

**Minutes of the Safety Committee  
City of Sheffield Lake, Ohio  
May 8, 2013**

The regular meeting of the Safety Committee was held Wednesday, May 8, 2013. Chairperson Stark called the meeting to order at 7:03 PM.

**ROLL CALL OF MEMBERS:**

Present: Stark, Elliott, Erdei, Mayor Bring, Fire Chief Card, Law Director Graves,  
Acting Police Chief Campo, Council President Rosso

Attending: Concerned Citizens

\*Motion by Erdei/Second by Stark to accept the minutes of the March 6, 2013 meeting with any corrections. Yeas All.

**CORRESPONDENCE: None.**

**PRESENTATIONS: None.**

***Reports from Safety Forces:***

***Police*** – Acting Police Chief Campo stated I guess I will say first that our newest Officer Svigel has told me that she is being sworn in in Beachwood on June 3. So we will be down a full-time Officer at that point. I started doing a schedule this week with her off of the schedule and sticking to the maximum of hours that we can work our part-time employees and I will have shifts that there will be no Officers working basically unless we work overtime or something. I don't know what to do but I have a schedule that I can't fill in and that is even going to be the case with working a 1-man shift on day shift which is extremely dangerous – somebody is going to get hurt. An Officer can't just get into a fist fight with a couple of guys and hope he comes out of it okay and you might have an Officer that might have to shoot somebody just to retain his weapon or get out of a call without getting hurt. It is really bad and I don't know what to do and I am hoping somebody helps me figure it out. Councilman Erdei asked when you say shift's that means we might not have an Officer working like one night? Acting Police Chief Campo answered that can't happen, we have to have an Officer working but it is not going to happen without overtime that is for sure. It is not going to happen without one man shifts and I am talking still no Detective, our part-time people I think they are trying to prove a point by their availability that they are giving me lately and it is not very good. Combine that with the fact that their hours are restricted now under federal guide lines and our new Officer leaving, there is just not enough people to make a schedule to cover this city. I sit there and stare at that thing for a week and plug names in here, plug names in there, switch names there and I am working people all 3 shifts a week on this new schedule; 2 afternoons and 2 midnights and a day shift to try to fill it. It is a scary situation. Councilman Erdei

stated it is definitely dangerous though for just one man to be on shift. Law Director Graves advised tomorrow night we are having our regularly Civil Service Commission meeting and I will ask the Secretary to request an updated eligibility list from Tri-C to start reviewing that. We do have the option to elevate one of our part-timers provisionally to full-time position. That would be a very temporary appointment but all of that would be contingent on having available funds. Chairperson Stark asked the part-time availability issue is this spurred on by conflict of they haven't hours and now they are sort of trying to push back on that or is this something we can work around like force them to work. Mayor Bring advised we have a few people on there right now that are upset with the department, they were working so many hours and they wanted to get a union. So we are working with that right now, that is something that is on-going. Also with the new health care they can only work 29 hours because anything after that is going to be full time and we can't afford it. We have several gentlemen out there that have other jobs and for whatever reason they decided they don't want to come here anymore. If I do hire new people on part-time, I know in Sheffield Village they put them on reserve until their training is over because right now we pay if we bring a new part-time Patrolman – we have to pay them for all the training they do and again we don't have the money to do this. I am looking into that and I am going to have to talk to David about it as it is something that I just brought up to Tony and he didn't know if we could do that or not and I don't know what it says per the contract or whether it will get grieved or not. Over in the Village over there you do all your training as a reserve – I think you get \$1.00 (one dollar) and then when you get hired part-time then you start your regular shift at the regular rate. So that is something we are going to have to look into. With Monica leaving and the funds that we just did not get, there is probably a good possibility that we are not going to replace that because there is no money. Also we cannot force the part-time to work at all. They are at will employees. Law Director Graves advised that is true but that is because that is the way we have structured it historically. You know as we met the other day, there are communities where a requirement of being a part-timer is that your available when you are called upon to work and if they are unavailable or consistently decline then they are terminated, they are not on the part-time list anymore. Availability is a requirement for being a part-timer in some communities. We have allowed our part-timers in the Police Department to be more or less casual employees. They solely determine whether they want to work or not. If there is a shift and the Chief or the Acting Chief calls and a person says no I can't make it and they say no we say okay and moves on to the next one. The problem we have is even though we have allowed them that benefit as a casual employee, they have worked because of our low manpower they have worked more hours than the statutory – 500 hours a year which would take them out of the casual employee classification. We are kind of in a catch 22 here. Chairperson Stark asked so part-time, you have to work a minimum of 30 hours to be

considered full time for a 3 month period. If you only work an average of 25 they don't classify you as full time, they keep you as part-time. So we couldn't put them up let's say for 4 weeks at let's say 35 hours and then drop them down to 20 – they don't get full time benefits, they are still classified part-time. Mayor Bring advised with the new health care that if you work 30 hours that you get full time benefits. He just passed out the calendar to everybody for scheduling for 2 months. That is what Tony tries to do, he does 2 months in advance and you look at everything you got back and basically the whole sheet is X'd out. So he is getting maybe 2 days out of the week for some of these people to fill in and again that is fine and well but if we get rid of those guys or we don't give them the hours then we have to go out and get more part-time but then if you go out get more part-time then you have to pay for the training and then we are paying overtime for the training and that is the problem we are into right now. We have only got money up until July and after that we run out, so yes can we pay a couple of people until July and then what is he going to do for the rest of the year and that is the problem. There is no more money. Acting Chief Campo advised one thing that is hurting us right now, the guys are allowed to take vacations in their classifications; the promoted guys take their picks together, patrolmen take their picks together – that means you have 2 people on vacation at the same time and the vacation schedule is done for the total of 2013 already where we have 2 Officers at the same time. I need to talk to the Law Director and the Mayor about cancelling those vacations for the junior people and having them pick over when no one else is on vacation and only have 1 Officer on vacation at a time because when there is 2 on vacation at a time it is impossible but anytime that has been mentioned before immediately you get the talk of law suits and the union and this and that. If it is an emergency situation it needs to be addressed real soon. Chairperson Stark stated they understand there is no money, it is not that we are just trying to be a pain. Mayor Bring stated it doesn't make any difference. Councilman Elliott stated you are right, if it was me it wouldn't make any difference whether you had any money or not. If I am having to cancel a vacation that I have been planning on for over a year, it would absolutely tick me off a little bit. On the same note on this side of it, we got to do what we got to do. Mayor Bring advised the other problem is long ago instead of giving out raises they gave more vacations and we got Dispatchers that have 6 weeks vacations plus you have sick time so they are taking advantage of all those days. You take 6 weeks for one person, 6 weeks for another person plus all the sick days – those all have to be filled in and it is the same time with Patrol and they take it. That is the time that they have coming to them and there is nothing that we can do about it. Just like Tony said the summer time – the whole thing is marked off. Councilman Elliott asked contract wise we can cancel vacations like that and have them reschedule? Acting Police Chief Campo answered that is not in the contract specifically that you can do that but it is not in the contract that you can't do it either. It would be a help if only one guy was on vacation at a time. You

know we need a Detective, we have work for a Detective here. How many times do we have to a Detective go to advocacy center because children's services calls on the spur of the moment with a child rape victim and they need a Detective who has the state mandated training to go out there and interview a child in plain clothes. You can't just dispatch a guy. If you go to one man shifts, the things that a lot of people look at is well there is one guy out there. Well there is more than that, if you have one Patrolman on a shift how do you go to Parma and pick up a warrant. Does that mean we take all our warrants out of the computer? Councilman Elliott asked how do you go to a domestic where it requires 2 guys. Acting Police Chief Campo answered that is even an easier answer then how do you go to Parma if you have an entered warrant out of Mayors Court for a guy that hasn't paid his fines since 2010 and owes \$500.00 and you want to get him back here. Councilman Elliott stated then you call in another unit. Acting Police Chief Campo answered who do you call if you can't spend the overtime. Councilman Elliott stated I know that eventually everybody else is going to be in the same boat that we are in. Mayor Bring stated but it is here now for us. Acting Police Chief Campo advised most other departments are going to go from 4 officers a shift to 3, we are going to go from 2 to 1. You can live with 3 in a city like Avon Lake but you can't live with 1 in the City of Sheffield Lake, someone is going to get hurt. The thing that happened across the street from your house, I wouldn't want to go in there by myself. Councilman Elliott stated absolutely not, I think we had 5 guys there at the time and I wanted more and I think you wanted more. Acting Police Chief Campo advised I think everybody understands that that is not a situation, how you fix it is what we don't have the answer to. Councilman Elliott stated any average call, I think you would want a guy available to respond just in case. This is not an easy situation, have we talked about going to 1 guy? Mayor Bring answered today and that directly effects of what happened last night. The last thing you want to do is put somebody in a situation where they could be harmed. Councilman Elliott answered oh yes and that can happen in a split second on both sides; Fire and Police. Acting Police Chief Campo advised no matter how many more part-time people you hire, if you hire 10 more guys who have full time jobs and only want to work on Saturday afternoons – it didn't make a darn bit of difference. Councilman Erdei stated saying being a Police Officer, if they are put in that kind of situation and they are saying well I am the only one on the shift – they can refuse to work? Acting Police Chief Campo answered no you can't refuse to do your duty, you are sworn to do your duty it is just that somebody is going to get hurt. Councilman Elliott stated you are obligated in some ways to actually respond, now it doesn't mean that you have to yourself in a bad situation. Acting Police Chief Campo advised that doesn't mean you have to go into a bar fight by yourself, you can wait for mutual aid but mutual aid is mutual – you have to be able to say I can give you aid back if you are going to give it to me. We can't say we will rely on mutual aid unless it is mutual. Councilman Erdei asked on our fines in court, are those regulated with the state or can we set our own

fine limits? Mayor Bring advised the Magistrate always has that. I just went over this today, I had Fran look into the tickets. So far this year we had 516 tickets and 74 of those was done by 1 person and Tony was told you can't make me pull people over. Councilman Elliott stated there is such thing as Officer discretion. Mayor Bring advised this is what we are going to get into but I am telling you this because when this happens and we start getting grievances and everything else and this is going to be a storm. Councilman Elliott stated absolutely, however when I worked for another agency they always told me to think in terms of paying for yourself but at the same time we are going to get the situation of where we are using Police as revenue. It is a fine line. Mayor Bring stated it is not even a revenue question, it is just doing your job because if one person is going to go out there and get 30% of the tickets, she is not out there pulling everybody over – she is pulling somebody over for going 15 miles over the speed limit so she is doing her job. I went down Walker Road the other day and there were people that were going down the road, guess what they were going 25 miles an hour because they are learning. The whole city should be like that because people have to learn to slow down. We had a guy screaming today about getting pulled over for 40 something in a 25, he said this is a speed trap and this is ridiculous. But you know after 2 tickets like that you are not going to speed anymore. If you go down Walker Road right now, we have had several residents call us and thank us because of her sitting there and taking care of that but it is ashamed when you got 1 person doing all the work. Chairperson Stark advised she is usually the only one you see in that car parked over there. Mayor Bring advised no there has been a couple of other ones. Acting Police Chief Campo advised her response as to why she is writing those tickets is "I am not going to go out there and do nothing, what do you want me to do just ride around and look at the clouds. I am going to go out there and I am going to do my job." Law Director Graves asked do you have a copy of the memo that Larry put out a couple years about how it is a reasonable expectation for 10 a month. Acting Police Chief Campo answered I am sure I do, I remember that and that goes back to Police Chief Schmidt when he asked for 11 a month. But it doesn't matter if you put in writing or verbally at shift change, the feedback I get is Campo can't blankety-blank make us write any tickets. Chairperson Stark stated can we make them come in here in council chambers and say that to us? Mayor Bring stated you would have to pay overtime for coming in. Chairperson Stark stated I will go walk over there. Acting Police Chief Campo stated that is going to be addressed across the board, things are going to be addressed that weren't for the last couple of years; traffic enforcement – not going to ignore it anymore, more competent crime scene processing – across the board. Mayor Bring stated hopefully after tomorrow when everything works out and we actually have a Chief because it is very difficult for somebody to go in there and not actually be in a position to do your job without looking over your shoulder all the time. So hopefully this will be addressed tomorrow and then we will have somebody there that can actually do their job.

**Fire** – Fire Chief Card reported I gave you guys my vehicle reports. As most of you know we got the 2008 ambulance we bought used, it is in service and everyone likes it. If you haven't stopped over to see it, stop over and see it. Also today we got the order started for the ambulance that we are getting on the grant that is a process as they got to get to engineering, draw it – so I am not sure of what the date is that it will actually start being built yet. I talked with the Mayor, we are going to try to sale that old ambulance and if it doesn't sale then we are still going to trade it in. But we are going to have to see if we can more than what they are offering us for a trade and we will do the same with the other one when the time comes. Mayor Bring advised we have somebody actively interested in it right now, so we have to get the process rolling and put a minimum bid on it. Fire Chief Card advised since last night happened all of training other than what my guys can do on shift – that is all we can do. We are stopping all unnecessary overtime which I am not saying training is not necessary but we are going to try to complete as much on shift as we can and that could affect like the Dive Team and stuff like that because if we are not going to train on diving – I can't just say here put this tank on your back and go in the water because then I am making myself and the city liable for that person if he drowns or something happens to him. If we do have an incident on there, could be a judgment call or we will just have Avon Lake come over and we will use their divers. I am also right now gathering information for another grant that I am going to write for equipment that we need at the station; hose, nozzles, thermal energy cameras and another power cot liked the one that we are getting with the new ambulance. I will keep you posted on that; how much it is going to costs. It should still be 5% for the city, much lower than what this grant was. We have completely switched over to 911 dispatch and it seems to be going okay. The EMS charts; all the computer stuff that we borrowed money from the county for – that is working out good, the guys are getting real good at putting in their reports on computer and it has cut down time that they spend at the emergency room. We used to sit there and do the report, now we just drop the patient off, clean up the squad and come back to station. That gets back in service and in the city quicker. I just wanted to say one more thing since you guys are talking about with Tony and I know you guys probably already know this but I just want on the record if a citizen happens to read this, not having a Police Officer for us when we are on calls is going to make my guys unsafe as well. We go on lots of calls where we need the Cops there before we get there or we have to call and request them and that means we need them now, not later. We kind of work side by side and they make our scene safe so we can do our job. So it is going to put a burden on us as well. Fire Chief Card asked are we coming with a plan to figure out something else and that question is coming from my guys and I told them I would ask it. It didn't pass last night and obviously my 3 lowest guys on the department are very concerned about whether or not they are going to have jobs. Mayor Bring advised we are all going to sit down; Tammy, me, David, Len, Tim and Tony and figure out what

the finances and everything else for the decisions we are going to have to make. There are going to be a lot of unhappy people here and that is just the way it is. I have already cancelled Pride Day, there is going to be nobody participating in Community Days and there are several other things that I am working on now that we are going to cancel. There is probably going to be no fireworks and a bunch of other things, it will be a bunch of things that will go right down the line. For Pride Day, we pay for that and we pay overtime for those guys to participate for Pride Day. Councilman Elliott stated well in situations like this something has got to give. Mayor Bring stated one other thing is the free jet skis that we got, we cancelled those because we had \$500.00 for a trailer and also insurance on that. So I told Len today and I apologize to the guy but I said we are not accepting them. We had an issue inside the police station the other day, we had a back-up battery go out – it was almost on fire but at the same time on Sunday we had a gentleman that was here all day Sunday from 9 am to 9:30 pm. I was here for probably 3 hours and there was another power outlet that connects all the phones so we were without phones for that entire time. That particular part was \$5000.00 but we found out today that that was still under warranty but we also had the gentleman working there for 12 hours. Chairperson Stark advised we need to come up with some creative financing. Mayor Bring advised there is nothing else to cut. We are not going to have a cleaning service anymore either. We are making a list and I have already done it. So there is more to come. Chairperson Stark asked on the new ambulance, we have no matching fund for that correct? Fire Chief Card answered that was already set aside. I believe you guys should have set aside more than what we actually owe because I wrote it for 2 ambulances and we only got 1. Mayor Bring advised the problem with that fund, we are also going to lose money out of that because that item was funded through the internet cafes and we got notice today by the gentleman that owns the internet café that he will be in business for 60 more days and they will shut down because of what the regulations are mandated on him. We are going to lose \$50,000.00 a year from that. As far as I know it is both of the internet cafes. Chairperson Stark asked we do most of our grants through Homeland Security or who are you doing most of the grants through? Fire Chief Card answered most through FEMA and we also get an EMS grant and there is a state Fire grant that I never get. The EMS one is kind of like regular every year. Then there is the Walmart grant every year. Mayor Bring stated the one good news, that pill box that Acting Police Chief Campo put out in the lobby of the Police Department is being used on a regular basis for the pills. That has been a great success. Acting Police Chief Campo advised the one thing I did forget to mention that is kind of a good news but our computer system through Cisco that is a little over \$10,000.00 a year for maintenance and fees with Cisco – 911 is going to fund for every department a switch to a system called New World and they will pay that for the next 10 years. So once that gets put in place that will save the city that \$10,000.00 a year for the next 10 years and I completed that paperwork about 2 weeks ago and sent it to the

Chief in Elyria who is kind of coordinating the whole thing. So that is a little bit of good news. Councilman Erdei stated I would just like to say good work on the grant Chief Card and David. That was a blessing in just to be able to know that we have a capable ambulance to transport people to the hospital. Mayor Bring advised Tim did a excellent job on that and we are very, very grateful for what he has done. Fire Chief Card advised E61; its rear brakes are not releasing when they are in the parking position. It is not on the service side, it is only on the parking side so we are not in a danger of them locking up while we are going down the street. Anyways that has to be fixed and while it is in it is also getting its pump packing fixed which I talked about at the end of last year. The brake service even though it is costing us money now, it has to go in for its service in September anyways for its annual service. Whatever they do on the brakes, not the parts and stuff but they pull them apart and service them this year anyways. They are going to deduct that from the costs of the service. So that truck is going in tomorrow morning and it will be back on Friday and then E63 the air conditioning compressor does not work anymore and I am getting a quote on that to how much the air conditioner compressor costs. Mayor Bring advised it is going to get a lot worse because I am going to do a lot more cuts and people are just going to be screaming but it is what it is. Councilman Elliott stated we knew this day would come. Mayor Bring added I would like to thank both the Police and Fire Departments for helping us pass out flyers throughout the city. There were a few other people but we were pretty much on our own as far as that goes.

***Law Director – None.***

**OLD BUSINESS: *None.***

**NEW BUSINESS: Revenue spending – *None.***

**CITIZENS COMMENTARY:** *Rosa Gee* asked by some chance is the city going to rethink putting that back on the ballot again. Mayor Bring answered that costs us over \$5000.00 this last time. If we do a special it is very, very costly so we probably won't do anything until November and then we are going to have to look at that and see what the funds are. The last time it got dumped on the Administration and I will tell you flat out I am pretty much done doing this on my own. I made a bunch of phone calls, paid money out of my own pocket for those flyers and I am not doing it anymore. So you guys are all in the same boat, you guys want it and you are going get it – I am not doing it. So that is it. Mrs. Gee asked as far as what is going on with the Police Department, is it in upset of any union or anybody yelling and screaming if the new hire's don't have all the same things that the current ones do have. The real long vacation time where 2 can take at once – all of those little things. Mayor Bring stated we only have 1 new hire. Law Director Graves stated I am not understanding what you are saying. If they hire a new full time person that person will be covered



under the same collective agreement with same benefits. We can't hire someone and exempt them from the contract. The part-timers have filed to be recognized as their own bargaining unit. Mayor Bring stated that has cost us over \$5000.00 already. Law Director Graves advised we are dealing with that issue as well.

**MEETING ADJOURNED:** With no further business before this committee,  
\*Motion by Erdei/Second by Elliott to adjourn at 7:59 PM. Yeas All.

**CLERK OF COMMITTEE AFFIRMATION:** This meeting of the City Committee of the City of Sheffield Lake, Ohio was held and conducted under all Rules and Regulations Governing The Sunshine Laws of the State of Ohio as they may apply. All meetings are recorded and available in Council's Offices.

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CLERK OF COUNCIL

*Kay Fantauzzi*

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COMMITTEE CHAIRMAN

*Leanna Stark*

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PRESIDENT OF COUNCIL

*Rick Rosso*

*and/or*

I, Kay Fantauzzi, duly appointed Clerk of Committee  
Of Sheffield Lake DO HEREBY CERTIFY that this is  
A true and exact copy of the Minutes of the Safety  
Committee of May 8, 2013.

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COUNCIL PRO TEM

*Eric S Elliott*