

**THE COMMON COUNCIL OF THE CIVIL CITY OF NEW ALBANY, INDIANA,
HELD A WORK SESSION IN THE THIRD FLOOR ASSEMBLY ROOM OF THE
CITY/COUNTY BUILDING ON THURSDAY, SEPTEMBER 18, 2014 AT 6:00 P.M.**

The meeting of the **New Albany City Council** was called to order by President Pat McLaughlin at 6:00 p.m.

MEMBERS PRESENT: Mr. Coffey, Mr. Phipps, Mrs. Benedetti, Mr. Blair, Mrs. Baird, Mr. Gonder and President Pat McLaughlin. Mr. Caesar and Mr. Zurschmiede were not present.

OTHERS PRESENT: Mrs. Moeller, Mr. Lorch, Mr. Wood, Fire Chief Juliot and Mrs. Glotzbach

Mrs. Moeller stated that the non-revertings are not in the packet because we have still been juggling them because we keep seeing things and we are still not to a point where we feel really good about it. She said that next week we have police budget and it will take a little longer because we have the software demonstration. She explained that there will also be another budget work session on Friday, October 3rd at 6:00 p.m.

Mr. McLaughlin asked if the software demonstration will be about an hour.

Mrs. Moeller stated that is what they are estimating because the people are coming in from Texas to do it. She said that we not only have that to do but we also have the police budget, communication budget and the police pension.

Mr. Phipps asked if we need to know every little detail of the software. He said that he feels that we just need to know the basics of it and not every single feature.

Mrs. Benedetti stated that it is a \$400,000.00+ system.

Mr. Phipps said that they can summarize what the system can do so that we have more time to look at the other budgets.

Mr. Blair stated that he agrees with Mr. Phipps in that he would like to see how it works but not every single detail.

Mrs. Moeller stated that the budget was advertised twice so we are hitting those deadlines good and we are still on track on our timeline.

Mrs. Baird stated that the salaries went down in the plan commission and asked if we lost an employee.

Mr. Wood replied no. He explained that we are not eliminating any positions and have one that is on the books that doesn't have a salary right now.

Mrs. Moeller went over salaries, benefits and office supplies.

Mrs. Benedetti asked if the plan commission members got a raise or did we just add members.

Mr. Wood stated that they have gotten \$50.00 and \$75.00 for each meeting attended for years now and fuel prices have gone up so we felt like if we could do it, we should give them a little extra money for each meeting actually attended; if you don't attend, you don't get paid. He said that plan commission will get \$75.00 and board of zoning will get \$100.00.

Mr. Blair asked how many people do it for the money and how many people do it for public service.

Mr. Wood stated that most people do it for public service and no one does it for the money.

Mr. Blair asked why raise it then.

Mr. Wood stated that they are expected to go out and visit sites so they are using their vehicles, gasoline and time.

Mr. Phipps stated that if he ever goes off the council, he wouldn't mind serving on it again.

Mr. Blair asked how many members are on each board.

Mr. Wood stated that the plan commission has 11 members and board of zoning appeals has five.

Mr. Blair asked if they meet once a month.

Mr. Wood replied yes.

Mrs. Moeller then moved on to printing, contractual services and other programs which are all staying the same.

Mr. Wood stated that the increase in office supplies is because of the new plotter that they purchased last year. He added that they got a \$35,000.00 machine at half price because the previous owner purchased the wrong machine. He explained that it can do the large plots and drawings but the print ink and paper are expensive so that is why office supplies went up. He said that they are careful about printing for municipal benefit only.

Mrs. Benedetti asked if that is why maintenance on the computers went from \$2,000.00 to \$3,800.00 so that you have that in case something goes wrong with that machine.

Mr. Wood replied yes. He then stated that there is a fund set aside out of Riverboat to update the comprehensive plan and rewrite the zoning ordinance because it is from 1971.

Mrs. Benedetti stated that we haven't gone over Riverboat yet.

Mr. Blair asked how much it is.

Mr. Wood replied \$125,000.00 for the comprehensive plan and \$100,000.00 for the zoning ordinance. He added that he thinks that is a high number but he would rather have it high and to be able to come in and say that it can be done for less. He said that he will have a much better idea on that number because he has talked to a number of communities and a number of planning consultants that don't work in Indiana but in Ohio and Illinois and elsewhere in cities about our size and that's a pretty comfortable number to work with.

Mrs. Benedetti asked if that has anything to do with annexations that was listed on one of the accounts.

Mr. Wood stated that it won't have anything to do with annexation.

Mrs. Benedetti stated that annexation was for \$215,000.00.

Mr. Wood stated that is stand-alone activity.

Mr. Blair stated that he thought the \$215,000.00 was in Riverboat.

Mrs. Moeller stated that it is not in Riverboat.

Mr. Blair asked if they could go back over the salary line.

Mr. Wood stated that his team right now consists of himself, Krisjans Streips who is the chief planner and Sara Smith who is the administrative assistant. He said that they should also have an entry level planner, zoning officer and zoning administrative assistant. He added that it has been just the three of them since 2001 but they would really love to get that planner in especially with comprehensive planning next year because it will be a really busy deal.

Mr. Blair asked why salaries are so far under budget for this year.

Mr. Wood stated because of the positions in there that are not filled.

Mr. Blair asked how much the salary is.

Mr. Wood replied around \$30,000.00 and then benefits on top of that.

Mr. Gibson stated that it has another full-time position for assistant planner.

Mrs. Benedetti asked if he could just take that out until we need it.

Mr. Gibson stated that what that consists of now is a director, a planning and zoning officer, a chief planner, an assistant planner and administrative assistant.

Mr. Blair stated that it is then two positions that aren't filled.

Mr. Gibson replied yes. He added that he probably didn't crunch the numbers on that as well as he should have.

Mrs. Benedetti asked if the zoning officer and assistant planner have not been filled but it is built in there now.

Mr. Gibson replied yes and said that the \$198,000.00 is the true number that department needs.

Mr. Blair asked if he will need more staff if we do annexations.

Mr. Wood replied no because we will be working with Crowe and they will carry the weight on doing the number crunching, mail outs and that kind of stuff. He said that we do the background stuff from the planning aspect

Mrs. Benedetti asked about the \$215,000.00 budgeted for annexation.

Mr. Gibson stated that number is in board of works and we will talk about it when board of works comes up. He also said that he is working on that number because he is not sure that it is quite right. He stated that anytime you annex and take part of a fire district which is what we are doing, if they have debt when we take a percentage of that assessed value then we have to make a payment to them yearly for that stuff. He added that we are getting the extra income from the annexation starting next year so we have to pay a ratio of their debt that they have outstanding at the time.

Mr. Blair asked who provides the service.

Mr. Gibson replied we do for the part that is annexed. He explained that when they went into their debt they had an income stream and we've carved out part of that income stream so we have to pay that part of that yearly debt otherwise they wouldn't be able to afford it.

Mr. Gonder asked if this was part of the discussion surrounding building the firehouse out Charlestown Road at a place that was not the desired spot.

Mr. Gibson stated that this was part of the disagreement between the township and the city because that firehouse is closer to County Line Road and there was a spot that was close to Tumbleweed and the city felt it was a better location but unfortunately the township got authority to build out by County Line Road.

Mr. Gonder asked if we are tied to that property from now on even though it is not necessarily a desirable spot.

Mr. Gibson replied realistically probably in some fashion we are. He added that once we annex we are ultimately taking away that fire district and once we get to a point we will have to take on all the debt and assets.

Mr. Gonder asked if we are out of space in the planning department.

Mr. Gibson replied yes.

Mr. Gonder asked how short we are.

Mrs. Benedetti stated that when that study was done on moving we needed 20,000+ sq. ft. to accommodate the city.

Mr. Gibson stated that from a pure operational standpoint we are sardines in a can. He then moved back to the planning budget and said that everything else in the budget is pretty close to what it was.

Mrs. Benedetti asked if they could move on to the building commission budget.

Mr. Gibson stated that there is about \$250,000.00 in salaries.

Mrs. Benedetti asked Mr. Gibson to break down exactly who is employed by the building commission.

Mr. Gibson replied David Brewer, John Burger, Mary Dodge, Russ Seagraves and Roz Picket.

Mr. Gonder asked how many board members there are.

Mr. Gibson said he believes five. He stated that they still have an inspector and enforcement officer in the salary line item.

Mrs. Benedetti stated that Mary Dodge's salary was coming out of EDIT and asked if they could move that now.

Mr. Gibson stated that he doesn't think that hers is in EDIT at all anymore and they moved it into their non-reverting.

Mr. Gonder asked where the fees that are collected in the building commission go.

Mr. Gibson stated that they go into the General Fund.

Mrs. Benedetti asked if that money can't go into a non-reverting so that it stays in his department.

Mr. Gibson stated that he believes that when we get money for liens and demos that money goes back into the non-reverting but money for licenses and stuff like that goes into the general fund.

Mr. McLaughlin stated that enforcement is going into non-reverting and licensing and permitting are going into the general fund.

Mr. Gibson stated that is how he thinks it is being done but he will verify that.

Mrs. Benedetti asked if demo money is going into a non-reverting then instead of coming before the council to ask for more money why he can't just take it out of that fund.

Mr. Gibson replied because we don't always get everything that we spend. He stated that if a property is sold for the full value then we get our money back but unfortunately properties were not selling and then the Floyd County Commissioners would get those properties free and clear of all liens.

Mrs. Benedetti stated that there is only \$100,000.00 in the demo account and asked if we could put in \$250,000.00 in so that he doesn't have to come back and ask for an appropriation out of EDIT funds.

Mr. McLaughlin asked where we would take that from.

Mrs. Benedetti asked what they use travel for \$17,000.00 for.

Mr. Gibson replied that is like mileage and those sorts of things.

Mr. Phipps asked if he has enough staff because he thinks that we need another code enforcement officer because there are tons of violations around the city.

Mrs. Benedetti stated that is budgeted for.

Mr. Gibson stated that it is a matter of space.

Mr. Gonder asked if a segment of city government reduces income could that not go back in to feed the demolition budget rather than going to the General Fund.

Mr. Gibson replied no and stated that tax levy for the General Fund is \$14M and the other money is other things that come in like planning and zoning fees, building commission fees, Aircraft excise tax, etc. so that money is what also helps fund the General Fund.

Mrs. Benedetti asked Mr. Gibson if he could make a note to talk about what goes into the non-reverting and how much money is in there that the building commission has generated when they discuss non-reverting funds. She also asked about putting another \$100,000.00 or so in the demo fund.

Mr. Gibson stated that if he does it out of here then he is going to have to take it out of somewhere else.

Mr. Blair stated that there is only \$5,200.00 left for this year. He said that the problem is that if we don't budget for it then he is coming in asking for Riverboat or EDIT because that is basically all they have available.

Mr. Gibson stated that he looks at it totally differently because he would be slashing another department to give an extra \$100,000.00 here.

Mrs. Benedetti asked if the board of works has \$150,000.00 that we could take out and put it in here and suggested having that conversation when they discuss board of works.

Mr. Gonder stated that we had a budget surplus \$500,000.00 so how come we don't have the money to fund something like that.

Mr. Gibson stated that this is not an exact science by any standard and there are several ways that we could do it. He explained that if you pass \$250,000.00 for salaries and we are not able to hire those people then we can do a resolution to transfer the money.

Mrs. Benedetti stated that sometimes once we do that it doesn't get back in there for those positions.

Mr. Gibson stated that is his concern.

Mr. Blair stated that since we are over budget in salaries, we could do a resolution to transfer some of that money but wouldn't that take away from the \$500,000.00 that we carry over.

Mr. Gibson replied yes. He also explained that we have not yet gotten complete CAGIT numbers from DLGF.

Mrs. Benedetti asked if there was a reason that we don't have CAGIT numbers back yet.

Mr. Gibson stated that he was told that we would get them at the end of September.

Mr. Gonder stated that if we are taking these salary numbers and anticipating that we may be able to draw from them and put it in the demo fund then we would never be able to hire an extra person.

Mrs. Benedetti stated that is correct.

Mr. Gibson also stated that \$100,000.00 is a start because we have never budgeted anything in the past for demos.

Mrs. Benedetti asked Mr. Gibson to do what he can.

Mr. Blair stated that we need to find ways other than to keep dipping into Riverboat and EDIT.

Mr. Gibson disagreed and stated that is income to the city for the council to budget.

Mr. Blair stated that it is about priorities and we may have other priorities that we want to spend out of those accounts.

Mr. Gibson stated that he considers this one of those priorities.

Mrs. Benedetti asked if we have a fire contract for 2015-2016 yet.

Mr. Gibson replied no and stated that their contract goes through 2014.

Mrs. Benedetti asked if it is getting close.

Mr. Gibson replied no.

Mrs. Benedetti asked how we budget if we don't have a contract.

Mr. Gibson stated that we know we're going to have the growth of 2.7% so a 2% raise seemed to be within reason to be able to budget. He stated that if there is no contract signed then we don't pay that.

Mrs. Baird asked why salaries went down.

Mrs. Benedetti stated that we hired two and retired two.

Mr. Gibson stated that is correct.

Mrs. Benedetti stated that it looks like he has already hit the \$300,000.00 in overtime and asked how we can eliminate that problem. She also stated that we went from three to four and we got it out of the contract but somehow it got back in.

Mr. Gibson stated that was a one year deal that they agreed to.

Mr. McLaughlin asked what they agreed to at that time.

Mrs. Benedetti stated that they agreed to three on a truck instead of four and it saved us money.

Mr. McLaughlin asked what OSHA recommends.

Fire Chief Juliot stated that we are at minimum of 22 per day in position and on the truck with two floaters. He explained that the floater is the person that is stopping the overtime. He said that the contract allows for four firefighters to be off per day and it can be a combination of two vacations days, two personal days, a comp day or however it works out but they can only have four off by contract. He added that he only has two per shift floaters so he is automatically calling in two overtime per day and that is not taking in account for an injury or illness.

Mrs. Benedetti stated that we budgeted for \$300,000.00 and they are already way over that now.

Fire Chief Juliot stated that as of the end of August they are at \$335,797.00.

Mrs. Benedetti stated that they still have four months left.

Fire Chief Juliot stated that he projects \$500,000.00.

Mr. Blair stated that he recalls this time last discussing the budget and it was said that there wasn't going to be any overtime.

Mr. Gibson stated that he has never said that because we will always have overtime.

Mr. McLaughlin stated that if you have injuries or downtime you are going to have overtime.

Mr. Blair stated that he remembers the discussion was to take that overtime and move it back into the salaries.

Mrs. Benedetti stated that when they negotiated the contract things changed and it put us in the predicament that we are in.

Fire Chief Juliot stated that he has been on for 20 years and he has never known there to be no overtime because it is a service that is offered 24 hours a day, 365 days a year.

Mrs. Benedetti stated that \$500,000.00 is a lot.

Mr. Gibson stated that is something that we have been in negotiations with them about because it needs to be more reasonable and in control. He added that in negotiations they did not accept our last offer.

Mrs. Benedetti asked if it will go to arbitration.

Mr. Gibson stated that right now they are trying to open up the 2014 contract and work on it and fix it but they rejected our offers and said that they would just finish out 2014.

Mrs. Benedetti asked if they got the same thing about the holiday pay being put on the regular.

Mr. Gibson stated that is one of the things they were wanting and if everyone would've agreed on something then maybe yes but no one could agree.

Mr. Gonder asked what the average cost of a firefighter per year.

Mr. Gibson stated with salary and benefits it is about \$68,000.00 per year for a rookie.

Mr. Gonder asked if you took overtime and hired seven more firefighters, would that eliminate the overtime.

Fire Chief Juliot replied if he could hire six that would pretty much eliminate it.

Mr. Blair asked why we can't just hire more firefighters to eliminate overtime.

Fire Chief Juliot stated that most cities do.

Mrs. Benedetti stated that we need to research how many firefighters are needed for our population. She then asked that the council receive a copy of the new contract as soon as it is signed.

Mr. Gibson stated that he would send that out.

Mrs. Benedetti asked about the vacation sell back and comp time.

Fire Chief Juliot said that it is minimal and get that information for the council.

Mrs. Benedetti asked if we are in the position with police and fire to do any buyouts.

Mr. Gibson stated that he thinks that there would be people interested but the current budget did not factor that in from that perspective. He also stated that if the council is interested he has an ordinance that has been pre-drafted for a while that could be discussed.

Mr. Coffey joined the meeting at 7:05 p.m.

There was a lengthy discussion regarding police and fire buyouts.

Mr. Gibson stated that he did have an intern do some research on it this past summer.

Mr. Coffey stated that the structure has to be set in place and the union has to agree to it.

Mrs. Benedetti asked Mr. Gibson if he would like to do a work session on it or put a committee together.

Mr. McLaughlin stated that there is a fire committee.

Mr. Gibson stated that he would prefer to have a committee and then bring it back for discussion.

Mr. Gonder stated that the rookie salary would be about \$70,000.00 and asked what the higher tiered salary would be.

Mr. Gibson replied \$85,000.00-\$90,000.00.

Mrs. Benedetti stated that if a committee is formed in the meeting, she would like to serve on that.

Mr. Blair stated that we already have the fire committee.

Mr. McLaughlin stated that they will start with the fire committee.

Mr. Blair asked Fire Chief Juliot where he will get the extra \$200,000.00 for overtime.

Fire Chief Juliot replied that he will just have to be conservative in other line items.

Mr. Blair asked if he can move that without council approval by resolution.

Fire Chief Juliot replied not within his salary line items.

Mr. Gibson explained that they can't move a like a 4400 line item to a 4100.

Mr. Blair asked if there is enough in other salary line items and other areas to make up the difference because he doesn't see it.

Mr. Gibson replied to be honest, he doesn't know. He did say that there is a little room there because we budgeted a 3% increase but they didn't get it because of the contract.

Mrs. Benedetti asked if the representatives in the negotiations are supposed to take the findings back to the firefighters and let them vote on it what is being proposed by the city.

Mr. Gibson stated that is the way he has understood it but he found out that there was a committee and they didn't take it back to the firefighters. He then moved on through the budget and stated that one of the things they will see is deferred comp which is in their contract and was not budgeted in the past.

Mr. Blair asked where it was paid from before.

Mr. Gibson stated that he would have to look.

Mr. Blair asked about medical insurance and benefits.

Mr. Gibson stated that the anticipated increase is 10.8% from last year and this what he is budgeting for now. He said that they will have a firm number by September 29th.

Mr. Blair asked if that is leaving deductibles and everything the same.

Mr. Gibson replied yes.

Mr. Blair asked if we have thought about changing any of that.

Mr. Gibson replied that we have but a lot of this is locked into the contracts and we get a lot of push back when we try that.

Mr. Gonder asked Mr. Gibson if he had already addressed the medical for retirees over 65 going from \$0.00 to \$282,000.00.

Mr. Gibson stated that they consolidated some things and he would have to ask Mr. Flynn because he is handling and trying to nail down the insurance and audits the monthly billing. He said that the \$182,000.00 from last year that was in line item 4142.08 is part of the \$282,000.00 for this year. He added that he doesn't know why it is \$100,000.00 more but will find out. He then moved on to the fire pension and went over it with the council.

ADJOURN:

There being no further business before the board, the meeting adjourned at 7:30 p.m.

Pat McLaughlin, President

Vicki Glotzbach, City Clerk