

**VILLAGE OF PEMBERVILLE
COUNCIL MEETING
May 17, 2022**

Mayor opened the Special Public Meeting regarding Ordinance 1619 at 7:00pm.

Present at the Special Public Meeting of Council were Rahe, Angel, Kirkbride, Mazur, and Meyer. Others present were, Bob Kuhlman, Sargent Kwapich, Chief Darling, Eric Campbell, Karen & Dale Fahle, Karen & Phil Bortel, Evelyn Hagemeyer, Tom Oberhouse, Gene Steele, and the Clerk.

Mayor stated that most in attendance did attend the Planning Commission meeting when the rezoning was discussed. Mayor explained that the Village received a request for the property known as the Old Lumber Yard, owned by Mr. Oberhouse, to change the zoning from M-1 to R-3, which would be for a multi-unit condo. Mr. Oberhouse added that he wanted to sell the property to John Meyer, who wants to build the 6-unit condo; one for his parents, himself, and a sister, leaving 3 that would not be occupied by his family members. Oberhouse provided a copy of the aerial view on how the building would be laid out on the property. Oberhouse stated each unit would be approximately 1600 sqft.

Mayor asked if any of the neighboring property owners had any questions or concerns. Evelyn Hagemeyer, stated she had no reservations and cannot wait to see the condos built. She added that they were in business there for a long time, and it was unfortunate the people that took it over did not take care of it and ruined a good business. Mayor added that it does look better over there now that it has been cleaned up and it will be a lovely improvement than what it has been in the recent past.

Mayor adjourned the Special Public Meeting by stating the Ordinance to change the zoning will be voted on during Council and invited the guest to stay if they chose to.

Mayor Bailey opened the May 17, 2022, Council meeting at 7:10 pm with a prayer and the pledge of allegiance.

Roll Call: Present at the scheduled meeting of Council were Rahe, Angel, Kirkbride, Mazur, Meyer, and Titkemeier. Others present were, Bob Kuhlman, Sargent Kwapich, Chief Darling, Eric Campbell, Gene Steele, and the Clerk.

Minutes: Rahe moved, and Mazur seconded to approve the minutes from the May 3, 2022, meeting. Motion passed unanimously.

Rahe stated she only had one question, she knew that Mr. Titkemeier was not at the last meeting and asked if the Tree Committee appointed someone for the open seat. Mayor stated she had appointed Mr. Forester. Rahe stated she did not know who he was or his background and asked for more detail. Mayor stated he is Chuck Schulte son-in-law. He has a degree in forestry. Mayor stated he wanted to be on the Tree Committee for quite a while and has been waiting for an opportunity to do so. Rahe asked if he was a resident. Mayor replied yes.

Treasurer's Report: Angel moved, and Kirkbride seconded to approve the bills for \$9,303.65. Motion passed unanimously.

Rahe asked about the mosquito grant and how the invoices would be paid. Mayor stated the grant money will be deposited shortly. Mayor stated the grant will cover 19 sprays.

ORDINANCE 1619: ORDINANCE AMENDING THE ZONING DISTRICT MAP FOR CERTAIN OF THE PROPERTY OWNED BY NBPP LLC FROM M-1 TO R-3 ZONING. 1ST READING

Angel moved and Mazur seconded to suspend the rules. Motion passed 5/6 vote.

Angel-yes; Mazur-yes; Meyer-abstain; Titkemeier-yes; Rahe-yes; Kirkbride-yes

Angel moved and Mazur seconded to approve Ordinance 1619. Motion passed 5/6 vote.

Angel-yes; Mazur-yes; Meyer-abstain; Titkemeier-yes; Rahe-yes; Kirkbride-yes

ORDINANCE 1620: AN ORDINANCE APPROVING, ADOPTING AND ENACTING AMERICAN LEGAL PUBLISHING'S OHIO BASIC CODE, 2022 EDITION, AS THE CODE OF ORDINANCES FOR THE MUNICIPALITY OF PEMBERVILLE, OHIO. 1ST READING

Rahe asked if this was already covered under the codification. Kuhlman stated the Ohio Basic Code changes yearly and should be adopted as the part of the Village Ordinance each year because the Police Department cites from the code often.

RESOLUTION 769: A RESOLUTION OF THE VILLAGE OF PEMBERVILLE ESTABLISHING CAPITAL IMPROVEMENT RESERVE FUNDS AND PROVIDING FOR TRANSFERS TO THE FUNDS AND DECARING AN EMERGENCY. 1ST READING

Clerk stated the Village is working with Roberta from RCAP on the asset management for the water department. Clerk stated the Village already has these funds established however, there are no funds being transferred to them. The Resolution allows for funds to be transferred into them annually based on the requirements of EPA and part of the Asset Management. This will also help when applying for grants. Meyer asked if BPA was aware. Clerk stated they are and will approve with the President of BPA signing on the back page. Kirkbride wanted to point out that on the resolution it indicates an amount of \$185,000, which is spread out over 3 years, making one transfer amount of \$61,400 and two transfer amount of \$62,200. Clerk also clarified that the \$250,000 one-time transfer was funds set aside in the water operating fund under capital improvement for the water tower. There was a brief discussion on the fund names. Mayor stated this is essentially housekeeping.

Police Activity Report: Police activity report provided with no additional comments

Council Reports:

Rahe:

Streets, Sidewalks, Lands & Buildings: Rahe stated Streets, Sidewalks, Lands & Buildings met May 12th and discussed street sweeping quotes. Rahe stated Dublin, out of Port Clinton, provided street sweeping to the Village the last few years. Rahe stated the 2022 street sweeping quote for Dublin, is \$700 for the initial sweep and \$495 for each sweep. Rahe stated the initial sweep increased \$25 from 2021 and each sweep increased by \$10. Rahe stated the quote from Progressive Sweep is \$1320 per sweep. Rahe moved and Angel seconded to accept the quote from Dublin. Motion passed unanimously.

Rahe stated the committee is still gathering and looking at quotes for a new 1-ton.

Rahe stated the Street Department is working on a list of items to be completed at the pool.

Rahe stated there are still tree stump grinding that need to be cleaned and seeded.

Rahe stated Kenny Rahe and Larry Titkemeier fixed the bricks on Main Street from the water break that happened earlier this year. It was noted they did a really nice job.

Rahe stated the guys were reminded to mow Pember Grove, Oberhouse Park, and the elementary yard. Rahe added the elementary property is new this year for mowing since Village is taking over the school yard.

Rahe stated the mosquito sprays will be done weekly starting May 23rd through mid-September.

Rahe stated she received a complaint regarding the school ballpark and that they are not being maintained.

Rahe stated she was hoping for a recommendation for tonight but there was no time for it to be discussed at the Personnel Committee. Rahe hopes to have something at the next Council meeting. Angel stated Matt stayed until 5:30 to finish mowing the school property. Mayor did remind Council to provide a complaint form, it would be helpful.

Rahe stated the Street, Sidewalk, Lands and Building meeting time will change from 2:30pm to 9:00am but will remain on the second Tuesday of each month. The next scheduled meeting is June 8th at 9:00 am.

Angel:

Personnel Committee: Angel reported that the deadline to give any opinion on the Village Handbook was today and everything seems to be in line with the June 7th date as the first reading.

Meyer asked about the time clocks. Mayor stated she touched base and established an account with Timesheets.com. Mayor stated information from the pool employees is needed before we can move forward, but will be working with a gentleman named Mason next week to get everything entered and then we will be ready to start using the time clocks for the pool employees.

Kirkbride:

Electric: Kirkbride stated Barres discussed the North Substation. Kirkbride stated Barres had three vendors come on site and look at the substation and 2 of the 3 do not want to work on it. The north substation is older, and very expensive to work on. Kirkbride stated most material needed is approximately 100 weeks out before delivery.

Sewer: Kirkbride stated that Landry gave a presentation about where we are with the phosphorus removal. Discussion of purchasing a back-up generator took place. There was discussion about the building that will house the phosphorus removal

Water: Kirkbride stated there was discussion about the south-end water loop. Kirkbride stated the bid has officially been accepted.

Kirkbride stated there was discussion about a permit from CSX to start working on the separation project. Kirkbride asked the Clerk about cancelled debt for the sewer. Clerk stated we are still paying on the treatment plant but the Front St sewer separation was paid off in 2019 and the Joyce Ave sewer separation is scheduled to be paid off in approximately 4 years.

Mazur:

Park and Rec: Mazur thanked Gene Steele for all the work he has done at the pool. Mazur stated the guardroom has been painted and the floors are scheduled to be painted. Mazur stated the next Park meeting is May 23rd at 5pm located at the pool. Mazur reported we currently have 10 lifeguards and 5 individuals interested in the Concession stand position.

Mazur stated the pool received an anonymous donation and the committee is looking at what they can purchase.

Meyer:

Records and Retention Committee: Meyer stated she received the policy on records retention and is in the process of reviewing and comparing it to the ORC. Meyer stated the meeting is scheduled for July 6 at 10:00am

Meyer asked about the work order she submitted regarding the automatic door opened. Clerk stated Northwood Door came out and they fixed a part of the mechanism but Ardent that installed our keyless entry has to fix something and is waiting for part.

Titkemeier:

Tree Committee: Titkemeier attended the Ohio Tree City Award Ceremony where the Village received a new flag. Pemberville has received the Tree City Award for the last 34 years. Bowling Green has 42 years with Tree City and Perrysburg has 38 years. Titkemeier stated Lockard did take care of the Oak wilt tree and covered it up. Arbor Day will be in the fall with some of the preschool kids.

Stephanie Miler will go through town and look at various trees to see what ones need trimmed or if any are decaying. Mayor asked to have Stephanie Miller look at the tree located across the street from the carryout on W. Front St. Mayor added that she is formulating a master plan for the Village for the next 50 to 100 years so that the Village knows what to plant, where and when. Titkemeier stated the Tree Committee will meet this coming Thursday at 7:00pm.

Planning Commission: Planning Commission meeting tomorrow evening.

Mayor:

Mayor announced that Chief Jim Darling has given his resignation effective May 24th. Mayor stated it is her responsibility to appoint a new Chief with Council's approval and will be moving that way very quickly. Mayor stated in the meantime, Sargent Kwapich will be assuming the duties of Chief until the position is filled.

Mayor stated she was honored to attend and speak at the Eagle Scout event Sunday afternoon at Bethlehem. Mayor stated 6 Scouts became Eagle Scouts, which appears to be a record. The six Scouts were Devon Good, Jacob Stonebrook, who did a project for the Village a few years back, Ethan Edelbrock, Alexander Ramsey, Nathaniel Heskett, and Brycon Schilling. Mayor congratulated these gentlemen for their hard work.

Mayor stated the Party in the Park is coming along. She has a band, approximately 3 food trucks, and many yard games.

Mayor stated we are still waiting on the approval from Ohio Department of Health to review the engineering plans for the splash pad. Mayor stated the pool will open with the kiddie pool and when the plans are approved it should be approximately 2 to 3 weeks to complete. Mayor is hoping that it will be in time for the Party in the Park. Mayor stated the plaques Mr. Opelt purchased when the liner was installed will be hung.

Mayor thanked Larry Titkemeier and Ken Rahe for the time spent replacing the bricks on Main St. from the water break. Mayor stated they did a fabulous job.

Mayor stated the water rate study for the Commissioners is nearly complete.

Guest:

Gene Steele:

Gene Steele commented on the baseball diamond stating the bathroom doors at the concession stand are not being closed and trash is ending up at the bottom of the hill on a weekly basis.

Gene mentioned at the last meeting copper lines at the pool from a documentary he had seen and after further research the copper lines at the pool are grandfathered.

Gene stated he would like to see a fan installed above the water heater at the pool to get rid of the hot air.

Gene stated he would also like to see a tether ball for the kids, Mazur stated that is in the works. Mazur thanked Gene for all he has done to help with the pool opening.

Exit Interview with Chief Jim Darling:

Angel:

Angel started by stating he would like “to commend Chief for nearly 20 years of service to the Village of Pemberville. He’s a strong leader and he’s an asset in every way to this community. He’s built an extremely strong Department and has represented this Village with integrity and honor at every turn. He has shown this Village what excellent leadership is by being professional in every way. And this Village, as well as myself personally, feel this loss for a long time to come. This is a loss to the Village and in my personal opinion, a loss that did not have to happen. I hope that in his next position, he is treated with the honor and respect that he is deserving of. And I know that he’ll be an asset wherever he goes. Jim, I want to wish you the absolute best in both your personal and your professional careers, your future, and I want to thank you for your service to the Village.”

Mayor: Mayor proceeded by stating “We are gathering now here within Council for an exit interview for Chief. This is not designed to be an Inquisition, but an informational time that I hope will serve to benefit this Council and how Council conducts itself with employees in the future. I would like Chief to be able to express himself without interruption. And when finished, Councilman Angel, as chair of Personnel and Safety, will ask follow up questions as part of the exit interview. And then Daniel will moderate Council questions to Chief. That’s how we’re going to handle that. All right, so, Chief, I give you the floor.”

Chief Darling:

Chief started by stating “If you know me very well, this has been my home away from home for almost 20 years. I’ve appreciated the opportunity to work here as a Police Officer, Police Sergeant, and Police Chief. All the credit goes to the guys that I work with, they really are the face of this Department. I’m kind of just behind the scenes doing what I do. But when I was appointed here, December 17, 2009, it was bittersweet, similar to what I’m feeling right now, bittersweet for leaving because my predecessors, all four of them, in six years, left. And that was due to leadership and problems with Council members. I believe one Chief lasted 22 days. I never met him, so I didn’t think I was going to last a year here, almost 13 years later, I’m still here. Still, there has been rifts with Council members that have not gone away. It has lasted my entire career. I understand that’s part of my position that goes hand in hand with my job, and I understand it. I’m in an opportunity right now where a job I was looking at for the past couple of years was open, and I applied for it. But I applied for that job last year, maybe around this time. So, this wasn’t a spur of the moment decision. This was well thought out with myself and my wife. Obviously, I have to run things past her, but I really appreciate the opportunity serving for you guys. Mayor, our job is slowly dying. Our profession is slowly dying. No one wants to do our job anymore. The pay is not good, and the leadership, sometimes most departments are not good, and that’s why officers are leaving and then to deal with the public. I’m sorry, you guys. Sometimes you guys are handful. It gets trying, treat your employees well, treat your employees almost like you would treat your family. So, I don’t think I’ve ever given anyone here a hard time, ever.”

Angel:

Angel proceeded by stating “I’ve been a Safety Chair for two and a half years, so I’ve been working directly with you. I was on the committee for two years before that, but we never had a meeting period. I appreciate you. I think you are a man of integrity and honor. Every time I’ve had an issue, a concern, you’ve listened, you’ve rectified it. You’ve shared with me what your thoughts were when I was wrong. I corrected myself based upon our conversation. And that’s what you expect from your position. To be open, to hear, make corrections. We need to point out where people have flaws and their arguments that they’re making and you did that and I truly appreciate you for that. I’m going to ask a couple of general questions, and then I’m going to ask a couple of

specific questions. When I ask these specific questions, because they're geared specifically to your time working here on some specific details, it's up to you if you want to answer them or not. It's up to you how much detail you want to go into. Some of the general questions, these come from what we do in our exit interviews at Hyne Electronics. What made you start looking for a new job?"

Chief Darling:

Chief replied by stating "I felt like, as a supervisor, when I say you guys, I'm talking about Council collectively from now to 2009. So, when I say you guys, I'm just saying that collectively. I know there's some new faces on Council right now, but I felt like, of course, I've got to run things past you guys, but when it came to, Mr. Opelt that had left us a large chunk of money for us to spend. And I consulted with Sergeant, and the other guys in the Department. What do we need? And we came up with a list of what we needed, and I presented that to Safety Committee and Finance, I believe as well. I was not allowed to use that money to make the purchases simply because there were people who felt that the Village should be buying that and we shouldn't be using a fund from a trust to purchase those items, specifically rifles, Taser, almost day to day operational things that I have actually asked for, for years and have not received. So, this was a perfect opportunity to use the \$50,000 just to get stuff that we need that we haven't been able to get based on my interaction with Council for years, and that money is still there. And that was the last straw for me. I need to have control of the Department. I'm making the decisions for the Department. This money was for us to spend, and I'm guessing every entity that got their money, it's already spent yes or no?" **Clerk** replied "yes". **Meyer** asked if he was speaking to "the requests for the qualification range" **Chief** replied "yes, I'm just in a position to make decisions. I'm not going to misspend money. I treat our Department budget the same way I would treat mine. And this was just an opportunity to splurge a little bit to better our Department, because in council's past, I believe, Mr. Campbell, I will specifically remember you being at that meeting where I was telling them that I have asked for this stuff for years and years and years, and we haven't gotten it. It was never a priority. Why do we need rifles? Well, we need rifles because everyone says everyone in town, a lot of people in town have rifles, and we need to match that certain level of threat for Officer safety. **Angel** added that "for those who don't know if you have a sidearm and the criminal has a rifle, he pins you down, you can't get close enough for your sidearm to overcome that rifle." **Chief** continued by stating "I even asked for a new carpet. That carpet has been there ever since I've been there, and it was getting so bad, I was tripping over holes where we could see the carpet. We now have carpet in there. But again, it wasn't taken from the Opelt fund. So, I believe Mr. Opelt, I was shocked when I got that, when I heard that he included us in his will because I didn't think that he liked me at all, and that was just based on the way I was treated by him specifically. So, when we got the money, I was thinking, what's better with this Department? Because a lot of that stuff happened during his tenure there. I know it is jumbled up." **Mazur** apologized for the way he was treated.

Angel:

Angel asked "How would you describe your actual working relationship with the Village leadership? Would you categorize it as normal? Because it's just something that happens in most municipalities. Was it a little bit more?"

Chief Darling:

Chief replied, "Well, when you arrest Council members, the normality gets thrown out the window. It's not normal for us to arrest you guys, and that has to happen. It's not normal for a Mayor to commit a felony in my presence."

Chief clarified it is not this Mayor.

Angel:

Angel asked "Without going into the personal details of the arrest, what was your experience from the Council after the arrest? As a whole?"

Chief Darling:

Chief replied, "There was no accountability from counsel. It was when you're working, we want schedules. It was absolutely no help."

Angel:

Angel asked "are you saying that they kind of turned it towards you?" **Chief** replied "yes" **Angel** asked Chief if "It was your fault for arresting somebody." Chief replied "Keep in mind, I believe we arrested, I think three or four Council members. I think three of them were domestic related, and one of them was an OVI."

Meyer:

Meyer stated "I'm very uncomfortable with this being a public meeting and without the details and names and specificity, and it going down in the minute. I'm wondering why it's not in executive session. Because I have absolutely no idea what you're talking about. And I think this whole side of the table has absolutely no idea what you're talking about, and I'm sorry about that. I really am sorry about that."

Rahe:

Rahe stated "I've been on Council since 2016. Until now, my knowledge, there's not ever been a Mayor or any Council members arrested that I'm aware of."

Meyer:

Meyer added "You have five out of six of us that are pretty clueless. And I understand if you don't want to be specific, I really understand that, and I'm not going to press you for that."

Chief Darling:

Chief stated "This was back when I wasn't holding a Chief position. The arrest that we had for an OVI was when I was police chief, and was a Council member. I personally arrested one Council member for domestic violence. I was just saying collectively in my 19 years, that's what we experienced. **Meyer** asked if "this is a historical acceleration." **Chief** replied "correct."

Angel:

Angel asked Chief "Do you feel that you were given the actual tools to carry out your job?"

Chief Darling:

Chief stated "That's a tough question to answer because there were just times where, no offense, I said 'to hell with you guys, I'm going to do stuff my way.' If I wasn't going to get any help from you guys, I was just going to do it myself. An example of that is I was, well maybe, this is not a good example. I updated policy and procedure that was outdated for almost 30 years, and that took a long time. Because I saw things happen with Village policy, personally that, I felt like we need to cover our butts. And part of my job as the leader of the Department, is to make sure our policy and procedure is up to date. And obviously, Mr. Kuhlman will probably tell you right away that, yeah, your policy and procedure should be up to date, and it is."

Angel:

Angel asked "What advice would you give to your replacement concerning their relationship with Council and how they should approach it when they're having difficulty?"

Chief Darling:

Chief replied, "Be professional. Document a lot. There's a lot of times where I was simply documenting an interaction I had with an individual, specifically Council member or a Mayor, because when you're in my position, in most departments, you'll have a Captain, Lieutenant, Deputy Chief. You'll have rank and file. I kind of do everything. Scheduling, hiring backgrounds, continued professional training, scheduling training, and I clean the bathrooms, also vehicle maintenance. So, I need to jot things down based on some conversations that might be questionable to me because I'll forget about it. So, documentation, and professionalism is something I would maybe pass along to the new chief."

Angel:

Angel asked "What do you feel that the Council could do better in that relationship when it's difficult?"

Chief Darling:

Chief stated, "That's also a tough question. That really is a tough question, because what could I do if I had a major problem with one of you guys and I go to a Mayor or I go to another President of Council or whoever it is? If I have an issue with the Council member. I'd like to talk to them first, but there are times where sometimes less is more, where I'm not going to say anything. Back in December, I spoke with an attorney because I really didn't trust anyone here."

Angel:

Angel stated, "that will lead me to the more specific question. And again, feel free to add whatever you wish or avoid it if you want to as well. On the 6th January, we had a Safety Committee meeting. The minutes. I actually have a copy of the minutes. An accusation was brought to me. Now, there's been multiple accusations about the. Police Department. This specific accusation dealt with your time. The accusation started with, you were claiming hours that you weren't working. When I pushed back on that claim, it was shifted to you were working from home either because of COVID restrictions or previous Council or Mayor gave you permission to do that. Do you remember that Council meeting?" **Chief** replied, "I do." **Angel** proceeded with "in that meeting, I asked you specifically, are you working 40 hours? And you said yes. I asked, are you working any of those hours in the Village or, are you working any of those hours at home? And you said no. And then you became very offended. Rightfully so, because you mentioned your integrity. What does that word mean to your position?"

Chief Darling:

Chief replied, "Two things. I thought that was a December meeting we had. I didn't realize it was just after the first of the year. Secondly, I don't think I became offended. I became a little upset because I wanted to know who it was and no one could tell me who it was. And I think when you're talking about me, I'm rounding third base. I've got about five and a half years left in my retirement. I need to go talk to an attorney, especially if I've already applied for a job. The last thing I would want is some verbal accusation against me out there. That's why I consult an attorney."

Angel:

Angel asked "If that accusation had gotten out, would that have cost you this job? Or could it potentially cost you this new job? That reputation."

Chief Darling:

Chief replied, "that's why I involved a attorney, at that point I was in uncharted territory and I've never been accused of anything like that before, and what I wanted was a name. I was never given a name."

Angel:

Angel stated "as I mentioned over my time as chair, there's been multiple complaints and accusations. The ones I think of right up and down my head, which you guys aren't patrolling. You guys aren't patrolling 105, the time clock issues, you guys are ignoring Council orders by refusing to put away a patrol car, at any point in time other than me, has any Council members come to you with any of those type of concerns personally, to have their issues either address or to learn more about what was happening on your end?" **Chief** asked "to be more specific." Angel continued by stating "you guys not patrolling 105, I talked to you guys about it because I was receiving the complaints that you weren't. I took the time to pull the records to find out you guys are doing 50% of your stops were happening at 105 during that time frame. Did anybody else on Council come to you with that concern and look to find an answer?"

Chief Darling:

Chief replied "Not that I recall, no. And here's the thing, that goes back to me as a supervisor, where things were last year and even in 2020, put away the cruiser, patrol this, patrol that. And those are just general statements. Let me handle that. Let me handle whether we have two cruisers out in front of the police Department or what we're doing for patrol operations. Let me handle that. Okay. I'll take your suggestions, but ultimately, let me handle that."

Angel:

Angel stated "The last question I have is, do you feel that based upon your relationship with Council over the years, does the Village of Pemberville understand the job requirements of a Chief, or do you think we look at you as just another Police Officer?"

Chief Darling:

Chief replied, "I think maybe that in my tenure here, maybe one or two of them stopped in and said, hey, what do you do? I think that maybe it could get muddied in there, that I'm just a normal Police Officer, because I do answer calls when I'm cleaning the crappers and I when get a call for service, I drop my gloves and go deal with some other crap. No pun intended, but yeah, I mean, respond to emails, state reports, and now everything a lot of our training due to COVID because there's always COVID cancellation, a lot of trainings online. Now you have to make sure that these officers are in the training a lot. It's a very busy job in my position. You have to have a lot of experience to do it. My experience came from growth and from failure and just a lot of work. I would almost have to say, you almost have to have someone maybe my age, maybe a little bit younger to keep up with a lot of that and to handle the stress. So, stress was obviously very up and down during my career. There was one point where I was having high blood pressure problems due to stress."

Angel:

Angel stated "Those are the questions that Council has. Any questions?"

Rahe:

Rahe stated "Well, I have a couple of comments. Number one, Chief, I wish you well in your future and future endeavors and thank you for your time and commitment to Pemberville. You will be missed. When you talk about cleaning the bathrooms., I thought we had a cleaning lady that cleaned the police station. I thought that was part. I'm sorry. I thought the cleaning lady that cleaned town hall, the bathrooms on Walnut Street, I also thought she cleaned your office."

Fiscal Officer:

Fiscal Officer replied that the "Chief is very OCD and likes things his way. And a lot of the times, what's in there is literally just them, and he just preferred to do it himself. We had that conversation." **Rahe** stated, that she was "just under the impression our cleaning lady cleaned the police station twice a week when she came in and did town hall." **Chief** stated "There is also a lot that has changed in our profession where if you're going to be in there and you're going to be a regular cleaner, we have to do a background check. There was a point Opelt had keys to our doors and you just can't do that."

Rahe:

Rahe stated "And I totally respect and understand that. But thank you for that, Clarification. I was under the assumption something else was taking place for the last year, and then I also want to comment, too. I've been on Council since 2016, and I don't know of any time that you came to Council where we turned you down on anything that you requested as far as materials. I was on the Finance Committee last year when he did come last year wanting to use Mr. Opelt money to purchase tasers and new carpet for the police station and guns. And

I'm probably the one that said, I don't think we need to use money donated by somebody if our police Department needs equipment, tasers and guns and new carpets, for heaven for sake, we should get new carpet in the building, that we should be maintaining that, and we should be providing that to our police Department, that if we can't afford that stuff for our police Department, then I think we should be looking elsewhere. So, I just wanted to put that out there. That to me, the \$50,000 that Mr. Opelt, gave for our police Department was to do something that we normally wouldn't do, which was the qualifying range, which that's something that we then agreed upon, that we were going to invest money into a qualifying range, that would help all of our officers in the future with training."

Chief Darling:

Chief stated "I just want to comment on that. I can't recall what you said specifically, but it was, "what are the Opelt families going to think about that'. I think that was a roundabout statement you made." **Rahe** replied "you weren't in part of the meeting. I do know I spoke with most of the finance committee that we should be providing our police Department with the equipment they need. If you need new Tasers and we haven't provided them to you, then I don't call them ever being requested for and we say, no, you can't do that, not since I have been on Council." **Chief** stated it "was like a Christmas wish list" **Fiscal Officer** stated "it was the budget sheets that all departments received every year." **Rahe** stated "but tasers never once came across me on finance until last year he brought it up and wanted to use Opelt's money for it. So that was me. I just wanted to for the record, I'm the one that made that comment that we should use that money for something we normally wouldn't be able to buy for our police Department or outside the realm of what is required. So, I just want to get that clarification and that's all."

Meyer:

Meyer asked "Do you have a job description? That might sound like a really simplistic thing, but you've mentioned a lot of things and now I'm concerned if we're appointing somebody else, how do we learn from you? I mean, you've been here for a long time. Is there a job description about how we as a Council communicate with you and vice versa and all of that kind of stuff?"

Chief Darling:

Chief replied "I think Police Chief in a small town is very different. BG city and even Toledo. And I think that me and Jason were talking at the Safety meeting last Friday, and that out here, you have to get Swiss Army knife, kind of, as an officer, if I'm not here, that person going to a domestic and they flee, you have to become the officer. You have to become the Detective. You have to become the Detective who writes up the charges. So as a small-town officer, these guys know exactly what they're doing, and you wear many hats, so that's hard for me to say. What's my job description?"

Meyer:

Meyer stated "I guess let me clarify a little bit and see if you can help me. I think what I heard you say is that there's a communication or misperception between Village leadership Council and the Police. And I'm just looking for how we can clarify that. Right. Like I heard you say that. I'll handle it. How do we know that from somebody? From my perspective, I have very limited Wood County Sheriff experience, that type of thing. But how do I recognize and respect those kinds of things? I don't know. I don't think I'm looking for a bullet point list. I'm looking for a work scope, like exactly what you said. I got to be everything, man. Respect me for that, right?"

Chief Darling:

Chief replied, "I guess my answer to that is I don't have one boss. I have seven bosses. You guys are my bosses. I guess if you want to know what I do, come and ask me. I don't bite."

Kirkbride:

Kirkbride stated "I think she's asking about something beyond that. Job description, like preliminary even before you became the chief. I think she's asking, was there some kind of a mix?"

Meyer:

Meyer stated "I'm like, we're going to replace you, so why don't we tell the person that we replaced you? Like you got to clean the toilet. I really want to know because I didn't see specific budget request for you, but I hear you now, and so how do I get that? I can't ask you a question until I see the police activity report, and then can you get more detail on that? I don't want to not respect or recognize somebody, but if I don't have that knowledge ahead of time, then I'm going to ask questions. And I know Carol likes to roll her eyes at me when I ask questions, but I don't know. So, I can't support you if I don't know, right? I can't support anybody unless I know."

Chief Darling:

Chief stated "I guess if you're talking about what experience a Police Chief should bring here. I think Mr. Angel and Mayor Bailey had actually asked me that. And I said, you guys are going to have to do that. You guys are going to have to come up with criteria. Because how I was appointed was literally that day, December 17, 2009. I was talking with my wife a couple of days prior, and I said, I think they're limiting my job because my Sergeant position was on the chopping blocks for the second failed levy being voted on. And I said, Danielle, I think I'm

going to apply for this job. So, it was a Council night, December 17. I had spoken to Mayor Opelt earlier that day and said, I'm interested in applying, interested and applying, for the Police job. Council meeting went as planned. They went into an executive session and they brought me here. I was sitting right there and they asked me a bunch of questions because I think there was an officer lawsuit going on as well. Are you willing to do this? Are you willing to do that? Can you take on that stress? Can you do this? And I was kind of shell shocked and I said, yes, I can do all that because I was already running Department. And literally within an hour, I was Police Chief. So, when I said it was bittersweet, it was bittersweet when I was appointed because I was thinking to myself, I thought I got one year under this administration because four Police Chiefs couldn't work under that administration. And you don't see that. You don't see that in major cities? In major cities, you see one Police Chief for four years, a new Mayor would come in and would appoint a new Police Chief. These guys would quit. Like I said, one quality out of a Police Chief you should look for, is a hard worker. It took nothing but hard work. What I've done for the past twelve or 13 years."

Mazur:

Mazur stated, "I want to thank you. I'm sad, this is shocked me when we got the information from Carol. I'm totally clueless about really what's happened here. There's an elephant in the room. I feel, but I don't know what it is. I'm totally clueless about what happened. And it saddens me. I've seen you on the street. Maybe they just don't come to me, but I've never had a complaint. I've never personally ever felt that. I've always been so proud of you guys and our EMTs the same thing. I don't know. I feel so clueless I feel so unprepared to really even discuss because I feel clueless. I'm very sad. I hate to see you do this. I wish you would stay, but I also understand."

Chief Darling:

Chief stated "this is such a great community. Like I said, I've loved my home away from home. It's a very unique community. It's a very tight knit community. And, yeah, it's tough to leave, but in the same sense, I'm going to a job that I actually sought out. I'm not quitting. I'm resigning and going to a new job.

Mayor:

Mayor asked Chief "Can you speak to what I gather just sitting in this position, which would be micromanagement from this Council?"

Chief Darling:

Chief replied, Well, sure. That goes along with, I think Mr. Angel touched on it. Patrolling where we should patrol where you guys think. I mean, I guess for the incoming Chief, is maybe just let him do his job, I don't want to say let him do his job, but I know more than you in my profession, and I'm not going to go to Mr. Angel, who works in I'm not sure what do you do, but I know nothing about that. I'm not going to tell the dentist what tooth to pull. I'm not going to tell a mechanic how to do my brakes. By the time you get into the Police Chief role, you have a pretty good grasp on how to do things. And being treated with dignity and respect is something that I hope Jason can say that I've treated every officer, even when I've had problems with them, and treat the new guy with dignity.

Angel:

Angel stated "I want to add one thing to the dignity and respecting. I shared this with you already, but I always find when people are willing to follow someone, that's a sign of your character, your integrity. You're leaving. And we've already lost four people because you're no longer here. Now, they're not people who are here on a regular basis, but they're people that we use at least for the fair. And they're like, oh, 'Chief's gone.'" And that's a sign to you. And I shared with you. I've been working at the same company for 18 years. I've been at the same pay for the last four years. But the fact that my boss has my loyalty, I'm still there. And the moment he's gone, I'm gone or leaves until Bob hires me. But that is a testament to you"

Mayor:

Mayor stated, "Thank you again. I have witnessed a lot of disrespect for the Police Department as Mayor and from counsel, too. I've heard things, and I think that something needs to be addressed right now, and that, that has to change from this Council. The disrespect has to stop because villagers, people in this village garner the respect for our police from what they see this table doing. We have got to set a better example for the Village by acting with respect for this position. If there is an issue that you have with an officer, you address chief. If there's an issue you have with Chief, you address me. That's how it's got to be. Things that have gone on have cost us our Chief. I do not want that to continue." **Meyer** stated she "still feels there's an elephant in the room, and I'm sorry." Mayor continued, "There's just things that have been said that shouldn't have been said. I won't elaborate more than that out of respect to Chief. But we have got to change how we treat not only Chief, not only our officers, but our employees. They deserve better. They really do. We are elected officials. We are officials for a reason. And I cannot let the evening go by without saying that. We're not to micromanage him. Whoever our new Chief will be, we are to allow him to do his job that we are trusting and trusting to him. And that's what I want from this Council. I'm not going to apologize for what I want to say. I normally would say I'm sorry. I'm not sorry. He deserves the respect. This gentleman deserves the respect. It's too late and a lot of instances, too late.

Meyer:

Meyer stated "I'm really sorry, but I've only been here since July, but I don't get it. But I'm sorry. So yeah, I'm sorry. And maybe if you can address it maybe to counsel another time so we can move forward with a new person, maybe that might be appropriate."

Mayor:

Mayor replied "Maybe individually. I don't think it's Council as a whole. I will speak privately to anybody that want to know." Mayor then addressed Chief, by stating "you know my feelings. I think we've had a wonderful working relationship, but I really appreciate it."

Titkemeier:

Titkemeier asked "on the \$50,000 why hasn't that been approved." Mayor stated "Chief is very diplomatic about it. But things that he has brought before Council to spend that money on have been questioned and have been questioned a lot to where he's walked away from some of the things they've just been questioned, and question and he just has not pursued it. I don't think I'm misrepresenting that."

Mazur:

Mazur stated "I wish we had addressed this because now we lost him. You know what I mean? Again, I feel clueless, but I wish that we would have addressed that, that he wouldn't have come in here and felt that way."

Angel replied to Mazur by stating "I've been thinking that same thing ever since he told me he was leaving. This is something I should have said back in July and then I should have said something again in December and then I should have said something at the end of January and out of working relationship respect, I chose not to, hoping that we wouldn't be here today, but we are. So, I've come to the decision that I'm not going to keep my mouth shut on these issues. Chief is just one. Sarah has been attacked. The streets Department guys have been attacked, all while I've been on Council. I've watched it. I've moved on. I'm not going to tolerate it anymore. So, if it does happen and I'm involved in it, you'll know I'm bringing it to Council. I give you my word on that." Titkemeier thanked Chief for doing a good job at his end of town.

Mayor Bailey adjourned the meeting at 8:48 P.M.

*Audio recording of the meetings are available upon Public Records request.