

CITY OF EDGEWOOD
SPECIAL COUNCIL MEETING MINUTES
September 27, 2010
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: Jeff Schreiber, Chris Link, Ray Spears, Steve Jaeger, and Joe Messmer. Also in attendance were City Administrator Roger Rolfes, City Attorney Frank Wichmann and City Clerk Jeanette Kemper. Councilmember Dale Henson was absent.

INVOCATION

PLEDGE OF ALLEGIANCE

APPROVAL OF MINUTES – August 30, 2010 Special Meeting Minutes – Mr. Spears made a **motion** to adopt the August 30, 2010 special meeting minutes as written; second by Mr. Schreiber. **Motion passed: 5 ayes – 0 nays.**

PERSONNEL ISSUES –

- **City Council Vacancy** – Steve Middendorf submitted his letter of resignation from City Council due to moving out of the city effective September 20, 2010. Mayor Link accepted the letter of resignation. Council concurred to appoint Nancy Atkinson to fill the unexpired term which ends on December 31, 2010. Mrs. Atkinson is running unopposed in the upcoming election. Mr. Wichmann will draft a municipal order for the next meeting, October 4th, officially excepting the resignation of Mr. Middendorf; declare a vacancy and officially appointing Nancy Atkinson to that vacancy.
- **CAO Vacancy** – Roger Rolfes has submitted his letter of intent to retire effective January 1, 2011. Mayor Link suggested to council that the city use the services of the Northern KY Area Development District in searching for a replacement. NKADD will run the ad, screen the candidates and narrow it down to the number of our choosing perhaps 6 or 7; Mayor and Council will then interview the candidates. Hope to have a replacement by mid November and that person will work the remaining of the year with Mr. Rolfes. Council concurred to use the services of the NKADD and also requested that the replacement be involved in the hiring of a new city treasurer (see treasurer vacancy below). It will be a regional search. It was suggested to add “ability to work with grants” to the job description; it will be added.

Mayor Link thanked Mr. Rolfes for his 11 years of service with the city. Mr. Rolfes was instrumental in the city receiving millions of dollars in grants over the years for various projects. Mr. Rolfes thanked the Mayor and said it’s been a pleasure working with everyone. He said it was a difficult decision especially when you do something that you enjoy it makes it even more difficult. Mr. Rolfes indicated a willingness to work with the city where possible as a volunteer, initially, he will serve as a volunteer for the Recreation Committee.

Mr. Messmer made a **motion** to concur with Mayor Link’s recommendation; second by Mr. Jaeger. **Motion passed: 5 ayes – 0 nays.**

- **Treasurer Vacancy** – Mayor Link announced that the current treasurer, Joe Linton, officially retired several months ago but has graciously been continuing to serve as treasurer on a volunteer basis. He would like to leave the position permanently by

December 31, 2010, or at the latest by June 30, 2011. This position is part time but Mayor Link would like to make it a full time position adding such duties as keeping up with all the new IRS regulations, preparing and maintaining the city's budget which the CAO does now, enforce delinquent occupational taxes, monitor EMS billing, grants and assist the administrative staff where needed.

Mr. Rolfes said in trying to determine a salary for the position and keeping with our current process with salaries, he reviewed the salary survey and the Finance Director position has a salary range of \$64,093 and \$81,897 which is higher than we need. The title, Accountant, has a pay range of \$44,116 to \$56,370; Mr. Rolfes recommended that the city change the Treasurer title to Treasurer-Accountant and proceed with that pay range.

It was suggested that the hiring of the CAO be done first then the CAO can be involved with the hiring of the treasurer/accountant.

There were no objections from council; city will pursue hiring a full time accountant.

- **Fire Department Vacancy** – Chief Chris Amon said two meetings ago there was discussion about the vacancy and received a verbal commitment to move forward in filling this vacancy. It is a monetary issue that will be absorbed within their budget and he would like to get a vote and move forward with the process. Their request is to move the current staff (except for Asst. Chief Tom Dickman) to a 24/48 hour schedule, fill the vacancy from Jim Bonar's retirement with a Lieutenant/EMT, and promote FF/EMT Jason Wolking to a Lieutenant/EMT; therefore they will have a qualified officer in station at all times. They would have part time staff cover the daytime openings. Their goal is to have the vacancy filled by January 2011.

Mr. Messmer said in those two meetings ago, his impression was that the fire department wanted to pay more money on the off chance that the city would move forward with it. He said he knows it is very difficult to get someone to come to Edgewood and work 8 hour shifts; maybe the enticement of a little more money would get us someone that would come and stay. We get used as a stepping stone to go to another department. He doesn't have a problem paying more money for that. He does have a problem with the 24/48; he thinks its short sided. He said we're trying to correct one problem and thinks there are other ways to do it and he thinks they'll be transferring the problem. He doesn't see anything that takes the place of the two people we're moving from the daily operation. Chief Amon said we are moving our part time staff salaries around. The actual regular salary line item for this budget year will not change. The other salaries budget will increase due to putting part timers in those vacancies as a result of moving current full time staff members Monday through Friday. Mr. Messmer said we'll fix one problem and then we'll open another one, or ignore one and the volunteers will probably start dwindling. One way to fix it is put everyone on a stipend pay per run or hour. Another way is to bring people in, have a schedule for them, like 6 pm- 6am and they are paid an hourly rate; in other words you're hiring part time fireman who are already volunteering here now; that solves all of the problems. We should put the officers on the same program and they would be required to be here.

Chief Amon said maybe there is an insinuation that we're putting these people on and not moving any volunteers to officer positions which is the furthest from the truth. This plan

has been in motion for 2.5 years through officer planning; 100% of the officers are in favor of this, keeping the number of officers that we have now and moving our full time personnel that are already employed here to a different schedule. This plan will also improve our span of control problems. Right now, we've got six people assigned every night that run on shift for fire, we put another officer on there and that puts us up to a staff of seven including two officers, one of which will be a volunteer; right now we're exceeding our span of control. We put four people on a truck and we've got another truck that does not guarantee an officer. We're having a hard time getting officers, as we have it right now, on a volunteer basis. This year so far on the weekends we've had 11 runs with no volunteer officers, which is unacceptable. Mr. Messmer asked if officers in charge were supposed to be here. Chief Amon said during the weekend days, it's an all call system and no one is assigned to a shift during those weekend days; no one will commit to Saturday's or Sunday's; we don't have volunteer firefighters committing to those days either. The biggest issue this will solve is the span of control problem. We've brought in 43 new people over the past three years so far 15 have left for various reasons; we continue to have a high turnover rate. All departments are losing volunteers; some are just running on paid part time staff. He feels that this is the best plan by taking the people that we have in place, minus the vacancy from the retirement of Jim Bonar, and reassign their shifts Monday through Friday to a 24/48 hour schedule and that guarantees that we'll have someone in the station 24/7.

Mr. Messmer said what that will guarantee on the same nights, or the same times, is that no officers were here on the weekends and that'll give you an officer but what if you don't have firefighters. He said if we're going to address one problem why don't we address both problems. Chief Amon said he would love to have more people here during the daytime on Saturday's and Sunday's but the budget doesn't allow it. Mr. Messmer said he would like to see the number it would take to make that problem go away.

Asst. Chief Tom Dickman said the average cost of one FF/EMT for roughly 30 hours a weekend per year is about \$22,000. Mr. Messmer said what if we went to a different rate and a person who is not a full time fireman, somewhere else, but is a volunteer with us and we pay him the rate, we create that classification and the cost could be less. Mr. Dickman said he would be concerned and that he would not want to put that individual on the squad; vacating a potential fire run and that their skills may be adapted to that, we wouldn't want to put them on the EMS call and just leave the two year experienced firefighter behind it; not sure how they would come up with a second job description. Currently, we have a description for part time FF/EMT; we used to have EMT only.

Mr. Messmer asked why we don't consider the stipend or hourly rate for volunteers. Mr. Dickman said it's been discussed for many years and it's been successful initially and then we've talked about the points system and a stipend and Jeannie Rohan contacted Northern KY departments and came back with mixed results and that it was positive for a year and that's all. Chief Amon said he would be leery to go to a stipend because we've engrained a culture into our membership and that they're giving us their time Sunday through Friday and they cover their Saturday when it rotates around and that's the normal. If we throw a stipend in it, then we're changing the whole environment and that may change their motivation or participation; why should we ruin what we have working right now.

Mr. Messmer said every department handles that differently and doesn't disagree; he's just trying to come up with a way to fix the overall problem. Chief Amon said he has 8 fire officers now and he would love to have eight qualified volunteers so he could double those and it would address the span of control; we don't have the pool to pull from that.

Mr. Dickman said this plan will allow them to provide training on off days, besides the current Wednesday training, for those who can't attend on Wednesday's; it will provide more supervision and hold people accountable.

Mr. Jaeger asked if there will be a new policy created for accountability; Chief Amon said yes there would be.

Mr. Spears has no problem with the Chief's recommendation and doesn't think it will prevent us from trying to attempt to fix any other problems and he trusts the department's judgment.

Mr. Schreiber, Mr. Link, Mr. Jaeger and Mr. Spears concurred to move forward with the 24/48 hour schedule and a new hire; Mr. Messmer did not concur.

Ordinance 2010-08-05 adopt the 2010/2011 property tax rate – 2nd reading. Mr. Wichmann read the ordinance: AN ORDINANCE OF THE CITY OF EDGEWOOD, IN KENTON COUNTY, KENTUCKY, PROVIDING FOR THE ASSESSMENT OF ALL REAL ESTATE AND PERSONAL PROPERTY WITHIN THE CORPORATE LIMITS OF THE CITY OF EDGEWOOD, THAT IS SUBJECT TO TAXATION FOR CITY PURPOSES, BY THE USE OF THE ANNUAL COUNTY ASSESSMENT THEREOF BY THE PROPERTY VALUATION ADMINISTRATOR OF KENTON COUNTY; AND LEVYING AN AD VALOREM TAX THEREON FOR CITY PURPOSES DURING THE FISCAL YEAR WHICH BEGINS JULY 1, 2010, AT THE RATE OF \$0.240 DOLLARS FOR EACH ONE HUNDRED (\$100.00) DOLLARS OF THE VALUATION THEREOF SO ASSESSED; AND PROVIDING FOR THE PAYMENT AND COLLECTION OF SUCH TAXES, AND PENALTIES AND INTEREST THEREON; AND DESCRIBING THE PURPOSES FOR WHICH SUCH TAXES SO COLLECTED SHALL BE APPROPRIATED AND USED. Mr. Schreiber made a **motion** to adopt ordinance 2010-08-05; second by Mr. Spears. **Motion passed: 5 ayes – 0 nays.**

Ordinance 2010-08-06 amend nuisance ordinance – 2nd reading. Mr. Wichmann read the ordinance: AN ORDINANCE OF THE CITY OF EDGEWOOD, IN KENTON COUNTY, KENTUCKY, ADDING NOISE TO THE NUISANCES DEFINED AND PROHIBITED BY ORDINANCE 2005-09-01. Mr. Messmer made a **motion** to adopt ordinance 2010-08-06; second by Mr. Link. **Motion passed: 5 ayes – 0 nays.**

Approve Summit repairs to #174 FoamPro system – Mr. Jaeger made a **motion** to approve the repair to Rescue 174's FoamPro system from Summit Fire Apparatus at the cost of \$4,296.32 because the item serviced is in the best interest of the public and the city due to convenience; second by Mr. Spears. Mr. Messmer abstained. **Motion passed: 4 ayes – 1 abstention.**

Approve Summit repairs to truck #160 – Mr. Jaeger made a **motion** to approve the service of the annual service work to Truck 160 with the additional service items performed from Summit Fire Apparatus at the cost of \$3,713 because the item repaired is in the best interest of the public and the city due to proximity; second by Mr. Link. Mr. Messmer abstained. **Motion passed: 4 ayes – 1 abstention.**

Approve additional Summit repairs to #174 from collision – Mr. Jaeger made a motion to approve the repairs to the front bumper of Rescue 174 with the addition of the hidden damage from Summit Fire Apparatus at the cost of \$5,073.20 because the item serviced is in the best interest of the public and the city due to supply and convenience; second by Mr. Spears. Mr. Messmer abstained. **Motion passed: 4 ayes – 1 abstention.**

ADJOURNMENT

Mr. Spears made a motion to adjourn at 8:30 p.m.; second by Mr. Messmer. **Motion passed: 5 ayes – 0 nays.**

Attest: Jeanette Kemper
Jeanette Kemper, City Clerk
Date passed: 10/4/10

John D. Link
Mayor John D. Link