

MINUTES COMMUNITY DEVELOPMENT COMMITTEE MEETING
REYNOLDSBURG CITY COUNCIL
June 4, 2012

Members of Community Development Committee present: Leslie Kelly, Nathan Burd, Cornelius McGrady III. Councilman Scott A. Barrett was absent.

Other members of Council present: Mel Clemens, Barth R. Cotner, Chris Long, Council President Doug Joseph.

Mrs. Kelly called the meeting to order at 7:31 p.m.

The agenda was approved.

Minutes of the Community Development Committee meeting held May 21, 2012 were approved without objection.

Discussion: Future development direction for the city - Chairwoman Kelly listed topic at request of Councilman McGrady; *first discussion on 5-21-2012*.

Mr. McGrady said, "In reading the draft that I received here, you clarified the one area that it was passed; the thing that really stuck out this past weekend when I was in Scottsdale, taking some pictures, and how they have their area developed is, their theme is country and western and the Aztecs, so they have a lot of the jewelry stores, a lot of country and western decor there. So that would be the thing that's in my mind as far as a theme, if the city did move, eventually move with the resources, once the resources became available, to look at the old town development project here; that's the thing that's going through my mind. And then you also mentioned that possibly attend the REDI meetings to see where their footprint in future development for the city is, as well. And in looking at the, development's not here, to see if there's any additional amendments cause in here - there's short-term, long-term and medium-range projections - in this draft here, to see if there's anything updated on that, but that's all I have right now, so I'll

Mrs. Kelly: One of the things Mr. McGrady and I kind of side-barred here for a little bit, is that we do have a number of entities within Administration right now that are working on development of the city. You have REDI, we have our strategic plan, our development director, and that it's important that we continue to have a follow-through and ask for updates and see what we can do to help support what's going on. Mr. Cotner, do you know when the next REDI meeting is? Off the top of your head?

Mr. Cotner: That question may be for Mrs. Hudson that's here. Do you know the date, off the top of your head?

Mary Hudson: I believe we are going to meet on the fourth Thursday of June at 7:30 a.m. in the morning here.

Mrs. Kelly: I'd like to put this in Other Legislation to possibly bring back after that REDI meeting.

Our next item for business is “A Resolution to Waive the Provision of Section 971.16 of the City’s Codified Ordinances for the 2012 Tomato Festival” - first reading was May 29th, 2012. Are there any questions regarding this?

Mr. Long: I don’t have a question. Mary, I have a couple questions for you. I’ve seen at other events that at the time an individual enters the area that an identifier, a wristband, or something of that sort, is issued to that person so that the individual serving the beer can tell that they have been checked. I don’t see that anywhere here in the agreement. Is it a possibility to have that added to the Facility Request?

Mary Hudson: I think if that’s important, absolutely. I mean, to me, we had, our original intent, whether it be by tickets or by wristband, would be that they would be carded, no one that’s under 21 can even get into the area, so they’d be carded when they came in, but they would also be carded when they were served the beer. But, I mean, that’s .. can definitely be put in there and I said, if it’s the wristband is the way you’d prefer us to go instead of a ticket, then that would be fine also.

Mr. Long: It’s something that’s visual; it’s something that would be unique, and it’s not something somebody could go out to a novelty store and buy, and then have it in the area while they’re there.

Ms. Hudson: Right. But like I said, they can’t even get in unless they’re 21.

Mr. Long: I understand.

Ms. Hudson: But that’s possible, I mean, I’m sure that the City Attorney whatever stipulations you would, were important for us to put in there, we could definitely put in there.

Mr. Long: Okay. I’ll take it up with Jed then.

Mrs. Kelly: I like that idea too; I think that’s a great idea. Anything else?

Mr. Clemens: Has there been any more thought about the position of where it’s going to be? Is there going to be a flea market this year or not?

Ms. Hudson: At this point in time we are not having a flea market. But that has been brought to us and we’ve talked about a couple of the locations, and we still think where the flea market was located, is too close to where the children’s area is. Where we originally had put, placed it, and gave you the map, is the furthest away from any of the children’s games or children’s area, and pretty much hidden away in the back. Like I said, it’s open for discussion, but if you look at where it is, where the flea market was, was right behind where the inflatables are.

Mr. Clemens: I haven’t given up on the street yet. I mean, really, you want it where people come in to see it, you’re there to make money off of it, that, you know...what’s wrong with the street, I mean, that’s where Pickerington has theirs, on the street, you know.

Ms. Hudson: On Davidson Drive, which is if that’s the street you’re talking about, on Friday night we are having a, it’s like a cruise-in for motorcycles, and on Saturday night we’re having the

cruise-in for cars, and if you've been in there, the last couple of years, that keeps growing and growing and growing and Davidson Drive is full, plus they go back into the park also.

Mr. Clemens: Of course, I don't like cars, I like beer (laughter). But anyhow, I just, that was a thought, you know; and my other thought of course was working out a deal and having it over where the, right next to it, where the swimming place was, but you said that's been thought about and changed, so.

Ms. Hudson: Is that Mr. Barney's property?

Mr. Clemens: Yes. It's not on city property.

Ms. Hudson: Well he's going to ask for a cut. You and I have had that discussion before.

Mr. Clemens: I know. I understand. Okay. I'm just really trying to get it away from the people, that's all.

Mrs. Kelly: Are there any other questions? (No response) Then I would like to send it to Council for its second reading. Do I have a second? Second by Councilman Burd. All in favor? (All voted "Aye" except Mr. McGrady, who voted "Nay".)

Meeting adjourned at 7:38 p.m.

Community Development Committee
- - -Nancy C. Frazier, Clerk of Council
June 4, 2012

MINUTES SAFETY COMMITTEE MEETING
REYNOLDSBURG CITY COUNCIL
June 4, 2012

Members of Safety Committee present: Mel Clemens, Cornelius McGrady III, Nathan Burd.

Councilman Scott A. Barrett was absent.

Other members of Council present: Leslie Kelly, Barth R. Cotner, Chris Long, Council President Doug Joseph.

Mr. Clemens called the meeting to order at 7:39 p.m.

Mr. Clemens said he would like to add Item 3a, Other Legislation Status. There were no objections.

Minutes of the Safety Committee meeting held May 21, 2012 were approved without objection.

Mr. Clemens moved to remove two items under Other Legislation: Item 1 - Discussion: Addition of Chapter 1391 - Rental Registration- -held 11-3-08; on 11-17-08 item moved to Other Legislation.; and Item 2 - ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY OF REYNOLDSBURG, OHIO: AMENDMENT OF VARIOUS SECTIONS OF CHAPTER 1305 PERMITS AND FEES- -first rdg 10-27-08; held 11-3-08; held 11-17-08; *on 12-1-08 item placed in Other Legislation.* Mr. Burd seconded; all voted "Aye".

Discussion: Liquor Permit Request - New - Kumo Japanese Steakhouse, Inc, dba Hibachi & Sushi Buffet, 7661 Farmsbury Drive, Reynoldsburg, OH 43068- -Acting Chief O'Neill said an investigation had been conducted and there was no recommendation for a hearing. Mr. Clemens said the item would be returned without a request for a hearing.

Meeting adjourned at 7:40 p.m.

Safety Committee

- -Nancy C. Frazier, Clerk of Council
June 4, 2012

MINUTES SERVICE COMMITTEE MEETING
REYNOLDSBURG CITY COUNCIL
June 4, 2012

Members of Service Committee present: Barth R. Cotner, Leslie Kelly, Cornelius McGrady III.
Councilman Scott A. Barrett was absent.

Other members of Council present: Mel Clemens, Chris Long, Nathan Burd, Council President Doug Joseph.

Mr. Cotner called the meeting to order at 7:41 p.m.

The agenda was approved.

Minutes of the Service Committee meeting held May 7, 2012 were approved without objection.

Discussion: Resolution of services available for property proposed for annexation - 1790 Lancaster Avenue; applicants Steve Hatton and Tami Williams- -Mr. Cotner asked if there were any questions or comments. (No response) Mr. Cotner moved to send legislation to the special Council meeting to follow committee meetings with a recommendation for adoption as an emergency measure. Mrs. Kelly seconded. All voted "Aye".

Meeting adjourned at 7:42 p.m.

Service Committee
- - -Nancy C. Frazier, Clerk of Council
June 4, 2012

MINUTES FINANCE COMMITTEE MEETING
REYNOLDSBURG CITY COUNCIL
June 4, 2012

Members of Finance Committee present: Chris Long, Nathan Burd, Barth R. Cotner, Mel Clemens, Leslie Kelly.

Other members of Council present: Cornelius McGrady III, Council President Doug Joseph. Councilman Scott A. Barrett was absent.

Mr. Long called the meeting to order at 7:43 p.m.

Mr. Long said he would be holding Item No. 6 and Item No. 7 for two weeks. There were no objections.

Minutes of the Finance Committee meeting held May 21, 2012 were approved without objection.

Discussion: Amend Personnel Policy and Procedure Manual, Section 3.071 Promotion (Senior Police Management)- -Mr. Long asked the Mayor if he had any comments; the Mayor said he had nothing to add. As there were no questions, Mr. Long moved to send legislation to Council for the first reading with a recommendation for adoption as an emergency. Mr. Clemens seconded the motion; all voted "Aye".

Discussion: 2013 Tax Budget- -City Auditor Harris said, "For the new people on Council, I'll give a quick thing of what the Tax Budget is. The Tax Budget was set up in the early 1900's when the county assessed all the property a ten mill tax that was then, you had to file a tax budget with the county and they assessed, they took that ten mills and divided it up between the schools, cities, townships, and everybody else, and they kept a large portion for themselves as well. And ever since then, about the 1930's they went ahead and got, I guess they got tired of doing it, cause they went ahead and made the assessments permanent and therefore they don't really do anything with this any more other than take a look at it and throw it in a drawer somewhere, but one of the things it has been used for and we have always used it for, I think the county intends for it to be used for, this is really the beginning of the discussion for the 2013 Operating Budget. I included with a, a couple of things, there's a new thing from the State Auditor on going on fiscal warning before you go on fiscal watch. I haven't gotten any information from them as to what constitutes fiscal warning and fiscal watch, so I will let you know about that when I actually get the standards for it, but there was also a memo I'd like to read part of the memo and how I figured this, and you could certainly ask any questions you would want. 'Attached is the first draft of the 2013 Tax Budget. The timeline calls for this to be on the June 4th Committee Meeting. In projecting for 2013 there were a number of factors that were considered. Revenue: In 2011 the city's General Fund Revenue was 13.4 million an increase of 1.5 million from 2010. The biggest increase was in the net profit tax portion of our income tax collection. The history on this is as follows: 2008 - \$1.1 million; 2009 - \$500,000; 2010 - \$1.1 million; and then 2011 - \$2.4 million. The majority of this money will come in between July and September. It is unlikely that the 2011 receipts will be matched in either 2012 or 2013.' If you look at the history of this, only a couple of times has this gotten to that in the last fifteen years has it gotten to that \$2.4 million threshold and with the anemic growth that has been projected in the GDP for the rest of this year it's doubtful that, and the stock market was already showing some concern with profitability and how it may be down. 'We projected \$1.5 million in 2012 and 2013. Local Government Funds will be reduced by another \$150,000 in 2013 and the loss of the Estate Tax is around \$350,000 a year. Expenditures: General Fund Expenditures in 2011 were \$13 million dollars. The 2012 General Fund Operating Budget was \$14.1 million dollars. In most years this does not all get spent; however, we can project that only about \$300,000 will be left at the end of the year. Over the last ten years the General Fund

Expenditures have grown at an average of 3.5%. This seems like a realistic amount going forward.' I have been, and then we go to the General Debt Retirement: 'I have been moving excess bond money from the Streetscape Fund for the last five years to make up the shortfall in the General Debt Retirement; the money has now been depleted. The Fund will now have to be supported by the CIP or the General Fund. The amount needed is about \$400,000 per year. The CIP Fund currently has about \$3.5 million unencumbered. The Income Tax Fund transfers about \$240,000 a year as required in Section 191 of the city code. With the amount needed to support the debt retirement, and no projects in 2012 and 2013, the amount available for the General Fund is about \$3.0 million. Results: When we use the numbers from the previous section it results in a \$2.7 million dollar shortage in the General Fund, and a shortage of \$413,000 in the General Debt Retirement Fund.'

If you look on page, I think it's 4, you will see the shortage in the General Fund toward the bottom of the page, \$2,696,159; and then on back, on two more pages, in the Debt Retirement, \$413,000. Obviously, we cannot send this down to the county that way; there will have to be money moved from, into both those funds, from the CIP, and depending on what happens with the net profit tax this year, we could be, by this time next year, pretty much out of money. So obviously something's going to have to be done, either increasing revenues or finding substantial cuts in expenditures in order to avoid fiscal watch from the state. So anybody that has any questions, I'll certainly be glad to answer them.

Mr. Long: Thank you, Auditor Harris. Members of the committee, one of things, this is going to be one of the tools that we are going to be utilizing when going through the budget process. I've also asked the Auditor to put together the last five years of actuals from each of the departments. Utilizing that, along with his budget going to the county, and what we're going to be receiving from the department heads, we should be able to get a relatively decent idea of what 2013 is going to look like. So those are the three pieces of information that we'll be using starting next Monday night with our, we're going to start our Finance, special Finance Committee meeting at 6:45. So you'll have received the information on Friday; you'll have an opportunity to go ahead and review it over the weekend, and then present any questions to Dick on that evening, as far as the meeting, and naturally you're free to give him a call at any time.

Mr. Harris: Yeah, you'll have to let me know what departments you want to specifically talk about and then you may want to have the director there at that meeting as well cause they'll be able to tell you more of individual lines, what they spent, what comes out of each individual line, I mean, with time, I can pull up the invoices, I don't, you know, know them, I mean I can tell you office supplies basically what it is, but you know, if you need something more specific, I mean, I think we all know what office supplies is, but they may have special needs like in the Police Department obviously they produce a lot more paper than say the Development Department because of the volume of reports and stuff that they have to do, so, you know, I can give you what information I have, but you probably will need whatever directors you're going to be talking to, at that meeting as well.

Mr. Long: Um-hmm. Thank you. Any questions from the committee? Councilman Burd.

Mr. Burd: Thank you, Auditor, for the information. You talked a little bit about the net profit tax over the last few years. I know it's just speculation, but 2.4 million, is that normally high, at least

in recent years, and...

Mr. Harris: In the last ten or fifteen years, that's been one of the highest ones we've had.

Mr. Burd: Any reason? I mean, that's good news obviously, but what's the reason for that? Am I, the reason I'm asking mainly is why are we projecting a million dollar drop-off next year? I know we want to be safe with our projections, but...

Mr. Harris: Well, first of all, I can't really talk, because it's confidential tax information, so it gets to be a little tough to talk about in public, but over the years, large local businesses who we do this from, it has changed since '05 and we cannot just accept what they do in the city, it's a consolidated return. So we know that what businesses we have in this city, however, we don't know the other businesses that are associated with this, and since they file a consolidated return and they get extensions, we also have to go through a process, cause last year, we found an extra \$200,000 when we did the audit after-the-fact, so that being said, it's, when you have a multi-faceted, large businesses that are within the city and you are working with that, you generally find that it is rare for them to declare this much profit tax. The last time we got this much money, came from a dispute, when they moved a large section of their business out of town to New Albany and when we audited that, we found another million dollars that they owed us, so .. it's difficult.

Mr. Burd: So it's primarily tied to one specific thing.

Mr. Harris: Basically you look at trend and you go with your best estimate on it because we have no control of what people do with their businesses.

Mr. Burd: And at 1.5, it would still be higher than it had recently.

Mr. Harris: ___ um-hmm. And we're not looking, you know, I know a lot of places think the world's coming to an end after last Friday's jobs report, but the fact of the matter is, some of the companies that are here, are profitable companies. Now, you know, a lot of times, profitable corporations, instead of declaring profits, will go ahead and buy things and expense them to avoid the net profit tax even though it's a small portion of what their total tax obligation is. But, and we just don't have a whole lot of control, and there's no way, we don't have a payroll in this town to look at what they're making and what they're doing with their thing, so we just go with the trend and try to figure out the best we can and be realistic.

Mr. Burd: Fair enough. Thank you.

Mr. Joseph: Mr. Harris, could you talk a little bit more about the State and what they do when they have to come in and take over, the fiscal watch you talked about.

Mr. Harris: What they do, the one I did the research on was the City of Cleveland, and I think I've still got a report that they did from last year, and I'll pass it on to you. Basically, they will come in, and they will say, okay, here's how much money you're going to get, and it becomes a math problem for them to get to a point where you have money left over. About, in the City of

Cleveland, when they did it, about 80% of it came out of the safety forces, of course they have a police and fire both, but they come in and say, okay, this person's gone and this person's gone and this person's gone and that's it!

Mr. Joseph: Do you know of any smaller cities that had this problem?

Mr. Harris: The only one that I can find, other than that, and they are just at the beginning of it, is a little city over in the Dayton area, I think Waynesburg, or Waynesborough, or something like that, and I've got a little information on them; I think there's something in this from the Auditor about them; they are just starting down this road. There's been some other ones, but it's a situation where they come in, and they will make decisions on what stays and what goes.

Mr. Joseph: Last question. Is, for communities that fall under this, just how do they get out from under it, if they're not making the decisions any more?

Mr. Harris: Well, there are still decisions that you can make, I mean, you can look at revenue enhancements at that time, you can look at going to the ballot and asking for tax increases, you get to make those choices, but as far as expenditures - they're going to be pretty well locked into you're going to be under what your revenues are going to be, and if you get halfway through your year, and your revenues aren't where they thought they were going to be, there's additional cuts. You know, at that point, as they said in the movie, Apollo 13, 'failure is not an option'. You will not come in higher than what ____ cause you don't have any money.

Mr. Joseph: Does that damage our credit rating, things like that?

Mr. Harris: Oh! You can kiss your credit rating goodbye. In fact, failure by this Council to act on something responsible in this one will damage the credit rating even further; about a year and a half ago it was taken down one notch from AA2 to AA1 and I would expect if this goes through and there's not either dramatic revisions in expenditures or increases in revenue, you will probably see an additional credit rating loss.

Mr. Joseph: And how long does it take to reverse that once...

Mr. Harris: Some people - never.

Mr. Joseph: Okay. Thanks.

Mr. Long: Thank you, President Joseph. You're asking for an emergency on this, Dick?

Mr. Harris: Well, it has to be down there by July 18, but you can read it; it should be read the three readings, but we just need it effective, the thirty days prior, and you also will have to set next week in Council meeting a public hearing, which is required under the Revised Code as well.

Mr. Long: Okay. I'll make a motion that we send this to Council for its first reading as an emergency; can I get a second? Second by Councilwoman Kelly. All in favor, say "Aye". (All voting, voted "Aye".) Thank you.

Discussion: Appointments to **Ward Boundary Commission**- -item held 5-6-2012. On 5-21-2012 item held.- -Mr. Long said the Charter Review Commission was busy at work and it was hoped that once they were finished, there would be individuals from that commission that would want to serve on the Ward Boundary Commission. Mr. Joseph said he had also been speaking with some individuals, and that by the time the Charter Review Commission was finished, he would probably have some recommendations for the Finance Committee, so the Ward Boundary Commission could move forward. Item held for two weeks.

ORDINANCE AUTHORIZING AND DIRECTING THE CLERK OF COUNCIL TO CERTIFY GRASS AND WEED CUTTING COSTS (2011) FOR COLLECTION BY THE FRANKLIN COUNTY AUDITOR- -first rdg 5-29-2012.- -Mr. Burd asked if the \$125 that the city charges was comparable to what other communities charge for the service. Mr. Harris said, "We actually have charged, this dollar figure came from when we had these, had to pay somebody to go out and mow these lawns, and then there was administrative fee added on. So we considered that, at that time a fair market value of what the service was worth. When you start looking at these different lots, have different, and you know, what other cities charge, I think you'll find that it's comparable, I don't know if that's higher or lower, but I think you'll probably find comparable, and the law doesn't look at the requirement of what other cities do, it's what the fair market value is, you can't really go over the fair market value. If you got what somebody else'll do it for, that you've contracted for, and you put an administrative fee on it, that gets you within the State Auditor's thing of it's fair market value.

Mr. Burd: Okay. Thank you.

Mrs. Kelly: Auditor Harris, what is our collection rate? Have we been successful, cause I know we haven't been all that successful in the past being able to get people to...

Mr. Harris: Well this, when you send these downtown, they're put on their real estate tax duplicates, and if that property is being inhabited, you will get it paid at the next time the taxes are due; the only place you run into a problem is if it's a foreclosure, or if you get it to a point where it's over, I think, it's five or six hundred dollars, you could have multiples of these and it adds up to six or seven hundred dollars, then they will split that out between a couple of years. But if the house, even it's empty, as long as it's not sold under a foreclosure, one of the things you have to provide at a closing on a piece of real estate is a clear title. If that's on there, you don't have a clear title, so it has to be paid at that time even before the property is sold unless it's sold at a Sheriff's Sale or something like that, and then you probably won't get anything, so the collection rate on that is pretty high.

Mrs. Kelly: Okay. Thank you.

Mr. Long moved to send the ordinance to Council for its second reading; Mr. Clemens seconded; all voted "Aye".

ORDINANCE AUTHORIZING AND DIRECTING THE CLERK OF COUNCIL TO CERTIFY GRASS AND WEED CUTTING COSTS (2011) FOR COLLECTION BY THE LICKING COUNTY AUDITOR- -first rdg 5-29-2012.- -Mr. Long moved to send ordinance to Council for the second reading. Mr. Burd seconded. All voted "Aye".

ORDINANCE DIVIDING THE DEPARTMENT OF SAFETY/SERVICE INTO TWO DEPARTMENTS: DEPARTMENT OF PUBLIC SAFETY and DEPARTMENT OF PUBLIC SERVICE; and AMENDING THE CODE OF ORDINANCES OF THE CITY OF REYNOLDSBURG, OHIO: CHAPTER 160 EMPLOYEE COMPENSATION, SECTION 160.02 "AUTHORIZED POSITIONS, PERSONNEL, CLASSIFICATION AND PAY GRADE" SUBSECTION (f) "Police Department" to include a Director of Public Safety; and SUBSECTION (g) "Service Department" to change title of Service/Safety/Disaster Director to Director of Public Service- -first rdg 5-29-2012.- -

Mark McKenzie: Dr. Mark McKenzie, 1014 Lancaster Avenue. Thank you, Chairman Long, and members of the Finance Committee. I wanted to speak against this ordinance, but as a big picture item. And it's mainly because, consistent with the Charter, I believe in strong and clear civilian control of the Police Department; the proposal currently in committee will effect, will in effect embed the position of Safety Director in the Police Department, and to embed the Director within the hierarchy of the Police Department, this will both weaken and make less clear civilian control. I believe it will make the Safety Director an administrative functionary for the Police Department instead of the administrator of the Police Department, and so I urge the committee to not forward this proposal to Council for approval.

Mr. Long: Any questions of Mr. McKenzie? (None) Thank you, sir.

Mrs. Kelly: Mayor, thank you very much for the job description. As I went through this though, it still, my concerns are still the same. When I look at that I still think and I worry about losing a police officer. And I know Lt. O'Neill, you said you thought that this person could incorporate some of the administrative pieces there. My fear is, in light of what we're facing financially, the Auditor just put it very plainly, to even appear that we're reducing services and building our Administration, in light of asking for additional revenue, that concerns me. And then also, bringing somebody in at such a high pay range concerns me.

Mayor McCloud: If I could address that, Mr. Chairman. The proposed pay range is going to be close to twenty thousand dollars less than what we currently pay in that position.

Mrs. Kelly: But if we, could we though, if we're going to do that, could we, would it, is it possible to, even though we might save twenty thousand dollars there, to bring somebody in even lower, because isn't that pay range towards the top? That we're bringing that person, I think it was .. 26?

Mayor McCloud: It's a 26.

Mrs. Kelly: Isn't that towards the top?

Mayor McCloud: Um-hmm.

Mrs. Kelly: So I guess what I'm saying is, and I don't, I just want us to think about that; could we save even more money if this is the route we decided to go, if we brought somebody in at a lower, you know, pay grade or pay range?

Mayor McCloud: Assuming we could get someone to do it, with these kind of credentials, which is a big assumption. That's why we can't keep staff now; we pay, as a city entirely, well below community standards every place in central Ohio, by tens of thousands per position, so...

Mrs. Kelly: I just really worry, if we're going to have to start looking at and making cuts, that when we go back to, we're already reducing, even if it, for appearances sake, we have a police officer who does mainly administrative stuff, is still a police officer and I worry to the community, is it going to look like we are reducing, we're already taking somebody away to make our Administration bigger. So I don't know how we maybe talk about that some more or get some more information out there about that, but that is a concern of mine.

Mr. Clemens: Speaking on reduction of a police officer, it's my understanding we have three positions open, am I right or wrong? That haven't been filled.

Mayor McCloud: Yes.

Mr. Clemens: So we're sitting on three positions now, that we can fill, if we come up with the money. Am I correct?

Mayor McCloud: Yes. Yeah, I think there's at least three that are open and unfunded. Am I right on that, Richard?

Mr. Harris: There was three that have been authorized by Council since 2006 and unfunded; we've had a couple of retirements also in the Police Department that have not been, those vacancies have not been filled as well.

Mrs. Kelly: So we're already down those four...five...and then we're going to take another one.

Mr. Clemens: Well, we're down to five, but...

Mrs. Kelly: Cause they're unfunded; we don't have the money for them.

Mr. Clemens: Well, not funded is the thing. So that's another point on the reason that we need financing is, that we do have the positions if we had the money to fund them.

Mr. Joseph: Mayor, just to go back to your original point about losing people, and I agree that in a perfect world we could come in with a lower rate, but how many examples are there really, of us losing some of our key people to other communities because the pay was better?

Mayor McCloud: Megan Kish, Luke Haire, Matt Hansen, I mean, you want it chronologically or

alphabetically? I can get you a list, but it is very much a dynamic and I'm not necessarily complaining about it, but in a more ideal world ...

Mr. Harris: The Ad Hoc Committee Report - there was a section in there on that and I believe the number was, out of about a hundred and fifty employees in the last four years, four or five years, we have lost about a third of those to places where they were going to work somewhere else, not retirements, not firings, those things. It was about fifty people that had left here to go someplace else to work. Now, what percentage of that was because of money, I mean, I don't know, but...there was that much turn-over within the ranks of the city employees.

Mr. Cotner: I just wanted to clarify. I'm sorry if I misunderstood or missed something. You mentioned that this is twenty thousand dollars less than we're, what was that, twenty thousand dollars less than we're paying who or what? What was that figure regarding?

Mayor McCloud: The current pay for the Lieutenant position, without benefits I believe, is 88,000. Dick? It's 88,000. This starting salary is going to be, projected to be at 72; there won't be longevity; this will not be subject to a labor agreement; so out-the-door I think that's a pretty safe figure.

Mr. McGrady: Yes, Mayor, you made reference that this position would not be subject to a labor agreement, so this would be a contract service, or, how will that be handled?

Mrs. Kelly: He's not in a union.

Mr. Long: It's a director.

Mr. McGrady: All right. Thank you.

Mr. Clemens: Just, within the last year, just to bring it up, and this is just some of them that we've lost to a probably higher grade, and that's, we lost our HR Director, we lost our Service Director, we lost our Chief Building Inspector, we lost our Development Director, and our Zoning Officer, who left on their own, so it shows you that either this is used as a training ground or where they can, and I don't blame people for, don't get me wrong, for moving on, getting a better position, that's what it's all about; but I do think that we're, that our pay scale is quite a bit lower than other communities. I think we have somewhat better to offer, if you live in Reynoldsburg, because you have your benefits, plus you live right here and you don't have to drive somewhere else and pay for parking and spend your time in all that traffic, and so on and so forth, so there is benefits other than money, but we have lost a lot of people. It's getting quite scarce upstairs, isn't that right, Mayor?

Mayor McCloud: Yes it is; I'm lonely.

Mr. Cotner: That's an interesting point about our turnover in this building. We don't have that same issue, really, next door with the police force, do we? We're pretty stable there.

Mayor McCloud: Yes.

Mr. Cotner: Okay. So, if we, once the officers come on, they like to stay here, so something's going right, obviously, in the Police Department. Do you think that this could cause any challenges there; will this prohibit us from continuing to get good officers here, I mean again, we have a force that's working, you know, on a pretty thin slate as it is, they're doing the best they can, I mean, I hate to think then that this could create maybe more challenges also in us hiring and retaining some of our better officers too. Has there been any feedback, any thought process on that? I mean, you know, again, what's going to keep them coming to Reynoldsburg, if we're still not paying them well; either, at where other communities might be paying their officers.

Mayor McCloud: I'm not sure how the hiring of the Safety Director impacts...

Mr. Cotner: Just losing another officer, losing a Lieutenant, are they going to view, would the force view that as, again, more administration? Just as, you know, Mrs. Kelly was saying we're, and Dr. McKenzie mentioned, we're bringing in another administrative layer, as opposed to another officer, I mean, and again I know that's pretty speculative, I guess I'm, you know, as you are the ones here day-to-day, maybe getting more feedback and knowledge as to, you know, how the dynamic of the officers and the force is.

Mayor McCloud: I guess I don't know what other people think; I do know...

Mr. Cotner: And I'm sorry, I don't mean to put you on the spot that you should be a mind reader; that's not what I'm implying, I didn't mean that, I'm just trying to think through some of the pitfalls that could come up with this too.

Mayor McCloud: Yeah, I don't know what other people think; however, in my fifth year here, I do sincerely believe this is a positive move or I wouldn't be presenting it to City Council.

Mr. Clemens: And I think I brought up this last time; it was put in the Charter for a reason for the Safety Director to be the administrative head of the police force, and I think it's basically so the Mayor's not the administrative head of the police force. You can't do both jobs, I don't think, and do them correctly; you have to have somebody in between that works with, not only the Police Department, but also works with the Mayor, for the Administration, an important part of it; I'm not saying what he should be paid or anything like that, but I mean, there is a reason for that position and that's why it's in the Charter. And once you do it, make the Safety Director a one-position person, then it has to go by the Charter.

Mayor McCloud: If I could add one last thing. There are a large number of Sergeants who don't want to be a Lieutenant because they can't afford the pay cut. Ponder that.

Mrs. Kelly: And I know we talked about it, but I'm sorry, I don't remember off the top of my head - Mel, you probably would know - or Nancy - why was it originally combined? Why was Safety and Service combined? What was the premise behind it, because I know, in the Charter how it's written, but something caused it to be combined.

Mr. Clemens: They were trying to impeach the Mayor, and they did away with all the positions except me and made me the Safety and Service Director. When I came on with the Mayor, there was a Safety Director, and there was a Service Director, and Council de-funded all the other,

Development Director, de-funded the Safety Director, and de-funded all these other positions and...

Mrs. Kelly: So when they re-funded the other positions, do you remember why they didn't split that back apart?

Mr. Clemens: No, I don't know why. They might have been satisfied with me, but I doubt it. (Laughter)

Mrs. Kelly: Nancy, do you recall?

Mrs. Frazier: Yeahhh. We were investigating the Mayor, and Council felt that there were certain things that needed to be combined and done away with, and we combined departments, and we de-funded departments, and we de-funded accounts, and took cars away; and it was left that way, you know, from time-to-time, things got put back, then they got taken away again, and then they got put back. But the positions never changed, you know, Mel was here a long time, and his position served as that; the Safety Director never filled all those things that are listed in the Charter. The last Safety Director we had was in '88 and they made \$2400 a year, and it served as the buffer in a grievance procedure between the Administration and the Police Department, so they never had a full time Safety Director; it was always part time. So to split them out now, if, you know, rather than have a part time, they're asking for it to be full time.

Mr. Clemens: I think just to make one point. Probably, I don't think we've ever had anybody that was really qualified to be a Safety Director; I mean, in the oversight of it. We've never had anybody that had been in the Police Department, or in the Police force, or anything like that or not an attorney; so I think they felt that it was best to keep it the way it was, and it worked out fine, and I think if Council had ever decided to go with full time, they would go with somebody, they would put in there somebody that was either a past police officer, or an attorney, that could really get involved and do more work with it. That would have been my thought.

Mr. Long moved to send ordinance to Council for its second reading; Mr. Burd seconded. All voted "Aye".

Meeting adjourned at 8:18 p.m.

Finance Committee
- - -Nancy C. Frazier, Clerk of Council
June 4, 2012