

REGULAR SESSION, COMMON COUNCIL, AUGUST 28, 2017

Be it Remembered that the Common Council of the City of Plymouth, Indiana, met in regular session on August 28, 2017. The meeting was held in the Council Chambers of the City Building, 124 N. Michigan Street, Plymouth, Indiana. The meeting was called to order at 6:30 p.m.

Mayor Senter led the Pledge of Allegiance and Council Member Ecker offered prayer.

Mayor Senter presided for Councilmembers Cook, Culp, Ecker, Fonseca, Grobe, Houin and Walters. City Attorney Surrisi and Clerk-Treasurer Xaver were also present.

Council Members Grobe and Ecker moved and seconded to approve the minutes of the last regular Common Council meeting on August 14, 2017 and the last special session meeting on August 21, 2017, as presented. The motion carried.

City Attorney Surrisi presented Resolution No. 2017-763, Fiscal Plan for Providing Municipal Services of a Capital and Non-Capital Nature in Support of Annexation of Approximately 1.00 Acre of Real Estate Located Immediately Adjacent to the Southern Corporate Boundary of the City of Plymouth, Indiana (Weir Property, located in the 1700 block of Lake Ave).

Surrisi explained that there is one change to the version that was distributed in the packets for the council members. The total estimated cost for the extension of the water line is \$5,000 and the cost for the sewer line is \$20,000. Ecker asked if the timeline is to have this done within the next three years. Surrisi explained that a timeline of three years is part of the annexation, however Utility Superintendent Davidson said the construction is scheduled for this fall.

Council Members Ecker and Culp moved and seconded to approve Resolution No. 2017-763, Fiscal Plan for Providing Municipal Services of a Capital and Non-Capital Nature in Support of Annexation of Approximately 1.00 Acre of Real Estate Located Immediately Adjacent to the Southern Corporate Boundary of the City of Plymouth, Indiana (Weir Property, located in the 1700 block of Lake Ave) with the changes City Attorney Surrisi mentioned. It passed by roll call vote.

AYES: Cook, Culp, Ecker, Fonseca, Grobe, Houin and Walters
NAYS: None

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City Attorney Surrisi presented Ordinance No. 2017-2121, An Ordinance Fixing Salaries of Appointed Officers and Employees, Fire and Police Personnel of the City of Plymouth for the Year 2018, on second reading.

Clerk-Treasurer Xaver distributed information regarding benefits to city employees.

Ordinance No. 2017-2121 died due to lack of motion.

Houin stated his position on the proposed ordinance. He explained that he does not support raising the salaries of the employees in the Clerk-Treasurer's office above the external midpoint as suggested by the salary survey. Houin said he would support the proposed ordinance if those salaries were dropped to the external midpoint.

Walters said he feels the police and fire departments need to have a small increase, rather than have salaries remain the same from 2017 to 2018, in order to maintain the level of pay that the subcommittee determined was needed for these departments.

Cook said he agrees with both Houin and Walters. He is opposed to this ordinance because he feels the salary survey was supposed to be a guidance towards average pay rates for similar positions, not exactly what we should be raising the salaries up to.

Grobe said he does not agree with such high percentages of raises because the private sector would not see increases like this unless someone was promoted or job had a change. He said he does not support this proposed ordinance. Grobe stated that he is not confident in the salary survey results and feels positions were categorized incorrectly.

Cook said he agrees with Grobe in regards to the salary survey and would like to see the council have a separate subcommittee to analyze the results.

Houin discussed several options including reviewing each job individually and comparing it to proposed rate increase, waiting for department heads to make their own adjustments in their proposed budgets, or leave it up to the Mayor and Clerk-Treasurer. He also said he is not necessarily against leaving the police and fire salaries the same because they received an increase in the middle of the year.

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Emyle Kruyer-Collins addressed the council and discussed the salary survey. She said every employee in the city was given a comprehensive questionnaire to complete detailing their job duties. Every answer provided by those employees was put into the factor analysis for that position, which came up with individual salary analysis that was provided to the council members. She explained that the job descriptions that the city is currently working on is separate from the salary survey results.

Kruyer-Collins also discussed the differences in percentages. She said from a Human Resources perspective, it points to the fact that there has been a disparity in how the positions have grown and how certain positions have not been analyzed with the external market up until now. She said when you are seeing a position that has a proposed 15% raise, it is because the city as a whole has not looked at the particular position and how it ranks in the external market. Historically, the city has seen the same raises across the board, which leaves certain positions falling behind when compared to the external market.

Cook asked if the rates were compared to other municipalities or if the private sector was included. Kruyer-Collins said the comparison was made to other municipalities. Surrisi said the salary survey used municipalities within the region, but they also had access to trade-industry databases that they used for the comparison and those may have included the private sector.

Mayor Senter asked when the deadline is for the salary ordinance to be passed. Xaver said October 12th is the last day to post for a public hearing, but she asked that the council not wait until the last minute to make a decision or else there will not be a budget for 2018.

Cook made a motion to raise salaries \$1,000 across the board. Senter asked what was done last year. Xaver said last year was a \$1,000 raise for full time employees, which gives lower paid employees a higher percentage raise rather than compensating those that have more responsibilities. Cook amended his motion from \$1,000 across the board to 3% raises for all full-time city employees. The motion died for lack of a second.

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Ecker said he would like to form a subcommittee to analyze the percentages of the salary survey with Kruyer-Collins, Xaver and any other council members that would be willing to take part in the subcommittee. Fonseca and Walters agreed to take part in the subcommittee as well.

Council Members Cook and Culp moved and seconded to allow the subcommittee to meet and discuss the salary ordinance. It passed by roll call vote.

AYES: Cook, Culp, Ecker, Fonseca, Grobe, Houin and Walters
NAYS: None

The next agenda item was Ordinance No. 2017-2122R, An Ordinance Regarding a Municipal Motor Vehicle License Excise Surtax and a Municipal Wheel Tax, on second reading.

Council members Houin and Grobe moved and seconded to take Ordinance No. 2017-2122R, An Ordinance Regarding a Municipal Motor Vehicle License Excise Surtax and a Municipal Wheel Tax off the table.

AYES: Cook, Culp, Ecker, Fonseca, Grobe, Houin and Walters
NAYS: None

When presented, Ordinance No. 2017-2122R, An Ordinance Regarding a Municipal Motor Vehicle License Excise Surtax and a Municipal Wheel Tax, failed for lack of a motion.

City Attorney Surrisi presented Ordinance No, 2017-2123R, An Ordinance to Vacate a Portion of Miller Drive, on second reading.

Surrisi explained that this is a revised version of the initial ordinance. The legal description needed to be put into the ordinance.

Council Members Houin and Grobe moved and seconded to adopt Ordinance No, 2017-2123R, An Ordinance to Vacate a Portion of Miller Drive, on second reading. It passed by roll call vote.

AYES: Cook, Culp, Ecker, Fonseca, Grobe, Houin and Walters
NAYS: None

Council Members Culp and Ecker moved and seconded to adopt Ordinance No, 2017-2123R, An Ordinance to Vacate a Portion of Miller Drive, on third reading. It passed by roll call vote.

AYES: Cook, Culp, Ecker, Fonseca, Grobe, Houin and Walters

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NAYS: None

City Attorney Surrisi presented Ordinance No. 2017-2124, An Ordinance to Annex Approximately 1.00 Acre of Real Estate Located Immediately Adjacent to the Southern Corporate Boundary of the City of Plymouth, Indiana, on second reading.

Council Members Ecker and Fonseca moved and seconded to pass Ordinance No. 2017-2124, An Ordinance to Annex Approximately 1.00 Acre of Real Estate Located Immediately Adjacent to the Southern Corporate Boundary of the City of Plymouth, Indiana, on second reading. It passed by roll call vote.

AYES: Cook, Culp, Ecker, Fonseca, Grobe, Houin and Walters
NAYS: None

Council Members Cook and Walters moved and seconded to pass Ordinance No. 2017-2124, An Ordinance to Annex Approximately 1.00 Acre of Real Estate Located Immediately Adjacent to the Southern Corporate Boundary of the City of Plymouth, Indiana, on third reading. It passed by roll call vote.

AYES: Cook, Culp, Ecker, Fonseca, Grobe, Houin and Walters
NAYS: None

Resident Wilson Gerard said he feels the city should review other means for paying for raises and not implementing additional taxes.

Mayor Senter asked three council members to join a subcommittee to review the city's user fee rates throughout all departments in the city. Houin, Culp, and Fonseca agreed to be members of that subcommittee.

Mayor Senter offered the privilege of the floor to the audience members.

Members Ecker and Houin moved and seconded to accept the following communications:

Minutes of the Board of Public Works and Safety meeting of August 14, 2017;
Corrected Minutes of the Common Council meeting of July 24, 2017;
Minutes of the Technical Review Committee meeting of August 15, 2017;
Minutes of the Urban Forest and Flower Committee meeting of August 16, 2017;
IDEM Letter: Notice of Public Comment RE Valmont dated August 11, 2017;

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Final Official Statement, City of Plymouth, Indiana, Redevelopment Authority,
Redevelopment District Lease Rental Bonds of 2017 (City Hall Renovation
Project) – handed out at August 21, 2017 special session;

The motion carried.

There being no further business to discuss, Council Members Fonseca and Houin moved and seconded
to adjourn the meeting. The motion carried and the meeting was declared adjourned at 7:16 p.m.

Jeanine M. Xaver, IAMC / CMC
Clerk-Treasurer

APPROVED

Mark Senter, Mayor