

City of Gahanna

*200 South Hamilton Road
Gahanna, Ohio 43230*



Meeting Minutes

Monday, December 8, 2008

6:20 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: Shane W. Ewald and John McAlister

Members Present: Thomas R. Kneeland, Thomas C. Evers, Nancy R. McGregor, Beryl D. Anderson and David L. Samuel

Additional Attendees:

Karl Wetherholt, Mike Andrako, Terry Emery, Dottie Franey, Deputy Chief Bell, Chief Murphy, Lt. Spence, Terrie Snider, Brandi Braun, Dottie Franey, Brandon McCorkle, Mayor Stinchcomb, General Williams, Jerry Isler, Angel Mumma, Sadicka White, Anthony Jones, Isobel Sherwood, Karen Woodward, Brandi Braun, Kristen Treadway, Robin Rupp-Mondak, Bonnie Gard, Ken Fultz, Tom Weber, Tony Collins, Jill Pylant from Slavin Consultants, David Gillman from PODs, Press.

ISSUES - From Director of Human Resources:

Staffing Consultant

Kneeland called the meeting to order. Treadway said 4 or 5 years ago we redid our complete job structure; would like to introduce Jill Pylant from Slavin Consultants who did that restructure; she recommends that every 4 to 5 years we re-survey to stay on track; it was appropriate to do that last summer; to save money we did it ourselves in HR (Human Resources); several cities took a while to get back to us; we received the final data in the last 3 weeks; we have rushed to get it in the budget. Pylant said the City came to her in August to re-analyze their structure; had to look at a few positions that were added since 2004 and some jobs that had changed since then; Pylant reviewed a PowerPoint presentation; a copy is available in the Council office. Evers asked if the pay overall is off 3% or just the 8 positions analyzed. Pylant said overall for 2009; the preferred option is a restructure of the pay system but we backed off a restructure like that due to the economy, which has me worried; I have never seen pay go down in a recession; but I have never seen a recession like this one either; to make an aggressive recommendation to bring all jobs to market pay in 6 months could be foolhardy down the road; the better thing to do would be to correct the pay structure that is 3% below and that will keep the City competitive; current pay is actually only 2% below market now so the majority of employees are competitively paid; to develop a more fiscally responsible recommendation that shows we are aware of what we are facing, we needed to duplicate the 2004 survey exactly; (using the last slide of the PowerPoint) said it shows across the board increases to the current pay structure don't improve percentages; instead of trying to bring the lines together, a significant adjustment should be made to correct the top employees to get their market rate higher; only those below rate move the 3%; others all still go up based on performance; if someone performs poorly they will fall back; if they perform well they will keep up; a couple of these positions are new and carry a great deal of responsibility like the PIO (Public Information Officer) or Communication Manager; questions?

Samuel said when the re-evaluation was done did you conduct formal audits? Pylant said those were done in 2004 not now; now we looked at the positions and questionnaires done; I felt like I had enough information on the City to know.

Evers asked, back to pay structure, if we look at every year that we made adjustments, what is the average adjustment and what are other communities like. Treadway said our average has been 3% pretty much; some cities have totally restructured like Dublin.

Pylant said positions change; engineers are scarce so supply and demand comes into it. Evers said with the new positions, is it fair to assume the 2% imbalance is caused by these. Pylant said that could be the bulk of it.

Anderson said I am concerned with the title used for the last 2 positions evaluated; did they use the same in other locations; title is important since it identifies what you do and where you go for opportunity, like the Assistant City Administrator title. Pylant said you don't have an Assistant City Administrator unless you have a City Administrator; so there would be no movement for this job; but this is the work this employee is doing. Anderson said do other locations have an Assistant City Administrator when they have a Mayor. Pylant said I don't know of another city with a title like this; but the duties match in other cities. Anderson said I have mixed feelings about it.

Kneeland clarified that this is just a ranked evaluation; not a pitch for them. Pylant said it is the re-analysis of positions; the information is in memo form that you can read at your leisure; would like to call attention to the end of the memo; you can check how you have done; there is a chart with the 2004 recommendations and a large majority of those have been implemented. Kneeland said I would ask Treadway where we go with this now. Treadway said we need to discuss the new positions; this process is to get an idea of Council's thoughts before we go forward. Kneeland said you should make known the administration's recommendations.

Pylant reviewed the grade changes on the re-evaluated positions; the cost to implement these is \$67,499; recommending adjustment to these 8 grades; provided the memo on Friday with what was approved last year; the question came to me about raises; you have been doing 3 to 4% for 4 years; your employees have experience so over time, the group moves to the appropriate market rate; since your group of 49 people are experienced, they are about local market rate and require a cost of living adjustment; the 3% recommendation does not move the employee, just the salary range for the job description; the employee moves up only on merit. Mayor said you can't add them together as a local paper said. Pylant said this only applies to the 49 employees in the group that are managers and supervisors.

Treadway said there are 4 new positions being requested; these need to be created and approved by Council; the Recreation Specialist grade 27 needs 2 positions and has Civil Service approval; these 2 would be a back fill for 1 Recreation Supervisor at grade 33 and there is no additional cost. McGregor said we had 2 recreation supervisors; now just one and one is being replaced at entry level grade 27. Collins said they have less supervisory function and this gives us more program bodies; I use the analogy that it is 2 equipment operators vs a foreman. McGregor said there is one police coordinator position to be filled by a current employee. Kneeland asked the difference between this job and the Police Procurement position. Treadway said it is not the same; the procurement is just supplies; this is administration located right at the front door to greet and answer phones. Bell said the procurement officer for supplies is Randy Hall. Samuel asked if they have a proposed organization chart. Snider said she can provide that via email. Samuel said he would like to have a chart for each department. Treadway said she could provide that; may only have titles not names. Evers asked if the purpose of the new police position was to free up an officer for more patrol work. Treadway said this is civilian staff. Pylant said this will give relief to the dispatcher and allow them to concentrate on that work; dispatch handles non emergency calls and this position will pick up that work. Evers said and what is the procurement officer doing. Spence said he provides logistical support, maintenance of fleets, coordinates with vendors on the State contract for supplies; used to have a part time police officer and it was changed to a civilian position. Pylant said they need more

civilian support and this new job is assisting with that. Samuel asked if this is only first shift. Mayor said yes.

Treadway said the next position is Assistant City Administrator. Pylant said this is a job that has just gotten bigger. Samuel asked is it Assistant to the Mayor or City Manager. McGregor said with all the tasks and responsibility here what is the difference between this and a City Manager. Pylant said a City Administrator would supervise department heads; this one doesn't. Mayor said this position has the responsibility and authority of a City Manager. Kneeland said how much work stated is currently being done by this person. Treadway said all of it. Pylant said when we documented what is being done this one came back with the tilt. Kneeland said this is feature creep; taking on responsibility to get it done; how do we address this and be proactive going forward; we can't continue to pay people more because they have taken on added responsibility prior to the salary range upgrade. Pylant said feature creep happens in a lean and mean work environment; people do it over time; gradually take on new assignments; if the City is not going to allow this to happen, then it needs to allow for things not getting done or other staff to do it. Kneeland said so instead of having it morph it needs to be planned. Pylant said there is danger in that; right now this is a fantastic work culture; very team oriented with a united front; this is a positive feature; feature creep is good for the organization; this one job is not a lot; the City is diverse and change has happened. McGregor said the problem is not the hiring of someone as Assistant City Administrator; it is that this is the job the Mayor is doing; that is the question, we are not asking for this in place of the Mayor so why do we need both. Pylant said 4 years ago I recommended you hire a City Manager; an elected Mayor is not a day to day manager; they are a community advocate with a complex job; but this is one of those jobs where you say what will work best for your City. Anderson said so historically why has the City Manager job not been considered and acted on; the more we grow the more the Mayor has to do. McGregor said the City is not growing; we are built out. Anderson said but the population has increased so the Mayor has more to do; I have no problem with broad titles like executive assistant; the duties can be flexible and when it morphs people have to take on more work; with the current economy we have fewer doing more; also a way to learn to do other things as they go along; my only issue is with the title; a different one has been discussed. Mayor said it needs to be recognized that the City is growing and getting more complex; there are not too many cities that don't have a City Administrator; I am an odd duck; to be the elected Mayor and have all the civil and public appearance duties while trying to be the full time city manager. Weber said to go to a City Manager would require a Charter change and we rejected it. Mayor said I am an elected CEO; one person can't be in so many places; it takes someone else to represent me on behalf of the City many times; Executive Assistant has done that; she goes to meetings and at day's end provides a recommendation; our Mayor's office structure is different and has lagged behind. Anderson said she can't recommend this with the amount it would cost; Mayor's office may need more support staff and it may be a point in the future to look at it. Pylant said I disagree; the City has grown over the last 4 years and this position has grown to fill those needs. Mayor said I am not personally stuck on that title; since it is hard to find a comparable in other cities we went with that. McGregor said are there other cities that have a Mayor and a full time administrator. Mayor said Reynoldsburg and Bexley; similar to Westerville, Whitehall, Dublin. Samuel said if you are looking for a professional manager it should say so. Pylant said the incumbent is working on her credentials. McGregor said Deputy Mayor is a common title. Mayor said that is not allowed per our Charter.

Kneeland said the last position is the Communication Manager grade 37; this is a new position and is a recommendation from the Communication Committee; that title was also bounced around. Treadway said when you say "Communication" people think of

the police dispatching. Pylant said it is an Information Manager; at this point I make a recommendation you use PIO. Samuel said we talked to all departments; all but one said we need this position; they have staff that is doing this and saw a big need for this; found the majority of communities have this; the school board has a full time person. Kneeland said this was from the committee where we looked at many topics brought to us and the need for this function was repeated; now we need to determine what are the right duties and how do we pay for it. Anderson said she received comments internally and from the community that see the need for this. McGregor said parks has a person for this so what would happen there. Treadway said they have someone part time; when this job is filled we will coordinate the efforts; may not replace the parks person. Collins said his person has other responsibilities; 1/3 of responsibilities go for grants, 1/3 for bike advisory committee, and 1/3 gateway signage; our person would work with the new person. Samuel said this person is a professional expected to work with the community and the press. Kneeland said community outreach could be part of this job. Evers said he does not disagree with the need but he is concerned with timing and priorities; and when we look at budget, this one gives me pause; better to do it as a personal services contract and see what this develops into. Isler said now is when we need this job; the public needs to find out what is going on; it is a rough economy but now is the time for the public to see our need is great and to find out what is happening. Anderson agreed. Samuel said last February we met as a group and determined priorities and the PIO job was at the top.

Treadway said the ordinances will be out Wednesday and are recommended by the administration; you can give feedback; send emails. Sherwood said we need to do separate ordinances to create the jobs, then the salary; do individual ordinance for each. Mayor said they should be created based on this. Kneeland said we will put it on the regular agenda, Sherwood said they will be introduced on January 2 with emergency and waivers on regular agenda. Kneeland said if you have ideas or changes after the legislation is drafted and we need to go back to committee we can.

Salary Ordinance - Unclassified Personnel

See discussion under Staffing Consultant.

Salary Ordinance - Supervisory Personnel

See discussion under Staffing Consultant.

Salary Ordinance - Command Officers

See discussion under Staffing Consultant.

Salary Ordinance - Part Time Personnel

Treadway said for the part-time workers ordinance we did a market survey; we are proposing a \$1 increase to their salary range; the change is due to the minimum wage increase and the survey indicated the gap is closing between skilled and local workers; we can expect to be paying more for these positions; this was a 2 year ordinance; would like to make it 1 year and adjust the ranges by \$1.

Recommendation: 1st Reading on January 2, 2009, Waiver of Second Reading, Emergency Language.

Renewal - Steelworker's Health and Welfare Agreement

Treadway said this is a request for the renewal of the Steelworker's contract; it has barely gone up; represents a large pool so we are recommending we re-sign the

contract. Sherwood said it does require emergency and waiver. Kneeland said it can go this Monday or Jan. 2. Treadway said do it this Monday to ensure we continue all their care.

Recommendation: 1st Reading on December 15, 2008 Consent Agenda; Waiver of Second Reading, Emergency Language.

ISSUES - From City Engineer:

US 62 & Stygler Road Improvements - ST935

Andrako said this application is for funding the U.S. 62 and Stygler Road improvements; we found out Friday that we were awarded a grant and loan from OPWC (Ohio Public Works Commission) for \$1.45 million; this project is for a right turn lane for Route 62; the ordinance is for the Mayor to enter into the design contract; we anticipate the ODOT (Ohio Department of Transportation) approvals will take awhile but we need to be able to start by the spring of 2010; to meet the deadlines this requires waiver and emergency. Kneeland clarified the funding is part loan and part grant. Andrako said the loan is for 20 years with no interest. Kneeland said there are no issues from finance. Isler said none.

Recommendation: 1st Reading on January 2, 2009, Consent Agenda, Waiver of Second Reading, Emergency Language.

Franklin Soil & Water Conservation District Contract - Inspection Services

Wetherholt said this is the Franklin Soil and Water Conservation District (FSWCD) Contract request we do every year; the funding for paying them comes from the developer's escrow funds; would like the ordinance done at the January 2 meeting so inspections can continue. Kneeland asked if FSWD is the only group that does this. Wetherholt said the City of Columbus has in-house staff but they don't go out of the City; no other agencies offer it that I am aware of; there are consultants but it costs more; rate here is low; FSWCD is in Gahanna all the time looking at stuff and help with requests and requirements.

Recommendation: 1st Reading on January 2, 2009, Consent Agenda, no need to come back, Emergency Language.

ISSUES - From Director of Public Service:

Franklin Soil & Water Conservation District - Working Agreement

Emery said this is the second agreement for FSWCD; it would be in addition to the one Wetherholt described; for us they assist the City with permit requirements for our NPDES (National Pollutant Discharge Elimination System) with what control measurements we need to meet; it is a working agreement; we would like to have it on the agenda for January 2 for the Mayor to enter into agreement.

Recommendation: 1st Reading on January 2, 2009, Consent Agenda, no need to come back, Emergency Language.

ISSUES - From Director of Parks & Recreation:

Purchase Contract/Stonehenge Land Co./Right of Way Acquisition

Collins said the next 2 items can be combined; these requests are for purchase contracts for property on Hamilton Road that we will use for right-of-way, stormwater improvements, and park land connectivity; this is in the process; the sales contract is being negotiated and the figures will be filled in by Monday, December 15. Sherwood said it requires waiver and emergency for Monday. Kneeland said if we do it January 2 with waiver and emergency does that get it done; that way we get the numbers from you and have a chance to evaluate it. Collins said he was ok with that. Kneeland said so we will go ahead and get the legislation ready when we get the numbers.

Recommendation: 1st Reading with Waiver of Second Reading and Emergency on December 15 if information available; January 2, 2009 if not received.

Purchase Contract/Stonehenge Land Co./Park Development

See discussion under Purchase Contract/Stonehenge Land Co./Right-of-Way Acquisition

Recommendation: 1st Reading with Waiver of Second Reading and Emergency on December 15 if information available; January 2, 2009 if not received.

Utility Trailer Donation

Collins said we have an employee who would like to donate a utility trailer; we are using it for flood wall panel movements; this ordinance is to accept the donation. Kneeland asked if the legislation is a motion or ordinance. Sherwood said it takes an ordinance with waiver and emergency.

Recommendation: 1st Reading on December 15, 2008 Consent Agenda; Waiver of Second Reading, Emergency Language.

Reallocation of Capital Funds - Purchase Stihl Partner Saw

Collins said this is a request for the re-allocation of Capital funds; we were hoping to purchase a planer but we have not found the product we liked; in the mean time, we have developed a need for a partner saw. McGregor asked what is a partner saw. Collins said he didn't know a lot about it but it takes 2 people to operate and it is used for cutting concrete.

Recommendation: Motion Resolution on December 15, 2008, Consent Agenda.

ISSUES - From Director of Development:

Contract Renewal - Meachem & Apel

Fultz said this is a request for renewal of contracts for building inspection support services; they can assist when the City office is too busy; they have had a contract with the City for 20 years; we did not use them last year as they only provide plan review; the other company also does inspections; the middle of January is ok for approval as they will continue to provide service. Weber said it would be cleaner to do this by the end of year to keep the contract. Sherwood said they need emergency and waiver for approval. Kneeland said we are ok for this Monday with waiver and emergency for ease of process; is this the same for Asebroo? Fultz said yes.

Recommendation: 1st Reading on December 15, 2008, Consent Agenda; Waiver of Second Reading, Emergency Language.

Contract Renewal - Asebrook

See discussion under Contract Renewal-Meachem & Apel.

Recommendation: 1st Reading on December 15, 2008, Consent Agenda; Waiver of Second Reading, Emergency Language.

ISSUES - From Clerk of Court:**Renewal - Public Defender Contract.**

Woodward said this is our yearly renewal; waiting for the contract as the County Commissioners have to determine the rate; it is not ready yet. Kneeland clarified with Sherwood this is the Public Defender's contract not the Prosecutor; said this is paid out of Court funds. Isler said it is the General Fund with funds received from the Court system. Anderson asked if there is a limit on the amount of money from the Court. Kneeland said the Court funds help pay for this. Sherwood said if Woodward gets rates we can put it on next Monday's agenda; if not we can do it January 2 with waiver and emergency.

Recommendation: 1st Reading with Waiver of Second Reading and Emergency on December 15 if information available; January 2, 2009 if not received.

PENDING LEGISLATION:**ORD-0283-2008**

TO ENACT CODE CHAPTER 1173, RESIDENTIAL PORTABLE TEMPORARY STORAGE UNITS AND CONSTRUCTION WASTE RECEPTACLES, OF THE CODIFIED ORDINANCES OF THE CITY OF GAHANNA

Gard said Council sent this back to Planning Commission; changes have been made; David Gillman is here as a representative of the industry; he helped us create a document with language that is enforceable; we took out all cost issues; took out permit information; all we are asking is that the owner of the property notify us with a few details so the time clock can start; it is a much fairer piece of legislation. Gillman said he represents PODs Inc.; has been through this process in several towns and an ordinance is usually done in response to a complaint; one bad apple does not spoil all; we welcome the ordinance and as long as we know the rules, we feel we can satisfy the customer; one thing Gard and I have done is give the City teeth to act on storage devices that stay on a property a long time; the Planning and Zoning Administrator can ask for the date of delivery; it is not mandatory; we wanted the ability to have the customer or the vendor supply the date; the "failure to do so results in" sentence needs to be rewritten; we are going for flexibility. Kneeland said so if all are in agreement, give the corrected document to the Clerk and we will proceed. Sherwood said to have it in effect by January 1, you need to add emergency and it is amended since there is a change of language. McGregor asked how can this cover PODs already in place; when does that clock start ticking. Gard said it would start January 1. Kneeland said there is no code until then. Gillman said we will notify Gard of all units that we know are out there.

McGregor asked if people can buy them. Gillman said no, it is a franchise and we only lease.

Anderson asked if you have information on locations from vendors who have similar products. Gillman said there are others; Sams and Rat Pact; the ordinance will apply to all industry providers but the list of current locations is only my company. Gard said

she can get the list from other vendors; there aren't very many out there; would guess fewer than a half dozen.

Evers asked if there are other communities that have similar language. Gillman said the City of Columbus has a 214 day duration not a date of delivery; yours is more zoning enforcement friendly; Clerk can start the with date of letter; Marysville has the same legislation; in Columbus the day we send letter is the day the clock starts. Weber said it is fine. Evers asked if they have a trade association. Gillman said no.

Evers asked what are you going to do to notify Gahanna customers. Gillman said we don't have to since no permit is required and the Zoning Administrator can work with individuals; if the ordinance was in effect the rules apply and a contact name and number is supplied; as we create these types of ordinances we give contact names to avoid the permit requirement and we tell customers to go to the city; seems easy, user friendly and all appreciate this; on your end you know when units are delivered; if we find it in our system and they are paid up we would wait on enforcement action; the ordinance says units are allowed to stay longer if the Zoning Office has proper documentation. Lt. Spence asked if the units have an ID and serial numbers. Gillman said he was not aware of that within the industry. Gard said each unit is numbered on the outside and it is clearly visible. Gillman said most transaction with PODs can be done via internet and we don't meet the customer at all; not a lot of contact; hope this works for all. Kneeland said Gillman will provide a list of his PODs; the ordinance will proceed.

Recommendation: 2nd Reading on December 15, 2008, Amend by Substitution, Consent Agenda, Emergency Language.

Recommended for Substitution and Adoption

ISSUES - From Mayor:

CIC Appointment - Diane Cantrell

Mayor said she would like to re-appoint Dr. Diane Cantrell to the CIC (Community Improvement Corporation). Evers said she is doing a good job.

Recommendation: Motion Resolution on December 15, 2008, Consent Agenda.

ISSUES - From City Attorney:

Contract Renewal - Ray King

Weber said he would like to renew the contract for Ray King; he has been doing Planning Commission meetings and the contract is for 1 year.

Recommendation: 1st Reading on December 15, 2008, Consent Agenda; Waiver of Second Reading, Emergency Language.

ISSUES - From Clerk of Council:

Liquor Permit - Creekside Conference & Events Ltd.

Sherwood said she has 3 liquor permit requests; the police have indicated they have no problems with them; first is from the interim holder of the permit Creekside Entertainment to Creekside Conference & Events; it is now going to the to the specific business. Weber said they were held in escrow and are now being assigned to Creekside

businesses. Sherwood said the second one is Mezzo Restaurants. Kneeland said so how have they been doing business all along. White said they operated under the entertainment license. Sherwood said the third is not Creekside but is Madero Casa Fiesta to Los Jalapeno's Mexican Grill. Kneeland said they are fine for consent agenda.

Recommendation: Motion Resolution on December 15, 2008, Consent Agenda.

Liquor Permit - Mezzo Restaurants Ltd.

See discussion under Liquor Permit - Creekside Conference & Events Ltd.

Recommendation: Motion Resolution on December 15, 2008, Consent Agenda.

Liquor Permit - Los Jalapeno's Mexican Grill

See discussion under Liquor Permit - Creekside Conference & Events Ltd.

Recommendation: Motion Resolution on December 15, 2008, Consent Agenda.

Organizational Meeting - Boards and Commissions

Sherwood said the Boards and Commissions have dates set for their individual organizational meetings; the dates have been cleared with the administration since the Mayor has to attend and chair until they elect someone; there are no conflicts.

Recommendation: Motion Resolution on December 15, 2008, Consent Agenda.

Organizational Meeting - Council

Sherwood said Council members received a memo about the organizational meeting scheduled for 7:00 P.M. on January 2, 2009; the time is set by rule. Evers said since it is a Friday evening, I wanted to know if we could do it earlier. Sherwood said we could do a motion resolution to move it up to 5:30. Kneeland said let's do a compromise and meet at 5:45 P.M. for those coming from work.

Recommendation: Motion Resolution on December 15, 2008, Consent Agenda.

ISSUES - From Director of Finance:

2009 Appropriations

Budget questions:

Kneeland said we will start with Major Capital. Isler said it is important that everyone realize how dependant we are on income tax; we have four major areas for revenue; income tax, local government fund, real estate tax, and interest earned and license revenue; the income tax has dropped; the local government fund from the State is dropping and will not come through as forecast; we all know about interest and investments; I had to grab a 2.4 rate since it will probably drop again next week; the real estate tax is good but folks are challenging their assessed home values; the County underestimated delinquent tax; so there is more we won't collect or don't know when they will collect; streets is more tenuous; license revenue dropped \$5,000 from last year; most in one category which is truck registration; gas tax has changed; would like you to keep this in mind and watch this year's figures; could be significant month to month changes or differences mid-year; we are in better shape than some cities; our citizens realize we are watching and conserving; what I have the least faith in is income tax; I don't know how many people have cut back; and the construction industry is gone; everyone keep it in mind.

Mayor said I would like to plan to talk about revenue and expenses on a quarterly basis; you will see a lot not funded; if things turn around, plan to come back for supplementals; this is a tough budget; it may not be conservative enough; we will revisit it a lot and if we see a pattern we will make changes; none of us has a crystal ball.

Mayor said the red figures you see means a change from July. Mumma explained the offset by revenue; there is a timing difference; we get grants one year and draw down over 2 or 3 years; we do a good job of obtaining grants. Kneeland said 47% is a large number. Mumma said we take grants out of it; it is the expense price associated with it. Evers said it is a cash basis; we have actuals now.

Major Capital

pg 2 Police; Lt. Spence said the 911 reference eliminates the word as it is an ATT product.

pg 2 IT

Kneeland said this is a lot of money. McCorkle said we are doing upgrades; \$130,000 is for a more robust system that will last for 5 to 7 years. Kneeland said are these required changes for 911. McCorkle said it is not 911. Anderson said with the fast pace that technology changes, is it ok to put in equipment for that length of time. McCorkle said we have taken into account technology changes over that time and it is standard to have this equipment for that long. Anderson said I just wouldn't want to pay that and have it go obsolete. Kneeland said when they do the actual expense, it will have to come back to Council; not cutting a PO now.

pg 3 Parks

Evers asked how much was cut. Collins said we can we get by with what we have; deal with it if we have a service issue. Evers said what if we don't renovate fields. Collins said we are not in any immediate need; that was where we have gone back to all the fields and done extra seeding to get turf quality up. Evers said what about bike paths. Collins said that was a difficult decision; the cost is significant; we do have the bond project and are starting the Central Corridor, the Tech Center Drive project and we have some in the hopper like Big Walnut; so we have some things going just nothing new; if we develop a safety issue on the golf course, we will come back for a supplemental.

pg 6 Streets

Kneeland asked the reduced fund's effect on snow. Emery said we are fine; we are ahead of the game; if we encounter a bad winter we will come back.

McGregor asked where are the guard rails. Emery said we are curtailing that in 09; if we need it faster we will come back.

Mumma said she wanted to add the fact that service and all departments have looked at expenses hard; looked at what to do to get the job done; based on this year's expenses only. Kneeland said no one spends just because it is in an account.

pg 7 Stormwater

Emery said the Rocky Fork Improvements is Design Phase 2.

Kneeland said the Stormwater Fund has more projected than current revenue.

Emery said we did evaluate the current fund and rates and decided this is not an appropriate time to adjust. Kneeland asked how much off. Emery and Isler said 1 million with \$60,000 from Income Tax.

Kneeland said he received an email from the National League of Cities; developing a committee for infrastructure funding and would like to assemble information for advocacy.

Minor Capital

pg 1 Council

Kneeland said would like the meeting room projector for this year. Anderson asked where we get furniture. Isler said all over; most of it is used.

pg 1 Tax

McCorkle said this scanner is compatible with tax software and income tax forms.

Kneeland said seems like a lot for scanner.

pg 1 Communications

Kneeland said are we doing the computer replacement as the normal life cycle management; replace every 5 years or longer; are these the machines and not in addition to. McCorkle said this is all machines, even the Police; there is a separate account for City Hall but the total number of PCs go through our department. Kneeland said is this for wireless. McCorkle said not in the City but at other locations. Kneeland asked what are the tape drives. McCorkle said used for testing.

McGregor asked why special wide screen monitors. McCorkle said we need 20 inch screens for maps since they are huge.

pg 2 Parks

McGregor asked what is a broom for dingo.

Collins said it is an attachment used for snow removal. Anderson asked is this top of line. Collins said it is the recommended piece of equipment for price and quality.

pg 4 Street Fund

Kneeland asked what happens with the street sign replacement. Emery said we will send out an update; we are doing what we can with the money allocated; it will be 2011 before we are finished. McGregor asked about a double sign. Franey said it was requested by residents.

pg 4 Water

Kneeland asked what is the Projection System. Emery said it is for the field techs; plan in 2009 to use technology advances by the crew.

Mumma said on the budget document, you will see an increase in salaries; this is for the 27 pay period in 2009; negative dollar amounts on page 9 offset the additional pay period; requested base vs recommended base shows 27 pays instead of 26.

pg 2 Evers said the PIO would be additional; none of the additions from this evening are in these line items. Treadway said they are there since we know the dollars.

pg 3 Braun said the \$6,000 under survey is for follow up; do focus group work on the resident survey.

pg 2 McGregor said why did employee reimbursement go down by half. Treadway said we capped that at \$5,000.

pg 4 McGregor asked why Records office expense is up. Sherwood said that is for building plans off site record storage; microfilming is down to \$2,500; we had carryover this year since moving to records so the \$2,500 should be sufficient.

pg 5 Anderson asked why there is a drop in the employee wellness. Treadway said it used to go to an individual account; now it is directed and it is \$400 per person for each department in HR; the new wellness program figures appear for everyone.

pg 6 Kneeland said the audit expenses went down. Isler said there was a change in who is doing the work.

pg 7 Anderson asked what is elections. Sherwood said that is money for Charter changes and the City's election expenses.

pg 9 Kneeland asked what is the legal advertising for. Mumma said it is used for notices when items go out to bid.

pg 10 Isler said there are 3 accounts where we moved \$330,000; this was paid from the General Fund; the money is no longer available because we are at the end of a TIF; this is an old one and it was set up different from today's TIFs so we had to pay from the General Funds expenses.

pg 11 Evers said the contract services went down. Mumma said that reflects money carried over. Franey said the only time we had an increase was when we added mowing.

pg 13 Evers said the Prosecutor's figure reflects what was also rolled off the TIF.

pg 14 Kneeland said I would expect to see Civil Service funds going down as functions go to HR. Sherwood said the Charter change did not pass so we are not changing anything right now that would reduce funding.

pg 15 Anderson asked why are there so many different legal counsels. Sherwood explained different legal groups are used for their different specialties; like one is primarily TIF.

pg 16 Kneeland asked how many officers do we have now. Murphy said 59. Evers asked if any were deployed. Murphy said 3; and we had 1 officer quit so we have 58.

pg 20 Kneeland asked what are the emergency services. Williams said siren maintenance; weather service is gone but we have it through August; the code red calls for storm warning has been done away with.

pg 21 Anderson asked why the prisoner expenses dropped. Snider said it is an average; just bumped down.

pg 22 Kneeland said the Public Health figure seems high at \$202,482. Mayor said that is for various services provided by the County like restaurant inspections, water testing, mosquito control; just a wide range of services. Anderson said why is poison control gone. McGregor said in 2006 they asked for an amount for a 1 year program and we have not heard from them since; the service is still there but they must get their funding elsewhere.

pg 26 Evers asked about the cost of the full time administrator shown. Mayor said that is the Economic Development Manager position previously created but never funded. White said I asked for it and I have cut 2 intern positions and a seasonal employee to get enough funding for this, without benefits. McGregor said salaries goes from \$304,365 to \$373,988. Mumma said that is primarily the 27 pay periods. Evers said the longer period of time would add \$9,000 difference with 27 pay periods and added benefits. White said it is a new organization table; we are living within our means; this is a "make a difference" position; to retain companies and jobs here, we need to work with businesses on this. McGregor said I am just not sure it is needed at this time. Kneeland said what would happen if we don't fund it. White said the job is already created but Council didn't fund it; it is created and this is the funding; if you approve this budget, HR will advertise the job, interview, and get someone on board; have them here by March which is late in process; need someone as fast as we can get a good person. Evers said I will have to go through some additional thought process on this. Kneeland said so we are at a juncture; we will stop until next Monday (December 15) when we will start at 6:00 P.M.

Meeting Adjourned.

Della Brandenberger, Reporting