

## RELEASE AND SETTLEMENT AGREEMENT

I. This Release and Settlement Agreement, made this <sup>27<sup>th</sup></sup> day of February, 2019 by and between Mark Miller, the City of Cincinnati, Councilmembers Sittenfeld, Seelbach, Landsman, Young, and Dennard and its employees, is executed pursuant to the following terms:

### II. The Parties

The parties to this Agreement are as follows:

- (A) Respondents City of Cincinnati ("City") and Councilmembers Sittenfeld, Seelbach, Young, Dennard, and Landsman ("Councilmember Respondents") (collectively, "Respondents"), its directors, employees, agents, partners, affiliates, and/or designees and their heirs and assigns, administrators, guardians, executors, and beneficiaries; and
- (B) Relator Mark W. Miller ("Relator"), individually and on behalf of himself, his children, heirs, administrators, guardians, executors, and beneficiaries.

### III. The Terms of the Release and Settlement Agreement

- (A) Relator filed Hamilton County Case Number A1801834 (the "Open Meetings Case") and First District Court of Appeals Case Number C1800224 (the "Public Records Case") claiming violations of R.C. 121.22, the Open Meetings Act, and R.C. 149.43, the Public Records Act (collectively, "Sunshine Act") occurring between January 1, 2018 and April 9, 2018.
- (B) Respondents appealed a decision on a discovery motion issued in the Open Meetings Case, First District Court of Appeals Case Number C1800608 (the "Discovery Appeal").
- (C) Relator and Respondents wish to fully and permanently settle all differences and disputes relating to Relator's allegations that Respondents violated the Sunshine Act during the applicable time.

**NOW, THEREFORE**, in consideration of the above circumstances and the mutual promises of the parties hereto, the parties agree as follows:

1. Relator and Respondents shall file an Agreed Entry in Case A1801834 substantially the same form as the Agreed Entry in Exhibit 1 to this agreement. The parties agree that if the Court does not accept the proposed Agreed Entry, this settlement agreement is null and void.
2. In order for the trial court to have jurisdiction to enter the Agreed Entry, Respondents agree that it will dismiss First District Court of Appeals Case Number C1800608 before March 7, 2019.
3. Relator shall dismiss with prejudice First District Court of Appeals Case Number C1800224 within 7 days of the docketing of the Agreed Entry in Case Number A1801834.
4. The City of Cincinnati will pay all court costs associated with the Open Meetings Case, the Public Records Case, and the Discovery Appeal.
5. Further Relator:
  - a. Promises and agrees not to file any lawsuits against Respondents relating to violations of the Sunshine Act which arose prior to the date of this Agreement;
  - b. Hereby fully and completely releases Respondents, its City Council members, agencies, departments, divisions, and all of its employees as well as all other persons, corporations, their employees, agents, successors and assigns, their heirs, assigns, administrators, guardians, executors, and beneficiaries from any public records or open meetings claims relating to violations of the Sunshine Act, which have been, could be or could have been asserted by Relator or on his behalf, and for all liabilities whatsoever whether now known, or unknown and which may have existed as of the date of this Agreement by Relator, and which relate to alleged Sunshine Act violations by Respondents.
6. In exchange for the promises contained herein, including the release of claims, Respondents shall:
  - a. Submit the Agreed Entry to the Court.
  - b. Comply with the terms of the Agreed Entry.
  - c. The City of Cincinnati will issue a total sum payment to Relator in the amount of \$101,000 as a civil forfeiture, statutory damages and payment of reasonable attorneys' fees.

7. Relator understands this Agreement, has been advised of the right to discuss this Agreement with counsel, acknowledges that he has reviewed it with counsel, and enters into this Agreement voluntarily.
8. No party waives any rights or claims that may arise after the execution of this Agreement.

**[SIGNATURES ON FOLLOWING PAGE]**

IN WITNESS WHEREOF, the parties hereto have executed this Release and Settlement Agreement as to the day and year first noted above.



**Counsel for Mark W. Miller**

Date: 2/21/19



**Paula Boggs Muething  
City Solicitor**

Date: 2/27/19

**COURT OF COMMON PLEAS  
HAMILTON COUNTY, OHIO**

<b>STATE OF OHIO <i>ex rel.</i> Mark W. Miller</b>	:	<b>CASE No. A1801834</b>
<b>Relator,</b>	:	<b>JUDGE ROBERT RUEHLMAN</b>
<b>v.s</b>	:	<b>AGREED JUDGMENT ENTRY</b>
<b>ALEXANDER PAUL GEORGE SITTENFELD, et al.</b>	:	<b>FINAL ENTRY</b>

**Respondents.**

By and through counsel, the parties agree and the Court having been sufficiently advised, now therefore:

IT IS HEREBY ORDERED AND ADJUDGED AS FOLLOWS:

1. State of Ohio *ex rel.* Mark W. Miller (“Relator”) has filed the within action against Respondents City of Cincinnati, Ohio (“City of Cincinnati”), as well as five of its Councilmembers Alexander Paul George Sittenfeld, Christopher Seelbach, Wendell Young, Tamaya Dennard, and Greg Landsman (the “Councilmember Respondents”) (the City of Cincinnati and the Councilmember Respondents are referred to collectively as the “Respondents”).

2. At all relevant times, Article II § 5 of the City Charter of the City of Cincinnati declared that “[t]he proceedings of the council shall be public,” and that “[t]he council shall keep a journal of its proceedings which shall be a public record.” Likewise, R.C. § 121.22(C) requires that “[a]ll meetings of any public body are declared to be public meetings open to the public at all times,” and further declares that “[t]he minutes of a regular or special meeting of any public body shall be promptly prepared, filed, and maintained and shall be open to public inspection.”

3. In *White v. King*, 147 Ohio St. 3d. 74, 2016-Ohio-2770, 60 N.E.3d 1234, the Ohio Supreme Court enunciated that “R.C. 121.22 prohibits any private prearranged discussion of public

business by a majority of the members of a public body regardless of whether the discussion occurs face to face, telephonically, by video conference, or electronically by e-mail, text, tweet, or other form of communication.” *Id.*, at ¶ 15.

4. Between January 1 through October 23, 2018, the Councilmember Respondents sent group text messages among each other, some of which constituted a private prearranged discussion of public business.

5. In October and November of 2018, Respondents used the services of Binary Intelligence to collect and process text messages from Councilmember Respondents’ cell phones, including taking steps to recover, if necessary, any and all text messages sent or received by Councilmember Respondents from January 1 through October 23, 2018.

6. Prior to the engagement of Binary Intelligence, Councilmember Respondent Young deleted text messages that were responsive to the Relator’s discovery requests and which, but for their deletion, would have been recovered by Binary Intelligence.

7. The Councilmember Respondents are hereby **ENJOINED** from conducting any private prearranged discussion of public business by a majority of the members of the Cincinnati City Council via a group text message, email chain, or telephone call.

8. With respect to the private prearranged discussions of public business by a majority of the members of the Cincinnati City Council by the Councilmember Respondents that occurred between January 1, 2018 and ended no later than October 23, 2018 (i.e. meetings), Respondents are hereby **ENJOINED** to create and maintain minutes of said meetings and make them available to the public. These minutes are attached as Exhibit A to this Agreed Entry.

9. Further, Respondents are **ENJOINED** to provide copies of the actual e-mails otherwise recorded communications (e.g. audio or video recordings), and text messages or other

electronic communications which were recovered and/or collected by Binary Intelligence and that made up the meetings to the Relator within ten days of the date of this entry.

10. Further, Respondents are **ENJOINED** to provide copies of (1) all emails from the Councilmember Respondents' City or personal email accounts sent between the Councilmember Respondents or any combination of the Councilmember Respondents from January 1, 2018 – October 23, 2018 within 20 days of the date of this entry; and (2) all text messages between the Councilmember Respondents or any combination of the Councilmember Respondents from January 1, 2018 – October 23, 2018 which were recovered and/or collected by Binary Intelligence to Relator within ten days of the date of this entry. The production of these emails and text messages does not constitute an admission that they are all records under R.C. 149.011(G).

11. It is further **ORDERED AND DECREED** that, pursuant to the Open Meetings Act and R.C. 149.351, the City of Cincinnati shall pay to Relator Mark W. Miller, the sum of \$1,000 as a statutory forfeiture pursuant to R.C. 121.22; the sum of \$10,000 as a statutory forfeiture for Respondent Wendell Young having deleting his text messages, pursuant to R.C. 149.351; and attorney fees in the sum of \$90,000, pursuant to R.C. 121.22 and 149.351.

12. It is further **ORDERED AND DECREED** that, pursuant to the Open Meetings Act, the City of Cincinnati shall pay all costs associated with this matter.

13. Relator agrees to release Respondents from any and all claims pursuant to Ohio's public records law and open meetings law arising out of the released communications.

14. The parties acknowledge service of process and waive any needed amendments or defects herein.

15. The parties represent they were each afforded opportunity to consult with independent legal counsel prior to entering into this Agreed Entry.

16. This Agreed Entry resolves and disposes of any and all claims of Relator held in any capacity against Respondents relating to all public records and open meetings matters which may have occurred prior to the date of this Entry and shall operate as res judicata and collateral estoppel against comparable claims being raised against Respondents.

17. Accordingly, the parties agree that any claims not specifically addressed by this Entry are dismissed with prejudice.

**IT IS SO ORDERED.**

Dated: \_\_\_\_\_

\_\_\_\_\_  
Judge

Agreed:

Paula Boggs Muething (00080018)  
City Solicitor

\_\_\_\_\_  
Brian C. Shrive (0088980)  
Christopher P. Finney (0038998)  
FINNEY LAW FIRM, LLC  
4270 Ivy Pointe Blvd., Suite 225  
Cincinnati, OH 45245  
(513) 943-6656  
(513) 943-6669 (fax)  
[brian@finneylawfirm.com](mailto:brian@finneylawfirm.com)  
[chris@finneylawfirm.com](mailto:chris@finneylawfirm.com)

\_\_\_\_\_  
Peter J. Stackpole (0072103)  
Deputy City Solicitor  
Emily E. Woerner (0089349)  
Assistant City Solicitor  
801 Plum Street, Suite 214  
Cincinnati, OH 45202  
(513) 352-3350  
(513) 352-1515 (fax)  
[emily.woerner@cincinnati-oh.gov](mailto:emily.woerner@cincinnati-oh.gov)

*Attorneys for Relator*

*Attorneys for Respondents*

## PROCEEDING/MINUTES OF CITY COUNCIL

Council convened periodically beginning on January 19, 2018 and ending on March 24, 2018. These periodic meetings were held via text message and conversation on a conference call. Present were Councilmembers Dennard, Landsman, Seelbach, Sittenfeld, and Young.

From January 19, 2018 to March 16, 2018, the items discussed are reflected in the reproduction of the text messages retrieved, attached as Exhibit 1.

Beginning on March 16, 2018 at 1:30 p.m., a conference call was held, with Councilmembers Dennard, Seelbach, and Sittenfeld present. At approximately 1:36 p.m., Councilmember Young joined the call. At approximately 1:45 p.m., Councilmember Seelbach left the call. At approximately 1:50 p.m., Councilmember Landsman attempted to join the call. At approximately 2:09 p.m., the conference call concluded.

From 1:30 p.m. to 2:09 p.m., the Councilmembers discussed the content of a press release to be issued by them. Versions of the press release, which is the result of these conversations, is attached as Exhibit 2.

On March 16, 2018, the periodic meeting of Council continued via text message. Present were Councilmembers Dennard, Landsman, Seelbach, Sittenfeld, and Young. The items discussed are reflected in the reproduction of the text messages retrieved, attached as Exhibit 1.

The meeting adjourned on March 24, 2018.

Signed:

---

Paula Boggs Muething, City Solicitor

# Conversation with

Greg Landsman<+15136460186>; Tamaya Denard<+15134170743>;  
Chris Seelbach<+15133484329>; Wendell Young<+15134856759>;

Message Content

Dates:1/19/2018 12:07:01 PM

Hey Wendell, Greg, Tamaya & Chris. Please keep t  
o yourself for now, but Cranley asked me this morn  
ing about my feeling on the possible appointment o  
f a guy named Rayshon Mack to the vacant SORT  
A board seat.

Me

Dates:1/19/2018 12:08:27 PM

He has retweeted stuff saying that "Democrats are  
dangerous to the general public" as well as retweet  
ed stuff from the Hamilton County Republican Part  
y as well as retweeted stuff from a known racist.

Me

Dates:1/19/2018 12:08:34 PM

We need to talk about these appointments. We nee  
d to vet these people.

Wendell Young

Dates:1/19/2018 12:08:44 PM

He has tweeted things himself that are overly anti-abortion.

Me

Dates:1/19/2018 12:09:00 PM

He has tweeted things accusing me of "corruption"

Me

Dates:1/19/2018 12:09:21 PM

And he's tweeted things calling people like Bobby Hilton, Eric Kearney, and Dwight Tillery "Traitors" and "Snakes"

Me

Dates:1/19/2018 12:09:39 PM

And all of that is just from the last several days!!

Me

Dates:1/19/2018 12:09:40 PM

If he is who I think he is, he's a nut!

Wendell Young

Dates:1/19/2018 12:09:59 PM

You can guess where I would be on his nomination  
- but wanted to see if any of you are inclined to come to his defense in any way?

Me

Dates: 1/19/2018 12:10:10 PM

(p.s. - Wendell, completely agree on increased vetting in general)

Me

Dates: 1/19/2018 12:10:11 PM

Not me.

Wendell Young

Dates: 1/19/2018 12:10:15 PM

Why not Eric Kearney? He's a avid rider.

Greg Landsman

Dates: 1/19/2018 12:10:23 PM

Love that idea!

Me

Dates: 1/19/2018 12:10:45 PM

But first seeing if there's something I'm missing w/  
Rayshon?

Me

Dates:1/19/2018 12:11:48 PM

I don't think you are :).

Greg Landsman

Dates:1/19/2018 12:13:37 PM

Encourage John to ask Kearney, I will too. He'd be  
a good fit. And I think he rides the bus everyday?

Greg Landsman

Dates:1/19/2018 12:14:37 PM



Is this a joke?

Chris Seelbach

Dates:1/19/2018 12:19:55 PM

it should be a joke but it's not. and that list of bad st  
uff is literally only from the last 3 days! just making  
sure the council Dems were on the same page her  
e.

Me

Dates:1/19/2018 12:24:41 PM

Liked "it should be a joke but it's not. and that list of bad stuff is literally only from the last 3 days! just making sure the council Dems were on the same page here. "

Greg Landsman

Dates:1/19/2018 3:46:48 PM

Let's bounce the sucker!

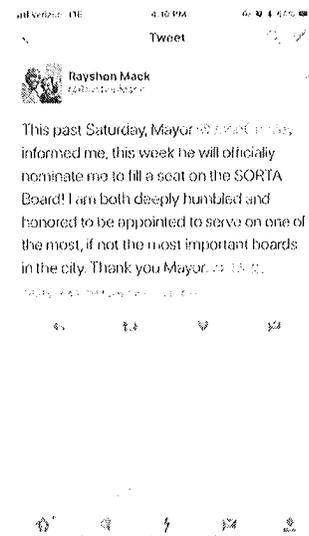
Wendell Young

Dates:1/19/2018 3:50:33 PM

Amen Wendell

Me

Dates:2/5/2018 4:16:46 PM



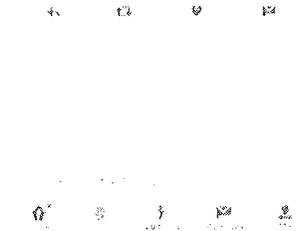
Me

Dates:2/5/2018 4:16:53 PM



This past Saturday, Mayor John Creatney informed me, this week he will officially nominate me to fill a seat on the SORTA Board! I am both deeply humbled and honored to be appointed to serve on one of the most, if not the most important boards in the city. Thank you Mayor.

Me



Dates:2/5/2018 4:17:11 PM



This past Saturday, Mayor John Creatney informed me, this week he will officially nominate me to fill a seat on the SORTA Board! I am both deeply humbled and honored to be appointed to serve on one of the most, if not the most important boards in the city. Thank you Mayor.

Me



Dates:2/5/2018 4:17:34 PM

Sorry, only meant to send once

Me

Dates:2/5/2018 4:18:24 PM



Chris Seelbach

There couldn't be a bigger NO vote from me....of anyone I've ever voted on an appointment.

Dates:2/5/2018 4:18:56 PM

I will also be a no vote.

Me

Dates:2/5/2018 4:19:39 PM



Wendell Young

I'm a definite NO!

Dates:2/5/2018 4:20:36 PM

Anti-Labor. Anti-Democrat. Vilifying leaders in the black community. And mean on top of all that.

Me

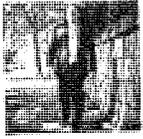
Dates:2/5/2018 4:51:52 PM



Chris Seelbach

The amount of offensive, mean-spirited, hateful tweets....especially directed towards PG....it's INCREDIBLE Cranley is nominating this guy. But of course he is!

Dates:2/7/2018 10:09:28 AM



Chris Seelbach

NAACP issuing statement soon against any delays in Responsible Bidder ordinance. Will have talking points as well. We're hoping all of you will sign on to statement

Dates:2/7/2018 10:16:38 AM



Greg Landsman

Liked "NAACP issuing statement soon against any delays in Responsible Bidder ordinance. Will have talking points as well. We're hoping all of you will sign on to statement"

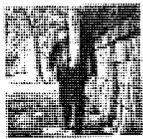
Dates:2/14/2018 8:21:37 AM



Chris Seelbach

Cranley appointee could face major opposition at council today

Dates:2/14/2018 8:21:40 AM



Chris Seelbach

<https://www.bizjournals.com/cincinnati/news/2018/02/14/cranley-appointee-could-face-major-opposition-at.html>

Dates:2/14/2018 8:44:31 AM

Happy to carry the water on this. Have statement ready.

Greg Landsman

Dates:2/14/2018 8:44:49 AM



Chris Seelbach

Liked "Happy to carry the water on this. Have state  
ment ready. "

Dates:2/14/2018 8:45:22 AM



Chris Seelbach

Sounds good -Chrissy/Walrus

Dates:2/14/2018 8:52:23 AM

Loved "Sounds good -Chrissy/Walrus"

Me

Dates:2/14/2018 9:32:12 AM



Chris Seelbach

Michelle Dillingham reached out this morning about  
Rayshon Mack. In addition to everything that's been  
reported, she wanted to make sure we knew he continued  
to call her "Dopehead Dillingham" and a "junkie"  
during the entire campaign. She's been clean and  
sober for at least 20 years.

Dates:2/28/2018 10:21:08 AM

Hi! Do any of you know anything about these folks  
John is appointing to the health board?

Tamaya Denard

Dates:2/28/2018 10:21:50 AM

If not, I propose that we hold off on confirmation. I  
don't know anything about them

Tamaya Denard

Dates:2/28/2018 10:22:25 AM

They are Carrie Douglas and Amar Bhati.

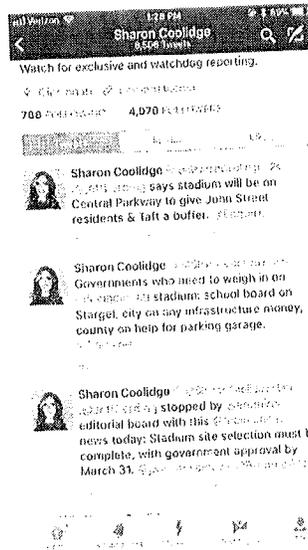
Tamaya Denard

Dates:2/28/2018 11:38:44 AM

I don't know them and I am perfectly fine with holdi  
ng off on confirmation. I also think we need to conv  
ene the rules committee and create a committee to  
vet appointees prior to a full council vote on confir  
mation. Additionally the Health Board is in the midd  
le of some work that will be disrupted with the appo  
intment of new people.

Wendell Young

Dates:3/12/2018 1:30:36 PM



Dates:3/12/2018 1:32:20 PM



Chris Seelbach

where on Central Parkway?

Dates:3/12/2018 1:32:30 PM



Chris Seelbach

oh...she meant central ave

Dates:3/12/2018 1:33:34 PM

the real takeaway, Jeff is saying to Council, despite giving you no concrete info, you all need to rush a decision in the next 2 weeks. Community Benefits Agreement be damned

Me

Dates:3/12/2018 1:33:43 PM



yup

Chris Seelbach

Dates:3/12/2018 1:34:06 PM

the gall is fucking unbelievable, and really does a disservice to trying to make a cool thing work for our city

Me

Dates:3/12/2018 4:00:57 PM

Just drove through the West Bank. I think it's actually less tense and awkward here.

Greg Landsman

Dates:3/12/2018 4:01:15 PM



Had good meeting with Harry this morning.

Chris Seelbach

Dates:3/12/2018 4:02:39 PM

That's awesome. What did you talk about?

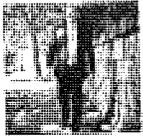
Tamaya Denard

Dates:3/12/2018 4:03:00 PM

Great that you are there safely

Tamaya Denard

Dates:3/12/2018 4:04:06 PM



Chris Seelbach

My issues with him. Especially responsible bidder. That I've worked on it for almost 6 years. I've made compromise after compromise when the other side wouldn't given an inch. Had 1,000 meetings. And then he goes last week and testifies for hours about it will basically bankrupt the city and prevent all AA people from getting work....without even talking to me. And also his lack of any kind of leadership on fixing the streetcar.

Dates:3/12/2018 4:04:27 PM

Liked "Just drove through the West Bank. I think it's actually less tense and awkward here."

Me

Dates:3/12/2018 4:04:39 PM



Chris Seelbach

But he agreed to specific things on both fronts, in addition to restarting our relationship.

Dates:3/12/2018 4:04:53 PM

Loved "But he agreed to specific things on both fronts, in addition to restarting our relationship."

Me:

Dates:3/12/2018 4:04:56 PM



Chris Seelbach

in exchange for me not voting to fire him!

Dates:3/12/2018 4:05:42 PM



Chris Seelbach

and late night, not sober phone calls. Which I know others have talked to him about as well.

Dates:3/12/2018 4:07:16 PM

This is great! Glad you talked with Harry.

Wardell Young

Dates:3/12/2018 4:08:04 PM



Chris Seelbach

He agreed to support responsible bidder with my fixes. And to include, in his budget, signal prioritization and making the streetcar free. And I have those promises in writing.

Dates:3/12/2018 4:08:13 PM

me too. and a re-set sounds good. we all know thi  
s, but some smear job is coming...

Me

Dates:3/12/2018 4:08:49 PM

This is even better news. Go Chris!

Wendell Young

Dates:3/12/2018 4:10:24 PM

We need to be ready for the smear campaign, whic  
h has already begun. You saw Sherri's hit-piece in t  
he paper today.

Wendell Young

Dates:3/12/2018 4:12:24 PM

Wendell, as you said in your comments, highlightin  
g that there's room for improvement and we'll be ex  
pecting it - but also calling out a smear for what it i  
s, and not indulging it.

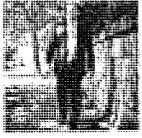
Me

Dates:3/12/2018 4:14:15 PM

Thanks. Glad we're on the same page. This is goin  
g to be a slug fest. We need to slick together.

Wendell Young

Dates:3/12/2018 4:17:12 PM



Chris Seelbach

And I agree with Greg that we need to put goals in place that we can hold him accountable to.

Dates:3/12/2018 4:18:50 PM



Wendell Young

We need to convene the Rules Committee to formalize these things.

Dates:3/12/2018 4:19:13 PM



Wendell Young

I can't see Greg's comments.

Dates:3/12/2018 4:20:26 PM



Chris Seelbach

He's in Israel, but when we talked yesterday, he mentioned putting in place specific goals for Harry.

Dates:3/12/2018 4:21:08 PM



Wendell Young

Thanks.

Dates:3/12/2018 4:22:06 PM

Wendell, also, I agree with the sentiment that rather than some trial style format where people are called up one by one to smear Harry, any grievances from John should be submitted as a written document, and Council can then proceed to handle on its own timeline and as it sees fit. But no more of this crap where due process is thrown out the window.

Me

Dates:3/12/2018 4:22:52 PM

Absolutely!

Wendell Young

Dates:3/12/2018 4:24:06 PM



Chris Seelbach

But how can we control that if he does this through a committee one of you don't chair?

Dates:3/12/2018 4:24:45 PM

all of us won't be there in that case

Me

Dates:3/12/2018 4:25:21 PM

so I think it'll seem slanted. I'm talking about not using Full Council as a forum for some Soviet style trial

Dates:3/12/2018 4:26:54 PM

Wendell Young

A written document isn't a motion. We handle as we see fit. I agree we don't want to hold Kangaroo Court. I think we attend that committee meeting and organize dissent that shows what is going on .

Dates:3/12/2018 4:28:05 PM

Wendell Young

Meant to say if Cranley's document comes in the form of a motion we attend the committee meeting

Dates:3/12/2018 4:28:49 PM

Wendell Young

We could also move for immediate consideration at council and vote it down.

Dates:3/12/2018 4:33:38 PM

that's very interesting idea

Me

Dates:3/12/2018 4:34:11 PM

Need 6 votes for that



Chris Seelbach

Dates:3/12/2018 4:34:17 PM

good point

Me

Dates:3/12/2018 4:35:19 PM

If we pull David, we may have six.

Wendell Young

Dates:3/12/2018 5:29:33 PM

Just thinking; we have Dennard, Seelbach, Sittenfeld, Landsman, Pastor, and me. Correct?

Wendell Young

Dates:3/12/2018 6:34:12 PM

Sounds right to me

Tamaya Denard

Dates:3/12/2018 6:37:42 PM



Chris Seelbach

Cranley told me tonight he has Pastor as long as he's in majority.

Dates:3/12/2018 6:38:06 PM

Wow...smh

Tamaya Denard

Dates:3/12/2018 6:39:25 PM

I don't believe it. Pastor told me last night he is with us.

Wendell Young

Dates:3/12/2018 6:39:50 PM

He told me that he was as well

Tamaya Denard

Dates:3/12/2018 6:40:36 PM



Chris Seelbach

Maybe Cranley is overplaying his hand. But he told me pastor would vote to fire as long as he's in majority. But please don't tell pastor that. Last thing I want is MORE drama

Dates:3/12/2018 6:42:50 PM

I won't say anything

Tamaya Denard

Dates:3/12/2018 6:45:21 PM



Chris Seelbach

Cranley could be lying to me. Would never trust him for a second

Dates:3/12/2018 6:46:14 PM



Chris Seelbach

But told me smitherman, Murray and Mann are definite yes to fire

Dates:3/12/2018 7:27:41 PM

I won't say anything either but we know Cranley doesn't mind lying about anything.

Wendell Young

Dates:3/12/2018 8:06:53 PM

Back to FC for a moment, wow good on CPS for not letting themselves be bulldozed, at least according to this letter

Me

Dates:3/12/2018 8:07:04 PM



Dates:3/12/2018 10:34:30 PM

the my way or the highway threatening tone really l  
eave such a bad taste in my mouth

file

Dates:3/13/2018 10:49:15 AM

I say Newport it is.

Wendell Young

Dates:3/13/2018 11:15:42 AM

Greg Landsman

If it is Newport, I think we should be ready to help t  
he West End pursue serious, balanced (inclusive)  
development. A coalition there is emerging to do gr  
eat work. We should move quickly to help them. No  
t entirely sure what it looks like, but I think we shoul  
d be prepared to announce and/or begin to work o  
n efforts that will prioritize new (responsible) revitali  
zation efforts in the West End WITH the West End.  
We should also consider what we would need to e  
nsure we don't lose businesses on the Banks, and  
that people who go to FC games in Newport come  
and spend money in Downtown/OTR. Maybe some  
coalition of business and transportation folks? Both  
seem like good efforts, and will help to address the  
inevitable rhetoric that we are denying the West En  
d hundreds of millions in new investments and that  
we could undermine an already fragile Banks busin  
ess district.

Dates:3/13/2018 4:01:55 PM

Greg, just keeping you posted: Chris, Wendell, T, and I do NOT support buyout for Harry.

Me

Dates:3/13/2018 4:03:17 PM

And AA community & leadership is outraged at prospect of buyout & force out

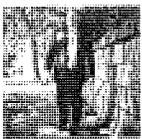
Me

Dates:3/13/2018 4:04:16 PM

Just so you know, I spoke with John and he said the buyout was to help with the racial tension. I told him that was insulting

Tamaya Denard

Dates:3/13/2018 4:06:05 PM



Chris Seelbach

Harry 100% does not want the buyout. But needs assurance that he has 5 votes not only against firing him. But also against voting for buyout.

Dates:3/13/2018 5:11:52 PM

What the hell is going on?

Tamaya Denard

Dates:3/13/2018 5:13:19 PM

In an interview with news will get back to you.

Wendell Young

Dates:3/13/2018 5:16:00 PM



Chris Seelbach

We left meeting with Manager with understanding that he was not resigning. Left meeting with Cranley with understanding that he is doing a pull court press on our friend Greg Landsman. Told us he has every union, David Pepper, etc reaching out to get him on board with Cranley. :(

Dates:3/13/2018 5:23:27 PM

Vanessa just said that's not true

Tamaya Denard

Dates:3/13/2018 5:28:25 PM

Vanessa told me same: Greg doesn't support firing or buyout

me

Dates:3/13/2018 5:28:57 PM

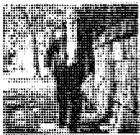
Tamaya Denard



The mayor's statement, not mine. Did not give him green light to say that. Please let the other know



Dates:3/13/2018 5:30:36 PM



Chris Seelbach



That's his statement, not mine. He wanted me to join, but I declined

I will clarify



Dates:3/13/2018 5:30:42 PM



Liked "Vanessa told me same: Greg doesn't support firing or buyout"

Chris Seelbach

Dates:3/13/2018 5:31:02 PM



Chris Seelbach

Assuming that's true, we need to let Harry know there are 5 votes against buyout

Dates:3/13/2018 5:31:22 PM

I'll tell him

Me

Dates:3/13/2018 5:31:47 PM



Chris Seelbach

I'll let Sherri know. 100% certain on Greg?

Dates:3/13/2018 5:40:13 PM

Harry has not taken the buyout.

Wendell Young

Dates:3/13/2018 5:40:23 PM

Just got back to hotel and emailed John confirming my position against firing CM or a buyout. Now, because it's almost midnight, I'm signing off and going

Greg Landsman g to bed.

Dates:3/13/2018 5:40:34 PM



Chris Seelbach

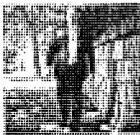
thanks Greg. Night.

Dates:3/13/2018 5:41:20 PM

Thanks Greg.

Wendell Young

Dates:3/13/2018 6:34:47 PM



Chris Seelbach

IMS\_1914.mov



Chris Seelbach

God Bless you Wendell!

Dates:3/14/2018 1:05:04 AM

Morning. Does anyone know the status of the responsible bidder ordinance? Thanks, all.

Greg Landsman

Dates:3/14/2018 6:31:33 PM

West End option looks to be dead

Me

Dates:3/14/2018 6:58:19 PM

Greg, silence your phone buddy if these texts are waking you up:

Me

Dates:3/14/2018 6:59:19 PM

I spoke with Wendell and we're in agreement that we can't just let John commence Kangaroo Court against Harry however he once - but we obviously all so need to give employees who want to share their testimony a way to share it.

Me

Dates:3/14/2018 6:59:53 PM



Chris Seelbach

Any idea how Cranley wants to do this? In a committee?

Dates:3/14/2018 7:00:18 PM

Wendell talked about a letter we'd all sign? Anyway, I think we all need to hop on a joint conference call tomorrow or Friday to talk it through, and an overall strategy

Me

Dates:3/14/2018 7:00:32 PM



Ok

Chris Seelbach

Dates:3/14/2018 7:07:39 PM

Chris, Wendell, Tamaya - could you all do a call at  
3pm tomorrow? or anytime Friday in the afternoon?

Me

Dates:3/14/2018 7:07:54 PM



I can do either

Chris Seelbach

Dates:3/14/2018 7:08:41 PM

cool. Wendell? T?

Me

Dates:3/14/2018 7:08:55 PM

I can't do tomorrow but I can do Friday between 1  
and 3

Tamaya Denard

Dates:3/14/2018 7:09:32 PM

Thanks, Wendell. could you do a group conference call Friday sometime between 1-3pm?

Me

Dates:3/14/2018 7:26:05 PM

Yes.

Wendell Young

Dates:3/14/2018 7:31:10 PM

Great, let's do 1:30pm. I'll send a calendar invite to your personal emails and circulate a conference line

Me

Dates:3/14/2018 7:31:37 PM

Thank you!

Tamaya Denard

Dates:3/14/2018 7:32:16 PM

Please send me a text. Having trouble with e-mail.

Wendell Young

Dates:3/14/2018 7:32:43 PM

Will do Wendell. Everyone bring their ideas for navigating this process. Also, I think better if it's just us - not our aides on the line for this call

Me

Dates:3/14/2018 7:33:34 PM

Agree.

wf. Wendell Young

Dates:3/14/2018 7:35:15 PM

Got it

Lamaya Denard

Dates:3/15/2018 5:34:36 AM

I could do this (7:30PM my time). BUT. we can't have five people on a call without breaking sunshine rules, no? Just let me know.

Greg Landsman

Dates:3/15/2018 7:07:18 AM

Greg, I'll ask John Curp on sunshine and loop back ASAP

Me

Dates:3/15/2018 10:21:01 AM



Chris Seelbach

FYI. In Cranley's meeting with Enquirer editorial board he attacked PG for "threatening CODE president, suggesting employees not come forward because Black will remain manager." It's 100% not true. But interesting that Cranley is now coming after us.

Dates:3/15/2018 10:21:44 AM

I spoke with Chris Jenkins from CODE a few minutes ago and he said it's 100% not true. John is resorting to some truly outrageous tactics here

Me

Dates:3/15/2018 10:22:39 AM



Chris Seelbach

Smitherman just called a special meeting of law and public safety tomorrow at 10:30 to take action on a "whistleblower protection ordinance."

Dates:3/15/2018 10:27:46 AM



Chris Seelbach

And a special meeting of Council at 10:45am tomorrow. Which I won't be able to attend.

Dates:3/15/2018 10:45:20 AM

Harry going after Unions here a bit w/ the Ed Board, in a way that's not good

Me

Dates:3/15/2018 12:16:45 PM

Explain about Harry please or call me. Thanks.

Wendell Young

Dates:3/16/2018 11:55:20 AM

Just emailed you all first draft of a letter incorporating people's ideas

Me

Dates:3/16/2018 11:55:33 AM

here is the conference line for 1:30pm today:

Me

Dates:3/16/2018 11:57:32 AM

Dial in number: 563-999-1106

Me

Dates:3/16/2018 11:57:42 AM

Access code: 819666

Me

Dates:3/16/2018 11:57:49 AM

Pin (if needed): 1619

Me

Dates:3/16/2018 11:57:52 AM



1pm?

Chris Seelbach

Dates:3/16/2018 11:57:56 AM

1:30pm

Me

Dates:3/16/2018 11:58:11 AM



Ok

Chris Seelbach

Dates:3/16/2018 12:01:14 PM

Got it. Thanks.

Wendell Young

Dates:3/16/2018 12:17:33 PM

Wendell, are you around for a quick call? Tried your cell but it went to VM. Thanks, friend.

Greg Landsman

Dates:3/16/2018 12:17:52 PM

Yes. Call now.

Wendell Young

Dates:3/16/2018 12:18:01 PM

Liked "Yes. Call now."

Greg Landsman

Dates:3/16/2018 1:28:13 PM

Here's the call-in info one more time; talk to everyone in 2 minutes

Me

Dates:3/16/2018 1:28:14 PM

Dial-in number: 563-999-1106 Access code: 81966  
6 Pin (if needed): 1619

Me

Dates:3/16/2018 1:31:53 PM

You hopping on, Wendell?

Me

Dates:3/16/2018 1:32:19 PM

Not yet. Can't get through. Trying again.

Wendell Young

Dates:3/16/2018 1:33:38 PM

No answer. 563-999-1106?

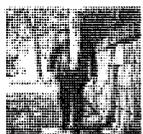
Wendell Young

Dates:3/16/2018 1:33:50 PM

yes

Me

Dates:3/16/2018 1:33:55 PM



Chris Seelbach

yup. that worked for me

Dates:3/16/2018 1:35:08 PM

Trying again.

Wendell Young

Dates:3/16/2018 1:35:23 PM

if it doesn't work, I'll call you Wendell and thread yo  
u in

Me

Dates:3/16/2018 1:36:01 PM

Not working. Please call me. Call me at: 961-1176.

Wendell Young

Dates:3/16/2018 1:45:17 PM



Chris Seelbach

Hey Greg. I dropped off the call. I think you need to  
be on there more than me. Can you please call in  
ASAP?

Dates:3/16/2018 1:48:50 PM

Greg, able to call-in?

Me

Dates:3/16/2018 1:49:50 PM



Chris Seelbach

he's not getting texts. But just called him and he's calling in

Dates:3/16/2018 1:50:09 PM

Calling in now...

Greg Landsman

Dates:3/16/2018 2:09:51 PM

Will send updated letter in 10 minutes tops

Me

Dates:3/16/2018 2:10:03 PM

please hold tight to review quickly, and send feedback or say "Approved"

Me

Dates:3/16/2018 2:10:30 PM



Chris Seelbach

Ok

Dates:3/16/2018 2:10:50 PM

Ok

Wendell Young

Dates:3/16/2018 2:13:31 PM



How are we releasing to mayor and public?

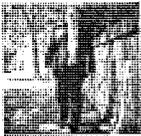
Chris Seelbach

Dates:3/16/2018 2:13:57 PM

Tara from Tamaya's office is going to send out from  
Tara's email account to the normal full press list

Me

Dates:3/16/2018 2:14:14 PM



Ok. And we can post to our own social media?

Chris Seelbach

Dates:3/16/2018 2:14:22 PM

fine by me...

Me

Dates:3/16/2018 2:14:31 PM

That's a good idea

Tainaya Denard

Dates:3/16/2018 2:19:31 PM

This is all good.

Wendell Young

Dates:3/16/2018 2:21:33 PM

Just sent revised letter. Reply with word changes or  
r with "Approved"

Me

Dates:3/16/2018 2:22:51 PM

Wendell Young

Just got a call from Harry's lawyer and then from Harry regarding their being told by John that I am the fifth vote on a separation package for Harry. I have n't spoken to that little sucker! He just flat out lied to Garry and his lawyer. Is it too late to insert into the letter something making it clear that "we" do not support a buy-out for Harry?

Dates:3/16/2018 2:23:19 PM

that language is in the letter I sent you all

Me

Dates:3/16/2018 2:23:35 PM



Approved

Chris Seelbach

Dates:3/16/2018 2:23:54 PM

Approved.

Tamaya Denard

Dates:3/16/2018 2:24:00 PM

Approved.

Me

Dates:3/16/2018 2:24:15 PM

Approved.

Wendell Young

Dates:3/16/2018 2:26:43 PM

Just noticed we didn't include the Black Agenda, N  
AN, The Black United Front

Wendell Young

Dates:3/16/2018 2:26:51 PM

will add those in

Me

Dates:3/16/2018 2:26:54 PM

Greg?

Me

Dates:3/16/2018 2:31:22 PM

T, once we hear from Greg, I'm sure you've got this already on your media list, but just make sure it goes to all 4 TV stations; Wetterich; Coolidge; Jason Williams; Mark Curnutte; Jay Hanselman; Paula Christian & Amanda; Nick Swartell; and Kevin Aldridge

Me

Dates:3/16/2018 2:31:36 PM

am I forgetting any other biggest?

Me

Dates:3/16/2018 2:31:43 PM

\*biggees?

Me

Dates:3/16/2018 2:31:52 PM



Chris Seelbach

no answer from Greg's cell

Dates:3/16/2018 2:32:54 PM

In addition to the TV stations, we will include individual reporters as well

Tamaya Denard

Dates:3/16/2018 2:33:04 PM

Me

Dates:3/16/2018 2:33:56 PM

Don't forget Lincoln Ware and the Herald.

Wendell Young

Dates:3/16/2018 2:34:14 PM

Great call!

Me

Dates:3/16/2018 2:34:32 PM

Good call! We had the herald but not Lincoln

Tamaya Denard

Dates:3/16/2018 2:34:55 PM

Tamaya, I'll send you FINAL FINAL copy as soon as we hear from Greg

Me

Dates:3/16/2018 2:39:08 PM

Looks good to me.

Greg Landsman

Dates:3/16/2018 2:39:22 PM

Bravo everyone!

Me

Dates:3/16/2018 2:40:14 PM

Awesome. I will give Tara the go ahead.

Tamaya Denard

Dates:3/16/2018 2:40:15 PM

Courage, clarity, firmness, reasonableness!

Me

Dates:3/16/2018 2:40:26 PM

T, I just emailed you both the final content

Me

Dates:3/16/2018 2:40:38 PM

Good. Mann's office is asking for the "press release." Lol

Wendell Young

Dates:3/16/2018 2:40:42 PM

will send to whole group so people can use on social media too

Me

Dates:3/16/2018 2:40:50 PM

Great!

Wendell Young

Dates:3/16/2018 2:41:05 PM

Thank you

Tamaya Denard

Dates:3/16/2018 2:41:33 PM

should we all post concurrently on our FB?

Me

Dates:3/16/2018 2:42:02 PM

let me know...?

Me

Dates:3/16/2018 2:42:32 PM

I think social media posting is fine.

Wendell Young

Dates:3/16/2018 2:42:41 PM

Doing so now...

Me

Dates:3/16/2018 2:42:45 PM

T, you are too?

Me

Dates:3/16/2018 2:45:18 PM

Absolutely

Tamaya Denard

Dates:3/16/2018 2:54:28 PM

Team, I knew there was one thing I meant to bring up that I forgot to on the call. 4 of us at a time need to have a conversation with Harry about things he needs to do to improve. I've overtly told him I believe he needs to seek some sort of counseling. But he needs to hear it collectively from us, and to frankly understand that his job depends on correcting certain things.

Me

Dates:3/16/2018 2:54:44 PM

should we schedule a meeting with him for next week - with all of us minus Chris, who will be OOT?

Me

Dates:3/16/2018 2:56:37 PM

Not now please. I think he would view this as a softening of support. May I suggest we reserve that conversation for after we get through this process?

Wendell Young

Dates:3/16/2018 2:57:51 PM

Wendell, I'm okay waiting if the others agree. HOW EVER, it's a conversation that must be had - sooner rather than later. Harry struggles with some things and needs to know we support him, but also bring certain expectations. I'll defer to the group on timing.

Ma

Dates:3/16/2018 3:00:15 PM

Wendell Young

I too will abide by what the group decides. For me there is the recognition that Harry is under an enormous amount of pressure. I worry that he would view the conversation as us piling on. The timing isn't good.

Dates:3/16/2018 3:46:14 PM

Separate FYI: the #2 at the Sentinels just called me and asked that I pass this along: she and Lou Arnold just had a meeting with John, where she said John tried to divide and conquer the Sentinels from the other African-American groups, and also intentionally misrepresented the Manager's position. Not for public consumption, but she asked that you all be notified.

Me

Dates:3/16/2018 3:47:45 PM

Divide and conquer is his thing. He tried to do that to me twice this week

Tamaya Denard

Dates:3/16/2018 3:55:17 PM

You saw that on a larger scale during the Responsible Bidder wrangling. He tried to pit the Urban League, Ministers Alliance, CAA, and others against the NAACP, The Black Agenda, and more. Typical Cranley tactic. Don't forget that he will lie in a heartbeat.

Wendell Young

Dates:3/16/2018 6:06:59 PM

<https://www.cincinnati.com/story/opinion/2018/03/16/opinion-cranley-black-somebody-has-gone/429452002/>

Me

Dates:3/16/2018 6:10:29 PM

I spoke with Joe Mallory a little while ago. He said Cranley reached out to him and said I was the one that flipped

Tamaya Denard

Dates:3/16/2018 6:11:00 PM



Chris Seelbach

Pastor keeps saying "someone flipped"

Dates:3/16/2018 6:12:15 PM

They also said Wendell was the 5th vote earlier

Tamaya Denard

Dates:3/16/2018 6:12:42 PM

I told Joe they are reaching

Tamaya Denard

Dates:3/16/2018 6:12:53 PM



Chris Seelbach

I think we're very strong. Which I've been waiting for. For years.

Dates:3/16/2018 6:13:27 PM

Weird of Cranley to say that to Joe. Joe loathes Johnson and is very against any buyout

Me

Dates:3/16/2018 6:14:09 PM

Chris, this coalition is our wedding gift to you and Craig 😊

Me

Dates:3/16/2018 6:14:35 PM

That's what Joe said. He was confused by it. But di  
vide and conquer is John's thing. It's all unfortunat  
e.

Tamaya Denard

Dates:3/16/2018 6:14:56 PM



Chris Seelbach

Liked "Chris, this coalition is our wedding gift to yo  
u and Craig ☺"

Dates:3/16/2018 6:15:51 PM

Amen! We're the new "gang of five." I pray we stay  
strong and continue to trust each other. We have th  
e power to move this forward.

Wendell Young

Dates:3/16/2018 6:16:33 PM

I'm currently driving but also got some good insight  
about the financial piece of appointing special coun  
sel. All feels very doable.

Me

Dates:3/16/2018 6:16:48 PM

Meant to say; Move the city forward.

Wendell Young

Dates:3/16/2018 6:17:09 PM

I'm game to make it a gang of 7 even! I know mann  
and Pastor must be lonely over there!

Me

Dates:3/16/2018 6:17:15 PM

Good news. Please share when you can.

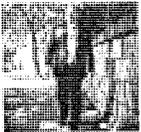
Wendell Young

Dates:3/16/2018 6:18:03 PM

I think maybe Mann more than Pastor.

Wendell Young

Dates:3/16/2018 6:18:43 PM



Chris Seelbach

I hate to be cynical. And i hope I'm wrong. But I do  
n't think either of them will cross cranley on big thin  
gs

Dates:3/16/2018 6:19:36 PM

You're not cynical. You're probably right. I'm just ke  
eping hope alive. Lol

Wendell Young

Dates:3/17/2018 4:44:13 PM



Chris Seelbach

Supposedly Harry has accepted an 18 month buyout and may force a vote of Council. Just so everyone know, I am 100% a no against any buyout.

Dates:3/17/2018 4:45:31 PM

I am also a firm No. I'm not looting the taxpayers because John is threatening a smear campaign. That's holding both Harry and the taxpayers hostage.

Me

Dates:3/17/2018 4:46:16 PM

This whole thing disgusts me at many levels.

Me

Dates:3/17/2018 4:47:14 PM



Chris Seelbach

And I really hope we can stay strong as the majority. If not, they will know who they can pick off the next 4 years.

Dates:3/17/2018 5:06:46 PM

I will not vote for a buyout. I'm firm! Harry gets what his contract calls for. Nothing more.

Wendell Young

Dates:3/17/2018 5:07:12 PM

The police chief is next. Watch.

Wendell Young

Dates:3/18/2018 12:58:52 AM

Agree. Sorry, was asleep. Israel time. Get back Tuesday evening.

Greg Landsman

Dates:3/18/2018 9:51:38 AM



Chria Seelbach

We should probably release some kind of statement in response to yesterday's news, reaffirming the majority of Council does not support a buyout. Everyone agree? PG could you draft something?

Dates:3/18/2018 9:56:32 AM

If the group wants that, I could draft something later today. Just me know.

mic

Dates:3/18/2018 11:33:43 AM

Ok with me.

Wendell Young

Dates:3/18/2018 1:20:54 PM



Chris Seelbach

Is everyone good with this? Or have changes? "If the Manager wishes to move on from his current role, we respect that decision. But the Council Majority remains firm that we are not signing off on paying someone extra to not do their job. That is neither fair nor responsible to the taxpayers. Moreover, it is our understanding that, in fact, the Manager does enjoy his job; he simply doesn't like the idea of serving under the looming threat of a smear campaign. That, too, is understandable. But asking the taxpayers to provide significant resources in order to avoid the impact of such a smear campaign would set a dangerous precedent and enable behavior which we do not approve of. We reiterate our call for a ceasefire, and we remain committed to the thoughtful, fair, transparent next steps we have previously laid out. We believe in the City Charter, we believe in honesty, and we believe in collaboration. All are welcome to join us in upholding these pillars."

Dates:3/18/2018 1:21:47 PM



Chris Seelbach

Just respond "agreed" if you're good with it

Dates:3/18/2018 1:21:59 PM

Agreed

Me

Dates:3/18/2018 1:50:00 PM

Agreed.

Wendell Young

Dates:3/18/2018 1:51:47 PM

Agreed

Tamaya Denard

Dates:3/18/2018 1:52:32 PM



Greg?

Chris Seelbach

Dates:3/18/2018 2:09:28 PM

Greg Landsman

Sorry. I am just finishing up. I don't think we need a statement. And I don't like commenting on what Harry might or might not think or want. Also think some of it is unnecessary inflammatory. We are trying to bring some maturity to this ridiculous situation. To deescalate. If we do something, I would suggest something short and simple. But again, I don't think we need a statement. Here is what I have personally sent to people and reporters: "My position hasn't changed and I believe that's true for the majority. I don't support a big buyout. We need all the facts, and that's the point of the independent counsel. As I've said from the beginning, the issues need to be addressed in the next couple of weeks."

Dates:3/18/2018 2:21:35 PM

Greg, I do think there's value in the 5 of us putting something out

Me

Dates:3/18/2018 2:22:27 PM

Here's another crack at it, even though this feels watered down to me and doesn't speak to why a buyout is really so offensive.

Me

Dates:3/18/2018 2:23:18 PM

"Our position has not changed. We do not support an increased buyout or believe that's responsible to the taxpayers. We reiterate our call for a ceasefire, and we remain committed to the thoughtful, fair, transparent next steps we have previously laid out. Let's collect the needed facts quickly and calmly. We believe in the City Charter, we believe in honesty, and we believe in collaboration. All are welcome to join us in upholding these pillars."

Me

Dates:3/18/2018 2:24:08 PM

Could ppl live with that? Again not my first choice, but I think a collective statement is important

Me

Dates:3/18/2018 2:24:55 PM

I fine with the first two paragraphs.

Greg Landsman

Dates:3/18/2018 2:25:24 PM

Ok, why not 3rd?

Me

Dates:3/18/2018 2:26:12 PM

I think first two paragraphs better than nothing.... (even though again feels too watered down)

Me

Dates:3/18/2018 2:28:03 PM

I'm ok with this but it is really watered down. If this is what it takes to gain consensus then ok. I think the third paragraph is important in that it offers a rationale for our statement. Greg I hope you will reconsider your thoughts on the third paragraph.

Wendell Young

Dates:3/18/2018 2:28:39 PM

3rd paragraph feels like mom and apple pie - who could disagree?!

Me

Dates:3/18/2018 2:29:23 PM

Is there version of 3rd graf you can make work, Greg?

Me

Dates:3/18/2018 2:36:30 PM

Greg Landsman

"We believe in a collaborative process, and look forward to working through this with everyone." The current language feels like petty, "tit for tat" stuff. Again, short and simple seems right, and the first two paragraphs feel sufficient. If people want to add more flavor, they can do that individually. Lol.

Dates:3/18/2018 2:38:21 PM

Alright, I'll sacrifice my own feelings for consensus. Everyone okay for Harmon to email statement out with first 2 grafs + Greg's 3rd ?

Me

Dates:3/18/2018 2:39:33 PM

So final would be:

Me

Dates:3/18/2018 2:41:14 PM

"Our position has not changed. We do not support an increased buyout or believe that's responsible to the taxpayers. We reiterate our call for a ceasefire, and we remain committed to the thoughtful, fair, transparent next steps we have previously laid out. Let's collect the needed facts quickly and calmly. W

Me

e believe in a collaborative process, and look forward to working through this with all stakeholders."

Dates:3/18/2018 2:41:39 PM

Then ppl can individually put their own mustard on it

Me

Dates:3/18/2018 2:41:47 PM

Ok?

Me

Dates:3/18/2018 2:46:10 PM



agreed

Chris Seelbach

Dates:3/18/2018 2:46:50 PM

Agreed

Me

Dates:3/18/2018 2:48:31 PM



Tamaya? Wendell?

Chris Seelbach

Dates:3/18/2018 2:49:19 PM

Wendell blessed it (despite feeling same as I do)

Me

Dates:3/18/2018 2:49:28 PM



Chris Seelbach

Cool. Tamaya?

Dates:3/18/2018 3:31:47 PM

Agreed. Sorry, I'm out and about and trying to be present

Tamaya Denard

Dates:3/18/2018 3:32:24 PM

Me

Dates:3/18/2018 8:50:54 PM



Chris Seelbach

Btw. A little brevity. My mom just told us she surprising us and flying down tomorrow to Puerto Vallarta to help us plan wedding :)

Dates:3/18/2018 8:52:03 PM

Loved "Btw. A little brevity. My mom just told us she surprising us and flying down tomorrow to Puerto Vallarta to help us plan wedding :)"

Me

Dates:3/18/2018 8:52:27 PM

enjoy! and don't be in any rush to come back - you're not missing anything!

Me

Dates:3/18/2018 8:52:35 PM

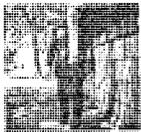
Wendell Young



Wow! Congrats again. You must be living right.

Wendell Young

Dates:3/18/2018 8:52:54 PM



Chris Seelbach

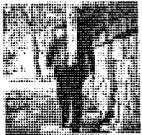
LOVE that Wendell!

Dates:3/18/2018 8:53:06 PM

Wendell with the strong GIF game!

Me

Dates:3/18/2018 8:53:12 PM



Chris Seelbach

Liked "Wendell with the strong GIF game! "

Dates:3/19/2018 7:36:59 AM

What press conference is scheduled for this morning?

Tanaya Denard

Dates:3/19/2018 7:37:29 AM

Haven't heard of one...

Me

Dates:3/19/2018 7:37:53 AM

Ok thanks

Tanaya Denard

Dates:3/19/2018 7:58:01 AM

Haven't heard of one.

Wendell Young

Dates:3/19/2018 6:10:02 PM

Two things: 1) Kevin Aldridge wants to talk to a few members of the Majority tomorrow at 11am for our insights on this situation - Wendell or T, would you want to?

Me

Dates:3/19/2018 6:10:59 PM

2) Steve Megerle from Pastor's office came to my office at 4pm today and said, what if 8 months of Harry's salary came from the public (per the contract), and then another 10 months worth of severance came from a private source (if that were even legal or ethical). My response to him was:

Me

Dates:3/19/2018 6:11:26 PM

1) I don't know 2) I'd have to confer with the majority 3) it would be contingent on very direct input on who the incoming manager would be 4) Harry would obviously have to want to go that route too

Me

Dates:3/19/2018 6:12:03 PM

but Megerle/Pastor seem to already be trying to spread some horseshit rumor that I might flip - so just

don't want any of you believing it. Same crap they tried to pull w/ Tamaya and Wendell, etc.

Me

Dates:3/20/2018 10:19:55 AM

Cranley has called Iris, my Pastor Lynch, Jr and Lynch III to try to flip me.

Tamaya Denard

Dates:3/20/2018 10:21:41 AM

Keep that to yourselves please.

Tamaya Denard

Dates:3/20/2018 10:23:35 AM

why in the world would he call Iris to do that? she loathes him...

Me

Dates:3/20/2018 10:23:58 AM

Seems pretty desperate and weird.

Tamaya Denard

Dates:3/20/2018 10:24:03 AM

She does

Tamaya Denard

Dates:3/20/2018 10:24:11 AM

by the way, if it were 8 months of public severance  
and another 10 months from a private source, would  
any of you support that? that's what they're trying  
to cook up now

Me

Dates:3/20/2018 10:25:38 AM

I think I would be fine with that.

Tamaya Denard

Dates:3/20/2018 10:26:37 AM

financially, it's hard to object to. though I think a lot  
of the community would be weirded out by a private  
source stepping in, and wondering what was trying  
to be covered up

Me

Dates:3/20/2018 10:27:32 AM

That's super weird and the optics are bad. There's  
something there for sure

Tamaya Denard

Dates:3/20/2018 10:27:46 AM

Something Cranley doesn't want us to know

Tamaya Denard

Dates:3/20/2018 10:39:12 AM

Harry has something on Cranley. That non disparagement and confidentiality clause is probably every thing

Tamaya Denard

Dates:3/20/2018 11:12:18 AM

If Harry gets enough outside money to make leaving palatable, we can't make him stay. I think it's bad precedent and it fixes nothing. The issues that gave rise to this situation remain in place. I agree there is something Cranley doesn't want to deal with. Cranley is feeling the heat. Let's hold together. Stay strong!

Wendell Young

Dates:3/20/2018 11:13:50 AM

so if I'm hearing you right, if Black got 8 months public severance and 10 months private, it would be hard for you to say No? But if it was 12 months public severance (meaning 4 months above what his contract states) and another 6 months private severance, you would say No to that? is that correct?

Me

Dates:3/20/2018 12:39:12 PM

No, I'm not okay with a buyout in any form. I'm saying it isn't likely Harry will pass up the money and we can't make him stay.

Wendell Young

Dates:3/20/2018 12:54:32 PM

Got it

Me

Dates:3/20/2018 12:56:25 PM



Chris Seelbach

Has this ever happened in the entire country? That private money pays a public employee to quit? That's what Jason Williams should be writing about. So someone is so scared of what Harry Black might say, they private money is going to pay him hundreds of thousands of dollars to leave.

Dates:3/20/2018 12:57:19 PM

No idea. Agree, i have discomfort with it

Me

Dates:3/20/2018 12:58:45 PM

I agree with Chris.

Wendell Young

Dates:3/20/2018 1:16:42 PM

Agreed. This is a terrible precedent

Tamaya Denard

Dates:3/20/2018 1:17:44 PM



Chris Seelbach

Tomorrow's Council meeting will surely be a battle. Cranley will be on the attack. Maybe more than he ever has.

Dates:3/20/2018 2:08:11 PM



Wendell Young

Then we stand strong and fight back. Cranley is trying to destroy our city manager form of government. We can't allow that to happen.

Dates:3/20/2018 2:09:58 PM



Chris Seelbach

Emphasized "Then we stand strong and fight back. Cranley is trying to destroy our city manager form of government. We can't allow that to happen."

Dates:3/20/2018 2:10:10 PM

All for one, one for all!

Dates:3/20/2018 2:10:30 PM

Amen!

Wendell Young

Dates:3/20/2018 2:11:32 PM



Chris Seelbach

This is an incredibly important moment of the next few years. Can they pick one of us off? If they can't, Cranley will either be forced to respect us...or he will explode. And I'd say it's 50/50 odds.

Dates:3/20/2018 2:13:36 PM

Interestingly David Mann said the same thing to me on Sunday: he said he thought this whole absurd episode is going to cause John to realize he has to be respectful and collaborative if he wants to get anything done.

Me

Dates:3/20/2018 2:14:09 PM



Chris Seelbach

Not sure that's humanly possible for him. But would be great if it did.

Dates:3/20/2018 2:14:32 PM

We hold strong tomorrow, and we'll go from there

Dates:3/20/2018 2:14:43 PM



Chris Seelbach

Liked "We hold strong tomorrow, and we'll go from there"

Dates:3/20/2018 2:25:09 PM



Chris Seelbach

From inside City managers office "Cranley thinks h e's gonna push Landsman so hard tomorrow that h e will get his vote." Stay with us my friend.

Dates:3/20/2018 2:26:21 PM

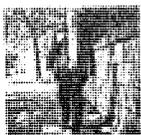
Greg is and has been rock solid! (Greg is also prob ably on a 12 hour flight as we speak)

Dates:3/20/2018 2:29:27 PM

So we're the "Invincible Five?" Lol

Wendell Young

Dates:3/21/2018 12:01:44 PM



Greg. How was meeting with Cranley?

Chris Seelbach

Dates:3/21/2018 2:26:37 PM



Chris Seelbach

Amy Murray: "If you all would just come to my committee, you would understand everything...because I fix everything just like I fixed the streetcar during my 4 years charing that committee."

Dates:3/21/2018 3:08:45 PM



Chris Seelbach

Great work everyone

Dates:3/21/2018 3:39:18 PM



Chris Seelbach

Pastor: We have to work together, collaboratively... invokes Shirley Chisom...then spends 15 minute attacking us.

Dates:3/24/2018 11:29:25 AM



Chris Seelbach

Cranley calling Wendell and me asking if he can give us something in exchange for our vote.

Dates:3/24/2018 11:36:18 AM

Greg Landsman

Same. Meeting with him tomorrow. He claims he's willing to put anything on table. Chris, when do you get back? Also, can a few of us meet on Monday? We can't all meet, of course. Chris, hope your trip has been great. Pictures look fun.

Dates:3/24/2018 11:36:45 AM



Chris Seelbach

I'm back like 2:30am Monday morning

Dates:3/24/2018 11:37:13 AM

Would lunch work?

Greg Landsman

Dates:3/24/2018 11:38:00 AM



Chris Seelbach

I have to be to foundation in morning and through lunch. But could do something after 2

Dates:3/24/2018 11:38:56 AM

3:30?

Greg Landsman

Dates:3/24/2018 11:38:59 AM



Yes

Chris Seelbach

Dates:3/24/2018 11:39:12 AM

Others? Up to four :).

Greg Landman

Dates:3/24/2018 12:09:44 PM

sorry to miss some calls & texts. have been at March for Our Lives.

Me

Dates:3/24/2018 12:09:47 PM

I could do 3:30pm

Me

Dates:3/24/2018 12:10:39 PM

needless to say, I'm fine with some grand bargain that's actually good - BUT the entire point of this is about how we govern and John needing to work collaboratively with the Democratic majority. not go running to Smitherman, Murray, Pastor and then see how we can pick off 2 more

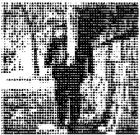
Me

Dates:3/24/2018 12:10:52 PM

can't emphasize enough the degree to which we need to stay coordinated

Me

Dates:3/24/2018 12:15:23 PM



Chris Seelbach

100% agree with you P.G.

Dates:3/24/2018 12:24:48 PM

Yep. See you on Monday at 3:30. Where is best?

Greg Landsman

Dates:3/24/2018 12:29:14 PM

I'm fine w/ a Council office, though off-site probably better. I could get us the community room above the Coffee Emporium to ourselves

Me

Dates:3/24/2018 12:31:31 PM

I won't able to be there

Tamaya Denard

Dates:3/24/2018 12:31:50 PM

I think CE's community room is under construction

Tamaya Denard

Dates:3/24/2018 12:31:52 PM

Wendell, can you? I think best to have 4 of us if able to be coordinated

Me

Dates:3/24/2018 12:32:02 PM

T, I mean the room on 2nd floor in the Emery

Me

Dates:3/24/2018 12:32:13 PM

Oh never mind. You're talking about your

Tamaya Denard

Dates:3/24/2018 12:32:28 PM

Got it

Tamaya Denard

Dates:3/24/2018 1:10:07 PM

I can meet. Just tell me when and where. Going da  
rk now. Back on around 5.

Wendell Young

Dates:3/24/2018 2:00:01 PM

Sounds like we're locked in for 3:30pm this Monda  
y. Do you all want to do Wendell's office at City Hal  
l, or the private community room above the Coffee  
Emporium?

Me

Dates:3/24/2018 2:02:58 PM



City hall is easier for me

Chris Seelbach

Dates:3/24/2018 2:03:42 PM

City Hall fine by me

Me

Dates:3/24/2018 2:58:25 PM

Same.

Greg Landsman

Dates:3/24/2018 5:16:13 PM

Happy to host everyone in my office. See you there.

Wendell Young

Dear Mayor Cranley, City Manager Black, Members of the Public, and Members of the Media:

We have watched this unfortunate saga unfold in recent days, and feel strongly that it is now on us - the Council Majority - to bring order and a fair process to this situation.

To be clear, anyone who wishes to bring forward concerns or report misconduct must feel safe and comfortable doing so. We actively want your voice to be heard.

We also believe strongly in due process. No one's name or reputation should be tarnished without there being clear evidence (beyond just "he said, she said") as well as a fair opportunity for that individual to respond.

We share the serious concern of organizations like the Urban League, Community Action Agency, NAACP, the Black Agenda, NAN, the Black United Front and others that present behavior is rolling back the clock on race relations in Cincinnati; we will not abet the intentional denigration of another black leader in our community.

We also do not support forcing the taxpayers to pay out of their own pockets for what is currently a broken relationship. We believe there are much better immediate next steps.

First, this situation clearly must be de-politicized and taken out of the hands of those most directly in the fog of war: Therefore, we are calling for the appointment of an outside Special Counsel (appointed by a majority of City Council), to collect and investigate the concerns raised by the Mayor, any and all counter-factuals from the City Manager, and testimony from city employees or any other directly involved stakeholders. This Special Counsel will then write a report to be submitted to City Council for our review.

At the same time, we are calling for a ceasefire between the Mayor and City Manager, during which they both agree to say nothing more on the subject and to focus on the City's work. During this ceasefire, Council will bring in a pro bono mediator to privately help the Mayor and Manager navigate their relationship and return to getting things done for the citizens of Cincinnati. Lastly, during this ceasefire, we call for no personnel changes.

Council will control this process as it unfolds, and if the need and desire for what the Mayor has called a "public trial" remains, then Council will control the time, date, and location of such a special meeting. Because of the significant interest from concerned members of the community, such a specially-called meeting would occur in the evening, be held out in the community, and be posted with at least two weeks notice to the public.

We look forward to cool heads prevailing, these issues being properly addressed, and everyone getting back to work for the city we love.

Sincerely,

Tamaya Dennard

P.G. Sittenfeld

Greg Landsman

Wendell Young

Chris Seelbach

Exhibit 2

Exhibit 2 to the Minutes of  
Council

–  
Statement from the majority of Cincinnati City Council in light of yesterday's news:

“Our position has not changed. We do not support an increased buyout or believe that's responsible to the taxpayers.

We reiterate our call for a ceasefire, and we remain committed to the thoughtful, fair, transparent next steps we have previously laid out. Let's collect the needed facts quickly and calmly.

We believe in a collaborative process, and look forward to working through this with all stakeholders.”

-Tamaya Dennard

-P.G. Sittenfeld

-Greg Landsman

-Wendell Young

-Chris Seelbach

----- Forwarded message -----

From: P.G. Sittenfeld [REDACTED]  
Date: Fri, Mar 16, 2018 at 11:53 AM  
Subject: Draft letter for Council Majority to release  
To: Wendell Young [REDACTED], Chris Seelbach [REDACTED], Tamaya Dennard  
[REDACTED] Greg Landsman [REDACTED]

*All -- Below is an aggregation of people's thoughts and suggestions, put into the format of a letter. We can discuss on the call at 1:30pm today. If everyone reaches a comfort level with it, then I believe 1) we should release it this afternoon (rather than allow for a vacuum to continue) and 2) it should be emailed out to the media from one of our aides - anyone want to volunteer for that?*

Dear Mayor Cranley, Members of the Public, and Members of the Media:

We have watched this unfortunate saga unfold in recent days, and feel strongly that it is now on us the Council Majority to bring order and a fair process to this situation.

To be clear, anyone who wishes to bring forward concerns or report misconduct must feel safe and comfortable doing so. We actively want your voice to be heard.

We also believe strongly in due process. No one's name or reputation should be tarnished without there being clear evidence (beyond just "he said, she said") as well as a fair opportunity for that individual to respond.

First, this situation clearly must be de-politicized and taken out of the hands of those most directly in the fog of war: Therefore, we are calling for the appointment of an outside Special Counsel (appointed by a majority of City Council), to collect and investigate the concerns raised by the Mayor, any and all counter-factuals from the City Manager, and testimony from city employees or any other directly involved stakeholders involved. This Special Counsel will then write a report to be submitted to City Council for our review.

At the same time, we are calling for a ceasefire between the Mayor and City Manager, during which they both agree to say nothing more on the subject and to focus on the City's work. During this ceasefire, Council will bring in a pro bono mediator to help the Mayor and Manager navigate their relationship and return to getting things done for the citizens of Cincinnati. Lastly, during this ceasefire, we call for no personnel changes.

We look forward to cool heads prevailing, these issues being properly addressed, and everyone getting back to work for the city we love.

Sincerely,

Tamaya Dennard  
P.G. Sittenfeld

Greg Landsman  
Wendell Young  
Chris Seelbach



**From:** Greg Landsman [REDACTED]  
**Date:** March 26, 2018 at 9:34:48 AM EDT  
**To:** Vanessa White [REDACTED]  
**Subject:** Fwd: **REVISED LETTER**

I believe this is the e-mail that we need to send. I don't believe there were others.

Sent from my iPhone

Begin forwarded message:

**From:** Chris Seelbach [REDACTED] >  
**Date:** March 16, 2018 at 2:27:19 PM EDT  
**To:** "P.G. Sittenfeld" [REDACTED] >  
**Cc:** Wendell Young [REDACTED] >, Tamaya Dennard [REDACTED], Greg Landsman [REDACTED]  
**Subject:** Re: **REVISED LETTER**

Greg. Are you getting texts? Everyone has approved on text chain. Are you good?

On Mar 16, 2018, at 2:23 PM, Chris Seelbach <[REDACTED]> wrote:

Agreed

Sent from my iPhone

On Mar 16, 2018, at 2:21 PM, P.G. Sittenfeld [REDACTED] > wrote:

March 16, 2018

Dear Mayor Cranley, City Manager Black, Members of the Public, and Members of the Media:

We have watched this unfortunate saga unfold in recent days, and feel strongly that it is now on us - the Council Majority - to bring order and a fair process to this situation.

To be clear, anyone who wishes to bring forward concerns or report misconduct must feel safe and comfortable doing so. We actively want your voice to be heard.

We also believe strongly in due process. No one's name or reputation should be tarnished without there being clear evidence (beyond just "he said, she said") as well as a fair opportunity for that individual to respond.

We share the serious concern of organizations like the Urban League, Community Action Agency, NAACP and others that present behavior is rolling back the clock on race relations in Cincinnati; we will not abet the intentional denigration of another black leader in our community.

We also do not support forcing the taxpayers to pay out of their own pockets for what is currently a broken relationship. We believe there are much better immediate next steps.

First, this situation clearly must be de-politicized and taken out of the hands of those most directly in the fog of war: Therefore, we are calling for the appointment of an outside Special Counsel (appointed by a majority of City Council), to collect and investigate the concerns raised by the Mayor, any and all counter-factuals from the City Manager, and testimony from city employees or any other directly involved stakeholders. This Special Counsel will then write a report to be submitted to City Council for our review.

At the same time, we are calling for a ceasefire between the Mayor and City Manager, during which they both agree to say nothing more on the subject and to focus on the City's work. During this ceasefire, Council will bring in a pro bono mediator to privately help the Mayor and Manager navigate their relationship and return to getting things done for the citizens of Cincinnati. Lastly, during this ceasefire, we call for no personnel changes.

Council will control this process as it unfolds, and if the need and desire for what the Mayor has called

a "public trial" remains, then Council will control the time, date, and location of such a special meeting. Because of the significant interest from concerned members of the community, such a specially-called meeting would occur in the evening, be held out in the community, and be posted with at least two weeks notice to the public.

We look forward to cool heads prevailing, these issues being properly addressed, and everyone getting back to work for the city we love.

Sincerely,

Tamaya Dennard  
P.G. Sittenfeld  
Greg Landsman  
Wendell Young  
Chris Seelbach