

**CITY OF EDGEWOOD
COUNCIL MEETING MINUTES**

November 5, 2007

6:30 PM

CALL TO ORDER – Mayor Link called the meeting of the Edgewood City Council to order at 6:30 PM in the council chambers of the Edgewood City Building. The following council members were present: Mark Steffen, Dale Henson, Nancy Atkinson, David MacMillan, Jeff Schreiber, Chris Link, and Ray Spears. Also in attendance were City Administrator Roger Rolfes, City Attorney Frank Wichmann and City Clerk Jeanette Kemper.

INVOCATION

PLEDGE OF ALLEGIANCE

APPROVAL OF AGENDA – No changes were made.

APPROVAL OF MINUTES – October 15, 2007 Meeting Minutes – Mr. Henson made a **motion** to adopt the October 15, 2007 meeting minutes as written; seconded by Mr. Schreiber. Mr. Steffen abstained. **Motion passed: 5 ayes – 1 abstention.** (Mr. Spears arrived at 6:35 p.m. and missed the vote).

REPORTS/PRESENTATIONS

Mayor's Report – Mayor Link attended the NKAPC meeting where they spoke about sign regulations. He advised that travelers can call 511 from 7 am – 11 pm to find out KY road travel conditions. Motorists can also call 1-877-367-5982 for assistance on some of Kentucky's major interstates through a new program called Safe Patrol; they operate 6:00 AM to 10:00 PM, 7 days a week. Mayor Link received a letter from NLC congratulating the city for being selected as a finalist for the 2007 KLC Enterprise Cities Award for our pocket park. NLC will be listing our project in their "City Practices" program which can be found on their website and it shares information with our municipalities.

Administrator's Report – no report.

CITIZENS DESIRING RECOGNITION ON LEGISLATIVE MATTERS NOT ON THE AGENDA – none.

UNFINISHED BUSINESS – Pay Plan – Mr. Rolfes gave council a memo containing issues that he would like for council to make decisions on. The NKADD district has pulled together data for us and we may suggest some changes to them. There were six items to be discussed. The first item is how to establish classifications. Mr. Rolfes recommended latitude for the administration to be able to establish the ranges that will ultimately be submitted to council for their approval. If it becomes necessary to interpolate the data, the records should be maintained to reflect how we arrive at the range for a particular classification. Council agreed.

Secondly, Mr. Rolfes said all of the classifications set out in the pay plan should be the same percentage above the average, and the beginning of the classification should be treated as consistently as possible between all departments. The problem comes when there are various levels within the department. The difference in the percentage in the average may have to vary for the beginning of the range to avoid overlap within the department. It should be more important to avoid overlap than to have the same percentage from the average for the beginning of the classification. He suggested eliminating the Police Officer – 2, Firefighter – 2, and Specialist – 2 classifications since the movement will be based on performance rather than time. He also suggested that we establish a minimum between supervisory and subordinates that would be at least \$1,000, where possible, but not less than \$500.

Mr. MacMillan suggested having a hiring range for the positions. Mr. Rolfes said we could do that as long as we reserve the right to go back to council with a recommendation stating a reason for starting someone out at a figure higher than the starting bracket. Mr. Spears said he is okay with that. Mrs. Atkinson said she doesn't want someone to feel like they're being penalized because they were in a system that was paying above market at one point; they are not going to feel like they're promoted and believe its okay to go on an individual basis. Mr. Rolfes said for starters if there is an overlap situation the start of the promoted position would be 105% of where they were before. Mr. Henson said he liked Mr. Rolfes' recommendation to change the ranges so there are no overlaps and shorten the bottom end of the ranges. Council agreed to eliminate the step two classifications as mentioned above.

Item three, Mr. Rolfes said when the Area Development District was following council's direction to make sure that everybody was currently included in the new plan, the current maximum of 10% above average jumped to 20.57%, they had applied the 20.57% to all classifications. His recommendation would be that we should increase the 10% above average to reflect the amount of longevity money that had been earned. Therefore, he suggested that we then increase the percent above average from 10 to 15 percent. He also suggested that with the 2008-2009 fiscal year that we start over in the monitoring of our people who may have been over and allow them two more years to try to catch up before we would implement a 50% cola reduction. Hopefully, this additional period will allow most people to catch up.

There was discussion about COLA and increases. COLA will continue to increase the pay ranges and council will determine a figure or percentage that will be available for pay increases each year. It'll be up to each department head to decide how to divide that amongst their employees. Mr. Steffen recommended using a grid system which sets percentage ranges for three different levels of performance such as 0-2% for below expectations, 3-5% for meets expectations, and above that for those who exceed expectations. Mr. Rolfes will look at the grid concept.

Mr. Rolfes asked how to handle someone that maxes out of their bracket. He asked their opinion about designing the plan so that it covers the majority and in those rare situations where it looks like there is an issue he'll bring it before council for their decision; council agreed.

Mr. Rolfes asked if part time employees should be included in this plan or in a separate ordinance; council agreed to separate them out.

NEW BUSINESS – Declare the Mini Pumper surplus and allow it to be sold and authorize the purchase of pickup truck – Chief Amon explained that due to the lack of use of the mini pumper they would like to declare it as surplus and sell it. An offer has been made by another department for \$45,000. The fire department would then like to use those funds to purchase an F250 pickup truck to conduct hydrant testing/maintenance, have access to hospital garage if the need arises (a fire truck will not fit in the garage), haul four personnel instead of two and store their brush firefighting equipment. The estimated cost is \$33,600. The remaining funds would be returned to the city's general fund.

Mr. Schreiver said he was okay with selling the vehicle but not sure about buying a new pickup; he's not sure if two pickup trucks are really needed. Mr. Henson agreed saying that he remembered when the fire department asked for the mini pumper and expressed their needs for it at the time. Mr. MacMillan requested more time to review this information before voting on it. Chief Amon again stated the reasons for needing the pickup and added that it will also serve as an EMS first response vehicle. Mr. Steffen said he was in agreement with the Chief and felt that it would be good to get \$45,000 for the pumper that is 10 years old that doesn't have much use anymore and purchase the pickup which can do a lot more for them and still have \$12,000 left over. Mr. Steffen suggested that they look into getting a 2007 model pickup instead of the 2008 that was quoted. Chief Amon said that was the state contract pricing and he'll look into the 2007 models.

Captain Dickman reiterated Chief Amon's comments adding that in order to operate the mini pumper two people have to be in the vehicle to assist with parking, backing up. They would only need one person to operate the pickup plus the pickup will have a lot of storage area where the pumper doesn't.

Mr. Henson made a **motion** to declare unit 153, 1997 Ford mini pumper, as surplus property and authorize the purchase of a pickup truck up to and not exceeding \$33,600 for a 4x4; second by Mr. Steffen. **Motion passed: 7 ayes – 0 nays.**

ORDINANCES, MUNICIPAL ORDERS, AND RESOLUTIONS

Resolution 2007-05 requesting the EPA to maintain existing air quality standards – Mrs. Atkinson made a **motion** to adopt resolution 2007-05; second by Mr. Spears. **Motion passed: 7 ayes – 0 nays.**

Ordinance 2007-10-05 amending ordinance 2005-09-01 in regard to open burning and nuisances – 2nd reading. Mr. Wichmann read the ordinance: AN ORDINANCE OF THE CITY OF EDGEWOOD, IN KENTON COUNTY, KENTUCKY, AMENDING ORDINANCE 2005-09-01 IN REGARD TO OPEN BURNING AND NUISANCES. Mr. Henson made a **motion** to adopt ordinance 2007-10-05; second by Mrs. Atkinson. **Motion passed: 7 ayes – 0 nays.**

ANNOUNCEMENTS:

- Tree Lighting will be November 25th at the Senior Center at 5:30 p.m. along with the chili cook-off and pictures with Santa.
- Reminder the Municipal Government League dinner is Saturday, November 10th at Summit Hills Country Club at 6 p.m.

ADJOURNMENT

Mr. Spears made a **motion** to adjourn at 8:25 p.m.; second by Mr. Steffen. **Motion passed: 7 ayes – 0 nays.**

Attest: Jeanette Kemper
Jeanette Kemper, City Clerk

John D. Link
Mayor John D. Link

Date passed: 11/19/07