

**THE COMMON COUNCIL OF THE CIVIL CITY OF NEW ALBANY,
INDIANA, HELD A REGULAR COUNCIL MEETING IN THE COUNCIL
CHAMBER AT NEW ALBANY CITY HALL ON THURSDAY, SEPTEMBER 18,
2025 AT 7:00 P.M.**

MEMBERS PRESENT: Council Members: Mrs. Collier, Mr. Phipps, Mr. FitzGerald, Mrs. Gohmann, Mr. Blair, Mrs. Griffith, Mrs. Murphy, Mr. Unruh and President Dickey.

ALSO PRESENT: Mrs. Manning, Mr. Gibson, Ms. Johnson, Mrs. Moeller and Mrs. Glotzbach

President Dickey 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. Phipps moved to approve the Budget Work Session Meeting Minutes for August 27, 2025, Mrs. Murphy second, all voted in favor.

Mr. Phipps moved to approve the Public Hearing Meeting Minutes for September 4, 2025, Mr. Blair second, all voted in favor with the exception of Mrs. Collier and Mr. Unruh who abstained.

Mr. Phipps moved to approve the Regular Meeting Minutes for September 4, 2025 with a correction, Mr. Blair second, all voted in favor with the exception of Mrs. Collier and Mr. Unruh who abstained.

COMMUNICATIONS – COUNCIL:

Mr. Unruh stated that his wife, Denise, is doing very well. He then said while Donate Life Month to promote organ nationwide donations is in April, in light of how an organ donor has so positively, very positively affected his family in recent weeks, he'd like to take his time tonight communication-wise to urge all those who can to consider being an organ donor. He stated 103,000 men, women, and children are on the national organ transplant waiting list, and every eight minutes, another is added. He stated in Indiana alone, the waiting list for a kidney is approximately 1,200, and the waiting list can last up to seven years, and that's just an estimation. He stated in other words, seven years before they might be in line for one so the bottom line is more donors are needed. He added there two easy ways to become a donor. He said the first is while you're conducting business at the Bureau of Motor Vehicles, a simple signature is all that is required, and the other is online at DonateLifeIndiana.org.

Mrs. Murphy stated this past week, we had the Taco Walk downtown and it was a big success. She said a lot of folks came down and a lot of businesses benefited from that by people going in to shop while they had some good food. She stated we had the Historic Homes Tour and wanted to thank the sponsors, City of New Albany, New Albany Main Street, and Indiana Landmark. She said there were 12 different sites and they also provided a list of restaurants that you could go to while you were visiting the homes. She then thanked the folks that opened up their homes and stated there were a lot of beautiful buildings that we got to see. She then stated that on September 22nd Rosh Hashanah begins, so Happy New Year to all of our friends of the Jewish faith. She added it's a time for reflection and revisiting the year and preparing for the next year, and she thinks we can all use some serious reflection on how things are going. She added it is also the first day of autumn.

Mrs. Griffith stated she was able to attend the home tour, too, and that was a great event put on by Main Street New Albany, so thank you to the people who did open because it was a great day with beautiful weather, too. She then said that Give for the Good is still going on and there is a matching grant until 12 o'clock tonight, so if you haven't donated, it's a good time to get on and do that. She stated she was at the merchant meeting for Main Street New Albany, and there are two ribbon cuttings coming up. She said October 2nd is the Beehive Salon on Vincennes Street at 2:00 p.m., and October 16th is Infinity Homes by the greenway at 11:00 a.m., so those are two coming up, and hopefully we'll be able to start getting lists emailed out. She stated she also wanted to thank Hoosier Action for showing up because they have been consistently here at our meetings over the last two or so years in representing our citizens. She said they are a nonpartisan group, and she appreciates them holding us accountable for transparency and making sure that we're getting information that we need to make good decisions.

Mrs. Gohmann stated at our last council meeting, we unanimously requested information regarding the city funds related to the Glenmill Park Dam and no information has been forthcoming, and we cannot get any answers. She said it is reasonable for the council to request this information, and by not being open with the council and the public about it, the administration is giving the impression that they are doing something underhanded, which she absolutely does not believe. She stated the city's recent audit was clean and we are not asking where the funds to pay for the ongoing litigation came from. She said we simply want to know how much has been spent and what the end game is for this debacle. She stated Stephen Hopkins, who was a delegate to the Continental Congress in the film 1776, said, in all my years, I never knew anything so dangerous that it couldn't be talked about. She said indeed, Mr. Hopkins. She said she will continue to talk about the dam until the day the dam goes down. She added the people want answers and enough is enough.

Mr. Fitzgerald stated he wanted to give an update with Legacy Pizza. He believes that we are going to have a resolution for their street cleaning and parking situation, if not tonight and tomorrow, then definitely for next week. He is very excited that they were able to do that. He then stated the New Albany High School Student Theater just finished their production of Newsies this past weekend. He said it was student-led, student-directed, student-choreographed, it was all the students, so it was a really great production on their end. He stated they are now starting to dive into Come From Away, so it's an excellent musical and they're the first high school that's doing a high school version of that show. He said we were able to do the ribbon cutting for Revive Salon that is located at Charlestown Road and Silver Street. He explained that it was an old drugstore, old comic book store, old whatever it might be store, and they had a great renovation and he is excited for Grace and her team to find new life within it. He knows that when they were doing renovations, when they were gutting the ceiling, some of the ads from the drugstore fell out of the ceiling and they ended up keeping and framing the ones that sort of had to do with like moisturizing and a lot of the hair product stuff. He thought that was really cool and he thinks they're going to be a great fit for the neighborhood. He is sad he is going to be missing the October 2nd ribbon cutting because he will be out of town. He stated we did a ribbon cutting for the Floyd County Brewing Company celebrating their 10-year anniversary in the city, and what started with just one brewery has ended up into a bar, event space, and concert hall venue. He said it's a great thing that they were able to survive and thrive in the past 10 years with the pandemic and all. He stated we had our Urban Enterprise Zone meeting yesterday and he is so excited because we voted to approve a facade grant program that's targeting the west ends of the city. He believes the information is going to go out on that rather soon to those residents and they're able to apply if they're within the framework of the parameters of the West End area and are owner-occupiers for their properties. He said they'll be able to use their facade grant for making their houses more beautiful for that. He stated also at the ribbon cutting for the Floyd County Brewing Company, he talked with Vince Kinney from the Southern Indiana Works and he is interested in making a presentation for the council about what Southern Indiana Works is doing, and what he is doing within the six counties that he represents. He said he'll probably be doing ask for that at the next meeting.

Mr. Phipps stated there were four new benches installed on Spring Street this week with a very lovely design that says New Albany on them. He is very appreciative of the mayor, the Board of Works, and the street department who put those in. He thinks last year we had six removed, but four is at least a good start to get those back. He hopes the other ones are there. He stated the other thing he thinks is very serious that he wants to talk about is that he feels that our country has reached a boiling point and the anger and the hatred has to simmer down. He said it's okay to disagree and to debate vigorously and it's okay to call out social injustice when we see it, but beyond that, the name-calling needs to stop. He said we need to remember that we're Americans before we're Democrats or Republicans. He also said please disagree, debate, but stop demonizing your fellow citizens. He stated our republic, our democracy is in danger if we become much more divided. He then said that Mrs. Murphy stole his thunder with Rosh Hashanah and the fall equinox, so he wasn't going to bring this up, but he has to have something. He stated Monday is the Feast of St. Matthew transferred from Sunday and he's the patron saint of politicians. He guesses he would say he's our patron saint as elected officials.

Mr. Dickey stated that he wanted start with recognizing Debbie Heazlett, who passed away on September 11th. He said her funeral was this week and Debbie was a three-term member of this body, so obviously there's some significance in terms of our council proceedings. He also wanted to just go over for a second some of the other ways that she impacted this community. He stated in addition to being someone that served in public service, she also worked for Rauch Industries for many years, championing mental health, as well as assisting those with developmental disabilities. He said she was at Brandon House for a number of years, providing counseling for use and need. He then said she was, and he will have to go back and look this up, but accordingly, she was the first woman elected to the New Albany City Council. He knows she and Lettie Walter were roughly at the same time, but he was thinking it was Lettie, but in any event, in the 80s, we did not have too many women serving in public office, so her service in running is significant. He stated she also ran for mayor in 1996 and she co-founded the Floyd County Animal Rescue League as well as the Main Street Preservation Association, where she also was an advocate for historic preservation. He said she served as the executive director for the New Albany Housing Authority and she co-founded and served as the first director for the Harrison County Alternative Education Center. He added it may not be our county, but still has an impact in the region. He also said she served as a director for the Gurdon Youth Center, also in Corydon. He stated the point of this is to say that her service to this region, to this community, was profound and to say goodbye to someone of her caliber, we want to take a moment, so he asked everyone to take a brief moment due to her service on this council to honor her at this time. He then stated that he just wanted to make sure members are aware that parks improvements at Bicknell Park began this week. He said among other things, you'll see some new pickleball facilities, but parts of the park will be closed or under construction, so if you're planning on utilizing the park facilities, just be aware of that. He added those sections that are able to be open, will still be available to the public, but obviously there's going to be construction crews on site. He also thought it important to recognize that although this date fell in between our two meetings, it was the 24th anniversary of September 11th, earlier this month, and that is always an important observance on par with maybe many dates like December 7th and other milestone moments in our history. He said it's interesting to think now that we have a whole generation of individuals who were not with us before that date, but that is indeed the case. He thought as another testament, we want to remember those who served, those who were lost and certainly those who continue to contribute and maybe still have lingering effects from the events of that day. He said that was, in some ways, the best of our country coming together, and we need to remember that spirit sometimes. He stated we also received a card from Pat Link. He said her son, as many of you know, passed away and Pat was a long-time administrative assistant here at City Hall. He also said that the clerk and he made sure that we sent a memorial, and she just has a card here if you'd like to see it thanking us for that item. He then stated that Harvest Homecoming is also fastly approaching and the parade will occur before our next meeting, the first Saturday in October and booth days will be after. He stated that Mr. FitzGerald mentioned the Newsies performance. He was there for that and was very impressed with the students. He also had the good measure to attend the marching band's first competition in Paoli, and although they did not place, he still thinks

they did an excellent job and wanted to give the kids recognition for their hard work. He said there is another performance, for those of you who may be interested, at Floyd Central this coming Saturday, so if you have interest in watching the bands, hearing some good music, he would encourage you to attend.

COMMUNICATIONS – MAYOR:

COMMUNICATIONS – OTHER CITY DEPARTMENTS OR CITY OFFICIALS:

ADMINISTRATIVE ITEMS:

- **Request for Presentation – St. Elizabeth Catholic Charities – Dickey**

Mr. Phipps moved to approve the request for presentation from St. Elizabeth Catholic Charities, Mrs. Collier second, all voted in favor.

Mr. Dickey stated after our last meeting, we were contacted by St. Elizabeth Catholic Charities for basically providing us some additional information about programs that they have, including the Women and Children's Shelter and their Affordable Supportive Housing Program. He said they had requested the ability to better educate us on those, and this would allow him to schedule that request if approved.

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

- **Public Health & Welfare Committee Report – Collier**

Mrs. Collier presented the following report:

To: New Albany City Council

From: Public Health & Welfare Committee

Date: September 11, 2025

Subject: Public Meeting on Opioid Prevention, Treatment, and Recovery Programs

The Public Health & Welfare Committee convened a public meeting on September 11, 2025, at 11:30 a.m. in the New Albany City Hall Council Chambers, Room 100, to hear presentations from local organizations engaged in opioid prevention, treatment, and recovery services. Committee members Louise Gohmann and Stefanie Griffith were present; Chair Jennie Collier was unable to attend but reviewed the video of the meeting. Council Attorney Corrie Manning was also in attendance.

The meeting's purpose was to gather information to guide recommendations for allocation of the City's opioid settlement funds for FY 2025. Per the settlements awarding the funds, the funds must primarily support abatement efforts such as treatment, recovery, prevention, harm reduction, and related support services.

The committee first heard from **MeriBeth Adams Wolf of Our Place**, who highlighted several programs that could benefit from support even though no specific dollar request was made. These programs include *Footprints for Life*, an evidence-based second grade program for healthy youth development; the *Lifeskills* curriculum for fourth, seventh, and high school students to build resiliency and reduce drug-use risk factors; an early intervention program for children with substance-use risk; and the *ROCK (Raising Our Children's Kids)* program that assists grandparents raising grandchildren because of parental substance use, offering legal support and access to addiction professionals.

Beth Keeney and Dr. Gabby Harvey of LifeSpring Health Systems described their intensive outpatient program, a twelve-week, three-times-per-week treatment model for persons recovering from addiction. They requested assistance primarily for curriculum and program supplies to sustain and expand the initiative.

Dawn Johnson of Kerith Family Recovery presented information about their service of the children of inmates and addicts in Southern Indiana. They offer camps for children who have incarcerated, addicted, or recovering parents. These programs intervene in these children's lives to reduce the statistical probability they will follow their parents into the same lifestyle of addiction and incarceration. They also did not have a specific ask but wanted consideration.

Phil Stuckey of Thrive RCO, detailed the organization's peer recovery services provided to support people recovering from substance use disorders. He talked specifically about a partnership with Baptist Floyd, where they bring peer mentors into the facility to offer recovery support. They hope to fund more peers so they can make this a 24-hour service.

Shauna Burns, a community member representing Hoosier Action, did not have an ask, but sought to emphasize to the council the importance of a compassionate, community-based approach and ongoing investment in organizations delivering opioid remediation services.

Finally, **Nick Perkins, founder of Bridges of Hope**, described a program that provides job placement assistance, credit repair, budgeting support, and reliable transportation for people in recovery. He specifically requested funding of approximately \$240,000 to help with transportation needs, including electric bicycles and fuel support.

The committee will schedule another meeting to review and discuss the information provided and consider these presentations when developing recommendations for allocation of the City's opioid settlement funds for FY 2025.

Mrs. Gohmann moved to accept the committee report, Mr. Unruh second, all voted in favor.

- **Presentation by Thrive RCO – Dickey**

Mr. Phil Stuckey, CEO and co-founder of Thrive, RCO said first off, he wanted to say thank you to the board for having him come and speak tonight. He stated they are a recovery community organization that has been certified by the state of Indiana to represent 12 counties in the state. He said everything from Johnson, Morgan County down to Clark, and then everything all the way from Harrison County to Jefferson County. He stated they are a grassroots organization that started in 2016 out of Scott County during the HIV epidemic that happened there. He said it's really a bunch of people that's in the recovery community and he is someone that actually has a place here in New Albany at 209 East Main Street and also another place over in Georgetown that they're remodeling right now. He asked them to pray for him on that. He did want to say that when they first started out in 2016, they were pretty much a voluntary-based organization where he and other members volunteered their time for almost four years while they were doing other full-time jobs just to help people out in the community for their recovery. He stated in 2020, of course, COVID happened, and the state asked them to start doing it at full-time positions, so since 2020, they have opened up an additional office here in New Albany. He said they have one right here at 115 East Market Street, known as the Rebo House, which is right next door to Terry Middleton's, the most famous place in New Albany, he guesses you could say. He stated they also have another office that's in Jeffersonville, which is at 624 Walnut Street, right across from the jail. He said their services include everything from community-based services to work inside of the jails, and they do work inside of the Floyd County Jail as well as recovery-based re-entry planning with individuals. He stated what that means is people that are looking to get out of jail have at least 90 days from sentencing or being released to treatment and we work with the prosecutors, we work with the liaisons and we work with the jail itself. He said we also work with the public defenders to make sure those people get to where they need to go if it's housing, if it's treatment, or if it's a job interview. He stated we work with that individual throughout those steps in that process with no charge to anybody that we work with; we don't do insurance. He said we'll help people get insurance, but we won't charge their insurance. He stated we don't take co-pays; everything we do is free to

the individual. He said last year, you all awarded us open settlement funds in the amount of \$17,000 to purchase a vehicle and he wanted to say thank you to Councilman Collier for bringing us to the table at that time to request those funds. He stated we did purchase a 2021 Nissan Rogue and did pay a little bit more than the \$17,000 because you know what used vehicles cost, and it's a vehicle that is going to be traveling quite a bit. He added so we did pay for that little extended warranty just to make sure things were covered for that mileage. He said with that, he just wants to give some quick numbers, and if it pleases the council, he can also email these out to anybody or to the president if he would like them and then disperse them. He stated just with that vehicle alone, we've taken over 47 people to treatment in that vehicle, over 42 individuals to the BMV to get either their license or a state-issued ID, and we've also taken 44 individuals to job interviews in that vehicle. He said we're very proud of those numbers and what that's accomplished. He added we're not done yet. He also added that we also partner with Vet Court and we also did transportation for vets. He said that means that if they need to go to the VA hospital, we take them because believe it or not, VA transportation is not as easily accessible as you think it is. He added sometimes when there's an emergency, instead of going to a local hospital, they really like going to the VA hospital and some other things that you can use on your insurance to get you across the bridge, doesn't like crossing the bridge if they can get you to a closer hospital. He said that's one of the things that we work with as well is while it was an emergency, we don't have lights and sirens, which maybe we can talk about that later. He added we did give individuals free lift rides and so that means that they're engaged in our program and that means that they're coming, they're talking, they're working with our people. He said we do those free lift rides and that's up to eight a month, but it can change depending on what someone's specific needs are. He stated just in that short time of those four months, we gave 744 rides, and we usually average around 230 to 300 rides per month that we give individuals for the lift rides. He said as you know, we covered those 12 counties, which he talked about but really, to be honest with you, there's only about four of those counties that have lift rides or lift availability to be taken in there. He stated we're very proud of those numbers and what it did. He then said if you don't mind, he just wanted to kind of give a quick little breakdown of what the rest of the year looks like. He also wanted to thank Councilwomen Gohmann and Griffith, as well as President Dickey for reaching out about the September presentation. He stated we were able to be a part of that and there were a lot of amazing things that people are doing in this community, so he doesn't envy you all on that decision at all. He said he wanted to tell the council a little bit about an individual that we assisted with where we do something else called pop-ups, which is for our outreach team. He stated we do pop-ups in certain counties, and here in Floyd County, we do a pop-up once a week and we alternate it. He said one Tuesday will be at the Wishing Well which is off Grant Line Road and is an amazing partner that we partnered with. He stated not only is it a nice store for people for secondhand things, but he works with our people if they need clothes or if they need housing or housing items, he actually will donate to them, so it's such an amazing organization. He said we set up a little booth outside and we grill hot dogs, brats, have fresh fruit, waters and snacks, and we just have a sign out that says free food, free conversations. He would encourage anybody, if you're ever looking for a nice grilled hot dog, please stop in and we'll give you a free hot dog and a conversation. He wanted to talk about another guy that showed up at our pop-ups without saying his name. He said for almost a year, he would show up at our pop-ups and he would, of course, bring his beverage with him, and he would just talk to us and have hot dogs with us, and we would just have communication. He stated after about six months of coming to our pop-ups, he then asked us to take him to treatment and he just wanted to let them know that that man today has just celebrated a year in recovery. He said he has housing, he has employment, and he's doing amazing things for his recovery. He also said he did talk about their partnership with Wishing Well and also with the White Flag. He stated they did transportation there as well during the cold and winter months, making sure that they got people to where they needed to go. He wanted to give a big thank you to the city and the Parks Department because Alicia has been amazing to work with. He said they hosted their 5K run in July right here on the greenway and then in September, they got Anderson Park and had a kickball tournament that they've had every year. He said over 300 people showed up so it was an amazing time there. He also said for the first time this year, we will have a booth at Harvest Homecoming so please stop by and see us; we will be right in front of our building right

there at the Rebo House. He also did just want to give the council a quick synopsis of kind of what we did and just so you know, with the 12 counties that we cover, about 41 employees, which the majority of my employees are convicted felons, so we're also a second chance employer where not only they're convicted felons, but they turn their life around. He said we've gotten them certified and educated to be able to help other individuals and we see probably somewhere around 2,000 individuals on a monthly basis. He also said he would love to tell you that we're winning this war and what it looks like for substance use and mental health, but we're not. He added if anybody wants to come in and volunteer or give us some additional services, please do that.

Mr. Dickey said really quick, you said the pop-ups at the Wishing Well is on Tuesday?

Mr. Stuckey said it's on Tuesdays and is between 12:00 p.m. and 3:00 p.m. He also said he forgot to mention, the second place that we do them at, is the Floyd County Probation Office. He stated if you ever see us on Spring Street between 12:00 p.m. and 3:00 p.m. on a Tuesday with a big tent, that's our guys, and you can come get a free hot dog.

Mrs. Collier asked if next Tuesday, you will be at probation or Wishing Well?

Mr. Stuckey said next Tuesday we will be at Wishing Well. He then thanked the council for their time.

APPROVAL OF CF-1 FORMS:

INTRODUCTION OF ORDINANCES FOR FIRST READING:

A-25-02	An Ordinance to Fix the General Fund and Other Budgets for the Year 2026	Collier 1
A-25-03	An Ordinance to Fix the Non-Reverting Budgets for the Year 2026	Collier 1
A-25-04	An Ordinance Setting Salaries for the Year 2026 for Employees	Unruh 1
A-25-05	An Ordinance Setting Salaries for the Year 2026 for Elected Officials	Unruh 1

Action Taken: Referred to the Budget & Finance Committee (Council as a Whole)

INTRODUCTION OF ORDINANCES FOR SECOND READING:

COMMUNICATIONS PUBLIC: A-25-02 General Fund Budget for 2026

COMMUNICATIONS PETITIONER: A-25-02 General Fund Budget for 2026

A-25-02	An Ordinance to Fix the General Fund and Other Budgets for the Year 2026	Collier 2
----------------	---	------------------

Mrs. Collier introduced Bill A-25-02 and moved to approve the second reading, **Mrs. Murphy** second, all voted in favor with the exception of **Mr. Phipps, Mrs. Gohmann, Mr. Blair and Mrs. Griffith** who voted no.

Mrs. Collier stated just really briefly, she'd just like to say that the city and the council have always balanced their budgets for the last 14 years. She said during these 14 years, each of our audits has indicated that there's been no overspending of the funds budgeted and appropriations of the council. She stated unlike some of the other communities in our region, the city is in an exceptional financial position. She said thankfully, even though the SB1 impact is significant, it's not as negatively impacting our financial revenue and the city services, such as the city's police, fire, parks, and street departments, like it is in the other cities and towns around us. She stated the proposed budget fully supports the

contracts between the police and fire unions, along with other providing needed salary increases and funding of other collective bargaining departments. She said the budget also adds almost an additional \$3M to improve infrastructure items such as roadway pavement, sidewalks and if anybody has any questions, Mr. Gibson is here to answer those.

Mr. Dickey said as stated by Mr. Gibson in the committee meeting, he made a commitment to get us the contracts that were requested, and he's already delivered on that in between our earlier meeting and the proceedings here at 7 o'clock. He thanked him for that.

Mr. Blair stated that the one thing that's not clear to him is what line items are being used to fund expenses for the efforts to preserve the Glenmill Park Dam. He knows that we're probably using, in the general fund, the city attorney's department 105, contractual services for \$250,000.00, but he'd like to know what other funds are being used. He added what we've used in the last couple years what we plan on using in the future such as attorney fees, studies, engineering studies, environmental studies, any kind of physical modification to the dam such as rock fill and so forth. He would like to know what those line items are in each of the budgets so that we know exactly where that money is being pulled from. He stated it may not be something they have right now but he thinks it's something that could be provided to us in the next couple days, so he is requesting that. He said the other thing is there's some information missing for him as far as approving this budget. He stated the first one is obviously the information on the expenses related to the Glenmill Dam, and he thinks we need that in order to approve a budget that has funds in there for the dam. He thinks we need that information first. He does appreciate getting the union contracts, but the other piece of information he would like to have is the market data such as the Jeffersonville salaries that Mr. Gibson spoke of as far as just doing a comparison between their salaries versus what our salaries are. He said that would just give him a satisfaction that we're within about the same range as far as salaries go. He added without both of those items of information, it's hard for him to approve this budget at this time.

Mrs. Griffith stated she would like to reiterate that she is on the same lines as Mr. Blair and would like to get some of that information, so tonight she will probably be a no, but that's because we don't have the full information. She added she appreciates getting information from Mr. Gibson just now, but she is not going to be able to read that on her phone that quickly.

Mr. Phipps stated he would like to clarify his vote. He said he, too, would like to have that information that Mr. Blair requested, and if that's not possible, he would be satisfied if we had a statement from the mayor saying he's not going to take this to the Supreme Court. He'd be willing to let what's been spent go by but he does need to know if more money is going to be spent taking this to the Indiana Supreme Court. He said so if the mayor gives us a statement, yay or nay, on that, he will need that before voting next time, but tonight it's no.

Mrs. Gohmann stated she has to agree with Mr. Phipps and with Mr. Blair. She said at this time, she cannot vote for this because we need to have answers. She stated we have the right to know and we've requested this information over and over and over. She stated as Mr. Blair said, it's important to know that we're not going to throw more money down the rabbit hole by pursuing this to the Indiana Supreme Court, so her vote is no.

COMMUNICATIONS PUBLIC: A-25-03 Non-Reverting Budgets for 2026

COMMUNICATIONS PETITIONER: A-25-03 Non-Reverting Budgets for 2026

A-25-03 An Ordinance to Fix the Non-Reverting Budgets for the Year 2026 Collier 2

Mrs. Collier introduced Bill A-25-03 and moved to approve the second reading, Mr. Phipps second, all voted in favor.

Mrs. Collier stated she thinks they took care of the only issue during their committee meeting.

Mr. Dickey stated that was an addition error and has been corrected. He said again, Mr. Gibson is here if there are further questions from council members.

Mr. Fitzgerald stated he just wants to, again, point out the investment to our street department in fixing issues that happened with the snowstorm and additional infrastructure that this one will also provide for.

Mr. Dickey said there are very important considerations and investments in those items.

COMMUNICATIONS PUBLIC: A-25-04 Employee Salaries 2026

COMMUNICATIONS PETITIONER: A-25-04 Employee Salaries 2026

**A-25-04 An Ordinance Setting Salaries for the
Year 2026 for Employees**

Unruh 2

Mr. Unruh introduced Bill A-25-04 and moved to approve the second reading, Mrs. Murphy second, all voted in favor with the exception of Mr. Blair and Mrs. Griffith who voted no.

Mr. Unruh stated as approved this evening by the Budget and Finance Committee, this ordinance would include a 10% raise for non-bargaining employees. He added it includes full-time hourly, part-time hourly, full-time bi-weekly or monthly salaries, and wages for each and every appointed officer, deputies, assistant departmental and institution heads for the city of New Albany. He thinks all of our employees are valued and important and believes that this would keep them in line. He knows that we're still waiting for some of the information to come from Mr. Gibson but he thinks this would keep us in line, and as Mrs. Collier stated during her budget introduction, we are in a financial position to be able to do so.

Mr. Phipps stated he would concur with all those statements that President Dickey made earlier about our city employees being very hardworking, dedicated, but we want to make sure that we're paying fair wages and when we get an opportunity like this to raise it, it's going to help people. He said it's going to help at the grocery store, it's going to help pay utility bills, and like he has said many times before, in general, workers aren't paid well in the United States. He thinks any opportunity that we have to do that, we should, and if we only give raises to cost of living and inflation, well, then people are staying flat for long periods of time. He stated the only way you can kind of reward people, particularly long-term employees, is you try to up it a little bit above inflation, so he wholeheartedly supports this 100%.

Mr. Blair stated he, too, values our city employees and thinks they do a tremendous job and are deserving of a fair compensation, fair wage. He said his question is, what is fair? He would just like to have the comparable information to determine where we should be and what we should be paying. He added we could find out that we're underpaying our employees even after this 10% raise, and if that's the case, then we need to work towards getting them to a higher level or to what would be a more comparable level. He thinks it's important that we get information, do some due diligence. He added there are some consulting firms out there that will do studies on compensation and provide us this information across the state. He stated a place to start is looking at our neighboring city, Jeffersonville, which is very comparable so he thinks that's a good basis to start from. He thinks maybe we should even look a little bit deeper in making sure that we're paying fairly. He stated it's by position, too so we may be overpaying some positions and underpaying others. He thinks it's important that we do our research and get the information, so at this point, until he gets at least the Jeffersonville comparables, he's not going to vote for this ordinance.

Mrs. Griffith stated she has similar talking points, as Mr. Blair said, on that too. She does value all of our employees and knows they do work very hard and that is not what this is about. She said it's about making sure that it's sustainable for the next two to three years coming up, and not only are we doing a 10% raise, we forget the benefits and everything that goes along with that. She stated it's more or less like a 15% raise because most of our benefits go half of, so if the salary increases to \$100,000, we've got to pay those benefits. She added it's certainly about a 50% increase also, so that's where she wants to make sure but she does believe everyone does deserve that. She stated she is with Mr. Phipps, too because it would make it much nicer going to the grocery store and everything else, but on the same thing, she doesn't want to see everyone's taxes go up in two to three years because we can't afford to pay the employees or that we have to let people go because we can't afford that. She said as long as we're sustainable, she'll be okay with that, but she will be a no tonight until we get the further information.

Mr. Fitzgerald stated he wanted to piggyback on what Mr. Phipps was saying as well and also sort of speak to what is fair. He said there's a factor of what other governments are paying their employees but what is housing, what is groceries, what is fair when you might get a 10% raise but you still can't afford things to survive and live? He thinks as long as we're working towards a living wage established by whatever it is for the the AMI versus what have you, he is supportive of that.

COMMUNICATIONS PUBLIC: A-25-05 Elected Officials Salaries 2026

COMMUNICATIONS PETITIONER: A-25-05 Elected Official Salaries 2026

A-25-05 An Ordinance Setting Salaries for the Unruh 2
Year 2026 for Elected Officials

Mr. Unruh introduced Bill A-25-05 and moved to approve the second reading, Mrs. Collier second, all voted in favor with the exception of Mrs. Griffith who voted no.

Mr. Unruh stated Ordinance A-25-05 sets the same percentage increase as all other city employees, both in and out of the bargaining unit.

Mr. Phipps stated again, he is not in the business of giving raises to some people but not other people, so he'll probably vote for it. He said this ordinance covers basically three entities, Mrs. Glotzbach, the council, and the mayor and it appears that two of those entities aren't really doing their job to the fullest. He stated the mayor is not providing the information we want and we're not really holding accountability. He said if we want to preserve democracy, we've got to make sure that these branches of government remain separate and accountable to one another. He added without that, the republic, the democracy falls.

Mrs. Griffith said she has a suggestion, and she'll probably get booed by everyone up here, but we could at least save a little bit. She stated the council got a huge pay increase right before the majority of the council came on, and she's all for cost of living, but we are elected officials. She said we're doing this more not for living expense, but we're doing it because we signed up to help New Albany, so she is for not giving ourselves a 10% raise along the lines of what Mr. Phipps said. She stated just take the mayor and us out of the equation. She also stated that the clerk does a wonderful job and deserves a raise because she is here 40 hours, this is her livelihood. She said this is not our livelihood and she doesn't feel right taking a 10% on that. She stated cost of living, yes, but 10%, that's a lot.

Mr. Fitzgerald stated he definitely understands that but he also thinks that he gives a good chunk of his salary, whether it's to organizations and their operating funds or what have you, so he is giving back. He also thinks, knocking on all the wood that nothing happens to us, but if something does happen to us, the next person who takes one of our seats, may need that. He said we have to make sure that public service is available for working folks as well, and so just because we might be able to afford not to have the salary, someone else might have to sacrifice other things, whether it is childcare or their

second job. He thinks that having that opportunity for a working person and having this income could be vital for that person as well. He added while he will definitely continue to give, he doesn't think that it precludes a no vote on this.

Mr. Dickey said he would just, as a point of reference, remind why the measures previously were put forward with regards to pay. He stated some of you who are even more senior, obviously, than me will know that there were years where there was no pay increase for council, and what de facto happened was we fell out of alignment with comparative second-class cities across the state of Indiana. He thinks that the reason we made the adjustment was to make sure to Mr. Fitzgerald's point that we are able to recruit individuals who want to serve their community. He said these are not, to Mrs. Griffith's point, the same as your day job if you will, but at the end of the day there are sacrifices that elected officials make whether it be dealing with constituent issues after hours, etc. He also said he will tell them that he has not been able to go on a vacation since becoming a member of this council where he has not had to communicate with city officials during that vacation. He added that's not him being selfish and he agrees with Mr. Fitzgerald that he is in a blessed position, but he does think it's important that we don't allow our selflessness to impact the overall ability of individuals, as he said, to seek public office and to thrive in serving their community.

Mrs. Griffith stated again, she would like to mention that she is okay with doing the cost of living, just not the full 10%.

Mr. Blair stated Mr. Phipps did some research the last time we did the big increase, and asked where we stood compared to other cities and so forth?

Mr. Phipps stated he thinks at the time we were way behind. He said we're closer now to like the council in Jeffersonville, but he thinks there's so many thousand dollars difference or something like that, maybe two thousand dollars difference. He added that was numbers back in 2021 when he was council president, so that's been four years ago.

Mr. Blair said he'd be interested, to everybody's point, just maybe see what a couple of the area council members and councils are being paid just to see where we're at.

Mr. Phipps added as he recalls, Clarksville at the time was even more than we were, and they're just a town. He said they're not even a second-class city like we are.

Mr. Blair said he'd be interested in like Seymour and Jeffersonville or something like that.

Mr. Phipps stated he would guess that we're closer, certainly, than what we were then, but then he doesn't know what subsequent raises they've received or have not received.

Mr. Blair said he agrees with what people here are saying, and maybe we should just do a cost of living increase or something. He said it just depends on where we're at in comparison to what the jobs are paying other places.

Mr. Dickey said he believes Mr. Gibson was going to get some information on their line. He then asked if it would be too much to ask you to pull their counsel on?

Mr. Gibson replied sure, but it is online in Gateway and everyone has access to it.

Mrs. Griffith said she apologizes for not pulling that before tonight because that was something she could have done. She stated she will look at that. She added that she is going to collect some more information, so she's a no for this time.

INTRODUCTION OF ORDINANCES FOR THIRD READING:

COMMUNICATIONS PUBLIC: X-25-02 JCA Holdings LLC

COMMUNICATIONS PETITIONER: X-25-02 JCA Holdings LLC

**X-25-02 An Ordinance of the Common
Council of the City of New Albany, Floyd
County, Indiana Annexing Certain Real
Estate Into the City Pursuant to Petition
For Voluntary Annexation**

Murphy 3

Mrs. Murphy introduced Bill X-25-02 and moved to approve the third reading, Mr. Phipps second, all voted in favor. Bill X-25-02 becomes Ordinance X-25-11.

Mrs. Murphy stated at our last meeting, we had the first and second reading for this and everyone was in support. She said it's for 15.88 acres at 321 Hausfeldt Lane for the Creekside Business Park. She stated it's a planned investment of \$1.2M and Mr. Sean Stumler is involved. She added he's been involved with several different projects in our city that have been successful such as Insulated Roofing, Progressive Materials, and Capital Drive Business. She hopes that we could all support this again and we have Ms. Johnson here for questions.

Mr. Dickey stated that we also have Mr. Lawrence representing the petitioner.

Mr. Fitzgerald said he thinks all of the questions were answered last time.

INTRODUCTION OF RESOLUTIONS:

BOARD APPOINTMENTS:

COMMUNICATIONS – PUBLIC (NON-AGENDA ITEMS):

ADJOURN:

There being no other business before the board, the meeting adjourned at 8:07 p.m.

Adam T. Dickey, President

Vicki Glotzbach, City Clerk