

## **Safety Services Committee Meeting Minutes January 24, 2022**

**Called to Order:** 4:30 pm

**Present:** Janet Cooper, Lisa Evans and Ben Redman

**Staff:** City Manager-Michael Doss, Police Chief - Jamey Mills, Fire Chief - Mark Baird, Finance Director - Pat Wirthlin and Administrative Assistant - Jackie Bain

**Visitors:** Jan Hamer, Kim Hartley, Lynn Chaney, John Labanz and Becky Shundich from Milford Ohio

**Appointment of Committee Chairperson:** Lisa Evans made a motion to appoint Janet Cooper the Committee Chairperson. Seconded by Ben Redman. All yes

**Proceedings:** Ms. Evans made a motion to approve the proceedings from the April 15, 2021 Safety Services Committee Minutes Mr. Redman seconded the motion Ms. Cooper abstained

### **DISCUSSION: MOUND AVENUE ON-STREET PARKING**

Chief Baird presented information to the committee regarding the parking on Mound Avenue. He was concerned with some of the on-street parking. He provided the committee with documents related to this discussion. Mound Avenue is one of the streets that is frequented by the Fire Department due to SEM, which is not his entire motivation for this discussion. His concern is about the Fire Department being able to provide fire protection to those residents on a stretch of Mound Avenue – Mill Street to Oak Street, SEM Villa. When everyone is home, and especially during the holidays, the parking within these few blocks and the use of construction trailers at this location causes a huge problem for the department to provide protection. They need to get to SEM Villa and SEM Laurel that way. It is the most direct and safest route for them to travel. In 1993 the department started raising concerns and discussed parking on only one side of the street. In 2000, Cleveland Avenue was changed to parking on one side of the street, which does not have the fire hydrants. He would like to reach a resolve to keep parking on the non-hydrant side and try to keep (similar to Cleveland Avenue) the other side as a clear shot for travel down through Mound Avenue. The ladder truck was discussed and how it has to be able to maneuver and function properly to get to the homes for rescue, to ventilate smoke and to dissolve the threat to other homes if a home on Mound Avenue is involved in a fire.

Chief Baird wanted to inform that he cannot safely and adequately protect those homes with those cars so close.

Ms. Cooper stated that she drove around the area and noticed that some of the homes have neither a driveway nor a garage to park their cars in.

Ms. Cooper stated that since the change on Cleveland Avenue to one side parking, the travel to SEM, up Cleveland, are the turns a problem?

Chief Baird stated yes, the turns are a problem.

Lynn Chaney – Mound Avenue

2000 when Cleveland went to one lane only, the issue became traffic calming and then there is a safety issue. Having parking on both sides of the street is traffic calming. Maybe we need to introduce a creative way to address this. Ms. Chaney stated possible solutions.

Jeff Labanz – Mound Avenue

Addressed items that Chief Baird spoke about. Commented on access to SEM, and dumpsters on Mound avenue. Also, some residents have no off-street parking. Mr. Labanz also spoke of different solutions. One suggestion was the no parking at the fire hydrants. All the yellow is worn off the curb. People do not see that you cannot legally park there. And there is an issue with the speeding cars on this street.

Deidre Lily – Mound Avenue

Yellow Painted curbs- you cannot see. Can we change and give an extra two feet on either side of all fire hydrants on this street? Can SEM adjust their entrance?

Mr. Redman – how many hydrants are there on Mound?

Chief Baird said 6. He has determined that he has identified a risk and the travel down Mound is still a risk.

Mr. Doss discussed how we could widen Mound Avenue by taking out the trees on one side of the street.

Kim Hartley – Mound Avenue

She sees this as both safety issues. The catastrophic risk of massive fire of an engulfed home vs. the more day to day risks of traffic. She believes that most of her neighbors are more concerned about the unsafe driving practices incidences that might happen if there is more space for people to get speed. It comes down to, which are you more willing to prepare yourself for. She appreciated that Chief Baird is trying to protect her house but felt that the day to day safety of the neighborhood is a bigger concern. She asked Chief Baird what other apparatuses is there in a fire department to fight fires besides the aerial truck?

Chief Baird replied that much of the firefighting is done by hand with hose lines. And there is where the back up comes into play. If we have a fire that is not kept in check and growing, then they must get larger hose lines out. They work from the outside in to take care of the non-exposed homes are kept safe then take care of the one that is the problem. Master streams ground based nozzles that are larger in diameter that are not mobile that are set up on the ground. They like height when working defensive fires.

Becky Shundich – Mound Avenue

Spoke about the dumpsters and how the neighbors worked things out. But recommended to have permits on Mound to be implemented for residents and their guests. Also agrees that SEM eliminates to take down the old stone pillars to take care of some of the problem. Possibly the cross streets to be park free.

Lynn Chaney – Mound Avenue

Is there technology to deploy all neighbors to move their cars out of the way if there is an alert system set up to go to each registered user/resident? To marry the idea of community and technology to make a situation that has existed for a very long time, easier on everybody.

Chief Baird pointed out that when there are transient contractors on that street, and the fire department is not aware of this and they have already committed to traveling on Mound Avenue, it causes problems.

Ms. Evans said that there have been some good suggestions discussed at this meeting and they are worth investigating.

Chief Baird agreed and would like to think over the comments brought to the committee.

Mr. Redman would like to bring this before council to get their thoughts and opinions.

Ms. Cooper decided to table any decision at this time and to return to Safety Committee for further discussion.

**DISCUSSION: PURCHASE AND UPFITTINGS OF TWO UNMARKED POLICE VEHICLES**

Chief Mills brought to the committee's attention that early on as his appointment as Chief, he was tasked with developing a vehicle replacement schedule. He came up with 8 years for marked cars and 10 years for unmarked cars. He has two 10-year vehicles at this time that he would like to replace, combined with the upfitting.

*The Committee Agreed to Recommend That the Law Director Draft an Ordinance for The Purchase of Two Police Interceptors from Montrose Ford In the Amount Of \$71,590.56*

*The Committee Agreed to Recommend That the Law Director Draft an Ordinance for The Installation of Emergency Equipment from Cincinnati Safety Upfitters In the Amount Of \$11,002.37*

**DISCUSSION: CITY HALL SECURITY CAMERA REPLACEMENT**

Chief Mills discussed with the committee how the security cameras in the building are twenty-two years old. The replacement schedule is behind and replacement parts are not available.

*The Committee Agreed to Recommend That the Law Director Draft an Ordinance for The Purchase of Replacement Security Cameras in The Municipal Building from Sec-Tron In the Amount Of \$39,813.00*

**PROPOSED CHANGE TO PERSONNEL COMMISSION RULES AND REGULATIONS SECTION 6.07 ORIGINAL APPOINTMENT EXAMS: POLICE**

Chief Mills discussed amending section 6.07 and how it is getting harder and harder to attract and retain good employees. And here in Milford, we are approaching a wave of retirements over the next few years. We can no longer rely solely on the age-old "civil service exam." There are new ways to test and evaluate police candidates that focuses on emotional intelligence.

Many other cities have addressed this issue by providing lateral entry programs for officers who are currently employed full-time. In lieu of written exam, they're moved directly to the oral exam where they compete with both classifications for a spot on the eligibility list. They accomplish this by having their oral exam recognized as a "test" in their personal commission rules and regulations.

Our oral exam is completely job-related and forces the candidate to speak about actual life experiences, rather than the traditional hypothetical scenarios that anyone find the

answers to online. The oral exam is graded by trained assessors and scored using valid criteria.

This proposal has been reviewed by the Personnel Commission, our Law Director, and our labor relations attorney. And, it does not conflict with any of the standards provided by the commission on Accreditation for Law Enforcement Agencies.

***The Committee Agreed to Recommend That the Law Director Draft an Ordinance Amending (As Presented and Attached Hereto) The Personnel Rules and Regulations Section 6.07 Original Appointment Exams: Police***

### **EMPLOYEE HEALTH SAVINGS ACCOUNT CONTRIBUTIONS**

Mr. Doss discussed how the city provides health insurance for all employees. The city has an employee Health Savings Account to offset the costs of our high deductible plan. It is an annual payment that we pay twice a year. The current family plan we pay \$2,000 a year (1,000 and 1,000) and for the current single plan we pay \$1,000 a year (500 and 500). We have seen an increase in our employees using sick time. There is an opportunity to increase our HSA Contributions for both our families and single individuals to increase to family plan of \$3,000 a year (1,500 and 1,500). And for single to go to \$1,500 a year (750.00 and 750.00). Currently we pay \$75,000 in contributions to HSA. The proposal would increase the amount to \$114,000. An increase \$39,000.

Ms. Wirthlin stated that the amount has not been changed in more than ten years. And mentioned that most full-time employees are on the city's insurance. One person cannot participate in the HSA plan but participates in an HRA plan.

***The Committee Agreed to Draft an Ordinance Requesting the Law Director to Draft an Ordinance Increasing the Employee Health Savings Account and Health Reimbursement Account By 50% For Family and Single Plans***

There being no additional business Ms. Cooper made a motion to adjourn the meeting at 5:47pm Seconded by Mr. Redman All yes

Respectfully submitted,  
Jackie Bain, Administrative Assistant

"These minutes have been approved and adopted by Janet Cooper, Ben Redman and Lisa Evans via email this 28 day of January 2022."