

**CAMPBELL COUNTY FISCAL COURT
MINUTES**

JUNE 17, 2015

A regular meeting of the Campbell County Fiscal Court was held on Wednesday, June 17, 2015 at 5:30p.m. at the Campbell County Administration Building, Fiscal Court Chambers, 1098 Monmouth Street, Newport, Kentucky.

In attendance at the meeting were:

**COUNTY JUDGE/EXECUTIVE
STEVE PENDERY**

**COUNTY COMMISSIONERS
CHARLIE COLEMAN
TOM LAMPE
BRIAN PAINTER**

Matthew Elberfeld	County Administrator
Steve Franzen	County Attorney
Kim Serra	Assistant County Administrator
Marie Schenkel	Finance Director
Paula Spicer	Fiscal Court Clerk
Cindy Minter	Director of Planning and Zoning
Lori Zombek	Human Resources Director
Craig Sorrell	Chief of Police

The meeting was called to order at 5:30 p.m. by Judge Pendery. Cable Access was present to film the meeting.

Judge Pendery asked for a moment of silence followed by the Pledge of Allegiance. Following roll call, a quorum was declared present.

Minutes from the Fiscal Court regular meeting of June 3, 2015 were presented. Commissioner Painter made a motion to adopt the minutes, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

Judge Pendery invited comments from the public.

Thomas Bennett, Newport, expressed concerns about the Sanitation District No. 1 (SD1) situation, particularly the sewer lateral repair program. He is not complaining about a raise in rates if it is necessary to get sewer repairs when needed. Judge Pendery stated that five of the eight SD1 board members say that with a 0% increase they can meet the needs of Northern Kentucky even though consumption is down which means less revenue and even though there is

inflation. The board passed a budget that does not include the sewer lateral repair policy saying that they may revisit it later this year. The three Judges/Executive will meet on June 29 regarding the budget. Commissioner Coleman stated that Jack Moreland, Southbank Partners, has proposed a sliding scale where property owners pay for lateral repairs based on their income. One SD1 board member told him that he'd be in favor of a plan whereby the property owner would pay a set fee (to be determined) and that both the municipality and SD1 would share in the cost of repairs. Commissioner Coleman assured Mr. Bennett that local and County officials are working on a solution.

Kevin Gordon, Wilder, noticed that there are salary increases for employees on the agenda; some employees also got raises in January. His concern is that the median household income in Campbell County is \$53,000-\$54,000. He pointed out that the Commissioners' salary with benefits is close to that. The salaries of the Judge/Executive and top administrators add up to almost a half million dollars. He stated that the salaries are getting out of control. Mr. Gordon said that he knows of many people whose salaries have been frozen for years and their benefit costs increased; some people are actually taking a pay cut. Judge Penderly stated that the deductible for employees' medical insurance went up to \$7,000 and most did not get a raise for four years. The County does salary comparisons every year. When an employee leaves, an exit interview is done to see if the salary or benefits were a reason for leaving the County. There are some jobs that involve skills that are at a premium i.e. the Building Inspector III position. He stated that last year's turnover in employees at the Jail was 78%. Those employees were given a raise already this year to try to retain them. Judge Penderly stated that all of the salaries have been reviewed and that is why it is on the agenda tonight. Troy Sheldon and Steve Stapleton commented that from a business perspective it is important to give cost of living increases so that salaries do not fall behind market. Sue Orth and Helen Libitsky also commented on the subject.

Paula Spicer presented old business with a second reading of Ordinance O-06-15 by title and summary. O-06-15 adopts the annual budget and appropriations of Campbell County, Kentucky for the Fiscal Year 2015-2016 (FY16). Judge Penderly made a motion to adopt O-06-15, seconded by Commissioner Painter. Commissioner Coleman thanked Matt Elberfeld for explaining the government budget process. He stated that just because he votes for the budget doesn't mean that he has to set a tax rate for that budget. He doesn't want to obstruct the budget process but this doesn't mean that he'll vote for everything on it or that the Fiscal Court will spend that much. Commissioner Lampe stated that he appreciates staff's work on the budget.

New business was presented beginning with Resolution R-73-15 by title and summary given. R-73-15 authorizes the office of Emergency Management to apply for Hazard Mitigation Grant Program funds to be used to replace a siren at A J Jolly Park. The cost of the siren is \$28,324 and the County is required to provide 13 percent of this amount in matching funds. Commissioner Lampe made a motion to adopt R-73-15, seconded by Judge Penderly. All voted "AYE" and the motion passed.

Resolution R-81-15 was read by title and summary given. R-81-15 allocates up to \$20,000 of Mental Health/Intellectual Disability Tax funds to the Northern Kentucky Area Development District to provide program support to the Northern Kentucky Office of Drug Control Policy. Judge Penderly made a motion to adopt R-81-15, seconded by Commissioner Lampe. Judge

Pendery stated that Boone and Kenton Counties are contributing \$40,000 each and Campbell County is contributing \$20,000 plus providing office space, computers and staff support for this new office. The funds will enable the hiring of full-time people to coordinate activities in efforts to fight the heroin epidemic. All voted "AYE" and the motion passed.

Resolution R-83-15 was read by title and summary given. R-83-15 authorizes the Judge/Executive to execute a Memorandum of Understanding with the Campbell County Schools regarding joint funding for the position of School Resource Officer. The School and Fiscal Court will share 50-50 the cost of having this Officer at Campbell County High School. Judge Pendery made a motion to adopt R-83-15, seconded by Commissioner Painter. Judge Pendery explained what a School Resource Officer does. All voted "AYE" and the motion passed.

Resolution R-74-15 was read by title and summary given. R-74-15 acknowledges the annual review of the Campbell County Administrative Code as required by KRS 68.005. Staff recommends no changes at this time. Commissioner Lampe made a motion to adopt R-74-15, seconded by Commissioner Painter. All voted "AYE" and the motion passed.

Resolution R-75-15 was read by title and summary given. R-75-15 authorizes a contract with Anthem Blue Cross and Blue Shield to provide medical and life insurance plans to all eligible employees of the Campbell County Fiscal Court and Detention Center. Commissioner Coleman made a motion to adopt R-75-15, seconded by Judge Pendery. All voted "AYE" and the motion passed.

Resolution R-77-15 was read by title and summary given. R-77-15 authorizes a contract with Dental Care Plus to offer dental insurance through payroll deduction to all eligible employees of the Campbell County Fiscal Court and Detention Center. Commissioner Lampe made a motion to adopt R-77-15, seconded by Commissioner Painter. All voted "AYE" and the motion passed.

Resolution R-78-15 was read by title and summary given. R-78-15 authorizes a contract with Vision Care Plus to offer vision insurance through payroll deduction to all eligible employees of the Campbell County Fiscal Court and Detention Center. Commissioner Coleman made a motion to adopt R-78-15, seconded by Judge Pendery. Commissioner Painter commented that there were no Campbell County providers on this plan. Lori Zombek will look into it. All voted "AYE" and the motion passed.

Resolution R-86-15 was read by title and summary given. R-86-15 authorizes the Judge/Executive to enter into an Interlocal Agreement pursuant to KRS 65.210, et seq, with the Fiscal Courts of Boone, Carroll, Gallatin, Grant, Kenton, Owen and Pendleton Counties, within the boundaries of the Northern Kentucky Workforce Development Area for the purpose of redesignating the Northern Kentucky Region to administer programs in accordance with the Workforce Innovation and Opportunity Act of 2014. Matt Elberfeld stated that this updates a current interlocal agreement to comply with new regulations. Judge Pendery made a motion to adopt R-86-15, seconded by Commissioner Coleman. All voted "AYE" and the motion passed.

A motion was requested to accept the resignation for retirement purposes of Dave Schneider effective June 30, 2015. Motion was made by Judge Pendery, seconded by Commissioner Painter. All voted "AYE" and the motion passed.

A motion was requested to appoint Diane Bertke as Campbell County Treasurer effective July 1, 2015 through June 30, 2019, pursuant to KRS 68.010. Motion was made by Judge Pendery, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

A motion was requested to appoint Kathryn Foulks as a full-time Animal Technician I effective June 18, 2015 with compensation set at \$13.19 per hour with annual benefit cost of \$12,725.84. Motion was made by Judge Pendery, seconded by Commissioner Coleman. All voted "AYE" and the motion passed.

A motion was requested to authorize staff to advertise, interview and hire for the part-time position of Kennel Technician. Motion was made by Judge Pendery, seconded by Commissioner Coleman. All voted "AYE" and the motion passed.

A motion was requested to enter into a contract with Mark Dill to serve as a School Resource Officer for the 2015-2016 school year with compensation set at \$23.15 per hour not to exceed 1496 working hours or 187 working days annually. Total compensation shall not exceed \$34,636.00 annually. Motion was made by Judge Pendery, seconded by Commissioner Painter. All voted "AYE" and the motion passed.

A motion was requested to enter into a contract with Greg Popham to serve as a School Resource Officer for the 2015-2016 school year with compensation set at \$23.15 per hour not to exceed 1496 working hours or 187 working days annually. Total compensation shall not exceed \$34,636.00 annually. Motion was made by Judge Pendery, seconded by Commissioner Painter. All voted "AYE" and the motion passed.

Resolution R-79-15 was read by title and summary given. R-79-15 authorizes the execution of a working agreement with the Fraternal Order of Police, Lodge #10 effective July 1, 2015 through June 30, 2019. Motion was made by Judge Pendery, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

Resolution R-80-15 was read by title and summary given. R-80-15 authorizes the execution of a working agreement with the American Federation of State, County and Municipal Employees Local #286 effective July 1, 2015 through June 30, 2019. Motion was made by Judge Pendery, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

A motion was requested to set the compensation of the Campbell County Commissioners effective July 1, 2015 at \$38,245.70 annually as calculated by the Kentucky Department of Local Government based on the Consumer Price Index (CPI) of 0.8% as of December 2014. Motion was made by Judge Pendery, seconded by Commissioner Painter. Commissioner Coleman stated that the compensation does reflect a 0.8% increase. He declined the raise stating that he has only been on the Fiscal Court for six months and does not deserve it. Commissioners Lampe and

Painter and Judge Pendery voted “AYE”, Commissioner Coleman voted “NAY” and the motion passed.

A motion was requested to set the compensation of the Campbell County Coroner effective July 1, 2015 at \$45,595.62 annually as calculated by the Kentucky Department of Local Government based on the Consumer Price Index (CPI) of 0.8% as of December 2014. Motion was made by Judge Pendery, seconded by Commissioner Lampe. All voted “AYE” and the motion passed.

A motion was requested to set the compensation of the Campbell County Attorney effective July 1, 2015 at \$45,331.48 annually as calculated by the Kentucky Department of Local Government based on the Consumer Price Index (CPI) of 0.8% as of December 2014. Motion was made by Judge Pendery, seconded by Commissioner Lampe. All voted “AYE” and the motion passed.

A motion was requested to accept the resignation of Gary Sperry, seasonal Parks and Recreation Maintenance Worker, effective June 12, 2015. Motion was made by Judge Pendery, seconded by Commissioner Painter. All voted “AYE” and the motion passed.

A motion was requested to appoint Mark Brant as a full time Building Inspector III effective July 1, 2015 with compensation set at Pay Grade 15, \$33.91 per hour with total annual benefit cost of \$21,406. Motion was made by Judge Pendery, seconded by Commissioner Painter. All voted “AYE” and the motion passed.

Resolution R-85-15 was read by title and summary given. R-85-15 updates the compensation schedule and pay grade structure and authorizes corresponding amendments to position descriptions and the Administrative Code for all employees of the Fiscal Court who are not covered by a Working Agreement, effective June 28, 2015. Judge Pendery made a motion to adopt R-85-15, seconded by Commissioner Lampe. Commissioner Coleman stated that at his first Fiscal Court meeting he voted to approve raises for certain employees. He did not know the individuals, but assumed that they deserved the raises. He then gave the amounts of the raises given at that time. He also supported the raises for jail deputies and the police and road department employees. Commissioner Coleman stated that he had asked that the raises presented tonight be broken down individually because he thinks that most employees deserve a 1% cost of living increase, but he cannot support a 1% increase for people who just received a raise in January. Commissioner Lampe commented that the raises given in January were an effort to attract and retain employees; to bring the positions up to market rate. The cost of living adjustment will allow those positions to keep pace with what they should be making. Commissioners Lampe and Painter and Judge Pendery voted “AYE”, Commissioner Coleman voted “NAY” and the motion passed.

A motion was requested to approve a 1% cost of living adjustment for all non-represented employees of the Campbell County Fiscal Court and market adjustments for three positions determined to be compensated below market or where additional duties have been assigned effective June 28, 2015. Motion was made by Judge Pendery, seconded by Commissioner Lampe. Matt Elberfeld explained that R-85-15 added a 1% increase to the pay scale to allow the motion authorizing a 1% increase to take place. Commissioner Coleman stated that one of the three positions getting a salary adjustment was recommended by him, but he will be forced to

vote against it because it is not presented individually. In response to a question, Judge Pendery stated that salaries are based on like jobs in the Northern Kentucky market. He explained why there are pay ranges for all positions. The pay range needs to be increased first to accommodate an increase in salaries. Commissioner Coleman stated that he is opposed to the three extra raises – not the 1% cost of living adjustment. He reiterated that the people who got raises in January should not be getting another raise. Commissioners Lampe and Painter and Judge Pendery voted “AYE”, Commissioner Coleman voted “NAY” and the motion passed.

A motion was requested to appoint Paul T. Verst to the Kenton County Airport Board with a term effective July 1, 2015 through June 30, 2019. Motion was made by Judge Pendery, seconded by Commissioner Lampe. Judge Pendery explained that Mr. Verst is already on the advisory board, however when the new law goes into effect, he will be a voting member of the Board. All voted “AYE” and the motion passed.

Matt Elberfeld presented Resolution R-84-15 by title and summary. R-84-15 approves funding in the amount of \$4,113,087 for the Transit Authority of Northern Kentucky for the fiscal year 2016. Mr. Elberfeld stated that this is the same amount that was funded in fiscal year 2015. Judge Pendery made a motion to adopt R-84-15, seconded by Commissioner Coleman. All voted “AYE” and the motion passed.

Steve Franzen advised that the Kentucky Supreme Court heard oral arguments in the 911 case; he expects a decision by the Court around the end of this year. Judge Pendery stated that he heard that Mr. Franzen did an excellent job presenting his argument.

Commissioner Coleman stated that the Fiscal Court collected less for 911 fees in the first year that the fee was instituted than in the second year. He then asked why there was a difference. Mr. Franzen stated that apartment owners were given a 50% discount during the first year of the fee so that they could pass the cost on to their tenants. That may have accounted for the difference in the amount collected. Mr. Elberfeld stated that apartment owners were billed for the full amount of \$45 per unit, but in the first year they had the option of paying half of that amount.

Commissioner Coleman stated that there is talk that Chase Law School may move from the Northern Kentucky University campus to Covington. This will result in a loss of payroll taxes to both the County and the City of Highland Heights. He then stated that he was disappointed in the recent court ruling whereby Campbell County lost nursing home beds to Boone County. This is also a loss of jobs and revenue to the County. Commissioner Coleman stated that he is also concerned about the lawsuits against the Northern Kentucky Area Development District alleging mis-billings. He assumes that the County’s interests are being looked after.

Commissioner Lampe stated that he too is following the possible move of Chase Law School and has expressed his desire that the school remain in Campbell County. He also stated that he serves on the Foundation Board of St. Elizabeth Healthcare and this week they announced the appointment of a new CEO – Garren Colvin. Mr. Colvin has been with St. E for 32 years.

Judge Pendery announced that the first Sun Valley Music Festival will take place at A J Jolly Park on Saturday, July 22, 2015 from 2:00pm to 11:00pm. In addition to the eight bands that will be performing, there will be crafters, food vendors, local wineries and a children's play area.

Marie Schenkel presented Resolution R-71-15 by title and summary. R-71-15 authorizes renewal of a contract with the Kentucky Association of Counties All Lines Fund for property and liability insurance coverage effective July 1, 2015 through June 30, 2016. The annual premium is \$428,990, a slight decrease from last year's premium. Judge Pendery made a motion to adopt R-71-15, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

Resolution R-72-15 was read by title and summary given. R-72-15 authorizes renewal of a contract with the Kentucky Association of Counties for Workers' Compensation insurance coverage effective July 1, 2015 through June 30, 2016. The annual premium is \$295,197 which is an 11% increase from last year's cost due primarily to an increase in Detention Center wages and the experience modifier going up seven points. Judge Pendery made a motion to adopt R-72-15, seconded by Commissioner Coleman. All voted "AYE" and the motion passed.

Resolution R-82-15 was read by title and summary given. R-82-15 authorizes the adoption of the Fiscal Year 2015-2016 Housing Department budget. Ms. Schenkel explained that the Housing Department budget is 100% funded by the US Department of Housing and Urban Development (HUD). The Department's primary expense, 80% of the budget, is housing assistance payments. This budget is separate from the County budget. Commissioner Coleman made a motion to adopt R-82-15, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

A motion was requested to approve funding in the amount of \$129,843 for the Campbell County Attorney for Fiscal Year 2016. This is the same amount of funding as last year. Motion was made by Judge Pendery, seconded by Commissioner Painter. All voted "AYE" and the motion passed.

A motion was requested to acknowledge that the Sheriff has completed the 2014 tax collection for the period January 16, 2015 through April 15, 2015. Motion was made by Judge Pendery, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

A motion was requested to approve the budget transfers as presented for June 17, 2015. Motion was made by Judge Pendery, seconded by Commissioner Coleman. All voted "AYE" and the motion passed.

Marie Schenkel requested a motion to approve the claims and supplemental claims as presented for June 17, 2015. County Attorney Steve Franzen stated that he has reviewed the claims and determined that they all appear appropriate. Motion was made by Commissioner Lampe, seconded by Commissioner Painter. All voted "AYE" and the motion passed.

There being no further business to come before the Fiscal Court, Commissioner Lampe made a motion to adjourn, seconded by Judge Pendery. All voted "AYE" and the meeting adjourned at 7:00 p.m.

Attachments:

Ordinance O-06-15 Fiscal Year 2016 Budget
Resolution R-73-15 Application for Hazard Mitigation Grant Funds
Resolution R-81-15 Allocation of Mental Health/Intellectual Disability Tax Funds
Resolution R-83-15 Memorandum of Understanding with Campbell County Schools
Resolution R-74-15 Annual Review of the Administrative Code
Resolution R-75-14 Contract with Anthem Blue Cross and Blue Shield
Resolution R-77-15 Contract with Dental Care Plus
Resolution R-78-15 Contract with Vision Care Plus
Resolution R-86-15 Interlocal Agreement – Local Workforce Development Area
Resolution R-79-15 Working Agreement with FOP Lodge 10
Resolution R-80-15 Working Agreement with AFSCME Local 286
Resolution R-85-15 Updated Employee Compensation Schedule
Resolution R-84-15 TANK Funding for FY2016
Resolution R-71-15 Contract with KACo for Property & Liability Insurance
Resolution R-72-15 Contract with KACo for Workers’ Compensation Insurance
Resolution R-82-15 Adopt FY2016 Housing Department Budget
Budget Transfers June 17, 2015
Claims and Supplemental Claims June 17, 2015

Approved:

STEVE PENDERY
Judge/Executive

Attest:

Paula K. Spicer, Fiscal Court Clerk