



# City of Grand Island

Tuesday, September 10, 2013

Council Session

## Item G-3

### Approving Minutes of August 29, 2013 City Council Special Meeting

Staff Contact: RaNae Edwards

CITY OF GRAND ISLAND, NEBRASKA

MINUTES OF CITY COUNCIL SPECIAL MEETING

August 29, 2013

Pursuant to due call and notice thereof, a Special Council meeting of the City Council of the City of Grand Island, Nebraska was conducted in the Council Chambers of City Hall, 100 East First Street, on August 29, 2013. Notice of the meeting was given in the *Grand Island Independent* on August 23, 2013.

Mayor Jay Vavricek called the meeting to order at 7:00 p.m. The following Councilmembers were present: Vaughn Minton, Mike Paulick, John Gericke, Mitch Nickerson, Julie Hehnke, Chuck Haase, and Bob Niemann. Councilmembers Scott Dugan, Linna Dee Donaldson, and Peg Gilbert were absent. The following City Officials were present: City Administrator Mary Lou Brown, City Clerk RaNae Edwards, City Attorney Robert Sivick, City Treasurer and Finance Director Jaye Monter, and City Engineer and Public Works Director John Collins.

INVOCATION given by Community Youth Council member Kennedy Martinez followed by the PLEDGE OF ALLEGIANCE.

Mayor Vavricek introduced Community Youth Council member Kennedy Martinez.

PRESENTATIONS AND PROCLAMATIONS:

Update on Employee Health Care Enrollment. Human Resources Director Brenda Sutherland reported that in the first three days of informational meetings over 300 employees had attended. Meetings were scheduled for the next two weeks. She stated the process was going very well.

PUBLIC HEARINGS:

Public Hearing on Proposed Fiscal Year 2013-2014 City of Grand Island and Community Redevelopment Authority (CRA) Budgets - Continued. Finance Director Jaye Monter continued the budget discussions with questions from the City Council. Reviewed were the appropriation and transfer summary. The total General Fund FY 2013-2014 budget proposed was \$43,293.262. Total personnel budget was proposed to increase 11.27% and total operating budget to increase 6.76%.

Reviewed was the program prioritization per quartiles with a reduction of 1%. There were no programs proposed to be eliminated in the 2013-2014 budget. Explained was the Community Development budget.

The following Debt Service Fund current bond balances were presented:

<u>Amount</u>	<u>Purpose</u>	<u>Payoff Year</u>
• \$1,720,000	- Various Purpose – South Locust Street	2018
• \$3,815,000	– Public Safety Center	2018
• \$5,330,000	– Heartland Event Center	2025
• \$2,325,000	– Library Expansion	2016
• \$2,743,651	– State Fair Building	2017

The impact of an increase to the occupational tax from 2% to 4% would bring in twice the amount of what was received in the 2012-2013 budget. This was designated for the State Fair building.

RESOLUTIONS:

#2013-294 – Consideration of Approving .50 Full Time Equivalent for the Heartland Public Shooting Park (HPSP) for 2013-2014 City Budget. Finance Director Jaye Monter reported that the recent financial and participation data showed that the HPSP staff had made significant progress in growing the customer base and bringing new events to the park. In order to keep up with the demand it had requested to add one full-time Office Coordinator. The new .50 FTE would be added to the existing part-time FTE to create the new full-time position. Reviewed was the revised numbers for the HPSP. Explained was the \$125,000 funding from sales tax through the General Fund for HPSP.

The following people spoke in support:

- Tammy Slater, Vice-President of Organizational Development for Goodwill Industries
- Rhonda Smallwood, Development Director from Hope Harbor
- Steve Pritchard, Albion, NE

Councilmember Haase had concerns about the \$64,000 cost of the position that was unfunded. Ms. Monter stated the cost was estimated at \$55,000. Parks & Recreation Director Todd McCoy stated this estimate was figured at step 8 but could be less and this included benefits. Mayor Vavricek commented on Resolutions approved by Council concerning the 2004 sales tax language which included support for the HPSP. Mr. McCoy explained this position would be a high level skill set with administrative duties.

Motion by Minton, second by Gericke to approve Resolution #2013-294. Upon roll call vote, Councilmembers Minton, Paulick, Gericke, and Nickerson voted aye. Councilmembers Hehnke, Haase, and Niemann voted no. Motion failed.

Councilmember Haase raised a Point of Order in deference to Councilmember Gericke's continued discussion on the above item. The Point of Order was recognized by the Mayor.

#2013-295 – Consideration of Approving 1 Full Time Equivalent Land Surveyor for Public Works for 2013-2014 City Budget. Finance Director Jaye Monter reported that the Public Works department was requesting two departmental FTE changes to improve efficiencies and continue the growth of the department. Requested was 1 FTE Registered Land Surveyor.

Public Works Director John Collins stated the additional positions in this budget would have an asset return. He stated they had spent over \$130,000 to contract for a surveyor this year. He wouldn't hire a surveyor until the projects were approved by Council.

Motion by Nickerson, second by Haase to deny Resolution #2013-295. Upon roll call vote, all voted aye. Motion adopted.

#2013-296 – Consideration of Approving 1 Full Time Equivalent GIS Coordinator for Public Works for 2013-2014 City Budget. Finance Director Jaye Monter reported that the Public Works Department requested 1 FTE GIS Coordinator in an amount of \$88,184 which included benefits. Mr. Collins explained the position.

Councilmember Paulick stated this was a quartile 3 position. Discussion was held regarding the salary of this position.

Motion by Minton, second by Hehnke to approve Resolution #2013-296. Upon roll call vote, Councilmembers Minton, Paulick, Gericke, Nickerson, and Hehnke voted aye. Councilmembers Haase and Niemann voted no. Mayor Vavricek casted the six and deciding vote in favor. Motion adopted.

REQUEST AND REFERRALS:

Review of Proposed Salary Ordinance. Human Resources Director Brenda Sutherland reported that at the August 20, 2013 Council meeting, the Council voted to postpone their vote on the Salary Ordinance until the September 10, 2013 Council meeting. This presentation was to answer questions and give additional information before the September 10, 2013 meeting. Presented was the overall impact of the salary survey for the non-union employees, the number of steps in the City's various pay plans, and the reason for splitting the Division Chiefs into separate titles and pay plans.

Presented were the following steps in pay plans:

- Non-Union                    15 steps
- AFSCME                    15 steps
- IAFF                         9 steps
- IBEW                        8 steps
- FOP                         9 steps 2013-2014  
                                     10 steps 2014-2015  
                                     11 steps 2015-2016

The 2013-2014 salary changes for Non-Union was 4.45% average; AFSCME – 1.5%; IAFF – 2.5%; IBEW (4 contracts) – 2.75%; and FOP – 7.82% average. Ms. Sutherland explained that currently all three positions for the Fire Division Chiefs salaries were on the same pay plan. This was changed several years ago to promote internal movement and cross-training. Issues with the current system were that comparability showed pay differences and current staff had specialized skills and certifications. The pay plan was based on the average of all three positions.

Discussion was held regarding increases in salaries overall in the next three years. Fire Chief Cory Schmidt stated this change had no effect on pay. Reviewed was the restructuring plan in the Fire Department by reducing captains from 15 to 12 and division chiefs from 4 to 3. Added were 3 shift commanders and 1 life safety inspector for a total savings of \$24,985.

Discussion was held regarding the non-union 4.5% salary increase. Mayor Vavricek commented on the metropolitan status and comparability. Ms. Monter stated the total increase in salaries proposed for 2013-2014 budget from the 2012-2013 budget was \$3.9 million. A lengthy

discussion was held regarding salaries, managing the workforce and history of the number of employees since 2000.

Motion by Minton, second by Paulick to reconsider postponing the Salary Ordinance for September 10, 2013. Upon roll call vote, Councilmembers Minton and Paulick voted aye. Councilmembers Gericke, Nickerson, Hehnke, Haase, and Niemann voted no. Motion failed.

Council recessed at 9:30 p.m. and reconvened at 9:40 p.m.

RESOLUTIONS:

#2013-297 – Consideration of Approving 2013-2014 Fee Schedule. Finance Director Jaye Monter reported that in consideration of Council feedback from the August 8, 2013 Study Session, increases in Fieldhouse season passes were reduced from 25% to 10%. If season passes were increased by 25% the Fieldhouse revenue would increase an estimated \$1,575. If season passes were increased by 10%, the Fieldhouse revenue would increase an estimated \$630.

Regional Planning Director Chad Nabity explained the fee increase for the Blight Study.

Motion by Minton, second by Hehnke to approve Resolution #2013-297. Upon roll call vote, Councilmembers Minton, Gericke, Nickerson, Hehnke, Haase, and Niemann voted aye. Councilmember Paulick voted no. Motion adopted.

#2013-298 – Consideration of Providing Guidance to City Administration Regarding Property Tax Levy Adjustment. Finance Director Jaye Monter reported that the final property tax request would be presented to Council for their consideration on September 10, 2013 along with the Annual Single City Budget for Fiscal Year 2013-2014. Prior to that date, City Administration would like to receive Council's guidance pertaining to the property tax levy adjustment.

Ms. Monter stated that the 2012-2013 year budget had been impacted by the additional personnel added during this fiscal year for the Police Department. The remaining personnel would be added during the 2013-2014 budget if approved. The total expense for the additional positions was in excess of \$1,000,000.

A possible revenue source for these positions was a property tax mill levy adjustment of .0400. Based on the 2014 property valuation this would generate \$1,029,821 and would increase the City of Grand Island mill levy rate from .3241 to .3641.

Councilmember Haase requested the comparison with other cities regarding sales tax. The City of Grand Island was ranked 24 out of 30 cities with regards to property tax levy. Ms. Monter stated the decision of Council on this item would be included in the publication for the Public Hearing scheduled for September 10, 2013. City Attorney Robert Sivick stated passing the budget was required by the State Statutes and there were strict penalties if that did not happen on time, we were running out of time.

Comments were made by Council regarding not raising property taxes this year and not having all ten Councilmembers present to vote on this important issue. Councilmember Minton stated in order for our city to move forward this tax increase was needed this year.

Motion by Minton, second by Paulick to approve Resolution #2013-298. Upon roll call vote, Councilmember Minton voted aye. Councilmembers Paulick, Gericke, Nickerson, Hehnke, Haase, and Niemann voted no. Motion failed.

OTHER ITEMS:

Review of Proposed FY 2013-2014 City Single Budget and Community Redevelopment Authority (CRA) Budgets Continued.

ADJOURNMENT: The meeting was adjourned at 10:17 p.m.

RaNae Edwards  
City Clerk