

THE SEWER BOARD OF THE CIVIL CITY OF NEW ALBANY, INDIANA, WILL HOLD A SPECIAL MEETING IN THE THIRD FLOOR ASSEMBLY ROOM OF THE CITY-COUNTY BUILDING ON THURSDAY, MAY 19, 2011 AT 2:15 P.M.

PRESENT: Roger Harbison, Gary Brinkworth, Ed Wilkinson,

ALSO PRESENT: Greg Fifer and Mindy Milburn

CALL TO ORDER:

Mr. Harbison called the meeting to order at 2:36 p.m.

NEW BUSINESS:

Mr. Fifer stated that they had an Executive Session on the 17th to discuss personnel issues and this Special Meeting was called so they can consider final action based on that Executive Session.

Mr. Brinkworth wants to get Mr. Lahanis on board because of his experience and qualifications that he has to bring to the table. He stated that he will free up the Sewer Board from having to do these jobs and he can oversee EMC as well.

Mr. Wilkinson stated that they are getting the bare minimum from EMC which is a closed date company and he agrees that Mr. Lahanis would be a great asset to the city.

Mr. Brinkworth made a motion to extend and offer to Mr. Lahanis as outlined from the Executive Session, Mr. Wilkinson second

There was a lengthy discussion regarding the job requirements.

Mr. Fifer stated that even if they decided to bump the salary later he doesn't think it is worth \$10,000/month

Mr. Wilkinson suggested \$6,000.00 now and \$7,000.00 when he takes over the plant and that way they have something to offer him down the road.

Mr. Brinkworth asked if they had heard if Mr. Lahnis had any numbers in mind and stated that he threw \$65,000.00 out to him at one point and he didn't seem receptive. \

Mr. Fifer stated that he doesn't see a huge difference between \$72,000 and \$75,000 and he doesn't think that he will turn down the job for that difference.

Mr. Brinkworth suggested that they offer him \$72,000.00 and revisit the bump in salary later.

Mr. Fifer stated that they will need to disclose the political uncertainty of their jobs with the change in administration and they may want to consider an employment contract for this reason so that Mr. Lahanis and several other can't be terminated automatically as the administration changes hands.

Mr. Harbison asked what wording in the contract would be appropriate.

Mr. Fifer stated no more than 2-3 years with a termination for cause clause included. He stated that he will draft something up and he would like to include wording to make the contract go both ways so that Mr. Lahanis couldn't quit and leave them in a vulnerable position. He stated that he is concerned for the state of the utility if the administration changes and they come in and replace everyone. He suggested that they base the possibility of a bump in pay on work performance.

Mr. Wilkinson stated that he is comfortable with Mr. Lahanis carrying out the plan that they have laid out so far and if the board changes hands he would like to make sure he is compensated when he takes over the utility. He explained that he asked Mr. Lahanis if this was looking at this job as a stepping stone and he said that he was looking to move up within the city.

Mr. Fifer stated that as he understands it Mr. Lahanis has exhausted whatever resources he was living on and he is asking for \$5,000 up front to relocate and requested an employment contract.

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He explained that they can factor the relocating fee into the monthly rate.

Mr. Brinkworth asked if Mr. Fifer would suggest they write the contract through 2012

Mr. Fifer stated that he thinks that is a good amount of time for Mr. Lahanis to demonstrate his value to the new administration.

Mr. Wilkinson stated that he thinks that is very important.

Mr. Brinkworth amended the motion to offer Mr. Lahanis \$72,000.00 with a \$4900 up front for relocations which amounts to \$5300/month for 2011 and starting in 2012 he would go back to \$6000/month, Mr. Harbison second, all voted in favor

Mr. Brinkworth made a motion to extend and offer to Mr. Lahanis as outlined in the amendment, Mr. Wilkinson second, all voted in favor

Mr. Fifer stated that he would take the offer to him and he may want to start Monday and they will try to get a written agreement in the next 30 days.

Mr. Brinkworth asked what office he would be in.

Mr. Fifer explained that he would be in Tim Crawford's office and Mr. Crawford would move to Brian's old office. He stated that he would ask Mr. Sartell about this. He asked if Mr. Lahanis would get 2 years seniority coming in and benefits.

Mr. Harbison stated that he didn't have a problem with that.

Mr. Brinkworth stated that Mr. Powers has passed his physical and asked if they could hire him in the interim and give him 60 days to get his CDL. He referenced the manhole issues on Hausfeldt and explained that if they had someone like Mr. Powers on staff they could have taken care of the issue.

There was a lengthy discussion regarding Mr. Powers, his qualifications and his rate of pay.

Mr. Brinkworth moved to hire Clarence Powers on 60 days probation in order for him to meet the job requirements and get his CDL, with the stipulation that he is subject to termination if he does not, Mr. Harbison second, all voted in favor.

Mr. Wilkinson stated that he emailed Mr. Christmas the specs on the equipment that was order to send back to Reline. He explained that they are now being told that the trucks won't operate as intended but they were bought based on recommendations that Mr. Christmas got from Reline. He stated that they are waiting to hear back from reline

There was a lengthy discussion regarding the truck that was damaged in the flooding.

ADJOURN:

There being no further business before the board, the meeting adjourned at 3:29 p.m.

Roger Harbison, President

Mindy Milburn, Deputy City Clerk

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