

# **City of Gahanna**

*200 South Hamilton Road  
Gahanna, Ohio 43230*



## **Meeting Minutes**

**Monday, March 24, 2008**

**Immediately Following Previous Committees or**

**7:30 PM**

**Council Committee Rooms**

## **Finance Committee**

*Thomas R. Kneeland, Chair*

*Beryl D. Anderson*

*Thomas C. Evers*

*Shane Ewald*

*John McAlister*

*Nancy R. McGregor*

*David L. Samuel*

**Members Absent:** Beryl D. Anderson

**Members Present:** Thomas R. Kneeland, Thomas C. Evers, Shane W. Ewald, John McAlister, Nancy R. McGregor and David L. Samuel

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**Additional Attendees:**

*Dottie Franey, Greg Dunn, Chief Murphy, Mayor Stinchcomb, Jerry Isler, Cindy Steele, Kevin Marchese, Robin Rupp-Mondak, Tony Collins, Troy Euton, Mike Musser, Mike Andrako, Sadicka White, Tom Weber, Vincent Tremante, Isobel Sherwood, Ted Beidler, Press; Gahanna Swim Club Representatives Skip Clegg, Mike Flint, Molly Dennison, Chris Birnbrich, Ken Manley, Tim Merkle*

**PENDING LEGISLATION**

**ORD-0068-2008**

TO AUTHORIZE THE MAYOR TO SIGN, AND THE CITY ATTORNEY TO FILE, ALL NECESSARY DOCUMENTS ESTABLISHING THE GAHANNA PARKS & RECREATION FOUNDATION; AND TO SUPPLEMENTALLY APPROPRIATE \$900 THEREFOR; AND TO DECLARE AN EMERGENCY.

*Collins said as discussed in the previous meeting, this request is for an appropriation to establish a Parks Foundation; take any additional questions. Kneeland asked what action is required. Collins said an ordinance for the supplemental; Weber will do the legal set up; Isler will take care of the tax issues; came back to committee because only 3 were in attendance previously. Kneeland verified Council office has all necessary documentation.*

**Recommended for Adoption, Consent**

**ORD-0071-2008**

TO AUTHORIZE THE MAYOR TO ENTER INTO A CONTRACT WITH BIRD HOUK COLLABORATIVE; FOR PHASE I AND PHASE II OF THE OLDE GAHANNA DOWNTOWN DESIGN STANDARDS AND CODE; AND TO SUPPLEMENTALLY APPROPRIATE \$75,000 THEREFOR.

*White said she will take comments or questions on the Design Code. McAlister asked why we even need this. White said she thought it was clear in her report; we need an Olde Gahanna Development Plan that is market based and allows for the predictable and probable development of this area; have utilized plans in Gahanna back to the 1950s and 1960s and area plans work well; for example the Triangle Plan has come to fruition by giving appropriate guidelines, and setting standards while outlining goals and objectives; that is what we have adopted by Charter. McGregor asked the differences between the two phases. White said Phase I is to structure our challenges and opportunities and have all participants develop a vision for Olde Gahanna; in Phase II various groups will determine actual outcomes from what it will look like taking form into function; this will provide new standards to guide the Planning Commission on future development. McGregor asked if we have an old outdated plan. White said from about 12 years ago; we had a plan for Creekside in 1998 and 1999; now that we have developed that, what do we do next, and how do we do it best and complement the investments already made. McGregor said the old one did not go past Mill Street. Samuel asked why Bird Houk. White said we hire professional services not just on cost but also qualifications; we look at who we can work with and get the best outcomes; they did the initial plan so they have an understanding of our needs; they have the capacity, land planners, researchers and they are in Gahanna; they have an investment to see the area developed properly; they are used all over the country and*

*we are fortunate to have them. McAlister said the problem with a Master Plan is it assumes that politicians know best; by having a consulting firm do the design it takes away the freedom of the local people; when someone builds they instill their own creativity; I don't like someone taking that away so I am against this. White said that is why I chose someone local who knows us and can look out the window and see the development; also the first phase is looking at this with the stakeholders; the community representatives and property owners will be asked to provide input; owners who live here want this developed in the context of the community; some freedom of expression does not add to the value of the property so standards are set; we value what our citizens say so they will have input into this plan. McAlister said there was input into the design of Creekside; however a wide space between buildings so there would be a view of the creek is not there; some plans are created by groups acting in their own best interest and the people that own the property are left out. Kneeland said that in the early 1990s we had a plan with different models; there were public meetings held all the time. Mayor said that the Code requires a Master Plan; need to address changing Code if the plans are not needed; plans used to be fair to business owners by letting them know what our expectations are; when there is no planning, people get frustrated with the long drawn out processes; we are getting development pressure from people who are ready to redevelop and need information; these plans are going to be very specific so we have a clear idea going forward.*

**Recommended for Adoption**

**ORD-0080-2008**

**SUPPLEMENTAL APPROPRIATION - Public Service, Capital Projects/Improvements**

*Kneeland said this ordinance is for the supplemental appropriation for the broadband plan; any questions? McAlister said the term investment was being used for this; it is not an investment but a prepaid fee; we get the use of the broadband services for 5 years with the payment of this fee; this is what our fee should be since we are not buying an asset. Samuel asked how this benefits the City. Franey said Dunn from Whiteboard is here and can also answer questions; with Wi Fi in place we can have water meter readings sent to a billing system with no premise visit; can go to monthly billing to allow better budgeting for residents; we are notified of leaks immediately that could last an entire quarter now; this will enhance utility services dramatically. Marchese said we can get rid of costly T1 lines that we install and manage ourselves; we have a new satellite location and we tried to get by with low cost DSL but couldn't, so now we are quoting another T1; from a financial standpoint we will see quite a cost savings; for the Police Department, we would add CDMA services to most patrol cars; then we could auto locate them and do streaming video for dangerous situations; officers can look for warrants and BMV photos on the network; many uses. McAlister asked if there were any examples of private corporations using this service. Marchese said he only knows of municipalities; Dublin has this for 4 miles and is expanding it; feedback there is very positive. Samuel asked if the Mifflin Fire Department was involved. Marchese said not with the current system. Kneeland said it is too early for partners. Ewald said if we look at it as a growing city, we can save labor costs like benefits and salaries; for walking meter readers the cost savings will be substantial. Samuel asked how we will keep up with technical advances. Franey said we can pay additionally for technical changes; Whiteboard is working on the contract; we are getting a specific amount and after 5 years we have a clause for negotiating new services if we want them or just extending the same level; this is the only way to handle since it is an unknown factor. McGregor asked why we didn't know about the bonding problem earlier. Isler said we didn't know for sure it would be leased; now it is obvious to us this is the best way to go but we can't use bond money. Marchese said DHP is investing 6 million dollars. No additional questions.*

**Recommended for Adoption, Consent**

**ISSUES - From Director of Parks & Recreation:****Gahanna Swim Club**

*Collins said it is our policy to work with our local pools so they are open to citizens; they are in the Master Plan; the folks from the Gahanna Swim Club and Vinnie Tremante from the Parks Board are here tonight to talk about their offer to us. Skip Clegg, Pool Board Chairman, introduced pool members: Mike Flint, President of pool, Molly Dennison, Secretary, Chris Birnbrich, Vice President, Ken Manley, Treasurer, and Tim Merkle, Member of Board; we have survived for 50 years with a volunteer board operation; we operate at a profit after our mortgage and property tax is paid and we can continue; we are not begging for a bail out but presenting an opportunity for the city; we do not have enough money for the required capital improvements that our members deserve; our front pool is 30 years old; it is the only shallow part and if it goes out, we will have to close; we can't get a mortgage to fix it; the pool fits into the City's Master Plan and view of Creekside; the back pool is from 5 years ago and is considered the best in the city for hosting swim meets; our mortgage is \$630,000 and the appraised value of the property is 1.2 million dollars so this is a bargain; generates a profit if run properly and is a wise use of tax money; we are not interested in turning it into a city pool like Hunters Ridge; we still want a Board to run it like it has been and have it keep a family feeling; other cities like Bexley, Groveport, Grove City, Hillard, and Dublin around the 270 corridor have much better city pools; these places have excellent outdoor swim facilities; our pool requires a fraction of what these communities paid. Collins said this opportunity has been presented to our Parks Board. Tremante said our first question was how does it fit in the Master Plan; there is a specific section, Key Area 2, for programs with aquatics that speaks to organizing the pools into a city-wide cooperative agreement; this property is next to the Big Walnut Creek which is Gahanna's premiere natural resource; we questioned if this purchase would provide a financial burden to the parks; the pool generates over \$100,000 of revenue a year, so until we need to provide infrastructure, it would be self-sustaining; not taking money from the parks; conditions at the pool need improvement; rest rooms need upgraded as well as the front pool; by accepting this offer we are definitely improving the aquatic opportunities in this community; the Parks Board felt is a good idea and passed a recommendation to proceed with the purchase.*

*Evers said we need to clarify what is on the table; do we want to assume the mortgage? Collins said the swim club is asking the city to take over the club and payment of the mortgage; one confusing piece is when we come in, we would operate this like a city pool but they don't want to lose their board's input or the family atmosphere; they want members to work on policies as to how the pool is run; we don't do those things; we operate as a business and would probably combine this with the Hunters Ridge Pool for uniform operation standards; we would consider a member advisory board.*

*Weber said so are we assuming a mortgage or what is the financial obligation. Isler said the mortgage has a balloon that will be due July 1; \$630,000 will have to be paid or refinanced; it would not make good sense for us to refinance if we take possession of the real property. Ewald said so the \$90,000 to \$100,000 is after the mortgage is paid off which is a big number.*

*Kneeland asked if we would have additional opportunity to expand or develop. Collins said it is a great piece of real estate; part of Creekside but a flood plain. McAlister said he would not mind considering this if the citizens pay for it. Collins said he did not understand the question. McAlister said no one in Gahanna is paying for this; the tax revenue is paying; the largest part of our tax is our citizens but we also get revenue*

from those not living here who would not use this facility; how can an entity be in business this long and be in this trouble, what has happened? Clegg said competition has happened; New Albany, Groveport, Bexley and the YMCA have all recently built new facilities; the cost of living is such that we can't invest the returns; we can limp along; but if the front pool goes out, we can not fix it and we will close. Collins said with the costs of infrastructure for pool like this it is amazing they have made it this long; kept it going for 50 years; member-owned pools don't exist anymore as they can't afford to function; close to 2500 residents that use that pool which is a large section of our population using this and that values aquatics. Ewald said won't we be running into the same thing; keeping up with wear and tear is a concern; we have difficulty running a small pool as it has not been easy to manage; we need to look at the expenditures over time; is the City the best way to go? I agree the land is a bargain but management concern; Hunters Ridge Pool did not succeed for size to debt; the City faces the same issues of being difficult to generate revenue to meet operating costs. Merkle said you won't run into that problem because of the size of this pool; we have had events for 1,500 to 1,600 people; we have the parking lot and a large amount of space inside the fence so the City will find it easier to generate revenue here. Collins said we did not have that many difficulties running Hunters Ridge in the black; pools with no mortgage payments are usually still not money makers; they do take money for required maintenance whether private or public; we have not had problems running Hunters Ridge, but it is not a huge money maker; we just hope to stay in the black ; pools are what a community provides for their citizens' improved quality of life. Ewald said if we are having financial issues with the smaller pool, what will happen with the larger one; we have roads we can't repair that need our money.

Samuel asked if the current pool board will be involved with staff hiring. Collins said the staff and operation would be ours; this compares to a parent booster group; involved through activities; this pool has an excellent swim team which we struggled with at Hunters Ridge; this pool has people doing it already so we would leave that alone; but all employees would be ours under Mike Musser. Samuel said the pool board has done a heck of a job traditionally.

McGregor said outside of the front pool problems, what else needs to be done. Collins said an operating budget, and rest room improvements; some technical improvements to get them into our operating systems; we walked the facility and found no code violations. McGregor asked if they have money left over. Collins said they have a small amount of cash.

Evers said we have advisory boards for the soccer league where the City provides the infrastructure but we leave it to be run by the community organization; so I do not see this as a giant leap. Collins said we are still responsible for maintenance; they run the programs and the City owns the assets; exception here is we will staff and run; Headley and McCorkle programs we don't run.

Weber said the balloon mortgage payment due this July is a critical issue; will they have trouble refinancing? Collins said yes the balloon payment is due in July and their other option is to refinance; they can handle the balloon if they have to but it does put them in dire straights, especially if the front pool goes out; it would put them out of business. McAlister said it is a buy for someone, but why does the City have to be the one. Clegg said we can put it up for sale and that is an option.

Mayor said we intended to have the Pool Board present these details; in 3 weeks we can bring an RCA with the details and financials; then we can say yes the City is willing or no we are not; but we need to keep moving forward with this. Kneeland said if you have

more information, 3 weeks would do it; we could bring it back to Committee of the Whole. Ewald said I support the concept run as a private enterprise; switching to the City rates is the variable. Kneeland said also we could see the business plan if that is available before going forward. Mayor we should consider this because of location; if we come back in 3 weeks, they have 2 weeks to hire and get it open; that is not sufficient time to get a staff on board; while they get additional information, we could do first reading; the financial end is not difficult; the Parks end is difficult and their season is here. Kneeland asked when we can see a package for aiding the decision as we are far from a signed ordinance. McAlister said a first reading is rushing it; you folks have been in talks for months and now bring us in; you need to plan a month or so for Council. Collins said you are right we did count backwards to allow time to gather all information; just couldn't get it done. Weber said because of time frames, it may be necessary for them to run it one more summer even if the City is buying it. Mayor said is there a liability issue. Weber said yes there are a lot of issues and that could be a concern if they wind up running the pool one more summer. Kneeland said we will need a transition period; this is not going to happen by May 1: it is not ready for first reading. Ewald said it sounds like they are in a position to hire staff to open while we keep moving forward. Evers said first reading is a no; ready to see package and discuss further. Kneeland said the people of Gahanna believe in that pool but I know they are losing favor in the economic world; we need time to make sure we have all the information; the next step is to get our information in 3 weeks; continue discussion and then take action.

*Recommendation: Return to Committee of the Whole*

## **ISSUES RETURNED TO COMMITTEE:**

### **Resolution - Support Building Ohio Jobs**

Kneeland asked for any questions; we may need to be reminded what this issue is about. White said she would give a refresher; this is a result of the Governor's incentive package; he is proposing a 1.7 billion dollar jobs package to create 80,000 jobs for Ohioans; there are economic investments in infrastructure, construction projects, bio-medicine incentives, 200 million in Main Street renewal, 400 million to the Clean Ohio Fund; we benefited directly from that by having our brownfields cleaned up; 3 million in benefits and 400 million in public works projects like bridges and roads that are in need of repair, water systems and energy sources like bio-fuels, advancing some technologies using coal, and many others; this is attached to an Ohio Bond package that will be paid with future taxes; we provided an FAQ sheet and there is a web site with more information; the package is designed to help Ohio's economy in this undeclared recession; the communities that support this initiative can expect to get some benefits from it; if we don't support it, we won't be in the head of the line for these initiatives. McGregor said the State is limited to a 5 % debt load; this initiative takes us to the limit so I can't support it. Evers said I am not opposed to its use, but the amount is too much. McAlister said this is a smorgasbord of public works programs; feel we can't borrow the way to prosperity; I am against it. Kneeland said it is non-binding. White said this request is from MORPC (Mid Ohio Regional Planning Commission) and they asked me to bring it forward; you have an option to do a resolution or not; might be helpful if you provide them with your comments; that would provide a response instead of just no.

*Recommendation: No Action*

### **Extension of Moratorium approved by ORD-0231-2007**

Weber said we all heard what Kreines said but I don't believe a short term structured extension of the moratorium is going to get the FCC's (Federal Communications Commission) wrath; would like to let the service providers know why we need to extend it; we need to do extensive responses for April 14; if we do the extension for a given time to inform providers we probably won't be opposed; the process is more complicated than what we thought when we started; I think 90 days is a rational extension; the Planning Commission is looking at all aspects so I know that process is going to take a while; the legislation would have to be an ordinance with waiver and emergency. Evers said so the issue is some of the carriers not knowing what is going on. White said not actually; Verizon has been right on top of it; they have been informed and provided information. Evers said the moratorium was issued 180 days ago and it was in all the papers so they have an obligation to keep informed; I support a 90 day extension. Weber said I am concerned that 90 days is enough; we just need a workable and rational time frame and to keep it moving; 60 days becomes 90 days because of the time spent in the Planning Commission. White said whatever it takes to get it done; we do have a lot of carrier comments that are pushing us; they know what the Ordinance and Code should say from their perspective so we do have to look at their stuff too; the carriers had technical issues. Weber said I would like to take it back to the Planning Commission and say here is the corrected draft and changes with legal and technical issues included. Kneeland asked if 90 days is enough. Weber said comments can go back and forth; I don't want to do another 180 days but if we go to the end of July, that would be 120 days; but since it is over April 15, let's just extend to July 15; I will talk to Chris Miller and we can go with 90 days.

*Recommendation: 1st Reading; Waiver of 2nd Reading; Consent.*

## **ISSUES - From Council:**

### **Community Improvement Corporation (Evers)**

Evers said the CIC was created 40 years ago; felt it was time do some clean up with the ordinance that established the relationship; have been doing some research with Weber and the Code needs to be cleaned up as well; the ordinance was done in 1978; another one done back in 1965; the 1978 ordinance established the CIC as our official economic agency; there is nothing defective about it and the Code gives us a description; it is our development agent and the Code says what we can and can't do. Weber says the ordinance does that. McAlister asked the CIC costs the city. Isler said nothing except they get 5/12 of the hotel motel tax which is \$180,000 a year. McAlister asked who would get that if they did not get it; is there a need for a CIC with the sole purpose of promoting the development of the community? Evers said without the CIC we wouldn't have the Industrial Park and the growth it stimulated. McGregor said that ordinance was done before the City's Development Department became so active; now we have a Development Department doing those functions. Evers said the Bedford Landfill is a good example of a project the CIC turned around. Weber said Section 2 says there is a plan and it is not there; the CIC and the City should have a plan and one needs to be done; what we have now is a bare bones ordinance that could have additions but are not required. White said the CIC presents varying opportunities for the private sector to work with the public sector; they promote and provide civic opportunities like the Arts Center in New Albany; they are good at aggregating land when you don't want the city to do eminent domain; they can look at the deal privately; they are used for negotiating, the promotion of tourism and development; they are able to sit at the table with private industry. McAlister said the terms and definitions allow the CIC to go to individuals, not the community; created under law that benefits only a select group of people; we don't need a CIC; we should let the market decide; came about for industrial revenue bonds for financing that should have been private. Evers

*asked Weber if we need to do anything. Weber said only need to find Exhibit A that goes with the 1978 ordinance; if we can't find it we might need to do a new ordinance with a plan. Sherwood said her office will pull the ordinance to see if they can find Exhibit A. Kneeland said the next step is look in files then revisit.*

*Recommendation: Return to Committee*

### **Creekside Revenue Projections (McAlister/McGregor)**

*McAlister displayed a spreadsheet and asked for the Creekside Garage Revenue data to be compared to projections; stated these numbers are what was used to convince Council to give approval. Kneeland said that is not the only item listed. White said those are quarterly closing projections and the quarter has not closed yet; a report will be filed for the next Finance Committee meeting.*

*Recommendation: Return to Finance Committee Agenda in April*

### **Federal Legislative Alert (Kneeland/McGregor)**

*Kneeland said Cindy Steele will address the legislative alert issue. Steele said this concerns the Mobile Workforce State Income Tax Fairness and Simplification Act of 2007; also known as HR 3359; this law will establish, at the federal level, a minimum amount of time for an individual to work in an area before tax for that area is applied; we have a rule that says if the person works 14 days in Gahanna we apply tax; federal law wants 60 days for a locality. Mayor asked why they care. Steele said it is because of a multi-state lobbyist group representing Fortune 500 companies that have employees that travel between states; they don't want to pay taxes or do the record keeping; currently only 2 states have the 60 days in place; they support this with a study done by an accounting firm that says this is a revenue neutral issue; study says Ohio would lose only 2% per day because of reciprocity; rule states employee has to spend 50% of their day in the locality as well; OML is asking we write Congress members as we believe this will hurt our cities; our revenue is 60 to 68 % from non resident employees; this would affect our seasonal people, postal workers and many others. McGregor said they are taxed where they live; they are not getting out of paying a tax. Kneeland asked if you live in a non-tax district and work in tax district that would be no tax. McGregor asked why they care; this is so far below the radar. Steele said there was a prominent NY legal case about the tax situation of a telecommuter that started this and then Congress has run with it. Kneeland asked if we should do a resolution to send to the federal folks in opposition to this since it means \$400,000 to us. McAlister said maybe Ohio cities should not be allowed to tax non residents even though it is so much less money to develop our own City with; Ohio is backward on this; only 7 states have income taxes and we are one; I am against the feds telling us what to do, but the City should not be taxing. Weber said we do it on a state level: this issue is encroachment of interstate commerce. Kneeland said we will work with Steele for the language to use and come back with it.*

*Recommendation: Resolution with language provided by Steele; back to Committee.*

### **Hamilton Road Central**

*Andrako said our original design to widen Hamilton Road was to go to 56 feet wide; needs to be 58 to 60 feet wide for our new design; need legislation to authorize that change; same agreement, only changes the number of feet wide; does not delay or hinder the progress of the agreement; Ted Beidler is here from the Franklin County Engineer's Office to answer any questions. McGregor asked if he is ok with the 2 options in our current design. Beidler said he didn't recall why it was 56 feet other than*



*a concern with residents; went out with 4 lanes and a median and it comes out bigger so Ringle talked to Wetherholt. Kneeland asked if we need a new ordinance or can we amend the old agreement. Mayor said while Beidler is here; we passed this ordinance with the county in June of 2006; there has been some confusion about a 5 year clock; when we passed this in 2006 we thought it would begin soon. Beidler said the clock is not ticking in house; in the queue but it is taking longer; we need to get the design corrected, the rest is purely money; we have a 5 year capital improvement program and Hamilton Road is in our budget for 2012. Mayor said that is different than in 2006. Beidler said we did have it in 2010; but capital costs keep going up so it is pushed out; for us we have federal projects and time frame commitments that are eating our budget. Mayor asked what our next steps should be. Andrako said the immediate step is to pass the new ordinance with corrected information; Wetherholt may need to have another public meeting with neighbors and residents; then get our 2 options down to 1; then get it to design and then get in queue. Biedler said the next steps are to let the owners and citizens know the plans and pick a configuration. McGregor asked why more public meetings; this change is only the width; when I campaigned and 3 lanes were out, they wanted 5 lanes instead of 4 with a median, no to left turn and not a roundabout; is the City going to revisit that? Andrako said they will have medians with more breaks; another open house will be no problem. Evers said he is fine with changes in width. McGregor said so there are only two options and they both are 4 lane. Mayor said the options on the table are 4 lanes and the only discussion is the number of breaks.*

*Recommendation: 1st Reading; no need to come back; 2nd Reading, Consent.*

## **ISSUES - From Director of IT**

### **Supp. App. - CDMA Services, Police Cruisers**

*Marchese said he is requesting a supplemental for police cruisers; this is a short term solution until the Broadband is in place and will enable us to hit the ground running for our solution; once the project is complete this will go away; for our laptop and cellular services. Chief Murphy said this needs emergency and waiver.*

*Recommendation: 1st Reading; Waiver of 2nd Reading, Consent.*

## **ISSUES - From Director of Human Resources:**

### **Development Department Reorganization**

*Rupp-Mondak said we want to bring forth the plan to restructure the Development Department as a whole; met with White and Murdock and because of the critical importance of Gahanna's economic growth, we are proposing a position of Economic Development Manager; also have a position of Community Development Manager which would be an upgrade of the Community Planner position; it will have additional responsibilities that will merit an increase in pay grade; because of our recent loss of our Deputy Director no additional funding is required this year; but we will replace him as an upgrade. Evers said no new funding now but down the road this will have a financial impact; the upgrade is \$2,000 annually and the other position costs \$9,000 annually. Mayor said we should look at this like a business that needs to improve revenue so they hire sales people; we increased revenue for the City last year 1.2% but we need 3 %; White has wanted to add this person for some time but I was opposed; now that Murdock is leaving these 2 upgrades will get us started; we are not asking for funding; need to bring in the new Deputy Director first. McGregor said I am not in favor of adding staff at this time; next year the cost would be over \$100,000. Mayor said this request is not to hire an additional person, just to upgrade, agree this is not*

*the time to hire; but we have to begin to look at our organization and retool and see if we have enough people; I have had every department head say they would make cuts so we can bring in this person who can bring in the revenues; that is a strong statement; if we bring on one person this is it. White said we are at maximum capacity; I can't work any more nor can the whole organization when you look at what they are doing, but we need to emphasize economic development and incentive investments; Westerville is getting more aggressive; so are all the other communities like Dublin and Whitehall; we need to keep up with new projects like Net Jets that keep our work load growing; and everyone knows that we believe there will be economic return in the long run; we have an immediate need to make calls on our businesses and can't do it; need to discuss their plans; this is an investment in the future of Gahanna and it could be evaluated on an annual basis; on our annual report it shows we have reached our capacity in income tax and revenue; we don't have residential growth capacity and no land to develop unless we get into redevelopment; we are on a time line trying to secure the future; got to have more help. McGregor said I would agree with one or the other; either ask for upgrades or create the position. White said we will do as much as we can; Murdock left because in 2007 I asked for an upgrade and was told to wait until 2009; in the meantime he got an offer. McGregor said that is not a bad thing that he left; when our previous deputy left we got Murdock; Deputy Director is not for life; we can get someone good for the pay you have. White said the pay upgrade is needed; we need to be competitive to get someone; has to be someone to come in doing the work with no training; I am not able to train.*

*Rupp-Mondak said the current ordinance has nothing to do with funding; only creates the position but does not fund it. McAlister said I am with it but philosophically I hate it. Evers said I will give it some thought but would like it to come back. Samuel said there is good reasoning from White. Kneeland said succession planning is necessary; we have got to be able to groom people; support the concept but need information. Mayor asked what you want to see. Kneeland said ROI information. White said I can't get it to you; I have got to get a Deputy Director; need help in supervising people. Kneeland said an option is to begin interviewing. White said with a decision on April 11, I can't begin hiring until I know what to pay; the pay grade should be a 39 to be in at 95% of the market rate. Rupp-Mondak said the Deputy Director position does support at 39. Kneeland said we need to make a decision; it can come bundled or separated; 2 upgrades and also create a new position but not fund it. Evers said have it come back; I am against splitting it up. Samuel agreed.*

*Recommendation: Return to Committee*

*McAlister said, as a report from Service Committee, the repairs discussed are paid for with insurance.*

*Sherwood said as a reminder there is no meeting next week; Jayme Maxwell will be out on maternity leave for 12 weeks so research projects will take longer; and Sharon Montgomery is moving to the basement Friday.*

*Meeting adjourned,*

## **MONITOR:**

**2007-0013**

Monitor Items:

- 1) Whiteboard
- 2) Wireless Communication Legislation
- 3) Basement Renovation

**Della Brandenberger, Reporting**