



Safety Committee Minutes
Wednesday, January 23, 2013

Call to Order:

Chair Leslie Miller called to meeting to order at 8:01 p.m.

Roll Call:

Present: Chair Leslie Miller, Kathy Rhoads, and Alternate Barb Schwartz

Absent: Roger Kilgore

Approval of Minutes:

Kathy Rhoads made a motion to approve the minutes of November 28, 2012, as written and the motion was seconded by Leslie Miller. Minutes were approved as written.

Privilege of the Floor:

Barb Schwartz reported that the Finance Committee is asking the Committees to give a report of scheduling for the previous month to use as a check and balance process for payroll.

Chief's Report:

The Police Chief, Don Burson, noted how the world is changing with all of the local reports and gun issues. The Seville Police Department has been keeping up with the new procedures for school and community safety. The Police Department is committed to supporting the schools and will continue to work with the Principal. The Safety Committee will recommend to Council that the Police Department have the full support of Council.

Chief Burson asked permission to follow through with his already budgeted amount to purchase the additional AR-15 rifles needed. The Committee will recommend Chief Burson can spend his budgeted amount up to \$3,200. Chief Burson reported that purchasing ammunition has been delayed due to supply and demand and he may have multiple small orders.

Safety Committee Minutes
Wednesday, January 23, 2013
Page 2

Chief's Report (continued):

Chief Burson noted that Channel 5 reported that across the State of Ohio fatality crashes have gone down 9% and Medina County has gone down 56%. That is nine lives saved. The Department takes pride with being part of the Safe Community Coalition.

Chair Miller pointed out how involved the Police Department is with the community. Assisting with the schools, shop with a cop, traffic jams due to lack of busing, and donations to two families for the holidays, and were thanked for their contributions.

New Business:

Chair Miller asked Chief Burson to proceed with checking the Village Employees' driver's license and report findings to Chair Miller, Mayor Sulzener, and Jim Carrick.

Chair Miller asked Chief Burson to keep his eyes open for an upcoming Health Insurance Questionnaire.

Old Business:

Chair Miller said the Police Levy is still in the works. Barb Schwartz offered for consideration; the idea of creating a Citizen Advisory Board similar to Lodi. Ideas were discussed.

Chief Burson was asked his opinion for the Police Website. Chief Burson discussed his views are the same and thought it should include contact information, items not needing constant updates, peddler information, curfew, yard sale, crime prevention, and a FAQ section. Chief Burson has been asked to work with Kathy Rhoads on supplying information.

Officer Earl Fockler has been given the responsibility to update and restock all first aid supplies and equipment for the Village Municipal Building, BOPA, and Parks and Streets.

Privilege of the Floor:

Barb Schwartz asked if there is legislation about a snow parking ban in the Village. Ideas were discussed. It was stated the Streets Department and the Police Department work together. Kathy Rhoads asked Chief Burson to bring a recommendation for the next meeting.

Safety Committee Minutes
Wednesday, January 23, 2013
Page 3

Privilege of the Floor (continued):

Chair Miller reported the previous work session went well and would like to schedule another work session when everyone can come and Chief Mihalec can speak.

Kathy Rhoads noted a resident had expressed to her, how she was extremely pleased with Officer Phillips and Office Heidleman's approach with helping their family in a time of need.

The Committee had been asked about a bill for two DVD recorders. It was confirmed they were for the intoxilyzer and the interrogation rooms.

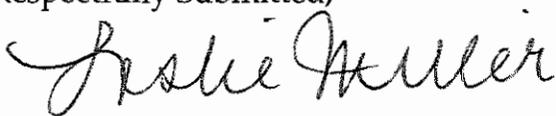
It was noted Mr. Sweet was not available for a Park Avenue report. The officers have spent nine hours recording safety information.

Leslie Miller made a motion to pass the minutes for the Work Session on January 16, 2013. Kathy Rhoads seconded the motion. Minutes were approved as written.

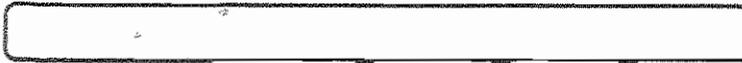
Barb Schwartz pointed out the DVD recorders could have been purchased for less with a different supplier. Mrs. Schwartz pointed out that we could have bought almost three recorders for what we paid for two recorders. Chief Burson noted he took the link from Securitec and will take this into consideration for future purchases.

A motion to adjourn the meeting by Kathy Rhoads and was seconded by Chair Miller. All were in favor. The meeting was adjourned at 8:40 p.m.

Respectfully Submitted,



Leslie Miller
Safety Committee Chair



Seville, Ohio <mailto:seville@villageofseville.org>

Safety Work Session: Meeting Summary

Kathy Rhoads <krhoads@villageofseville.org>

Tue, Jan 22, 2013 at 12:40 PM

To: Gene Sulzener <mayor@villageofseville.org>, Donald Burson <seville803@villageofseville.org>, Leslie Miller <lmiller@villageofseville.org>

Here is the draft for your review. Please let me know if you want any changes before it is sent to the rest of Council. Please forward to Ivan as I did not have his email address handy when I did this at work on my lunch :)

The following will serve as the official minutes from the Safety Work Session held on Wednesday, January 16

Safety Work Session

Wednesday, January 16 - Conference Room by Council Chambers

The work session began at 6:45 without roll call

In attendance:

Chief Don Burson

Ivan Reed

Mayor Gene Sulzener

Leslie Miller, Safety Chair

Kathy Rhoads, Safety Committee

Purpose: The work session was held to discuss the current police step levels and determine if additional criteria could be defined. Recent questions have been raised regarding making the Police step levels closer to the type of standards used by BOPA for job levels.

- The first five years as a policeman are very intense. The learning curve is steep. The current step levels reflect that situation.
- The formula that is currently used to calculate the pay difference between the step levels is not set up to create the same percentage at each level. The change is made at one level and the remaining levels adjust based on preset criteria. Fairness and equity are maintained.
- The step levels do not include education requirements for several reasons:
 - With a small Police Department, Officers Often take training in different disciplines to enhance the value of the overall unit.
 - Once an officer receives their certificate, no other training is required by the State of Ohio to serve as Chief, Lieutenant, Sergeant, etc.
 - Training for the Officers is considered mandatory if the budget allows training to be scheduled.
 - Often the core training classes assigned by Don and Ivan have long waiting lists before attendance can occur. An officer can be on the list for many months or longer.
- Don is open to adding additional language to the step levels but asks that we are careful not to lower the expectations merely to achieve a standard that can be put into writing and followed.

- He currently has the option to not move someone to the next level if they are not taking on the responsibilities expected.
- He has held one or more Officers in probation for a longer than standard period of time and wishes to continue to have that option for new officers as well as those who have served longer.
- Discussion included how each step could be made more descriptive and differentiated from the other steps. Several ideas were discussed including:
 - Specific behaviors
 - Specific job duties
 - Specific expectations
 - Challenges to make it fair and achievable at each level were not resolved during the work session.

It was decided that a second work session is needed to continue the discussion and that additional expertise would be sought from Law Enforcement experts.

The next session will seek to obtain a professional experts opinion on our current step levels and how they compare to others in the state of Ohio. We will also seek to obtain additional input on how the step levels can be improved.

The meeting concluded around 9 PM (the exact time was not noted)

Following the meeting, Don Burson confirmed that Chief Ron Michalec is available to provide his expertise. Leslie Miller will work with Council and Chief Michalec to set a date and time later in January or as soon as possible in February for the next work session.

Chief Michalec Credentials:

Chief Ron Michalec has over 35 years in law enforcement and is currently an instructor at the University of Akron. He has also been a part-time instructor with the Ohio Peace Officer Training Academy in Richfield, Ohio.

Prior to his current position, he served with the Pepper Pike Police Department. He retired with 30 years of law enforcement service after serving 13 years as Chief of Police for the The Ohio State University where he was in command of 69 employees, including 59 full-time sworn officers. He has also served as the Chief of Police for the Village of Munroe Falls and Hudson.

Chief Michalec holds both a Bachelor's degree in Secondary Education and a Master's degree in Technical Education from the University of Akron. While Chief of Police at Hudson, he taught Criminal Justice Administration courses at Akron University. He is certified as an instructor by the Ohio Peace Officer's Training Council.

Chief Michalec has participated in numerous law enforcement courses. He is a member of the International Chiefs of Police and Ohio Association of Chiefs of Police. He was selected as a Police Management Consultant within the Advisory Services Division of the Ohio Association of Chiefs of Police and conducted assessment center evaluations.

Leslie Miller <lmiller@villageofseville.org>

Tue, Jan 22, 2013 at 12:42 PM

To: Ivan Reed <seville807@gmail.com>

Leslie Miller
 Council, Village of Seville
 lmiller@villageofseville.org



[Quoted text hidden]