

# City of Springdale Council

March 6, 2024

President of Council Anderson called Council to order on March 6, 2024.

The governmental body and those in attendance recited the Pledge of Allegiance.

Mrs. Browder took roll call. Council members Anderson, Gleaves, Jacobs, McFarland, Sullivan-Wisecup, Vanover, Webster were present.

President Anderson: Council, the minutes for February 21, 2024 are still in progress. We should see that at our next meeting.

Communications - None

Communications from the Audience

Ms. Matheny: I'm Julie Matheny. I'm here representing Springdale Offering Support. Just a reminder that we are awarding two, \$1,500 scholarships this year once again, and, the deadline for the applications is March 31<sup>st</sup>. They can be emailed to me directly, [julie@kemperpondofficepark.com](mailto:julie@kemperpondofficepark.com), or if you have any questions, you can call me at (513) 505-5707. Thank you.

Ordinances and Resolutions

## Ordinance No. 08-2024

AN ORDINANCE AUTHORIZING THE CITY ADMINISTRATOR TO EXECUTE AN AGREEMENT WITH SWIMSAFE POOL MANAGEMENT, INC. AND DECLARING AN EMERGENCY

Mr. Vanover made a motion to adopt Ordinance No. 08-2024; Mrs. Webster seconded.

Mayor Hawkins: Just wanted to, I know Council has had the opportunity to go through and see this document; primarily the same information that had been verbally provided, but, with Schedule C, it outlines, it enumerates some of the things that people had questions on, but, it's still the same information that had been orally provided by myself and Administration going forward. I do want to note that the day after the meeting, I was supposed to have a luncheon with our State Representative and a group of other elected officials, which got cancelled at the last minute. It was going to be over in Evendale, and I found myself at the Evendale Recreation Center, and, I went and talked to their Parks and Recreation Director, and, Mr. Adam Knight was kind enough to have a conversation with me about their pool and their services there, and that they've been with Swimsafe for a very long time. I believe over a decade at this point, and, they had nothing but complementary things to say. It's helped save them money in terms of maintenance, and expedite things in terms of getting things fixed. They said they didn't see any situations where they were getting "nickel and dimed" if a swim meet ran late or anything like that. And, after I spoke with him, I figured I'm in the area, I'll just stop by Sharonville. Stopped by Sharonville, and Michael Blomer, their Parks and Recreation Director was willing to speak with me. Again, no appointment, just happened to be there. Very, very kind to speak with me. And, similarly, sang their (Swimsafe's) praises. I think he does some testimonials on some of their advertisements is what Mr. Blomer told me. He's an individual that grew up in Sharonville, knows the community well, loves the community. Said there's been no change since they have gone to Swimsafe. Said that's it's the same kids, generationally, that are sitting in the lifeguard chairs, they're doing those things. And, so, he as well was very happy with the service. I say that just for Council's benefit, residents' benefit. I personally didn't need to have those conversations with them because I've got close friends and elected officials in Sharonville. I know that pool in terms of how it runs. I've got family in Evendale. I know that pool in terms of how it runs. So, when you're looking at a resume for me, when I see certain communities listed on there, I know that those things have operated well. There's some other communities, if you put them on there, it may not be as impressive for me. I may not have a personal knowledge with regard to them. I just wanted to share that with everybody going forward. Thank you.

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Mr. Braun: I also want to thank the Mayor for his input. He provided his comments to me from the things that he learned from speaking at those other communities. And, I will tell you that some of the things that were in their agreements, now appear in this agreement as a result of the Mayor going, that due diligence, and I appreciate that. I also wanted Council to know that I worked very hard with Administration since the last meeting to address each and every one of the concerns that each member of Council raised. And, if you've had an opportunity to look through the contract, you should see that those are now addressed in there, not only in the Exhibit C, but we also added some other safety provisions. As usual when these things come out before Council, you guys generate ideas. We listened, and I want you to know we incorporated those into this. If you feel the need, I can go through those one by one, but, I think if you've had an opportunity to see it, it's pretty obvious there's some nice protections for the City in the agreement, and Swimsafe agreed to those. I know they're here tonight, along with Charlie (Wilson). I also worked very closely with Charlie on this to make sure that the things that we were putting in were practical to Springdale. So, I hope that as a result of the things you raised at the last meeting you'll find this to be a much more appealing agreement, and, if you do have any questions, we're all here to answer your questions. So, thank you.

President Anderson: Thank you for those comments Mr. Braun. I will say for myself I did notice some substantial improvements based on the feedback. It seemed very responsive, especially around the areas of the swim meets and swim lessons. I know I appreciate the language and update there. I'm sure it was well intentioned before, and would have been fine based on experiences that we've had with other communities, but, I always feel better if it's written down like you had made those changes.

Mr. Gleaves: Do we know where we're at right now with the hiring? How many more people that need to be hired?

Mayor Hawkins: Mr. (Charlie) Wilson, correct me if I'm wrong. We had this conversation and we had a Rec Commission meeting last night. I believe we're at seven?

Mr. Wilson: You're speaking lifeguards?

Mayor Hawkins: Lifeguards.

Mr. Wilson: We have eight applications.

Mayor Hawkins: Eight applications, and looking for 24?

Mr. Wilson: Correct.

Mayor Hawkins: And, we've had one application with regard to Assistant Aquatics Director or Aquatics Director?

President Anderson: Mr. Wilson could you come up to the podium so we make sure we get it on the recording.

Mr. Wilson: Yes. The question was for lifeguards. Yes, we've had so far eight applications. Looking to fill 24. We've had one application for Assistant Aquatics Director. That person was also interested in the Aquatics Director's position. Previously to that, we've had two Aquatics Directors applications that didn't quite meet our credentials.

President Anderson: Mr. Gleaves did you have follow up, or are you good?

Mrs. Sullivan-Wisecup: While I have Mr. Wilson here, I'll ask a City question. There was some questions about the training for Swimsafe. So, I know that Swimsafe said they provided training, but, then I read some stuff online that says that they have to pay for their own training. And, I didn't know if the City was still going to reimburse if the kids had to pay. I just wanted clarification on that part as far as from the City stuff. I have more questions for Swimsafe, but I specifically wanted to know how that was going to work if they had to pay for

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Mrs. Sullivan-Wisecup (continued): training. Would that be something that is still reimbursed from the City even though they are not technically our employees anymore.

Mr. Wilson: So, I'll answer for Swimsafe. It's an easy question. They do not have to pay for training. So, they take care of all of that. Nobody is reimbursed, nobody is "front-loaded" on that.

Mrs. Sullivan-Wisecup: Perfect. I do have other questions. I know that they were sent earlier because I wanted everybody to have time to look these things up of how many times did any part of a pool close for any of the pools for Swimsafe in the last year? And, say there's two different cities and they're both low of lifeguards, and, basically, neither one of them are going to be able to run without some help. How do you decide which one gets the lifeguards, and which one doesn't?

Mr. Wilson: I'm going to have these gentlemen introduce themselves before they start answering questions. We're very fortunate to have them here with us this evening.

President Anderson: So, what I was going to say is I believe we do have our representatives from Swimsafe here. If you could give your name, and obviously you're with Swimsafe, and then we can answer the questions, that would be great. We appreciate you being here tonight to answer them.

Mr. Weidner: Thank you for the opportunity. We always like speaking to Council and make sure we all have a good understanding of how we can best work together. My name is Karl Weidner, I'm responsible for Business Development and Client Liaison, and this is J.P. Hader, he's a Vice-President of Swimsafe Pool Management. So, to your question, our municipal staffs are large enough, we have no history of having to choose between pools and staffing. We operate 14 municipalities between Florence (Kentucky), and the top part of Columbus, Ohio. So, we have 19 years in business. Evendale has been with us since day one, and, we've steadily picked up business. As Councils and pool and recreation people struggle to staff them, that's our specialty, second to our safety record. And, our focus on safety; we have a recruiting operation that is a year-round, in-house department. And, then, in the first and second quarter swells to between six and seven individuals. We do a lot of recruiting, we do a lot of retention and return of previous employees, and we incent them, and give them growth opportunities to move up from lifeguard to assistant manager, to manager. So, we've worked on that. It's our only business. It's what we do day and night year round.

Mrs. Sullivan-Wisecup: My question was how many of your pools have you had to close down, even parts of your pool? Because I know that several of the pools have had part-time close downs, so, I just wanted to know how often does that happen, like, say, like, at our pool, how we would have to close down say a slide, that has happened at other pools that I am aware of. I just didn't know how often that happens. I'm trying to see if it's about the same as what we currently have, because then it would really be no change.

Mr. Hader: I would say that is not a frequent occurrence at all, even if we are somewhat short. Like Karl mentioned, we have very large municipality staffs. We'd expect that staff, if we called them, to bring in extra help. Because of the surrounding pools that we also operate, we're able to pull kids from other pools and also help facilitate that. So, even if we were short a day, if there would be some sort of closure because of an emergency, it would not last long I wouldn't imagine, so, it is not a frequent occurrence.

Mrs. Sullivan-Wisecup: Perfect, thank you. And, then, because you mentioned safety, how many times have you been reported for neglecting safety issues, if at all?

Mr. Weidner: None, and, what we do is we work closely with all local health departments, and municipalities to make sure. We do a lot of training of Health Department individuals, again, it's all we do, all year long, so we have a very consultative, and collaborative relationship with all health departments and all of our clients. All of our clients, and we have a lot of pools, we have different divisions that handle country club pools, municipal pools, swim and tennis and fitness type pools, and, so, we form unique and collaborative relationships that are customized to your needs, requirements, and wants. And,

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Mr. Weidner (continued): so, we fashion our operation to meet those needs, and make sure you're a satisfied client. As the Mayor pointed out, our clients are our best salespeople because they're happy, and, we work hard to make them happy.

Mrs. Sullivan-Wisecup: And, my final question is how would families that use Swimsafe for their swim lessons know what level to sign them up for after they've been in our Red Cross-style of swim lessons?

Mr. Weidner: That's a great question, and thanks. So, we have a fully staffed in-house safety department that does swim lessons as well. So, we develop a website for each one of our pools, and on that website, it gives information of the different levels. They're very similar to Red Cross. We're a Star Guard-focused company, but, it's kind of very similar. It's different classes. There's also contact information for these individuals. It's not unusual for parents to call and have a question about this, can't do that, can we do this. Again, it's a collaborative kind of thing.

Mrs. Sullivan-Wisecup: Thank you so much.

Mr. Weidner: Thank you.

Mr. Jacobs: If I could ask Charlie (Wilson) a question first, then I do have some for you, if you don't mind staying up there. It'll be rather quick, the question for Charlie (Wilson). How many lifeguards did we have to operate last year?

Mr. Wilson: At this time?

Mr. Jacobs: No. During the summer, how many made it work.

Mr. Wilson: I want to say we had close to 20 to 22, I'd say? No?

Ms. Brooks (in the audience) It was lower than that.

Mr. Wilson: It was lower than that?

Ms. Brooks: By the end of the season, we were down to 18.

Mr. Wilson: By the end of the season we did have fewer folks.

Mr. Jacobs: Optimal.

Mr. Wilson: Absolutely, and, we did have to shut down parts of the facility. I mean, it was that different parts had to get shut down because of low staffing.

Mr. Jacobs: And, I have one more for Charlie (Wilson), and I do apologize before I ask some questions for Swimsafe. We got an email answering various questions from members of Council. And, one of the questions was "Would we be charged if there's a closure under this contract?" And, the answer for Council was "In general, Swimsafe will not charge us for what they don't do" was the answer. But, if you look at page six, "In the event of a pool closing, the parties agree that there shall not be any cause for the amendment or modification of this Agreement and SSPM will not refund any amounts of compensation paid by Client because of a Pool closing, except as allowed in Section C...." Section C allows a closure for 14 days before there's any change in what we're paying the contractor. So, to me, that's kind of a big inconsistency, and I wondered if anybody could explain that for me. We are on Page Six, Section B and C.

Mr. Weidner: So, a couple of things to consider. We have a fully staffed in-house construction repair operation. Our worst day is when a pool is not working for hours, not days. We don't have a history of pools closing. We don't have a history of charging people for work that we don't do. We expect to be made whole if, you know, up and to the time the pool closes. That being said, you know, during the pandemic, probably 40% to 50% of our municipal pools

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Mr. Weidner (continued): chose not to open for that year, and then Florence chose not to open the second year, and, so, we did not charge them for that obviously.

Mr. Jacobs: But, under this agreement, you can. And, that's my confusion.

Mr. Weidner: Under this agreement, I'm sorry, I...

President Anderson: Mr. Braun, did you have an answer for that?

Mr. Weidner: I believe you inserted language that it is closed for a partial or full day, there is a credit of \$400 given, if I remember correctly your language that I saw in there.

Mr. Braun: Yes. We did insert language as you may see in Section 1(B) that provides that we will be reimbursed for times that which the pool is closed. Section C does not concern me because it specifically relates to repairs. Meaning, if there is repairs, like there's a problem with the pool itself, they have 14 days to get the repair fixed. As to clause "B" above, I do think when we go to move to amend this, that it would be nice if the last two words were simply changed to say "except as allowed in this agreement." Instead of specifically referencing Section C, and I think that's consistent with the change you already agreed to.

Mr. Weidner: It's not an issue for us.

Mr. Braun: So, when we make the motion to amend the agreement, I would simply ask that as part of that we include those two words. That would now make it crystal clear just as we changed some of the other language that it's consistent with the provision we provided on page two that has the \$400 a day, or portion of a day refund.

President Anderson: Mr. Jacobs did you have other questions?

Mr. Jacobs: Yes. Thank you. So, my next one is for Swimsafe and I'm going to get very technical. I apologize to everybody in the room. One of my summer jobs is to be a pool technician. And, so, slinging chemicals has been my summer job for the last 15 years. So, as I'm looking at some of your parameters, and I'm on page three of the agreement. When it talks about what you agree to keep the chemical levels at, one of the things that jumped out to me "cyanuric acid", it's called stabilizer, and, again, I don't want to bore people with details, but, for chlorine to stay active in a pool, and for the bond to stay active, it has to battle constant sunlight, and stabilizer helps keep that bond going. But, if stabilizer goes above a certain level, then you don't have the bond, and you're just pouring chlorine into your pool, and you're wasting money. And, the parameter you have is less than 100 ppm (Parts Per Million). Under the Ohio Administrative Code, a pool that is more than 70 ppm is in violation, and it has to close. And, so, I'm not sure; I don't know if it's a typo, but cyanuric acid at 100 ppm is not acceptable under the Ohio Administrative Code. I can cite you the number. It's 3701-31-04. Now, if there's something I'm missing, I'd be happy to hear an explanation as to why we would be okay with 100 ppm for that. For the public, and I'm sorry, it's not that the acid is bad for anybody's skin, it's that you're just wasting chlorine when the numbers get that high. In my experience, you want it between 30 and 50; not 100. Not above 70, but, again, I may be missing something.

Mr. Weidner: So, I'll preface comments that I'd like JP to make, but, I'd like to point out you're probably familiar with this. Certified pool operators, which a lot of our managers are, are regional managers are all CPO's, and JP Hader is certified to teach CPO and certify CPO operators. So, he's definitely familiar with that and can address it.

Mr. Hader: You're reading correctly from the Code. That is something that we can adjust, I think, going forward. We typically don't keep our pools anywhere above 50 ppm because we feel like that's a safe zone. Once you start to get above 50 ppm, the only way to get cyanuric acid out of the water, as you know, is dilution. We're not trying to close the pool. We don't want to drain water out of the pool, so, we can adjust that 100(ppm). I'm not sure why that is what it is. Because, to your point, that is not correct, and, if we keep ppm (parts per million) at around 100, it would not be within code.

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President Anderson: So, to Mr. Braun's point earlier, there's a couple of amendments we've talked about that we could do in a moment. Is that something that you're comfortable with us, if we make that change tonight to get to that number.

Mr. Hader: Yes sir.

President Anderson: Because I want to make sure we get closure on this.

Mr. Hader: Absolutely. Yes sir.

President Anderson: Is the number we should offer to amend the contract to here, we're doing live edits, to 70 (ppm) or 50 (ppm). What would be more appropriate based on your experience in the code? If we're changing the contract.

Mr. Hader: I would say 70.

President Anderson: Seventy? And, that stays in line with, obviously I understand they're saying that they would keep it 50 (ppm) as their target. The contract is the upper bound, so, and, that's when they'd be held in breach, and there's a whole lot of things with that, so, 70 (ppm) is something that makes sense, when we get to that.

Mr. Jacobs: In my experience, if I'm at 70 (ppm), that's a problem and I need to close the pool. That's from Hamilton County Board of Health Regulations. Now to be fair, 71 (ppm), in a sense. You've done the test, and it's a very gray area. But 70 (ppm) still seems risky, but that's just me.

Mr. Hader: We also have no problem putting in 60 (ppm).

President Anderson: So, if we amended a moment when we do our changes to 60 (ppm) does that make more sense from your experience?

Mr. Weidner: Yes, we're fine with 60 (ppm).

President Anderson: Does that make sense to you Mr. Jacobs?

Mr. Jacobs: I understand.

President Anderson: Sixty (ppm) is a better number? I'm just keeping a note of the things that we have to address. So, we've got 60 (ppm) there. Did you have another question?

Mr. Jacobs: My last question is for Charlie (Wilson), and thank you so much. I know these are very technical questions. Do we know what Swimsafe would pay a Director?

Mr. Wilson: So, a Director, no, I cannot answer that question. That would be a Swimsafe question.

Mr. Jacobs: Thank you.

Mrs. Webster: Charlie, well, I need to have this verified in my own mind. Will the people that have already applied for the lifeguards that have been here before, will they be guaranteed to have a job?

Mr. Wilson: So, that's something that we would recommend to Swimsafe, and they're usually very agreeable in working with us to make sure that we retain that connection to the Community. That's something that we want.

Mrs. Webster: And, also, the concession people, they'll have a job too like they did before?

Mr. Wilson: That is the full intention. Correct.

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Mrs. Webster: That's fine. Thank you very much.

Mr. Wilson: Absolutely.

Ms. McFarland: My first question is what type of staffing will be on duty at any given time, and I'm not sure if that's a Swimsafe question, or if that's a Charlie question of what we require. We've always had either the Manager, or Aquatics Director, or Assistant Director, one of the two of them were always on duty. Is somebody in a management or supervisory position going to always be available? Or, is that an on call?

Mr. Wilson: So, a manager should always be there, correct?

Mr. Weidner: The contract specifies in Exhibit B what the personnel is that we're providing during pool hours on site. There is always a Manager or an Assistant Manager on site during pool hours. On the concession, it calls for two people to be in the concession operation, and one of them would be a concession manager. We have a Director that oversees all of our concession operations because we have several of them and, so, she keeps an eye on that, but, it's all part of the Pool Manager's responsibility. I should also comment that on top of the Pool Manager, we have a Regional Manager who oversees a series of pools that are in close proximity, and they're constantly moving around. They do spot checks, they make sure everything is running, they have more technical skill, they are CPO Certified, and then, on that, we have an Operations Manager, and then JP (Hader) and the President of the company, so, there's several layers. If there's ever any issue, we all carry cell phones on us seven days a week, 24 hours a day. We will answer it. We have people in the vicinity. We're based right over in Loveland, so, we're 11 minutes away. It's not an issue for us.

Ms. McFarland: So, just to clarify, it says, "Will be on duty during all hours of operation specified above". So, that specifies twelve to eight; twelve to six on Sundays. Will there be by someone available before that during swim lesson time, during swim team time, on swim meet nights, so, outside of those normal hours of operation, will there be a Manager available?

Mr. Weidner: There's typically a Manager there, now, if there's, you know, one or two guards called for swim lessons, I'm not always certain that that's a Manager, but, it's usually an elevated person, so we have a structure in there, but we always make sure that we have a Pool Manager there while the majority of our staff is there, and, always during pool open hours.

Ms. McFarland: I'm sorry, I missed that in the two lines down.

President Anderson: I think that's also an older version.

Mr. Gleaves: A child that has worked at the pool, that have seen his brother or sister work at the pool for years, they've only worked at Springdale pool. So, if someone signs an application under this contract, you fill voids, you assigned people where needed. It's what it seems like to me. Under the structure here for years, you only work at this pool. How could you guarantee, or how could you stop a child that lives here in Springdale, that wants to work at this pool, but his Manager tells him or her that, "No, you have to go to another pool and fill in over there." And, historically, these children have seen their older siblings work only here, and that's what I would that that's what they would want to do also.

Mr. Hader: We would like every Springdale kid to work solely at this location. When they apply online, they specify Springdale as their pool. Once the staff is completely full, then, and only then would we offer them a position at different facility. Their Manager would never come and say, "Hey, you're going to Evendale today." Or, "You're going to Sharonville today." That's not how that works. Towards the end of the season, we give kids the opportunity to go to other pools. That is their choice. We would never force, ask, make a child work at any other pool besides what they signed up for.

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Mr. Vanover: Kind of to piggyback, I, well, yes, I've become a pool boy here in the last couple of years, I have a hot tub, and the numbers are when the facility is empty, usually, early in the morning, and once a human body hits the water, sunscreen, tanning stuff, and biological materials, those numbers are going to change. It's not a static situation. My aquarium, I've got a 125 gallon aquarium, and I take a reading, well, I've got a PH meter up there, and, at one point of the day, it will be 6.4, it may jump to 6.6, and at night, it comes back down, so, those numbers are not a continuum, they float, there's a range, and that's what they've given is a range, so, just understand that if it's 70 (ppm), then there's a point in time it very well could be there.

Mr. Hader: Just to respond to that, we have a log book that categorizes all that. We check the chemicals every two hours. If there's an adjustment that needs made, we have chemical controllers, I believe, on site. So, the controllers at the pool help you regulate that to adjust for that change. Those don't always work perfect; they're machines. So, to that point, we still check the controllers, and the water every two hours, make sure they're calibrated properly. If they're not, the adjustments are made, and then we don't wait another two hours to check, we usually give it about 30 minutes to make sure that change has been made, and then from there, we progress. If the Manager can't handle that on duty, we call the On-Call Supervisor, they come in if it's a bigger issue. But, to your point, all the chemicals fluctuate, and we do weekly checks on alkalinity, daily checks on alkalinity, to be quite honest depending on the pool water. We check calcium, ph, chlorine. All that's accounted for, cyanuric acid. So, and we log that in a data book that's available at any time.

Mr. Vanover: I just wanted that to be understood that, you know, you pick a number, well, at noon it may be, at 12:30, exactly. And, my other comment would be, as Mayor (Hawkins) so mentioned, there are increasing numbers of municipalities going in this direction, and, I've never been one to follow the parade, but, that does tell me something that this is where we've headed. I mean, our numbers are saying that now. Quite honestly, let's be real. We don't have the numbers right now to open the pool. And, if we don't go this direction, I can't tell you what's going to happen. Thank you.

Mr. Jacobs: In the agreement, it says, "Testing every hour". You just said, "Two". I will say this, as a tech, every 12 hours is the minimum, so, every hour could be seen as excessive. And, some of them as you have mentioned you tested weekly, so, I just didn't know if it was "two" or "one" because the agreement says, "one".

Mr. Hader: I believe in our logbook it's every two (hours).

Mr. Jacobs: Thank you.

President Anderson: So, again, that's a point that, if we want to correct, this is our chance to fix it in the contract. Obviously, there's always good faith that we're operating in good faith with the contracts to make sure that if things don't go well, we know what to expect. So, is this another thing that I should tag that we want to make an adjustment, or are we comfortable as it is?

Mr. Weidner: I mean, it's all within health code compliance.

Mr. Wilson: It is well within health code compliance.

President Anderson: I just didn't want to set unreasonable expectations in the contract either on your side.

Mr. Weidner: Sure. Understand that. Thanks.

Mr. Gleaves: This might be a question for Mr. Wilson. What is the actual hiring process. When do you start, and at what magnitude do you reach out to Princeton Schools? I just, you know, I'm new to this. I'm trying to figure out how. Is it the fact that we're not trying to reach out or, is it just not the applicants signing up?



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Mr. Wilson: I would say it's a loaded question, but, I'd say we start in December, we reach out to the previous applicants, see what we get back by the beginning of January to really give those folks who we hired in the past the opportunity to apply, and take those positions, and then start marketing to the masses; Indeed, Facebook, reaching out to Princeton. In fact, this year we reached out to even the middle school to try to get teachers to be the Aquatics Director or Assistant Director. So, we try all avenues that we can. We can't force people in the door, but we try anything that we can to try to get people on board. It definitely came to a head as we got into it, we found out the amount of returning, and, after we posted the position, usually we get a big pop in the beginning of applicants that flurry in. Anytime we market for a position within the City, we usually get a big pop in the beginning, and then kind of filter in. We didn't really get in any of that, which is very concerning, especially to where the numbers were last year. So, other avenues have to be examined if the City wants to continue its pool operations.

Mayor Hawkins: This is a universal issue. It's not unique to just Springdale, and, as we talked about in the last meeting, ourselves and Blue Ash are two of the last ones standing that have been self-managed, and they were going through some issues with regard to staffing as well, and you had heard previously with regard to Ms. Brooks. It has been a challenge over the years, so, it's not unique for us this year, it's not unique for us. It's a universal thing. And, the two directors that I spoke with spoke to this is a big reason why they're using a pool management company is because it makes it so much easier staffing wise. You run into the other issues of, and we talked about this as we're getting ready for budgets before there was any issue with regard to us managing our own pool that I indicated that I got approached in October by a young lady who is one of our residents, a senior at Princeton who is like, "Hey, I know you're not Mayor yet, but you're going to be. I'd like to work here, but, we're getting paid less than at Evendale." And I said, "Well, we'll look at that." And, so, we had some conversations at budget time, and we raised the rates up a little bit then, so we're in a competitive place with where they were at \$14 and some cents. Most of the Swimsafe's are \$15, so, we're right there with it, but, the other thing you get in competition is you can go work at a fast food place and make \$18 an hour, and, so, it's a competitive thing just in general with kids at 16, "I want to go make some money. Where can I go make the money?" The allure of being David Hasselhoff when Mr. Uhl was a lifeguard has lost its luster from back then. So, some of it literally comes down to the dollars and the cents, and I think that's probably, and, again, this is not something that I've studied, but, I think that's probably part of the issue in terms of not getting applicants. But, it's not unique to us; it's everywhere.

Mrs. McFarland: My question is more for the Administration. How can we, as a City, evaluate how this goes? I mean from all aspects. Do our residents see a change? Is this different than what we've experienced in the past, and, is this something that our residents want to continue to see? We keep hearing everything is going to be fine, it's all going to work out, and, I keep my fingers crossed that it does, but, if it doesn't, how can we meet at some point? And, I don't mean just, you know, Charlie (Wilson) and John (Jones). I mean, bring in some people that can provide some feedback as City residents and people that are using the pool to provide that information to say, "Yes, this worked out great." or, "No, this didn't work out well at all, and here's why."

Mayor Hawkins: I think that's an excellent thing for us to keep our finger on the pulse of. In 14 years serving on Council, I've seen this chamber filled for two things as it was in the last meeting, and that was for a sidewalk on Kemper Road, and for needle exchange. And, so, you know, our residents are going to let us know. I have no question or doubt with regard to how it's going. The way this process goes and Mr. Wilson can talk about this, there's going to be ongoing regular communication with regard to how things are going, if things need to be tweaked within this agreement indicates things can be tweaked, but, our Recreation staff was going to be, on a regular basis, going through and having those conversations, and then, I encourage, as I have for anything, whether feedback is good, positive, or indifferent, I encourage residents to talk to your elected officials, call me, you can call our Administrative staff, you can call our staff at the Parks and Recreation. There are issues, let us know, and, we're going to go through and address those things. But, we've got to know about it. Also, along those lines, Mr. Anderson spoke about this a little bit. At the last meeting, he and I talked about, in the area of September, to have an opportunity for residents to come in and speak with, didn't want to commit anybody else, but, Mr. Anderson is committed to doing it, I'm committed to doing it. If anybody else wants to do it, but, an open opportunity for them to come in. We're looking at

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September because it's six months from an event that we're going to have here next week in March, and it's right before we get into the budget time, it will be at the close of pool season, and we can hear feedback with regard to what's going on. And then, the ultimate part of it, and Mr. Vanover touched on this, in terms of this is going to be okay, and we can go down this path. I'll be very clear. We've had this conversation with Administration. This is a situation that as it came up, and Mr. Wilson was diligent with regard to letting Mr. Jones and Mr. Uhl know, "Hey, we're not where I'd like to be at this point in time in terms of staff", and they went through and problem-solved. This is the problem-solving that we've come to, and, the reality is, there's been lots of feedback and lots of things have been discussed. There's been no other alternative or option that's come up, and, so, this is the alternative option. Council has this legislation before them, and Council can do whatever Council feels it should do. You are seven individuals, you vote whatever you think is appropriate. You've heard the recommendation from Administration and myself. This is a matter of solving the problem. If Council chooses not to do that, that's Council's prerogative. We would have to stay the course of trying to wait and see if we have enough applicants, and, at the point that we do, then we would open the pool. Until then, we wouldn't. I don't know that there's a big choice if there's some other option that we're looking at, but, it's Council's prerogative in terms of how we move forward. I think, I know Mr. Wilson, Mr. Jones, Mr. Uhl, the help of Mr. Braun have done an excellent job of trying to solve this problem that has come up and they've done it in a very quick, rapid process to try to address it because it's very time sensitive. These gentlemen will tell you, and you see in the contract, and I can tell you from talking with the Director of Evendale and Sharonville, these contracts get signed in the fall, so, we're way behind where things are, and, at the same time, Mr. Wilson and his staff tried to do everything in terms of hiring folks on, and waiting, if you sat here and you did it in December 15<sup>th</sup>, then people would say, "Well, you guys didn't even try to hire people." Right? So they waited until it got to a point where Charlie (Wilson) goes, "This is a problem." And, so, it's, "Okay, what can we do in terms of problem-solving?" And this is the solution we've come up with. It's Council's prerogative and what folks want to do, but, I think the problem-solving that Administrative staff has done has been more than reasonable and rational, and, it seems like a way to go forward.

Mr. Wilson: Mayor (Hawkins), if I may piggyback on your original question. So, we're going to meet with them weekly. They're going to be stopping by at least, what, how many times a week.

Mr. Weidner: Our regional person, that has the pools in the region will be by at least four times a week. On newer pools, it can be five to six times. As I said, they're rotating all the time. They want to make sure that they're on top of the staff and that your needs and wants are being met, so, that's not an issue for us.

Mr. Wilson: And, so, what I wanted to elaborate more on that is if there's somebody that has a concern in the Community, they need to come tell one of our Parks and Rec Department staff members so then we can address it, or, pat them on the back for a good job, or things that we need to improve on, so, we need to make sure that it's an open communication between the Community and management here at the Community Center so they need to come and tell us so that we can address these issues.

Mr. Jacobs: A question for the Mayor, or Charlie. I saw in one of the email answers how we reached out to find new applicants. I didn't see "LinkedIn" on that list. Do we use "LinkedIn"? Do we use "LinkedIn" or "Indeed" perhaps?

Mr. Wilson: It's "Indeed".

Mr. Jacobs: You did "Indeed", but we don't use "LinkedIn"?

Mr. Wilson: I don't believe we do. I'd have to ask HR (Human Resources), but I don't believe that we do "LinkedIn".

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Mr. Vanover: Well, we all have been around for a while. (Mayor) Lawrence (Hawkins), myself, we cross our fingers every year on Memorial Day that the pool opens. We have a 50+ year old structure over there. Last year, we were losing, what, 6,500 gallons of water a day.

Mr. Wilson: Maybe a little less than that, but, we've had more in the past that Sharon (Brooks) can attest to.

Mr. Vanover: So, staffing, at some point this year, could be moot. And, when that pool goes down, we're looking at a minimum of two years to get the facility back up if the pool comes back. I mean, that's a decision that is going to have to be made in this room at some point with dollars that, right now, we don't have. So, to me, we say our little prayer and hope that the pumps fire up and continue working, and we get the staffing on board, and, get through the summer.

Mrs. McFarland: I think this is my last question. I say that. Is there a pay scale that you guys can attest to right now? You know, we've already heard that we were raising the bar with Springdale because we were having trouble finding people. And, there's been a lot of research done, and, unfortunately, I personally wasn't able to speak with any SwimSafe employees, but I've received feedback that some of the lifeguards are receiving a pay along the line of \$11-\$12 an hour. That is nowhere near the \$15, or \$14, I'm not sure exactly what it was, but is there a pay scale that you guys advertise for this job. You are saying that we offer a position starting at whatever dollar.

Mr. Weidner: So, two things. In our contract, we figure an average wage of \$15 an hour for lifeguards. That being said, a new lifeguard would probably come in at the \$14.50 because each year we give them somewhere, you know, a \$.50 bump until they hit a ceiling. So, our Assistant Managers would be a couple dollars more than that, and the manager would be in the \$20 range. So, this is a wage scale that went up with everything else two or three years ago, and has changed the staffing models. Yes, you can stand next to a french fryer and hope not to get fried up for a few bucks more. The other thing is we work closely with parents, and, for a lot of employees, it's their first job. So, we're not only an employer, we try to be a mentor. We have ways to move up in the organization if they like, but the reality is it's a three to four year cycle, so you don't have ten, twelve year lifeguards that are trying to bush through a ceiling, so, we have found good success with getting that pay scale corrected, and it's a good way for us to attract talented individuals to come on board. Does that answer your question?

Ms. McFarland: Yes. Thank you.

President Anderson: I think it's also worth mentioning for the pay scale, as a private employer, they have more flexibility to make changes on demand. I believe our pay scales require action by City Council to make a change if we were to increase the range beyond its current maximum so that there's a little more flexibility to respond there as well.

Ms. McFarland: I shouldn't have said that was my last question. So, SwimSafe employees will not be City employees, correct?

Mr. Weidner: Correct.

Ms. McFarland: So, this is going to sound funny, my kids can work at the pool if Swimsafe is there? Meghan's (Sullivan-Wisecup) kids, you know, they're not allowed to right now because we are City employees. So, that goes away if Swimsafe takes over?

President Anderson: Mr. Braun, did you have something for that?

Mr. Braun: So, if they're not working for the City, they're working for a third party entity, that would open that possibility.

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Mr. Weidner: They are our employees. We issue the W-2. They're on our payroll. They get paid by us. You as a client, some of our clients, especially country clubs don't allow kids to work there for obvious reasons, but, I don't think any municipalities limit us. They're more concerned that we're hiring local citizens, which is always our focus. So, they have familiarity, they have proximity to the pool in case we need to call them in, and they know half the people coming to the pool. So, it's a big familiarity. We have a customer service component in our training which we've amped up in the last few years where it's, you know, 15 and 16, and 17 year olds are taking on some pretty verbal adults, so, we're training them to ramp it down a little bit, and know how to escalate it, and so forth, so those are all things that we've modified as the world has changed around us to be successful in what we do. I know you raised the question earlier about, "Hey, what if this doesn't work out?" We have never had a municipality, self-managed, come to us, and then go back to self-managing. It has not happened in our company history of 19 years.

Mayor Hawkins: First of all, Ms. McFarland, if you ever decide you want to be an attorney with your "one more question", I think you've got a good future. Along the lines of what you had said, I believe that one of our neighboring mayor's kids have been lifeguards at the pool where they sit, so, there's an opportunity.

President Anderson: I think it's also worth mentioning that not all those restrictions are from the State, some of that was a policy that was implemented with the last Administration, and could be repealed at any point in time.

Mr. Gleaves: What is your incentive to increase the recruitment of Springdale kids for our pool?

Mr. Hader: I would think the key thing for us is we hit the ground running as the Mayor mentioned, we usually start these contracts in the fall with the hiring, so, once we would get the word, we would be out and try to hit the schools again, put out social media posts, work with the Community, just put the word out whether that's flyers, or anything possible. Our HR team will recruit relentlessly. Because we start hiring in the fall, we have a lot of pools that are already fully staffed, so, we can zero in our focus on the pools that are not fully staffed, which would bring Springdale in this situation. So, we have two full-time HR people. We have other people helping out. The goal would be to not only get them hired, but, make sure they're trained. You know, sometimes, you get them interviewed, you get them hired, but try to get them through the training as well. So, it's a process that we'll have to expedite pretty quickly.

Mr. Weidner: And, that's all the secrets he's allowed to give you. (laughter)

Mrs. Sullivan-Wisecup: I did forget one question earlier. If a lifeguard that we currently have is Red Cross certified, do they need to get re-certified with SwimSafe, or, do you accept their lifeguard certification with Red Cross.

Mr. Weidner: We accept, and they can choose to re-certify at Red Cross, or, switch over to StarGuard Elite. But, if they have a two-year certification that they got last year, they do not need to certify until their certification expires.

Mrs. Sullivan-Wisecup: Thank you so much.

President Anderson: I'm not seeing any more questions at this point. Thank you very much for coming in and answering the questions. I hope that wasn't too painful. We do appreciate your willingness to respond and be as open as you have been.

Mr. Hader: We appreciate the opportunity. Thank you all very much.

Mr. Weidner: Thank you.

President Anderson: Council, it's important to note at this point that there were two items in the contract as you were reviewing that we said, "Hey, we might need to come back and do an amendment." As a matter of process, what would need to happen; those two were on page six, Section B there was a recommendation to replace Section C below with the words, "This

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President Anderson (continued): agreement”, and, on Page three, replacing the “100 ppm” with “60 ppm”. In order for that to happen, since we’re inside of it, it would be an amendment, so someone on Council would have to make a motion to amend, and then state those two, and then we would go through that. Mr. Braun, did I have that correct?

Mr. Braun: Thank you. I would also recommend that as part of Section 4(B), where it says, “Pool water will be tested hourly”, that it should read, “Pool water will be tested approximately every two hours.”

President Anderson: So, just so everyone is clear on that, the way that we would work the process is somebody would need to make a motion. It would need to be seconded. We would vote to amend the contract, and then once that’s voted on, we would then come back and have an opportunity to vote on the ordinance with the amended contract attached. Does that make sense? Okay.

Mr. Vanover: I make a motion that we amend Exhibit A as stated, change on Page three from “Less than 100 ppm” to “60 ppm”, on Page six, 7 (B), scratch Section C below, and add this agreement.

President Anderson: Page three, the tested hourly right below the 100 ppm. Is that what you intended?

Mr. Vanover: Yes.

Mr. Braun: And then, the testing approximately every two hours.

President Anderson: We have a motion to amend. Is there a second?

Mrs. Sullivan-Wisecup: Second.

President Anderson: Discussion on the amendment? Is there questions or discussion on the motion to amend?

Motion to amend Ordinance No. 08-2024 passes with seven affirmative votes.

Ordinance No. 08-2024, as amended passes with five affirmative votes and two opposing votes (Gleaves, Jacobs).

President Anderson: That is sufficient to pass with the emergency clause, so, that will take effect on signature. Thank you Council, and everyone for attending, and all feedback that was received on that motion. I will say that as was mentioned earlier, Administration was very responsive in amending the contract, and I think there were a lot of positive changes that came about from that Community engagement. So thank you for that.

### Ordinance No. 10-2024

AN ORDINANCE REMOVING SPECIAL ASSESSMENTS PREVIOUSLY LEVIED FOR CERTAIN PUBLIC IMPROVEMENTS IN THE CITY OF SPRINGDALE, OHIO IN COOPERATION WITH THE SUBURBAN COMMUNITIES ENERGY SPECIAL IMPROVEMENT DISTRICT (SHEAKLEY PROJECT) AND DECLARING AN EMERGENCY

Mrs. Sullivan-Wisecup made a motion to adopt Ordinance No. 10-2024; Mr. Vanover seconded.

Ordinance No. 10-2024 passes with seven affirmative votes.

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### Ordinance No. 11-2024

AN ORDINANCE AUTHORIZING THE EXECUTION OF A TAX INCREMENT FINANCING AGREEMENT WITH RESPECT TO THE GLENSPRINGS FUEL STATION PROJECT, AND THE EXECUTION OF ANCILLARY DEVELOPMENT RELATED DOCUMENTS, AND DECLARING AN EMERGENCY

Mr. Vanover made a motion to adopt Ordinance No. 11-2024; Mrs. Sullivan-Wisecup seconded.

Ordinance No. 11-2024 passes with seven affirmative votes.

### Ordinance No. 12-2024

AN ORDINANCE AUTHORIZING THE PURCHASE OF CERTAIN REAL PROPERTY ASSOCIATED WITH THE NORTHLAND BOULEVARD RECONSTRUCTION PROJECT AND DECLARING AN EMERGENCY

Mr. Vanover made a motion to adopt Ordinance No. 12-2024; Mrs. Sullivan-Wisecup seconded.

Ordinance No. 12-2024 passes with seven affirmative votes.

### Executive Session – Economic Development

Mrs. Sullivan-Wisecup: I would like to make a motion that we go into Executive Session under Article II(D)(1) of the Springdale Charter to discuss Economic Development Issues.

President Anderson: Is there a second?

Mrs. McFarland: Second.

President Anderson: Are we expecting any action out of this before we vote? (No) Questions or discussion? (None)

President Anderson: As you have heard, we don't expect action out of this. We are in Executive Session. We will be back.

The motion passed with a 7-0 vote to go into Executive Session. Council departed chambers at 8:09 p.m. Council returned at 8:32.

### Old Business

Mayor Hawkins: I just wanted to reference, obviously, we still have a nail situation in our Community, and, just indicating Police are still going out and patrolling. There's extra patrols in and around Heritage Hill. Officers are actually getting out while they're on patrol, looking for nails. They've got a magnet collecting nails, but, I really wanted to commend some of our residents who are going out, they're collecting nails, and they're really doing a great job communicating to our Police Department and our staff about where they're finding them, the timeframes, which is helpful in terms of investigation, so, it's a great collaborative effort with our residents trying to go through as we fight that battle, and, I'm constantly in contact with the prosecutor there in West Chester, and the Area Three Court for Butler County as that case is moving along. That one, I believe, right now they're waiting to get a trial date. And, I'll keep folks updated as I hear things there.

President Anderson: And, to be clear, people should continue to call in that. It is helpful, so, as people find these, especially these large groupings, the time and calling that in, it is being listened to, and it is important that we keep getting that information from the Community.

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Mr. Vanover: To piggyback, our street and road gang are out there physically walking the street, and, I've seen them out there at least two times just this past week. I mean they're parking their truck, and they're walking the curb, so, you know, doing what we can. I just hope I can get a front row seat after the court date, because I'm going to get my victim statement in there.

President Anderson: You can count me in on that list as well. I think it will be a long list of people that want to share their experiences with them as they find the people.

Mr. Vanover: When your Tire Discounter bill is more than your car payment...

President Anderson: I feel that.

Mayor Hawkins: I have told the prosecutor not to mess this up. There's a City of 11,000 people that are watching him.

New Business - None

### Meetings and Announcements

Mrs. Sullivan-Wisecup: Planning Commission will meet in these chambers on Tuesday, March 12<sup>th</sup> at 7:00 p.m.

Mr. Uhl: Civil Service will meet tomorrow, Thursday, March 7<sup>th</sup> at 2:00 p.m. in the Council Conference Room.

Mayor Hawkins: The State of the City address will be next Wednesday, the 13<sup>th</sup> of March at 7:00 p.m. at the Recreation Center.

Ms. McFarland: The next Board of Health meeting will be March 14<sup>th</sup> at 6:30 p.m. next to these chambers.

Mr. Gleaves: The BZA meeting that is scheduled for the 26<sup>th</sup> of this month has been cancelled. There is some training that is supposed to be about an hour or two probably before the next meeting, which is scheduled April 23<sup>rd</sup>. And, I have a couple of announcements that I want to make. I went ahead and I spent some time with our Fire Department. This was this past Monday. I scheduled time with Chief Stanley from 8:00 a.m. until 12:00 p.m. noon. I just wanted to report how our Fire Department is doing a fantastic job. I think people really need to know this. Again, I arrived at 7:45, and I was paired up with Captain Craig Kuhlmann. He's a Princeton graduate, and he is a Springdale resident. During that time, 8:00 a.m. there is a shift change, and I got to meet some of the people who were leaving, and got some of their thoughts and then, at 8:15 a.m., they had a shift meeting, and all they did was go over information from the night before, the day before, and what they need to get ready to do to prepare for the day. And, at 8:37 a.m., we got a call. There was an elderly person that had become ill on Mangrove. So, I rode with the Fire Captain, and along with the rest of the fire crew, and the fire truck parked, and we parked behind him. And, as they went in and assessed the man, they were getting ready to make a determination if they needed to call the ambulance. So, they called the paramedics, they came. And, what was interesting was, in the interim, a woman was leaving to go to work, and backed right in to the fire truck. And, so, everybody came together at one time. Had to call the Police, the Police came, and had to do the report, and I'm sitting there looking at all of this, and what was the craziest thing was I knew the woman who hit the fire truck, but, anyway, we calmed her down. Everybody was good. They transported the man to the hospital. And, then we go back to the department, and the Captain was making his report. So, back then, I got a chance to talk to a lot of people, get some feel about, you know, how do you feel about the job. The crew was young; they're fully staffed now, and, I have a little bit more about the staffing, but, at 9:41, we got a call at Triangle Park in Sharonville. So, we go to Sharonville, and I got to see the collaboration between two units; Sharonville's unit, and our unit. They worked extremely well together to alleviate the issue that came to fruition at Triangle Park. And, that was taken care of very quickly. And, we go back to the station. At 10:56, we get a call about some wires being down on Diston Lane. The Captain called Spectrum, which is roundabout way of the resident calling. This immediately goes to the people that need to actually come out

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Mr. Gleaves (continued): and take care of this. And, after that, I basically came back, and I talked to a Lieutenant about the staffing and how it helps them out. I just wanted to read what he sent to me. "Councilman Gleaves, first and foremost, I want to thank you for taking the time out of your day to come and spend time with us to see what we do. And I wanted to recap our discussion earlier. You inquired about the effects of better staffing with Firefighters. I explained to you the staffing is more than just more people in the firehouse. It allows us to run with more people on our trucks, which improves our safety, and fire on the ground, and on incidents in general. As they say, safety is in numbers, where in the past, we were forced to make runs with minimum staffing a lot more often, and we can now make faster, more efficient and safety-oriented decisions, and make good decisions on life-threatening situations. It has lowered our overall overtime usage. This has a few different benefits, one, that it's easy to see, and others that are not that visible. The obvious one is that it saves the City money. This could lead to better funding for training which improves a multitude of things. One thing is better performance on incidents, which leads to better outcomes for citizens that we serve. By offering more training opportunities, it will lead to better firefighter retention, which is extremely important, which will also save the City money. Above and beyond that, maybe the most important is the mental health aspect to the firefighters. You may ask yourself how that correlates, but I explain it a little bit better. Our department is pretty young, and it comes where young men and women are starting new families. With the increased staffing, we get the opportunity to go home every shift, and spend time with our families. Being away from our families for 24 hours at a time can definitely take its toll. We miss out on a lot of holidays, birthdays, and family functions. " This was spent to me respectfully from Joshua Cook who is a Fire Lieutenant. And, they run a really good ship over there, and it's a life and death thing, and, it was an honor for me to go find out what they do, how it works, and just get a pulse of what they're going through. So, that's my report there for the Fire Department.

President Anderson: Thank you for sharing your experiences with them. We do have amazing Fire and Police Departments here. Our public safety is top-notch. I think we remain committed to that throughout.

Mr. Jones: A couple of announcements. Primary elections take place, Tuesday, March 19<sup>th</sup> at our auxiliary gym down at the Community Center. Jaycees Easter Egg Hunt; that will be Saturday, March 30<sup>th</sup> at 12:00 p.m., Ross Park. Sorry, Council, you have to be under ten years of age. Springdale Community Center will be closed on Sunday, March 31<sup>st</sup> in observance of Easter, and then I've had a few questions about the Shred Day. The event is April 6<sup>th</sup> from 9:30 a.m. until 12:30 p.m. down at the Community Center in the parking lot. It is citywide, but City only. You must be a resident, and, you must also provide an I.D. demonstrating your residence, so, it's a benefit for our Community, not outside the Community. Just wanted to share those things. Thank you.

Mr. Vanover: Just to piggyback, the other polling place, or voting place in the City is the Higher Ground Church at the corner of Crescentville, and Chesterdale. So, then the Calvary Church, so, just to get all of them out there.

President Anderson: I did have one question, about the BZA announcement. I know the City recently published an announcement that there was a variance request related to chickens. Is that not for this month's meeting, or is that next month? You had said that the meeting was cancelled for this month.

Mr. Gleaves: The meeting is cancelled, but, I thought that there was a meeting scheduled for us to be on the same page, but I thought that would be scheduled once we definitely have a meeting.

President Anderson: So, we might need to strike that. So, refer to the City website for the Board of Zoning Appeals meeting, because I believe the City sent out an announcement today, so there may be a meeting later this month.

Mr. Gleaves: I'll check into that.



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President Anderson: Yes, let's take a look at that after the meeting. I just don't want anyone who was watching this meeting to be sure that it was cancelled. Because, I believe it is happening.

Mr. Gleaves: Okay.

President Anderson: And, that would be the fourth Tuesday of the month at 7:00 p.m. in these chambers. Look at that, fixed. So, just check the City calendar and we'll see.

### Communications from the Audience

President Anderson: This is our second chance for communications from the audience. This is another chance for anyone in the audience who would like to address Council for any reason. You would have five minutes to address us for any comments or concerns that you might have. So, at this point, I'll open the floor for communications from the audience. If you'd like to speak, all you have to do is come up to the podium, sign in, state your name and address, and then, we'll start the timer.

Ms. Richardson: Good evening everyone. My name is Teri Richardson, and I reside at 12194 Springdale Lake Drive. The reason for me coming this evening is to bring to your attention, once again, the pervasive, and ongoing problem with the litter and trash along Ray Norrish Drive, and also, in the parking lot of Hooter's. So, in my opinion, and my estimation, not only is it unseemly, unsightly, but, it also presents some adverse effects to wildlife, and to the environment. So, I'd like to know if there are any provisions, public safety, or Public Works. Does anyone take responsibility for that? I've done that when I go on my walks, I take a trash bag, but, I don't see that as my responsibility. I do it because I love my community. And along the same line, there's a storm drain and that's routinely, regularly clogged with sticks and algae and things like that. And, that's also an environmental concern of mine.

President Anderson: And that's still on Ray Norrish Drive?

Ms. Richardson: That's on Ray Norrish.

President Anderson: Did Administration want to respond to that?

Mayor Hawkins: Thanks for coming out tonight. As any situations that come up, it's good to let us know so between our Building Department in terms of property maintenance, we'll make sure that they're aware of those circumstances, and those entities that have that property specifically, and, then we can make sure that we're monitoring what's going on there in terms of law enforcement if there are folks that are routinely littering. I know that is an issue in a variety of places. I think you see it between Beacon and Oxford Hills, on Kenn Road a lot of times, folks throwing trash out there. I know I see it on Sharon Road by my house, but, thank you for making us aware of it so we can try to address that.

Ms. Richardson: Okay. Alright. Thank you very much.

President Anderson: And you should know too, there is other ordinances aside from the City. The City does have an ordinance related to nuisance properties, so, if it's a property owner that's not maintaining their property like, you mentioned outside of Hooter's, if that's an ongoing problem, the City does have a way to get with the business owners, and make sure they're maintaining their parts of the property as well. So, as Mayor Hawkins said, letting us know is a good first step, but, there is a couple of steps there. I think Mr. Gleaves had a comment too.

Mr. Gleaves: Thank you for coming out, and, I can attest this is my neighbor here. I have seen her physically, ever since I moved up there, she's been on walks, and she would always pick up trash. And we do it as a community anyway, but, she has been paramount on doing that. And, what bothers me about this whole situation is it's that people will come into the neighborhood; there's only one way in, and one way out in our neighborhood. And, no one throws trash when they go up into people's homes. They throw it down on the way into the neighborhood, and, when I was a young man, I remember that there would be signage in

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Mr. Gleaves (continued): certain parts of the country and even Ohio that if you litter, you would be fined a certain amount of money. I have not seen these signs in a long, long time. I don't know if that can even happen anymore because of some..., I don't know. But, there ought to be some type of deterrent or some signage or something that says, "Hey look, we're aware that if you be aware, if you litter, you could be fined" or some deterrent of some sort and, like I said, it just happens too much from streets that lead into neighborhoods, not in the actual neighborhood itself.

Mr. Vanover: Signs are great, but, until you catch them, and hit them in the pocketbook, it doesn't ...come to Heritage Hill. I can point out broken Molson beer bottles that have been there for weeks, beer cans, I've been out on a walk and pulled toys out of storm drains. We've had residents that wadded up the green netting that they put down when they seeded their yards, and stuffed it down the storm drain. It's sad people don't take pride. That's what it all comes down to. I have, well, a few years back, followed a contractor around the neighborhood as he was trying to throw his McDonald's breakfast bag out. And, knowing the neighborhood better than he did, when he got on Cornavin Circle, he had to come right back at me. And, I told him, "We can play this game all day". But, it's a problem. It's a lack of pride, and respect for the neighborhoods, and some of it is residents, and some of it's not. But, you know, unfortunately, I've got a lovely neighbor and friend who is on to me all the time about grass on sidewalks. And, she's right, there's points on sidewalks that they're only two feet wide. But, we can't, at this point, afford grass police. I'd love to have it, but, the money is not there for the litter police. If you see somebody litter, report it. Get a license plate number. It's still a violation, whether a sign is up or not. But, that's how you're going to make a dent in the situation. Until you change people's minds and hearts, this is the new normal that we're living with. Thank you.

President Anderson: But, what I'm hearing is, in this specific case, now that we know Ray Norrish is an issue, Administration is going to look into that site and see if there's some cleanup we can do.

Mr. Gleaves: I sincerely believe that the people on the average that do this don't even know it's a violation anymore. I really do. Because, it's done with the ease of not knowing that it's a violation. I don't know if we look into best practices of other cities, and see what they do, but, we have not, that I know of, attacked this problem or researched this issue. I'm not aware of that. It's something that I think is worth doing. I believe if you can stop one person, that's good. I believe that the signage will work to alleviate it to some degree, but, we still have to have people paying attention to what people do, and the only reason we know is because we always walk our area, and that's why we know it's trash. We know that with the freedom and the way that it's being done, it's different. It's a different approach to litter. It's just carte blanche.

Mr. Vanover: Mr. Gleaves, I wish that truly a sign would truly stop it, but, talk to the PD (Police Department) about speeding tickets that they issue. There's a speed limit sign on every street. As a matter of fact, I've had for, probably about six weeks now, that radar sign down on Ledro in the same spot. When it lights up, you see them tap their brakes, but, it's against the law to drive with a cell phone in your hand, and be texting, and that, but, it's still going on. Unfortunately, there's an attitude that I'm better than that. I can multi task and we all face the price of these people. I mean, it's easy to see them.

President Anderson: And, for what it's worth, it's not that it can go without action. If there's some specific item or program you want to research, Mr. Gleaves, that's certainly something that we could explore. So, if you have an idea, we can talk about that at the next meeting in New Business. If you have a proposal, or if you have an idea that, in the past, we've formed committees that have done "deep dives" and research. That's an avenue that's available to us. So, maybe we can take the feedback and engage with the Community to see if there's some ideas, and talk with other communities and we can do that. So, I don't want you to think that it's being brushed off. I want to address this specific concern from the resident, which it sounds like Administration has a handle on for Ray Norrish. I'm curious where the specific broken Molson bottle is, because I've been looking for it for a while now. I walk Heritage Hill too, but, I know it's out there, so, I know these things exist. So, as they come forward, let us know, and we can address those issues. But, Mr. Gleaves, if there's an idea or something you want to do as a group, we can talk about that at the next meeting in New Business. That's available to us. Thank you. So, thank you for coming forward. It's obviously spurred some discussion, and maybe some additional action in the

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President Anderson (continued): future too. The floor is still open for Communications from the Audience. If there's anyone else that would like to address Council.

Ms. Messer: Kara Messer, resident, 12182 Springdale Lake Drive. Thank you Council, Administration, Law Director, those watching, and listening. I do appreciate your time. I would like to start by noting that March is, among many other celebrations, which you can check out the website [goodgoodgood.com](http://goodgoodgood.com), and see all the different things we can celebrate in March, but, it's also Women's History Month. And, I would like to share something that one of my favorite poets, and those who know me, know that that is Nikki Giovanni, who is a living local legend. And, she's an excellent writer. But, I have written a short poem in her honor, and I'm going to read it. *"I remember the time of birdsong and hall. Young were watered, and old were tall. Poplars high, reaching wide. Willows resting near subtle tide. Listen, O' City of regal trees. Please be great for the least of these."* And, I would like to dedicate this poem to Kaia Grant who gave her life. Thank you. We will not forget your sacrifice and service to our Community. I do have just a few more points to make while I have about three more minutes. Thank you for being attentive listening to what the Community has to say. We appreciate the work that is being done. I'm very grateful to this Administration, and the Council that has considered the entire Community of Springdale in visiting with the Principal of Heritage Hill. She was delighted to see a Community member from a different part of Springdale reaching out and asking questions, and speaking in Spanish to learn the language, and today, as I drove with one of my children, we saw beautiful families walking from school to home, and the children were so well behaved and listening. And, I share that because we are in the process of growing and learning and educating one another. It doesn't matter if we're nine or 99; we get to learn together. And, I just have a couple of more things that I'd like to say in the next minute. One would be just, again, thank you for your time. I would like to encourage all of you to consider learning the history of our local communities. I would like you to consider the balance of diversity in Springdale and how we are leading the way because of our efforts, our working together, of our communication, and I am proud to be a part of this City. And, I am proud to see the beautiful faces of the young and the old, the funny, and the serious. I'm so grateful, and I'm grateful for your time. And I appreciate getting to be here. Thank you.

Mayor Hawkins: Ms. Messer, thank you for your tribute to Officer Grant and your positive uplifting remarks.

Mr. Gleaves: Thank you neighbor. Thank you very much.

Mr. Cox: My name is Tom Cox from the Oxford Hills subdivision. Appreciate you guys; doing a great job. You guys spoke of Glensprings earlier tonight, and, if you're leaving here going up Glensprings, there are cars parking in the grass, and you have big tire tracks and that. I'm not sure if that's been addressed or not, but, that's really why I came tonight.

President Anderson: That's a good question. Mayor Hawkins, do you want to comment on that?

Mayor Hawkins: Mr. Cox, thanks for coming out. That has been something that's been on our radar, and, we have new notices and, we've gone from a phase of putting out warnings with regard to folks and where they're parking, and tearing up the grass over there to now we're to the point of ticketing. And, so, through the course of that enforcement change, we wanted to give people sort of a "heads up" at first, and now, they're getting cited to court, so, with the hope of that, it's going to cause some evolution or change in behavior and get folks from parking in the grass and tearing up the roadway. But, we appreciate you coming out, and continue to keep us updated. If you see stuff, you can call the non-emergency line at the Police Department, you can call the City Administration. But, yes, we are aware, and we're working on that.

Mr. Cox: Thank you guys.

Mayor Hawkins: Thank you sir.

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President Anderson: And, I have noticed a reduction over the past week or two. I feel like it's gone down. More people are right up on the curb instead.

Mr. Gleaves: Mr. Cox, thanks for coming out. When I was with the Fire Department this Monday, we rode over that way. They even noticed and said something to me about it that it's not good. So, if they're reporting that to me when I'm with them, it's too evident, and we're going to take care of it. Thanks.

Ms. Wells: Hello, I'm Katie Wells, I live at 11486 Bernhardt Court. I had a couple of things. First, thank you all for your service. Thanks for everything you do. We truly appreciate it. To piggyback on what Carol said, which was beautiful, it's a reminder that Springdale, again, is the most diverse elementary school in the State of Ohio. If anyone didn't know that, now you do. I would like to bring up one thing that I am concerned about. I know, this SwimSafe discussion is not easy. I think my biggest concern was just how we got here. Not necessarily having to do SwimSafe in general. From someone who's done a lot of hiring in my past, it seemed, and I'm just going to throw it out there with my concern that it was, I saw a Pool Director job posted a while back, but I really didn't see anything posted for the lifeguards for a while. And, when making such hiring decisions, my concern was that there was a lot of focus on a pool director, and that person who was going to hire all of the people under them, that it got to a point where there was no one for pool director, and no one was doing the hiring. And that's just from what it looks like in my perspective. I don't know everything, obviously. I don't know what's happening, but, I am very concerned whether it's the pool or anywhere else if that is the way that we hire. Because when you're hiring a lot of people, and you're in charge of someone as like a pool director level and down, you should not be waiting for that person to make all of those hiring decisions. You should be taking on the slack until they are in their position. That's what a good manager does instead of waiting. If we had a pool director hired, which would have been great, that's a lot of work for someone to do in a short amount of time. How stressful, how stressful. That's just my concern with that, but, thank you guys for making the tough decision, and I'm really glad that we have some kind of resolution with it. Thank you again for that. I would also like to just reiterate that we have a lot of people in the room today, and it's beautiful. And, we're all very diverse, and there's lots of ages, and just people all over Springdale, and, you don't really have to answer this. I just want everyone to think when's the last time you invited people to a Council meeting? Just think about it. When's the last time you invited people to a Council meeting? When's the last time you had a discussion with your neighbors or walked and knocked on doors? I think there is progress that has been made. But, I think there's a long way to go. I think that we all have the power to work together, but, when there's been such an atmosphere that was created where people don't feel welcome, in order for those people to start feeling welcome again, you guys kind of have to invite them. You have to include them in conversation. SwimSafe would have been a perfect example. You might not have had a pool director, but, you have a lot of moms. Teenagers are not looking for jobs on LinkedIn. They're not looking for jobs on Indeed. But, if mom said, "Hey, get up off the couch, there's a job", they probably heard it that way. We're here to help you guys help us. It's a team sport. That's all I have for today.

President Anderson: I will add I know something Mayor Hawkins alluded to earlier in the discussion about SwimSafe was this idea of a September feedback session. I'm not sure if that got lost in it, I'm not sure how much discussion there was on that. There will be more information on that in the future. But, I think that's one of those things that you talked about where we're trying to invite that feedback from the Community. And, that will be an open-ended session where people have the opportunity to share whatever concerns they have rather than necessarily a Council meeting that's always at a set time. So, that's something that Mayor Hawkins is spearheading, and I think speaks to that. It just takes time to get that stuff going so, I certainly applaud that effort as well, and we'll participate. We'll get, I think we'll get a good opportunity there to do some of that outreach you talked about.

Ms. Wells: Thank you for that. The only other thing I have really quick is something great you could do that would be really easy and probably only take about 30 minutes of payroll hours is schedule out on Facebook a post that just says, "Hey, you're invited".

President Anderson: Mayor Hawkins did you have a comment there?

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Mayor Hawkins: Ms. Wells, appreciate the comments. You know, from my perspective that you or anybody else is always welcome to come to the City, whether you're a resident, whether you work in the City, whether you're driving through and just want to see what's going on in Springdale. But, you know, we'll continue to do things to make sure folks feel that they are welcome to come and be involved and engaged and I won't usually speak for other elected officials up here, but, I think you could probably call any of these folks, and they're going to be happy to talk to anybody about any questions that come up.

Mr. Gleaves: Ms. Wells, I want to answer a good question that you just brought up. "When is the last time you invited somebody to a Council meeting?" Tonight. There's some people out here in this audience tonight that I invited, and I'm glad that they came here and I want you to keep coming back because the only way we can fix some issues is by being in here and I've talked to every last one of them. I will continue to do it because this is what it's all about. We have to work together. We work for you, and, in order for us to work for you, you have to give us the tools to work, so, please continue to come back.

Ms. McFarland: Thank you Ms. Wells, Katie. You know, when I decided to run, one of the big things I was really looking for is to opening those lines of communication. And, I know we've had those conversations before, whether it be prior to this, but, we want to hear from people; at least I do. You know, I've reached out to a number of residents, and I love hearing the feedback. And, again, like the Mayor said, I can't speak for all the elected officials, but, I am Chair of the Public Relations Committee, which, in the past, hasn't had a huge presence in things, but, when I looked up what the definition of Public Relations was, it was how, I can't remember exactly, but how you are dealing with the public, the community. And, we clearly had needed to work on that for a long time. So, I look forward to many more conversations and hearing from all of our residents. So, thank you.

Mr. Messer: Nate Messer 12182 Springdale Lake Drive. Most of my questions are about, really just two about SwimSafe. The first question was is it just a one-year contract? That's what I thought it was; just making sure. And, is there going to be any changes, like, major or minor changes with SwimSafe? Because are they changing the hours or because the last meeting you did say something about I think it was holidays and the weekends it might close earlier on the weekends. So, I was just wondering and double-checking.

President Anderson: Administration, did you want to respond?

Mayor Hawkins: So, it's basically going to be the same aquatics experience and services that are provided. There is going to be a change closing a little bit earlier in the evening, and the basic reason for that is our Recreation staff is only going to be open for so long, and so someone is going to have to stay back a little bit later past their normal time, because the pool will be open, but, we don't want to keep them back for two hours beyond the closing time. We want to make sure that we have Recreation staff that can shut things down, and make sure everything is locked up and secure at the end of the day. But, beyond that, everything is going to be pretty much as it has been. That's the plan.

President Anderson: And, you heard the response on the contract. What Council agreed to was a one-year contract with the option to renew for an additional year.

Mr. Messer: Thank you.

President Anderson: Thank you for coming out.

Update on legislation still in development

Mr. Jacobs: Item Number I was addressed with Ordinance No. 08-2024; An Ordinance Authorizing the City Administrator to Execute an Agreement with SwimSafe Pool Management, Inc. and Declaring an Emergency. That passed with five affirmative votes. Item Number II was addressed with Ordinance No. 10-2024; An Ordinance Removing Special Assessments Previously Levied for Certain Public Improvements in the City of Springdale, Ohio in Cooperation with the Suburban Communities Energy Special Improvement District (Sheakley Project) and Declaring an Emergency. That passed with seven affirmative votes.

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Mr. Jacobs (continued): Item Number III was addressed with Ordinance No. 11-2024; An Ordinance Authorizing the Execution of a Tax Increment Financing Agreement with Respect to the Glensprings Fuel Station Project, and the Execution of Ancillary Development Related Documents, and Declaring an Emergency. That passed with seven affirmative votes. Item Number IV was addressed with Ordinance No. 12-2024; An Ordinance Authorizing the Purchase of Certain Real Property Associated with the Northland Boulevard Reconstruction Project and Declaring an Emergency. That passed with seven affirmative votes.

Recap of legislative items requested for next Council meeting

Mr. Jacobs: All other matters were forthcoming. Anything from Administration?

President Anderson: And, we're still expecting to do Police Department introductions at the next meeting?

Mr. Uhl: Correct. Yes. I do have one bit to add. I know we're working on some contract review from the Ohio Department of Development regarding two grant awards that we received for energy efficiency upgrades at the Municipal Building and Community Center.

President Anderson: And, we expect to see those at the next meeting?

Mr. Uhl: Correct.

Adjournment

Mrs. Sullivan-Wisecup made a motion to adjourn; Mr. Vanover seconded the motion and Council adjourned at 9:16 p.m.

Respectfully submitted,

Nicole Browder

Minutes Approved:  
Jeffrey Anderson, President of Council

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