



City of Mentor-on-the-Lake

5860 Andrews Road, Mentor-on-the-Lake, OH 44060-2827

Phone: (440) 257-7216 Fax: (440) 257-2766

www.CityMOL.org

MINUTES REGULAR/VIRTUAL MEETING OF COUNCIL CITY OF MENTOR-ON-THE-LAKE NOVEMBER 23, 2021

The Regular/Virtual Meeting of Council of November 23, 2021, for the City of Mentor-on-the-Lake, Ohio, was called to Order at 7:00 P.M. by Council President Desirea Thompson.

CALL TO ORDER: PLEDGE OF ALLEGIANCE

ROLL CALL:

Aye:	At Large:	JIM LUNDER, Vice President	(Appeared in Person)
Aye:	Ward 3:	ROB JOHNSON	(Appeared in Person)
Aye:	At Large:	KEVIN BITTNER	(Appeared in Person)
	At Large:	PRESTON WOLK	(Absent/Unexcused)
Aye:	Ward 1:	DAVID CHABUT	(Appeared in Person)
Aye:	Ward 2:	PAUL MORRIS	(Appeared in Person)
Aye:	Ward 4:	DESIREA THOMPSON, President	(Appeared in Person)

READING OF MINUTES: Regular Virtual Meeting of Council – November 9, 2021

MOTION MADE BY MR. MORRIS, Seconded by Mr. Chabut, to approve the Minutes of the November 9, 2021, Regular/Virtual Meeting of Council. **ROLL CALL:** Ayes: Council Member Lunder, Johnson, Bittner, Chabut, Morris, Thompson. Nays: None.

MOTION CARRIED: 6/0

CORRESPONDENCE: (None)

ADMINISTRATIVE AND DEPARTMENT HEAD REPORTS:

Mayor & Safety Director – Mr. Eva (No Report)

Administrative Director – Mrs. Bartone

Mrs. Bartone said the usual annual Contracts are on tonight's Agenda. There has been no major changes, a couple of increases, but they basically stayed the same.

Mrs. Bartone advised she had a request from a resident who purchased a house in 2019, under the assumption, because he had been told, there was a tax abatement on it. She questioned if this should be a Council of the Whole Meeting so that this could be discussed. She can forward the information, but is bringing this up tonight to give Council a "heads up." This is one of the things she had brought up a couple of years ago with a developer who had built a house, sold it through his realtor under the guise it had a ten-year tax abatement which was not applied for. The purchaser did not know it had not been done, and he is now in arrears on the property taxes. Mrs. Bartone was not sure if Council wanted to discuss this at an upcoming Meeting.

Mrs. Bartone advised she had a concerned resident come into City Hall this week. Someone unknown to them stopped in front of their house and started to take pictures of the front lawn area, and when the homeowner asked what they wanted, the individual informed her that what she had on her front lawn was non-compliant, that she was going to be taken to court by City Council, and encouraged her to come to the Council Meetings and fight City Council. The resident does not know who this individual was. Mrs. Bartone wanted to make Council aware that this is going on.

Law Director – Mr. Lyons (No Report, and he wished everyone a Happy Thanksgiving!)

Police Chief – Mr. Gielink

Chief Gielink said he has emailed his report with attachments to Council.

Chief Gielink stated on Sunday, November 21, 2021, under the direction of Ptl. Tina Messinger, the Police Department conducted its annual "Fill-A-Cruiser" event at Marc's. Ptl. Messinger, Mayor Eva, and he collected non-perishable food items and cash donations. The food items were donated to Mentor Plains United Methodist Church's food pantry, and the cash donations will be used for the Police Department's "Santa's Blue Helper" (Shop with a Cop) Program. Chief Gielink stated since St. Andrew's left, there is no food pantry in Mentor-on-the-Lake. Ptl. Messinger was able to find Mentor Plains United Methodist Church. They were going to go to St. Bede's, but were advised with Mentor's food drive, they had a successful food drive there and were in good shape. Chief Gielink advised the Department's two newest hires, Ptl. Mastrocola and Ptl. Reik are progressing through the FTO program.

Chief Gielink reported that currently the Police Department is having difficulty recruiting and retaining part-time police officers. There are a myriad of reasons for this, a number of them are listed in his report. He spoke about the cost and time involved to hire and train new officers, who then leave for full-time positions elsewhere. He is concerned about not having the manpower on hand to cover shifts. Chief Gielink is requesting two additional full-time police officers. A copy of his report, without attachments, is attached.

QUESTIONS TO ADMINISTRATION AND DEPARTMENT HEADS:

Mr. Johnson asked Mrs. Bartone if she had an update on the audit. Mrs. Bartone said they did their second round of information requests this week and she has not heard back.

BOARD/COMMITTEE/COMMISSION REPORTS:

Ordinance Committee / November 15, 2021 / Mr. Chabut

Mr. Chabut advised the Ordinance Committee met on Monday, November 15, 2021, at 6:00 P.M. Present were Committee Chairperson David Chabut, Council Members Johnson, Wolk, Morris, Council Vice-President Lunder, Mayor Eva, Law Director Mr. Lyons, and residents Michelle Moore, Ron and Kathy Dohnal, and Skip Gray. The Committee first discussed the Parking Penalty-452.99. The Committee agreed to postpone any further discussion on this Ordinance so that Police Chief Gielink can be available to add his input. Right of Way/Tree Lawn-1038: the Committee covered the final version of this Ordinance thoroughly. It had received many good suggestions and positive input. Ordinance 1036-Trees: after a brief discussion, the Committee agreed to continue discussing and improving the clarity of this Ordinance. Ordinance 618.19: the Committee agreed not to include squirrels on the nuisance list. The Committee agreed that it would not meet in December. Mr. Chabut personally thanked Mr. Lyons for his great help on Monday night. The next Meeting will be on January 17, 2022, at 6:00 P.M. The Meeting adjourned at 7:55 P.M.

OPEN TO THE PUBLIC TO SPEAK: 7:09 P.M.

CLOSED OPEN TO THE PUBLIC SECTION: 7:09 P.M.

LEGISLATION BEFORE COUNCIL:

RESOLUTION NO. 2021-R-29

A RESOLUTION CONFIRMING THE APPOINTMENT OF CT CONSULTANTS, INC. AS CITY ENGINEER, AFFIRMING THEIR CONTRACT, ESTABLISHING THEIR COMPENSATION, AND DECLARING AN EMERGENCY

There was no Motion for Suspension of the Rules. Resolution No. 2021-R-29 is placed on Second Reading.

RESOLUTION NO. 2021-R-30

A RESOLUTION CONFIRMING THE APPOINTMENT OF JOSEPH M. GURLEY AS CITY PROSECUTOR AND ASSISTANT LAW DIRECTOR, AFFIRMING HIS CONTRACT, DETERMINING COMPENSATION, AND DECLARING AN EMERGENCY

There was no Motion for Suspension of the Rules. Resolution No. 2021-R-30 is placed on Second Reading.

RESOLUTION NO. 2021-R-31

A RESOLUTION CONFIRMING THE APPOINTMENT OF JAMES M. LYONS AS LAW DIRECTOR AND ASSISTANT CITY PROSECUTOR, AFFIRMING HIS CONTRACT, DETERMINING COMPENSATION, AND DECLARING AN EMERGENCY

MOTION MADE BY MR. JOHNSON, before Mr. Lyons changes his mind, Seconded by Mr. Chabut, for Suspension of the Rules. ROLL CALL: Ayes: Council Member Lunder, Johnson, Bittner, Chabut, Morris, Thompson. Nays: None.

MOTION CARRIED: 6/0

MOTION MADE BY MR. JOHNSON, Seconded by Mr. Lunder, for Passage of Resolution No. 2021-R-31. ROLL CALL: Ayes: Council Member Lunder, Johnson, Bittner, Chabut, Morris, Thompson. Nays: None.

MOTION CARRIED: 6/0

RESOLUTION NO. 2021-R-32

A RESOLUTION CONFIRMING THE APPOINTMENT OF MIKE SWEENEY TO THE PLANNING AND ZONING COMMISSION

MOTION MADE BY MR. JOHNSON, Seconded by Mr. Lunder, for Suspension of the Rules. ROLL CALL: Ayes: Council Member Lunder, Johnson, Bittner, Chabut, Morris, Thompson. Nays: None.

MOTION CARRIED: 6/0

MOTION MADE BY MR. JOHNSON, Seconded by Mr. Lunder, for Passage of Resolution No. 2021-R-32. ROLL CALL: Ayes: Council Member Lunder, Johnson, Bittner, Chabut, Morris, Thompson. Nays: None.

MOTION CARRIED: 6/0

LEGISLATION BEFORE COUNCIL (Continued):

RESOLUTION NO. 2021-R-33

A RESOLUTION REQUESTING THE LAKE COUNTY AUDITOR TO MAKE ADVANCE PAYMENTS OF TAXES PURSUANT TO OHIO REVISED CODE 321.34 AND DECLARING AN EMERGENCY

Mrs. Thompson asked if there were any time restrictions on this Resolution. Mrs. Bartone said this Resolution could be passed at the next Meeting.

There was no Motion for Suspension of the Rules. Resolution No. 2021-R-33 is placed on Second Reading.

OLD BUSINESS: (None)

NEW BUSINESS:

Mr. Morris said he would like to make a Motion that the Meeting scheduled for December 28, 2021, be cancelled due to the Holidays.

MOTION MADE BY MR. MORRIS, Seconded by Mr. Chabut, to cancel the December 28, 2021, Regular Meeting of Council due to the Holidays. **ROLL CALL:** Ayes: Council Member Lunder, Bittner, Chabut, Morris, Thompson. Nays: Council Member Johnson.

MOTION CARRIED: 5/1

MOTION MADE BY MR. LUNDER, Seconded by Mr. Chabut, for passage of the Motion made by Mr. Morris, Seconded by Mr. Chabut, to cancel the December 28, 2021, Regular Meeting of Council due to the Holidays. **ROLL CALL:** Ayes: Council Member Lunder, Bittner, Chabut, Morris, Thompson. Nays: Council Member Johnson.

MOTION CARRIED: 5/1

Mrs. Thompson asked if Council wanted to schedule the Organizational Meeting of Council or wait until the next December Meeting. Mr. Morris thought it could wait. Mr. Johnson, Mr. Chabut, Mr. Bittner thought it might as well be scheduled now to avoid any scheduling conflicts. Mrs. Thompson suggested January 3, 2022. Mr. Lunder said there was a Planning and Zoning Meeting scheduled for 6:00 P.M. on that day, if there is one. Mrs. Bartone advised City Hall is closed on January 3, 2022, so there will not be a Planning and Zoning Meeting on that day. The Organizational Meeting of Council is scheduled for January 3, 2022, at 6:00 P.M.

OPEN TO THE PUBLIC TO SPEAK: 7:15 P.M.

CLOSED OPEN TO THE PUBLIC SECTION: 7:15 P.M.

ANNOUNCEMENTS AND SETTING OF MEETINGS:

Planning and Zoning Commission	Monday, December 6, 2021, at 6:00 P.M. (Tentative)
Board of Zoning Appeals	Monday, December 20, 2021, at 7:00 P.M.
Organizational Meeting of Council	January 3, 2022, at 6:00 P.M.
Regular Agenda Meeting	Thursday, December 9, 2021, at 6:00 P.M.
Regular Council Meeting	Tuesday, December 14, 2021, at 7:00 P.M.

ADJOURNMENT:

MOTION MADE BY MR. MORRIS, Seconded by Mr. Chabut, for Adjournment. ROLL CALL:
Ayes: Council Member Lunder, Johnson, Bittner, Chabut, Morris, Thompson. Nays: None.
MOTION CARRIED: 6/0

The Regular/Virtual Meeting of Council adjourned at 7:18 P.M.

APPROVED:

December 14, 2021
Date

Desiree Thompson
Desiree Thompson
President of Council

Attest: Joyce M. Sage
Clerk of Council

Council Report

11/23/2021

Chief John P. Gielink

On Sunday, November 21, 2021, under the direction of Ptl. Tina Messinger, the mentor-on-the-Lake Police Department conducted its annual "fill-a-cruiser" event at Marc's. Ptl. Messinger, Mayor Dave Eva, and Chief Gielink collected non-perishable food items and cash donations from noon-3:00 PM in front of Marc's on Andrews Rd. Food items were donated to Mentor Plains United Methodist Church's food pantry. The cash donations will be used for our "Santa's Blue Helper" (Shop with a Cop) program.

Our two newest hires, Ptl. Mastrocola and Ptl. Reik are progressing through our FTO program. Ptl. Mastrocola is almost in shadow phase and Ptl. Reik is about to enter Phase 3.

Currently, Mentor on the Lake is having difficulty recruiting and retaining part-time police officers. There is a myriad of reasons for this, but the fact is fewer individuals are seeking careers in public safety.

Mentor-on-the-Lake has always operated with a core group of full-time officers, supplemented by part-time officers. The typical part-time employee would be fresh out of the academy and would begin a career here before going full-time with another agency. Few individuals are going to the police academy as open enrollment students. Many are now hired and sent to the academy by a sponsoring agency.

Lt. Forsythe asked city hall to look at the amount the city has paid to individuals who have started here part-time and who left for various reasons. Note that some did not complete training and some left for full-time positions before completing training...

(see supplemental chart)

On average, the pre-employment costs for each part-time employee + training + uniform costs the city just over \$3,500. Since 2018 we have hired and lost 11 employees who no longer work for the city. Four of those employees left before ever working a shift on their own. 9 out of the 11 are currently working full-time at other police agencies.

In addition to the monetary cost of hiring, you also have to look at the time that is taken to conduct background investigations on so many employees. Backgrounds require specialized training and are time-consuming and tedious. Clerical and IT staff also have to get involved every time someone is added or removed from the system.

Our longest serving part-time employee is being forced out due to changes with the pension health care system and we will lose another long-serving part-time officer in April of 2022.

One of our current part-time employees who has been consistently working over 40 hrs a week is a phone call away from accepting a full-time position with an area department. Although he would like to stay with our department, he and his wife are expecting a child and it is difficult to support his family on part-time wages and no benefits.

My concern is not having the manpower on hand to cover our shifts. Without staff to cover for days off, holidays, vacations, comp time, morale goes down. Overtime is forced and days off are denied.

I am requesting two additional full-time police officers. We need the additional officers to cover the shifts that have traditionally been filled in the past by part-time personnel. The increase in full-time staff will allow our department to have more flexibility in covering open shifts with less reliance on part-time personnel. Every department in Lake County is experiencing this problem with staffing. Additionally, many are currently looking to hire full-time employees.

Our current model is no longer working for our city. I know that it will involve some additional expense, and you may ask, how can we afford this. If we don't do something, the question will be how can you afford not to do this?