

**CITY OF SHEPHERDSVILLE
REGULAR COUNCIL MEETING MINUTES
MONDAY, January 13, 2014**

Pastor Randy Pace, Family Worship Center gave the invocation
Pledge of Allegiance was recited
Mayor Ellis called the meeting to order at 6:30 p.m.

Council members present: Bernie Brown, Jose' Cubero, Faith Portman, Clinton Kline and Gloria Taft.

Mayor Ellis asked for a motion to dispense with the reading of the minutes from the 12/9/2013 regular meeting. Clinton Kline made motion to dispense with reading. Jose' Cubero 2nd. Motion carried 5-0-1 absent.

Mayor Ellis asked for a motion to approve minutes as written from the 12/9/2013 regular meeting. Gloria Taft made motion to approve 12/9/2013 minutes as written. Clinton Kline 2nd. Motion carried 5-0-1 absent.

Announcements: Mayor Ellis announced City Hall will be closed Monday, January 20th in observance of Martin Luther King Jr. Day. Mayor Ellis also reported that Wal-Mart is going to add a fuel station to the site across the street so there will be a delay in ground breaking while that process is completed. Mayor Ellis: Before we get started with the old business I do want to address a concern about an email that went out this weekend about the handbook. For anybody that realizes it, there is not a new handbook that's been handed out to employees. We did see that there are some issues with the handbook that was published after being in the making for approximately two years to the tune of \$12,000 that still had some information that is not accurate in it. So we called someone and ask that they look over the handbook and tell us what's going on with it and she came back with a list of recommendations. One of the biggest recommendations was with the Fire Department on their vacation time that they have. We need to do something on this tonight; it has it in there that they get 40 hours; it lists for every employee 40 hours for their first year. That's not quite the case with the Fire Department, it's 48 hours. So we need to actually change it to where it gives five days for the first year because their hours are going to be different than everybody else's hour. We need to change the wording in this one. We need to amend the wording on that. We're going through and dissecting other things in there that we're going to bring back a list in two weeks and say this is the verbiage that needs to change. Our main goal is to keep the City of Shepherdsville out of litigation; if that means there is a word in there that looks weird it's got to change. Whatever the rumor was there is not a book that's out there. Faith Portman: It wasn't a rumor it was an employee; it was me, somebody stopped me at the coffee shop which is actually McDonald's and told me that there was a handbook given out to employees and he wanted to know what I knew about it and I said I didn't know anything about it. We don't understand why you don't know every time I'm asking you something you don't know what's going on in the City. That's when I sent the email out. Mayor Ellis: Again it was a bogus lie from somebody. There has not been a new handbook handed out to employees. There was something sent with these corrections to Department Heads but nothing to the employees. Faith Portman: It wasn't an employee either it was a taxpayer of this community. Mayor Ellis: An employee would have had to go to that citizen and tell them what it was. Faith Portman: Maybe. I don't know. Jose' Cubero: They said there was a new handbook out? Faith Portman: They said there was a handbook given to some of the employees. Mayor Ellis: There is a handbook given to the employees, it's the one that you guys voted on. Faith Portman: No he said it was a new one. A new one that had just been drafted that was given to the employees. Faith Portman: I said we passed it in July and they were like, no not that one. It was just given out today. Bernie Brown. One concern I have is it seems like there is something secretive going on and I don't think that's good. Mayor Ellis: No. There's nothing secretive going on. Bernie Brown: That's the way it appears. Mayor Ellis: No. Nothing secretive going on. We're looking at this and as soon as we get the information we're going to hand it to you and say these are the amendments that need to happen. Faith Portman: Did we only look at one HR firm? Mayor Ellis: No, this is just one person that we called and asked to look over the manual. Faith Portman: Are they a company here is Shepherdsville or Bullitt County? Mayor Ellis: Where is she at? Bob Ryan: DuPont Circle in Louisville. Mayor Ellis: Is someone Bob has dealt with in the past. Bernie Brown: Has anybody on the

Council been aware that there was an effort being made to at least make some suggested changes to the Personnel Policy? Faith Portman: I sent an email out and nobody responded so I assume nobody knew anything about it. Bernie Brown: I just think this Council is being kept in the dark too much and I think we need more transparency. Mayor Ellis: If it's the day to day operation of the City, Bernie, those are things you're not going to find out. Unless it's needed to know. Bernie Brown: There's too much lack of transparency. Mayor Ellis: If it's something that you need to be involved in you'll find out about it but if it's day to day operation of this City and it's something that Council doesn't need to know about, you're probably not going to hear about it. Faith Portman: That's something Council needs to know about. Gloria Taft: You can't know about something that doesn't exist. Faith Portman: It don't exist if they are talking to an HR firm Gloria, really. Shouldn't we be voting on whether we're going to hire an HR firm? Mayor Ellis: It's a service; you don't have to vote on it. Faith Portman: Courtesy would be to. We spent how much on the last one? Mayor Ellis: \$12,900. Jose' Cubero: Hold on this point can't be ignored. We spent two years with a firm and thousands of dollars and then we have somebody because there's a concern about some verbiage can come in and look at that and see how bad that is. We're not professionals at that so it obviously means that the first firm that we had for two years and thousands of dollars did a pretty bad job. That's what it comes down too. Bernie Brown: You know who's to blame for that? This Council, the Department Heads, the Mayor. Jose' Cubero: I think it's important that we go back and look at everything here. Faith Portman: Did you not meet with them? I know you met with them on several occasions. Jose' Cubero: Let me make sure this point is very clear about this. This all started with you saying that somebody got a new manual. Before you make accusations about anything ... Faith Portman: I sent an email asking about it. You received the email you never responded. Jose' Cubero: You might want to talk to one person that you've talked too. You obviously need to talk to the individual you've accused of doing something with this. Faith Portman: I didn't accuse anybody of anything. Clinton Kline: Can we get a copy; was this an email that you sent to Department Heads that pretty much outline the changes? Can we get a copy of that email? Mayor Ellis: Yes that shouldn't be a problem? Clinton Kline: I think that information probably would appease everybody right? I'd like to know what's going on. Mayor Ellis: There are 39 pages of recommendations. Once we finished looking at them we were going to turn them over to the Council to look at. Mayor Ellis asked Chief Troutman to explain about the fire department vacation time. Chief Troutman: What it is the manual is written for a 40 hour employee. The firefighters that work the shifts are 24 hours on 48 off. They are basically considered a 56 hour work employee. The way the manual is set up for vacation time you accumulate 8 hours a month which if you're a 40 hour employee; 8 hours a month you get one vacation day a month as you go. For a firefighter it would take him three months just to get one day off. That's what we brought out to get corrected. Faith Portman: So to clarify that you're talking about one day a month right? All State employees get one day a month if they are a 12 month employee. Chief Troutman: I'm saying the way it's written up in the City's manual and this was brought up, I know the meeting I sat in on I brought this out that this was a problem with the last manual and it was going to be another problem because they weren't addressing it. There is a 40 hour employee and there is a 56 hour employee. To make it equal the firefighter to get one day off he's going to have to get 24 hours each month instead of 8 hours. That way they get the same amount of days off as a regular employee. Faith Portman: Is any of that affecting their retirement? Chief Troutman: What do you mean? Faith Portman: Their hours in retirement. Is any of that affecting it; because with us it goes by our hours, how many hours that we have accumulated? Chief Troutman: It would be whatever they make on their pay for being off on that vacation day. They would lose if it was only 8 hours and they had to work 3 months to get one day off. Yes they would lose. Jose' Cubero: Do you follow the SOP on that; where you have your own. Chief Troutman: Before I took over as Fire Chief this issue was up in the old hand booklet. From way back we've had a set standard for how many hours it took to make it fair for a firefighter and the regular employee. It was worked out and actually I gave Tammy; just to give you a little history on how this works. Back before we hired the HR group we knew there was a problem. We had sat down, a Captain, a firefighter and myself and went through several fire departments handbooks that covered the HR problems. We created our own using the City's policy; the Civil Service Ordinances and the other Fire Departments that covered the 56 hour employees. It was handed out to a couple Council members that asked for it and it was given to HR Unlimited. If they ever looked at it I have no idea; but it was made up and handed out when we found out they were going to do their own. The part in there addresses all of it for the vacation time. Basically after your first year a firefighter gets 48 hours of vacation time which is equal to a week for a 40 hour employee. It gives him two days off which makes an entire week

for him. Then I think it goes to 96 hours as you progress on your years here; and then from there. On the vacation time is where the problem. Jose' Cubero: So I guess at this point we've got some issues to deal with when it comes to the manual. Some of them may not be severe but obviously this is their money. So I think this obviously is one thing we can address tonight and I know Gayla's working on it and maybe getting some folks to dig into it a little bit. There may just be some grammatical things that are wrong with it, maybe there's just a little too much reference to, I know that they are from Indiana originally the group; there was some references to some Indiana statutes. I'm not sure how any of that affects the manual but what we're real concerned about and I guess in just finding out about it today is we just want to make sure the City is protected. Clinton Kline: Is it printed? Mayor Ellis: No. That's where my biggest concern has been; it's an Indiana firm that came in to do it. Kentucky and Indiana laws are going to be totally different so there's going to be some things in there that is not for here. City Clerk Richmond: After we received the final draft I went in and changed several things that addressed Indiana and before I copied it for the employees I went through and changed things that I knew were wrong. And I still have, after going through the book, several problems with it after it has been finalized. Where all this came from, how we decided to get a Kentucky firm to look at the book was Gayla was having a lot of issues with payroll questions, vacation questions, holiday questions, so Bob said he knew a lady that does HR. I called her and I talked to her and we met with her. She agreed to look at the personnel policy and to tell me what could be wrong with it. She gave me a draft before I left to have surgery on the 17th of December. I didn't give it to the Council because I haven't even had a chance to go through it myself. I gave it to the Department Heads and asked them to look it over, compare it to what we've got, and let's see if there really is this big of an issue before we involve everybody else and then when everybody else needs to be involved we'll involve them. But until then there is not a new personnel policy. I asked her to tell me what was wrong with the old one and obviously there is a lot wrong with it. We paid a lot of money for it and it's like Gayla said today when we were talking, I would have to see the City go into litigation over something that's in writing that we're not following because she is doing the right thing in order to pay the firefighters what they are due versus what this thing says. So we're not following our personnel policy and that's wrong. So I did this. I called the people in, Bob and I met with them, she said she would charge us \$50.00 an hour to look at it. She called me back and said I can write a new one before I can answer everything that is wrong with the old one. So she went through and made a bunch of suggestions. Faith Portman: How long did she say it would take her to rewrite it? City Clerk Richmond: It's done. Faith Portman: So see it's finished. City Clerk Richmond: No, it's not gone to anybody. It's on my desk. Clinton Kline: It's not been implemented. Mayor Ellis: It only went to Department Heads to compare to what we have. City Clerk Richmond: I don't know how a citizen would have gotten hold of it because I only sent it to Department Heads. Faith Portman: A person don't have it Tammy a citizen told me about it. They don't have the handbook. City Clerk Richmond: Exactly. But how do they know about it? I gave it to my Department Heads to look at to compare. I didn't give it to anyone else. Faith Portman: You tell me. It's not a secret. I mean they are the ones that hold the money in the City anyway. City Clerk Richmond: I understand that Faith and I'm not saying they would have not seen it when you all did. I think you all need to see it before a citizen does. Faith Portman: I agree. Mayor Ellis: The Department Heads need to look at it to make sure that somebody is not overlooking something else. Gloria Taft: What verbiage did she give us to change the manual too for this particular instance we're dealing with? City Clerk Richmond: Our next step with her is once I got the fire department and police department because I know their hours are figured different too, to sit down and look what she wrote it still not in there right as far as firefighters go. So Layne gave me a highlighted copy of what's in his booklet; and she did say we need to meet on this. And there again this is not a final draft because it's only gone to them so they can look at it. Gloria Taft: I just don't want to see us change it to still be incorrect. There is no need to change it to have to change it again. City Clerk Richmond: That's why nothing else has been done yet. Clinton Kline: Has it been the standing practice to do the vacation time at 48 and 96 hours? Chief Troutman: Yes for years. Clinton Kline: I make a motion that we authorize the City to go ahead and figure firefighter vacation at the 48 and 96 hour scale until we can look through these 39 pages of suggested revisions. Faith Portman: You don't think we should wait until it's rewritten? Clinton Kline: I don't think we should wait on that because it's been our operating procedure. Faith Portman: Is it time to give them their vacation pay now? Chief Troutman: January 1. Faith Portman: They don't get their vacation pay when they go on vacation? Chief Troutman: They accumulate time. Faith Portman: Do you have anybody scheduled to take a vacation this month? Chief Troutman: Not this month. Faith Troutman: Because you know we make these rash decisions without

even knowing if they are going to be brought up and you all want to vote on them and that's my opinion again. Mayor Ellis: A guy could come in tomorrow and say I'm going to take a vacation the last week of January. There's nothing that says he can't do that. Faith Portman: Well we have a meeting in two weeks. Gloria Taft: I will second Clinton's motion. Clinton Kline: This is not permanence; this is until the revisions can be made. Jose' Cubero: Yeah I think we take care of those folks. Clinton Kline: If they are going to take vacation in the meantime I want the City to have something in writing to say these guys get 48 hours a year and not 40. Vote taken at this time; motion carried 3 in favor; 0 opposed; 2 abstentions; 1 absent.

Old Business:

City Attorney Joe Wantland had second reading of Ordinance 013-(number to be assigned) adopting an incentive program for City Officials to obtain training related to City Government. Clinton Kline made motion to approve. Jose' Cubero 2nd. Motion carried 5-0-1 absent.

New Business:

City Attorney Wantland to read Proclamation 2014-01 proclaiming January 2014 as School Board Recognition Month. Faith Portman made motion to accept. Clinton Kline 2nd. Motion carried 5-0-1 absent.

Daryl Lee: Called and had no report tonight.

Duane Price: One variance for a sign at the Industrial Park on Cedar Grove Road. We're trying to keep them all uniform so everyone looks the same.

Sign in Speakers: None

Mayor Ellis: There is an issue not on the Agenda; we do have Rob Campbell here tonight. He wants to talk about a little project that we're looking at doing. **Rob Campbell, Qk4:** I had a new-fangled fancy map to show but I had a little technology issue so we'll do this without a map. The good news is I'm not asking you to approve or vote on anything. What I came tonight to talk to you about is a serious drainage problem you all have in the City on Blue Lick Road. It's long existed and I'm sure probably everybody in this room has seen the ditches full of water after a rain storm there. For quite some time I would say as long as five or six years ago an idea had been floated out there to potentially build a new outfall from the Bullitt Lick Middle and Elementary School there right in that area to create a new lower outlet for that to drain to the river. Of course the river is quite a bit lower than that area. So the question is how do you pay for that? And before you even think about how you pay for it where do you put the line, what size is it, how extensive is the improvement; and the project has never really gone beyond that point beside a conceptual idea. Last year in the Summer or Spring KIPDA actually gave the City a call, I talked to David Abel when he came on with KIPDA and he mentioned that there was a desire to fund this project. That funding that he was bringing to the table after we researched it we found out was attached to a declaration of disaster. So the good news is there is a pot of money out there that the Federal Government feels like would be a good pot of money to use to fund a project of this nature. The bad news is we need a disaster. Not that we're wishing for disaster but the funding would be nice. What happened next is we got a call from the Corp of Engineers and the Corp of Engineers has a pot of planning money that they can utilize to help move a project such as this into position to at least have a planning study done and the planning level work is what they can fund. Their money is matching money. So in order for them to put money toward this project they need to work with the City to have the City either expend the money or to pay a consultant like Qk4 to do a matching work—dollar for dollar work. So what's happened to this point is in them collecting their information to see if they think the project is worthy for their money they've say hey what's it going to take to do this planning study. In round numbers we said \$100,000. In a series of a couple meetings we've met with Nate Moulder with the Army Corp and discussed the project and what work they could do in house because their work they do, they do in house or they pay one of their consultants to do it. After discussing that we came up with a scope of work of what items they could complete and what items the City could get done with a consultant; and that breakdown works out to a little over \$100,000 but it works out to where you guys could utilize those planning dollars. So all that being said, the good news is there is a \$50,000 dollar chunk of money out there that you guys could utilize to put yourselves in position to be ready for a final design and construction if that

declaration disaster is declared then that money would be there. But if some other funding mechanism, your normal budgeting or some other method came about you would be in position to know where you want to put this outfall and know the extent of that improvement. So all that being said what I'd like to do is email each of you guys a map and scope of work and the estimate of time it would take to do the work and what you would be getting for that so you all consider that and then feel free to call me and ask any questions between now and the next Council meeting and at the next Council meeting we come back and talk about it and see if you guys want to move that forward or if there is further questions you need answered but there is an opportunity like I said to utilize this money and the Corp needs to know if you're going to do it so they can dedicate that money. Jose' Cubero: First of all this has to be done no matter what, in the stage of planning for this interceptor line it's still going to have to be done? Rob Campbell: Yes. Faith Portman: When does the Corp need to know? Rob Campbell: I do not know what their drop dead date is but I can tell you what we talked about with them. They do have a need to know date and I don't have that tonight so I'll get that for you for the next meeting or I can include it in the email. What we talked about in the last meeting is that we would introduce this to you all for your consideration, questions to be considered, so we would have a nice back and forth discussion and you all can make an informed decision that way. And then give you guys time to vote on it at a future meeting. The plan was somewhere in February/March maybe to be in position to move forward with it. Jose' Cubero: I know we had some of these numbers out before Scott what the total cost of that would be. Rob Campbell: The total cost, like I said \$100,000; a \$50,000 match. Jose' Cubero: That's the planning of it. Rob Campbell: The total, we did turn in a project profile to KIPDA and I believe that number was \$1.2 million. I'll print out that project profile for you. Jose' Cubero: We just want to have that because no matter what we do we have to do this initial phase. I'm just trying to figure out; I don't know how close those are going to be. We get one done and I don't know when we're going to start on it and I don't know what the classification is of a disaster. What are they going to classify that as? We need that parameter too. Rob Campbell: I'll see what additional information KIPDA can share with us on that. Also their drop dead date for the Arm Corp. Faith Portman: Is this going to cause any problems with flooding or is this going to help alleviate. I know it will help Blue Lick but what about the river, the park, the people that live near the park. Rob Campbell: That's exactly why you want to do a plan level to study this because what if we make a way for the water to drain off Blue Lick Road and it absolutely drains in most rain storms but during a flood event you could create a situation where the water from the river backs up that same conduit and floods people that never got flooded before. So you definitely want to do this planning study before you charge ahead with a project like this because you don't want to create any new flooding mechanism for the major events but drain all minor events. There are absolutely a lot of things to be considered. I know we had a meeting regarding the FEMA floodplain map changes and in conjunction with that there are a lot of things to be considered with a project of this nature. Faith Portman: I know this was talked about 10 years ago when Joe was Mayor. Rob Campbell: It was been quite some time. Faith Portman: Didn't they do a map or something? It seems like he had a different route. I've seen the one that Scott Fleming has. Rob Campbell: From the schools down the school drive going through City park. That's the thing about doing the planning study. You want to definitely pin down all the viable options and look at the actual topo and the contours and consider what will work and what you can get additional benefits out of too. Bernie Brown: Rob you know there was a meeting I think in November 2011 about this project, KIPDA was here, the Army Corp, there was probably about 20 people in that meeting. Did you know about that? Rob Campbell: I must now have been here because I'm not remembering it. That was with the Army Corp. Bernie Brown: Angi Johnston was there and involved. The School Board Superintendent was here and a couple of his Assistant Superintendents. There were two or three elected State Senators. Rob Campbell: What was the result of that one? Was it just a presentation/discussion of it? Faith Portman: It was just a presentation. Rob Campbell: I wonder if it was the same pot of money as where I was going. I didn't know. Bernie Brown: I don't know about that but I think at that time the Corp indicated they might be able to get some money for engineering design work. Mayor Ellis: The engineering design work money came from this one after speaking to Brandon Brumett. There was a project in northern Kentucky that they were working on that fell through and that's how they were able to come up with the money for the project for the study for us. Rob Campbell: I do know that we utilized Angi's information for Blue Lick to create that project profile in conjunction with the alignments that I looked at in the field with Scott and Chuck. Jose' Cubero: Mayor for us, I know we're going to review it and look over where we're at with our budgets, revenue to see if that money is available out of the general fund. So we look at our numbers, I kind of looked over the numbers so

far, we look like we're in pretty good shape so there may be money there for obviously that part of the planning and get that part done. Disaster, I'm not really sure about that part. I don't want to wish that. We've got some pretty rough areas when it comes to flooding. That's the other problem with the new FEMA standards and what they are doing with the floodplain we're going to have a lot more opportunities in looking at some of these areas especially everything west of 65. Rob Campbell: Yes. There is greater discussion that needs to occur. This is a subset of that discussion but it's an important one. I guess the important thing walking away from tonight, I will get you guys information to take a look at and quiz us about and have a good discussion about it before you guys make any decisions.

Department Reports:

Chief Troutman: I put in front of everybody we talked about a while back when we got the insurance money and bought the other two ladder trucks that we were going to surplus the 1975 ladder truck that we have and I put that on here and there is a 2003 Ford Explorer that was wrecked almost two years ago and we used it for the parts to keep another one going for the last year and it's been sitting out back and it's time for us to go ahead and get rid of it also. I want to get them surplused tonight. Faith Portman: Did you take all the parts off that you needed? Chief Troutman: Yes. Clinton Kline: The ladder truck, is that the one that was going to go to LJ. Chief Troutman: Right. We were discussing giving it to Lebanon Junction Fire Department to assist them. It's not worth a whole lot but being another City here in the County and somebody that we work every month with and help out, not to mention there is businesses down there that are also in our City; they could help them out on ISO rates and things of that nature. Faith Portman: So you want to donate the ladder truck? Chief Troutman: We would like to give it to LJ. Clinton Kline: What is the value of that truck? Chief Troutman: Less than \$8000. Faith Portman: I think it's great to support a community here in Bullitt County. Clinton Kline made motion to surplus the items on list. Faith Portman 2nd. Motion carried 5-0-1 absent.

Bob Ryan: You got your financials; they were available Thursday, were there any questions on those? Bernie Brown: I have several questions but I haven't had time to go over the whole thing; what I want to do is write down my questions and concerns and I'll submit it to you rather than trying to get in to a lot and I haven't gone through everything yet. Gloria Taft: I haven't had a chance to go through it all either yet. Bob Ryan: I got the numbers this afternoon from Louisville Water on the Accounts Receivable. I thought since that has been an issue in the past there has been some improvement this month over last month on the residential side; the receivables dropped from \$85,000 to \$76,000; the 30 day dropped from \$63,000 to \$54,000; on the commercial side that dropped from \$17,000 down to \$8000; and the 30 day dropped from \$17,000 to \$7600. Again these numbers that show 30 days being \$63,000 or \$54,000 again that's going to be like that from month to month because if its due on the first of the month and they don't pay the bill until the 2nd or 3rd or 4th they are part of that 30 day delinquent. Funds have been transferred again; \$15,000 has been moved over to the new account opened for Capital Projects. There is a balance of \$30,000; it's moved the first part of each month.

Council Reports:

Bernie Brown: Are we going to get a copy of the Comprehensive Plan? City Clerk Richmond: I've got the CD and hard copy draft but it can't be copied. You can come in and look at it anytime you would like but the pages fold out and there's just no way to copy it. We did buy one and as it goes along and gets amended I'll get the rest of it free. It cost the City \$35.00 to get the CD and hard copy. Bernie Brown: If I'm not mistaken they are going to have a meeting at the end of January and they will accept comments at that time and that might be the only chance I think comments will be taken.

Jose' Cubero: Obviously we've talked about this manual but I want to bring this up as a positive. I found out today, I didn't know that Gayla was going through training for HR stuff. We've talked about it and obviously it is a very fluid situation when it comes to human resources manual so I just think it's good that we've got somebody working on that. I think long term looking at this City we need to have that person; somebody that owns our policy manual making sure to stay on top of it because obviously if there's some litigation come up because we didn't do the right thing. So I think that's a positive. Hopefully we continue to help her with her education. I know that Dana brought up, Chief we got that letter with the estimated costs;

I'd really like to since it's her idea I'd like to wait until she gets back to talk about that because she's the one that brought it up and I think it's important for her to look over those costs and kind of figure some way how that fits. I think there's a good point and I think we all agree that there is got to be somewhere in the middle of all this that we do something to just keep awareness in our schools but I don't know where that is. Those costs are quite healthy. Faith Portman: I still say that the Board of Education needs to pull their load on this. Jose' Cubero: That's not a bad idea. Faith Portman: Maybe the Mayor can set up a meeting and talk to them about it. They have to have money for resources and training and they can use that money. Mayor Ellis: This year if it wasn't for the City of Shepherdsville Police Department there would probably not been a DARE Program in any of the schools. Faith Portman: I know Shepherdsville Elementary likes it. Mayor Ellis: I'm saying though that the City paid for all the shifts, I mean everything; the City had to pay for all that this year. Bullitt County Board of Education completely cut out that part of the budget. Bernie Brown: I think there needs to be more public input too and this because I've been hearing some comments from people that I think are concerned. I'm concerned. If that's what the majority of the people want that's fine with me; but I saw something in the paper today that the School Superintendent apparently feels like the schools are very safe and the children are getting a good education and so forth. Faith Portman: The schools are all locked and you have to have a key fob to get in. You have to be buzzed in. But all our offices are nothing but glass. All it's going to take is a good bullet to take the glass out. Jose' Cubero: I think it's a good conversation; like I said it's Dana's; but I think too the cost involvement some of it goes back to the School Board whatever that might be. You have your meeting between the school being involved and the training part of it; I'd just like to wait until Dana can be here to discuss. I know we approved our position for the Public Utilities. I know this month, I want to at least by next meeting and I'm going to make it very known that I'd like to nominate Scott Fleming for the Public Utilities Manager. I know that's not a shock by anybody's sense but I don't know if there is anybody else but I'd like to make sure; that's my recommendation. I don't know what we have to do as far as making that nomination I just want to make it clear. Faith Portman: I think it's an appointment and when it's an appointed position the Mayor appoints it. Bernie Brown: If I'm not mistaken that's the Mayor's responsibility. Jose' Cubero: All I want to do Mayor is let you know that I think Scott is pretty much right. Mayor Ellis: I wanted to give everyone the opportunity if they had somebody that they wanted to mention to give them the chance to do it. Faith Portman: Have there been any other employees come forward that are interested in in? Mayor Ellis: No. I think a lot of them have seen the headaches and said no I don't want that. Jose' Cubero: Mayor because we want to do some things there whoever that individual is we want to make sure that they get started on a plan; two focuses, the long term planning for the City and then what cost savings are going to help. That was kind of our promotion in this. I'd like to make sure Mayor, maybe by the end of this month we have somebody put in that position that you can bring to us. Mayor Ellis: Yes, absolutely.

Joe Wantland: Chief and I worked on the School Resource Officer contract for the Board of Education. We spent a great deal of time on that. It goes back to having the school monies. Sometimes you lose control. And one of the things you've got to remember is do you want a police officer or do you want a school official in the school. The way the Chief and I worked on this contract is that it's going to be a police officer subject to the control of the Chief of Police. It gets the idea of who is in charge of the situation whether it be the school principal or the police officer. When we talk about the situation who do you want a city police officer or school official. That's one of the reasons we drafted it the way we did is that the City is paying for it but the Chief of Police is the direct supervisor of the school resource officer.

Faith Portman: Did we put out bidding for the fence on Old Ford? Have we got it back? City Clerk Richmond: They are due by the next meeting. We haven't received anything at this point.

Gloria Taft: There was a Mayor in a Texas town I believe it was Flower Mount that made 2014 the year of the Bible for his town. I would just like to give that Mayor accolades for standing up for the Bible and trying to get his people to have a common ground and try to make their City better by thinking of others first.

John Bradshaw: Back to the point of order about the Comprehensive Plan; if you check with Planning and Zoning they will tell you that they want written questions and comments turned in by January 31st. Then on the 31st they are going to discuss what they have received. Just check with them but I think that's the way

they want it done. They don't want a bunch a people showing up on the 31st. They want it in writing before that.

Jamie Weck: Back to this handbook; didn't we start that almost two years ago in July--had to be done immediately at the tune of \$5000. Is that not correct? So can we go back since the handbook was totally wrong and get our money back? I remember Councilman Miller had handbooks from League of Cities, and he had one from Bardstown; but that wasn't good enough for us. We had to go out and spend all this money; and it was wasted money. That's no good. City Attorney Wantland: Keep going. There was a comment that the City Attorney and City Clerk were going to prepare it. We were turned down as I remember it Tammy. **Jamie Weck:** Come on guys you threw \$12,000-\$13,000 away. It wasn't all this Council it was just two of you on that Council that is here now. **Faith Portman:** And I voted against it. **Jamie Weck:** Wasn't that lady from Mt. Washington and she worked for an Indiana firm? That was brought up pretty strongly too I think. Can we go back and get our money? **Faith Portman:** This Council voted on it and met with them. **Jamie Weck:** This Council voted on it? **Faith Portman:** Yes they did. **Jose' Cubero:** We had over \$10,000 already tied into this thing to get it done. We were trying to get it done because if you look at most of us new here because when we got in office that was all out there for almost a year and nine months and it had been there all this time and all the money that was spent in it. **Jamie Weck:** Okay. Back to the original question. Can we go try to get our money back? **City Attorney Wantland:** Sure. **Jamie Weck:** Is it worth the fight? **City Attorney Wantland:** I don't know if it's worth the fight. **Faith Portman:** We can either ask them to redo it. **Jamie Weck:** We've got it done. **Jose' Cubero:** No, we don't want them touching it anymore. **Faith Portman:** I have to say it wasn't just their fault. They met with people; they met with Council on numerous occasions. I'm not defending them by all means but it was as much of Council's fault as it was everybody else's because they met with a lot of employees didn't they Tammy. Every Department Head I know of on numerous occasions; the old Council and new Council on numerous occasions. **Clinton Kline:** We can do a search and replace of what's wrong. **City Clerk Richmond:** I can fix what's wrong. **Jamie Weck:** But you shouldn't have too. **City Clerk Richmond:** I did already. **Jamie Weck:** You shouldn't have too. You paid these people to do it. **Faith Portman:** You know I've seen a lot of mistakes in the last 8 years up here; it goes back to 8 years ago when we had to come in two years ago and fix somebody else's mess. That last Council did the best they could to try to help the situation. **Jamie Weck:** Why don't we try to fix your mess now then? If you all voted \$10,000 for it let's try to fix your mess. **Faith Portman:** I make a motion that we try to get our money back on that. **Clinton Kline:** Can you amend that motion to have Joe ... **Jose' Cubero:** Do we have to have a motion or do we just have something sent to them? **City Attorney Wantland:** I think we need to explore the situation a little more. **Jose' Cubero:** Before we do anything let's get some information first and send them a letter. **Mayor Ellis:** We have a motion on the table. **Faith Portman:** We have a motion to have Joe look into it to see what can be done. **Mayor Ellis:** No your motion was to force them to give us our money back. **Faith Portman:** I rescind that motion and make a motion that we instruct Joe check in to see what we need to do to get our \$12,000 back. **Mayor Ellis** asked for a second. There was no second. Motion died for lack of second. **City Attorney Wantland:** I'll report back to the Council at the next meeting. I'll be happy to look into it.

Mayor Ellis asked for a motion to adjourn to Executive Session to discuss litigation and some property issues. Gloria Taft made motion to adjourn to Executive Session. **Jose' Cubero 2nd.** Motion carried 5-0-1 absent.

Mayor Ellis asked for a motion to return to Regular Session. **Clinton Kline** made motion to return to Regular Session. **Jose' Cubero 2nd.** Motion carried 5-0-1 absent. **City Attorney Joe Wantland:** This Counsel was instructed by the City Council to follow up on the conversation we had concerning the ongoing litigation and how to protect the interest of the City. We're going to follow up on that. The Mayor has been given instructions about the real estate and what the Council is looking for him to do on that. No other action was taken.

Bernie Brown made motion to adjourn. **Jose' Cubero 2nd.** Motion carried 5-0-1 absent. Meeting adjourned at 8:10 p.m.

R. Scott Ellis III, Mayor

Attest: _____
Tammy Richmond, City Clerk