

# **City of Gahanna**

*200 South Hamilton Road  
Gahanna, Ohio 43230*



## **Meeting Minutes**

**Monday, November 10, 2008**

**Immediately Following Previous Committees or**

**7:20 PM**

**Council Committee Rooms**

## **Committee of the Whole**

*Thomas C. Evers, Chair*

*Beryl D. Anderson*

*Shane Ewald*

*Thomas R. Kneeland*

*John McAlister*

*Nancy R. McGregor*

*David L. Samuel*

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

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**Additional Attendees:**

*Deputy Chief Bell, Lt. Jeff Spence, Karl Wetherholt, Terry Emery, Mike Andrako, Brandi Braun, Jerry Isler, Donna Jernigan, Kristen Treadway, Robin Rupp-Mondak, Sadicka White, Troy Euton, Tom Weber, Press.*

**ISSUES-From Director of Public Service**

**Hamilton Road Central Fiber Optic Change Order**

*Evers called the meeting to order. Evers said there is one item from Service and Safety Committee we would like to bring to the attention of the whole group, the Hamilton Road Central Fiber Optic Change Order; the money is already appropriated; we are being asked to change the use of it to put fiber in the central area of Hamilton Road. Emery said we would use bond funds to close the gap that does not have fiber; this would be Hamilton Road and Route 62 to Hamilton Road and Clark State Road; this is a change order with our current broadband contractor. Kneeland asked how soon it can get started. Emery said as soon as possible; they are winding down the original project and have equipment here so this portion of the project can start quickly and close the loop. McGregor asked which side of the street will this be on. Emery said the east side.*

*RECOMMENDATION: See Public Service and Safety Committee*

**PENDING LEGISLATION:**

**ORD-0246-2008**

TO AUTHORIZE THE MAYOR TO ENTER INTO PURCHASE AGREEMENT WITH CDW-G FOR THE PURCHASE OF AUTOMATED VEHICLE LOCATORS FOR THE MARKED POLICE FLEET; TO WAIVE BIDDING PROCEDURES THEREFOR; TO SUPPLEMENTALLY APPROPRIATE FUNDS THEREFOR; AND TO DECLARE AN EMERGENCY.

*Evers said Ordinance-0246 is to award the contract for vehicle locaters. Kneeland said he had asked for this to be postponed over concern about a more standard internal solution; several departments were looking at different vendors; said today he attended a presentation with this company; what this vendor is supplying is amazing; the best I have seen; we can use it with our WiFi; I appreciated the opportunity to see the insight behind it. Emery said we now have to ask for additional postponement. Lt. Spence said that he has to amend the legislation; there are some things we want to see added; price points added in; we will come back to committee on November 24 and have first reading on December 1 so it will go to the consent agenda in 2 weeks.*

**Recommended for Postponement to a Date Certain**

**ORD-0262-2008**

TO AUTHORIZE THE MAYOR TO ENTER INTO PERSONAL SERVICES CONTRACT BETWEEN THE CITY OF GAHANNA AND CHARLES W. HENDERSON FOR GAHANNA ANIMAL CONTROL FOR 2009, 2010 AND 2011.

*Evers said Ordinance-0262 is the contract for the animal control officer. Treadway said Council requested this contract come back to committee with different language; we need to determine how we want to proceed; I added wording on the fuel surcharge;*

*provided information on his current pay; Deputy Chief Bell is also here to answer questions. Anderson asked for a clarification of the pay numbers from 2008. Ewald asked if he is a full or part time employee. Bell said he is part time and has no benefits as it is a contract position. Samuel asked if he lived up to his current contract. Bell said yes. Samuel asked if he had ever had a multi-year contract before. Bell said this is the first time.*

*Anderson said he has 2 gas usage options; the flat fee is one; I would like to know the feasibility of having him reimbursed for gas as used as the other. Treadway said paying a contractor for mileage used is not done. Anderson said he can deduct it on his taxes; it doesn't have to be an issue for us. McGregor asked his average miles per month. Bell said we don't know; Gahanna work is combined with other communities and ours is not separated although we have asked him to do that. Kneeland said I am having a hard time seeing why we have to do this incrementally; as a contractor we offer him a contract, and he can tell us how much the service is, and we accept it or not. Anderson said when we look at a request for a contract change like gas reimbursement, and then find that he does not keep specific mileage records, it makes it difficult to plan how to reimburse; add to it the issue of the up and down gas prices, I would be in favor of letting him take care of his own gas. Samuel said build the cost of gas in to his salary and let him handle it. Bell said we have determined in order for him to cover those costs, we would change the increase in rates we have offered; currently we have offered a 3 year deal of 3%, 2% and 2%; we would change that to 4%, 3%, and 3%. Ewald said he supports the increase; makes it clear and we are not involved in the tracking of mileage.*

*Samuel asked if there was a performance clause in the contract. Treadway said yes; he has to maintain certification, follow guidelines.*

*McGregor said with the increased raises, he can still deduct mileage on taxes. Treadway said yes he can. Bell said is not simply the mileage; he has to pay for work-related insurance; there is wear and tear on his vehicle, and he has to drive a special 4 wheel drive vehicle equipped for this type of work. Evers asked if he had an increase from 2007 to 2008. Treadway said there would have been a 3% increase; this new offer is not out of line with what we have been providing. Evers said it would be helpful to determine if a fuel charge is cheaper if we were given comparable increase figures and percentages on a year-to-year basis. Kneeland asked if we looked at what other companies do this work, and what is the baseline cost other communities are paying for this. Bell said other municipalities don't use a contractor; most rely on the county and the service is poor. McGregor asked the dollar difference between the 3% and 4% offers given. Evers said is an addition \$450; I think that is where we need to be. Weber said because of the questions this should go to regular agenda.*

*Treadway said we also need to review the request for \$100 if he is subpoenaed and has to appear in court. Anderson asked why pay that. Bell said as a contractor that does work for other communities, he loses money by sitting at court when he could be elsewhere doing profitable work. Anderson said so this is just for court cases that only involve the City of Gahanna. Bell said yes. Weber said this really does not happen very much. Bell said once last year. McGregor said with gas now under \$2 a gallon, the surcharge is off the table but 4% is still being requested. Evers said yes as a cost-of-living increase. McGregor said I think we should give him 3%, 2%, and 2% and use 4% in the future. Evers said we need to look at fuel as part of his cost of living. Anderson said I agree with McGregor; the IRS provides gas and depreciation. Ewald said the City should make the offer of a contract and he can take or leave it; then we start over. Anderson asked if he will start over.*

*Evers said we will take the 4%, 3%, 3% offer to the regular agenda to vote on it; any other issues email Council.*

**Recommended for Adoption**

**ORD-0263-2008**

TO AUTHORIZE THE MAYOR TO ENTER INTO CONTRACT WITH ADVANCED CIVIL DESIGN FOR DESIGN MODIFICATIONS OF LINCOLN CIRCLE ROADWAY IMPROVEMENTS; AND TO DECLARE AN EMERGENCY.

*Evers said Ordinance -0263 is the Lincoln Circle Modification; we have a public meeting scheduled this Thursday, November 13, so we may want to come back after we have that meeting. Wetherholt said we had the ordinance written for the design; it is presumptive to assume we can achieve a solution for \$15,000; I know we have that dollar figure met in work already done; so I told the consultant to include only the portion of the work to where we are now in the project; this will pay the consultant for work to change the configuration over a period of time to the point we are even with the consultant; the old ordinance is dead; if we come up with a design to implement, then we will need another contract and ordinance. McGregor said her concern was this process was done backwards. Wetherholt agreed it was done that way; but now the work has been done and the consultant has provided the service, including answers to questions, so we need to compensate him. McGregor said she has never been in favor of a redesign here and did not ask questions. Wetherholt said it was not the right way to do the project but he believed questions were asked.*

**Recommended for Adoption**

**ORD-0264-2008**

TO AUTHORIZE THE MAYOR TO ENTER INTO AGREEMENT FOR THE SALE OF A 0.548 ACRE PARCEL OF CITY OWNED LAND ON LANDRUM COURT IN THE INDUSTRIAL ZONE

*Evers said Ordinance-0264 is for the sale of city land. White said this is revenue; clarified this is the piece of property for Donatos; no questions.*

**Recommended for Adoption, Consent**

**ORD-0266-2008**

TO AMEND CODE SECTION 148.13, FEES; EXEMPTIONS, OF CHAPTER 148, DEPARTMENT OF PLANNING AND DEVELOPMENT, OF THE CODIFIED ORDINANCES OF GAHANNA

*Evers said Ordinance-0266 is a code change. White said it is the fee schedule; ask for questions. McGregor asked if the fees have increased. White said they have not increased; this is to make clear the fees requested; the language was not very clear in the fee schedule so this separates the fees; they are assessed with the various construction jobs. Weber said this is a much better ordinance now. White said it is much more utilitarian.*

**Recommended for Adoption, Consent**

**ISSUES - From Director of Finance:**

**Supp. App. - Vending Machine Fund**

*Isler said the vending machines have generated more revenue than previous years so we want to use it for what we planned which is a holiday party; it does mean we need to appropriate it.*

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

**ISSUES - From Last Committee Night:****Wellness Plan****ORD-0261-2008**

TO AUTHORIZE THE MAYOR TO ENTER INTO CONTRACT WITH MOUNT CARMEL CORPORATE HEALTH & WELLNESS TO PROVIDE INITIAL ASSESSMENT AND COACHING FOR ALL EMPLOYEES AND SPOUSES ELIGIBLE FOR THE GAHANNA HEALTHY MERITS PLAN.

*Treadway said I have provided a print out of key points of the plan; I have had conversations with many of our employees and all are excited about this; 99% of the city's employees have signed up to participate; our partners said that is a really good response; are there any specific question?*

*Samuel asked how this plan saves us money. Treadway said the bonus plan will be allocated in a fairer way than the old plan; our employees are more involved in their choices; by keeping them healthier, and by their having fewer chronic conditions that cause insurance payouts, we could wind up saving \$600,000 over 5 years; this plan works with employees to help them avoid developing high-risk conditions and, when they get healthier, we see savings. Samuel said this is the trend; currently people go to their physicians for this kind of plan. Treadway said this the trend in the market; the public sector is doing more of this; the private sector has already been into it for a while; rather than intervention we are trying to do more preventative action; with the reallocation of the current bonus we see benefits with no additional costs.*

*Anderson said these programs reduce absenteeism and stress. Treadway said we are using an holistic approach that looks at all aspects of the person's life; when you have a happier and healthier employee, efficiency goes up; we also found that injuries are reduced and workers compensation losses go down.*

*McGregor asked how much is the bonus of \$600 for all 49 employees and how much has been paid out previously. Treadway said 35 employees actually received the bonus last year; so we paid out \$21,000; we don't know how much this new plan will cost exactly as the money is paid out incrementally for each function; we have \$400 per employee allocated and Healthy Merits will track payment of this for us; Mount Carmel will let them know when they have completed a step.*

*Evers said currently the incentive is based on physical fitness; in order to get the bonus they require 5 educational sessions as well as meetings and the physical fitness; now they will receive credit for an annual physical and dental exams as well as the blood screening; the real incentive is to change habits; we are not doing that now; the new philosophy is to take control and do something; this is a means that I can justify better; the old way was nice but did not encourage long-term change; I have struggled with this; last year my company offered this; we rolled it out and we are phasing in participation by the spouses; with the rising cost of health care over the last 10 years, the City's coverage has to change to help employees focus on being healthier and active so I support this.*

*White said as an employee, I have been able to meet certain qualifications in the current plan but I can't do the physical parts; I am not able to bike, or swim, or walk to the degree they require so I received no bonus; with the new program, I can go to gym or Weight Watchers and participate at my own pace and have control and, over a period of time, I think I will see improvement; that can be an incentive; I applaud the City for doing this. Treadway said even though our current plan was a step above; it still did not reach all the people largely because of the physical fitness portion.*

*McGregor asked how much of this will be on city time and how much on their own. Treadway said there will be little on city time; the 45 minute initial meeting is on their own time; coaching sessions are 5 or 10 minutes and will be before or after work; the health fair was 8 hours; the new one will be 6 hours and include the spouse. Samuel said the bottom line is the City will save by having healthier employees; some of the residents in Gahanna can't understand the prevention part; we have to help pay for gym memberships and Weight Watchers and in the long run we are saving money. Treadway said it affects us more because we have no employee turnover; since our employees are likely here long-term, it pays us to keep them healthy; for those employees who are 5 or 10 years from retirement, it will help them get set for that time in life and bring down their risks.*

*Meeting Adjourned.*

**Recommended for Adoption, Consent**

**Della Brandenberger, Reporting**