

**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 25, 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. Caesar, Mr. Phipps, Mrs. Benedetti, Mr. Blair, Mrs. Baird, Mr. Gonder and President Pat McLaughlin. Mr. Coffey and Mr. Zurschmiede were not present.

OTHERS PRESENT: Mrs. Moeller, Police Chief Bailey, Mr. Mills and Mrs. Glotzbach

Mrs. Moeller stated that this evening they were going to do the demonstration but instead of an hour long presentation Police Chief Bailey will have handouts. She explained that she brought the Weights and Measures budget along with the cemetery budgets just in case they get done early. She stated that Mike Mills is present to talk about the police pension and explained that the police retiree's healthcare has come out this year and it is in the regular police budget. She explained that they are going to start with the police pension funds and stated that that they are pretty cut and dry in that the city pays them out and then they get reimbursed by the state.

Mrs. Benedetti asked Mr. Mills if he could explain the 25 and 77 funds.

Mr. Mills stated that the 1925 fund payout would be the certified salary (first class patrol salary) X 30 year's longevity and the 1977 fund is salary times 20 year's longevity.

Mr. Gonder asked what a certified salary is.

Mr. Mills stated that it is the salary for a first class patrolman

Mr. Phipps asked if the 77 is better than the 25 and that is why some people convert.

Mr. Mills stated that each fund has its pros and cons and it was an offer that was made throughout the state and about 20% of the officers took it.

Mrs. Benedetti asked if there was a reason that the pension to possible retiree number is low.

Mr. Mills stated that there is only one left and once that person retires that line item could disappear.

Mrs. Baird asked about the dependents and if that would be children of a deceased officer.

Mr. Mills stated that it applies to children under 18, children in school until 23 or children handicapped for life and they receive 20% of the 30 year patrol salary.

Mrs. Benedetti asked if during negotiations for the contract he is involved because of the pensions.

Mr. Mills replied that he is really not involved in the negotiations.

Mr. Blair stated that when looking at the budget to actual they are spending more than they are budgeted and asked how they are going to finish the year out.

Mrs. Moeller stated that he is about 72% overall and explained that they are paid monthly and October's payment may have already come out of September's.

Mr. Blair stated that at the end of August it looked like it was high

Mrs. Moeller stated that it would depend on when she ran the report.

Mr. Mills stated that there is additional money in the pension fund so if something were to happen they could do an additional appropriation.

Mrs. Moeller asked the members to go back to the police budget and explained that she thinks that there are increases on the top half and none on the bottom. She stated that in 2015 they budgeted for 2% raises as well as a significant increase in PERF

Mrs. Benedetti asked if the union contract is settled.

Police Chief Bailey stated that contract is settled.

Mrs. Benedetti asked about the current contract.

Police Chief Bailey stated that there is a current contract that is under arbitration but the determination has not been brought back.

Mrs. Benedetti asked Chief Bailey if he knew of anything substantial in that.

Police Chief Bailey stated that there wasn't a difference monetarily but of opinion on comp time is calculated. He explained that the arbiter is looking at the 2% as well as other small items dealing with school resource officers but the big chunk regarding the holiday pay base has been settled and adjusted in the 2015 proposal.

Mr. Blair stated that when he calculates the salaries it he comes up with 3% rather than 2%.

Mrs. Moeller stated that she would double check that. She moved on to overtime, social security, PERF, unemployment comp and explained that they have no control over those figured because they are by percentages. She stated that they restructured insurance and are now doing monthly reconciliation and during the audit they adjusted the police budgets to represent the correct figures which lead to a \$150,000.00 increase.

Mr. Blair asked if they are seeing that across the board.

Mrs. Moeller stated that it varies, some are over and some are under.

Mr. Blair stated that when he adds all of the lines he is coming up with a 13.6% increase in insurance.

Mrs. Moeller stated that they have been told by Humana to expect a 10.8% increase right off the bat and with that in mind that is why it is so large.

Mr. Blair asked what percentage the city pays vs. employees.

Mrs. Moeller stated that it varies and goes contract by contract. He explained that the non-bargaining hasn't changed.

Mr. Blair asked if they took that into consideration during negotiations.

Mrs. Moeller stated that we have open enrollment in October and that it has been bid out to other companies but they budgeted for the 108% with Humana.

Mrs. Benedetti stated that a majority of the police department took the HSA but not as many firefighters.

Police Chief Bailey stated that they try to sell the new hires on HSA.

Mrs. Moeller stated that these are projections and they look at the audit each month to make sure that what they are paying Humana is correct. She moved on to operating expenses and asked Police Chief Bailey to come forward to answer any questions that the council has.

Police Chief Bailey stated that there have been very few changes from 2014 to 2015 and asked if they had any questions.

Mrs. Baird asked about the clothing expense.

Police Chief Bailey stated that there was an increase in the previous contract of \$400 per officer.

Mr. Blair asked if there is an escalating cost for uniforms in the new contract.

Police Chief Bailey stated that the FOP was awarded the additional payments in the contract so it was ratified and there is a back pay to shore up the 2014 contract but the amount has been budgeted into the 2015 contract.

Mr. Gonder asked how many uniformed officers they have.

Police Chief Bailey stated that they have 68.

Mrs. Benedetti asked about the arbitration and some rumors she has heard about it.

Police Chief Bailey stated that he can't speculate about it because he wasn't part of the negotiations.

Mr. Blair asked about the gasoline.

Police Chief Bailey stated that he thinks that they have been very frugal with their consumption but they can't control the gas prices.

Mr. McLaughlin asked if they sometime run their cars for their computers.

Police Chief Bailey stated that those cars are so laden with electronics which runs the batteries down very quickly so they do have to keep the vehicle running. He explained that the new cars are more efficient and the new lights are as well but it will take a while to replace all of those.

Mrs. Benedetti asked if the council could get a list of all officers' comp time.

Mr. Blair stated that it looks like vacation, comp time and sell back hasn't been used much this year.

Police Chief Bailey stated that typically officers use that toward the end of the year for holidays. He explained that he has a firm grip on any new comp time is making a concerted effort to control it and mitigate it.

Mr. Blair asked if there is any way to force them to sell vacation and comp time now to clear it out.

Police Chief Bailey stated that in the contract they can hold on to 100 hours.

Mr. Blair stated that they are talking about a \$500,000.00 increase in their budget.

Mrs. Moeller stated that the majority of the increases are in PERF, health insurance and the standard increase in salaries.

Mr. Blair stated that the growth rate is 2.7% but this one is 6.2%.

Mrs. Moeller stated that they do have a balanced budget and this is part of it.

Mrs. Benedetti stated that it seems like they talk about budgeting things in and they never get a chance to plug those numbers in and there isn't any flexibility when it gets to them.

Mrs. Moeller explained that a majority of the police budget is the same as 2014 and he has kept his operating budgets down and the things that have increased are beyond his control. She moved on to communications which is in the EDIT budget and explained that the insurance benefits have been adjusted as well. She stated that all of their other expenses have stayed the same.

Mrs. Benedetti stated that she doesn't understand the clothing allowance for the communications employees and asked how many employees that department has.

Mrs. Moeller stated that the uniforms are a contract item.

Police Chief Bailey stated that since he began managing them again he does hold them to a tight standard with regards to their uniforms. He explained that there are currently 11 full time and 1 part time. He stated that they have a staffing issue and they would like to increase that by 2 because it is nearly impossible to manage that job with just two individuals in the office and it is fundamentally important to make this increase.

Mr. Gonder asked how much the combined two salaries would be.

Mrs. Moeller stated that by readjusting the insurance costs they can add these two people and still come in under last year's budget.

Mr. Blair stated that he wasn't here on discussions about merging communications with the county and wondered if the need for more staffing would warrant having more conversation about that.

Mr. Caesar stated that he would like to see this budget put back in the General Fund.

Mrs. Moeller moved on to the Police Merit Commission budget and explained that it is the same as it was last year.

Mr. Gonder asked what happens with seizure money.

Police Chief Bailey stated that it gets tied up in bureaucracy and explained that when assets are seized they go into either federal or state bureaucracy and the cases have to be adjudicated prior to any money being disseminated and they do not get the totality of that.

Mrs. Benedetti asked if it goes back into the same account

Police Chief Bailey stated that it goes into a separate fund.

Mrs. Moeller stated that they requested information on the police management software and Chief Bailey is going to speak to that.

Police Chief Bailey stated that historically their records management system was very simple and didn't allow for any upgrades. He gave a brief history of their records management system, Spillman, and how it goes through CAD and then sent to the mobile units. He explained that this is where all of their reporting is done and it is a UNIX based system which is outdated and at a dead end with regards to what it can provide for them. He stated that the software is no longer supported and that is a big problem and the hardware is also outdated and not serviceable. He explained that just to replace the server is about a \$20,000.00-\$23,000.00 bill and to upgrade Spillman into something that is more current is another \$123,000.00. He stated that because of this they started looking at other products and they came across a product called Interact and he thinks it is a great product and because it is Windows based it is limitless and also is capable of interacting with all the other programs that they use and access to information to every other system that utilized interact. He explained one other great aspect of this system is that it is all web based and there is no server which makes it far above any other program on the market. He stated that they will have to pay for maintenance but they do that with the Spellman program now. He explained that the rough numbers for the system is \$351,000.00 and about \$50,000.00 year.

Mr. Gonder asked if there are levels of accessibility to the program for different departments.

Police Chief Bailey explained that there are different modules which would work with all the different departments.

Mr. Blair asked if he had spoken with the Building Commissioner because he was looking for a record keeping program too.

Police Chief Bailey stated that he hasn't yet.

Mr. Blair asked if he has done any research on the company to see how strong they are financially to make sure they are going to be in business.

Police Chief Bailey stated that he did not but based it on how many users they have.

Mrs. Benedetti asked if there are any federal monies or grants that they could get on this.

Police Chief Bailey stated that he doesn't know of any but his ear is to the ground.

Mr. Gonder asked if this could be taken from the TIF funds.

Mrs. Moeller stated that she would have to check.

Mr. Blair asked how the officers are responding to this.

Police Chief Bailey stated that they have had a few demos and the officers are responding very positively.

Mr. Phipps asked if training would be provided.

Police Chief Bailey stated that it would.

Mrs. Benedetti asked if they shopped around for other programs.

Police Chief Bailey stated that they feel strongly that this is the only program that meets all of their needs including mapping and the intuitive aspects.

Mr. Blair stated that as long as he has evaluated other systems and done his research then he is okay with that.

Police Chief Bailey stated that there are other systems out there that are way more expensive but this is the one that meets all of their needs.

Mr. Blair stated that the difficulty he is having is how they are going to afford it.

Mrs. Benedetti asked how many cars he is looking at asking for this year.

Police Chief Bailey explained that to get them to a really good place they would probably need an appropriation for 15 vehicles. He explained that the plan was to roll the fleet over every seven years and they had a formula to calculate that.

Mrs. Benedetti asked if they have anyone that inspects the cars.

Police Chief Bailey stated that he does and he is probably one of the strictest inspectors they could find.

Mrs. Benedetti asked what the abandon vehicle lot brings in

Mrs. Moeller stated that she would have to look that up.

Police Chief Bailey stated that he thinks it varies.

Mrs. Moeller passed out the Weights and Measures budgets and explained that \$25,000.00 is the city's portion per their agreement with the county. She moved on to Fairview Cemetery budget and stated that part-time has gone down a little but equipment expense has gone up \$25,000.00 because they need equipment for safety reasons and to make their jobs a little easier. She explained that this is equipment that they have needed for a while but just haven't asked for.

Mrs. Benedetti asked why their water bill is so high.

Mrs. Moeller stated that she would have to look into it.

Mr. Phipps asked if there would be any validity in merging the cemetery with the Parks Department.

Mrs. Moeller stated that she isn't sure but they are finally getting that department brought up to speed with new technology and feels like they have just been doing without in the past and not asking for what they need.

ADJOURN:

There being no further business before the board, the meeting adjourned at 7:50 p.m.

Pat McLaughlin, President

Vicki Glotzbach, City Clerk