

MINUTES COMMITTEE MEETING
REYNOLDSBURG FINANCE AND ADMINISTRATION COMMITTEE
June 10, 2019

Chairman Barth R. Cotner called the meeting to order at 8:22 PM

Call to Order - Roll Call

PRESENT: Clemens, Cotner, Luzader, Joseph

ABSENT: Spalding

Approval of Agenda

Motion to add as item 4b. ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY OF REYNOLDSBURG, OHIO: Amending Section 160.08(a)(2) ADMINISTRATION OF PAY PLAN OF CHAPTER 160 EMPLOYEE COMPENSATION; AND DECLARING AN EMERGENCY. by Councilman Cotner, second by Councilman Luzader. All voted affirmative, motion carries.

Approval of Minutes

a. Finance and Administration Committee – Committee Meeting – May 28, 2019

NEW LEGISLATION/DISCUSSION ITEMS

ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY OF REYNOLDSBURG, OHIO: AMENDING SECTION 160.01; 160.02; 160.03 AND 160.08 --- Bryant. Finance and Administration Committee.

Mrs. Boller: Good evening a lot of this language that you're seeing in this ordinance is what you were just discussing with the Code Enforcement. We drafted it based upon what I thought was what you wanted last meeting, I might have been mistaken. We have it drafted with some clean up language from the prior legislation in 160 but also we have added in there 1 permit tech and 2 code enforcement officers which we know we only have funding for this year for either 2 code enforcement or a permit tech and a code enforcement officer, so it can be re-drafted, whatever you would like we can change it for next meeting.

Mr. Cotner: So, we started this discussion, we're back to it.

Mr. Luzader: I don't really have a problem with all three positions. I do agree with Mr. Clemens, I need we need to concentrate on code enforcement right now. If you go out into the community and talk to the residents and everything else, that's number one of their concern. So my pleasure would be to try to get code enforcement up and running at full speed and full tilt.

Mrs. Boller: We would have to get a cert list for any code enforcement officers through civil service. Once we hired one, it would be fairly simple to add that second one on because we would already have a cert list. Again, I am a little cautious about adding 2 employees until we see how one would work out, but again, we'll go at your direction.

Mr. Cotner: Mr. Bowsher, you brought a lot of great information and you're actually, you also took

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the time and effort to go out and ride along with these code enforcement officers, which I think is highly needed and outstanding that you did that and I think that gives you perspective knowing then insides as well. If we hire 2 code enforcement officers and not this permit technician, what's that going to do. Are we going to have too many citations written? Is this permit technician going to process things? How are they going to be working together in terms of making things better for the city as a whole.

Mr. Bowsher: That's a great question. One of the things that we were working through towards, most communities in central Ohio, work without a CBO on staff. That was one of the things I wanted to work through and discuss and it was something that we came to the conclusion that moving forward, just base on some changes that recently happened, that it was something we want to stick with because it works very well in other cities. We have a lot of redevelopment and infill development that's happening, yet, we don't have a whole lot of new brand new construction, we're kind of limited on where we can build out, so it actually would be a waste of funds to hire back onto that position as a full time when we have a consultant that we've already contract out and that we've been contracting out, so what I would like to use that permit tech 1 because we're going to create that kiosk and that online permitting, we're going to get a much more flow of online permitting and what they're going to do is be utilized as sort of planning coordinators to take in that information, disseminate it out to our contractors and staff that we have that are already on, to the fire department, to all the different entities that we work with to sort of get approvals done. They'll take it, they'll keep track of it, they're tracking when they bring it back, so we're cutting the red tape, we're cutting down on permitting time and it just helps over all because right now, if something were to happen to our current permit tech, we're pulling away from code enforcement. So you're actually killing 2 birds with one stone. One if you're hiring the other permit tech now, that one code enforcement officer or the two that we have, you basically jump up from 1 and a half, to immediately 3 code enforcement officers. I'm hesitant about over hiring, I feel that 4 there would not be enough to do during the winter time, especially knowing that we're going to have that online permitting system, they're going to be able to do things much faster, much quicker and we're going to be able to bring ourselves into the 20th century and I'd like to see how that works moving forward. But at the end of the day, its the City Council's decision, I will work with 2 code enforcement officers, we will absolutely utilize those 2 code enforcement officers, I just worry that when we implement new software and we get more advanced, that we may be over staffed during certain times of the year. We would need that staff to help with the growing issuance of coordination and permitting.

Mr. Cotner: So as Councilwoman Bryant said, perhaps even that extra one being hired as a contract employee, or seasonal, is there any possibilities of that, so we could jump start? Cause when we talk about it there is no question that there is, you can't tell me that right now there's not enough work for multiple people, right now at the moment. So even if we were to do anything in the short term basis, is there a solution we could look at for something along those lines? Because it sounds like the permit tech is a very useful and needed tool for this community as well.

Mrs. Boller: I would say that we could probably do seasonal or even a part time position. I would be a little hesitant to hire in a contract employee in the same position that we have a full time civil service staff, there might be some conflicts in that that we have certain people classified as civil

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service positions and yet we're identifying this other one with no benefits and strictly on a contract business. We would have to have that discussion with them...

Mr. Cotner: Great points, that's why we want to try to talk through the options and seeing what we could do. I mean everybody wants to see something, we have an opportunity to do something now the more aggressive we can be on this now, I think is better for the community as a whole. Other thoughts?

Ms. Bryant: If bringing somebody in on contract or limited basis isn't feasible, what about bringing them in as the 2nd code enforcement officer and then once the program is up and running and there is more use for that, just have them transition from code enforcement to the permit technician?

Mrs. Boller: They are different job classifications. We would have to hire someone that would be able to do that, basically for a newly created position, we would have to advertise for it and hopefully that person falls in line with the qualifications. We probably couldn't go out and find someone just that way. Thinking through this, we would probably be better off, we used to have part time code enforcement, if we were really wanting 4, I would say definitely hire a full time right now, and then maybe a part time? Again, because we're talking benefits, there's a lot to this cost.

Mr. Luzader: And I think along those lines, we'd have to change the proposed legislation to say 1 part time, 1 full time and if we did that now, say the first of the year or whatever, if we know there is enough work for the other one, we could always change it to a full time position then from part time.

Mr. Clemens: I'm going to say it one more time. We're here for the people of Reynoldsburg, period. To see that they're taking care of their yards, houses and so forth. I'm not against the permit deal, I think that's fine. Work that in whenever you want to. You're going to have 4 people there certainly one of them would be smart enough to learn it. What I'm saying is, all you have to do is go out and talk to people and what they want taken care of in the City of Reynoldsburg. And if they want their property taken care of and their neighbors property taken care of, they want things straightened up because of their property values. That's what we're here for. We're not here to argue whether we want to hire somebody part time because maybe when it snows, he's not going to be working, but we sure as hell need him now. That's my point, we have to get the jobs done. If we don't want to get them done, do whatever you want to do, I'm just telling you what should be done as far as taking care of the people that live here and their properties. I know it's tough on older people, hell there's not that many people older than I am and I know how hard it is to take care of.. I have somebody cut my yard and things like that, things I always did and I thought we ought to help people, I have not problem with that at all. And I think we're right on trying to get organizations to help them, but you know, this is a town of 38,000 people and we only have 2 code compliance officers, I don't blame them at all, that's a lot of work out there. I think we should go with the 2 and if there's no work in the winter, then we teach them to do the job that he wants done. There's all kind of things you can do with personnel.

Mr. Bowsher: I just want to add one more thing. I don't want to speak for the Chief, but he actually, once he gets up to full staff, one of the positions that we discussed at the last Council meeting, was a

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quality of life officer, that would sort of help guide some of those citations that we're talking about for those code enforcement that goes hand in hand, I think they're going to do some noise complaints, they're going to take a look at sort of an animal control and cover them, he's not going to have enough staff to be able to cover each specific little thing because there's not enough work, but its all encompassing, so that person would work hand in hand with our code enforcement officers to make sort of a really great team.

Mr. Luzader: I just wanted to point out, that our job here is to legislate, it's the Mayor and his staff's job to administrate. If they think that eventually they may need 2 more code enforcement officers for a total of 4 and a permit tech I have no problem with that. I just want you to know that if we still get a lot of complaints about code enforcement, you're going to hear about it.

Mr. Bowsher: Fair enough.

Mr. Cotner: so your preference is that we do the 1 code enforcement and the permit technician is that.. well you're preference is to allow the administration to do their job, and make that decision.

Mr. Luzader: Yes and right now they're request is for 2 code enforcement officers and a permit technician.

Mr. Cotner: Any other questions or comments on that?

RESULT:	REFERRED TO COUNCIL [UNANIMOUS]	Next: 6/10/2019 7:35 PM
SECONDER:	Brett Luzader, Ward 2 Councilmember	
AYES:	Clemens, Cotner, Luzader	
ABSENT:	Spalding	

ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY OF REYNOLDSBURG, OHIO: AMENDING SECTION 160.08(A)(2) ADMINISTRATION OF PAY PLAN OF CHAPTER 160 EMPLOYEE COMPENSATION; AND DECLARING AN EMERGENCY. --- Cotner. Finance and Administration Committee.

Mrs. Boller: Thank you for adding this, this evening. When I met with the Auditor's office and started discussing the implementation of the steps, I was very clear in my mind what I knew what I was speaking about, but it read quite differently. So this is just to clean up that language to make it very clear that if an employee is currently in a pay grade that is closest to a step 3, that we will place them in a step 3. If they're closest to a 4 in their current rate of pay, we would place them in a 4. I wasn't very clear in my previous language. So that is what this is about.

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MOVER:	Barth R. Cotner, Chairman	
SECONDER:	Brett Luzader, Ward 2 Councilmember	
AYES:	Clemens, Cotner, Luzader	
ABSENT:	Spalding	

LEGISLATION FOR EMERGENCY ADOPTION

70-19

ORDINANCE AUTHORIZING MAYOR TO ENTER INTO CONTRACT BETWEEN THE CITY OF REYNOLDSBURG AND FRATERNAL ORDER OF POLICE, CAPITAL CITY LODGE NO. 9 AND DECLARING AN EMERGENCY. --- Cotner. Finance and Administration Committee.

RESULT:	REFERRED TO COUNCIL [UNANIMOUS]	Next: 6/10/2019 7:35 PM
MOVER:	Barth R. Cotner, Chairman	
SECONDER:	Mel Clemens, Ward 4 Councilmember	
AYES:	Clemens, Cotner, Luzader	
ABSENT:	Spalding	

71-19

ORDINANCE AUTHORIZING MAYOR TO ENTER INTO CONTRACT BETWEEN THE CITY OF REYNOLDSBURG AND THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION AND DECLARING AN EMERGENCY --- Cotner. Finance and Administration Committee.

RESULT:	REFERRED TO COUNCIL [UNANIMOUS]	Next: 6/10/2019 7:35 PM
MOVER:	Barth R. Cotner, Chairman	
SECONDER:	Brett Luzader, Ward 2 Councilmember	
AYES:	Clemens, Cotner, Luzader	
ABSENT:	Spalding	

LEGISLATION FOR SECOND READING

RESOLUTION ADOPTING THE TAX BUDGET FOR THE CITY OF REYNOLDSBURG OHIO, FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020; AND DECLARING AN EMERGENCY. --- Cotner. Finance and Administration Committee.

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RESULT:	REFERRED TO COUNCIL [UNANIMOUS]	Next: 6/10/2019 7:35 PM
MOVER:	Barth R. Cotner, Chairman	
SECONDER:	Mel Clemens, Ward 4 Councilmember	
AYES:	Clemens, Cotner, Luzader	
ABSENT:	Spalding	

DISCUSSION OF COUNCIL MEMBER INSURANCE

DISCUSSION ON AMENDING CHAPTER 160 EMPLOYEE COMPENSATION TO ALLOW FOR COUNCILMEMBER INSURANCE COVERAGE --- Baker. Finance and Administration Committee.

Mr. Baker: Thank you. Every Council member should have gotten the information that Mrs. Boller handed me. I wanted to get feedback from Council members if this is something that we would be willing to pursue. I think this would be a good added benefit for those who wish to serve as Council members, especially after all of us are gone and this could be an added benefit to entice people that want to serve their community also, kind of bring us in line with the full time elected officials, not pay wise but benefit wise, because like full time elected officials, they work 24 hours basically. When you go to the store and someone has a question, you're not going to tell them you're hours are 9-5, you're going to talk to them no matter if its 8am or 11pm. So this is just to add a little something to those who might wish to serve on council so I had Sandra run some numbers, ask neighboring communities if they offer it to their members and as you can see there are several that do, and several that don't and I'm going to have Mrs. Boller explain, because I tried to explain it and there was one piece that I got confused on and I'd rather have her explain it fully than me try to ad-lib some of it. I do want to apologize to Councilman Cotner because he had asked me a question, and I have him wrong information about that, I misunderstood what Mrs. Boller was saying and that's why I'd like her to speak on this.

Mrs. Boller: This is just the numbers of what it would cost if we were to offer health care again to members of Council, the biggest number being if we offered family coverage for everyone on Council, the HAS benefits available to city employees and dental and vision coverage. It would cost, \$180,000 a year. Of course if you look at the second page from other cities, there are various ways that other cities are offering coverage, or quite a few don't offer coverage to their Council, but some offer single coverage, it's pretty much whatever your pleasure is. But these are the numbers, the cost of the coverage would be the same amount that we would charge for our full time employees, the rest would be identical.

Mr. Baker: and this could be purchased, if we wanted to just to the medical part, vision and dental could be separate so that would drop down the cost. For those who would want to take advantage of this correct?

Mrs. Boller: One other thing, those of you who are retired under OPERS system, there is a rule that says if your employer offers healthcare coverage, you must take it. So that would mean you would

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have to give up your coverage through the retirement system while you're serving on Council. That is their rule and we would have to abide by it.

Mr. Baker: This just popped into my head, because we have 2 members on Council that are currently retired, Councilman Luzader, and Councilman Clemens, this really wouldn't effect Councilman Clemens, because if we were to do something like this, it would be budgeted for and wouldn't take effect until next year. So you wouldn't have to worry about that if we were to go forward.

Mr. Clemens: The thing I don't understand is why are we considering this really, I don't understand why...

Mr. Baker: We're considering this because A, it is something that Council has done in the past, I know the city is trying to get up to full strength to what it used to be and so, I'm bringing this up as just a discussion to see if this is something that Council would like to pursue because it does provide an added benefit for those who want to serve on top of wanting to serve to better their community, but also just a little incentive. I don't believe on doing this job for money, I think you do it for, because you want to better your community, however, I think, because you are accessible 24/7 out of the day that there should be just that little benefit for doing this job, so that was the reason why I brought this forward.

Mr. Cotner: Thank you Mrs. Boller for getting this information together, we can certainly discuss it. I'm not in favor of this in any way, we did away with this a number of years ago because it was an expense that we needed to look at. I think we're better off continuing not offering health care, I think we're part-time, employees of the city, part-time elected officials, so I don't think its appropriate that we get the same type of benefits that our full time team does. So it's not something I'm supportive of, but again, that's my opinion. Other members of Committee/Council? Thoughts? Opinions?

Mr. Baker: Technically, you're right, on paper, we are part time, but in reality, we're full time just as anybody else. I'm sure if somebody were to come to you whether you're at the store or restaurant and asked a question about a certain thing asking you to do something, you're not going to turn them down correct? With that being said, we might not be paid as a full time elected official, on paper it might show we're part time but in reality, we're full time.

Mr. Cotner: I understand and yes, I think we all get stopped a the stores, restaurants, soccer fields, weekends, nights. I agree with you 100% on that.

Mr. Clemens: I thought we were overpaid the way it is anyway. We only have 1 meeting, we get calls, I'm around town all the time, I'm down here all the time, I just thought that's why the people elected me. That's why I ran. I didn't run to get insurance or to get paid. I can remember when I was a councilman I got \$25 a month. Didn't mean anything then, doesn't mean anything now really. If you're here to do the job that the people elected you to do, and you knew it was part time when you ran, if you don't like people calling you and you have to answer questions then that's when you pick up and leave. I just don't think we're here for that. Back in the old days, it wasn't that

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expensive, but insurance is expensive for the city now. I mean, it's a chunk of money. That's just something to think about really, I'm serious, I think we're overpaid anyway.

Mr. Baker: This wouldn't be forced upon anybody except for what Sandra said, this is an option. And I say for myself, I have insurance currently so I'm not benefiting one way or another, but for those who want to take advantage of it. I don't think all 8 council members are going to jump on this. The city only pays for who's using it.

Mr. Clemens: I know when we dropped it, we dropped it because it was so expensive for all of use to have insurance. I would have to take it, he would have to take it, course I won't be here that much longer. That came up back and forth I don't know how many times on that but I just don't know, its so expensive.

Mr. Baker: And I understood the reason why it was dropped the first time because it was so expensive and the city funds at that time were very low and couldn't afford to keep it so I do get that portion of it, but this is a different time, if we're talking about going full strength in all areas, why not provide an option. Like I said, not everyone up here is going to take it, those who come after probably aren't going to take it either, but it's just an option. That's it not mandatory, just an option.

Mr. Luzader: I'm inclined to agree with Councilman Clemens, we do this as part of our civic duty, we don't do it for the pay and I don't care if someone calls me at 2:00 in the morning, I'm still going to answer the telephone. That's my opinion.

Mr. Baker: I agree with you.

Mr. Cotner: I appreciate you bringing it, it doesn't seem like there is much traction here from what I'm hearing.

Mr. Baker: And that's the reason I wanted it as a discussion item because I didn't want to try to jam it down someone's throat. But its a good discussion.

Mr. Cotner: I think anything should always be discussed and talked over and I don't have any problem with putting it through on the agenda, but I don't think there's enough support to move forward. So I would just like to let that be the end of that for now unless there are other questions or comments.

RESULT:	WITHDRAWN
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