



City of Mentor-on-the-Lake

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MINUTES SPECIAL MEETING OF COUNCIL CITY OF MENTOR-ON-THE-LAKE DECEMBER 19, 2022

The Special Meeting of Council of December 19, 2022, for the City of Mentor-on-the-Lake, Ohio, was called to Order by Council President Rob Johnson at 7:00 P.M.

CALL TO ORDER: PLEDGE OF ALLEGIANCE

ROLL CALL:

Aye:	At Large:	KEVIN BITTNER, Vice-President
	At Large:	JIM LUNDER (Absent/Excused)
Aye:	Ward 4:	DESIREA THOMPSON
Aye:	At Large:	MICHELLE MOORE
Aye:	Ward 1:	DAVID CHABUT
	Ward 2:	PAUL MORRIS (Absent/Excused)
Aye:	Ward 3:	ROB JOHNSON, President

PURPOSE:

FOR THE INTERVIEWING, DISCUSSING, AND CONSIDERATION AND/OR VOTE ON THE HIRING OF A PERSON TO FILL THE POSITION OF CITY ADMINISTRATIVE DIRECTOR

Mr. Johnson asked Mayor Eva to introduce Michael Frederick.

INTERVIEW:

Mr. Frederick was asked questions by all of the Members of Council present at the Meeting. Mr. Bittner asked him to tell Council a little about himself besides what was included in his Resume, which he did, including his education, work experience, and previous employers. Mrs. Thompson asked if he did much grant writing when he was with the City of University Heights. Mr. Frederick said he has and talked about grants he has applied for. Mrs. Thompson asked what he thought about doing the dual role as Administrator and Service Director. Mr. Frederick said he believes he is there to assist people get their day-to-day functions done on a general basis. For Finance he knows he and the Clerk can work together; for the Service guys, they know more about the City than he does and how to do their job. It would be up to him to facilitate them, get them what they need, and stay out of their way most of the time. Mrs. Thompson asked how he would handle employee conflict. Mr. Frederick he would like to sit down with them before it comes to a head, have them talk to each other. Mr. Johnson asked how he would handle dealing with difficult people, particularly difficult residents, as we have a lot of them. Mr. Frederick said there is no difficult resident, there is just different opinions; Mr. Johnson said no, there are difficult residents. He would do his best to listen as he thinks most upset residents just want to be heard. He would do his best to rectify the situation, and would let them know if he couldn't. Mr. Bittner asked if he has worked closely with unions. Mr. Frederick said yes, he was in a union for a while, he has done negotiations for Police and Fire contracts. Mr. Chabut asked about his references, and Mr. Frederick said he can get them. Mr. Johnson asked him what he is passionate about, and Mr. Frederick responded. Mrs. Moore said the City works with a very stringent budget, and asked if a major emergency came up and

there was not enough money in the budget, where would he go with that. Mr. Frederick responded you could issue city bonds, things like that; you might be able to get some taxes early from the County; you could get a loan; contact the State and see what they could do and work with them; grants. Mrs. Moore asked him to talk about his core values. We take pride in our little City and want to keep it that way; sometimes there is talk about joining a larger city, those kind of things. What are his values and where would he stand on a matter like that? Mr. Frederick said he did not ever think you should consolidate; you are your own community with your own values. He does not ever see the need for something like that. Mr. Johnson asked what he likes the most about his previous jobs and what did he like the least. Mr. Frederick said he really liked traveling the first couple of years; he also day to day enjoyed being the fiscal officer/boss/manager, being able to work with people under him, and being able to provide the resources and knowledge to show them a lot of things. Mr. Johnson asked what where his long-term career aspirations. Mr. Frederick said he would like to work in a stable environment, where there is a plan; where people work together and it is not chaotic. Mr. Chabut asked, speaking of plans and looking to the future, has he done this with his other jobs. Mr. Frederick said he has prepared 5-year forecast budgets; he has made budgets and plans. Mr. Bittner asked about his children, and Mr. Frederick responded. Mrs. Moore asked what are his strengths that he can bring to the City. Mr. Frederick said he communicates with people and is honest with them; his background and degrees; knowledge of the people who run the City, who audits the City; he has connections with other Finance Directors throughout the County. Mrs. Moore asked what are his weaknesses. Mr. Frederick he sometimes has trouble making a decision, figuring exactly what is the right thing to do, weighing everything, sometimes taking more time making a decision.

DISCUSSION/VOTE:

7:30 P.M. EXECUTIVE SESSION

MOTION MADE BY MR. BITTNER, Seconded by Mrs. Thompson, to go into Executive Session to discuss compensation matters. ROLL CALL: Ayes: Council Member Bittner, Thompson, Moore, Chabut, Johnson. Nays: None.

MOTION CARRIED: 5/0

7:34 P.M. COUNCIL RECONVENED

ROLL CALL: Ayes: Council Member Bittner, Thompson, Moore, Chabut, Johnson. All present.

Mr. Johnson asked for discussion. Mrs. Moore said she would like to know if Mr. Frederick had any questions for Council. Mr. Frederick asked, in five years, what are the qualities someone doing this job would have to show. Mrs. Thompson said grants, money saving, roll-overs, preparing for the unexpected, just having a five or ten year plan in place, would be her expectations. Mr. Bittner said effective spending of the citizens money, not having to have Council go back and say, we do understand there are times and needs we will have to do, operational levies, etc., but not having to go back more often than we need to. Mr. Chabut said handling citizens, how he handles citizens. Mr. Johnson said how he deals with Council. Mrs. Moore said, with the rising cost of everything, how you think outside the box to give everybody the best you can with what is available. Mrs. Thompson said working with other cities, networking, resourcing with other cities.

MOTION MADE BY MRS. THOMPSON, Seconded by Mr. Bittner, to amend Resolution No. 2022-R-32, in Section 2, to read \$80,000.00 annual instead of \$77,000.00 annual. ROLL CALL: Ayes: Council Member Bittner, Thompson, Moore, Chabut, Johnson. Nays: None.

MOTION CARRIED: 5/0

Mr. Johnson asked for a Motion to Suspend the Rules. Mr. Johnson said we have to back up, and asked the Clerk to read Resolution No. 2022-R-32.

RESOLUTION NO. 2022-R-32

A RESOLUTION CONFIRMING THE APPOINTMENT OF MICHAEL FREDERICK AS ADMINISTRATIVE DIRECTOR FOR THE CITY AND DECLARING AN EMERGENCY

MOTION MADE BY MR. BITTNER, Seconded by Mrs. Thompson, for Suspension of the Rules. ROLL CALL: Ayes: Council Member Bittner, Thompson, Moore, Chabut, Johnson. Nays: None.
MOTION CARRIED: 5/0

MOTION MADE BY MRS. THOMPSON, Seconded by Mr. Bittner, for Passage of Resolution No. 2022-R-32. ROLL CALL: Ayes: Council Member Bittner, Thompson, Moore, Chabut, Johnson. Nays: None.
MOTION CARRIED: 5/0

Mr. Johnson congratulated Mr. Frederick. Mayor Eva said he will do an oath of office for the first Meeting in January. Mr. Bittner asked about the budget; Mrs. Thompson said nothing has been set yet. Mayor Eva said we usually do the budget the beginning of February. Mr. Frederick said he has looked at it. He thanked everyone very much and appreciates it. This is a great community and it is very undervalued. There is a lot here that a lot of cities don't.

ADJOURNMENT:

MOTION MADE BY MR. BITTNER, Seconded by Mrs. Thompson, for Adjournment. ROLL CALL: Ayes: Council Member Bittner, Thompson, Moore, Chabut, Johnson. Nays: None.
MOTION CARRIED: 5/0

The Special Meeting of Council adjourned at 7:42 P.M.

APPROVED:

January 10, 2023
Date



ROB JOHNSON
President of Council

Attest: Jane M. Day
Clerk of Council