City of
PIQUA

# PIQUA CITY COMMISSION REGULAR MEETING MINUTES
# TUESDAY, FEBRUARY 4, 2025

## CALL TO ORDER

Piqua City Commission met at 5:30 p.m. in the Municipal Government Complex Commission Chambers located at 201 W. Water Street, Piqua, Ohio.

## THE PLEDGE OF ALLEGIANCE

Mayor Lee led the assembly in the Pledge of Allegiance.

## ROLL CALL

Commissioner DeBrosse, Commissioner Hohman, Mayor Lee, Commissioner Simmons, and Commissioner Vetter were present.

## ADJOURNMENT TO EXECUTIVE SESSION

A motion was made by Commissioner Vetter to adjourn to Executive Session, and Commissioner Hohman seconded the motion. All were in favor and the motion was carried unanimously.

## ROLL CALL

Commissioner DeBrosse, Commissioner Hohman, Mayor Lee, Commissioner Simmons, and Commissioner Vetter were present.

## EXECUTIVE SESSION

The Executive Session was to prepare for and review negotiations on compensation or other terms and conditions of employment for City personnel.

## ADJOURNMENT FROM EXECUTIVE SESSION

A motion was made by Commissioner Hohman to adjourn from Executive Session, and Commissioner Simmons seconded the motion. All were in favor and the motion was carried unanimously.

## ROLL CALL

Commissioner DeBrosse, Commissioner Hohman, Mayor Lee, Commissioner Simmons, and Commissioner Vetter were present.

## WORK SESSION

1) Sanitation Services

City Manager Paul Oberdorfer presented a slide show addressing the crisis facing the City of Piqua Sanitation Department. In the presentation Paul Oberdorfer addressed an updated timeline from when the needs of the Sanitation Department were first brought to the Commission's attention up to now. The options to resolve the crisis were given by Paul Oberdorfer and Catherine Bogan from Human Resources presented information on employee recruitment and staffing issues.

The Commissioners asked questions, which Catherine Bogan and Paul Oberdorfer answered.

**MOTION TO APPROVE BUSINESS AGENDA**

A motion was made by Commissioner Hohman to approve the Business Agenda, and Commissioner Simmons seconded the motion. All were in favor and the motion was carried unanimously.

1) Rules of Conduct for City Commission Meeting

**CONSENT AGENDA**

1) **Approval of Minutes**
Approval of the Minutes from the January 28, 2025, Regular City Commission Meeting

2) **Resolution No. R-19-25**
A resolution of appreciation for the second half of 2024 City of Piqua Volunteers

Introduction: The Park Board has discussed the need to recognize volunteers who play a vital role in the city by contributing to Community Service projects, serving on Boards and Committees, and giving their time to better the Community. A list of volunteers is produced biannually so they can be recognized and thanked for their outstanding efforts. This list acknowledges those citizens who serve on a city board or committee, along with citizens who support city parks, projects, or community projects. Efforts will continue to gather more names and continue to appreciate those who serve. Citizens are encouraged to log their volunteer efforts and submit them to the Park Board for recognition.

Commissioner's Comments: Mayor Lee said that we have a lot of volunteers from various boards and committees. We appreciate all the volunteers who take their time and dedicate their hard work and effort to serving on a board. Some things they advise us on, and other times they participate in activities and help the City. We want them to know that they are much appreciated. A list of volunteers is in the packet and is on the City's web page.

A motion was made by Commissioner Hohman to approve the Consent Agenda, and Commissioner Vetter seconded the motion. All were in favor and the motion was carried unanimously.

## NEW BUSINESS

1) **Ordinance No. O-1-25**
An ordinance to amend Chapter 50 of the Piqua Code to update Sanitation Rates

Introduction: Brian Brookhart stated that over the past 6 months, discussions and studies have been conducted into the most efficient and cost-effective way to provide Sanitation services to the citizens of Piqua. At the January 28, 2025, City Commission Meeting, a proposal to enter into a contract with Rumpke of Ohio to provide these services was rejected. In order to continue to provide these services in-house, the Sanitation Fund must be kept solvent. This ordinance will provide the funds needed to allow the Sanitation Division to continue providing Sanitation Services. The funds will be used to update the staffing model for the division and to combat the 5 challenges facing the division (as previously discussed). The Sanitation Division is in a state of crisis due to the 5 challenges and initiatives being placed on hold while discussions and studies were conducted. The passage of this ordinance is critical to allow the division to re-staff, re-equip, retain employees, institute safety initiatives, and plan for the future.

Additional information is attached, including a Crisis Plan to combat challenges and get the division operating effectively, the White Paper from September which explains the challenges in detail, and an updated slide deck featuring the rate charts.

Commissioner's Comments: Mayor Lee asked why the rates were not listed for five years in this proposal. Commissioner Simmons said that he understands that it is an estimate, but the rate listed for 2027 is almost twice as much as 2025. Commissioner Simmons asked what the penalty fee was used for. Commissioner Hohman replied that the penalty can be applied after several warnings of a resident violating the code. Paul Oberdorfer explained that the rate structure was adjusted to emulate what Rumpke was offering. Instead of spreading the capital improvement of cart replacement and the purchase of new packer trucks over five years, we showed what it would look like by spreading it over three years. Commissioner Simmons questioned the fees for cart replacement, and Paul Oberdorfer said the fee is if a cart is lost or damaged.

Public Comments:
Greg Neves said we already have trucks and bins, and he does not see any reason why we need to go to Rumpke. Mr. Neves said the main reason the Sanitation workers bid out of their positions is because they thought their jobs were being eliminated. He said he'd like to see them stay. Paul Oberdorfer responded to Mr. Neves by saying that they were told that they were all going to move into other positions. Paul Oberdorfer said, for a point of clarification, that through a Memorandum of Understanding (MOU) they were all being offered jobs and there was not going to be any displacement. Commissioner Hohman asked when the MOU was finalized, and Catherine Bogan said it was finalized in October.

Jeff Grimes had the following questions: what department the Sanitation workers were going to be placed in, why do we have so much turnover in the Sanitation department, how do the schools keep bus drivers, and would there be a way to use smaller trucks, so a CDL is not needed. Mr. Grimes said the people who he has talked to said employees are leaving because of management. Mr. Grimes said that if we get rid of management, employees will stay. Mr. Grimes said he does not like to see people lose their jobs. Commissioner Hohman answered Jeff Grimes' questions by saying that the staffing shortage in Sanitation is not limited to just that department. The Sanitation workers would be moved to other departments where jobs were being held for the Sanitation workers. Commissioner Hohman continued to answer Jeff's questions by saying school bus drivers may choose the schools over the city because of the hours. Commissioner Hohman explained the Enterprise Fund and that it restricts how we can purchase equipment. Catherine Bogan said we do not have the flexibility to arbitrarily change wages due to the bargaining unit. Catherine Bogan added that management does not assign wages unilaterally and that the union bargains for the wages.

Kim Heisler said that it is very interesting that just last week we were having long conversations regarding Sanitation Services, and it is very obvious that things have changed. It feels to the citizens like now it is a forced hand. You said that the sanitation workers knew in October that they were going to have a job, so why did you not wait to post those jobs until there was a decision? Commissioner Hohman said there was a decision last week. We were holding back posting the openings until after the Commission voted down the resolution approving a contract with Rumpke. Ms. Heiser said that you guys should have known why you bought the trucks and had foresight about the finances.

Adam Seas said bus drivers who work for Piqua City Schools work full-time and their management staff are amazing. Mr. Seas asked why the sanitation situation was not brought up a year or two ago. Adam Seas said if you are going to go to Rumpke, citizens need to have a choice of our own provider.

Commissioner Hohman said that you can trust that Rumpke rates are not going to increase. Mayor Lee said that overall, the city services have been good.

Eva Silvers felt that financially, Rumpke is the better option. Eva said she is concerned about citizens paying for two services, but all the trash and recycling is going in one truck. Ms. Silvers asked the following questions: what will happen with the Sanitation trucks, is Rumpke going to bill through our utility office, and what would be the difference between citizens hiring their own service. Paul Oberdorfer replied to Eva's comment about letting everyone choose their own provider and said that there would be some citizens who are responsible versus ones who may not be. We have to meet public health requirements. Eva Silvers told the Commissioners that when they are given the ultimatum, they need to listen to the majority of the Community.

Jonathon Wessel asked if there was a clause in the contract that would allow the City to back out of the contract with Rumpke. Mr. Wessel said that everyone agrees that we are in this situation because we did not have regular increases. He said if this ordinance passes, we should amend it to put regular rate increases in the ordinance. Mr. Wessel suggested that we keep any monies in a fund after the department has been abolished. Paul Oberdorfer responded that we would bring recommendations to the Commission on how to handle the Sanitation fund. Commissioner

Hohman recommended that the rates be even higher in the ordinance so we are not passing the same problem on to the next Commission. Commissioner Vetter said he agrees with having a rate increase built in.

Roland Sourmail said he does not want to change the city services, but if the city is not going to do it, then citizens should be able to pick any vendor they want. Mr. Sourmail said the city should not be involved in who picks up his trash. Mayor Lee said the next agenda item is a proposal to choose your own vendor. Roland Sourmail questioned why we are worried about something that may happen 10 years from now when the next guy may come in and change it. Mr. Sourmail questioned why we cannot get anyone to work for the city and why we cannot make employees from another department pick up trash.

Mayor Lee said this is an ordinance and this is the first reading.

2) **<u>Resolution No. R-22-25</u>**
A resolution allowing the City Manager to enter into a contract with Rumpke for Sanitation Services for the City of Piqua

Introduction: Brian Brookhart gave an overview stating that over the past 6 months, discussions and studies have been conducted into the most efficient and cost-effective way to provide Sanitation Services to the citizens of Piqua. Three options are now under review, including keeping the service in-house with significant rate increases to the citizens, hiring Rumpke to provide the service, or an open-vendor citizen selected service. If approved, this resolution would choose the second option of hiring Rumpke to provide the service.

Commissioner's Comments: Mayor Lee confirmed that this was the same resolution that was voted down last week. Mayor Lee said he understands that there are some changes that necessitate this. Paul Oberdorfer responded, yes, there have been changes, and we are bringing all three solutions to Commission for consideration. Commissioner Simmons said last week we heard this was bad and voted 2-3 against the resolution. This week we are being told it is really bad. Commissioner Simmons said his phone had rung off the hook with people opposing the city using Rumpke. He said he had only received one email in support of the city using Rumpke.

Public Comments: Greg Neves asked why there were not more bids put out. Paul Oberdorfer said a Request for Proposal (RFP) went out, and only one response was received, and it was from Rumpke. Paul Oberdorfer said the City of Sidney only received one also. Mr. Neves said if the Sanitation workers did not think that they were going to lose their jobs, then they probably would not have bid out of the Sanitation Department. Mr. Neves said that we have to take care of our own people because Rumpke is not going to take care of our people. Paul Oberdorfer said for a point of clarification, all the employees were being offered jobs and would remain at the same level of pay. No employee was going to lose their jobs. Mayor Lee said he knew that, but they all felt pressured to bid for a job.

Jeff Grimes said that everyone is worried about whether the low income and the senior citizens can afford the trash pick-up. He asked if there is any way the rates could be reduced for them. Mayor Lee confirmed with Paul Oberdorfer that a reduced fee for senior citizens is currently in place. Mr.

Grimes asked if the City would still be doing the billing. Paul Oberdorfer answered and said, there was an option for Rumpke to do it, but we decided to keep it in-house. Jeff Grimes asked what expenses we were going to have, saying the trucks were already bought. Mayor Lee replied that the trucks we currently have need to be replaced. Mr. Grimes suggested buying something different than arm trucks, so a CDL is not required. He said the school does not have a problem getting drivers. Mr. Grimes asked for a breakdown on what new expenses we would have. Jeff Grimes said he received a text from a Refuse Driver saying they were tired of being treated so poorly. Mr. Grimes said the text also said they felt threatened. Catherine Bogan said she takes issue that Mr. Grimes is making comments on behalf of the employees. Ms. Bogan said this is not the appropriate forum. Ms. Bogan asked any employee who feels threatened to come to her office tomorrow so they could discuss their concerns.

Adam Seas said he had heard the same thing from employees that Jeff Grimes described. Mr. Seas said he does not have a problem with Rumpke. Mr. Seas suggested reaching out to substitute bus drivers. Adam Seas said this is a controversial issue, and he thinks it should be tabled. Mr. Seas said he is on a board and saw this coming, but he said some citizens were left in the dark. If we are going to choose Rumpke, he feels everyone should be able to choose their own provider. Adam Seas says he does not have ill will towards City staff, but it is disturbing how employees feel.

Commissioner Hohman asked employees to let their union representative or Human Resources know if they have a grievance or feel threatened. He said you owe it to yourself to report it. Paul Oberdorfer said he feels using employee dissatisfaction is an emotional appeal to take the eye off the issue. Mr. Oberdorfer said the employees have known since Sept of 2024 that all jobs were going to be maintained even though we did not have to do that. Mr. Oberdorfer said that schools have shortages too.

Jonathon Wessel told the Commissioners if new facts were presented to them, it is okay to change their vote from the last meeting. Mr. Wessel read from Roberts Rules of Order that a motion to reconsider can be made by a member who voted with the prevailing side. In this case, a motion to reconsider would need to be made by someone who voted against the resolution.

Commissioner Hohman felt that with the terms of the contract changing significantly, it would be enough to consider it as a new resolution. Mayor Lee said he did not have a problem with having a motion to reconsider the previous resolution. Commissioner DeBrosse asked if the resolution had changed. Jessica Stiltner said yes and a motion to reconsider does not seem appropriate. Law Director Stiltner said maybe it would be appropriate if it was in the same meeting.

Roland Sourmail said we should make employees from another department do the job if we are short on staff. Mayor Lee said that you have to have a Memo of Understanding to make employees do another job. Paul Oberdorfer said you can not arbitrarily make them do another job. Roland Sourmail said if we need them, they have to go where they are needed. Commissioner Hohman said you would not be able to make them do this for the long term.

Kim Heisler said that she took offense with what Catherine said and felt it was the citizens that were not being treated fairly. Kim Heisler said we the people are being treated badly. Kim asked if employees are actually protected, and the mayor said, as a former police officer, the unions do a great job at protecting their members. Kim Heisler suggested we get creative and pay for CDLs. Kim Heisler asked whether full-time workers would be taking a pay cut. Ms. Heiser asked what the unemployment rate is in Piqua. Catherine Bogan said employees can move laterally or can voluntarily take a lower paying position. We have to be very careful talking about pay, bonuses, and other ideas in this forum.

A motion was made by Commissioner Hohman to approve R-22-25, and Commissioner DeBrosse seconded the motion. Commissioner DeBrosse, Commissioner Hohman, and Commissioner Vetter voted in favor, and Mayor Lee and Commissioner Simmons voted against the resolution. The motion carried Yes 3, No 2.

3) **Resolution No. R-23-25**
A resolution directing the City Manager to create an open-vendor citizen-selected program for Sanitation Services

Introduction: Paul Oberdorfer said the Administration wished to remove this resolution. Commissioner Hohman said a Commissioner needed to make the motion to remove a resolution from the agenda.

A motion was made by Commissioner Hohman to withdraw Resolution R-23-25, and Commissioner DeBrosse seconded the motion. Commissioner DeBrosse, Commissioner Vetter, and Commissioner Hohman voted in favor, and Mayor Lee and Commissioner Simmons voted against the resolution. The motion carried Yes 3, No 2.

4) **Resolution No. R-18-25**
A resolution regarding the applied for Liquor Permit for Spring Thru Drive Thru Inc, 225 Spring Street, Piqua, OH 45356

Introduction: Jessica Stiltner said this resolution does not approve the liquor permit, but is a review to see if there were any objections.

Commissioner's Comments: Mayor Lee asked if they were changing their license. Jessica Stiltner said no. Mayor Lee asked how long a license is good for, and Jessica Stiltner said the Spring Thru Drive Thru license was originally issued in 1991. Ms. Stiltner said the reason for the change is that part of the ownership is changing. Commissioner Hohman asked Chief Byron if there were any concerns, and Chief Byron said there are no concerns. Chief Byron said the change in ownership appears to be a long-term employee of the business that the current owner is giving 50% of the liquor license to. Chief Byron said he is not aware if it is a partnership now or what the situation is.

A motion was made by Commissioner Hohman to approve R-18-25, and Commissioner DeBrosse seconded the motion. All were in favor and the motion was carried unanimously.

Commissioner Simmons said he needed to leave to care for his wife.

A motion was made by Commissioner Hohman to excuse Commissioner Simmons from the meeting. Mayor Lee seconded the motion. All were in favor and the motion was carried unanimously.

5) **Resolution No. R-20-25**
A resolution regarding the applied for Liquor Permit for Murphy Oil USA, Inc, 1302 E Ash Street, Piqua, OH 45356.

Introduction: Jessica Stiltner informed the Commission that this request is to add to an existing liquor permit. Murphy Oil already has a C1 permit, and this gives them a C2 permit, which covers the sale of wine and mixed beverages in sealed containers.

Commissioner's Comments: Commissioner Vetter confirmed this is for the gas station at Wal-Mart and not for inside Wal-Mart. Jessica Stiltner read the exact address.

A motion was made by Commissioner Hohman to approve, and Commissioner DeBrosse seconded the motion. Mayor Lee, Commissioners DeBrosse, Hohman, and Vetter were in favor, and the motion was carried unanimously.

6) **Resolution No. R-21-25**
A resolution authorizing a purchase order to Horton Emergency Vehicles Company for the purchase of a medic for the Piqua Fire Department.

Introduction: Fire Chief Adams introduced this resolution by saying the Fire Department put together a committee to research a new medic for our city. The Horton Medic has storage features, life cycle costs, a history of reliability, ruggedness, ease of maintenance, lowest cost, etc. which has convinced the committee to select this medic as the best choice for our city. A Letter of Commitment was signed in April 2023 for delivery in the spring of 2025. This unit is on the state bid. We plan to remove Medic 21 (2004) from our fleet this year to reduce our maintenance costs and enhance operational readiness. If no other city department wishes to repurpose the vehicle, Medic 21 will be sold on Govdeals. With this new purchase, our Medic fleet will be maintained at four units.

Commissioner's Comments: Mayor Lee said that we need to provide you with equipment that is up-to-date. Commissioner Hohman asked for an update on the progress of the EMTs hired last fall. Chief Adams said that six of the EMTs completed their paramedic certification and five are in paramedic school. He said that two current employees are getting ready to start paramedic school. The Paramedic program is at least a year long. It is the highest level of training available. Commissioner Hohman congratulated the Fire team. It would be irresponsible of us not to give them the equipment they need, saving money by keeping them in service and having a replacement schedule.

A motion was made by Commissioner Vetter to approve, and Commissioner Hohman seconded the motion. Mayor Lee, Commissioners Hohman, DeBrosse and Vetter were in favor and the motion was carried unanimously.

**COMMISSIONERS COMMENTS**

Commissioner Vetter said he has compiled a list on why we should not allow chickens because he is aware that this is being presented again. He was happy to represent the City on December 20th when a Habitat for Humanity home was dedicated on Manier Avenue. The Spay and Neuter Program needs volunteers. He reported that through this program, we have rehomed 99 cats. He is very happy about having quarterly financial meetings with the Commission. There are joint conversations planned with Main Street Piqua about more lighting downtown, and he is very happy about that. There will be discussions about the Mote Park building and a hydraulic canal update.

Mayor Lee asked for a Power Project update. Paul Oberdorfer said he would be setting up a meeting to see if they are going to complete their lease. Mayor Lee said when Mr. Wessel brought up a resolution showing back up on the agenda a week after it was voted against, it made him think of another time this had happened. He said this happened right after Commissioner Hohman became Commissioner. Mayor Lee said there is additional information, but he still voted no because he likes our services, and he is listening to his constituents. He said he is looking forward to working with Rumpke. He said he missed out on his son's senior night at Lehman Catholic to be here.

**ADJOURNMENT**

A motion was made by Commissioner Hohman to adjourn the meeting at 9:25 pm, and Commissioner Vetter seconded the motion. All were in favor and the motion was carried unanimously.

**NON-AGENDA PUBLIC COMMENT**

(This is an opportunity for citizens to address the City Commission on Non-agenda items after the adjournment of the Business Agenda. Comments will be limited to seven (7) minutes.)

KRIS LEE, MAYOR

PASSED: 2.18.2025

ATTEST: Melissa Kinney

COMMISSION CLERK