

THE COMMON COUNCIL OF THE CIVIL CITY OF NEW ALBANY, INDIANA, HELD A BUDGET HEARING VIA ZOOM.COM ON WEDNESDAY, SEPTEMBER 22, 2021 AT 6:00 P.M.

MEMBERS PRESENT: Council Members Mrs. Collier, Mrs. McLaughlin, Mr. Turner, Mr. Blair, Mr. Aebersold, Mr. Applegate, Dr. Knable and President Phipps. Mr. Caesar was not present.

ALSO PRESENT: Amy Stein, Shane Gibson, Linda Moeller, Police Chief Bailey, Scott Wood, Philip Aldridge, David Hall, Alicia Meredith and Vicki Glotzbach

President Phipps called the meeting to order at 6:00 p.m.

PARKS DEPARTMENT

Mr. Gibson asked Ms. Meredith to go through her department and tell what they do and who they serve.

Ms. Meredith stated that she has 19 full-time employees and in the year-round season she has approximately 30-40 part-time employees, but when they start the River Run season she has upwards of 125+ additional part-time employees. She said that they serve all groups of people including adults, youth, seniors and those with certain disabilities. She stated that they offer programs all across the board. She explained that they have things ranging from arts and crafts to Zumba and yoga type things as well as wiffle ball and football. She said that they even have programs for little kids who are 3 and 4 years old which is weeball and is kind of like pre-T-ball. She stated that they do multiple kinds of leagues, camps and they just started a program this year that is called the summer games program. She said that consists of whatever would typically be offered in the summer Olympics, they offered it as well and it was huge turnout. She stated they had a total of 36 events that were offered over the course of 2 weeks. She also stated that they have a ton of programs and they do rentals that are just going through the roof and Ms. Wilkerson says they are coming through the door faster than she can handle them at Griffin because of the improvements they have done there. She said that shelter rentals, their usage of Silver Street Park and their ball fields have all really taken off and continue to grow in a big way over the last several years.

Mr. Gibson stated that they did factor in the 2% raise but she is not in our new city hall so she does have postage in her budget. He said that the salaries have been adjusted to cover the staff that she just went over. He stated that you will see that they have increased the needs for part-time and if any of you run a business or know some business owners, you know the difficulties that everyone is running into getting part-time staff so they thought it would be appropriate to go into next year ready to accommodate for that. He said they slightly increased operating supplies and cleaning supplies.

Ms. Meredith stated that when they started, they didn't have Silver Street Park originally or the pool originally and the dog park. She added that some of their fields were not in the condition that they are now and over the course of time as they have made these improvements, the usage has just drastically increased to the point where they are outgrowing certain things like cleaning supply items.

Mr. Gibson stated that the usage also increased with COVID because they had to clean more often to make sure the facilities were clean and maintained. He said that her staff is helping maintain some of the greenway and other areas so that does require more manpower occasionally.

Mr. Turner asked what the hours for the restrooms at our parks are in general throughout the year.

Ms. Meredith stated that they are seasonal so it depends upon what time of the year it is as well as if there are things scheduled at particular parks. She said that at Binford Park the restrooms are open when things are scheduled to be there. She said that Bicknell Park they are scheduled to be open from 12:00 p.m. until 6:00 p.m. throughout the duration of our warm months. She stated that in cooler months, they have to winterize those restrooms. She said that Silver Street Park is opened year round so people can come inside to use the restroom when the weather is cooler and the outside restrooms have to be winterized.

Mr. Turner stated that he brought up trash cans on the greenway and Loop Island through emails to Ms. Meredith and he hasn't heard anything back. He asked if there is any plan in this year's budget to add trash receptacles because he thinks it would be a great idea to have them as you go out the greenway and at Loop Island. He said that he thinks it's a good idea for trash cans at Loop Island because the more you have, the more people are willing to put their trash in them. He also said that they would create a need for city employees to go back there and see how things are looking and to make sure everything is on the up and up. He said that the downside of trash cans is that Loop Island does flood and he doesn't know what the answer for that would be, but there is definitely a littering problem back there.

Ms. Meredith stated that they have discussed trash cans, however at the moment, her staff goes down there every day and walks it to clean up the trash. She said that just goes to show either how much traffic we are getting or in the flood season, we get an abundant amount of trash that is brought in. She stated that they have rules in place saying whatever you bring in, you should be taking out with you. She said that the goal is to get people to respect that and keep the area nice.

Mr. Gibson stated that they could potentially look at a few trash cans along the greenway because that seems to make sense. He said that trash cans at Loop Island is a little more difficult.

Mr. Turner stated that from the manpower standpoint, the more trash receptacles you have out there, the less manpower you have to use every day to go down there and clean up.

Mr. Applegate thanked Ms. Meredith for all she does at the parks and stated that as more visitors come in for programs, there are going to be more expenses for the future. He said that they will probably want to look at additional increases on some of these cleaning items and things like that.

Mr. Gibson stated that a lot of the services are free and are provided to lower income individuals so being conscious of that, they did make adjustments this year to River Run and some of the admission fees and concession fees. He said that they did analyze that over a small period and made some adjustments to those for what they felt would accommodate the new increases and to also accommodate the increased expenses.

Mr. Applegate stated that he was talking from the council's side as the budgeting committee and wasn't trying to raise any fees that we have going. He said that he wants to keep those as low as possible for our residents.

Mr. Turner asked if we are generating revenue with River Run and if they have any of that information available for them this year.

Ms. Meredith stated that they are still totaling and evaluating all of their expenses and revenues as well as attendance. She said that it takes a little time to go through every single thing because they have a lot that comes through.

Mr. Turner asked if they had revenue information from last year because he would just like to that information to make sure that we are on budget.

Mr. Gibson stated that there was no revenue last year because it was closed.

Mr. Blair stated that he was going to ask about the revenue too because obviously this is one department where we collect fees. He then asked if they have that information in the fund reports and/or the budget to actuals.

Mr. Gibson stated that the fund reports include everything that the parks is generating itself.

Mr. Blair stated that looking back through the budget to actual reports, in 2020 we used 78% of our budget and then so far this year we have used 41% of our budget, but now we are doing a pretty healthy increase to next year's budget. He said that he suspects 2020 was due to COVID and this year is due to seasonality and we haven't collected all of the fees yet from the summer programs. He stated that obviously this department continues to grow and he just wants to make sure that we are budgeting appropriately and getting closer to using 100% and not budgeting too much.

Mr. Gibson stated that obviously 2020 is not great to look at numbers on for some departments, especially the parks with the pool being closed because there was a substantial amount of money that wasn't spent in part-time, supplies, etc. He said that the budget to actual for June doesn't include the vast majority of expenses associated with River Run. He stated that those will be showing up in July, which they are getting ready to get out to them and they will show up in August. He said that looking at it projection wise, it looks like it will be pretty close to where we are talking about. He added that while the June budget to actual is good to look at because it is midway through the year, it doesn't include the majority of River Run in the parks department.

Mr. Blair stated that if you look at the full-time salary line it is just over \$600,000.00 and that looks like that has been the run rate for the last year and a half so it looks to be an appropriate budget.

Mr. Turner stated that there is a total of \$275,000.00 for contract services and asked what that actually goes to.

Ms. Meredith stated that they have a contractor that does their mowing on everything except for the Bermuda grass fields. She said that they have a company that treats for weeds and things like that. She also said that when they host tournaments or leagues, they have to pay for the officials for all of that and they have a ton of those. She stated that for some of the programs they offer such as gymnastics, Zumba or Yoga, they actually have to hire and pay an instructor. She said that it goes towards a lot of the programming that they actually do. She also said for example if they were going to do a back-to-school event, they would bring in inflatables, a face painter, a balloon guy, a petting station, etc. and all of those things would be paid out of that line item as well. She stated that they pay irrigation at of that because they have a lot of irrigated fields.

Mr. Turner asked if they have ever looked at having the grass cut and all of that done in-house within the city or would it be cheaper to contract out.

Ms. Meredith stated that from her standpoint, it is cheaper the way they are doing it. She said that they would have to hire an entire crew and pay them just to do that. She added that they have a total of 17 properties that they manage and it requires a lot of various types of equipment and taking care of all of the things like weed eating, edging, gravel maintenance, mulch maintenance, etc.

Mr. Blair told Ms. Meredith that he thinks they are doing a great job. He said that the way they interact with the community and allow everyone to use the facilities, he thinks they are doing a top notch job.

PLANNING COMMISSION

Mr. Gibson stated that there are no changes from the previous year's budget. He said that Mr. Wood now has 3 staff members but the plan is to get a zoning officer. He stated that they wanted to wait until they were in the new city hall before they filled that position so they will be advertising soon.

Mr. Wood stated that their revenue is usually around \$25,000.00 from various permits.

ANIMAL SHELTER

Mr. Gibson stated that this year's budget is fairly consistent with last year's. He said that it does include a line item for capital outlays and asked Mr. Hall to explain what his plan is for that.

Mr. Hall stated that they would like to get another vehicle because all of their vehicles are kind of in the 18 category and they would like to be able to get a new small van. He said that the small van that they bought for animal control is very cost efficient and they like it so they would like to buy another as a utility vehicle because all of their other vehicles are really getting up in miles.

Mr. Turner asked if we do anything to get the community involved in volunteering to walk dogs.

Mr. Hall stated that their volunteer program is very active and is really growing, but it is hard sometimes when you only have 3 or 4 animals and people are trying to come in and look at them and they are out walking around the neighborhood. He said that it can be a catch 22 situation sometimes.

Mr. Turner asked if we have people on site to help rehab troubled dogs that come in with behavioral issues, etc.

Mr. Hall stated that is one of the biggest things they are into right now because they have a lot of animals that are questionable when they come in and the whole concept of a fear-free shelter is to get an animal assimilated to how it is going to be in an environment at home. He said that it is kind of a new project and he has hired a new person that has animal behavioral experience and he would like to offer behavioral classes to the public and to adopters in the future.

Mr. Turner stated that he thinks that is great and he was thinking to himself that we have an animal shelter that a lot of people thinks is just a service. He was thinking how they can elevate it to where it is a great facility and he thinks that doing things like behavioral classes would help bring it up. He then asked Mr. Hall if he has any information on revenue and grants that have come into the animal shelter.

Mr. Hall replied that he does not have that and stated that one of the things that they are experiencing is that they have a lot of plans in progressing forward, but the problem they are having is the conflict between the two entities. He said that one entity is calling it fluff and the other entity calling it a valuable service to the community.

Mr. Turner stated that it is partially a public safety thing if you have dogs with behavioral issues.

Mr. Hall stated that is absolutely true and one of the main reasons they are here is for public safety.

Mr. Turner stated that he will argue tax dollars for public safety any day of the week.

Mr. Hall thanked him.

Mr. Turner said that if Mr. Hall ever gets the opportunity, he would sometime love to see revenue and grants.

Mr. Phipps stated that he wanted to go on record and say that he is glad that we are the community that sees this as a valuable service and not one that views it as unnecessary fluff.

Mr. Hall stated that it is valuable that the city council has always supported the animal shelter the way they have and he really appreciates that.

Mr. Blair stated that last year only 72% of salaries was spent and asked if that was COVID related or if something happened with an employee.

Mr. Hall stated that it was COVID related and he was down 2 full-time employees during that time period and couldn't hire because of COVID. He then asked Mr. Blair not to forget that one of the reasons that he comes in under budget every year is because he doesn't know what the county is going to be contributing towards the budget. He asked how he, as a business man, can do programs during the year and then find out at the end of the year that he has no funding.

Mr. Blair stated that he is not sure that he will agree with that philosophy but he understands why he does it. He said that he has to budget according to expenses and with a little percentage for cushion and not budget according to where the funds are coming from. He added that you have to base it on what is actually being produced.

Mr. Gibson said that if you do look at the June budget to actual, they are right at 49% so they are pretty close to their budget. He stated that 2020 can be helpful to look at but it is not going to have the best data for anyone.

Mr. Blair stated that in consideration to our partner on this, we need to budget as close as we can because he thinks one of their biggest concerns is they are paying on a budgeted basis and not on an actual expenditures.

Mr. Gibson stated that is their argument.

POLICE DEPARTMENT

Mr. Gibson stated that unfortunately it was time to retire our canine, Warro, so you will notice in the canine line item a \$30,000.00 bump to get a new drug dog.

Mr. Turner asked how long it takes to train one of those dogs.

Police Chief Bailey stated that it is roughly a 6 month process.

Mr. Gibson stated that another cleanup item and a small addition is the line item for telephone and radio maintenance.

Police Chief Bailey stated that they have a very substantial radio and telephone system at the police department and every vehicle and every officer has radio equipment which has to be maintained and replaced on a somewhat regular basis. He said that in addition, there are internal components for their internal servers and systems that are in dispatch and at the police department that require maintenance. He stated that is basically what those funds pay for.

Mr. Blair stated that on the gasoline line item, we are budgeting \$200,000.00 and so far this year we are ahead of budget. He asked if that should be bumped a little.

Police Chief Bailey stated that he thinks they are okay and right on target with where they want to be this year. He said that they pay monthly to their provider and they are close but he would refer back to Mr. Gibson on any additions or corrections.

Mr. Gibson stated that we are almost done with this month so he will take a look at the report and have it at the next meeting. He said that Police Chief Bailey says that it is paid monthly so there could be a carryover from last year that is bumping that up slightly.

Mr. Blair stated that his concern is that the police department always runs at about 100% of budget and he just doesn't want to see it going over. He said if there is a line item with a little uncertainty to it, maybe we should add something to it.

Police Chief Bailey told Mr. Blair that he appreciates that and he will analyze it and report back to Mr. Gibson so he can report it back to him.

Dr. Knable asked if the \$122,000.00 for rent is for city hall and is just showing up now.

Mr. Gibson replied no and stated that they have 9500 sq. ft. in the renovated jail area and that is their cost.

Dr. Knable stated that is new in 2022 and it wasn't there in the previous 2 years.

Mr. Gibson stated that is correct. He explained that it would have been in board of works 2 years ago and we missed it last year because of timing and we were hoping that we would have been in there by then.

Mr. Turner asked if there are any fees for the new substation.

Police Chief Bailey stated that they are minimal. He said that building was already a part of the parks department so as far as the miscellaneous utilities, those were already being paid. He stated that basically they operate that pretty efficiently.

Mr. Turner asked how many officers have to be at that station.

Police Chief Bailey stated that he doesn't actually, physically station people at that location. He said that they mainly utilize it right now for a mustering post. He said that for future plans, there are a couple of other little punch list items that they are completing. He stated that they want to move some of their reporting and miscellaneous things so that officers don't necessarily have to

come back downtown out of the core of the city. He said that Ekin Avenue is an ideal location for policing the community so he wants to optimize their time the best he can and keep them in that corridor as much as possible. He also said that they have some computers and other equipment that they are going to move in there and they are honestly just waiting on some blinds to come in that will be used for privacy.

Mr. Turner asked how manpower is right now because he has heard from some officers that you are down maybe 8-10 officers and 1 resigned today.

Police Chief Bailey stated that they are down several officers right now. He said that their goal is 74 and they have had some retirements and a couple are health related and a couple of them have been related to just retiring from the police department. He also said that he has had some individuals move on to other things. He stated that they are down but it is a short-term problem. He said that the merit commission just approved some appointments of individuals who have tested so they are going through the background in PERF so they can get into the retirement system. He stated that those individuals will be brought up to speed and then he thinks they will be back to where they need to be.

Mr. Turner asked how long it typically takes to get someone from the street to the department.

Police Chief Bailey stated that they have two different processes. He said one is an experienced officer process and the other is the traditional hiring process for bringing someone in who is green. He stated that for the green individual, you're looking at somewhere around 8-12 months and the experienced person usually can be brought up to speed in about 3 months.

Mr. Turner asked if they have a peer review from the top position of chief all the way down to the lowest ranked person. He asked if there is a way they review each other without any fear of consequences or anything like that.

Police Chief Bailey stated that they don't have a formal peer review system. He said that the police merit commission is the objective body who manages all of the reviews including his own. He stated that they are not only managed by the merit commission but they're reviewed by the commission and utilized for miscellaneous purposes so they have always felt like that oversight was important. He also stated that we are really lucky in New Albany to have a merit commission because a lot of communities don't have that and just in the spirit of transparency, the merit commission is your best friend.

Mr. Turner stated that ambulance services is a big one for him this year because he hears that a lot. He said that he looked at the contract and it says that we have one and a half ambulances in the city and from what he hears from people that are in emergency services, a city like New Albany should have a minimum of three and maybe even four. He then asked what kind of support they are helping AMR with.

Police Chief Bailey stated that they have a relationship with AMR and he feels that it is really positive, but they have challenges in that COVID has really impacted the time for which a client is left at the hospital. He said that he is not suggesting that the hospital is a huge problem but that time has increased greatly over the past year and a half with regard to taking a patient and turning them over to the hospital. He explained that the AMR staff has no choice because they can't just abandon the person in the hallway. He stated that he receives all of the reports when there is a service related concern. He said that right now they have an ambulance available from 6:00 a.m. until 6:00 p.m., an ambulance available from 7:00 a.m. until 7:00 p.m., an ambulance available from 6:00 p.m. until 6:00 a.m., an extra ambulance that is available from 8:00 a.m. until 8:00 p.m. and another extra that is available from 7:00 p.m. until 7:00 a.m. He stated that

the two extras were provided by AMR just to supplement what we currently have which was something that we were appreciative of obviously. He said that you are looking at quite a bit of service but the log jam is really at the ERs.

Mr. Turner stated that his concern is if they need to add more because even with the log jam, it is still a resource issue. He said that there was a double shooting about 3 weeks ago and he listened to the scanner on that and they had to be transported to hospital in a police car. He also said that they do reach out to New Chapel but they can't assist us sometimes. He then asked if every police officer on the force is EMT certified.

Police Chief Bailey replied no and stated that they are all what is called First Responder certified so they have the basic ability to apply pressure but they are not EMTs. He said that they have transported some people successfully on a very rare occasion as has the fire department. He stated that there have been times that it wouldn't have mattered if they had 10 ambulances, there still would have been a back log because of the volume of people who are utilizing the service right now during COVID. He said that you appreciate that whatever healthcare facility may be, they are as busy as they can be and then some so his message has been to report any problems. He stated that when he does have problems reported to him, he contacts his counterpart at AMR to find out what the issue was and he compiles that information. He said that he has been in the public safety business for a long time and the first and foremost thing on his agenda is to keep this community safe. He stated that if he felt that there was a significant need to add more ambulances or resources if it's even possible to get those added, he would suggest that right now. He said that he has made his concerns known to the hospital management and he has been assured that they are working hard to rectify that issue. He thinks that as COVID diminishes over the next several months, you will see the service come back to normal because they didn't experience those problems before.

Mr. Turner stated that one of his concerns with privatized EMS is that it is for profit so these guys get to the hospitals and do transports and all of that instead of them being out there for the citizens. He said that he is not talking about bringing that service back in-house but maybe renegotiating with AMR to get more resources.

Police Chief Bailey stated that our contracted ambulances do not do transports between nursing homes, they are only emergency services dedicated to our call center.

Mr. Turner said so they don't transport from the hospital.

Police Chief Bailey stated that unless they are transporting based on something that we gave them from our dispatch center, they do not.

Mr. Turner stated that traffic calming in the city is something that has been important to him since he has been in office and before he got into office and it doesn't seem like it is going anywhere. He asked what his thoughts were on traffic calming as far as road diets, speed tables, chicanes, etc. He said that from what he has read online, typically police departments are pretty pro traffic calming.

Police Chief Bailey stated that he is safety conscious and the one thing that you learn when you deal with public safety when it relates to the motoring public is that you will either have one of two problems. He said that you will either have a road design issue or you will have a speed issue and those two things oftentimes are handled in an engineering situation rather than an enforcement situation. He stated that they have had some success with their speed boards as well as some success with the city lowering speed limits in certain locations. He said that they also had success dating back to the two-way conversion downtown and it was a huge success. He

stated that it is something that they analyze all of the time and they keep track of the areas of town where they think there are issues. He added that they will put resources towards those areas when they receive complaints or when they determine that there is a problem.

Mr. Turner stated that the police chief in a city outside of Milwaukee said that they did traffic calming in the neighborhoods and it slows people down so police don't have to be in the neighborhoods enforcing the speed limits. He said that it also makes drivers passively avoid those neighborhoods and it makes them drive on the Slate Run Roads and Charlestown Roads so the police only have to focus on so many different streets. He stated that he looked at Police Chief Bailey's quote in the News and Tribune on February 1st about the road diet. He said that he reported a 17% decrease in crashes and 32% decrease in injury crashes along that area where the road diet was and he thinks that is a pretty great thing that we as city should start taking seriously. He then asked how morale is in the police department.

Police Chief Bailey stated that he thinks morale generally in the world of law enforcement has taken a hit recently and he thinks that when you look at 2020, law enforcement was viewed in a very negative way unfortunately. He said that their goal here in New Albany has always been to be a strong partner with the community and he thinks that because they have a very strong, well-trained staff, they haven't been impacted by those sorts of things. He stated that when you turn on the news and see those sorts of things, officers are looked at in a certain way and some are not able to separate the criticisms locally from other locations. He said that he makes a point to get out and talk to his people and his door is open all of the time and they do their best internally to accommodate everyone's needs.

Mr. Turner asked if they have the contract for 2022 buttoned up.

Police Chief Bailey stated that he doesn't have anything to do with contract negotiation so that would be for Mr. Gibson.

Mr. Gibson stated that they are not buttoned up; they are ongoing negotiations.

Mr. Applegate thanked Police Chief Bailey for all he does as well as all of the department because it is definitely tough right now. He then asked if there is anything like training or something that they may need to look at potentially budgeting for. He said that the city has been very fortunate to have good people working for them and he wants to be sure that we keep that going.

Police Chief Bailey stated that he appreciates his words and they mean a lot and he will pass them along to the officers as well. He said that because of COVID, 2020 and 2021 were tough years for training because a lot of times he sends people away for training and there are very few training opportunities available right now. He added that they are still doing in-house training with their instructors. He stated that today de-escalation training is so important and training with regard to just handling issues with mental health and those sorts of things are so important to them. He added that he thinks they have so much success because they sort of direct themselves to the right places to go to get the right training. He also added that he has staff meetings with his command staff and they roundtable everything and a lot of times things that come from the officers will be brought up through their command staff and some are great ideas that they end up doing.

Mr. Turner asked where we are with respect to our salaries in comparison to other communities for our police officers. He also asked if we are having any issues getting talent or retaining talent with our pay.

Police Chief Bailey stated that he doesn't have statistics parked in front of him right now but from speaking with the folks on our FOP, he thinks all of the Southern Indiana departments are looking pretty similar when it comes to wages. He added that it is tough for him to speculate on that without having the information in front of him.

POLICE MERIT COMMISSION

Mr. Gibson stated that this is a board that oversees the hiring process, major disciplinary things if necessary and evaluations and those types of things.

Mr. Turner asked if they are the ones that have the list of the potential new candidates.

Mr. Gibson replied yes and stated that it all flows through them.

Mr. Turner asked Police Chief Bailey if he knows who is on those lists.

Police Chief Bailey stated that he only knows who is on that list if he elects to hire someone. He said that they keep it pretty confined from them because it is all about handling everything openly and properly. He stated like if they have a list of one through 10, he doesn't know who is on the list until he asks the merit commission to provide him with the first name on the list.

Mr. Turner asked how long they stay on there and if there is any way they can re-evaluate if they have been on there for a long time.

Police Chief Bailey stated that it is a two year revolving list. He added that there is a whole new testing cycle every two years. He said that for this year, they may have to engage in a new testing cycle. He explained that they just completed testing in 2021 and there is a chance that they may have to test again in 2022 depending upon staffing.

Mr. Gibson stated that contractual services is bumped up in this budget and part of that is when they do go through these processes, the testing is contracted out.

Police Chief Bailey stated that to keep it objective, they have an outside entity who provides the testing and testing materials.

Mr. Gibson stated that they bumped that line item up in case they have to do new testing next year.

POLICE PENSION

Mr. Gibson stated that there are no major changes from last year involved in this one. He said that it is listed in the general fund but the vast majority of that comes from the state retirement system. He said that the pension board's role is basically to administer.

Dr. Knable stated that death benefits jumped and asked if that is just going up across the board per officer.

Mrs. Moeller stated that it is because our retirees that are on this fund are getting older.

Dr. Knable stated so it is like an actuarial.

Mrs. Moeller replied yes.

Mr. Gibson stated that they are statutorily entitled to a certain amount which is \$12,000.00 and that is a payment that comes directly from the city and is not reimbursed.

GENERAL FUND

Mr. Gibson stated that you can see what we anticipate to receive in 2022 which is about \$29.4M. He said that if you slide on through each one of those, you'll see what the projected amounts are that we anticipate will come in. He also said that in the back you will see the estimates that we do get supplied by the state on various revenue streams that do go into the funds.

Dr. Knable stated that at the last work session, there was a discussion about council salary bumps and he didn't know where that discussion ended.

Mr. Gibson stated that the consensus was to leave it alone and if it is going to be addressed, it will be addressed the year before the election.

Dr. Knable asked if the council amount on page 28 includes any significant raise other than the 2%.

Mr. Applegate asked Mr. Gibson if they talked about looking at the mayor's salary as well.

Mr. Gibson stated that he thinks that the consensus was that there needs to be an evaluation done of surrounding similar 2nd class cities to see where the City of New Albany stands in comparison to our peers.

Mr. Applegate asked if that was going to be done this year.

Mr. Gibson stated that he didn't think it was anticipated for this year.

Mr. Applegate stated that he thought Mr. Blair was talking about that at the last meeting.

Mr. Blair stated that he thinks they should have a market study, not only for the mayor, but also for all of the other full-time employees. He said maybe they ought to look at funding this year so that they can do the study next year and then be ready this time next year for the changes they want to make to salaries.

Dr. Knable stated that he wanted to be clear on why he brought up the council's budget. He said that he wanted to make sure that a salary bump wasn't in there because he would be against that.

Mr. Blair asked if the \$192,298.00 flat.

Mr. Gibson stated that it will be almost a \$2,300.00-\$2,400.00 adjustment that will be reflected in the packet that is ultimately sent out with the ordinances. He said that he will make that note right now and then it will be flat.

Mr. Blair stated that is his preference. He then stated that a market study would probably fall under Mrs. Moeller's realm along with HR and asked Mrs. Moeller if she could get a feel for what it would cost or what someone could provide that information for so that we would have it for next year.

Mr. Gibson stated that he thinks there are two ways to look at it. He said that on some of the information, they can assign a staff member to do some research and pull up some of that stuff from peer communities.

Mr. Blair stated that if we have staff that has the time and the skillset to do it that is perfect. He said that the other thing that you get into when comparing compensations is that benefits have value. He said that some people get cars, some people get better health benefits and so forth so you sort of have to build a matrix or a table.

Mr. Gibson stated that from the standpoint of pulling the salaries that is something that can be pretty easily done by a staff member, but the analysis of the benefits is definitely much more time consuming and everything else. He said that he thinks they can get a general idea from some of our vendors on how our benefits compare to the other government sectors, but not specifically like Jeffersonville or some other area. He stated they would have to have someone really delve into that and it would require someone who really focuses in that area.

Mr. Blair stated that he thinks we could do it pretty reasonably with the vendors we have now.

Mrs. Moeller stated that they can do some pretty good benchmarking and there is a controllers group meeting coming up soon if COVID dies down and other controllers in 2nd class cities are very good about sharing information and data. She said that they are also a good resource that she could tap into and if it is not as much as you want then you can go from there.

Mr. Blair stated that the advantage of having an outside person doing it is that it looks like it is not as conflicting and you have an independent third party looking at it versus someone internally that may have other objectives.

Mrs. Moeller stated that most of it you can get off of Gateway. She said that the benefits is where it gets difficult.

Mr. Blair stated that the benefits is where it is going to make the difference.

Mr. Phipps asked if you find out that another place gets a cell phone or something like that, are we going to suggest that we get the same thing because you may open a can of worms where we may have to compensate for even more than we are anticipating. He also asked how we can change the benefits package for the council when it is the same benefits that all city employees get. He said that it would have to be changed across the board and that would be a big endeavor so he just thinks they need to focus on the salary part of it and not the other benefits because it gets too complicated.

Mr. Blair agreed that it would get too complicated but you can always adjust salaries to reflect something like a car benefit and say that is worth X amount.

Mr. Phipps stated that since we are talking about elected officials such as the mayor and council, we should include the clerk in that as well.

Mr. Blair stated that is another question he had because he noticed that the salaries went up in the city clerk budget more than 2% and asked if there was an adjustment in someone's salary there or something.

Mr. Gibson stated that Ms. Milburn, who is Mrs. Glotzbach's Deputy, was not getting a comparable salary for the duties and responsibilities that she has so her salary was adjusted. He asked Mrs. Glotzbach if that is correct.

Mrs. Glotzbach stated that is correct.

Mr. Blair stated that he appreciates that was looked into and an adjustment was made.

Mr. Aebersold stated that as far as looking at other mayor's salaries in other communities, you are going to run into difficult situations because we may not have all of the resources that these other communities have. He said that's why we may find out that their elected officials have a lot better salaries or amenities than we have here or it could go the other way too. He stated that some may be a lot lower than ours because they don't have the money to take care of the people in public office like we do here. He said that if we find out that they are a lot lower, we definitely don't want to lower the salaries here. He stated that he doesn't want to say that may be just a big waste of time, but it may be and he wouldn't want to spend a whole lot of time on it and definitely not a whole lot of money on it.

Mr. Gibson stated that he thought the focus in the last conversation was elected officials so we can gather the information that Mrs. Moeller indicated pretty quickly and it won't take hopefully too much time to do that. He said that if you are talking more in depth that is a whole different animal.

Mr. Phipps stated that his recollection concurs with Mr. Gibson's.

Mr. Gibson asked Mr. Blair to make a note to himself on this and he will get someone from the staff on this in the next couple of months and see if they can't put something together. He said that he doesn't think they will be discussing it until next year anyway.

Mr. Blair stated that he is just concerned that we are paying people fairly and compensating them so that they want to take a position.

Mr. Phipps stated that once those salaries are brought up to par, we shouldn't be denying those raises every year like we've been doing because then you get back in the rabbit hole again. He said that as much as some people may have a philosophical objection to it, don't deny the raise because if those salaries increase with the others then you don't have to worry about that happening again four years down the road.

Mr. Blair stated that he just looks at it as there is a difference between a full-time elected official because that is their main source of income versus a part-time elected person.

PARKS NON-REVERTING MAINTENANCE FUNDS

Mr. Gibson stated that one was funded for major repairs that we may need to do that we started funding a couple of years ago. He said that first fund is 0211 and that is a fund that allows Ms. Meredith to use a little additional revenue for capital outlays and they did go ahead and bump that up a little bit.

PARKS CUMULATIVE CAPITAL FUND

Mr. Gibson stated that this is a tax rate that was set up a while back and it is a non-reverting and is set up for capital type projects such as equipment or those various things. He said that it is set up as its own tax rate so that comes through DLGF when they approve the 1782s.

Mr. Blair asked if they have a feel for how those funds will be used.

Mr. Gibson stated that they are usually used to upgrade our facilities and/or to repair certain things that may need to be done. He said unfortunately, Billy Herman Field is in a flood plain so if we do have floods, we have to take care of it and it may be used for that occasionally. He also said that it would go to various equipment needs if necessary as well as playground equipment and/or improvements.

Ms. Meredith stated that pretty much covers it and they have a lot of big equipment expenditures that from time to time that will need upgrading and that would be where they would pull funds for those from. She also stated that like Mr. Gibson said, we have flash flooding at various parks because several are in flood plains so it is those unexpected things that come up but then also just normal wear and tear.

Mr. Blair stated that it looks like there are funds still available from previous years so it looks like there are some pretty decent funds to use at your discretion as far as what needs to be maintained.

Mr. Gibson stated that the one fund they pretty much leave alone which is the reserve fund. He said that they do budget for that because it is for items like if a pump would go out at River Run or something like that. He stated that one has a decent balance and their goal is to start working that way in a lot of other various things.

TREE BOARD

Mr. Gibson stated that we do have a tree board and they did a study for us so we have been funding that. He said that they have a staff member, Mr. Krisjans Streips, who helps them walk through and administer the process. He stated that there are really not many expenses for this board other than our arborist because he will evaluate the trees and make recommendations on what should be replaced.

Mr. Blair asked if more funds need to be added to that.

Mr. Gibson stated that he thinks they are okay right now because this covers the arborist's fees. He said that we do have \$100,000.00 budgeted in EDIT for tree planting and they are actually getting ready to do a lot of that as fall gets here because that's the best time for them to do that.

Mr. Turner stated that our state reps are also getting an allotment of trees from the state every year so now that we are going to have redistricting, we will have Representative Fleming who is in a couple of climate groups that he is in. He said that we will have Representative Clere as well so getting some trees brought in at no cost may be something the city could look into.

Mr. Gibson said if he has any information on that he can forward it to them.

ANIMAL SHELTER NON-REVERTING

Mr. Gibson stated that this is one of two of Mr. Hall's non-reverting funds. He said that funds come into these through various things and it pays for veterinarians. He stated that in addition there will be other operating supplies and those kind of things that he may need. He said this is one that Mrs. Moeller evaluates to determine if there is money in it and they do have funds in them. He stated that all revenues generated by the animal shelter go into these non-revertings and do not go into the general fund. He said that the only money that goes into the general fund to actually support Mr. Hall's budget are the funds that the city contributes as well as the funds that the county contributes. He stated that all other items go into these non-reverting funds.

ANIMAL CONTROL RUNS NON-REVERTING

Mr. Hall stated that the funds for this one comes from licensing, fines and Georgetown's fees.

Mr. Blair asked Mrs. Moeller if she had balances on these funds.

Mr. Gibson stated that he has those and the veterinary fund has a balance of \$17,852.00 as of the end of August and the animal control run has a balance of \$69,800.00 as of the end of August.

Mr. Applegate stated as a public service announcement that all dogs and cats in New Albany do need to be licensed. He said that it is very inexpensive and you can get a lifetime license.

Mr. Blair stated that it looks like they are actively using those funds then.

Mr. Hall stated absolutely.

911 COMMUNICATIONS

Mr. Gibson stated that not only does Police Chief Bailey get to manage 74 police officers, he also gets to handle the ambulance contract and the 911 Communications Department. He said the budget is pretty close to what it was last year and they were at 47% in the middle of the year. He stated that they were at 84% at the end of last year but that was partly due to some full-time staffing issues if he remembers correctly.

Police Chief Bailey said that is correct. He also said that they are completely full currently with 12 full-time and two part-time.

Mr. Blair stated that last year he had a 911 employee asking about some new furniture, maybe new chairs and so forth and he thinks Police Chief Bailey said at the time that he would look into it. He said that he didn't know if there had been any upgrades in office furniture.

Police Chief Bailey stated that just recently there was a big update in all of the furniture in the room and they have a contractor coming out next week to give a quote on the new rising desks, which is pretty common in communications centers so that the dispatchers can stand and operate rather than being seated.

Mr. Blair thanked Police Chief Bailey and stated that it is important because they are tied to their work station for long periods of time and it is important that they are comfortable.

Police Chief Bailey stated that they are the lifeline to police and fire so they do recognize that they are very important and they have a new director in that room and she is doing a really good job for them.

ABANDONED VEHICLES

Mr. Gibson stated that is essentially towing of vehicles and the selling of those vehicles at the auctions. He said that as the administration, they have taken a little more aggressive standpoint on those abandoned vehicles so you may get calls on that. He stated that when a car is towed, it does go to the towing lot and they evaluate that and ultimately do 3 or 4 auctions a year. He asked Police Chief Bailey if that is correct.

Police Chief Bailey stated that they do 3 currently and they continuously evaluate whether or not they have to do more because of the volume of vehicles.

Mr. Gibson stated that the only real item change in this is that he bumped up the capital expenditures to possibly create a buffering because of a concern that a neighbor called Dr. Knable about.

Dr. Knable asked what kind of bump that he put in.

Mr. Gibson stated that it was about \$10,000.00.

Dr. Knable thanked Mr. Gibson and stated that may help preserve some of the property values around there.

LAW ENFORCEMENT TRAINING

Mr. Gibson stated that this is basically funds that come in through the police department's work and he believes that it is drug related forfeitures and asked Police Chief Bailey if that is correct.

Police Chief Bailey stated that it is a combination of asset forfeiture and the little minuscule amount from traffic tickets that they get from the state.

FEDERAL EQUITABLE SHARING

Police Chief Bailey stated that this is asset forfeiture that comes from the feds and not the state.

FLOOD CONTROL

Mr. Gibson stated that he will probably have to answer a lot of these questions because as you are aware, Mr. Chris Gardner has moved onto another position and is no longer the flood control director. He said that Mr. Phil Aldridge is kind of pinch hitting at this point in handling flood control staffing and the manpower down there. He added that he is filling in while they look for a new director to fill that spot. He stated that this is in the non-reverting but it is its own set tax rate that was done back when they built the actual flood wall. He said that the budget is pretty consistent and they try to keep it that way. He stated that the one item where you will see an increase is special levy projects. He explained that we do have a masterplan being done and updated for flood and storm water to identify those areas around the city that are flooding and/or have storm water issues. He stated that there are two major components of why that number is what it is. He said that they are hoping to get that plan back and it will identify where we need to go and allow us to do some of these localized flooding projects that they identify. He stated that there is also one by the Corp that is requiring us to put a little more permanent, safer and less maintenance fix where the rock wall is or where all of the rock and stones are. He said that if you go down there you will see where there are trees and stuff growing out of them. He stated that the recommendation is to take a look at that over time and replace that as we move along. He said apparently what happens is those roots start digging into the ground and it starts compromising the levy and you don't want that. He stated that he thinks the larger focus will be on a lot of this localized flooding and/or storm water related issues that they are going to work on and identify.

Mr. Turner asked where Silver Creek Drive is in that priority.

Mr. Gibson stated that it will be evaluated as part of the masterplan.

Mr. Turner stated that he looked at the masterplan online that wasn't the 10 year one. He said that there is a link to download the 10 year one but it doesn't provide you the information.

Mr. Gibson asked Mr. Turner to shoot that over to him in an email and he will have them update that.

Mr. Turner stated that earlier in the year he saw where Jeffersonville and New Albany were using fire apparatus to pump dirt and mud off of Water Street after floods. He said that they also do it in his district off of Old Ford Road and at Billy Herman Park. He stated that his suggestion was to invest in a water pump truck because you can find those used for under \$100,000.00. He said that would keep those pumps on the fire apparatus from breaking down in case they are needed and it is cheaper. He asked if they were going to invest in a water pump truck.

Mr. Gibson stated that he will check with Fire Chief Juliot. He said that after Mr. Turner brought that up last time, he did ask him to check into that but Fire Chief Juliot didn't feel that there was any compromising of the materials or the trucks because the times that it is done are so limited. He said that he will verify that.

Mr. Turner stated that he heard from some firefighters that they did have to replace a pump because of some pump malfunctions while they were doing that. He said that he believes that is why they had to call Jeffersonville to help pump our streets.

Mr. Gibson stated that he will get back with him on that but the last time they discussed it, he didn't feel it was necessary.

Mr. Blair asked who is doing the masterplan.

Mr. Gibson stated that Clark Dietz is doing it.

Mr. Blair stated that he assumes it went through the storm water board but he looks at those minutes pretty closely and didn't see that it was approved by the storm water board.

Mr. Gibson stated that he will verify it but he is pretty sure that it was done within the last month and a half or 2 months.

Mr. Blair stated that number was bumped up to \$2.5M and before that we were at about \$1.3M. He asked where the additional funds came from.

Mr. Gibson stated that there was a balance there to be able to use. He said it is not increasing the tax rate or anything else.

Mr. Phipps announced that we are eventually getting technology in the new building and each council person is going to have technology at their desk. He said that they have the choice between laptops or pads and he wants to keep it uniform with everyone having the same thing, so he asked that everyone email him their preference. He stated that whatever the majority is, that is what he will instruct them to do. He added that he personally thinks that a pad would be better for what they need it for. He said that they don't need something bigger or more expensive where they are going to need to crunch numbers or have a lot of software on it. He asked that everyone email him and he will go with the majority.

Mr. Blair asked if that is something that will have to remain in the council chambers.

Mr. Phipps replied yes.

Mr. Blair agreed that they should probably do something as cost efficient as they can.

ADJOURN:

There being no further business before the board, the meeting adjourned at 7:40 p.m.

Greg Phipps, President

Vicki Glotzbach, City Clerk