

Thursday, January 11, 2018

ITEM 1: CALL TO ORDER:

Mayor Flaute called the Riverside, Ohio Special City Council Meeting to order at 6:01 p.m. at the Riverside Administrative Offices located at 5200 Springfield Street, Suite 100, Riverside, Ohio, 45431.

ITEM 3: ROLL CALL:

Council attendance was as follows: Mrs. Campbell, present; Mr. Curp, present; Mr. Denning, present; Ms. Fry, present; Mr. Fullenkamp, absent; Deputy Mayor Lommatzsch, present; and Mayor Flaute, present.

Staff present was as follows: Mark Carpenter, City Manager; Tom Garrett, Finance Department; and Brenna Arnold, Clerk of Council.

ITEM 4: EXCUSE ABSENT MEMBERS:

A motion was made by Deputy Mayor Lommatzsch to excuse Mr. Fullenkamp. Mr. Denning seconded the motion.

There was no discussion on the motion.

All were in favor; none opposed. **Motion carried.**

ITEM 5: ADDITIONS OR CORRECTIONS TO AGENDA:

The agenda was updated to correct the year from 2017 to 2018.

ITEM 6: APPROVAL OF AGENDA:

A motion was made by Mr. Denning to accept the agenda as corrected. Mrs. Lommatzsch seconded the motion.

There was no discussion on the motion.

All were in favor; none opposed. **Motion carried.**

ITEM 7: UNFINISHED BUSINESS

A) Discussion of City Manager's Goals and Objectives

Mr. Carpenter: If everybody has the contents of the goals and objectives and work plans that had been previously discussed, then there was a second document with some 2018 projects and goals that were discussed as well. Out of those and I guess coupled with this plan for the City Manager, I would just like to review what goals and objectives are going to be effective or active for 2018 and some dates. I guess we can start the discussion.

Mayor Flaute: Does anyone want to start the discussion here? I was thinking we had picked three of them, but I can't find anything that says that is true. Mr. Denning: So according to this, we are going to see a list of Mr. Taylor's tasks and responsibilities by January 26th. Mr. Carpenter: Some of those dates have to be modified because those dates were as we were discussing back in August, I believe. We do need to update some of these dates and I think that was one thing we could do tonight is agree on the timelines. Mr. Denning: Well can we make it January 11th?

Mayor Flaute: Are you suggesting we keep these goals or do we want to figure out three goals and have him just work on those three instead of all of these? Mr. Curp: We had two areas. One was goals and then we came up with some performance improvement areas and those are separate from the goals. Some of those have to be done in order to get the goals accomplished because those dictate what the organization looks like and the expectations that you put on the staff. You can't say we are going to get that finalized in April or May, I'm just picking dates, and try and go out and establish goals as you are going to put a timeline on it and leave the first four

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months kind of either open or people wandering off in their own direction without any guidance both A) as what their performance expectations are and B) what their goals are as far as projects and programs to move this city along. That's my understanding of what we should be looking at. If you don't have organization structure and organization alignment, we talked about a brief example getting the alignment improved between Mr. Taylor's organization and Mr. Murray's organization. We talked about the issue with the administrative assistants and how there needs to be some help for lack of a better term over in the other building and that we don't have the cross training amongst all of the administrative folks. I don't know how you can put goals out there with timelines if you don't have organization in place and you can't wait four or five months to get organization in place.

Mayor Flaute: So what are you suggesting I guess? Mr. Carpenter: Well, I thought they were going to run simultaneously. The January 15th is submitting an organization structure and staff alignment, which is Monday. Mr. Curp: Okay. Is that going to happen? Mr. Carpenter: Sure, I can submit something. I guess that's the other question. Mr. Curp: Don't submit something. That's like a draft and another draft and another draft. You've been in place now for a year. It shouldn't take another four or five months. The impression I got from your comment and if it is the wrong one, I apologize, but the impression I got from your comment was when you said you could have something by Friday or Monday, if that's not already cemented in your mind today, Thursday, then I'm not sure what is going to happen between Thursday and Monday except we are going to get on Monday a draft.

Mr. Carpenter: I don't want to give you the impression that I haven't started it because I have and it is just submitting it. I guess that was going to be my question. Reading this, is this something that Council wants to approve? I'm going to assume some of that would be through the TO, the Table of Organization. How does this get delivered to Council? On Monday, I give you here's my organizational plan. Mr. Curp: To me it is not a TO. To me it is a sit down discussion with you and the Council and you explain to the Council more of what you've uncovered in the organization needs and I don't mean additional staff or that sort of thing, but the dysfunctions that we have all seen, that you have seen and we have talked about and what your new approach is to fixing that. What you have decided to do, what you have seen as necessary to do in order to get the proper alignment and people marching in the right directions. That would be a discussion of you explaining to us what those things are. Mr. Denning: If you feel that needs to be in executive session, we can probably do that, right? Mr. Carpenter: I think that would be more appropriate. The 15th are you expecting to receive something or should we have this on the 18th in executive session? Ms. Arnold: I think we need to clear that with Dalma first on the reason for the executive session.

Deputy Mayor Lommatzsch: What were you anticipating that meaning? Mr. Carpenter: Organization structure? Deputy Mayor Lommatzsch: Yeah. On the 15th, what were you thinking our expectations were? Mr. Carpenter: I thought it was more that you were asking some questions on if there was any alignment, so I would offer you an org chart. Also, if there was any type of repositioning of staff or duties of staff or filling vacancies.

Mayor Flaute: Is that what you were thinking, Mr. Curp? Mr. Curp: You know a month or so ago when we had the department heads come in and discuss their portion of the budget and what they saw as budgeting and programs and that sort of thing, I saw two different department heads talking about housing development in the city. That can't be. You know one of the things Mr. Fullenkamp asked was we are talking about new housing development in order to drive additional head count and attracting a mix of people, young professionals and that sort of thing. He asked what we are doing for the existing housing stock, especially the existing housing stock that we have issues with as far as needing upgrading and rehabbing and a fresh appearance and getting people to not abandon those things and getting people into those. Maybe that is a thing that fits in Mr. Taylor's organization, but I don't know if I heard that from him. I don't know if that fits into economic development. What I do know is I heard two different department heads talking about housing and to me that says misalignment and people marching off on their own without the direction of a central focus for the city. While one person is doing something that may fit more in

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the other person's organization, that person isn't getting things done that are probably more central to what we need from that department. That's an example.

Mr. Carpenter: The one overlap that I identified was apartments. There were contacts with both planning and economic development and people wanted to develop apartment buildings, so it just delineated where people are living in it and it goes to planning. Mr. Curp: We have another situation in economic development. We hired a person a third of the way through the year and we hired that person to fill a need and we don't see that training occurring or that development of the individual occurring. Mr. Denning: To tie on to that. It seems like we were told that the reason we needed them was for one thing, to learn certain things and to do certain things, but when they got here they are doing something completely different. It doesn't seem to line up under economic development, unless she is doing stuff that I don't know about. It doesn't seem that she is doing what the description is that we were given and the reason we hired her. That's really on you and your department heads to make sure that you get the right person doing the right job for the right reasons and that they stay in their own little sandbox. Mayor Flaute: So we are talking about a goal.

Ms. Fry: Does the discussion that we are having fall under goal #4 possibly? Mayor Flaute: Or goal #5. Ms. Fry: Even goal #5, yeah. Mayor Flaute: You are probably right. #4 and #5 could both be put together, especially if we are most interested in what is going on in planning and program management. Mr. Denning: I think the answer is yes. Mr. Curp: Some of it is and some of it isn't.

Deputy Mayor Lommatzsch: It doesn't matter what is on these pieces of paper. I am not sure that the City Manager understands the direction that this Council wants to go in as far as organization of the City and who is doing what. It doesn't matter what is on these pieces of paper. I think there is some miscommunication between the staff, the City Manager, and the Council. I don't think everybody is on the same page. I think importantly is we get on the same page and everybody understands because we have been chewing on this now for six months. I'm not sure that it is even any clearer today. I think this discussion always goes back to economic development. I have had discussions with the person we hired and there have been limitations put on that person. That's been addressed in this group before and it is still in place that way. Mr. Curp: That's why it has been discussed for six months because it is not fixed. Deputy Mayor Lommatzsch: Exactly. That's why I'm saying it doesn't matter what is on these pieces of paper as long as nobody understands what we are talking about.

Mr. Denning: We set goals for the City. It is up to him to organize the people he's got however he needs to get them to get those goals accomplished. Deputy Mayor Lommatzsch: I understand that and I understand what all that means. Mr. Denning: The way he organizes it may not be the same way I would organize it, but it is his job to figure out how he wants to organize it and how it works for him and the group he works with. It is not up to me to tell him how to organize it. If his idea of the organization and my idea of the organization aren't the same, that's okay. As long as we get to the goal. Deputy Mayor Lommatzsch: That's my whole point. We can put all this stuff down on paper and I'm not sure that the City Manager is getting the message.

Mayor Flaute: I'm not sure that we have the message. Are we giving him the message? We have to write something down on this paper to give him a message. Mr. Denning: I think we need to give him very specific identifiable goals. Something that is measurable and identifiable. Mayor Flaute: So he knows what we want. Mr. Denning: For instance, I want to see 8,000 feet of sidewalk replaced. That's an example, I don't even know if there is 8,000 of sidewalk that needs to be replaced. That would be a specific, identifiable goal. Deputy Mayor Lommatzsch: You just said it is not your job to tell him. Mr. Denning: No, but it is our job to set identifiable goals. The goal would be we wanted to see an organizational chart and we want to see specific what everybody's job is. Is that what we are asking for?

Mr. Curp: And we said we want to get the role conflicts fixed. Mr. Denning: The first step is who is doing what to who, then that has to be explained to staff and then he

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has to make sure that people aren't playing in each other's sandboxes. That's his job. That's not my job. Mayor Flaute: How do we put that on paper? Ms. Fry: I think goal #4 covers it. Mayor Flaute: Goal #4 covers it. Mr. Curp: We can put it in the performance review document. That's not here.

Ms. Fry: Maybe if we turned it around and said the performance improvement document references these goals and objectives and if these goals and objectives have the measurable tasks, then that satisfies the performance improvement. Mr. Curp: I don't think you can do #5 without doing what was put in the performance improvement document. Ms. Fry: The goal #5? Mr. Curp: Yeah. Once the City Manager takes a look at organization A and organization B and says there is some conflict here and there is some misalignment that needs to be realigned and that sort of thing, in order to get this stuff done he has to go do that because otherwise he can't start on this. He can't start on #5 with that department head until he gets the alignment fixed. Ms. Fry: The perspective I'm taking is that he could take these action steps and by taking these action steps, it satisfies the performance improvement. He can look at the performance improvement as additional guidance for completing these action steps, but the metrics, the actionable steps, are listed here and that is something we can do tonight. Mr. Curp: Okay.

Mayor Flaute: Okay, so we have spent 22 minutes on trying to figure out a goal and how we can go about writing it down. We need to write something down as a goal, so that the City Manager is clear as to what we want because where we are at right now, I don't think he is clear. Mr. Denning: I think the goals are clear. I think the answer is the goals are already here. I don't think that has changed.

Mr. Curp: We sat down in the performance review sessions with the City Manager and explained to him and after that we put some things in writing. We did some of this back in May and subsequent months where he put some of this stuff together. We went through in the performance review sessions and talked about those performance issues, both the City Manager and the department functional areas, the things that went well and the things that didn't quite go so well. From that, we put together a performance improvement document that said you have to fix these areas and fix this area and these are the things that need to be addressed and you need to have this done by this date. Some of the dates are different from these dates because we saw a greater sense of urgency in getting those done because if you don't get those done sooner, you can't get some of this other stuff done and you can't even begin because you are not aligned.

Mayor Flaute: So you are saying one of the goals is just to improve on the performance thing that you helped author? Mr. Curp: The problem with the performance evaluation process is that those items that are in the instrument deal with SKAs, skills, knowledge, and abilities. Those attributes that you must have in order to even be able to come to work and do the job, regardless of what the goals are or what your objectives are, if you don't have those skills, that knowledge, and those abilities to lead the staff, to lead the organization, those kinds of things, it doesn't matter what functional goals you have as far as replacing sidewalk or marketing the City and recruiting businesses. If you don't have those SKAs and have those things fixed, there is no sense setting goals because you are not set up.

Mayor Flaute: I don't understand. I'm sorry, I don't understand. First of all, you are saying we are wasting our time here because he can't do unless he improves there are no goals to set. Is that what you are saying? Mr. Curp: We are not wasting our time. I'm just saying in some cases, we may have the cart before the horse. Mayor Flaute: How do we fix that? Mr. Curp: That's his job. We gave him the direction to fix it. Mayor Flaute: And the direction is? Mr. Curp: To get the horse in front of the cart and to make sure that it is the grey mare that is supposed to be pulling this cart that you don't have the chestnut pulling the cart.

Ms. Fry: So what is the time table for the performance improvement plan? Does he have it in hand? Mr. Carpenter: Yes, January 15th is organization structure and staff alignment. Mr. Denning: Okay. Mayor Flaute: But that's a holiday. Mr. Carpenter: That was part of the expectation. I think we have a misunderstanding about what that expectation is. Ms. Fry: So we could take that part of it and that informs what we

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decide to do with goals #4 and #5? Mr. Carpenter: Yeah, but I don't think that is what Mr. Curp is expecting. Mr. Curp: If I get another Table of Organization that says in department A we are going to have one person instead of two and in department B we are going to have two people instead of one, that doesn't tell me you've got functional alignment. That just says we've got head count. Mr. Carpenter: Yeah, but that wouldn't be what I would deliver. Mr. Curp: Well, I don't know what you were going to deliver.

Mr. Carpenter: There was discussion in a timeline; this was well in advance of this. This is the performance and that was the difference. Mr. Curp: Except one of the things you said when you first gave us the draft was a lot of these dates are way, way out and a lot of this stuff should be taking place a lot sooner than the dates that were on there. You moved some of those dates up and some of those dates in my point of view were still just too far out. The organization has to be more nimble than that or we will be sitting here this time next year talking about needing an agile organization. Mr. Carpenter: Okay. Mr. Curp: But if you've got something that is going to be ready on Monday the 15th, then I suppose we can talk about it Thursday the 18th. Mr. Carpenter: Okay.

Mayor Flaute: So goal #1 is for you to do that. Deputy Mayor Lommatzsch: That's not a goal. Mr. Carpenter: That's the performance measure. That's one. The others are the worksheet developed to align goals and establish realistic goals and communicate to staff how organizational goals are linked to work group performance. Then the second is a reporting format for written reports and monthly reviews with staff. That's all the 15th and I have those ready to go. The only thing is I have those; will they meet your expectation? Mr. Denning: We won't know until we see it. Mr. Carpenter: The only reason I said it like that is because when I read this some of it is a bit confusing. Mr. Curp: To some degree I don't care what it looks like. I want it to be something you feel works. We get this list of projects from the Economic Development and it is nice. He's got those on there and sometimes it says he has made this kind of progress or he has taken this step, but there are no targeted completion dates for anything. There is no interim date for accomplishments, so we can tell whether something is on track or not. His form is a start.

Mr. Denning: I'm going to tie in. For instance, the sewer for the Eintracht, it is on there and it is in our budget, but we don't have any idea of what the timeline is for getting that done. Deputy Mayor Lommatzsch: Or costs. Mr. Denning: I think they've got an idea of the cost from our engineering company, but I don't know if we have sent it out for bid. That's just an example, but it would be nice to see that we are going to put it out for bid by March 1st and we are going to have it done by July 15th or whatever the answer is by September 1st or whatever. There needs to be more to the information that we get so that when he comes up and says it's on track. What does that mean? It's not just that, but multiple departments. Mr. Carpenter: That's good to know. Mr. Denning: Let's say we approve the software for the laser printer for Tom. What is the timeline for that? So we are going to send it out for bid, we have to get it in, we have to get the training done and it will be online and up and running by whatever, March 15th. I'm pushing you there Tom, but it may be September 1st. I don't know. For Mr. Taylor, it may be we want sidewalks done, so by March 1st we are going to have all the sidewalks in the city marked, we are going to send letters out to people that they need to have it done, and then our contractor will be in here after July 4th to get it done or whatever the answer is.

Deputy Mayor Lommatzsch: Then if they don't get it done, you have something to get them for. I don't mean get them, that's not the word I'm using. Mr. Denning: To hold them accountable for. Deputy Mayor Lommatzsch: That's the word I needed. Mr. Denning: And don't let them put those dates out there that they are going to get them marked by September 1st and we are going to get them put in December because you know you are not going to pour concrete in December. Deputy Mayor Lommatzsch: It's got to be realistic. Mr. Carpenter: That's good. That was part of the performance plan that would be on there, the worksheet.

Mr. Curp: I think one of the things we put in there as a for instance was using PERT charts to create and identify dependent tasks and things like that staff isn't out there working on something and not being aware or cognizant that there is another thing

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I've got to get done first and I have no chance at making this other date. Mr. Denning: Here is a for instance, we are going to get 3,000 of sidewalk done. It's going to be 800 different addresses. Is there going to be enough time for Emily to get all the permits through? Is that a realistic goal to put on you? How does it all work together? Mr. Curp: We just used PERT as a for instance. We didn't say you have to use this form and you've got to subscribe to this structure. We want you to come up with stuff that is comfortable for you to work with that will work. Mr. Denning: What works for you. The thing is we want this to work for you and we want to help you get there. We are more than willing and if your answer is let go I know where I am going, I'm okay with that. Just tell us. Mr. Carpenter: Let go.

Mr. Curp: You may have heard about the door stop, there still may be one around here. Mr. Carpenter: Which door stop? Mr. Curp: Years ago, Brenda, we had a Council member who was really into this stuff. So we had a City Manager at that time who was just bumping heads with the Council member. When we were talking about doing better planning of projects and stuff like that, that City Manager decided that he would show us and teach us a thing or two and he came in with this thing that was like this and that was the door stop. So we are not after anything like that. We are not after a door stop because then you spend more time managing the door stop than you do managing the work and getting the work done. That's what we are after is getting things accomplished and not zinging people.

Mayor Flaute: So what I am hearing is that we want to get the horse before the cart and we are trying to get you, Mr. Manager, to figure out what the horse is. Deputy Mayor Lommatzsch: He is the horse. Mr. Carpenter: I've got that. That's not an issue. Mayor Flaute: Then is there anything else we need to talk about? Mr. Denning: He's not the horse, he's the driver. He needs to know whether he needs to grey mare or the chestnut mare in front of the cart. Mayor Flaute: Okay. Mr. Denning: We're the riders. Mayor Flaute: So if we want to put the horse before the cart, we need that information on the 18th and then we can set more goals. Mr. Carpenter: I'm supposed to deliver on the 15th, so I will deliver it on the 15th. Mayor Flaute: We will want it before the meeting. Is that what Council wants to do? Mr. Carpenter: Well the deliverables say the 15th. I will deliver those on the 15th.

Mr. Denning: Here is my question. What you are going to deliver, does it need an explanation with it or is it going to be self-explanatory when I read it? Mr. Carpenter: I will try to clarify whatever. If it looks as it does, I will provide that. There will be some because the work chart will be modified. Mr. Denning: If I need some narration, then please send that with it so we have the information. I guess where I was going was if it needs a heavy explanation, then I would rather not see it until I can read it and get the explanation at the same time. Mr. Carpenter: Okay. Mr. Denning: Because I don't want to read it and start asking you questions. Mayor Flaute: You can just call him. Mr. Denning: I know I can, but I think we need it as a group. Mayor Flaute: Is that what we are going to do then is see what he is going to give us on the 15th and talk about it on the 18th and then we will continue the discussion of goals. Mr. Curp: We can talk about those tonight if you want. Mayor Flaute: What are we going to talk about? If the horse is not before the cart. Mr. Curp: Okay, let's get to the budget. Mr. Carpenter: Tom says get the budget done. Mr. Denning: What is your opinion? Do you need that before we can help you set better goals? Do you believe that would be the true first step? Mr. Carpenter: I think so. Mr. Denning: Then let's do that. Mr. Carpenter: These aren't going to change too dramatically, if we indeed want to stick with these. Some of this needs to be changed, it depends on budget. Mr. Denning: Let's move on.

Mayor Flaute: That's what we are going to do then. Mr. Carpenter: I am going to get you some stuff on the 15th and we are going to have a session on the 18th. Mayor Flaute: The 15th is fine just so we get it before the 18th and then add it to the agenda on the 18th that we are going to have this discussion, when? Not during the work session. Mr. Carpenter: It depends on if some of it qualifies for executive, we will have it in executive. Mayor Flaute: So we will have an executive. Mr. Carpenter: I think some of it does. Ms. Arnold: I can see it going either way, but I would just feel better if we check with Dalma first. Mr. Denning: I think it would fall under personnel matters. Mr. Carpenter: Some of it falls under personnel matters. Mr. Curp: If your organization is skinny enough that by talking about positions, everybody knows who it

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is even though you haven't mentioned any names that could qualify. Mayor Flaute: Okay. Is everybody okay with that? That is what we will do then. Do you need anything from me?

There was no further discussion.

B) Discussion of Proposed 2018 Budget

Mr. Carpenter: I took the budget and went back to staff. There was a whole lot of paring down and pencil sharpening. I think you can see a pretty significant change, but you all will be the judge of that. My biggest concern is we are really, really tight and some of the things, I will call it progress, that we did getting out into the community and I think being more effective in the community, some of that will be impacted by trimming the budget. Mayor Flaute: An example? Mr. Carpenter: Well the Police for sure. I think they did a great job getting out into the community, but that could be impacted because of some of the reduced overtime for staffing. Some of those activities, not a lot, did take some overtime like National Nite Out would be one thing that would be scaled considerably.

Mr. Curp: Let me ask you when a Police Officer goes and makes himself present at a high school football game for a couple of hours, is that overtime or are those regular shifts? Mr. Carpenter: Overtime. Mr. Curp: We are paying overtime to do that? Mayor Flaute: Why? Mr. Carpenter: Some of that is overtime. I think the school pays a portion of it. My understanding is there are two and the school pays for one. Mr. Curp: I would like you to check and see if the school is paying because first we had a DARE Officer, the introduce your kids to drugs program, and then we had to do some budget cutting and we did away with that. Then we had the School Resource Officer program and we had to do some budget cutting and we did away with that, although we asked the school if they wanted to pay us to fill that position and they said no, they would prefer to do something else with their money. I'd like to make sure we confirm whether we are getting paid or not. Mr. Denning: You may want to revisit the resource officer. They may be interested in a 50/50 split and I believe there may even be grants out there that either they or we or together can get.

Deputy Mayor Lommatzsch: Well we also go to Carroll. Mr. Curp: I didn't mention any high school, I just said these were things we did because I asked the question when we have someone at a football game, are we paying overtime or is that an Officer that is just pulled off the street that is on their shift and was reassigned to the game and the same thing with the medics when we send medics to the football games. I don't think we are paying overtime for that. My point is there are things we do as far as community outreach that aren't necessarily aren't going to be affected because we do those during normal shift time and I'm sure there are a bunch of other things that can be done during normal shift time that aren't being done during normal shift time. I just want to make sure. Mr. Carpenter: I will verify with the school. Mayor Flaute: Maybe not pull somebody off the street. He's got a radio and he's going to have to leave as soon as that happens and that's the way it is.

Mr. Curp: Yeah. My point is we had one department head in here doing their budget stuff and programs and he said they absolutely had to have money for this new things because if not, the program was just not going to do very well or we are going to have more of the same thing that we are seeing now. I'm sitting here thinking we can do more than what we are doing now without any new tools and without any new costs. All we have to do is have somebody take a look at what we are doing and just say no, we don't need to do that; we should be doing this instead. We had one request for \$30,000.00 I think it was to have the engineering firm come in and do a sidewalk 1-5 rating so we could determine priorities for repairing sidewalks. I sent you some pictures of about four or five driveway aprons and sidewalks that were in such terrible disrepair and you don't need an engineering firm to come and do a 1-5 rating for \$30,000.00 to tell you that needs to be repaired. You just need to have someone drive down the street or walk down the street and it is evident, especially when you have 4-5 altogether on the same block.

Mr. Denning: All you need to do is have the engineering firm come in and give a \$500.00 training class to multiple people that are out there on a regular basis anyway

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and let everybody. The Fire Department is out there. Deputy Mayor Lommatzsch: That's not their job. Mr. Denning: Let me finish. They are doing their hydrant stuff. I'm sure there are at least four areas of sidewalk close to that hydrant that they could. The Service Department is out on the streets all the time. Jeremy is out there all the time. Other people can get out there. All you do is have a quick training class and let everybody and then they mark it up and hand it in. Think outside of what Dayton does, okay? They have specific people do specific things and they have 87 people in the department. We don't have that, so let's do what we can with what we have. I think that is all anybody is saying.

Mayor Flaute: I should know the answer to this, but I don't and I'm going to ask. What is the bottom line? How much deficit with all the trimming are we looking at now? Mr. Carpenter: The General Fund is down to \$289,053.00 and then overall it is \$1,042,661.00. Mayor Flaute: We are still \$1 million. What was the number? Mr. Carpenter: \$1,042,661.00. Deputy Mayor Lommatzsch: There's the number right here. Mr. Carpenter: Some of that is because like permissive tax, we choose to do some extra work this year with those dollars. We still have \$387,000.00 sitting there. We are choosing to do more work. We could do less work and have less deficit.

Ms. Fry: Earlier you said that we would see how many reductions you made. I really looked and I couldn't, so could you direct my attention to where I can see them? Mr. Carpenter: On the reduction list or like I had before? I guess I don't understand your question. Ms. Fry: This is the first official budget I have gotten since being here. I don't know if I was supposed to compare it to other documents received earlier. I guess I was kind of hoping there would be a finite list of where I could see what was reduced. Mr. Carpenter: From this last time, that's why I tried to do the color coding. I separated the revenue sheets in color and the expenses in black and white. In the revenue side, anything that changed was in the darker red. Ms. Fry: Okay. Mr. Carpenter: For the Fire Fund, I had \$699,000.00 and I put it to \$700,000.00. Then the other red, the transfer to the general fund, we reduced that number. I'm sorry I don't have the dollar amounts, but I could get that. If you need to see that, I can go get the previous copy. There was one other one that was significant in revenue, Wright Point, I went back and got an updated list of all the leases that we have and it went from and I'm just ball parking \$700,000.00 to \$1 million. We got some additional leases there toward the end of 2017, so we plugged in what kind of revenue that would generate. Mr. Curp: During the year. Mr. Carpenter: Yes.

Mr. Curp: And you have all the associated expenses for during the year? Mr. Carpenter: Yeah, they should be in the expense side on Wright Point. Mr. Curp: Does that include capital items? Mr. Carpenter: Is there a specific list? Mr. Curp: The capital items such as renovating the space in order to get the tenant into the space. Are those included in the expense side so that we know what the true cost is of operating that area for the year? Mr. Carpenter: Yeah, we have money allocated for tenant improvements if that is your question. Do you want to just wait until we get there or do you want me to go right to it? Mr. Curp: We don't have to be there right now. It was just a topic that was being discussed, so I asked the question. Mr. Carpenter: We will get there and I will point it out. Mr. Curp: You know that is my favorite area. Mayor Flaute: So do you want to walk us through? Mr. Carpenter: I will just point out the changes. Mayor Flaute: Please do.

Mr. Carpenter: When you go to the black and white sheet, it is a dark square with white numbers and those are the ones that were changed in this last budget. Deputy Mayor Lommatzsch: They have numbers on the pages. Could you share? Mr. Carpenter: Yeah, you can start with. Deputy Mayor Lommatzsch: One of 15? Mr. Carpenter: Actually page 2 is where some of the first changes are in the Finance Department. We did take out the W-2s. We reduced a little bit on the audit contract because we got a better price this time around. That was a little bit less on the litigation than we had the previous year. Mr. Curp: Because Collier's is wrapping up. Mr. Carpenter: Yeah, getting there. We have a meeting on Monday.

On the Economic Development for advertising and marketing, that we bumped up a little bit. I know we had moved some money from the Center of Flight into Economic Development so we could do an Economic Development plan for the City and then in working with Mr. Murray, we also added a few more dollars in there for advertising

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and marketing, but he took it away from I believe it was the internal engineering. All the darker ones on Economic Development for advertising and marketing increased. Mayor Flaute: By a lot. Mr. Carpenter: But we took I think it was \$26,000.00 from Center of Flight and moved it into Economic Development. Mr. Curp: Center of Flight or Wright Point? Mr. Carpenter: It was Center of Flight. We took from the re-plating and that stuff. Mr. Curp: Alright.

Mr. Carpenter: Over to General Government on page 4, I had \$10,000.00 for the volunteers and we knocked it down to about \$3,500.00 to get the program up and running. Some of the additional funds were the seed money, so we eliminated that. Then in subscriptions and memberships, part of that was the Walnut Grove. Walnut Grove is a \$500.00 membership fee. Mayor Flaute: Versus \$2,300.00. Mr. Carpenter: Yeah, I think some of that money was last year I think we spent \$1,600.00 and that included like the volunteer dinner. Mayor Flaute: Okay. Mr. Denning: So the membership is only \$500.00, but then you had more in the budget to cover anything that went on at Walnut Grove as a part of that same budget? Mr. Carpenter: Yeah, I believe that is where it came from because they said it was \$500.00. I just sharpened the pencil on those other items. The 5289, I took out the strategic plan and the parks plan and that's one of those conflicts that we had with the Goals and Objectives. Mayor Flaute: That was quite a reduction.

Mr. Carpenter: The Fire budget on page 6, on this I am going to give you an update on the part-time wages and the overtime. I didn't highlight the part-time wages like the others. We did increase that another \$5,000.00 and the overtime by \$15,000.00 because one thing we didn't factor in that we just were made aware of is Community Paramedicine, the grant that we got from the Ohio EPA through Reach Out Montgomery County, we hadn't accounted for that \$20,000.00 in revenue. That's where the additional funds came from. You can see that also on the full-time right now we have a vacancy in the Battalion Chief, so what we did because there is a process if you promote from within then you will have a vacancy at Lieutenant and then if you promote from within you will have a vacancy at Firefighter. What we did is budgeted a vacant Firefighter position until July 1st, so that changed a lot of those Personnel numbers. Then he just trimmed some of the other numbers. We took out the medic.

Mr. Denning: Doesn't the medic indirectly pay for itself over time? Mr. Carpenter: Over time, yes. Mr. Denning: I guess I'm not necessarily in favor of getting rid of the medic. Mayor Flaute: Let's try it for a year. Mr. Denning: The problem is if we try it for a year, now we are a year behind and the other medics are a year older and this smooth transition that we have gotten into where we don't have a lot of maintenance and we don't have a lot of other issues with mechanical problems, we are going to just kick the can down and now what we would. Mayor Flaute: I don't think we have the luxury of not. You said we are leasing, we are not leasing a medic? Mr. Carpenter: No, but you can finance it essentially. They call it a lease, but it is making payments. Mr. Denning: You can kick the can for a year instead of the full price and that I don't have a problem with. Deputy Mayor Lommatzsch: We had two medics for major repairs this year. Mr. Carpenter: We had three at one time. We had three of them down. Deputy Mayor Lommatzsch: We had two major, but three down at one time. Mr. Denning: So now we are going to keep an old one instead of getting a new one that we could actually have a newer one and have less maintenance and get rid of one and not have any maintenance at all. Deputy Mayor Lommatzsch: There are parts issues on one of them. Mr. Carpenter: Yeah, one of the older ones. Mr. Denning: And they are getting older. Mr. Carpenter: And the repairs get more expensive.

Mayor Flaute: So Council thinks we should lease? Mr. Denning: Well finance or whatever you call it. Mr. Carpenter: They call it a lease for public municipalities. Mr. Denning: We pay \$50,000.00 a year and then at the end of the 5th year or whenever it is paid off we pay \$1.00 and it is ours; just like we do with the Police vehicles. I'm the same way on the street sweeper because I see where that is going to gain us in better services to our community. Deputy Mayor Lommatzsch: Just keeping the gutters clean for storm water control. Mr. Denning: I agree, if we were going to have to pay \$300,000.00 or we were going to pay \$100,000.00 for three years, but at \$50,000.00 for six years or whatever the answer is I think that is a much better

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answer and now we know that it is \$50,000.00 for six years and it is in our budget and it is there and we are moving forward. Indirectly if I remember my numbers right, it is only going to cost us \$30,000.00 a year because we are spending almost \$20,000.00 a year in maintenance on our existing unit. Mr. Carpenter: And that is the ballpark, yep. Mr. Denning: So out of our pocket, it is really only \$30,000.00 if you consider we would be paying in the neighborhood of that.

Deputy Mayor Lommatzsch: Well eventually there will be some maintenance on it, but I don't disagree with that. I'm sure there would be arguments for all of that and everybody's programs. If we want to go out and we want to sell however we decide to get income, those are the kind of things we can show that we have done and we need to continue that this is what it costs and this is what it is going to cost for the next five years and to finance that, we need some help. The proper presentations of that, people have to see material things working on their street and working when they call. Mr. Denning: When we can say that because we have newer equipment, our folks can get more done then that is a positive. Now they can get seven drains cleaned out instead of two.

Mayor Flaute: So I guess Council is looking like we are in favor of that, so that will change the numbers if you do that? Mr. Carpenter: Oh yeah. That's \$50,000.00 apiece and I will say another \$5,000.00 for the medic to get it striped and everything like that, so \$105,000.00 additional to the budget. Mayor Flaute: Because you took all of that out? Mr. Carpenter: Yes. Deputy Mayor Lommatzsch: Well, I think we need to hear from everybody else. Mr. Denning: That's two Council people. Mr. Curp: I think if you are going to add \$105,000.00 then you need to talk about where else in the budget you could eliminate \$105,000.00 to pay for it because we are getting to that point that we can't operate in the red like this forever. What happens is our run rate starts increasing rate and you can't put a high enough tax issue on the ballot to dig yourself out. Deputy Mayor Lommatzsch: The alternative to that is you go to the voters for money and you say this is what we need to do versus this is what we did. I understand what Mr. Curp is saying.

Mayor Flaute: Is there any place you can find it? Are we asking him to look for that? Mr. Denning: Let me ask this question, we asked you to drop it at a minimum of \$250,000.00-500,000.00. How much did you drop? Mr. Carpenter: We are down about \$600,000.00 from that point. I think, if I recall correctly and I'm talking about the general fund, the general fund I believe at the last meeting when that was brought up was around \$900,000.00 and now it is at roughly \$300,000.00. Mr. Denning: So you went \$100,000.00 over what we were asking, so there is the \$100,000.00.

Mayor Flaute: Do any other Council members have any more thoughts on that? Ms. Fry: Those reductions were from what numbers? Where they 2017 budget, 2018 original budget? Where were the reductions from? Mr. Carpenter: It was our proposed 2018 budget, but the 2017 budget numbers are in this list and you can see in most cases we are less than what we were last year. Ms. Fry: They are about close to even in most cases. Mr. Carpenter: Okay. Maybe I was wrong about that. Mr. Denning: Look at the actual expenditure not the budget number. Ms. Fry: Yeah, I was looking at the budget number. Mayor Flaute: Okay, I think you are getting a nod to go ahead and do that \$100,000.00. Deputy Mayor Lommatzsch: What do you say? Mayor Flaute: I don't like. I'm okay with it. Deputy Mayor Lommatzsch: What don't you like? Mayor Flaute: I like buying and not renting. Mr. Denning: Well you are buying; you are just buying over time and not taking \$200,000.00 out of the budget.

Mr. Curp: That's a philosophy of you know people move in and out and if you pay for the whole thing in one year, then you saddle the people that are here this year with the whole expense as opposed to the people who are moving in next year and the year after and the year after who benefit from the expenditure in those years. They haven't paid for it and haven't contributed to it. That doesn't mean I am for it, I'm just explaining the rationale. I'm not for increasing. Mayor Flaute: I understand and I'm okay with it. Mr. Curp: I'm not for increasing the deficit by any more than what it is. My position is if you can find \$500,000.00 some place else and pay for this \$50,000.00 a year for five years for a capital expense, then I'm okay with that. I'm not sure increasing the deficit. Mayor Flaute: So you are for just leaving everything, the

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sweeper and the medic, and just using it for another year as is. Mr. Curp: You could get into the end of the quarter and find that revenues have improved, expenses aren't quite what everybody thought they were going to be and everything, the moon and the stars go into alignment, and there is \$50,000.00 there. Mr. Denning: We could have a lottery winner in the city and then we could get an influx.

Mayor Flaute: Yeah. Alright, I'm hearing all of that. So we need to give direction. We've got one saying no to the additional \$100,000.00. We've got two saying yes. Brenda? Ms. Fry: I am concerned about the reductions coming largely from non-residual expenses. Replacing vehicles, you are going to have to bite that off at some point. The plans being an area of where the reductions are coming from, I don't feel that approach moves us to our desired target which is that we move away from operating at a deficit, that our reductions ought to come from those expenses that we have year over year that are just part of operating the City. Mr. Curp: Yeah. Mayor Flaute: Okay. Deputy Mayor Lommatzsch: So your answer is? Ms. Fry: I gave two answers, I'm sorry. Mr. Denning: What I heard was, yes, I would like to see it, but. Ms. Fry: Let me be more clear. Yes, I don't think that helps us to reduce in that area. Mayor Flaute: What helps? Ms. Fry: His proposal, I don't think that helps us towards our goal. Mayor Flaute: So you are saying don't spend the \$105,000.00? Ms. Fry: I'm saying put it back in. Mayor Campbell: Bev, where are you at on this? Ms. Campbell: Right now, I'm not sure. Mayor Flaute: So if I am counting the votes, the \$105,000.00 should be added? Mr. Denning: Yes, that is the consensus. Mayor Flaute: Sir, do you want to go on or are we done? Mr. Carpenter: I heard four people say put it back in? Mayor Flaute: Yeah. Mr. Carpenter: Okay.

Mayor Flaute: What else do you have, sir? Mr. Carpenter: Well, I can go through the rest of it if you would like. Mayor Flaute: Keep going, yeah. Mr. Carpenter: Like I said the departments went and are telling me bare bones. The Service Department, that is the Service Director position primarily. The target date of filling that spot is March 15th, whatever that Monday, so the 17th or 18th. Mayor Flaute: That reduction is in here? Mr. Carpenter: Yes, it is in the personnel costs.

Moving to the Police Department on page 8 of 15, we took out the \$20,000.00 in their overtime. They just trimmed back on some of the other operating costs. The cameras are still out, the body cams they were looking at. Mayor Flaute: So we are still having the Night Out thing, we just aren't paying for any overtime? Mr. Carpenter: We are going to try. Last year we took out some money from these special funds like the Law Enforcement Equitable Sharing Fund. Mr. Garrett: That is pretty much gone. They spent it last year, so there isn't much there. There is \$600.00 left in the Equitable Sharing Fund. They spent \$3,000.00 last year. Mr. Carpenter: That's true. Mr. Denning: What was the budget for that Night Out last year about? What did it cost? What was the City's cost? Mr. Garrett: Well originally they came back with a supplemental appropriation I think to add \$2,500.00 to do it and then we added on a little bit more. They spent around \$3,000.00. Mr. Carpenter: I want to say too in the original project I think we had \$3,500.00. Mr. Denning: I would like to talk offline because I think there are some places we can cut costs and this would be a good place for your volunteer group to get involved and be helpful with a lot of that. Mayor Flaute: But you have trimmed it back \$2,500.00, is Council okay with that? Okay. What else, sir?

Mr. Carpenter: Next was the Wright Point Fund. Mayor Flaute: That is on page? Mr. Carpenter: That is on page 13. We took out I think it was about \$50,000.00 out of the facilities ground maintenance and the contracted services, slightly cut that one down just a little bit more. We did budget \$150,000.00 for tenant improvements and \$205,000.00 for building improvements.

Mr. Denning: Okay, I'm going to ask a really silly question. We own these properties, right? We own the park, right? Mr. Carpenter: Yep. Mr. Denning: We cut the grass at the park. We can't cut the grass here too as part of that and cut this cost down or charge directly Wright Point and put that money back into the Service Department or is that the way we do it? I know that Joe's Landscaping does this and that's probably where that number comes from. Mr. Curp: The problem that you have or that we would have is that it would cost us more. If we are going to stick with our position that the General Fund doesn't subsidize these buildings or this operation. Mr. Denning:

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I'm good with that. Mr. Curp: The fully burdened cost that we charge to Sally Smith and John Jones when we go out and do nuisance abatement on their property. Mr. Denning: Well we have a subcontractor do that. Mr. Curp: Not all the time, but some of the stuff we do. If we charge Wright Point Fund the same cost structure, the same rated cost structure that we charge Sally Smith and John Jones, it would cost us more than what it does to contract it. Mr. Denning: Okay. Deputy Mayor Lommatzsch: Also if they were doing that, they wouldn't be doing something else they need to be doing. Mr. Denning: We've talked about that too. Would it be less expensive for us to contract out than mowing the parks and some of that? Deputy Mayor Lommatzsch: That's snow removal too. Mr. Denning: It was just a thought. Mayor Flaute: Alright.

Mr. Carpenter: On page 14, we just trimmed a little bit more on the Eintracht; that is the sewer project and we did take out the boat ramp. Mayor Flaute: Are we going to get a grant on that? Mr. Carpenter: We would have some matching to it, so we just eliminated the matching portion and we are going to stick with the sewer project. Mr. Garrett: Well we were not approved. We would have to apply for a grant. Mr. Denning: And it probably would end up even if we got the grant, it probably not get built and it would be in next year's budget anyway. Is that what you are telling me? Mr. Garrett: Right. Mayor Flaute: So we just pulled it out of this year's budget and we still are going to apply for the grant and if we get the grant, you are going to come before us and talk about it. Is that a correct statement? Mr. Carpenter: Sure, I will. Mayor Flaute: We are going to apply for the grant. Mr. Curp: And some of us will say that matching money that was earmarked for the grant went for the street sweeper. Mayor Flaute: I understand that. Mr. Carpenter: I think we should ask you before we apply for the grant. Mayor Flaute: At least it is pulled out. I just want to understand what we are doing here. We pulled it out because we didn't apply for it yet. We are still going to apply for it and if we get it, then we will talk about it. Mr. Carpenter: I think that is the way we would write the resolution or talk in a work session beforehand and say we could bring a resolution and if we are approved. Mr. Denning: Because right now we have a sidewalk going to nowhere and we need something down there.

Mayor Flaute: We need to apply for the grant; any grants we can possibly get. Mr. Curp: That is completely different. A boat ramp is different from finishing the sidewalk. I thought we had a different grant for finishing the sidewalk down to where the boat ramp is going to be. Mr. Denning: That's all part of the new grant. Mayor Flaute: So we are going to apply for it. Mr. Carpenter: We are going to ask you. Mr. Garrett: What we have done in the past if we apply for a grant and it gets approved, we would come back with a supplemental to add funds to it. Mayor Flaute: I'm good.

Mr. Carpenter: Still the same page 14 on the 5252, we just trimmed that back a little bit. That's the facilities and ground maintenance over at Center of Flight. I believe it was the internal engineering that we reduced and took that money and put it over in Economic Development. The Airway/Woodman Fund, we just trimmed that one back slightly.

Mr. Denning: I do have a question since we are talking about \$35,000.00 for Economic Development, does he know what he is going to spend that on? I'm just curious where these numbers come from. When you come up and you are used to spending \$3,500.00 a year and now all of the sudden you are spending \$35,000.00, what are we going to get for that \$35,000.00? Mr. Carpenter: We haven't finalized that strategy at this point. Mr. Denning: Is that a realistic number for this or would it make more sense to go from \$3,500.00 to \$15,000.00 and then we have \$20,000.00 to go towards the street sweeper? Mr. Carpenter: I can't give you a straight answer yet until we get some estimates. Mr. Denning: If we knew that he was going to go to this place and that place. Mr. Carpenter: No, this one is geared more towards getting someone and developing an Economic Plan and marketing our properties. That money is geared towards that. Mr. Denning: But isn't that his job? Isn't that what Bob is supposed to do? Mr. Curp: Which version of Economic Plan for the City and for Wright Point do you want me to take off of my shelf and bring in here? Mr. Carpenter: The most recent. Mr. Denning: That would be the one from the place in Cleveland, right? Mr. Carpenter: To be honest, we have not sat down and talked about what it is going to look like as of yet. Mr. Denning: That's why I'm asking. I can

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pull a number out of the air and I'm sure if I give you \$35,000.00, you can spend \$35,000.00.

Mr. Curp: That goes back to what we were talking about very early this evening about Goals and Objectives and Performance Improvement Plans and getting people to come up with dates on when things are going to happen. When is an Economic Development Plan going to be put in place or what national conferences or whatever such as the retail shopping centers in Las Vegas are we going to go to? Where is the list of those things? We should already have those in place. I can tell you that General Motors has theirs in place and has had for six months.

Mr. Denning: What I don't want to see is what I saw this year. He came to give us 2018's budget in 2017 and he is talking about spending all the money he has left in 2018 in the last month and a half. I don't want to put \$35,000.00 in a line item. That tells me he is going to spend \$3,000.00 a month average burn rate, right? Mr. Carpenter: He should have a plan for that already. It shouldn't just be a number there and I don't want to come down to October and he still has \$35,000.00 and he is going to try and spend it in two months. Mr. Carpenter: That's not going to happen. Mr. Denning: I would rather see this number realistic and bring your numbers down on your total budget to help get the deficit into a realistic number or move it and get something else on our list that would be more positive. If he's got a plan and there is a plan for it, I'm okay with that. Mr. Carpenter: That was a recent change. Mr. Curp: Bring it in on Thursday. Mr. Carpenter: That's possible. That's the #1 item on my list, just to let you know. The dates of when that is going to happen and what it is going to look like.

Mr. Denning: It is the same thing I want everyone to be accountable and I want identifiable goals. Realistically, I don't want them throwing numbers at us. Jay comes to be and says I need a street sweeper and this is why I need it and this is what it is going to cost you and this is how we can pay for it and this is what it is going to cost us a year and this is the positive things that it is going to do for us. I get that. Either the Fire Chief comes to us and says I need a new medic because this one is costing us in maintenance. I want Bob to do the same thing and I want Brock to do the same thing. Mr. Carpenter: That was a recent change. That wasn't part of his request; that was a Council request, so that money was moved from one project to another. Mr. Denning: I get that. I'm just asking because we would have an idea of where we are going to spend it. Mr. Carpenter: We have a very general one at this point, but that is the #1 item on my list to show what it is going to look like and when it is going to happen. Mr. Denning: I just hope I get a vision of that before March, not in September. Mayor Flaute: Okay.

Mr. Garrett: You've got the option to cut it down now and add to it later. Mr. Denning: I'll give you \$15,000.00, show me and then it's not like we don't add and subtract from our budget throughout the year anyway. Mayor Flaute: Just remember, when we do this, we can't be complaining about it. Mr. Curp: Because the correct answer is not, well if I only get \$15,000.00 instead of \$35,000.00, then I can't do these things and there is no sense putting a plan together. That's not the correct answer. The correct answer is I think I will have something for you in a couple of weeks with firm commitments. Mr. Denning: You see what I'm getting at? Mr. Carpenter: Yeah. I'm saying this was a late change, so this is something he didn't request to do and it wasn't on the radar until Council said move it from Center of Flight to that slot. It was the 28th, I think. Mr. Denning: I think the answer was we don't see where \$26,000.00 is going to do us any good re-platting the Center of Flight. Okay? Mr. Carpenter: That's what I heard.

Mr. Denning: It would be better spent in Economic Development. That's all we said. We didn't say to put the whole \$26,000.00 there. If your answer is you really don't think we can spend that, then I think it would be better to split it up with the Fire Department. Mr. Carpenter: What I heard was we should make a point of emphasis on Economic Development. Mr. Denning: I agree with that. Deputy Mayor Lommatzsch: To make more money. Mr. Carpenter: Yeah, exactly. That is something I certainly agree with. We haven't gotten into the nitty gritty of how we are going to put that plan out there in place with those funds. Mr. Curp: It goes back to the discussions we have had on numerous occasions over the years and that is let's

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not put all this money out there in these pigeon holes and it just sits there and sits there the projects don't get done. At the end of the year, we have that money still sitting there and we had other projects we wanted to do that we didn't have funding for because that money just sat there and things didn't get done that money was designated for because it was requested by the departments.

Mayor Flaute: What I'm hearing is supplements are okay; just give them to us before we sit down at the meeting. Mr. Carpenter: We are trying not to have as many supplementals until we have to. Mayor Flaute: I think you are going to have more the way we are talking here tonight because we are taking it out of the budget and we are saying when you need it, tell us what you need, but don't do it 5 minutes before the meeting starts. I think that has been as much of the complaint as getting it late as getting it at all. Is that accurate? Mr. Denning: In the past. Mayor Flaute: Okay.

Mr. Garrett: So what did you decide on the \$35,000.00? Are we cutting it down to \$10,000.00 and come back and change it later? Mayor Flaute: That's what I'm hearing. Mr. Carpenter: Take it out. Okay. Mayor Flaute: Put some in there. Deputy Mayor Lommatzsch: Don't take it all out. Mr. Curp: We are not saying we aren't committed to it. Mr. Carpenter: You are saying take it out until you see what you are going to get for it. Mayor Flaute: Exactly. Mr. Denning: I'm not saying you have to take all of it. Mr. Carpenter: The \$26,000.00 was a number that got moved. Mr. Denning: It was \$3,500.00 and you made it \$35,000.00, right? The old number was \$3,500.00 and now. Deputy Mayor Lommatzsch: I think you are right. That was one of them. Mr. Carpenter: Okay. Mr. Denning: Like I said, if you want to raise it to \$10,000.00, but even that I still expect to see something on how you plan on spending it. If you come back and say you can't do the plan and need someone to come in and it is going to cost me \$25,000.00. Mr. Carpenter: But we would show you what we are going to spend it on. Mr. Denning: We could do the supplemental for \$15,000.00.

Mr. Curp: Here is an example, just go down the column a little bit to travel and transportation, \$2,500.00. For an Economic Development function, \$2,500.00 is probably one trip somewhere in the United States. It might be several trips around the State of Ohio or in this region where you can go by car, but if you want to go to Retail Shopping Centers one of the huge place where there is a lot of networking it will cost you more than \$2,500.00 just to do it or at least it will eat up all your \$2,500.00. Then it doesn't leave you any money for any other travel to other places to market the community. Deputy Mayor Lommatzsch: I've been there twice. Mr. Curp: Does it show up in the Wright Point Fund also, travel and training? Mr. Carpenter: I don't think so. Mr. Curp: You understand the point I'm making. It's got to be realistic instead of just a number that is plugged in. Mr. Carpenter: Yeah. Mr. Denning: These may be helpful notes for next year too. Mr. Carpenter: My thought is we can have these discussions in June or July.

Mayor Flaute: Okay, is that all you've got, Mr. Manager? Mr. Carpenter: No. The next meeting, Brantwood has got me their agreement. We were going to bring a supplemental. Do you want me to put that in the budget or have the supplemental? Mr. Denning: All you've got right now is a temporary budget. Mr. Carpenter: I was hoping to bring this budget. Mr. Curp: That's a wash anyway. Mr. Carpenter: Exactly, that's a wash. Mr. Denning: Then put it in this budget and bring us the budget at the next meeting. Mr. Carpenter: I was going to bring it at the next meeting. Mr. Denning: So you can have a permanent budget and we can get this year moving in the right direction. Mr. Curp: I think maybe the budget for the first meeting in February because I don't know when Mr. Fullenkamp is coming back and I would like for him to be able to see. Ms. Arnold: He will be back Saturday because I asked him if I should deliver his packet on Friday or not. I have been holding them here since he has been out. Mr. Curp: I'm just saying.

Mr. Denning: The question is, can you have that ready? Can you have everything ready? Since we have talked tonight and all of that, can you have everything ready by next Thursday or would you rather have it the first meeting of February? Mr. Carpenter: I would rather have it next Thursday because here are some of the other issues we are running into, we want to get these road projects done and we don't have enough money to pay for task orders to get all of the bids tabulated and get

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them out on the street. Mr. Denning: I'm okay with getting this done. Mayor Flaute: So is everyone else? We talked about having, the Manager and Brenna and I get together on Thursday to do next week's budget. It is on there. Mr. Denning: Agenda. Mayor Flaute: I mean agenda. It is on there to do the permanent budget as an ordinance. Mr. Denning: I'm good with that. Ms. Fry: Sure. Deputy Mayor Lommatzsch: I'm good with that. Mayor Flaute: Okay. Mr. Curp? Mr. Curp: You've got four. Mayor Flaute: How about you Ms. Campbell? You are okay with having a full budget presented to us at the next meeting? Ms. Campbell: Yeah, that's fine.

Mr. Carpenter: As Tom and I were just saying, we are putting in the medic, we are putting in the street sweeper, and taking out \$25,000.00 from that advertising/marketing in Economic Development. Mr. Garrett: Well, some appropriate number. Mr. Denning: Whatever is an appropriate number.

Ms. Fry: I have a question about everything. What are we losing or not doing next year that we planned on doing by reducing these numbers? Mr. Carpenter: We are losing some of the training that people were going to do. I'm not saying this is a bad thing, but it is have to purchases, which I think is appropriate for deficit spending. I was trying to think off the top of my head what the list was. That's just projects, but there were some operational things.

Mr. Denning: What impact is it going to have on the community? Mr. Carpenter: I can tell you the Police Chief talked a lot about some of the things they did, the officers, getting out into the community. That's going to have to cut back a little bit. Some of that was done with overtime, not a tremendous amount, but I want to say around \$2,000.00 worth. I wish I could remember all that stuff. Some of the staffing with the Fire Department, there is a concern there. We are authorized to do nine a day. We didn't all the part-time budget in there that was requested, but I think we put enough in there to raise the pay so we can get more applications because that is part of the issue is we don't have enough people even to fill those positions. Deputy Mayor Lommatzsch: But we are raising the pay? Mr. Carpenter: Yes. He talked about at most probably seven a day, but I will be honest that is about where we are now just because of bodies. We are hoping the pay would increase the number of bodies. Tom, do you recall off the top of your head some of the conversations?

Mr. Denning: What I saw was now we are not doing some of the parks stuff that we did last year because that budget was cut a little bit. Mr. Carpenter: No, that stays the same. We were talking about doing a larger community thing over at Eintracht and we did scale that back down. Some of the website, we were going to have more add-ons on the website, so we are just going to increase it a little bit. Mayor Flaute: We are still going to have the park things basically that we did this year. Mr. Carpenter: Yeah. I didn't cut that back. I just kept that flat.

Ms. Fry: The major planning efforts that we were going to undertake are not going to happen. Mr. Carpenter: Yeah. That's the stuff that is on here. The stuff that is highlighted is all out. Ms. Fry: So it is the not highlighted that is out. Mr. Denning: It's not that they are not; it's just that we are not going to pay outside people to come in and facilitate that. Is that correct? Mr. Carpenter: Are you talking about the plans? Mr. Denning: Yeah. Mr. Carpenter: We are going to try to make an effort. Mr. Denning: We are going to try to do what we can in-house. Mr. Carpenter: Rather than hire a consultant. Mr. Denning: To me that would be a good first step anyway to see if we really need outside input. Ms. Fry: Okay. Thank you. Mr. Carpenter: I will try to get you better information.

Ms. Arnold: I have a quick question. During our meeting today, we talked about flipping the resolutions and having them go first. I could be completely off base, but you made a statement about the agreement with Brantwood. Does the budget need to be passed before we can enter into that agreement or am I just completely overanalyzing what was said? Are we still good having that first? Mr. Carpenter: We could take the supplemental. The agreement still needs to be there, but the supplemental will go away because we are going to put it in the budget. Ms. Arnold: Okay, but does the budget need to be passed before we enter into that agreement or no? Mr. Carpenter: It has to pass. Ms. Arnold: So I need to flip it back around. Mr. Denning: I would say that you need it first to make sure it passes before. Mr.

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Carpenter: I can bring the legislation and just withdraw it then, just in case. Ms. Arnold: That would probably be smart considering how it has gone. What was the other one we added today?

Mr. Carpenter: Another one on that scenario was the Stebbins project. There is no budget for that right now. Mayor Flaute: But if we pass the budget, it will be in there? Mr. Carpenter: It will be in there. Otherwise maybe I will draft another supplemental for that. That is kind of the stuff we are running into with this temporary budget. Deputy Mayor Lommatzsch: We got great PR on that this week on TV. Mr. Carpenter: That's what the Mayor said. Deputy Mayor Lommatzsch: I have seen it several times; evening, night and morning.

Mayor Flaute: The question we had this morning too was with the budget we were only going to do the first reading. Ms. Arnold: Then you changed your mind and said we were doing both. Mr. Denning: They need to get things rolling. Mayor Flaute: Everybody is clear about that. We are going to do both then. Ms. Arnold: I already changed it, so I am glad that is the answer. Mayor Flaute: Okay. Anything else?

Deputy Mayor Lommatzsch: You mentioned in your email today about a letter to the Farms of Riverside. Mr. Carpenter: Yes. I had attached it there to cancel that option agreement. Deputy Mayor Lommatzsch: Okay, so are there any hiccups there? Mr. Carpenter: No. Deputy Mayor Lommatzsch: Do you know about what happened to his property on Linden Avenue? Mr. Carpenter: I heard there was a water main break. Mr. Denning: It was the sprinkler system. Mr. Carpenter: The sprinklers, that's what I meant. I'm sorry. Deputy Mayor Lommatzsch: It flooded the building and was shooting out the sides of the building. Mr. Denning: Yeah, it's on Facebook. Deputy Mayor Lommatzsch: It's amazing. Mr. Carpenter: It was Riverside Bar & Grill or whatever it is. Deputy Mayor Lommatzsch: I mean the inside of it has to be. Mr. Denning: The sprinkler room was probably full and then it probably came out everywhere else. Deputy Mayor Lommatzsch: It was shooting out of the seams of the building this high. Mr. Denning: That was in the sprinkler room. It said sprinkler room on it. Ms. Arnold: Wasn't that one of the issues? They had their fire stuff shut off.

Deputy Mayor Lommatzsch: They have not been in touch with you. You may have to get in touch with them about the property. Mr. Denning: Farms of Riverside. Mr. Carpenter: Yeah, 45 days from the effective date. It was either January 4th or the last week of December. We didn't receive anything from them. We are moving forward. I sent you guys a draft. I was going to send it tomorrow, if no one had any issues. Deputy Mayor Lommatzsch: I don't know about those kinds of letters, so I can't suggest anything one way or the other. Mr. Carpenter: Dalma wrote it. Mr. Curp: In the emails that I get from the City go into a junk mailbox and I don't check that every day, so I don't always know there is something there. Mayor Flaute: I wonder why. Ms. Arnold: All of my emails from Dalma go into junk mail. It didn't used to do that. Mayor Flaute: Is there anything we can do to change that, Ken? Mr. Denning: He has to say this is a good address. Mr. Curp: It didn't used to do that. Mr. Denning: But they may have changed something on theirs. Mr. Carpenter: Do you have a smart phone, Mr. Curp? Mr. Curp: A smart enough phone. Mayor Flaute: Is there anything else? If not, we need a motion to go into executive session.

There was no further discussion.

ITEM 8: EXECUTIVE SESSION

- A) Contract Negotiations – Section 103.01(d)(4): *Preparing for, conducting or reviewing negotiations or bargaining sessions with public employees and officials of the City concerning their compensation or other terms and conditions of their employment.*

A motion was made by Mr. Denning to enter into executive session for the reasons on the agenda. Mrs. Campbell seconded the motion.

There was no discussion on the motion.

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A roll call vote was as follows: Mr. Denning, yes; Ms. Fry, yes; Mrs. Campbell, yes; Mr. Curp, yes; Deputy Mayor Lommatzsch, yes; and Mayor Flaute. **Motion carried.**

Council entered into executive session at 7:47 p.m. and came out of executive session at 8:38 p.m.

ITEM 9: ADJOURNMENT:

A motion was made by Deputy Mayor Lommatzsch to adjourn. Mr. Denning seconded the motion.

There was no discussion on the motion.

All were in favor; none were opposed. The meeting was adjourned at 8:38 p.m.

William R. Flaute, Mayor

Brenna Arnold, Clerk of Council