

**SPECIAL COUNCIL MEETING
CITY OF NORTH COLLEGE HILL**

January 11, 2016

Moment of prayer for Mr. Leach – NCH resident/business owner killed

Roll Call Present: Ms. Zorb, Mr. Dewald, Ms. Weitlisbach, Mr., Hartzel, Ms. Nichols, Ms. Stiles. Ms. Oshea was not present. Mayor Mason, City Manager Long and Ms. Stagman, Clerk also present.

Report from City Manager - presentation for vision of NCH by Sheryl Long slide show and narration to make the city bright. She has open door policy and open communication. Plans to meet w/residents and business owners, employees. She has met with the Springdale City Administrator who was our NCH city manager years ago. We need to be a united force, putting the past in the past. We need to work together, to nourish relationships. Our schools are important/they affect our property values. We have to make the difference. We need to change the tone. Improve our public's perception making residents first. She is passionate about NCH and will use her passion to make NCH better.

Ms. Weitlisbach – said that she had returned Ms. Long call per her request and hasn't made contact yet.

Ms. Long - will contact her.

Ms. Weitlisbach - reminded Ms. Long that our prior administration didn't support the school task force for lighting for the students.

Ms. Long said she WILL meet with Gary (the school superintendent). She has a call in to him. This will be the first line of business. Ms. Long will get back to Ms. Weitlisbach.

Mr. Dewald -asked about Ms. Long's background and education. He believes she has enthusiasm. Suggested she start as a trial 6 months then move her up.

Ms. Long – said if not doing job, would expect Mayor to fire her. Ms. Long doesn't know what she is making. She understands that she would not make the top salary compared to other cities like Mt. Healthy. She's been working with Mr. Fitzgerald.

Mr. Dewald- said the salary is not out of line but we need someone with experience. We are trying to get the best bang for our buck.

Ms. Long – said she understands. Said she has the experience. That she is a good worker and an amazing leader. She wants us to be fair.

Mr. Dewald said salary not out of line but for someone who has experience.

Ms. Long said she does have experience, management. She is a very good manager and an amazing leader.

Ms. Zorb - is excited by Ms. Long experience, but in the business world, someone needs experience. Ms. Zorb suggested a 90-120 days probation/measurement. She asked Ms. Long about applying for 2 grants for the city as a measurement. Ms. Zorb asked Ms. Long to bring the website up to date. And to keep council up to date in timely manner. Ms. Zorb asked Ms. Long

to create a marketing plan to change image of NCH. Ms. Zorb would like to see a new hire orientation and to have written process for evaluations.

Ms. Mason- will evaluate whether she is doing her job. Ms. Mason wants funding. If city manager not doing job, then she will take the authority. What Ms. Mason has asked for is not top salary for city administrator.

Ms. Zorb – don't you think people would respect her more if they knew she could do the job. Walk the walk, not talk the talk.

Ms. Mason – anyone who comes in has to prove them-selves. But if council low balls them, then council doesn't think Ms. Long is worth it. Council has made the decision.

Ms. Zorb those are Ms. Mason's words... not what Ms. Zorb using ...

Ms. Mason - says if council low balls her that she not worth it. That is what council is implying.

Ms. Zorb completely disagrees. said those are not her words. We would fund her according to her experience. Which is on lower end. Then, if meets goals, then increase.

Ms. Mason - She said the police chief didn't have experience as a chief. No question about being an internal promotion.

Ms. Stiles- said the chief started as a police officer 10 yrs. ago, then moved to Sargent and then couple years later to Lt. Then Chief through testing, panels and the Chief decided. These are stepping stones.

Ms. Mason- but no experience as Chief.

Ms. Stiles said he worked under the Chief.

Ms. Mason said Ms. Long worked under Mr. Fitzgerald. Ms. Mason wants funding. Ms. Long deserves the same respect as respect to police, fire and city works.

Ms. Weitlisbach- she can only speak for herself. City manager is the highest position of the city. She will move us forward. Meeting with everyone, employees, city, and residents. Questioning respect for position. She was able to sit in on interviews. We didn't get to be in on Ms. Long interview. Thank you for resume and power point. We are trying to catch up on where Ms. Mason is on hiring Ms. Long.

Ms. Mason- Ms. Long wouldn't be highest paid, but she deserves to be. We know more about Ms. Long than other candidates. She is the best candidate, the best person. Money is respect.

Ms. Long has years of experience and dealing w/employees. She has worked under the city manager.

Ms. Zorb asked if money equates to respect?

Ms. Mason - society does. yes. When we low ball and we are not sure if she capable of doing it. She has had years of management and dealing with employees. She has worked under city manager.

Mr. Dewald- the Mayors first decision is to hire a city manager without an ad to get more qualification. The chief job was posted. Council has heard from 2 applicants who both heard of the city manager job from Mark Fitzgerald.

Ms. Mason- this is not a job that needs to be posted. We are not hiring a maintenance man. We narrow the field. Someone with management skills. They were in interviews. Word was sent out to those who worked in cities.

Mr. Dewald said Mr. Fitzgerald notified 2 applicants and other through tax department.

Ms. Mason these are people who worked in the city. Then, Ms. Long has put in an application & talked to Ms. Mason. Not just anyone can do the job. Ms. Long is someone she can trust. Ms. Long represents the Mayor. This job is not one that can be advertised on the internet.

Ms. Weitlisbach – Mr. Long wants to speak on behalf of his wife.

Ms. Stiles- we should allow audience to speak at appropriate time after council discussion.

Ms. Weitlisbach said we should have had this discussion before Ms. Long hired then we would have been in better spot now. Ms. Long gave presentation to show everyone what she can do. Enthusiasm will get her a crossed the finish line. Mayor frustrated so knows what frustration council goes through.

Mr. Deters- the citizens elected the Mayor who hires the city manager per the charter. Ok for council to give advice. No further discussion will change either side. We need a motion to fill the line item.

Ms. Stiles- the other candidates didn't have the qualifications per Ms. Mason. But they did. Ms. Stiles -just wants to set the record straight.

Mr. Deters- Mayor picks the city manager. Wants a motion.

Ms. Nichols -are we considering the motion that was given to us ...

Mr. Deters - also tell us council approved the budget that was presented 1-2016 w/initials ok'ing \$124,000 amount were signed on the ordinance. Then other 2 documents that with white out and initials. Act like adults and make decision. Mayor can use the \$124,000 that could go to litigation.

Ms. Weitlisbach – thank Mr. Deters but wasn't there an amendment?

Mr. Deters – yes, but we signed something other than what we thought.

Ms. Stiles – what was signed?

Mr. Deters - document had \$124,000 signed by president of council & clerk. Mayor could authorize the \$85,000 + benefits. Asked for motion.

Mr. Feeney - asked about executive session.

Mr. Deters – yes but people here don't want to do that in NCH

Ms. Nichols – asked if copy turned in had line thru the amount for the finance director?

Mr. Deters – not that he was where of

Ms. Nichols – so Mayor could use those numbers?

Mr. Deters – Mayor doesn't want to do that.

Ms. Stiles- the minutes state the changes that were amended.

Mr. Feeney- may have been clerical error but the video supports the documentation

Ms. Stiles- there is documentation. Transparency to verify the amounts.

Mr. Hartzel- the ordinance copy was his.

Mr. Deters -it wasn't proper.

Ms. Nichols - taking into consideration, we are considering the person not the position. She shouldn't make less. MOTION to accept the contract that the Mayor wrote with Ms. Long.

Mr. Dewald -correction on contract. 2 yr. period not 1 year as stated.

Ms. Long -based on money. Need the pay amount.

Ms. Nichols – got it.

Mr. Feeney- no second

Ms. Weitlisbach – has a request

Ms. Mason -gives this thought , by charter we need a city manager. We deserve a city manager. We need funding.

Ms. Weitlisbach- new info and wants to review clerical error. suggested 10-minute recess to look at document. Hold on motion

Audience

Janaya Trotter 5961 Havenwood Ct. – non-resident and small business owner in city of Cinti. Looking for friendly location for her business. She talked to Ms. Long. Disap pointing how Ms. Long is belittled. Bothersome. Ms. Weitlisbach is thoughtful in the process.

Laura Bacon 7141 Northridge Ct. - NCH resident for 4 years. Was a grant writer for Lincoln Heights. She has nice neighbors. Her spirit has been crushed here tonight. Ms. Long is black woman. Ms. Bacon is frustrated and tired. She is on the Recreation Commission

Melissa Myers 1562 Oak Knoll Dr. - worked with Ms. Long. Deserves to be paid. Not everyone starts with a huge resume.

Christine Powers 1487 Southridge - we should have the amount when we put job out there. She has resided here for 12 years. Suggested a pay scale based on experience. Wants to do the right thing.

Latoya Bailey 1544 W Galbraith - been in NCH 9 years. She has 15 years' tax experience w/Federal government. She is a taxpayer. She disheartened to hear her city leaders. She is bringing a project here to the city for students.

Vaughn Cooper 1817 W Galbraith Pluto Café - not a resident of NCH. Opened café on the corner and doing lots of business. Could have gone to other city. Joined the business association but no one touched base with him for 7 months. Ms. Long was the first. She came into the restaurant. He from Mt. Healthy.

Anthony Jordon business owner, just moved to NCH. Ms. Long looks good on paper.

Kelli Prather - candidate for US Senate discouraged that Ms. Long subjected to this. Need to create racial equality. Days of slavery are over. Wants equality.

William Bell attorney – non-resident appreciates positive change. Can't believe that council won't follow the law director. This is putting council in a difficult position. He is not interested in legal action. He encourages council to follow advice of law director. Appreciate positive things we have done.

Mr. Dewald -thanks to everyone for coming. resents people turning issues into racial. Position should be based on experience. Council needed info from Ms. Mason earlier. Everyone likes Ms. Long. Asked everyone to look at big picture.

Ms. Weitlisbach -wanted recess to look over contract. She conferred with the President. She appreciates the presentation. Lucky to have residents and business owners in audience. Need better communication between the council and administration.

Mayor - council had budget since October. It's their duty to fund the position. She didn't have to give her decision until Jan 1.

Something comparable to the surrounding cities. The salary suggested is not the highest. Council needs to fund the position not the person.

Mr. Deters-He doesn't take sides. He has a business in NCH. He didn't know he would become the law director. He has employees. The Mayor is right about the budget. This shouldn't be about politics or getting back at each other. We reviewed all this at last meeting. Council's excuse of needing more time. This is council's obligation. He had suggested \$100,000 and then can increase. All council should have found the contract on their seat tonight. Please fund the finance director and the city manager.

Ms. Zorb -suggested modifications in the contract. 6-month term contract. Bonus is like a blank check so request removed. For professional development, don't want taxpayers paying for her master's degree. Once goals are accomplished w/l the 6-month period then re-evaluate. She would agree to the \$85,000.

Mr. Deters -can ask the Mayor to re-evaluate but not in the contract. Can ask Mayor to report back the progress. He advised against a contract. Person serves under charter to Mayor. Only he reports to council and Mayor. The rest report to Mayor and City Administration

Mr. Dewald – this is compromise between council and the administration. We don't want to pay for her masters

Mr. Deters – masters is not professional development it's her personal development. If we made that payment, we would be in violation of the law.

Mr. Hartzel- we are in litigation right now because there wasn't a contract.

Mr. Deters- the city manager was approved by council for \$124,000. Council voted and approved. But serves for pleasure of Mayor. In the public sector, salaries can't be decreased.

Mr. Hartzel -wants details. Benefits. Wants a contract that expires.

Mr. Deters – contract doesn't expire. Can't expire. No one in city has had contract.

Mr. Hartzel – what about police chief and fire chief?

Mr. Deters – they not in charter

Audience member Janaya said the charter rules

Mr. Hartzel – that's the problem

Mr. Deters – what's the problem contract or not?

Mr. Dewald- we have contract

Mr. Deters- he was told that once council had job description then ready to fill line item.

Removing bonus ok. Person will serve until mayor removes. Violation of separation of powers for council to tell Mayor that council won't pay for someone they don't like. Trying to bully the Mayor.

Ms. Mason - holding her hostage by not funding.

Ms. Zorb - never once said she didn't want Ms. Long

Mr. Deters - differences are good, that we don't always agree. Not compromise this is extortion.

How do you measure?

Ms. Mason -who judges?

Mr. Hartzel -administration spends more than council approves. Council approved \$50,000 and administration spent \$57,000.

Mr. Deters - advised them to go to council first but \$57,000 was decided. Made contract in good faith as prior finance director was male and replacement was female. Now Ms. Long is a woman and African - American.

Mr. Hartzel -it cost \$12,000 to train the finance director.

Mr. Deters -Ms. Long not city manager experience but other candidates not checked out.

Ms. Nichols - said Ms. Zorb made motion to remove bonus

Mr. Deters – asked for executive session.

Mr. Hartzel -MOTION for executive session, 2nd by Ms. Nichols

Post Recess

Mr. Deters read motion for contract for Ms. Sheryl Long for city manager:

No expiration. No bonus.

1-1-16 \$70,000/yr.

1-1-17 \$85,000/yr.

1-1-18 \$95,000/yr.

Positive energy, resident, bonus deleted, cannot use professional development for Master's Degree

Ms. Nichols –MOTION to accept the contract, 2nd by Ms. Stiles

Vote: 5-1 motion passes, 1 abstention

Legislation

First Reading Ordinance 2-2016 Making Additional Appropriations, Transferring Funds for Finance Director and Declaring and Emergency

Ms. Weitlisbach – make sure position funded through month end

Mr. Deters – for minutes will need more money later and will need comp time, etc.

Mr. Hartzel -made MOTION to suspend the 2nd & 3rd readings, 2nd by Ms. Weitlisbach

6-0 motion passes.

Mr. Hartzel -made MOTION to adopt 2-2016, 2nd by Ms. Weitlisbach.

6-0 motion passes.

Ms. Long – thanks to all from official city manager

ADJOURNMENT

Mr. Dewald - MOTION for adjournment, 2nd by Ms. Weitlisbach

6-0 motion passes