

April 11, 2023 Personnel & Finance Committee Meeting Summary v2

This provides a summary of the March 10, 2023 Personnel & Finance Committee Meeting. The meeting started at 4:30 p.m. and ended at 5:50 p.m.

Members Present: Council Member Larry Prues, Council Member Dennis Dalton, and Mary Allen, Council Member and Committee Chair. Fire/EMS Chief Tim Feldkamp, Police Chief Eric Williams, and Interim Administrator, Bob Lindhorst.

Absent: Mayor Ewing due to illness

Guests: Councilman Ryan Woodruff, Councilman Jon Tharpe, and residents Sophie Ryan and Jim Seger

Discussion Topics:

There were discussions in the normal four broad areas: Finance, Village Administration, Police Department, and the Fire & EMS Department.

Finance – Fiscal Officer Joel Gilpin

1. Interest earned from StarOhio for February 2023 was \$3,678.15 and for March 2023, \$4,166.225
2. Joel provided an update on real estate taxes – we've received over 50% of what was expected for the first half of the year, totaling \$338,808.69
3. The Village has received \$17,537.21 from the Regatta TIF. Some of those funds will need to be distributed to the schools before these restricted funds can be spent. Joel is researching what the funds can be spent on.
4. In previous years we've used LightGov.com to sell unused vehicles and equipment. Joel is looking into switching to GOVdeals.com due to higher exposure and higher potential sale amount.
5. In preparation for potential levies being placed on the ballot, Joel has compiled some information for the Committee's consideration
6. NEST Benefits has collected information from all eligible insurance benefit recipients and is actively collecting quotes on employee insurance.

***The Committee has reviewed all checks and electronic payments for the month March 2023.**

Motion: Motion to pay the bills.

Village Administration – Interim Village Administrator Bob Lindhorst

Bob said he didn't have any comments.

Police Department – Police Chief, Eric Williams

Chief Williams had no personnel changes. The Committee thanked him for coming and stated he wasn't expected since he had just lost his mother. He asked about a couple of officers who had resigned and wanted to make sure the record keeping was correct. Fiscal Officer, Joel Gilpin, stated he knew one was finalized. Councilwoman Allen stated this was a housekeeping issue and there was no urgency; that Chief Williams could check on the other one when he had the time. Clearly it needs to be done, but it can wait a week or two, if necessary.

Fire/EMS Department – Fire/EMS Chief Tim Feldkamp

1. Chief Feldkamp didn't have any personnel changes.
2. Chief Feldkamp did provide two documents for consideration. One was a 5- year salary plan and the other was a listing of responsibilities for each position in the department.
3. Chief Feldkamp provided an update on replacing the 2008 Durango. He has been discussing a supplier with Councilman Dalton and he has several options to consider. A lengthy discussion followed about the need to get a command vehicle and the timing .

Councilman Prues stated he thought it would be difficult to explain why we purchased a new vehicle within months of placing a tax increase on the ballot. Councilman Dalton stated he would rather be proactive rather than have a major incident and we not be adequately prepared. Councilwoman Allen agreed with Councilman Dalton.

There was discussion about using the ARPA funds and/or the department's development funds. The development funds would not be enough to cover the cost of a new vehicle, but could possibly help.

Ultimately, Fiscal Officer, Joel Gilpin was asked to find the best approach to paying for the vehicle and Council will make a decision on if and how to proceed with a purchase.

Miscellaneous Discussion:

There was miscellaneous discussion about putting a tax increase and whether it should be a local income tax rate change or a Fire/EMS and Police Levy on the ballot in November 2023.

Councilman Prues stated he would draft a communication about why a tax increase or levy was needed. Things that were mentioned in support of this included:

- Stating how different things are now vs. 8-10 years ago and how different they will be 8-10 years from now
- We need to continue to work to build a sense of community – tell our history and our story
- Sharing the projected Village revenue if there are no changes
- Sharing how Dept. Heads, the Mayor, and Council have worked to reduce expenses through more effective sources, cost avoidance, and not replacing some employees who have left
- We have a high turnover rate due to low salaries and health insurance costs compared to comparable communities
- We have infrastructure issues – we haven't had adequate planning and implementation of maintenance due to cost constraints
- We haven't adopted a regular increase schedule for our employees due to cost constraints
- We need to tell our residents what we've done:
 - Growth - attracted more residents
 - We have more businesses and restaurants

Guest comments:

None