

**THE COMMON COUNCIL OF THE CIVIL CITY OF NEW ALBANY,
INDIANA, HELD A REGULAR COUNCIL MEETING IN THE COUNCIL
CHAMBERS AT NEW ALBANY CITY HALL ON THURSDAY, SEPTEMBER
21, 2023 AT 7:00 P.M.**

MEMBERS PRESENT: Council Members: Mr. Dickey, Mr. Phipps, Mr. Blair, Mr. Aebersold, Mr. Applegate, Mrs. Griffith and President Collier. Mrs. McLaughlin and Mr. Turner were not present.

ALSO PRESENT: Ms. Stein, Mrs. Moeller, Mr. Wood, Mr. Gibson and Mrs. Glotzbach.

CALL TO ORDER: President Collier called the meeting to order at 7:00 p.m.

MOMENT OF REFLECTION:

PLEDGE OF ALLEGIANCE:

ROLL CALL:

APPROVAL OR CORRECTION OF THE FOLLOWING MINUTES:

Mr. Applegate moved to approve the Public Hearing Meeting Minutes for September 7, 2023, Mr. Phipps second, all voted in favor with the exception of Mrs. McLaughlin and Mr. Turner who were not present and Mr. Blair who abstained.

Mr. Applegate moved to approve the Regular Meeting Minutes for September 7, 2023, Mr. Phipps second, all voted in favor with the exception of Mrs. McLaughlin and Mr. Turner who were not present.

COMMUNICATIONS – COUNCIL:

Mrs. Griffith thanked the city for putting out signs when we are doing paving because it is very helpful to let people know which streets are being done. She said she has gotten great feedback on that. She said that Mrs. Glotzbach put on her Facebook where you can actually tag lights that are out in the city for Duke Energy. She said that she appreciates that link, and with the sun going down early, it's a good time to figure out which lights are not working properly. She added that it is very easy to use and you just go to www.dukeenergy.com. She stated that she sent requests to the president for updates on the DORA and traffic calming.

Mr. Aebersold stated that the idea of milling and paving on Charlestown Road at night was a good idea. He said that he hasn't talked to any officials yet to see if they had comments from people that lived along there on whether it was very noisy or not. He added that they did it in about two or three days and it was a pretty good stretch. He stated that he thought that was a pretty good idea to do it at night time and they may want to think about doing that more.

Mr. Phipps stated that he got a complaint from an 83-year-old man, which was his father, who lives on Charlestown Road and he lost sleep one entire night because of the grinding. He said that once they got to paving, it wasn't too bad but he said he finally got up and went on the front porch and watched them for three or four hours, and then went back inside and worked puzzles for the rest of the night. He stated that he did lose one night of sleep and was kind of grumpy about that. He then stated that he would like to request to move Z-23-02 to the top of our ordinances so that they don't have to wait through the budget.

Mr. Phipps motioned to move Z-23-02 to the top of the agenda, Mr. Dickey second, all voted in favor with the exception of Mrs. McLaughlin and Mr. Turner who were not present.

Mrs. Collier explained that they did have Mrs. McLaughlin and Mr. Turner planning to attend this meeting virtually, but since this is a meeting that includes a budget vote, Ms. Stein looked into how the state statute read on that to make sure that we did everything properly. She stated that the state statute does say that when we have a vote on the budget, no member can participate, and by participate that means not even take part in roll call. She said unfortunately, they cannot be on that Zoom link tonight but if they want to observe the meeting, they can do so through the transparency portal.

Ms. Stein stated that it is a new law and we are getting used to it, but before that law passed, you had to be physically present at a meeting to vote. She said now the legislature allows for council members to attend electronically, but it said not in these instances, and there are just a few exceptions to that. She stated that you have to be in person to count as present at a meeting to deliberate a vote in those few exceptions and the budget is one of them.

COMMUNICATIONS – MAYOR:

COMMUNICATIONS – OTHER CITY DEPARTMENTS OR CITY OFFICIALS:

REPORTS – COMMITTEES, BOARDS OR OTHER OFFICIALS AS REQUESTED BY A MAJORITY VOTE OF THE COUNCIL:

Executive Session Pursuant to Ind. Code 5-14-1.5-6.1(b)(7) for the purpose of discussing records declared confidential by state statute – Blair

Mrs. Collier stated that they have a request for the above executive session.

Mr. Blair stated that it has been a real frustrating situation trying to get communication from and trying to meet with the administration to understand how things happened, and more importantly, what the management plan is to resolve issues. He said that he knows that all of the members here were either at the meeting or had privy to the confidential management letter. He said that he will continue to keep that confidential because that is what is required by state law, but he also wants to talk about not only the issues that SBOA revealed, but there are some other things that he is concerned about in our sewer department. He stated that as you know, he reviews financial information pretty regularly and when you look at last year and a comment that he saw in the sewer minutes, we are under budget in collections. He stated that last year we collected \$600,000.00 less than what we projected for budget so he thinks we have to understand what happened there. He asked why we come up \$600,000.00 short on fees? He said that Mr. Ed Wilkinson in the August meeting said that we were 7% behind budget this year as far as collection of fees. He stated that the other thing is that he regularly reviews the financial information and the only financial report we have received this year is January, so we have not received February and forward. He said that he understands that we are in the process of getting those financial statements prepared, but asked how are we supposed to monitor and look at the financial situation when we don't have financial information to review? He stated that with that and also the fact of the confidential management letter, he would like to call for an executive session for the council and the administration. He said that they can sit in a private setting and discuss the results and the findings of that report plus they can get the detail around why we come up short on a budgeted basis for fees.

Mrs. Collier stated that she sent Mr. Blair an email earlier today and asked him to respond to the request that she sent out, so once he responds to that request with her in favor vote for the executive session, that will be her five to go ahead and start scheduling it, but she hadn't heard back from Mr. Blair.

Mr. Blair stated that he can show Mrs. Collier his email because he sent it right back right after she sent it to him. He requested to have a roll call vote as far as who agrees to the executive session?

Mr. Dickey stated that if Mr. Blair has the five members, he doesn't see that a vote is necessary. He said that he thinks that you just schedule the meeting.

Mrs. Collier stated with that being said, she intends to try to schedule it prior to their next meeting at 6:00 p.m.

Mr. Blair stated that he gets that but he started working on this on August 18th. He said that they met at the exit conference with SBOA on August 16th and he started with emails to the administration, he did phone calls and he actually dropped a letter off to the administration, so he has been trying to get information as to what is going on for quite a while now. He stated that he thinks they need to put some urgency and meet fairly quickly to understand what is going on.

Mrs. Collier stated that she knows that Mrs. McLaughlin was in favor of that executive session and would like to attend, but due to her schedule, that is probably about the best time that they can do that.

Mr. Blair stated to go ahead and schedule it so they can at least get a date on the calendar.

Mrs. Collier stated that she has her five and if Mr. Blair will reply to her email, she gave her approval and her intentions were to schedule it on a day that Mrs. McLaughlin is able to attend.

Mr. Blair stated that the fact that they are gathered here and have a quorum, don't you think that we should take a vote just to confirm it? He said that way it is set and we know exactly who voted and how they voted and we don't have to worry about email correspondence.

Mrs. Collier stated that she has it in her email which is what they agreed to.

Mr. Blair stated that she obviously doesn't have his.

Mrs. Collier stated that she could check it again right now.

Ms. Stein stated that if President Collier wants to say the five people that are in favor so that we have on record that we have five people in favor of this meeting.

Mrs. Collier stated that she has received a few other responses today but not Mr. Blair's. She said that they do have enough and the responses that she has received in favor of executive session are Mr. Applegate, Mr. Phipps, Mr. Aebersold, Mrs. McLaughlin, Mr. Turner, Mrs. Griffith and herself.

Mr. Blair stated that is fine.

Mrs. Collier stated that she will try to schedule it before the next meeting.

APPROVAL OF CF-1 FORMS:

INTRODUCTION OF ORDINANCES:

READING

COMMUNICATIONS PUBLIC: Z-23-02 Pickleball Club PUD

COMMUNICATIONS PETITIONER: Z-23-02 Pickleball Club PUD

Z-23-02	Ordinance Amending the code of Ordinances of New Albany, Indiana title XV, Chapter 156 (Docket P-01-23: Thomas O'Neill for Mile 99 LLC Requests a Preliminary Planned Unit Development (PUD) to permit a pickleball club and events center in the LDR, Low Density Residential and SS, Steep Slopes districts, at 1902 Corydon Pike.)	Phipps 3
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Mr. Phipps introduced Bill Z-23-02 and moved to approve the third reading, Mr. Dickey second, all voted in favor with the exception Mrs. McLaughlin and Mr. Turner who were not present. Bill Z-23-02 becomes Ordinance Z-23-09.

Mr. Phipps asked if the petitioner has anything additional to add from what was discussed at the last meeting?

Mr. John Kraft said that they do not.

COMMUNICATIONS PUBLIC: A-23-04 General Fund and Other Budgets

Ms. Joyce Riley, 3218 Hickory Grove, stated that she wanted to thank everyone that voted to keep the budget the same because it meant a lot to a lot of people that go onto Nextdoor and she has heard a lot of very positive communication about this. She said that she wanted to address something that Mr. Blair had said about it doubling the budget going from what it was with the county to it by itself. She was under the impression that the city had to step up a lot to cover the funds from the county and she did find in 2021, a joint meeting of the county offices in which Mrs. Connie Moon stated that the budget hadn't been reviewed since the 1990s. She said that she kind of thought why would you wait this long if there is that much of a change in the budget coming from the county? She stated that Mrs. Moon also put on there that they paid their funds with Riverboat towards the animal shelter budget and that they felt that 2021 would not be a good year for the Riverboat mainly because of the pandemic. She said that it was on that agenda that they voted to give nothing towards the shelter. She stated that left the rest of the budget that they had planned for the shelter to be paid by the city and then it happened again this past year, but they did manage to get \$250,000.00 out of them but they have still not paid anything in 2023. She said that is completely gone and feels that it would be great to present a unified vote on the council to the people and the county letting them know that we stand behind the shelter, and that we want to make sure that the animals are taken care and that all programs continue. She stated that she would like to see the budget go through as it is without any cut because she was told there would be a possible cut of 25%, but that hasn't happened so far and she is very happy to be here saying this.

COMMUNICATIONS PETITIONER: A-23-04 General Fund and Other Budgets

A-23-04 An Ordinance to Fix the General Fund and Other Budgets for the Year 2024 Dickey 3

Mr. Dickey introduced Bill A-23-04 and moved to approve the third reading, Mr. Phipps second, all voted in favor with the exception of Mr. Blair and Mrs. Griffith who voted no and Mrs. McLaughlin and Mr. Turner who were not present. Bill A-23-04 becomes Ordinance A-23-10.

Mr. Blair moved to table the budget for tonight, Mrs. Griffith second, all voted no with the exception of Mr. Blair and Mrs. Griffith who voted yes and Mrs. McLaughlin and Mr. Turner who were not present.

Mr. Dickey stated that as they discussed at their work sessions and at the last meeting, this is the general fund budget allocating funds through numerous departments such as police, fire, etc. He said obviously, as they discussed last time, they are expanding capabilities with regards to our ambulance coverage through this budget. He stated that they are obviously continuing to ensure that we are able to properly address our roads and other street needs with this as well as general public safety. He said that he doesn't know if there are any additions questions or comments on any particular line items, so he will yield the floor for council comment and discussion.

Mr. Blair stated that first of all, budgets are the entire city and all of the departments and we have to look at every area and make sure that we balance things and look at the needs of everything. He said to be of special interest to one department it is just tough and if we have an area that is not providing as much service as it has in the past, it just makes sense to maybe take money from that department and move it to other areas that need funded

and we know we need resources for. He stated that it is tough as a councilmember to look at the budget because we have to look at all of the needs and balance those needs and decide what is necessary and where all of the different needs are. He said to just make it the animal shelter he doesn't think is right. He stated that we have until November 1st to approve the budget, so we have five full weeks to make revisions. He stated that he has been concerned about the animal shelter budget and he will repeat what he has said before. He said that we have cut the service area by more than 50% and so that would just suggest that there would have to be a reduction in the funding because we are serving less people and less population. He stated that \$744,500.00 budget is a lot more than what we actually spent last year and is \$100,000.00 more because we spent \$636,000.00 last year on the budget, and then this year on the run rate annualized for June, we spent \$662,000.00. He said that we are actually allowing our spending to go up more than what it has been than when it has been a joint shelter and that \$100,000.00 is a big increase in expenditures. He stated that his understanding is that there are two positions that are open and we are concerned about cutting workers, so just don't hire those two positions. He said that when you look at it, we are asking the city to step up and fund about \$400,000.00 more in the budget than we did when we had a joint agreement with the county, and he just can't justify that \$400,000.00 increase versus other items that we need to take care of and manage from the city budget. He stated that one area that he hasn't talked about very much and wants to put emphasis on is the city employees' pay. He said that we are doing a 2% increase on their pay and DLGF is giving us a growth factor, which is based on inflation, and they are giving us a growth factor of 4%. He said that they expect our budget to grow 4% and we are holding employee pay down to 2% so the extra 2% that we are not using is going somewhere else. He stated that when you look at the background of inflation, for the last 12 months has been 3.7%, but in 2022 based on the CPI, inflation was 6.5%, so we are lowering the purchase power of our city employees. He said that they don't have the spending power that they had before because of inflation, so we should be looking at something that is more than 2% for employees just so they can stay up with inflation, so they can maintain their purchasing power. He also said that as you all know, we have \$1M PILOT coming from our sewer department and he asked the question where is that as a revenue source? He stated that he still hasn't gotten the answer from that. He said there is \$1M there and he did not see it on the January sewer statement as an expense item, but he would still like to know when we are going to receive that \$1M from the PILOT and how it is going to come into our budget. He added that is a question that he still hasn't received an answer for. He then stated that fire trucks are a big need that we have. He said that we know we have about seven vehicles that need to be replaced in the near future, so when you look at replacing fire vehicles and if you are doing seven, it becomes more of a revolving replacement. He stated that you fund one and then pay it off and then fund the next one, and by doing it through financing, we are actually creating a revolving credit card. He said that for your ordinary replacement of vehicles over a period of time, you should save and build up the account and then you purchase it. He stated that instead, we are financing them so we are getting money advanced and that money is costing us \$81,600.00 based on the amortization schedule that we are going to see. He said that is over a three-year period but that is equivalent to almost two police cars, so we are giving up the purchase of two police cars because we are in a situation where we are forced to finance fire trucks. He stated that if we would have planned and saved over a three-year period for a fire truck, we wouldn't be in this position where we have to finance trucks. He would say that if we only had to purchase one truck, that would probably make sense, but the fact that we have to constantly be replacing trucks, we should be paying cash just like we have previously with police cars. He stated that we know that we have a need for new software in our 911 Communications Department and we have a new building, but we don't have the funds to move them over to the new building, so we are going to have empty space in the police department. He said that we are going down the step of having to merge with the county 911. He stated that the county has \$600,000.00 of money that they are getting from the telephone tax that should be shared with us. He said that we have open positions and by merging with the county, we can also staff better and we can do our scheduling better on a 24/7 basis, so we are probably going to be forced to look at merging with the county because we haven't planned, and don't have the funds to appropriately fund our 911 Communications. He stated that another thing that bothers him is that there is no plan for street paving we should do; we basically just take a pile of money and whatever we have

left over, that is what we use for street paving. He said that we hope that we get the Community Crossings Grant, which we have been successful in getting, but we don't have how much we should be paving every year. He stated that his suspicion is that we've got deferred maintenance out there. He said that we have gotten behind on street paving because we don't know what we should be doing every year; we are just putting as much money towards it as we can. He stated that we have talked about sidewalk repair and his understanding is that we are going to have an inventory for that, but we are not funding anything this year, so that means that the first time we implement the plan is going to be in 2024, so we are going to wait another year and a half or so before we can do sidewalk repair. He said that police car replacement is a perfect example because we should be buying new police cars every year because we know police cars wear out. He stated that we don't have any plans to replace police cars and he has a feeling that it is going to be another financing situation. He said that with all of that, he thinks the prudent thing to do is to step back and revise the budget, and try to take care of some of these other areas and sort of right size what we should do with the animal shelter, and then come back. He stated that we have until November 1st to pass this budget and we haven't made any revisions in the budget up to this point. He said that he was going to make a motion to table this ordinance for tonight and then we can either meet in a work session or at the next council meeting to talk about changes and things that should be done to the budget.

Mrs. Griffith stated that next year for the council, she thinks it would be great and help with the budgeting session if the people who are part of the committees help the rest of the council understand before we get to this point. She said it's the same with fire and she knows that they have the different boards and she is only on one and is coming late to the game, so if there is a way to set the council up next year where they are more active before the work session comes to place, she thinks that would be very helpful.

COMMUNICATIONS PUBLIC: A-23-05 Non-Reverting Budgets

COMMUNICATIONS PETITIONER: A-23-05 Non-Reverting Budgets

A-23-05 An Ordinance to Fix the Non-Reverting Budgets Dickey 3 for the Year 2024

Mr. Dickey introduced **Bill A-23-05** and moved to approve the third reading, **Mr. Phipps** second, all voted in favor with the exception of **Mrs. McLaughlin** and **Mr. Turner** who were not present. **Bill A-23-05** becomes **Ordinance A-23-11**.

Mr. Dickey stated that they have gone over this now in several different sessions and the non-reverting budgets tend to be a little less controversial he thinks. He opened it up for comments on any of these but he thinks all of the discussions that they have had have largely reflected the numbers that are presented tonight.

COMMUNICATIONS PUBLIC: A-23-06 Salaries for Non-Bargaining

COMMUNICATIONS PETITIONER: A-23-06 Salaries for Non-Bargaining

A-23-06 An Ordinance Setting Salaries for the Year 2024 Applegate 3 for Employees

Mr. Applegate introduced **Bill A-23-06** and moved to approve the third reading, **Mr. Phipps** second, all voted in favor with the exception of **Mrs. McLaughlin** and **Mr. Turner** who were not present. **Bill A-23-06** becomes **Ordinance A-23-12**.

Mrs. Griffith moved to change the increase amount to 4%, **Mr. Phipps** second,

Mrs. Griffith withdrew her motion and **Mr. Phipps** withdrew his second.

Mr. Applegate stated that this is based off of the 2% that we had talked about and is what is in the current budget. He said that he couldn't help but to listen to what **Mr. Blair**

said about the 4% increase and doesn't think that is an incorrect statement, but he will wait and see if anyone puts any amendments out.

Mrs. Griffith asked if it is able to be amended since the other budget is set?

Mrs. Collier told her that she can make a motion to do something and they can have a discussion on it if that is what she would like to do.

Mrs. Griffith stated that she would like to go ahead and make a motion to increase it to 4% if it is in the budget because after Mr. Blair stated that, she agrees that the cost of living has gone up 6% and we are only giving the employees 2%, so that would be nice for discussion.

Mr. Blair asked Mr. Gibson if they would have to look at the other budget and figure out where to move some funds over and reduce some other things to do that?

Mrs. Griffith said that was her concern.

Mr. Aebersold asked where it is going to come from?

Mr. Gibson stated that the budget that was just passed is using the revenue for that. He said that they do evaluate, and if you recall last year, there was a 6% increase. He stated that it can be looked at again next year and find out where revenue streams are and things of that nature.

Mr. Blair stated that he would be in favor of a stipend or something. He asked if there is money that they can take out of Riverboat or something and do a stipend? He would be in favor of doing something to that effect.

Mr. Gibson stated that there are options that are obviously available.

Mr. Blair asked if they table it, could he come back with a suggestion or something?

Mr. Applegate stated that they have already approved the budget.

Mr. Gibson stated that they could evaluate the resources, the revenues and the balances and come back with an amendment to the salary ordinance with a stipend or something of that nature. He said that could always be done even after you pass it.

Mr. Blair asked if they approve the amendment that was just introduced and have approved the budget, could he come back with a suggestion or alternatives for them?

Mr. Gibson stated that he would suggest to them to approve the salary ordinance and then evaluate and come back with a recommendation from some other additional funds or an evaluation of the balance of the general fund for the stipend, and then do an amendment to the salary ordinance.

Mr. Applegate asked if that would be next year?

Mr. Gibson stated that it doesn't have to be ultimately.

Mr. Dickey stated that would also allow them to get certain information, for example, social security will set their cola for the year he thinks in November or late October, so they would have other data sets that they could compare where inflation is at that point.

Mr. Gibson stated that stipends, from a certain standpoint, are easier to budget for because it is a one-time thing and doesn't increase your budget per say, but it does recognize a need or recognize a spot where you could assist employees.

Mr. Phipps stated that he wanted to clarify that he knew his second would complicate matters but he just wanted to be on record that our city employees work very hard and

they deserve it. He said that is why he just wanted to at least affirm it even though they may not be able to do it.

Mr. Gibson stated that his recommendation would be to evaluate it and come back and amend the salary ordinance.

Mr. Blair stated that Mr. Gibson does a great job with the projections for EDIT and Riverboat and he could look at that and say what they have. He said that they are going to have to work with Mr. Gibson and the staff to figure this out because it is complicated. He added that it is all intertwined, so if they are going to do something, he wants to make sure that they do it correctly and appropriately.

Mr. Gibson stated that his recommendation would be to look at amending it for that potential stipend or something that was brought up and then you can evaluate it as it is now. He said the he does want them to keep in mind that they are talking about probably 80 non-union employees. He asked Mrs. Moeller if that is correct?

Mrs. Moeller stated that there are about 100.

Mrs. Griffith asked if she could amend it to at least look at the possibilities of what choices we have?

Mrs. Collier stated that the motion was made and second, so they do have to vote on it or she could withdraw her motion.

Mr. Blair stated that because of the complexity of it, he would like to see if there is an alternative and then come back at the next meeting with an amendment to the salary ordinance. He said that should give them enough time to get it done and get it in Gateway.

Mr. Gibson stated that they would have to do another ordinance to amend the salary ordinance and they would have to potentially advertise, so there are a few complexities that he needs to go over to be able to answer it correctly. He said that they may have to do some advertising again or something like that.

Mr. Blair stated that as you can see, he didn't expect this to get traction tonight so he is fumbling a little.

Mrs. Griffith stated that she will withdraw her amendment to uncomplicate it. She then apologized.

Mr. Blair stated that is okay and he appreciates the thought.

Mr. Gibson stated that he can lay the process out here in a week or so of what that would look like and timing wise to make sure that we are statutorily doing it right.

Mr. Blair asked if they would also have the ability to do an appropriation and say we appropriate this amount of money out of Riverboat for a stipend for like a year-end bonus for the employees?

Mr. Gibson replied yes, they can do that.

Mr. Blair stated that may be cleaner and neater to do it that way.

Mr. Gibson stated that might be the cleanest way. He said they could do an additional before the end of the year for a stipend or something like that depending on the funds that they look at.

Mr. Blair said he assumes they can get salary information, not names, so they know basically what kind of increase they are giving each person. He said that he is visualizing a straight dollar amount for each individual.

Mr. Gibson replied yes, they can give them the true number of how many employees there are.

Mr. Blair stated how many employees there are and what their wages are and if we did a certain amount, what percentage of their pay would be on average type thing.

Mr. Gibson stated that they can figure it out. He said that he will just have to tell him exactly what he is looking for.

Mr. Blair stated that his suggestion would be to go ahead and pass it and then look at doing an amendment or just a separate appropriation.

COMMUNICATIONS PUBLIC: A-23-07 Salaries for Elected Officials

COMMUNICATIONS PETITIONER: A-23-07 Salaries for Elected Officials

A-23-07 An Ordinance Setting Salaries for the Year 2024 Applegate 3 for Elected Officials

Mr. Applegate introduced Bill A-23-07 and moved to approve the third reading, Mr. Phipps second, all voted in favor with the exception of Mr. Blair and Mrs. Griffith who voted no and Mrs. McLaughlin and Mr. Turner who were not present. Bill A-23-07 becomes Ordinance A-23-13.

Mr. Applegate stated that this includes the 2% and he thinks the discussion that they just had on the other ordinance should probably come over to the elected official's side. He said that there are quite a few items that are especially out of whack compared to other areas of similar size. He said that the clerk's salary is way low and those other items and this year would be the year to increase those because it is an election year, and most everyone up here is not running or running for a different position whether it is the same position under different parties or a different area in general. He stated that only a couple of people were elected last time to the exact same position under the same party. He said that just looking at it, you are probably looking at 20%-30% on a couple of these salaries and he thinks that it should be looked at. He stated that it is hard being an elected official to vote for these types of items, but there are many years that no increase was given because no one wants to give themselves a raise so compounding happens. He said that then you get way behind and then when you get to the point where he really feels that are at on a lot of items, you may actually stop people from looking at running for office. He stated that he thinks it is very counterproductive and you may not run for office just because it is not up to par with what the position compared to other places would be. He said that he knows that everyone does this for the public service side of it, but there is also the other side that is there that could open up other potential candidates, and he would rather have more people looking at running versus fewer that can because they may be financially stable to do that. He said that ultimately if they were to do something, he thinks they need to look at this as they are looking at the other ones and get it straight and right, so that from here on, there won't have to be any big jumps like that.

Mr. Phipps stated that Mr. Applegate is absolutely right because he thinks in the last 12 years, council took raises only two of those years, and one of which was an election year like this. He said that this is the time to do it because none of them are assured that any of them are going to be up here next year. He stated that it could be a totally new slate of people, so in theory, they are voting for the future mayor, the future clerk and the future council. He said that if they had kept up with those raises every year, they wouldn't be in the hole that they are in now, and he is afraid that if they don't do it this year, then it won't happen again in the next two or three years. He stated that they may kick the can down the road and say that they will do it in election year, and then for whatever reason, it will not be done and that causes salary compression, which is what is happening.

Mr. Aebersold stated that he agrees and if they are going to do this, this is the time to do it. He said not next year when you have another three years and increase the salaries each

year. He stated that if they increase the salary now, they don't know who is going to be in here next time and that's fine.

Mr. Phipps stated that in the future, they need to take the raise that the other city officials get or you will be in the same situation again in 10 years. He said that it is a tough bullet to have to bite, and when he was elected to the council, he said that he was going to do the right thing regardless of the political consequences of it and he thinks that is the right thing to do.

Mr. Blair stated that he doesn't know about the council positions but he would agree to the mayor's position and the clerk's position to get them comparable because those are full-time jobs, and they work hard. He said that over the years, our mayors have worked very hard including this mayor and thinks they deserve to be comparable when you start looking at market rates and market pay. He stated that he thinks a little differently about city council because we are part-time and we do receive benefits. He said that we are doing it more from a volunteer basis, and he thinks from that standpoint, he is not sure that he agrees with the city council increase but he does agree that we should look at the mayor and the city clerk. He stated that the problem is going to be the same as we just discussed, it is all intertwined and where are we going to get the money from. He said that if the council would agree to take it out of the animal shelter, he is for that because you have to take it from somewhere, it is not going just fall off of a tree.

Mr. Phipps stated that he would cut his salary before he took a dime out of the animal shelter.

Mr. Blair stated that he would go to zero if they want to do that.

Mrs. Griffith asked if there is a way that they could give full-time elected officials the 2% and not the council?

Mr. Applegate stated that everybody is full-time. He said that it is state statute.

Mr. Blair stated that he thinks they are classified as full-time even though they only come during the meetings and so forth.

Mr. Phipps stated that was a big debate the first year he was on the council because there was a resolution to take away insurance benefits from council members and it was a big hoopla. He said that he has never taken those benefits, but they checked with the state and they said no because it was a full-time position.

Mrs. Griffith stated so it is all or none.

Mr. Phipps stated that is correct.

Mr. Blair stated that they could still classify the mayor and the city clerk separate as far as pay increases. He said that they don't have to give everyone the same increase. He stated that in practice, the council doesn't work as many hours and they don't have a full-time office here as the other two offices do.

Mr. Applegate suggested that they pass the ordinance as is with 2% and then they look at the same adjustment as they mentioned in the other one.

INTRODUCTION OF RESOLUTIONS:

COMMUNICATIONS PUBLIC: R-23-07 Fire Truck Master Lease

COMMUNICATIONS PETITIONER: R-23-07 Fire Truck Master Lease

R-23-07 A Resolution of the City of New Albany, Dickey
Indiana, Authorizing the Execution and Delivery
of a Master Equipment Lease-Purchase Agreement

and Separate Lease Schedules and Certificates of Acceptance with Respect to the Acquisition, Purchase, Financing and Leasing of Certain Equipment for the Public Benefit; Authorizing the Execution and Delivery of Documents Required in Connection Therewith; and Authorizing the Taking of all Other Actions Necessary to the Consummation of the Transactions Contemplated by this Resolution

Mr. Dickey introduced R-23-07 and moved to approve, Mr. Applegate second, all voted in favor with the exception of Mrs. McLaughlin and Mr. Turner who were not present.

Mr. Dickey stated that they have kind of been discussing this as part of our budgetary discussions with regards to our fire truck replacement and basically setting course for a master lease payment with \$300,000.00 allocated annually over a three-year period. He said that this is the document which provides for that lease agreement and allows the administration to move forward with the fire truck commitment purchase. He stated that he didn't know if Mr. Gibson wants to address any of the documentation or if there are any questions, but he wanted to go ahead and open it up for either of those two items right now.

Mr. Gibson stated that the gist of the whole financial part is the amortization schedule. He said that kind of lays out what the payment plans will be and talks about what the interest rate was, which was 5.66% and then it also talks about the bank charges, which were only \$350.00. He stated that charge is for the documentation and the gentleman is even driving down next week, assuming this passes, to do that. He also stated that there are not penalties for prepayment, which is in the legal jargon.

Mr. Dickey stated that was something that they had discussed as part of the budget discussions and he is glad to see that we are able to preserve, as part of the agreement, that if we want to go ahead and move forward with paying off the agreement at any point, we can do that without any costs outside the cost of the purchase itself. He said that he thinks this addresses one of the concerns in making sure that we have a plan for the replacement of those fire trucks and gives us a pathway to facilitate that over the next several years.

Mrs. Griffith asked if the interest rate is set in stone yet?

Mr. Gibson replied yes.

Mrs. Griffith said that she knows sometimes that they can vary.

Mr. Gibson stated that it is a fixed rate, not a variable.

Mrs. Griffith stated that the paperwork states that the fire truck is a 2021. She said that she is confused because we have a couple of fire trucks coming and asked if that is correct?

Mr. Gibson stated that this is the brand new one that is on order. He said that they are on backorder, so they have ordered another one. He stated that they are on about a three-year backorder, so this one has been ordered for quite a while.

Mrs. Griffith asked if it is set up with all of the equipment?

Mr. Gibson replied yes.

Mrs. Griffith stated that makes sense because she had written down \$700,000.00 from another meeting.

Mr. Gibson stated that it is \$700,000.00 for the fire truck plus another \$200,000.00 for necessary equipment.

Mr. Blair stated that obviously we need equipment and we need to make sure that our firefighters have the best available equipment, but this is just setting us up for revolving debt. He said that every fire truck we purchase from here on out we are going to have to finance and we are just not going to have the cashflow to pay this off or to buy the next one. He stated that it is just going to be like a credit card and we are just going to continue to turn these things and pay interest. He said that we have backed ourselves into this position, so we have no other choice but to do it.

BOARD APPOINTMENTS:

COMMUNICATIONS – PUBLIC (NON-AGENDA ITEMS):

ADJOURN:

There being no further business before the board, the meeting adjourned at 8:04 p.m.

Jennie Collier, President

Vicki Glotzbach, City Clerk