

**CITY OF SHEPHERDSVILLE  
REGULAR COUNCIL MEETING MINUTES  
MONDAY, AUGUST 27, 2012**

Councilman Corky Miller gave the invocation  
Pledge of Allegiance was recited  
Mayor Ellis called the meeting to order at 6:30 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 8/13/2012 regular meeting. Don Cundiff made motion to dispense with reading. Faith Portman 2<sup>nd</sup>. Motion carried 6-0.

Mayor Ellis asked for a motion to approve minutes from 8/13/2012 regular meeting. Corky Miller made motion to approve 8/13/12 regular meeting minutes. Faith Portman 2<sup>nd</sup>. Motion carried 6-0.

Mayor Ellis announced City Hall would be closed Monday, September 2<sup>nd</sup> in observance of Labor Day.

Old Business:

Amber Halloran and Jim Brammel with Louisville Water Company were present to discuss the Lease Agreement with City Hall to discuss questions anybody may have. This is for 160 square feet of office space at the front window. City Attorney Wantland: Our focus Ms. Halloran is that we're going to have a presence of the water company at City Hall. I think it will be advantageous to the citizens who live in this Community that they'll have direct access to queries and to make payment, etc. with a person at a designated spot. One of the things I was trying to work with Ms. Halloran, I would like her to address, is that we would like to think in terms of placing on the water bill, the sewer, garbage pickup fee for the residents. While they are here, Ms. Halloran was very nice, you understand that's going to be an input more and more of the City to have that accomplished. We cannot discontinue water service if they don't pay the garbage bill but it's hard to pick and choose what parts you do and do not pay on the bill. It will, I think, very quickly eliminate those people who do not pay and make everyone else pay more. While I have Ms. Halloran here, she can explain to you the bookkeeping system of the water company and what changes are going to be made that we can have that accomplished in the future and I thought the Council would have questions for her. Amber Halloran: At this time we currently have a customer service billing system which Shepherdsville Sewer is part of that is 12 years old. We are evaluating replacing that system and we will be replacing that system within the next 2-1/2 years. However the system we're on today which was installed in 2000 does not have the flexibility to add another billing type to bill for trash collection. That is the first issue then the second issue we could perhaps discuss this but it's really not part of this lease agreement. I'd like to separate the lease agreement because I think that's best for the rate payers and the customers for the water and sewer bills. But then as we look at your sewer billing agreement in the future perhaps we can broach that topic once we get a new customer service billing system. Larry Hatfield: So for the next 2-1/2 years we cannot cut people's water off because they did not pay their garbage? Amber Halloran: I don't think you ever can cut people's water off for not paying their garbage. You can cut water off for not paying their sewer because the law says you cannot allow a customer to have water if their sewer bill is unpaid. They're connected. There's not a connection with the water and the trash. Larry Hatfield: So we have no course then if somebody doesn't pay their garbage bill to do anything. Amber Halloran: I don't know that much about garbage bills. I've heard suggestions of putting it on their property tax bill. But we can't offer a solution from a water perspective. Faith Portman: Right now, I believe they take care of it we don't. Larry Hatfield: No we take care of it. We're the ones supposed to be doing it. That's a big problem. But if we can't do it by water so there's no sense talking about that. City Attorney Wantland: We're here right now to understand it's out there that we can have the ability of placing

it on the water bill at some point. It will help the citizens because we're running about a 10% default on the garbage pickup. We'd like to get that down to a 1% or 2% default because every person I think at this table is paying to Eco-Tech garbage pickup fees. We're trying to reduce the cost and I think Waste Management was here last time saying one of the higher charges to the citizens of Shepherdsville for the pickup is the default. There was a time when the City Clerk did appear in Court in attempt to collect the bills and quite candidly the Judges felt that they were a collection service for the City and really weren't very cooperative. We're going to have to keep working and address it but we're going to have to do that. Corky Miller: Is it possible that if a person doesn't pay their water bill could the police department give them a citation and if they don't pay it in within a certain period of time. City Attorney Wantland: I'd like to read the Ordinance tonight and then let the Council try to reach a consensus on how to proceed on that. But it is conceivable that we can have a Code Enforcement Officer to enforce trash pickup in the Community is the question. But again you're talking about the Judges acting as debt collectors for the City and they really don't feel that's a crime but at the same time they don't want the trash all over their community as well. I'd entertain a motion that we authorize the Mayor to enter into this Lease Agreement with the Louisville/Jefferson County Metro Government for and behalf of Louisville Water Company. I'm looking at Jim and Amber, I need that message to go back that one of the things we're looking at and partnering with the Water Company is the idea that we can have the billing cycle reflect garbage pickup because we do believe that people don't pay parts of their bill, usually they pay the whole bill and hopefully that will start reducing the amount of delinquencies. Amber Halloran: We'll certainly take that message back. Robert Flaherty made motion to authorize the Mayor to enter into the Lease Agreement. Corky Miller 2<sup>nd</sup>. Motion carried 5-0-1 abstention.

City Attorney Wantland had first reading of Ordinance 012-(number to be assigned) relating to mandatory pickup of garbage within the City of Shepherdsville and providing for payment therefore and penalties for failure to comply. I sent out an email about ten days ago asking for input from the Council on this particular situation with the garbage pickup. I think Ms. Portman sent me back an email but this is one where everyone should think about how we approach, particularly Section 7. This is where we're having problems trying to collect these fees in court. I would say if you could get 6, 7, 8 people to think outside the box on how to approach this we might come up with a better solution to what we've had in the past. Our non-pay rate is too high and I'm looking at everyone in this room, everyone at this table, we all pay garbage pickup fees and we're subsidizing the people who do not pay and right now we're running 10% on non-payment. I know the economy is tough but we really want mandatory pickup because it makes a much cleaner community. I'm open to call, come by, whatever you need to do.

#### New Business:

Approve Bullitt Central Homecoming Parade Permit for Thursday, September 20<sup>th</sup>. Larry Hatfield made motion to approve. Faith Portman 2<sup>nd</sup>. Motion carried 6-0.

Rob Campbell: About three weeks ago I had a long conversation with the Mayor regarding Qk4's existing contracts and existing on-going projects we have with the City. As a result of that meeting I proposed a new format for the contract. A work order based format that would enable the City to more clearly understand what billings they are receiving and what service they are getting for that billing. We talked about what tasks the City has to undertake in the future and tried to focus on where things were heading. So what I want to present to you today was that contract format. In doing so, I didn't get a chance to meet with Faith or Corky, we had a brief conversation Corky, but I did get to meet with all the other Council persons and discuss the contract format. It seemed to have consensus that it seemed reasonable to everybody but let me summarize it just to rehash. Basically what the contract does is it provides a ceiling, a number, and that number can flex, you guys can change it before you sign it and it creates a chunk of money that the Mayor can negotiate work orders underneath that amount. Say he has a drainage problem that goes beyond the level of City staff to evaluate and he wants Qk4 to do an evaluation and make a recommendation. I can give him an estimate for what that's going to take and we can write a work order. You could do it in a lump sum fee format or you

can do it on an hourly format, whatever suits the City. Basically the contract if you all were to approve it would create that one large amount from which the City could draw down chunks as you see fit for activity you desire for Qk4 to move forward with. There are existing contracts in place; one for the inspection of Salt River, which is near completion over the next few weeks. The other work that's gone on is the plan review and EPA Quarterly Reporting. I've got a list of the things that have been done in the past. Some of them may not be necessary anymore but one of those is MS4 coordination. We got an email from Abigail Rains today stating that Scott Fleming is the new MS4 Coordinator so that's an area you may not need assistance in but in the past we provided assistance with that. Plan Reviews is an area where we still have some on-going reviews that we're working on. And as those come in you may see fit to have us continue to do those. Larry Hatfield: How are we going to do plan reviews? Rob Campbell: The existing plan reviews, of course, we'll finish those under the old contract, what I would suggest is that under this new format you issue a work order at some dollar amount because that's hourly. You never know how much time you're going to need on each one. It may be very simple, it may be very complex. I would say you issue a work order for \$10,000 and each month when you get a bill we could report how many hours were spent on which development. That's what I would suggest. Of course it's up to your determination on how you would like to do that. When development is moving slowly you can almost try to do it on an item by item basis but I would suggest based on past experience even slow times that would get to be a little bit of a headache. The Salt River Interceptor there is an existing contract for Bobby Powell to be out doing inspection and there's not an existing contract for the engineering support, we've been billing that. That's coming out of the \$3.5 million bond but that is something that's on-going. You could create a work order to cover what's remaining on that. Shawnee Acres is another example. That project is ready for construction documents to be finalized and to be bid and built. There's not a contract for that. That would be a work order created if you want us to move forward with doing that work. There are some outstanding issues that are going to be handled soon; Mrs. Reynolds for instance came to the Council a while back, she's got some restoration that needs to be completed and we had told her we needed to wait until the growing season to take care of. Mayor Ellis: Our guys have already started on that. Rob Campbell: That's something if there's any interaction we need to have that's hanging out there. Also the Kentucky Tanks driveway. There are some issues there too with their paving at their entrance. I don't think it was repaired to the level it should have been and everybody was in agreement with that as far as I know but it needed to be done still. It hasn't been rectified. Any discussions we have on the system development charge ordinance, that's never been passed, and we were helping get that into shape where that can be discussed and finalized if you were going to move forward with it. The EPA Quarterly Reporting, if you would like us to continue doing that or you can take that over on your own too. KYTC coordination; I went to a meeting with the Mayor on Kentucky 480 and Beech Grove Road and any assistance on those type issues, that would be something you could issue a work order for. Your mapping has never been finalized. There are versions of it that exists; it just all depends on what you want. Scott Fleming had mentioned the need for an SSES. He and I have agreed on that for a while. That's something you need. We would work with you to put that together. The list could go on and on. It just depends on what your need is and what the City needs in terms of engineering assistance. This contract format would give you the opportunity; the Mayor for \$20,000 and under; and anything over that the opportunity to see beforehand, hey Rob says this is going to cost \$5500 and we agree and sign it or we negotiate it and get to a number we both agree to and that's the amount. Or maybe it's something like Plan Review that's hourly that you monitor as it moves forward. That's the intent behind the contract. City Attorney Wantland: I assume your firm has other clients other than the City. So you would have no objection if we put in a term like non-exclusive professional agreement made between Shepherdsville and Qk4? Rob Campbell: Basically saying we might work with other people too. Absolutely we understand that's the way business is done. I don't know that that's necessary. City Attorney Wantland: I understand I just want to make sure that we're not totally committed and vice versa. Rob Campbell: Whatever language you think. City Attorney Wantland: I'm not sure where you want to put it. I don't have a problem with putting it in there somewhere as long as everyone understands that's its non-exclusive. City Attorney Wantland: What objection does your firm have with the City owning the documents that you prepare on behalf of the City and the City is actually paying for the engineering? Rob

Campbell: None. They are your documents. City Attorney Wantland: I'd like to have that in here somewhere. Rob Campbell: If you can make your suggestions through email we can incorporate it in there. City Attorney Wantland: I think the documents should belong to the City and I don't want you to feel like you're tied and in some cases the City would be tied. That just popped up. I understand about the work orders and looking at the Council, understand that if the scope of the contract is not right then there will be another work order. Everything is going to be done by work orders as I read this. Rob Campbell: Correct. Everything under \$20,000 will be up to the Mayor whether he wants to bring it to the Council or not or whether he feels confident in negotiating it for everything over \$20,000. Robert Flaherty: One of the benefits I saw in this right now we get a lot of bills and we're billed hourly for a bunch of different things and it's not always clear exactly which project everything is applying to. Maybe in the detailed billing it is but when it comes in front of us it's not always clear. With this type of framework there is going to be separate work orders for each project so we'll have a much clearer idea what the City is paying for. We'll know what amount we're getting billed for is going towards the interceptor, plan review, etc. It will just be a lot clearer and not only that but we'll also have on certain projects there will be a set amount. So it will be a limit not to exceed. Again I think that gives the City and the Council a lot more clarity on what we're paying for and where there are limits. Now if there's change orders that will be done if we need to increase those but right now I just have a hard time getting me head around what the City is paying for with a lot of the engineering and it's to no fault of Qk4's or anyone else; it's the way the agreement was set it, it's the way it's been done in the past. We're just trying to look for a better way where we can find a little more clarity and make sure we know what we're paying for and we're paying proper amounts for each individual project. I appreciate Rob putting this together and I think that's definitely moving in a good direction. As far as the non-exclusive and the documents; I know we're probably the same mind of that but our legal counsel is trying to protect us so I'd appreciate if we can get that language inserted where it needs to be inserted. Rob Campbell: I don't think that will be a problem. We can work together to get that ironed out. I do have one other thing that I think I should bring up because I think it will come up at the next Council meeting probably, is the 480 work; basically two road items, I guess the Beech Grove, we can talk about that too real quick. But Kentucky 480, the State has the money now to move forward with finalizing the design on the remainder of 480 as originally laid out some years back. This will take this out to Valley View Drive as an improved area. The State wants to create an MOA with the City to basically pay for it through a change order to our original contract on the first section of 480. The State would work with us and the City to negotiate the contract and we would finalize the road work which we've already partially done. It would be the monies necessary to finalize that road work and get that under construction. And again that's an existing contract which we've already finished some work on. That would be completely separate from what we're talking about. It's a change order to an existing contract. We also received an email that the State has seen fit to put a light at Beech Grove Road when that goes in. We did find that out this last week. That's really good news, something we've all been hoping for. As far as what's known at the GO BAN or General Obligation Bond Allocation Note, the \$3.5 million, I brought Angi's summary where she's been tracking all the draws on that and put it in front of you tonight. Up until the time that she was involved in the project that's every withdrawal that she is aware of and Tammy believes there's been none further since then. I've given that spreadsheet to Tammy so the City has that. I wanted to bring that up tonight. I think originally when that was set up the Mayor and Angi were the only two that could sign on that and now that Angi is not working on the project anymore if you all want to designate somebody else in addition to the Mayor to be able to sign to make draws on that \$3.5 million that's an issue for you to determine. We won't have a dog in that fight but I wanted to bring it up as an outstanding issue as a result in change in personnel. Larry Hatfield: Am I correct in saying that we don't know who's going to do that yet? Mayor Ellis: I'd say we ought to let Leanne do it. Rob Campbell: That concludes my presentation on the contract and I'll await your decision. Robert Flaherty: We can bring it up at the next meeting.

Faith Portman made motion to pay the August City bills. Bernie Brown 2<sup>nd</sup>. Motion carried 6-0.

Larry Hatfield made motion to pay August Sewer bills. Faith Portman 2<sup>nd</sup>. Motion carried 6-0.

**Daryl Lee:** Nothing to report.

**Duane Price:** Nothing to report.

Mayor Ellis recognized Representative Linda Belcher who was present at the meeting and thanked her for being here.

Sign in Speakers:

**Jaime Goldsmith:** Safe and Drug Free Schools Coordinator for Bullitt County Schools and I come to you as that but I also come to you as the Chairperson for Partners in Prevention. In your folders you have some information about Partners in Prevention. Partners in Prevention has been part of Bullitt County since 1995 and we work to prevent substance use and abuse in our County. My largest part of that is with our youth. I love our youth in Bullitt County. I started working in Bullitt County in 1998 when I started teaching at Bullitt Lick Middle School. I love our kids and I love making this Community a better place. I think there are some things you all need to know that are going on in our County and specifically in Shepherdsville City. Partners in Prevention we operate with a Drug Free Community's Grant so we have federal funding that we use. We have me; I'm the Chairperson, Thrissie Dohn who is a Bullitt County citizen, and a recovering addict. She's been clean for 5 years; she is our Vice Chairperson. We have Megan Hatter who is our Youth Service Coordinator for Mt. Washington Middle; she is our Secretary and Brittany Taylor who worked for the Health Department, she was hired as our DSC Grant Coordinator. Thrissie does a lot with our law enforcement after hours. We take grant funding and we pay police officers to go out and do compliance checks for alcohol and tobacco; and they do shoulder taps in our community. So basically what a compliance check is we have informants who are underage minors who go into the service stations, the drug stores and grocery stores and they try to buy alcohol. We have a lot of people selling to our minors. Of our compliance checks, 130 of them, about one out of every six sold to our minors. So that is 17% of our stores are selling alcohol to minors. I know there are people and I'm not one of those who think a little bit of alcohol isn't going to hurt anybody. I'm here to tell you that alcohol is not legal until the age of 21 because our youth have a very under developed brain because their brain is the last organ to develop. So every time they put an impairing substance in their body they are damaging that development in their brain. We also know that in our Country alone we lose 6.5 times more youth to alcohol than we do drugs because of accidents and alcohol poisoning and over consumption. When we do the shoulder taps the minors will go up to random people walking into the store and they ask them to buy them alcohol for them. Of the shoulder taps there were a total of 72 and one out of every 5 Bullitt County residents bought alcohol for a minor they did not even know. That's 21%. What can you all do as a Council? One of the things we did find one of the cities in Bullitt County had a lower rate of compliance on alcohol because they require STAR training. That's something we would love for all our cities in Bullitt County to consider is the Server Training and Alcohol Regulations because a lot of people who are serving and selling alcohol do not know what the consequences could be for them and that's important. We also would love to see our County and our cities look at a Social Hose Ordinance because being someone who works with our youth, I get to hear a lot of stuff, and kids are very willing to tell you things. We have a lot of adults in our Community that supply and have parties and let our youth drink alcohol. It's very dangerous. If you give a teenager they are going to take a mile so if they are allowed to drink alcohol then what are they going to do when they are not with their parents what are they not allowed to do. I'm not saying every person who ever drank alcohol as a youth became a drug addict but we all know no one starts using hard drugs without first using alcohol or marijuana. Those are gateway drugs and we just want to keep alcohol out of the hands of our youth. Prevent underage drinking and keep our County as drug free as possible. I just wanted to make you all aware of this information and if you have questions our contact information is there and I'm at the Bullitt County Board of Education Monday through Friday and happy to talk to you anytime.

**Gaynell Rummage:** I'm here to talk about the MSD. My first question is I would like for the Council or somebody to explain to me how us merging with MSD or them taking over Shepherdsville Sewers would benefit the citizens. Larry Hatfield: We don't know yet. We have no idea that it will. There are a lot of rumors running. We don't know if it's going to be a good deal or a bad deal. We don't know anything because they have not made a proposal. I do feel and I think Mr. Flaherty agrees with me, that this City is going to be looking at a \$30 million debt. Whether we like it, whether we don't, that's the bottom line. Not counting what the collection system needs over and above the \$30 million. We don't know exactly what the number is going to be until the interceptor is figured. I think we have to look at every option that we're offered. One was Veolia; this is the Metropolitan Sewer District. I wouldn't sit here tonight and say that we're going to go with MSD; I wouldn't sit here tonight and say that we might not go back to Veolia. But I think we as a Council have to keep our mind open of the magnitude of debt that these rate payers are in. we just had the largest increase in Shepherdsville history and that's because, you don't even want to know what the rate would have been in Jim Beam was not paying close to \$90,000 a month. Right now I don't know if it's a good deal or bad deal but I am willing to look at anything. Mrs. Rummage: I've done a little bit of research on MSD. They are \$3.9 billion in debt. They've got 750,000 residents. The bottom figure is that per person that's almost \$6000 per person debt service. Shepherdsville has 10,000 residents; that \$30 some million equals out to about \$3000 per person. That's over a 10 or 12 year period. If we take on MSD or let MSD take Shepherdsville Sewers, if I'm wrong correct me, but wouldn't the Shepherdsville residents be paying twice the amount that they would have to pay if MSD takes over? I recall that when you all upped the sewer rates to 66% didn't the Council agree to look at those rates in 2 years to see if they could lower those rates? My opinion is that MSD is never going to lower rates. They are only going to freeze rates until they catch up and then they are going to raise them up all at one time. We have a lot of elderly people in Shepherdsville. We have a lot of young families. We have a lot of families that only have one parent working. A lot of families are losing their homes; there's no jobs. Sewer rates are bad enough as they are. I don't see how anybody could afford to have an increase in their sewer rate. My nephew called me when the 66% was put on. I understand why it had to be done but hopefully it can be lowered at some point instead of raised at some point. I would ask that the Council not even consider it at this time until the election in November, then in January when a new Council takes office. City Attorney Wantland: Mrs. Rummage we're way far away from doing anything; way far away. But the way our government is set up and we're becoming more regional, more federal, and our Salt River feeds into the Ohio River. More and more there is going to be partnerships, for lack of a better word, cooperation, to keep not only the Salt River but the effluent from the Salt River not to pollute the Ohio River. I think you make an excellent point. One of the things I always laughed at having done sewer work and water work for over 30 years now, and working with Louisville Water and Metropolitan Sewer District now for almost as long as Mr. Hatfield, 30 years or so, but the fun part about it is we're in a system where, Cincinnati Ohio, one of the largest communities on the Ohio River use to take a bulldozer literally and figuratively and push their septic into the river. And here you can almost drink the sewer water; it had to be that clean. So how would a big community like this dump raw sewage in the river and yet we almost have to have tap water. And the answer was they were in a different district. Slowly but surely I think that mindset is changing and right now there's a large number of people in our country who want clean water. And they are insisting that we have it and again we're going to be talking to more of a regional type approach to this and it's going to be that way. Just recently we had the Duke Power Company had to close the two infamous smoke stacks right across from Shawnee Park and that doesn't sound like that affects us but it affected our air quality tremendously those two Indiana plants just belching their pollutants in Kentucky. So you're going to see more cooperation not only with MSD, Shepherdsville, but also Mt. Washington, go right down the Salt River, go right down the Ohio River, and I think eventually Cincinnati won't be able to dump in the Ohio River. Mrs. Rummage: I understand that. My point is I'm thinking about the citizens. I am now a citizen of Shepherdsville. I don't want higher sewer rates. But the thing of it is I would ask that the Council postpone any decision and if it takes 3 or 4 months then I think there needs to be a lot of research done. And commonsense would tell you that if MSD isn't going to be making any money off of Shepherdsville why would they even want it. City Attorney Wantland: You're

making a good point because obviously we're going to be utilized for this central part of Bullitt County incorporated and unincorporated. Larry Hatfield: If it's not going to be a good deal for rate payers I'm not going to do it. Mrs. Rummage: That's all that I ask is that no rash decision be made. City Attorney Wantland: Just because we entered into some discussion about cooperation doesn't mean we're merging. Just the idea that there may have to be cooperation. Mrs. Rummage: I just didn't want anybody to jump the gun; I'm not saying that the Council or Shepherdsville is ever done that before, but just make note to please think about the tax payers before you do anything because without them and without the businesses in Shepherdsville we would have no Shepherdsville. They are Shepherdsville. We are Shepherdsville. Bernie Brown: Mrs. Rummage I might say this, I think the impression was given at the last meeting that the Sewer are bringing in a lot of money. And yes they are but there is a lot of debt. I can tell you that I'm going to be monitoring and watching the revenue and the expenses very very closely and if it appears at any time that we've raised the sewer rates too much, I'll be one of the first ones to make a motion that we lower the rates.

#### Department Reports:

**Jerry Pile:** Every time I sign off on an application I recommend to the person that's getting it that if they send an employee or themselves to that STAR training it's a good thing. I've talked to them about the Council possible making it mandatory for every place that sells alcohol that have their employees after they have been employed for a certain amount of time to take the STAR training. I went to the class when I first took this job and it's a real interesting class. It taught me quite a bit. That's just something to think about. I think everybody in the City that sells alcohol, at least one employee per shift should have that STAR training.

#### Council Reports:

**Robert Flaherty:** Just on the STAR training. I've been through it. It's been quite a while back when I was still in school and waiting tables and bartending, we were required to if you did in Louisville and it was very good training. I think it would be useful for anyone that sells alcohol to go through it. So I think it's something that we ought to look at. If there's a need for it as far as an Ordinance, I'm not sure exactly what's required, to make that mandatory. I learned a lot from doing it that I didn't understand as far as what to look for and how to recognize fake IDs and a lot of other things that I never would have known without that. I think it would be beneficial and also it helps the individuals that are serving or selling understand exactly what the penalties are for doing it and it kind of puts a little bit of fear into you and you're less likely to do it if you understand that. Whereas a lot of them probably don't even understand that what they're doing is illegal. I think it's something we should take a look at. I know we got the updated HR policies last week so I appreciate our HR people working on that and getting it to us. It's about 70 some odd pages so I've started going through it but still more time to get through a lot of the revisions and then hopefully we can start sending some ideas and emails back and forth with the Council and hammer out a consensus so we can start getting that wrapped up. I mentioned some things on wages and salaries, I want to thank Tammy, she got me a lot of information last week and again it's going to take a while to go through. My intention is to go through it on my own because a lot of this applies to the entire State. I want to go through there and pull out information that applies more to Shepherdsville. There's a lot of positions that we don't even have that they have salary information so there's no reason to muddy things up and also it goes anywhere from cities from Louisville Metro to Gravel Switch. A lot of those aren't comparable to Shepherdsville. I want to go through and try to pull out the information that's more comparable to our situation and provide some summaries and work with the Council and Department Heads in getting that put together. That may take me a little bit of time. I will work on it as best I can but it's a lot of material. I also know our HR people are working on some wage and salary info for us as well. Hopefully as we pull all that together we can start penning some pay schedules so there's a lot of clarity and we can start showing our employees that there is a future for them working here in Shepherdsville. The other thing I saw in the paper today where there was a representative from the Kentucky League of Cities that went to the Mt. Washington City Council. I believe her name was Bobbie Bryant and she was there talking about strategic planning. She assists cities with that effort. The do

charge a fee. I think the fee was quoted to Mt. Washington was \$6000-\$8000 which will help develop a strategic plan that's going to cover the next 3-5 years seems to be somewhat reasonable. Not saying that we would do it or want to do it but I think it may be worthwhile contacting League of Cities and have her come in and just talk to us at one of our upcoming meetings just to give us an idea what they can do for us to help us and again I know the comment she made to Mt. Washington were limited to a 3-5 year period. But if they could assist us with setting up that framework or that foundation then I would think we could take that and build on it even further and stretch that out to look 10 and 20 years down the road. I think it would be worthwhile to at least have them come in and talk to us so we have the information and we know what options are out there. And we start looking at some ideas so we can start developing long range planning for the City of Shepherdsville. I saw the roadwork going on, good to see it. Again it's one of those things so people understand I think it's been mentioned before but with a lot of that roadwork, that is State money that is sent to us that can only be used for roadwork. So no one is out there wondering how we can do this when we have this sewer debt and we have all these other issues. All those issues are still there. State sends us road money every year. We cannot use it on anything else but roadwork. So if we don't use it it just sits there. If we have it I would rather see us out there getting some roads improved in the City. We've got a number of them they've started on; I know there are still a number on the list.

**Don Cundiff:** We did tell HR Resources to go ahead and get started. City Clerk Richmond stated she did. She stated that within the next couple weeks they were going to start sitting down with department heads going over their duties. That's one of the next steps they'll do as far as job descriptions go.

Don Cundiff made motion to adjourn. Bernie Brown 2<sup>nd</sup>. Motion carried 6-0. Meeting adjourned at 7:43 p.m.

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

Attest: \_\_\_\_\_  
Tammy Richmond, City Clerk