

**THE COMMON COUNCIL OF THE CIVIL CITY OF NEW ALBANY, INDIANA,
HELD A WORK SESSION IN THE SECOND FLOOR COMMISSIONERS
ROOM OF THE CITY/COUNTY BUILDING ON THURSDAY, SEPTEMBER 12,
2013 AT 6:30 P.M.**

The meeting of the **New Albany City Council** was called to order by President Pat McLaughlin at 6:30 p.m.

MEMBERS PRESENT: Mr. Caesar, Mr. Phipps, Mrs. Benedetti, Mrs. Baird, Mr. Goner and Mr. McLaughlin, Mr. Coffey, Mr. Blair and Mr. Zurschmiede were absent

OTHERS PRESENT: Mr. Gibson, Mr. Hall, Mrs. Moeller, Mr. Lorch, Mr. Flynn and Mrs. Glotzbach

Mr. McLaughlin congratulated Mr. Hall on a great event on Saturday night.

Mrs. Benedetti stated that she emailed asking for last year's numbers by department.

Mrs. Moeller stated that they are working on those.

Mrs. Benedetti asked when they could expect those so that they could compare them.

Mrs. Moeller stated that they would get them to her as soon as they were completed.

Mrs. Benedetti asked Mr. Hall how many employees he has.

Mr. Hall stated that he has a total of 16 with 5 being full-time but they would like to get two more full-time employees and cut one or two of the animal care aids. He explained that this will on depend on the new health care plan.

Mrs. Benedetti stated that the health care plan is something else they need to look at as well.

Mr. McLaughlin asked if the two new employees would need insurance

Mr. Hall stated that they have not asked for it.

Mr. Caesar asked if the bottom line is that he isn't asking for more money.

Mrs. Benedetti stated that he has to be asking for more because he wants to add two employees.

Mr. Hall stated that the difference would be around \$5,000.00 because this year they had a truck budgeted in and they won't need that next year.

Mr. Gonder asked if this was just the City portion of the budget.

Mr. Hall stated that this is the whole budget and the county is responsible for 46% of it. He explained that the City portion would be about \$270,000.00.

Mr. Gonder stated that the money from the truck wouldn't be realized for the next budget.

Mr. Hall stated that it never was because the money for it came out of a non-reverting fund rather than the actual budget.

Mr. Gonder asked if they had gotten things straightened out with Georgetown.

Mr. Hall stated that they have not and are currently at a standstill.

There was a lengthy discussion regarding the new census since the budget for the animal shelter is based on population and that population has changed.

Mr. Caesar asked Mr. Gibson if he could look into that issue because he doesn't want this to go on like the Parks Department did.

Mr. Gibson stated that he would take a look at it.

Mrs. Benedetti thanked Mr. Hall for a great job.

Mr. Gibson stated that they do a phenomenal job at the shelter. He added that Mr. Hall did reduce his part-time employees to make up for the two full-time employees that he is requesting.

Mr. Gonder asked if his budget reflects the cost of providing a service how much is not covered by donations.

Mr. Hall stated that when they do a project or an animal comes into the shelter the money that they spend on these items comes from donations so anytime they go into a project they try to keep in on a level where the funds are not taking out of the money from their general fund. He explained that they have such a good working relationship with the non-profits that the Humane Society just wrote them a check to cover their last transport for spayed and neutering and have agreed to continue helping them for the rest of the year. He stated that they try not to ever disrupt any service due to a budgetary restraint because people don't understand that when they are used to service.

Mr. Gonder stated that it would be really beneficial to see what the amount of donations they receive because it would highlight what they are able to bring in to this program.

Mr. Caesar stated that he thinks it would definitely benefit the shelter to be able to show this number and thanked Mr. Hall for the wonderful job that they do.

Mr. Gibson stated that the first publication went out on the 6th and the second one for the Public Hearing will go out on the 17th. He explained that the Public Hearing will be on the 7th and they have the third reading scheduled for October 17th so if for any reason they can't vote on it that night they need to make sure not to close the meeting at the end.

Mr. Phipps asked how the continuing meetings work if he is unable to attend the October 17th meeting.

Mr. Gibson stated that it will be fine for him to come back in that next meeting and vote. He explained that they still don't have updated numbers but they were told the assessment will be at the end of the month.

Mrs. Benedetti asked Mr. Gibson about the comparison numbers by department from last year.

Mr. Gibson stated that they will try to get that to the Council as soon as they can. He explained that they put the department heads needs into the budget instead of trying to compare it.

Mrs. Benedetti stated that she thinks it will really help them if they have the numbers broken down. She explained that she went onto Gateway and it said that the approved 2013 budget was a little over \$18M and she didn't understand that and asked if there was something that they didn't report to Gateway.

Mr. Gibson stated that the budget was approved at just over \$20M so he doesn't understand why it says that but he will check into it for her.

Mrs. Baird asked about the 3% increase in salaries and asked if with the non-bargaining employees if they have a pool of money if they could adjust it so that the higher earning employees could get a smaller percentage of a raise.

Mr. Gibson stated that they can talk to the Mayor about that kind of concept.

Mr. Caesar stated that these raises really need to get back to be performance based and not just giving a blanket raise.

Mr. Gibson stated that they ultimately agree with that.

Mr. Gonder asked where this money came from.

Mr. Gibson explained that they get an automatic growth each year and they have operated under budget so far this year.

Mrs. Benedetti asked how they could have operated under budget when they just had to shore up a budget.

Mr. Gibson stated that they are talking about different funds for different things. He explained that the budget to actual has every fund and the General Fund has most of the departments in it with the exception of the Street Department which comes out of the MVH.

Mrs. Benedetti stated that if they have to keep shoring that up every year why aren't they budgeting for it.

Mr. Gibson explained that he thinks that they need to start doing that and they tried to do as best as they could last year by funding the \$400,000.00. He stated that if that is something they want to look at he would be happy to do so because coming back for additional appropriations makes it look like they didn't know what they were doing which isn't the case.

Mr. Gonder asked what the aggregate cost of the 3% raise is.

Mr. Gibson stated that he could get that number to him.

Mr. Gonder stated that he read in the Tribune that it is under discussion rather or not to get rid of some part-time people because of the new health care initiative.

Mr. Gibson stated that the County may be doing that but the City is not.

Mr. Gonder stated that he would hate for them to find this money for raises because they are laying people off to save money from the new health care program.

Mr. Gibson stated that isn't even part of their analysis at all.

There was a lengthy discussion regarding the new health care program and how it will affect employees and the funding for part-time employees.

Mr. Gibson stated that the only department that he knows of that this would affect greatly would be Mr. Hall's part-time employees and he is already trying to be proactive in that situation. He stated that the insurance committee can discuss all of these options.

There was a lengthy discussion regarding the HSA plan and how it could benefit the City.

Mrs. Benedetti stated that they have to start moving towards job evaluations and raises being based on performances.

Mr. Gibson stated that the Police Chief has presented a formal written request to the Commissioners regarding a monthly contribution to the 911.

Mr. Caesar stated that he thought there was a mandate now that they were supposed to eliminate their 911

Mr. Gibson stated that the law reads that you can't have more than two in a given area so they are fine; they are just having issues with the funding.

Mr. Caesar stated that they are probably going to have to end up going to court over this.

Mr. Gibson stated that he knows other communities have but he doesn't know where the cases are. He explained that it is definitely on the administrations mind to deal with this.

Mrs. Benedetti asked if there were any more talks about merging 911 Communications.

Mr. Gibson stated that there was not.

Mr. Gonder asked about the payment from the cell phones

Mr. Gibson state that it did go up but it wasn't a huge amount.

Mr. Gonder asked about the cable TV franchise fee.

Mr. Gibson stated that they do get checks from Time Warner for this.

Mr. Gonder stated that someone in the past told him that they weren't getting what they should be and that they could raise the rate.

Mr. Gibson stated that he thought it was a percentage but he isn't sure. He explained that the Statue also passed a law saying that the area code doesn't matter for 911 it is the billing address, whether or not that is in practice he doesn't know.

Mr. Gonder stated that they have other providers for cable like U-Verse and asked if they were paying a fee.

Mr. Gibson stated that he doesn't know if they do or not.

Mrs. Benedetti asked if he was able to check on the Human Rights Board about the printing.

Mr. Gibson stated that he hasn't checked on that yet but asked them all to keep these details in their mind as they are tweaking their numbers.

Mr. Caesar stated that he would like to see 911 go back into the budget.

Mr. Gibson stated that right now it is not feasible but it may be in the future but it just depends on the money.

There was a lengthy discussion regarding the 911 and moving it back into the General Fund.

Mr. Gibson stated that until they get more money they don't know how to do it.

Mrs. Benedetti asked if the things being funded out of EDIT were concrete for their budget.

Mr. Gibson explained that it is their proposal from the administration on the best way to fund what is needed. He explained that it doesn't matter what departments they put in the General Fund what matters is if they have the money to pay for them.

Mrs. Benedetti asked about the salaries that are coming out of EDIT and stated that if these departments are collecting the money to sustain these employees shouldn't that be coming out of their own budget.

Mr. Gibson stated that it should be.

Mrs. Benedetti asked whose salaries are in EDIT.

Mr. Gibson stated that part of the Economic Directors salary, a part-time Street Department employee which was something they did last year for spot cleanups, and a part-time position that they have to help out occasionally. He stated that the other things they will see are line items for things that the Mayor has heard that are needed along with \$150,000.00 for paving. He stated that most of the expenditures for Communications is salary and benefits much like most of the 911 stuff is so they are pretty bare bone everywhere else.

Mrs. Benedetti stated that their clothing allowance is too high.

Mr. Gibson stated that he will say something to the Mayor about it.

Mrs. Benedetti asked if they are putting the 3% in for union employees to be negotiated for.

Mr. Gibson stated that it is not and explained some of the contracts run through 2014.

Mrs. Benedetti asked if they can go back on any of this and discuss more questions that they may have.

Mr. Gibson replied of course.

Mrs. Benedetti asked if they could do anything this year if they could bring in that company to come in and evaluate the positions and set the grades for each job. She explained that this give them a better capability to know what people in the City should be making.

Mrs. Moeller stated that the County went into this almost 20 years ago and the labels that existed then don't even exist now so it locked some of those positions in a negative way and restricted them.

Mr. Gibson stated that this is something they will look into but it will definitely have to come from an outsider.

Mrs. Baird stated that is why she brought up the issue of the across the board salary raise because it just keeps bumping up the ones with the higher salary and the ones with the lower salary get the short end of the stick.

Mr. Gibson stated that he certainly understands their concerns and he will get the information and talk with the Mayor about it.

ADJOURN:

There being no further business before the board, the meeting adjourned at 7:46 p.m.

Pat McLaughlin, President

Vicki Glotzbach, City Clerk