

**REGULAR COUNCIL MEETING**  
**MONDAY, MAY 4, 2020- 7:30 pm**

President Paul Hach called the regular meeting to order at 7:30 PM. City Council convened for a regular meeting in Council Chambers, with the following in attendance in person: Councilpersons Paul Hach, Christine Shoop, Lori DiNallo and Tom Fitzgerald, City Manager Monica Ireland, Law Director Joe Gurley, Clerk of Council Valerie Vargo and the following in attendance by video conference: Councilpersons Katie Jenkins, Jim Fodor, Lori DiNallo and Nick Augustine

On roll call for attendance, Christine Shoop, Tom Fitzgerald, Lori DiNallo, Katie Jenkins, Nick Augustine, Jim Fodor and Paul Hach were present.

Mr. Hach asked for a Motion to approve the agenda as submitted.

Mr. Shoop moved to amend the agenda to add the tabled garage sale legislation seconded by Mr. Fitzgerald.

Tom Fitzgerald, Lori DiNallo, Katie Jenkins, Nick Augustine, Jim Fodor, Christine Shoop, and Paul Hach were all in favor. Motion carried.

Mr. Fitzgerald moved to approve the amended agenda, seconded by Mrs. Shoop.

On roll call, Lori DiNallo, Katie Jenkins, Nick Augustine, Jim Fodor, Christine Shoop, Tom Fitzgerald and Paul Hach were in favor. Motion carried.

Council President Tom Fitzgerald gave the invocation. The Pledge of Allegiance was recited.

President Hach asked for a motion to approve the meeting minutes as submitted for:

- Regular Meeting 4.20.20

Mrs. DiNallo motioned to approve the minutes, seconded by Mrs. Shoop.

Nick Augustine, Jim Fodor, Christine Shoop, Tom Fitzgerald, Katie Jenkins, Lori DiNallo, and Paul Hach were all in favor by answering "Aye". Motion carried.

Public comments will be read by the Clerk of Council and received by email.

The first comment comes from Eileen Corrice, 122 Gillett, "Please see the email below that was sent to Ms Vargo on April 20th in support of another resident's objections and suggestions to improve the sidewalk repair program. I did not get a response. My concerns are two fold. 1) Climate change is real. 2) Trees clean our air, reduce storm water runoff and provide shade while increasing property values. They also provide a habitat for wildlife. With these in mind, by what criteria are trees destined for removal? The information at the city website says trees deemed hazardous to sidewalks will be removed. Can you define hazardous? There are ways to repair sidewalks that do not require the removal of trees. The letter from Ms Kuhn Browning that was supposed to be read at the 4/20 council meeting outlines ways to accomplish both safe sidewalks and preserving trees. A copy of this letter is attached to this email for your convenience. I have lived in Painesville since 1976 and have seen council decisions both good and bad. I would ask that you would slow down and look at ways to have safe sidewalks and plentiful trees. The climate, the people and wildlife will thank you. After all, no matter what the song says about the sunny side of the street, on a hot sunny day all of us prefer walking in the cooling shade of trees. I thank you in advance for your attention to this and await your reply to my questions.

The second public comment comes from Lorena Rivers, 335 Townmill Ct., I Lorena Rivers, of 335 Townmill Ct Painesville-agree with Rose Kuhn-Browning re-opening and re-examining the sidewalk program due to the evidences provided. The possible cost savings is significant and at this time would be more than merited.

Sunday, May 3, 2020

To: Members of Painesville City Council / City Manager Monica Irelan Dupree

From: Members of the Painesville City Safety Forces Association

Ref: Charter Amendment / Article XI – 4. Chiefs of Police and Fire

Greetings:

On or about Thursday, April 30, 2020, members of the Painesville City Safety Forces received a note from City Manager Monica Irelan Dupree, see attached, which gave notice of the cities intent on placing, for debate, a charter amendment on the city council agenda for Monday, May 4, 2020.

On Friday, May 1, 2020 the Painesville City Clerk of Council, Valarie Vargo, was contacted regarding the Monday, May 4, 2020 regular council meeting. It was learned from Valarie that the regular council meeting for that date is closed to the public due to COVID19 restrictions; however, no public notice has been posted via the city website as it had been for the previous regular council meeting, scheduled on Monday, April 20, 2020.

Passage of and subsequent voter approval of the proposed charter amendment would change the selection process for future City of Painesville Chiefs of Police and Fire, allowing for the immediate consideration of external candidates at the onset of the Chief selection process. As this proposed charter change has major implications to both the Police and Fire departments, members from both organizations met on this date to discuss the proposed change as outlined by the City Manager.

After a lengthy discussion on the pros and cons of amending the charter, it is the opinion of our respective bodies that *we strongly oppose* and would actively lobby against the proposed charter amendment should it pass through council. Members of the safety forces believe it to be of the utmost importance that we convey our concerns now, directly to the legislative body for your immediate consideration.

As there is no ability for us to attend the Monday, May 4, 2020 regular council meeting to express our concerns in person we have drafted this letter which is being forwarded to each city council member and to the City Manager. A copy of this letter is also being forwarded to Council Clerk Valarie Vargo with the request that it be publicly read during the meeting.

It is our belief that while there are benefits to opening the process to external candidates that there are *more reasons against*, than there are for it.

The City of Painesville has enjoyed a long standing tradition of promoting internal candidates to the position of Chief of Police and Fire. Painesville Police and Fire personnel know that if they commit themselves to this community, and that if they work hard and continue their education and training that they can have a full career right here in the City of Painesville with a legitimate opportunity to serve as Chief of Police or Fire. This is very important to us. We are committed to this city, to this community. Introducing external candidates to the process will break this proud tradition, skew our collective vision, and hurt recruitment and retention efforts.

As candidates for Chief of Police are currently recruited and cultivated from within the department there is and has been a strong commitment by city council, city management, and the Chiefs of Police toward recruitment, retention, technical, and leadership development, all with the aim of individual officer development and succession planning for each departmental position, to include Chief of Police.

Currently the Police department has one (1) officer with a Master's Degree, ten (10) with Bachelor's Degrees, and ten (10) with associate's degrees. Including technical training, the department has focused on leadership development starting at the Field Training Officer level and continuing all the way through to the Chief of Police.

Examples of leadership development coursework recently completed by our Police include the following: field training officer, first line supervision, mid-level supervision, Police Executive and Administrative Leadership School, FBI-LEEDA Supervisor Institute, FBI-LEEDA Command Leadership School, FBI-LEEDA Executive Leadership School, FBI-LEEDA Reflective Leadership School, FBI National Academy, Southern Police Institute, and Certified Law Enforcement Executive.

It is evident that there has and continues to be a clear commitment by city council, city management, and the Chief of Police to invest in our Police Officer's career development. Given the current charter, the need for succession planning is necessary and we are prepared to fill the role of Chief of Police.

Following the lead of the Police is the Fire Department, who have also recently enrolled their promoted personnel in the FBI-LEEDA Trilogy coursework. Police and Fire have increased joint technical training exercises and are actively collaborating to plan and train together in multiple areas to include mental wellness.

While the Police Department has and continues to have a focus in the area of career development there is real concern by officers that if external candidates are permitted into the process that the cities need to invest in its own officers will dissipate over time.

We cannot know what future city leaders will do, but do know from past experience that when financial cuts need to be made that the training budget is often times among the first target of executives. Where there is no need to maintain our current training standard we fear a slippery slope will initiate and result in a reduced commitment to training and loss of personnel to other more promising career opportunities. The city invests in our officers, we must not lose them to other agencies.

The Police and Fire departments are the only two departments in the city structure that are governed by Civil Service; and are subsequently the only two departments in the city in which the charter does not permit for initial consideration of external candidates. As civil servants or career bureaucrats our police and fire personnel are hired on professional merit rather than appointed or elected, and our institutional tenure typically survives transitions of political leadership.

When selecting Police Chiefs the majority of city police departments within Lake County also follow the practice of internal only or internal first - then external, if there are no interested or qualified candidates.

Internal candidates for Chief of Police or Fire who have come through the civil service process have invaluable institutional knowledge, have rooted themselves into the fabric of the communities they serve; and for these reasons are less likely to be targeted as politically advantageous hires.

Maintaining our current charter will help us to ensure a spirit of collaborative cooperation; it doesn't divide us, and we work together to solve conflicts.

The current leadership core at the Police and Fire Departments share a common vision that we are all working toward achievement of for the long term benefit of the citizens of Painesville, and for the improved morale of the department's members. No matter which internal candidate would get the nod for Chief, he or she will have already laid the groundwork as a member of our current leadership team. We pave the future together, continuity in leadership.

The average tenure of a Chief of Police in the United States is 3-5 years. An external Chief candidate would not even know their respective new community or nuances of the city in that short a period of time to make effective decisions, and as to understand how those decisions affect the community and department. Bringing in an external Chief candidate every 3-5 years will disrupt organizational continuity and negatively impact morale.

External candidates for Chief of Police or Fire lack institutional knowledge, they do not know or understand the city's residents, council, or other city employees. There are no roots established for the external candidate that an officer or firefighter takes years to develop with the community, much like council members who are normally here for long periods of time and who are respected in the community for which they serve. An external candidate for Chief has no emotional connection, and for these reasons are more likely to be targeted as controllable political mercenaries; a clear disadvantage to an equally qualified internal candidate.

We thank you for your time and consideration of our concerns and would welcome the opportunity to speak face to face with you via a public council meeting, via an internet based format, or at our FOP Lodge Hall.

Yours in safety,

Painesville Safety Forces Association

Union Stewards:

Police- Mike Slocum / Fire – Jim Solymosi

Police- Mike Bailey / Fire – Brennan Carden

Police – William Sickles / Fire – Randy Rolf

**From:** Irelan, Monica  
**Sent:** Thursday, April 30, 2020 5:40:30 PM  
**To:** Hummel, Thomas C; Waterman, Dan  
**Subject:** Charter Amendment

Good Afternoon Chiefs,  
Please pass this communication along to members of the Fire Department and Police Department.  
Thank you for your help!



PCFD and PPD,

My goal as the Chief Executive Officer and Safety Director for the City of Painesville has always been to create a work environment that promotes tactical and technical training, continuous improvement and a culture of leadership. My hope is that we train everyone well enough that an employee could work in any community and at any level, but that we treat our employees well enough that you want to stay with the City of Painesville.

This culture is a win-win for both the community and the individual employee. It allows the community to have the best department leadership possible while allowing employees to grow their career to the level for which they strive.

With that being said, I want to make you aware of a conversation that is occurring at the council level. Starting at the May 4, 2020 City Council meeting, council will start debating legislation to put a Charter Amendment on the November 2020 ballot. This charter change is for Article XI, Section 4 and pertains to the process of hiring a Police and/or Fire Chief.

Council would like to expand the potential candidate pool for Chief to include external applicants. I support their direction. The reasoning behind the conversation is simple: We are able to look at internal and external applicants for every position in the city except for two positions, which are Police Chief and Fire Chief. By opening the application pool to both internal and external applicants, we can be sure that the individual who is hired as the Chief of Police and/or Chief of Fire is the best applicant for the position.

I want everyone to know that this is not a personal attack on you or your department. This direction is to allow the possibility for an external candidate if said candidate is the best person for the job. This change will match the hiring practices that the rest of the city follows. That being

said, it will continue to be the goal of the Public Safety Department to train our employees to be the best person for the top leadership job.

In my opinion, this charter change will not change how we operate and will not impact my goal for our Public Safety Department. As long as I am here, I will continue to push for the best training we can afford for our Fire and Police Departments with the goal that there will be several, well prepared internal candidates for the position of Chief.

If you have questions about this, please share with your Chief. He will get those concerns to me, and I will share those with City Council.

If you are interested in the timeline for City Council's debate, here is the plan:

- May 4 – Place under 'New Business' on the agenda for discussion
- May 18 - Legislation presented for First Read
- June 8 - Legislation on Second Read
- June 22 - Legislation on Third Read (Final Vote)
- Language for the ballot needs to be to the Board of Elections by August 5

I continue to be proud of our safety forces and truly appreciate the dedication you all put forward every day.

Sincerely,  
**Monica Irelan Dupee**  
City Manager  
The City of Painesville

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7 Richmond Street  
Painesville, Ohio 44077