

**CITY OF SHEPHERDSVILLE  
REGULAR COUNCIL MEETING MINUTES  
MONDAY, JULY 23, 2012**

Councilman Corky Miller gave the invocation  
Pledge of Allegiance was recited  
Mayor Ellis called the meeting to order at 6:32 p.m. and welcomed everyone.

In attendance were Council members Bernie Brown, Don Cundiff, Rob Flaherty, Larry Hatfield Corky Miller and Faith Portman.

Mayor Ellis asked for a motion to dispense with the reading of the minutes from the 6/25/2012 regular meeting. Robert Flaherty made motion to dispense with reading. Corky Miller 2<sup>nd</sup>. Motion carried 6-0.

Mayor Ellis asked for a motion to dispense with the reading of the minutes from the 6/28/2012 special meeting. Faith Portman made motion. Don Cundiff asked if we made two separate motions on the insurance. Mayor Ellis stated he was right. Mr. Cundiff stated the minutes only show one motion. Mayor Ellis stated there were two made. Faith Portman withdrew her motion to dispense with the reading. Mayor Ellis stated he would do the minutes at the next meeting.

Mayor Ellis asked for a motion to dispense with the reading of the minutes from the 7/9/2012 regular meeting. Larry Hatfield made motion to dispense. Corky Miller 2<sup>nd</sup>. Motion carried 6-0.

Mayor Ellis asked for a motion to approve minutes from 6/25/2012 regular meeting. Bernie Brown asked if everybody had read them. He stated he hadn't had a chance to read them yet. He asked if we could just postpone that until the next meeting. Mayor Ellis stated we could postpone the approval of the minutes until the next meeting. Larry Hatfield made motion to approve 6/25/12 regular meeting, 6/28/12 special meeting and 7/9/12 regular meeting minutes at the next regular meeting. Bernie Brown 2<sup>nd</sup>. Motion carried 6-0.

Mayor Ellis stated the only announcement he had is Shepherdsville Civil Wars Days are starting Friday night at 5:00 and will go through Sunday at 5:00. They are going to have Civil War reenactments, encampments; it's going to be at the Shepherdsville First Street Park. He encouraged everyone to come out and bring the family.

**Old Business:**

Mayor Ellis asked if everyone had a chance to look over the proposals from Mago on the repaving on the roads and also a restriping of Adam Shepherd Parkway. Larry Hatfield made motion to approve. Faith Portman 2<sup>nd</sup>. Motion carried 6-0.

**New Business:**

Louisville Water Company and MSD made presentation to the Council on the Wastewater Treatment Plant and Collection System. Mr. Brian Bingham with MSD stated all of the possibilities can be zero cost solutions to the City between the financial structure of MSD and the Water Company and the orders of magnitude and orders of scale that we can bring to it, we believe that it's more cost effective to do things on a bigger basis and be able to keep those rates lower. We definitely are a strong believe in that everybody that is a party to what we're doing needs to be a stake holder in it. I believe on the Water company side there is an Advisory group that meets, what's been envisioned is something much like that; and if you have questions, I'm sure Amber can give you much more details there. We do bring a very strong balance sheet to the table. What we view though is a lot of it comes down to the personal relationships and being able to make sure that an agreement is put together in the right way that would allow it to be a true partnership.

What we're looking at is to come up with an expansion in areas where it makes sense, where we're welcome. We've got existing partnerships which we believe save both entities money. What we're looking for in additional partnerships that can save all parties money and can make the environment a better place. I want to point out there was a lot of work put into the Salt River district work. Anything that we would propose would work in conjunction with the possibility of that entity being formed. In other words, we see that as another potential partnership. This is not to replace that. This does not say that work was for naught. We still believe that is a very viable and desirable outcome for the region. We are pursuing regional partnership opportunities within close proximity. The Water Company is probably looking a little further away than MSD but what we're looking for is what makes sense. What can we all come out with that is good or better our rates and better service to all of our customers. With that I mean the ones in Louisville and Jefferson County as well. I think anything and everything is on the table from our perspective. Mutual Aid agreements are an easy thing to do where there's a catastrophe and one entity comes to assist the other. We've always done those informally. There's always a possibility of formalizing those. There can be wholesale sewer service. I think the best way to look at that one is there can be parts of the contract operation; there can be full contract operation; there can be a lease agreement where you all maintain ownership of it but there's a lease with our entity to be able to provide those services. There is a possibility of privatization. Actual whole system asset purchase. Anything from beginning to end or from one end to the other is on the table in our minds. If you ask us if we have a preference, our preference is whatever is best for all the rate payers within both of the systems. Amber Halloran, Louisville Water Company: Brian really hit at the meat of what we wanted to talk to you about and that's the partnership that we have with Louisville Water and MSD. Louisville Water Company has a strong commitment to the City of Shepherdsville and Bullitt County. We do have long range financial planning. That's very important to us to put together a ten year Performa. As you know infrastructure is very expensive. And it's important to understand where you're going to get the money to replace your infrastructure and let your rate payers know what you expect their rate increases to be over that time period. MSD and Louisville Water have access to low interest money. We both use tax exempt financing. We have strong debt service coverage. As you know we much collect enough revenues to cover our debt service and Louisville Water is rated an AAA water utility. MSD is AA- which is a very well rated sewer. We do have strong credit ratings which means we can achieve low interest rates when we borrow. We have high customer satisfaction. High reliable service. We have several community partnership programs. Also affordable water rates. Investing in our infrastructure is very important. I think you've experienced some of that in the investments we've put into the Shepherdsville water system. Infrastructure is vital to your community. You need to have a reliable water supply and we use long range planning to insure that we can meet those needs. We think we're leaders in innovation expertise. We have a robust GIS system that we've partnered with MSD over many years and we share that system. It's a very sophisticated mapping system and we actually shared the cost of that so that allows us to have a much more sophisticated system. You have a lot of work to do. You have a lot of conversations to have and we're interested in helping. We really haven't looked at any types of numbers or anything but we did have an example where we compared the rates. The sewer rates for 6000 gallons per month. The Shepherdsville rate of \$53.32 and then we compared that to the MSD sewer rates and this is assuming that their proposal that is going before their board July 30<sup>th</sup> is approved of \$37.91 compared to a National average of \$36.18. That's just a high level snapshot of a comparison of sewer rates across those three areas. Brian Bingham: Let me add one thing I left out; and I apologize because it's a very important item. If we are able to come to an agreement, one of the things we believe is most important is to look at the employees involved. All three, Louisville Water Company, MSD and the City of Shepherdsville are all three in the same retirement system; there's no issue with that. What we have always done in our mergers or acquisitions is if there was a company that we take in; we bring those employees into the system. Many of those have moved up to very high positions within the organization. There's a commitment from MSD and the Water Company that everyone would have a home. We're not looking to cut staff. We are looking as an organization in Louisville to cut staff through attrition as we become more efficient of things but we are not looking to lay off any people. Faith Portman: Will they still hold their same position? Mr. Bingham: I'll be honest I don't know what their positions are now but we'd be

more than happy to have that discussion with you and show you what our positions are and see how the positions are equivalent. Larry Hatfield: We're probably short three or four positions right now. Mr. Bingham: That's not uncommon, what's going on in the industry. It's a sign of the economy and everything that's out there. Larry Hatfield: Scott I'd like to have you appoint a Committee to look into this a little bit further. I know there's a lot of questions concerning tap on fees, how a development is structured, drainage issues, whether the storm water would or would not be involved in it; there's a lot of areas that I know need to be looked at. We're climbing out of the hole but we haven't made any repairs. We're now just getting enough money in the bank where we can actually fix some of the stuff that's broken. Personally I would like to see a Committee formed and go through this 100% to see if it is something we would want to do or not do. Robert Flaherty: I'm familiar with the Louisville Water Company merger with Kentucky Turnpike. I was Deputy Judge Executive with the County when that occurred and I know from our first conversations until that was concluded and we came to an agreement it took several months. There were a lot of meetings and a lot of details worked out so it is a process that takes some time. It was a wonderful process in working with Louisville Water and there was a lot of give and take and they were open to all of our suggestions and ideas and of course it resulted in the water service being extended to areas in the County that never would have happened without that merger. I would be willing and would like to participate on that because of my prior experience and I'd enjoy being part of any Committee to work on this. Mayor Ellis: I definitely would like to have you on there Rob. Would you three (Rob, Faith and Larry) like to do it? Bernie Brown: I'll volunteer to be on it too. Mayor Ellis: We could have Bernie on it as an alternate. Bernie Brown: Are you all receptive to meeting periodically with us? Mr. Bingham: Absolutely. We strongly believe that's the best way to go with a lot of information exchange. We're going to need more information to be able to put together a reasonable proposal to you and you all are going to need a lot of assurances and a lot of questions answered from us on what's out there and what needs to be done. Robert Flaherty: I would like Chuck involved too. City Attorney Wantland: I've spoken to the Mayor about this. We want to set up an office for Louisville Water Company in City Hall. We would like to have your input on that because I think we'd like to have a partition if you will but a separate office for the water company here and we'd like to explore that. We do want to have a presence already of the water company in Shepherdsville.

Mayor Ellis stated that next on the Agenda are some first readings on rezoning issues. I will tell you at this point in time that we have received word that the Heritage Hill rezoning has been withdrawn and we will not be hearing any information on that proposed rezoning at this time. City Attorney Wantland asked Mayor Ellis if he may read a letter to the audience. City Attorney Wantland: This is from the offices of Eric G. Farris to the City of Shepherdsville directed to The Honorable Scott Ellis, Mayor. RE: Zoning application for Valley View Farms I, FLP et al #2012Z-09. "Dear Mayor Ellis: On behalf and with the authority of my clients, Valley View Farm I, LLP, Heritage Hill LLC, Martie Lee Korfhage and Estate of Alice Ann Plenge, please be advised that we are hereby withdrawing the above-referenced zoning application from further consideration. This is pursuant to Section 8.400 of the *Official Zoning Regulations of Bullitt County and All Cities Within Its Boundaries*, and is without prejudice to my clients' rights to file new application at a later date. I have discussed this decision and procedure with City Attorney, Joseph Wantland, and by way of copy of hereof, I will notify the Bullitt County Planning Commission of our action. Sincerely, Eric G. Farris." So it is my understanding that they are withdrawing the application for the zoning map amendment. It's been delivered to Miss Hammond as the Administrator of the Bullitt County Planning Commission and I would ask that Council by acclamation or vote to accept this withdraw. Faith Portman made motion to accept withdraw. Larry Hatfield 2<sup>nd</sup>. Don Cundiff: If they want to bring it back up, they have to start the whole process over again, is that correct? City Attorney Wantland: They have to start it all over. Bernie Brown: That can be brought up at any time? City Attorney Wantland: It can be brought up at any time. Part of the reason for the withdraw I think is the overwhelming public concern and opposition to the zoning map amendment. The applicants wish to address the concerns of the people in opposition to the zoning map amendment. Under the present condition of the law and the Ordinance of our Planning Commission they cannot make amendments after the initial application and meeting with the Planning Commission. Being

unable to supplement and amend their present petition they wish to withdraw it. At this time the vote was taken. Motion carried 6-0.

City Attorney Joe Wantland had first reading of Ordinance 012-(number to be assigned) on request by Settlers Point Business Park LLC to rezone Lot 2-E being 1.325 acres, more or less, from B-2 Central Business to B-1 Highway Business. The property is located on Conestoga Parkway in Settlers Point Business Park.

City Attorney Joe Wantland had first reading of Ordinance 012-(number to be assigned) on request by Oak Ridge Town Homes LLC to rezone 2.8 acres, more or less, from R-3 Residential with restrictions to R-3 Residential with a relief of setback restriction. The property is located at the corner of Hensley Road and Highway 44 West.

City Attorney Joe Wantland had first reading of Ordinance 012-(number to be assigned) on request by Anna Marie Worner-Atkins to rezone 1.5 acres, more or less, from Agricultural to R-1 Residential. The property is located at 2028 S. Preston Highway.

Approve payment of July bills. Larry Hatfield made motion to pay General Fund bills. Faith Portman 2<sup>nd</sup>. Motion carried 6-0. Faith Portman made motion to pay Sewer bills. Larry Hatfield 2<sup>nd</sup>. Motion carried 6-0.

Daryl Lee: Nothing to report.

Duane Price: Nothing to report.

Sign in Speakers:

**Bill Arledge:** I'm with Lubrication Engineers out of Fort Worth, Texas. I have the 18 Counties surrounding Louisville, Kentucky. I've been working with the Wastewater Treatment Plant since November of last year. The reason I'm here is I've been working with Chuck and the folks over there for some time and I realized that there are some issues regarding maintenance that I can help with but I don't know who I need to see to get to the right person. I've done two lubrication surveys down there to see if we could consolidate some fluids to use less fluid and to reduce your overall costs in maintenance. Your sight glasses on most of your pumps and motors are black. That means you can't see through them. The reason that is the oil has oxidized in there. My initial proposal was for some lubricants but that's premature. What we need to do is look at a maintenance program and do oil analysis on these things and find out what's going on with your equipment. If you have another failure similar to the clarifier problem you had a while back that's a catastrophic failure. It's not because two clarifiers are not turned on, and if there's another issue where you have rain or whatever that causes this previous problem you just can't turn another clarifier on. You're going to have to have it fixed and running when the problem occurs. My concern is and yes I get paid for what I do. I get paid when you acquire the right products to do the job. You have a supplier for fluids. You have a supplier for some other things. You don't have a maintenance plan that I would consider adequate. Your current plan and I wouldn't have Chuck's job for anything. I think he's got the toughest job in this business I've seen. You're basically restricted to run to fail. It doesn't have to be that way. What I would like to do is find out who the right person is to sit down with Chuck and I and whoever else needs to be involved and let me show you some alternatives. If MSD comes along and takes over that's great, but in the meantime you've got to do something fairly quickly because you're on the precipice of a major failure due to lack of maintenance. And I think I can help you and probably save you some money. Mayor Ellis: I'd be more than happy to sit down and talk with you and Chuck on this issue. Chuck what are your thoughts? Chuck Keith: He's come out and I've talked to him about oil and he gave us a price on the oil which I talked to the Mayor about. Every July we've got to change the oil in everything over there. It's time to do it so he worked up a price for us and it's a lot higher than what we normally spend. So I told him he needed to come speak to the Mayor and Council

because I couldn't approve that kind of expense. He says his oil lasts three years. We change it every July on everything over there. His bid is several thousand dollars than what we paid last year. Mayor Ellis: Did you ever get the exact price of what we're paying per year. Chuck: Last year we didn't buy any because we had enough left from the year before. Then it was like \$1500 to buy enough oil to do everything. The site glass he is correct on, they are black and that's because of the oil. Mr. Arledge: With oil analysis with monitoring the product we can go 3-5 years. We have installations where the oil has been there for 8 years without having to be changed. And that's the type of oil we're talking about here. I am more expensive in some categories however when you consider the life of the oil, you don't have to dispose of it, less likely to have a failure, it's a substantial savings. Mayor Ellis: Let's just set up a meeting for Wednesday at noon.

**Bill Duffy:** I'm not sure if I can speak or not. Mayor Ellis: If it's about the rezoning, since it's withdrawn, we're not going to have any speaking on that tonight. Mr. Duffy: I was going to report on the meeting of the Concerned Families and that was it. Would you rather I didn't do that. Mayor Ellis: Let's not get in to it tonight.

**Brenda Board:** I do have a concern for Shepherdsville, for Bullitt County and this goes back many many years ago. It's a case I guess you would say green space, the river, and hopefully even with Planning and Zoning now but with the City, that for Shepherdsville and for the County they'll start planning a little bit better than what they did on Highway 44 because we all know how Highway 44 has turned out. We know that with it there's a lot than can't be done anymore. I am hoping that you all will preserve more of the beauty of Shepherdsville, of Bullitt County. You all have each one whether in November you're still here, or if somebody else is, that you'll preserve the beauty, the nature, that's why so many of us moved out to this area to Bullitt County because it offered something we couldn't get in certain parts of Jefferson County or possibly in certain parts of Oldham County and be able to afford it. And out here the land is here and what we're seeing is so many places like in Brooks, the front Section of Highway 480 (Cedar Grove Road), that they're popping up these warehouses, distribution centers, and some of them are very important. Very important for jobs. And that I understand and appreciate. But as the issues that are brought before you by so many different people we hope that you'll start considering and do a much better job than what the people in the past did on Highway 44. Those are things that once houses are put up, once businesses are put up in their right close to the street, it's very difficult to move them back. It's very difficult to take the land that those home owners or business owners have and say let's widen the road because it's too expensive. And so with the future whether it be the City Council, whether it be Planning and Zoning, Fiscal Court, I am hoping that you all as our representatives will be considering all of this as you let some of these companies decide to do spec buildings because in so many cases we end up with empty buildings out on Brooks or sometimes out there in the Cedar Grove Business Park but hopefully some of that will improve. And that you'll preserve a lot of the green space and the nature that so many of us have grown to love.

#### Department Reports:

**Chief Layne Troutman:** When we went and got the fire truck I addressed the Council and talked to you about buying the equipment for that apparatus out of the Mitigation Account that we have. I went out and got some quotes on the equipment to go on the truck. One of the quotes, is just for the appliances that go on the truck, (nosels, big guns on top the truck to flow the water on fires, different odds and ends, spanner wrenches, hydrant wrenches, things of that nature) the quote is \$13,134.00. It's the lowest one of all that I have. This also will give us enough to buy the reflective dots that go on the back of the trucks to bring two of our other apparatus up to what they call NFPA standards. That way when we go out on the Interstate or the roadways they have the big reflective arrows on the back of the trucks to warn people off. The other quote is for the fire hose for the apparatus that quote is \$14,874. This is the large supply lines that we have that go on the back; and the smaller lines that we use to actually fight the fires that will be on the apparatus. It's very expensive. This will bring the truck, as soon as we get it striped, ready to go. I need the Council's approval to purchase that out of the Mitigation Account. Faith Portman made motion to approve purchases. Don Cundiff

2<sup>nd</sup>. Motion carried 5-1. Chief Troutman: I sent an email to the Council, something to think about; I also sent the leasing information on it. We had a fire department vehicle that involved in an accident. It was one of the command vehicles that responds to scenes. They totaled the vehicle; it was right at 10 years old and had 88,000 miles on it. It's a vehicle that lasted quite some time. We got \$7000 for the totaled vehicle and they allowed us to keep the old vehicle. We have another vehicle that is the exact same year so we can take some of the better parts off of this vehicle and use it whenever we have to repair it to keep it in service. My question is the lease that we have on it, I checked with Bill Collins Ford and also the Government Sales at Crossroad Ford Lincoln. Crossroad Ford Lincoln came in quite a bit cheaper on their lease. To lease a 2012 police utility vehicle, it has the extra suspension; it's built up better to last longer; for the vehicle itself without anything on it was \$6729.00/year. To lease with everything on it was \$7881.82. The initial payment would be the day you sign the lease and then you would have three years after that to pay the vehicle off. At the end of that payment plan you pay \$1.00 and the vehicle is yours. I sent this to the Council. If you would like to think about it and look into it, I'd like you too. We need to replace the vehicle. That's a pretty important vehicle for us to get out. Larry Hatfield: What are you using now? Chief Troutman: Right now we're using a 1987 pickup truck that's rusted out. It's our hydrant truck that we use to go out and check hydrants. Larry Hatfield: So you can lease one for \$21,000 roughly. Chief Troutman: With everything on it, it's \$7881.82. We have the \$7000 that the insurance paid on the totaled vehicle that would pay this year's lease on it and next year we would have to budget it in. It would be \$23,000. Larry Hatfield: We're not going to get into a bidding problem with that? City Attorney Wantland: I always like to have bids; it looks a little cleaner and nicer for everybody. Mayor Ellis asked Chief Troutman to get a couple more and we'll discuss again at the August meeting.

**Leanne Goetzinger:** We have two bank accounts that we're not using anymore. One is the Employee deductible account, it's only got \$29.00 in it; and the other is the quarter machine account which has about \$3000 in it. I was wondering if there was any reason to keep those open. Mayor Ellis: The quarter machine account was supposed to be closed and everything moved over to the Sewer Account. That was voted on a while back to close that account. Robert Flaherty asked if we should vote on the other account. Larry Hatfield made motion to close the Employee Deductible account. Robert Flaherty 2<sup>nd</sup>. Motion carried 6-0.

Mayor Ellis: I have a member of the Civil Service Commission whose term has expiring now and I would like to reappoint her. Mrs. Debbie Hawkins. We have a good Civil Service Commission right now and I'd like to continue to keep them together. So if the Council will allow that, I'd like to keep her around. Faith Portman made motion to approve. Bernie Brown 2<sup>nd</sup>. Motion carried 6-0.

Council Reports:

**Robert Flaherty:** I know we've all had a chance to meet with the HR people on our policies and I know we're waiting to hear back some information so hopefully we'll hear something back pretty soon so we can start working on finalizing that. They are supposed to be checking on some things as far as some different programs whether we can do it or not and as soon as they get back with us we'll start sending some emails back and forth and start hammering out some details so we can get this thing wrapped up as soon as possible.

**Faith Portman:** The lights at Zappos; there's an elderly lady that lives next door to them that said they light her entire house up. If we could somehow get them to turn the lights off or point them in a different direction. I went over there and it's horrible. Mayor Ellis stated he would talk to Craig Adkins to see what they can do for us.

**Larry Hatfield:** Mrs. Hawkins, no offense to what I'm getting ready to say, but after talking with the Human Resources people I would like the Council to consider abolishing the Civil Service completely. It is costing the tax payers of this City an unforeseen ungodly amount of money. And with the Personnel Policy that they've put together for us they are recommending that we do away with it. I don't want you all to make a

decision tonight. I've talked with one Civil Service member. I'd like a chance to talk with the other two but I would like for you all to think about it. Debbie Hawkins: You all can do whatever you want. I basically know what you're basing that on Larry and that's your opinion. I think it could have been much more costly. Larry Hatfield: I think in the long run the employees are protected according to the HR people that does this Federal thing; they're a lot more involved in it than I've ever been, and the employees have a quicker way. But that's just something I wanted the Council to think about. Debbie Hawkins: It matters not one way or the other to me. My time is voluntary. Whether you do or whether you don't I will give my time and my services to the City because I live here. I feel like what we did we did with the best interest of the City. I felt like we needed legal representation. I will say this Larry, if the Civil Service Board is not allowed to have that legal representation I will rescind my offer to stay on it because I do not want to be in that position without having that representation. I don't have the legal knowledge to carry us through. So if you do that's your all's decision. But I think we did the best we could. Larry Hatfield: That's not the reason I'm saying this at all. It's after meeting with them about two hours the other day they brought up some points that I wasn't aware of where the employees have a quicker response time if we actually didn't have the Civil Service.

**Corky Miller:** I'm going to ask the lawyer a question and you too Mayor. I've been coming to meetings for about three years and I've set though a lot of zoning hearings. The County charges a fee for these hearings. Could somebody tell me why the City does not charge a fee for that? City Attorney Wantland: The City in effect through the Joint Planning Commission is part of the recipient of that money. That's how the Commission is funded. Corky Miller: We get part of that? City Attorney Wantland: Our expense as part of that Commission, they do other things other than zoning map amendments. They do the subdivision reviews, sight plan reviews, plat reviews, administrative procedures, and that is taking that portion of that expense off City government and putting more in this independent agency, the Joint Planning Commission. That's how it's done. Corky Miller: So legally, we could or could not, charge a fee. City Attorney Wantland: Legally we cannot charge a fee per se because we're part of that Commission. So technically we do charge a fee it just doesn't come back here.

**Don Cundiff:** I just want to say to Debbie and the rest of the people who serve on that Committee that we really do appreciate your service and I think part of what Larry was talking about, when we were talking with HR Resources group I think there are a lot of things that go with that Civil Service Ordinance that we're not really following the way we should be and I think that's leaving us open to some things. So I think as a practical matter we've either got to go full force and follow it exactly the way it is or else we need to rethink how we're doing things because like I said there are a lot of things in there that we're not really following to the tee which we need to be doing. So I think that's a lot of the concerns that we have. But once again I think what you all did was great. I appreciate what you did. I think you did save us money in that particular instance and again I appreciate your service.

**Bernie Brown:** Mrs. Hawkins and Mr. Rosselli, I don't think Jeremy is here, but I can add my thanks to you people for doing such an outstanding job. I think all three of you came in and inherited a situation that wasn't the best at all. I know how dedicated you were in trying to get down to the bottom of everything and do the right and fair thing and I appreciate that. But I can assure you that what prompted Councilman Hatfield to say what he said, it had nothing to do with you folks and in what you have or haven't done. We had some discussions with HR Resources and honestly they recommend that a good personnel policy manual with all of the Federal laws and State laws that are in place, they cover what needs to be covered in the personnel manual and there isn't any real need for the Civil Service Ordinance. That's one thing. Another thing that has been mentioned here already by two or three of the Council people, we haven't been following it exactly and that can cause some serious problems. So if we're going to have an Ordinance it needs to be right and you need to follow it. Larry Hatfield: And if we follow it, it's going to cost more money. Bernie Brown: And really, in case any employees think that we might be taking something away from them, I don't believe that's true at all because there are avenues in place for them to pursue if they have been unfairly treated. Corky

Miller: The Civil Service Ordinance we've got has a lot of information in it. Would it be better when we get ready to look at those for the final time, for Mr. Rosselli or someone to be present to see if we've left something out that could be important that the group has put in that would cover the civil service. Tom Rosselli: I was going to get out something that I quoted maybe in 2007 when you all initiated this Ordinance. It was illegal then and it's still illegal. You have to do it right. If you don't do it right you're going to have to spend more money on attorneys, change it and it needs to be incorporated in the policy manual. It's going to take a lot of time, a lot of money. But you're going to have to do it and you're going to have to do it right. If you're going to have it it's going to cost you money.

Bernie Brown made motion to adjourn. Faith Portman 2<sup>nd</sup>. Motion carried 6-0. Meeting adjourned at 7:54 p.m.

\_\_\_\_\_  
R. Scott Ellis III, Mayor

Attest: \_\_\_\_\_  
Brenda Taylor, Acting City Clerk