

BRATENAHL VILLAGE
BRATENAHL VILLAGE HALL
411 BRATENAHL ROAD
BRATENAHL, OHIO 44108
216.681.4266
Fax 216.681.3811

SPECIAL VILLAGE COUNCIL MEETING

TAKEN:

SEPTEMBER 30, 2009

5:30 P.M.

PRESENT:

MAYOR JOHN LICASTRO

MARY BECKENBACH

GREGORY BINFORD

WILLIAM BOLTON

RICHARD SEMERSKY

BRENDA BROWNRIGG

ADAM CORNETT, ESQ.

Nancy L. Molnar, RPR

1 MAYOR LICASTRO: Okay. We're going to
2 get started. Thank you so much for coming. I'm
3 going to ask the clerk to call the roll.

4 MR. GALLAGHER: Good evening, everyone.
5 Ms. Beckenbach?

6 MS. BECKENBACH: Aye.

7 MR. GALLAGHER: Mr. Binford?

8 MR. BINFORD: Aye.

9 MR. GALLAGHER: Mr. Bolton?

10 MR. BOLTON: Aye.

11 MR. GALLAGHER: Ms. Brownrigg?

12 MS. BROWNRIGG: Aye.

13 MR. GALLAGHER: Mr. Semersky?

14 MR. SEMERSKY: Here.

15 MAYOR LICASTRO: Thank you. This is a
16 special meeting called for one purpose and one
17 purpose only. And to give you some background as
18 to what kind of a process we conducted, let me
19 just give a few remarks.

20 In order to select a Police Chief, the
21 Ohio Revised Code allows the Mayor to make that
22 selection. But as indicative of our government
23 in Bratenahl, we don't do things by ourselves.
24 We involve citizens, we empower them and involve
25 them and have them help us reach a decision by

1 consensus.

2 I was very fortunate to have four
3 individuals besides myself participate in this
4 process. Tim O'Brien, who is our pseudo chair;
5 Ellen Berger, where are you Ellen? Thank you.
6 Nancy Jacobson; Greg Binford, he's on Council
7 here, of course; and myself.

8 In order to describe the process, I've
9 asked Tim to give us a brief synopsis, please.

10 MR. O'BRIEN: Thank you, Mayor. Good
11 evening. I wrote a report. I'm going to read it
12 to you. If you have any questions, just ask me.

13 Some Background Information: In early
14 September, Mayor Licastro formed a selection
15 Committee for the purpose of advising him on the
16 selection of a new Police Chief for our Village.
17 Our task was to interview and evaluate a group of
18 candidates who had applied for the position and
19 make a hiring recommendation to the Mayor. The
20 selection Committee included five individuals, as
21 the Mayor mentioned: The Mayor, Ellen Berger,
22 Greg Binford, Nancy Jacobson, and me.

23 Our work began with a kick-off meeting
24 scheduled by the Mayor in early September, during
25 which time he explained that he had received

1 numerous resumes from individuals interested in
2 the Chief of Police position. He screened the
3 list down to six candidates who appeared to be
4 qualified for the position, and shared the
5 backgrounds of each candidate with a selection
6 Committee.

7 In addition, Tim O'Brien developed
8 materials to assist the Committee with the
9 selection process. These included a position
10 description, a list of questions that we would
11 ask of all candidates, an evaluation form, and a
12 several-page document containing guidance to the
13 Committee on effective interview technique, all
14 customized for this particular search.

15 And as I found out, the members of this
16 Committee all have had experience interviewing
17 people, so that really wasn't necessary, but for
18 the sake of good order, I did that.

19 The position description documented the
20 key aspects of policing that we expect the new
21 Chief of Police to focus on. Pre-determining the
22 interview questions ensured that the questions
23 asked relate back to each of the key attributes
24 on the position description. And, asking each
25 candidate the same basic set of questions ensures

1 that the interview process would be consistent
2 for all candidates.

3 The Interview Process: The selection
4 panel met with candidates, for an hour each, on
5 September 12th, 14th and 21st.

6 The Mayor began each interview with a
7 description of our community; and using the
8 pre-determined set of questions, gave the
9 candidate the opportunity to describe his or her
10 experience, achievements, and style of leadership
11 and explain how their experience fits with our
12 position. Each Committee member asked two
13 questions, with follow-up questions as needed.

14 In line with normal search process, the
15 names of the candidates, all of whom are
16 presently employed, have not been revealed so as
17 to maintain their confidentiality.

18 In order to keep the proceedings as
19 unbiased and independent as possible, the Mayor
20 asked us not to share our impressions of
21 candidates with one another, or anyone else,
22 until our final meeting when we were to make our
23 recommendation.

24 The Outcome: On September 21st,
25 following the final two interviews, the Committee

1 reached a unanimous decision to recommend Acting
2 Police Chief Richard Dolbow as the next Police
3 Chief. The Mayor then said he would present the
4 recommendation to Council for approval,
5 contingent upon successful completion of
6 background checks.

7 And these are my final comments. The
8 selection Committee interviewed six really
9 well-qualified candidates: All came with
10 considerable leadership experience; all had
11 in-depth experience in criminal justice; all came
12 well-prepared for the interview and presented
13 well. All of them. Any one of them would have
14 made a fine Police Chief for Bratenahl Village.

15 Officer Dolbow, however, stood out from
16 the group as a candidate who best matches the law
17 enforcement and crime prevention needs of our
18 Village. It is fair to say that Officer Dolbow
19 was selected for the position of Chief of Police
20 based upon his experience, proven leadership
21 skills, and understanding of the specific
22 requirements of the Village of Bratenahl. And
23 that concludes my report.

24 MAYOR LICASTRO: Thank you, Tim. Anyone
25 on Council have a question for Tim?

1 MR. BINFORD: No. I would just like to
2 thank Tim for his special expertise that he
3 brought to the table. He was very helpful. He
4 is a professional recruiter, interviewer of
5 high-level employees and you were a very valuable
6 asset. Thank you.

7 FEMALE VOICE: Does your Police Chief
8 have to go through a psychological evaluation
9 from a psychologist?

10 MAYOR LICASTRO: No, we didn't do that
11 for this purpose. We're going to institute that
12 after the first of the year for new hires.

13 FEMALE VOICE: What's the matter with
14 now?

15 MAYOR LICASTRO: He's been on the force
16 for 14 years, so if he was crazy we'd know it
17 already.

18 FEMALE VOICE: I don't think it's being
19 crazy.

20 MAYOR LICASTRO: Maybe to take the
21 position, he is perhaps. Is there a comment from
22 one of the Committee members, Ellen, Nancy,
23 something you'd like to add?

24 MS. JACOBSON: No, we're very, very
25 happy with our selection and it was a really

1 interesting process.

2 MAYOR LICASTRO: I'd like to formally
3 and publicly thank the Committee. They put many
4 hours into this. It was very thorough. The
5 candidates certainly after an hour of
6 interviewing them, we knew what they were all
7 about.

8 I'd also like to say that I called each
9 not only the interviewees, but the applicants
10 themselves, even the ones we didn't interview and
11 let them know the recommendation had been made.
12 And to a person, they applauded our selection of
13 Rich Dolbow and moreover offered their support
14 and help in the future if he ever needs support
15 or if we do as well.

16 So it's gratifying for us laymen to see
17 how closely knit a group the law enforcement
18 community is. Not surprised to those in the back
19 of the room. But good to see people rally around
20 the choice like Rich Dolbow and offer their
21 ongoing support. So again, Committee, thank you
22 so much. Tim, thank you for your report. No
23 more questions?

24 Okay. Well, to continue with the
25 process as I mentioned, the appointment is

1 actually made by me and confirmed by Council. So
2 at this time I would like to formally recommend
3 that Rich Dolbow be selected as the next Chief of
4 Police in the Village of Bratenahl. That being
5 done, Mr. Binford, please.

6 MR. BINFORD: It is my distinct honor
7 and privilege to introduce ordinance number 3464,
8 an ordinance approving Mayor Licastro's
9 appointment of Sergeant Richard L. Dolbow as
10 Chief of Police for the Village of Bratenahl.
11 Fixing the compensation of the Chief of Police,
12 waiving the residency requirements for the Chief
13 of Police, and declaring an emergency.

14 MS. BECKENBACH: Second.

15 MAYOR LICASTRO: Roll call on
16 suspension, please.

17 MR. GALLAGHER: Ms. Beckenbach?

18 MS. BECKENBACH: Aye.

19 MR. GALLAGHER: Mr. Binford?

20 MR. BINFORD: Aye.

21 MR. GALLAGHER: Mr. Bolton?

22 MR. BOLTON: Aye.

23 MR. GALLAGHER: Ms. Brownrigg?

24 MS. BROWNRIGG: Aye.

25 MR. GALLAGHER: Mr. Semersky?

1 MR. SEMERSKY: Aye.

2 MR. GALLAGHER: Thank you.

3 MR. BINFORD: I'd like to introduce for
4 passage, ordinance number 3464. Whereas, Richard
5 L. Dolbow is employed as a Sergeant with the
6 Village of Bratenahl's Police Department and is
7 currently serving as the Acting Chief of Police
8 for the Village. Whereas, after an extensive
9 interview and selection process involving many
10 qualified candidates, Mayor Licastro has
11 appointed Sergeant Dolbow to serve as Chief of
12 Police for the Village's Police Department
13 effective September 30, 2009, and subject to the
14 confirmation of the appointment by Council and
15 the six-month probationary period required by
16 Ohio Revised Code Section 737.17.

17 Whereas, Ohio Revised Code Section
18 737.17 further provides that at the end of the
19 probationary period the Mayor shall provide
20 Council with a record of Sergeant Dolbow's
21 service and may, upon concurrence of Council,
22 remove or finally appoint Sergeant Dolbow as
23 Chief of Police for the Village.

24 Now therefore, be it ordained by the
25 Council for the Village of Bratenahl, State of

1 Ohio, that: After an extensive interview and
2 selection process involving many qualified
3 candidates, Mayor Licastro has appointed Sergeant
4 Richard L. Dolbow to serve as Chief of Police for
5 the Village of Bratenahl's Police Department,
6 subject to the Village's Codified Ordinances and
7 the Ohio Revised Code.

8 This Council hereby confirms Mayor
9 Licastro's appointment of Sergeant Dolbow to
10 serve as Chief of Police for the Village's Police
11 Department, subject to the Village's Codified
12 Ordinances and the Ohio Revised Code.

13 Sergeant Dolbow is hereby appointed and
14 employed to serve as the Village's Chief of
15 Police, commencing on September 30, 2009,
16 pursuant to the following terms and conditions:
17 As required by Revised Code 737.17, Sergeant
18 Dolbow's appointment as the Village's Chief of
19 Police is subject to a six-month probationary
20 period commencing upon the effective date of this
21 appointment.

22 The Village agrees to pay Sergeant
23 Dolbow a salary at the rate of \$70,000 per year
24 during the probationary period.

25 During the probationary period, Sergeant

1 Dolbow is also entitled to any and all benefits
2 afforded to the members of the Police Department
3 pursuant to Village Ordinances, including
4 vacation, holiday, longevity, sick pay and all
5 department-wide pay increases.

6 Sergeant Dolbow's service as Chief of
7 Police for the Village is subject to all
8 applicable Village Ordinances and Ohio Revised
9 Code provisions.

10 Pursuant to Section 737.15, the Village
11 hereby waives the residency requirement for
12 Sergeant Dolbow to serve as the Village's Chief
13 of Police.

14 Ordinance Number 3289 and all ordinances
15 or parts of ordinances in conflict with any
16 provision of this Ordinance shall be and the same
17 are hereby repealed.

18 This ordinance is hereby declared to be
19 an emergency measure necessary for the immediate
20 preservation of the public health, safety and
21 welfare of the inhabitants of the Village of
22 Bratenahl by reason of the necessity of
23 continuing the current employment of the current
24 Chief of Police and beginning the six-month
25 probationary period as soon as possible.

1 Wherefore, this Ordinance shall be in full force
2 and effect immediately upon its passage.

3 MAYOR LICASTRO: We need a second for
4 passage.

5 MS. BECKENBACH: Second.

6 MAYOR LICASTRO: Any discussion? There
7 being none, roll call on passage, please.

8 MR. GALLAGHER: Ms. Beckenbach?

9 MS. BECKENBACH: Aye.

10 MR. GALLAGHER: Mr. Binford?

11 MR. BINFORD: Aye.

12 MR. GALLAGHER: Mr. Bolton?

13 MR. BOLTON: Aye.

14 MR. GALLAGHER: Ms. Brownrigg?

15 MS. BROWNRIGG: Aye.

16 MR. GALLAGHER: Mr. Semersky?

17 MR. SEMERSKY: Aye.

18 MR. GALLAGHER: Thank you.

19 MAYOR LICASTRO: There's one step left
20 in the formal process. Chief Dolbow, would you
21 please raise your right hand and repeat after me.

22 (Whereupon, Sergeant Richard L. Dolbow
23 was sworn in as Chief of Police by Mayor John
24 Licastro.)

25 MAYOR LICASTRO: Congratulations.

1 (Applause.)

2 ACTING CHIEF DOLBOW: Thank you, guys,
3 for all your hard work. It was teamwork that got
4 us through these past 10 months. Actually, these
5 past couple years. It's been tough. And I
6 certainly didn't get it on my own merit. It was
7 the blood and sweat that you guys came in here,
8 kept your chin up and you served with dignity and
9 allowed me to serve with dignity and carry on
10 each day.

11 Thank you. You guys out there, thanks.
12 Thank you, Council, for your support and your
13 guidance; and the review board for volunteering
14 your time and your energy and your talent to make
15 the process what it was.

16 And I promise you residents and my
17 co-workers that I'm going to serve with honor and
18 dignity. And we're going to move into the future
19 and make this Department the best Department we
20 can. Thanks for coming here today, too. I
21 appreciate it.

22 (Applause.)

23 MAYOR LICASTRO: That ends the formal
24 part of this program, but I need a motion to
25 adjourn.

1 MS. BROWNRIGG: So move.

2 MR. BINFORD: Second.

3 MAYOR LICASTRO: I also present the
4 Chief with the shield. We have refreshments in
5 the lobby. Please help yourself.

6 (Meeting adjourned at 5:46 p.m.)

7 ~ ~ ~ ~ ~

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25