graced them all. The Fire Chief was one of the policemen. He gets frustrated because he feels the logic is being skipped and everyone runs right to rough shod and say it is all about emotion and I do not feel good about this. If you stop and think doesn't it make sense that with the Chief of Police carrying a gun, which indicates an unsafe job to begin with, he is concerned about safety? I believe it is a smart decision regardless of the money we are saving. We are a small town and forget how small our budget really is. He agrees that the Village needs to increase revenues. Businesses like when their tax money is being spent proactively - it means the taxes are being kept down. Potential workers will think the same thing. The goal is to look at what draws people to Mariemont. We are a very livable community but we are also a very heavily taxed community. Let us not be fooled by how hard the school levy is going to hit people. People are concerned about their income. They say the economy is getting better. We have to be real. He likes Chief Hines quite a bit and thinks he is a good guy. Chief Phifer is a good guy. This is not a slam - it is strictly common sense approach to the logic of business. It is no different than a Council member also being the head of a Committee. People can do two things. Both chiefs have the heart of the community in their hearts. He is thankful that Council will have a logic approach for a small community.

Mr. Bill Klumb, 6926 Miami Bluff, was given permission to address Council. He said he applauds Council for coming up with some creative ideas to help with the finances of the Village. He said Chief Hines is the product of many years of education and experience. Chief Hines went through the levels and aspired to be the Police Chief. To do that one has to have good leadership and people management skills. He commented that Chief Phifer has had a super path and he has protected the Village from a fire safety standpoint. We are leaders of our families and companies and it surprises him when people think you can take someone from one discipline and with 30 hours training say someone is competent, qualified and experienced enough to manage a real disaster. If there is a three alarm fire it would be the police chief orchestrating. He apologized to Chief Hines saying there is a lot to be said about experience. He encouraged Council to think about what is being done. He likes the idea but let's make sure that the person has the proper training and experience. We all have families and live in expensive homes. It scares the heck out of him to not have leadership that has the experience behind it.

Mr. Matt Morgan, Assistant Fire Chief, was granted permission to address Council. He said he was taken back. He has served the community for 15 years and has over 20 years experience in fire service. His goal from day one was to work his way up the ladder to be a fire chief. He

worked the last 15 years in this community to achieve that goal. In one swoop in the last half hour he has been told he has been working for nothing. He has dedicated his time and effort, given up holidays, birthdays, vacations to make sure that the Village was covered. He received a phone call the other night at 11:30 p.m. that someone is sick and he handled it. How is Chief Hines going to handle that? What is going to happen when there is a bank robbery and a fire at the same time? Who is going to handle the call? He has done numerous residential inspections for Geof Kaye. He believes Council owes to him at least the opportunity to interview for a position that he is trained for. He gave numbers to Clerk Tontillo showing a savings of \$85,000 by promoting him chief and leaving the Assistant Chief position open. It would still provide for the three shift positions. Years ago when the departments were asked to come up with ways to save money, he implemented a program to buy materials from cheaper places. The fire department put in the fluorescent lighting and the motion detector lighting in order to provide additional savings for the Village. He is shocked that he was not given an opportunity to interview for the position of fire chief.

Mr. Mike Smyth, 3607 Flintpoint, was given permission to address Council. He is concerned that for a leadership role of Chief Hines in replacing Chief Phifer with a \$12,000 base increase. With both roles it will be taking on an additional 40-50 hours per week. If Council moves forward in this direction he would like Council to determine if they would be paying Chief Hines enough money.

Ms. Jenny Ferguson, 2 Emery Lane, was granted permission to address Council. She said she has no desire to pay more money so she appreciates looking at creative solutions. We have been discussing the economic and practicality side of this. She had some questions from a legal standpoint. The Mayor referenced comparing Mariemont to Amberly Village. Mariemont unlike Amberly Village is not a chartered Village. From the research she has done it would take a minimum of two years to maintain a charter for the Village. She is unclear on how we can draw the comparison when trying to recreate our safety services. She asked the Solicitor if he had any communication with the Mayor or Council regarding appointing Chief Hines to the new position. She made a public information request for any type of communication that the Solicitor shared. She would like to make arrangements to receive copies of any documentation. She is curious to know if safety is first and foremost, as the Mayor has indicated numerous times during his service to the Village. Her concern is if we are creating this position, which very well may have great merit, shouldn't we have an interview and application process. Not that Chief Hines may not do a terrific job but shouldn't we interview and hire the best and brightest to oversee the safety of our Village? She asked if there was a job description or if anyone has created any kind of meaningful structure surrounding this new position for the Village.

Ms. Groppe said this decision will save a lot of money and is a good indication of what Council is going to do over the course of their commitment to the community. She believes it is a wise, economic and excellent decision. She said this concept is not unique and is being done all over the State of Ohio.

Mayor Policastro instructed Mr. Kumb to keep his comments to himself and not to carry on dialogue among the audience.

Mayor Policastro said the Safety Committee of Council will put together the job description.

Mr. Matt Wineland, 3812 Indianview, was granted permission to address Council. He asked if the savings indicated by the Mayor would be made available detailing how the savings would be generated.

Mayor Policastro said it will be in the Mayor's Bulletin. Mr. Wineland asked if there has been any research done in terms whether or not a shared safety services director will affect the Village's ISO rating. Mayor Policastro replied no.

Mr. Wineland said in his opinion that is something that should be embarked upon and research should be done to determine if that would affect ISO ratings for residents and businesses. He asked if this is going to be a permanent solution or if the Village can put together a plan to generate more revenue for the Village. Will this be an interim patch to cover the situation to save us money for now and reconstitute a fire chief sometime in the future when revenues are better or is this a permanent full time solution going forward?

Mayor Policastro said he believes they will have a look see and see how it works. If it works, which he believes it will just like Amberly Village. Chief Hines will be on probation for six months and at that time Council will vote to keep him on it they think he is doing a good job. If they do not then we will go out and look for a new fire chief.

Mr. Matt Ayer, 3908 Pocahontas, was granted permission to address Council. He said he has heard a couple statements referring to what the residents voted on. He does not believe it is true to say that people voted and said no new taxes period. That is not what we voted on. We voted not to approve 4.5 mills. It is also not accurate to say we voted not to mess with safety. It was a very confusing ballot using multiple pieces and steps such as canceling and adding levies. We voted against joining the Little Miami Joint Fire District. Since that time we have dropped one police officer who has not been replaced. There was one dropped in the Maintenance Department which is a concern to him. He was happy to see that the recent snow removal went so smoothly. We are also trimming personnel in the fire department. He believes making Chief Hines both the fire and police chiefs is a sound decision. Chief Hines will work with the best interest of the Village. He knows Chief Hines well enough that he believes Chief Hines would be the first one to tell us how well this is working during the probationary period or if it is not working. He believes it is a good plan because it has several steps along the way for evaluation. Nothing is permanent. If the Village needs a full time fire chief in the future Council can certainly do that at that time. It sounds like Amberly Village has been successful and he applauds Council for doing this.

Ms. Marty Bartlett, 3744 Indianview, was granted permission to address Council. With crime on the increase and being down one police officer she said it would be an imposition to expect Chief Hines to handle all the police work plus the fire department. She said this is a real insult to Matt Morgan not to promote him to fire chief.

Mr. Jim Simon was granted permission to address Council. He said he has known Chief Hines for 23 years. He is well acquainted with several of the organizations that Chief Hines belongs to.

He serves on numerous boards. He has a tremendous amount of managerial experience. He is extremely well respected by other police chiefs and officials including Chief Streicher. Chief Hines would be the first one to tell you if this is not going to work. He will do whatever is in the best interest of the Village. He believes this is a well placed plan.

Mr. Ian Jack, 6805 Mt.Vernon, was granted permission to address Council. He said he believes Chief Hines is the perfect guy to work with. People do not want more taxes in the Village. He thinks this would be a great cost savings for the Village.

Mr. John Renner, 7016 Hiawatha, was granted permission to address Council. He said Chief Morgan brought up the fact that he had presented an \$85,000 cost savings and he believes that should be considered and explored. That is a significant savings. He would like to know the contents of that plan.

Mayor Policastro said General Doug Short was unable to attend the meeting but asked if his letter could be read into the minutes: "As an individual who has spent much of his career developing and evaluating leadership qualities, I am greatly impressed with the capability of Police Chief Rick Hines. He has shown outstanding leadership in directing the Mariemont Police Department. With the upcoming retirement of the Village Fire Chief, I recommend that Chief Hines be given the dual duties of Police and Fire Chief. Many communities have already combined their Police and Fire Departments with great success and this arrangement would work very effectively with the Mariemont departments. Again, I recommend Chief Hines direct both the Police and Fire Departments. Sincerely, Douglas C. Short B/Gen-USAF (Retired)".

Mayor Policastro said he has appointed Chief Hines to the position. He will go through the educational and probationary process. It should take approximately seven months. At that time Council can reevaluate to determine if it is working or not. If Council says no the Mayor will have to appoint someone else.

Mr. Black said he appreciates Chief Phifer's service. He has a few concerns. The safety of the community is the top priority of Council. He is not questioning Chief Hines capabilities or the abilities of the fire department to work with Chief Hines. He believes the work load that would be required is virtually unknown. He does not think it would be wise for Council to go ahead and say that it would be a simple transition. He believes Council has some work to do on their end. He would like to know what it is going to take for Chief Hines to get the required training. He would like to see in writing what the law states as the required training. He asked Council how they would feel if the situation was the police chief was retiring and the appointment was made to have the fire chief become the police chief. He appreciates the Mayor's authority to appoint but as this progresses he believes a strong look needs to be made on how Council reviews the progress. It should be reviewed to see how the training and the work progress is doing with the police staff. Council needs to look at this prior to six months. He suggested reviewing it on a 4-6 week basis.

Ms. Sullivan said what disturbs her isn't the appointment because she has high regard for Chief Hines but the process. We have a brand new elected Council and she thinks it would behoove Council to take a step back and become engaged. As a group Council has never discussed this

subject. Being from the old Council it was never discussed except in odd remarks after a Council meeting. In the spirit of the residents who are here tonight we owe it to the residents to discuss and make decisions in front of the bodies before us. What is infuriating to her is that ridiculous matters can be referred to Committees but an issue this big that has such an impact on the Village was not in Committee nor put up for discussion.

Mayor Policastro said it is now in Committee. Ms. Sullivan said it is putting the donkey before the cart - it should have been discussed before. Mayor Policastro said due to Sunshine Laws it could not have been discussed before now. Ms. Sullivan said her remarks stand as they are.

Mr. Scheeser asked what the plan for education for Chief Hines is. He knows there is a 1A class for volunteer, a 1B class for part-time status and 1C is full-time status which is a 260 hours. He asked Chief Hines what his academic action plan is to get from where he is today to when he is going to take the rein as fire chief.

Chief Hines said as of right now until we hear differently. His understanding is that all that is required for him to become fire chief is the 36 hour course. Solicitor McTigue has done a lot of research on this matter. Solicitor McTigue said he has not done the research on the hours needed. He did research on whether or not it is legal to have an individual as both the fire and police chief. He believes the Mayor has been working with other fire chiefs from other communities to find out exactly what training needs to be complete.

Mr. Scheeser asked if the 1A class is the plan to get Chief Hines the training he needs. Mayor Policastro said yes that is what he needs to be certified. Mr. Scheeser asked who is paying for the training certification. Mayor Policastro said the Village will pay for it but there is a possibility that there will be no charge. Chief Hines said he is waiting to hear. Butler Tech is \$500 and there is also the possibility of going to another municipality that is putting on the class that may be even cheaper.

Mr. Scheeser asked when the classes start. Chief Hines said the municipality that he is looking into classes would begin February 2nd.

Mr. Scheeser said for clarity Assistant Chief Morgan will run the fire department until the completion of the 36 hours. There is a six month probationary period and then there would be the consent of Council to make it official for as long as they decide.

Mr. Scheeser said the other communities noted were Amberly Village and Oakwood. From what he understands those departments are dual hat guys. They have the 260 hour training and are 1C certified and are police certified as well. He encouraged Council to keep that in mind when using those communities as examples. He thinks Chief Hines with 36 hour training is one scenario. He is also going to be looking at the fire/police chief with the dual job with 260 hours training and the police certification. He said he has heard that Mason tried the combining into a Safety Director and from what he has learned it did not go well enough to keep it that way. They ended up with a third layer of bureaucracy. It reminds him of the situation with the laid off firefighter. There was a buttoned up projection of saving X amount of dollars. The unknowns need to be factored in such as Kelly days and supervisor pay. He is hearing that it is going to

cost the Village \$20,000 more dollars for the next fifteen months while we have to pay 65% COBRA. He is worried about the unintended consequences of a non success. He is going to be studying the situation and learning as much as he can. He said he believes the Village needs to deflate the balloon of the Village government. The residents did not say no to new taxes they said no to that tax. The residents did not say fire department forever they said not this particular situation. He believes there is a pound of flesh that each department is going to have to pay. The departments and the residents are going to have to see more belt tightening than may be comfortable. He would like to explore the idea of no Assistant Fire Chief. If there is a real \$85,000 number that is delivered from one of the fire guys we ought to really consider it. If we are at \$85,000 real dollars versus the Mayor's \$95,000 nervous dollars he feels more comfortable with the \$85,000 that can be taken to the bank. He believes it would also be less of a radical change.

Mr. Andrews said he has several questions. He likes data to make sure that Council makes a wise decision. Safety is one of the most important things we have to deal with as a Council. If Council decides to do this and if it is decided that Chief Hines is the person to do this we need to make sure he is in a position to lead. The process that Council goes through to get there is important. If he does not have the respect of police and fire department he will not be in a position to lead. We need to make sure we think through the process of how we get from here to there.

Mr. Black asked Solicitor McTigue what Council would do if Chief Phifer does withdraw his retirement. Solicitor McTigue said that is a good question. He would have to do research on the subject. Mayor Policastro said if that was the case Captain Bauserman would be laid off.

Mr. Wolter said he spent quite a bit of time on the phone with four different fire chiefs one being Chief Monahan at Amberly Village. All of the chiefs thought highly of the concept and that it was a great avenue to save money. Three of the chiefs made high recommendations of Chief Hines. One point stressed was that it would take a total team effort and there would have to be total respect on both the firemen and Chief Hines. It would have to be a progressive transition. They recommended meetings at different intervals to get feedback. We cannot let a problem blind side us. Chief Monahan did say the initial course would bring Chief Hines up to the minimal legal standards. There would be another 120 hours of training that he would really need in able to be a commander at a fire scene. He thinks this could be structured in a way where initially Chief Hines with the 36 hour training could become an Administrator to the fire department for the logistics of running the fire department from a business standpoint. That would leave more time to learn about the fire department as he goes along but he would not go and command a fire scene. He thinks that would work well in keeping the leadership structure in place. Amberly Village just completed a two year survey where they looked back at going with separate police and fire chiefs. They came up that there is no way they could keep the service level they have for the dollars they are spending. He is very much in favor of pursuing this, putting personalities aside, as a viable thing to look at. We owe it to the Village to run these departments as safely and efficiently as possible. If we can do it with one person we owe it to the taxpayers. Chief Monahan did indicate to him that he spends 20% of his time doing fire department business and 80% of his time doing police duties. Police are active 24/7.

Mr. Scheeser asked what fire chiefs Mr. Wolter spoke with. Mr. Wolter said in addition to Chief Monahan he spoke with Don Newman of Deer Park, Steve Ashbrock of Indian Hill and Rick Brown of Blue Ash.

Chief Hines said he talked with the Chief in Oakwood. Their situation is they have 39 full-time officers who are also firefighters as well. Everyone works a 24 hour shift. They work 8 hours as a police officer and then the other 16 hours as a firefighter. Their situation is different than what we have here.

Chief Hines said he wanted to make sure as far as the probationary period that he would only be on probation as the fire chief. Mayor Policastro said that was correct.

Mr. Black said the first year with our crime increasing as the reports indicate is his concern. The first year is going to be the learning curve.

Mayor Policastro said Chief Hines would have Tim Messer to assist him with the administrative duties of the police department.

The following communications were read by Mayor Policastro:

From Police Chief Hines: December 2009 monthly report. Mr. Scheeser said he has been approached by a number of people that crosswalks are driving them crazy especially during school hours. It seems people get half way across the street and cars are not giving the right of way. Pedestrians are getting stuck in the middle of the road especially along Wooster Pike. Chief Hines said the pedestrian does have the right of way in the crosswalk. The crossing guards are trained to make sure they have the traffic stopped before they let the children proceed to cross. It would be considered a right of way violation. Mr. Scheeser noted that the number has increased 17%. He would like to get back to those citizens and let them know that we are doing better than we were last year. Chief Hines said he has instructed people to use the crosswalks with the crossing guards whenever possible. Being that the department is short staffed it sometimes is hard to keep a car in the area.

Mr. Wolter said Council has had some discussion on the Safe Routes to School Program which is put on by the State. One of the suggestions was to limit the number of the crosswalks used by pedestrians so we would have more control.

Mr. Scheeser asked if Nixle alerts were being generated for all offenses listed on the monthly report. Chief Hines said he generated a Nixle alert on a burglary. If there are a bunch of thefts in a general area an alert will be sent out reminding people to lock their doors. Mr. Scheeser said it is a really nice tool.

Chief Hines said the police department received a \$2000.00 donation from a resident who wished to remain anonymous. They were able to purchase night vision equipment. The department borrowed some equipment a few months ago to help us catch someone who was breaking into cars in the Pleasant Street area. Without that equipment we might not have noticed him. They purchased the equipment for less than \$1700 and the balance of the money will go

towards the Police Night Out. With the budget constraints without the donation we would not have been able to make the purchase.

From Fire Chief Phifer: December 2009 monthly report

From Clerk Maupin: Mayor's Court Statement for November 2009

From Engineer Ertel: Memo dated January 8, 2010 re: 2010 Street Rehabilitation Project. Mayor Policastro referred the matter to the Public Works & Service Committee. Mariemont and Trade Streets in the Industrial area are on the top of the list. Mr. Wolter asked who is responsible for the pull off parking areas. Engineer Ertel said it would be the Village's responsibility.

Mr. Miller moved, seconded by Mr. Black to nominate Mr. Wolter as President Pro-Tem of Council. On roll call; six ayes, no nays.

Clerk Tontillo distributed a handout for discussion pertaining to the Annual Appropriation Ordinance. By law we have to have an appropriation ordinance signed before we can pay any bills. It does not allow us enough time to close out all the details of 2009. It also does not allow us to have a fully thought out deficit reduction plan. Even with those significant disadvantages we need to approve something. Anything we do can be undone in the future by a subsequent additional appropriation ordinance. He explained the handout and the reasoning for the numbers to start as a basis for the General Fund and the Paramedic Fund. It showed the baseline amount that was reviewed with Council December 7th and the line items showing a reduction in one maintenance role and the fire role being reduced to part-time. The new data points bring us to projected deficit of \$241,000. He would like to quickly engage to make plans for the comprehensive multi-faceted deficit reduction plan by working through ad-hoc ideas. As we get into the plan we can make additions or reductions as needed. The budget package that was published in June 2009 had a more significant deficit than this but it did not have some of the savings plans built in from July to December. The general very good fiscal management by our department heads lowered spending in several months by tight controls. He said the Finance Committee would be in the best position to work with the department heads and the residents to come up with a process to look at this comprehensively to make progress in a defined way over a defined period of time.

Annual Appropriation Ordinance No. O-1-10 had a first reading. Mr. Andrews moved, seconded by Mr. Wolter to suspend the rules to allow for the second and third readings. On roll call; six ayes, no nays. The Ordinance had a second and third reading. Ms. Sullivan moved, seconded by Mr. Wolter to adopt the Ordinance. On roll call; six ayes, no nays. Clerk Tontillo said he will take the paperwork to the Hamilton County Auditor.

Ms. Sullivan moved, seconded by Mr. Miller to pay the bills as approved by the Mayor, Clerk and Chairman of the Finance Committee. On roll call; six ayes, no nays.

Mayor Policastro referred the matter of the Property Code Maintenance ("BOCA") to the Rules and Law Committee.

Ms. Sullivan brought Council up-to-date on the awesome work that Mr. Black, Mr. Andrews and Mr. Scheeser have done with putting together a new website. Going forward it looks great. Mr. Andrews said it is 90-95% ready to go. We need to figure out how we get input from others who

want to give input. The new website is a good tool to communicate with residents. It is also something that will attract new residents and businesses. They had a brainstorming session in December. They did some sorting studies and added some navigational links and put them in a more meaningful and useful navigation. It is coming together and his hope is that it will be something the Village will use and like. One goal was to make updates very easy to be made by using web tools.

Clerk Tontillo said he held the first session of the fiscal officer office hours prior to the Council meeting. It was well represented and he appreciates the interest demonstrated. During the meeting they went through a presentation of the sources of revenue for the Village such as tax levies. His original proposal had the next office hours being prior to the Council meeting on the 25th. Because of the scheduled Planning Commission Public Hearing scheduled for 6:30 he is not sure that meeting will be over by 7:00 in order to have the second session of office hours. He asked that people be flexible. He asked the new webmaster to publicize the meetings in order to gain more attendance going forward.

Mayor Policastro read the following miscellaneous announcements:

Mayor Policastro referred the Salary Ordinances to the Finance Committee. He said the Ordinance will need to have provisions for part-time police officers so we have a pool to draw from. He said the Safety Committee will need to provide the Finance Committee with their recommendation.

Mayor Policastro referred the medical/dental insurance renewal to the Finance Committee.

Ms. Sullivan and Mr. Scheeser were appointed as Trustees to the Volunteer Fireman's Dependent Board.

Mayor Policastro set the Council Committee assignments.

Mr. Black moved, seconded by Mr. Andrews to appoint Mr. Miller as a Member of the Planning Commission. On roll call; six ayes, no nays.

Mr. Miller and Mr. Black were appointed as Representatives to the Hamilton County Regional Planning Commission.

The Annual Outstanding Citizen Award Program was assigned to the Vice-Mayor.

Mr. Andrews was appointed Chairman of the Income Tax Board of Review.

Resolutions:

"To Appoint Michael Stegman as a Member of the Architectural Review Board for the calendar years of 2010 and 2011" had a third reading. Mr. Black moved, seconded by Mr. Andrews to adopt the Resolution. On roll call; six ayes, no nays. Resolution No. R-1-10 was adopted.

“To Reappoint and To Set Compensation for Magistrate Terry D. Gaines and To Declare Emergency” had a first reading. Mr. Miller moved, seconded by Mr. Wolter to suspend the rules to allow for the second and third readings. The Resolution had a second and third reading. Mr. Wolter moved, seconded by Mr. Andrews to adopt the Resolution. On roll call; six ayes, no nays. Mr. Scheeser moved, seconded by Ms. Sullivan to invoke the emergency clause. On roll call; six ayes, no nays. Resolution R-2-10 was adopted.

The meeting adjourned at 9:16 p.m.

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