

**CAMPBELL COUNTY FISCAL COURT
MINUTES**

February 3, 2016

A regular meeting of the Campbell County Fiscal Court was held on Wednesday, February 3, 2016, 7:00 p.m. at the Campbell County Courthouse located at 8352 East Main Street, Alexandria, Kentucky.

COUNTY JUDGE/EXECUTIVE:
STEVE PENDERY

COUNTY COMMISSIONERS:
CHARLIE COLEMAN
TOM LAMPE
BRIAN PAINTER

Steve Franzen
Matt Elberfeld
Paula Spicer
Marie Schenkel
Colonel Craig Sorrell
Frank Spataro
Cindy Minter

County Attorney
County Administrator
Fiscal Court Clerk
Finance Director
Campbell County Police Department
Human Resources Director
Planning and Zoning Director

The meeting was called to order at 7:00 p.m. by Judge Pendency. Cable Access was present to film the meeting.

Judge Pendency asked for a moment of silence followed by the Pledge of Allegiance.

Judge Pendency pointed out the new paneling on one wall of the room. The 12 foot oak veneer panels were removed from the former District Court building which is being renovated as an addition to the Jail. The panels were refinished and are being installed in the Alexandria Courthouse. Soon the entire room will be covered.

Following roll call, a quorum was declared present.

Minutes from the Fiscal Court regular meeting of January 20, 2016 were presented. Motion was made by Commissioner Painter, seconded by Commissioner Lampe to approve the minutes. All voted "AYE" and the motion passed.

Judge Pendency invited comments from the public.

Dan Hull, Barrs Branch Road, stated that there are signs posted at various locations in the County declaring that Campbell County is a Certified Storm Ready County. He asked what that designation means. Judge Pendency stated that it is a designation by Emergency Management.

Mr. Hull advised that water runs across Barrs Branch Road about 300 days of the year and has for the past 30 years; in the winter it freezes over. Fifty years ago it did not flood until they opened the road and paved the ditches allowing water to run across the road. Judge Pendery read the criteria for designation as a Certified Storm Ready County. Mr. Hull stated that it isn't just the County roads that water runs across; he named other roads with the same problem.

There being no old business, Paula Spicer presented new business with a first reading of Ordinance O-01-16 by title and summary. O-01-16 authorizes the execution and delivery of a First Amendment to Loan Agreement, Amended Bonds and a Tax Agreement relating to the previously issued County of Campbell, Kentucky Industrial Building Revenue Refunding Bonds, Series 2010 (Main Street Baptist Church of Alexandria, Kentucky Inc. Project) in the original aggregate principal amount of \$1,655,893.26 and other documents and certificates in connection therewith. Robert Mecklenborg, Jr., bond counsel for Main Street Baptist Church of Alexandria, explained this is a reissuance to extend the maturity date and tweak the interest rate of the bonds. He stated that this issue does not affect the County's bond capacity nor is there any financial obligation of the County. This project was built in 2009 and there was an immediate refunding in 2010. Commissioner Coleman asked if, as a member of the Main Street Baptist Church congregation, he could vote on this ordinance. Mr. Franzen advised that he could. No vote was taken on this first reading.

Resolution R-11-16 was read by title and summary given. R-11-16 authorizes the Judge/Executive to execute an agreement with the Kentucky Transportation Cabinet, Department of Rural and Municipal Aid in the amount of \$98,944 to fund the resurfacing of Eight Mile Road. Mr. Elberfeld advised that this is the County's annual application for use of Flex Funds which was approved for use on Eight Mile Road. Commissioner Painter made a motion to adopt R-11-16, seconded by Commissioner Coleman. All voted "AYE" and the motion passed.

A motion was requested to proclaim May 20, 2016 as "PLAY ON DAY" in Campbell County to raise awareness and support for those suffering from pancreatic cancer. Motion was made by Commissioner Painter, seconded by Commissioner Lampe. A portion of the proclamation was read. All voted "AYE" and the motion passed.

A motion was requested to authorize staff to advertise, interview and hire part-time seasonal workers for the 2016 parks and golf season. Matt Elberfeld explained that this authorizes the annual hiring for the golf course and parks variable employees. There is a set number of hours and dollar amount to be covered which will determine how many people need to be hired. This action simply authorizes staff to advertise and begin recruiting employees. In answer to Commissioner Coleman's question, he stated that the pay grade 8 position is for the A J Jolly Concession Manager. The pay grade is higher because that position is supervisory and has more responsibility. Motion was made by Judge Pendery, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

A motion was requested to approve a salary adjustment for Brett Burcham, Tax Compliance Manager, from \$52,800 to \$58,277 annually, effective February 8, 2016. Motion was made by Judge Pendery, seconded by Commissioner Painter. Judge Pendery explained that there was a lot of turnover in senior staff in the last year or so. The new people that were hired were not paid

as much as their predecessors. After they have proved their worth in the job, salary increases are discussed. Commissioner Coleman stated that he asked Mr. Elberfeld to give him a history of the individuals on the agenda for a salary increase. In this case it is about a 10% increase – you do not see that in the private sector. He noted how long Mr. Burcham had been employed and the increases that he received in the past. He is not against salary increases but he is against 10% increases, because it would not bode well with the Fiscal Court's constituents. Judge Penderly stated that it depends on where one starts. An employee is paid a probationary wage with the expectation that they will be brought up to the level of their peers if they perform well. He stated that with the wave of retirements and replacements the County is still \$33,000 to the good after these increases. Commissioner Coleman asked who the salaries are compared to. Mr. Elberfeld stated that the Northern Kentucky Area Development District (NKADD) produces an annual salary survey of cities and counties broken down by jurisdiction. Staff looks at salaries from the three northern Kentucky counties. Even with this increase, this position pays less than the other two northern Kentucky counties. Commissioners Lampe and Painter and Judge Penderly voted "AYE", Commissioner Coleman voted "NAY" and the motion passed.

A motion was requested to approve a salary adjustment for Luke Mantle, Road Supervisor, from \$73,850 to \$80,000 annually, effective February 8, 2016. Judge Penderly stated that this is a similar situation where Mr. Mantle is fairly new and his predecessor was a long-time employee. There was a pretty considerable difference in salaries and also a gap between his and his peers in neighboring counties. Motion was made by Judge Penderly, seconded by Commissioner Lampe. Commissioner Coleman stated that this position has been filled by Mr. Mantle for three years and his salary has gone from \$65,500 to \$80,000 in 36 months. There was a market adjustment a year ago and it is being adjusted again. Commissioners Lampe and Painter and Judge Penderly voted "AYE", Commissioner Coleman voted "NAY" and the motion passed.

A motion was requested to amend the Executive Secretary/Fiscal Court Clerk position description to change the Pay Grade for said position from Grade 13 to Grade 14, and to further approve a salary adjustment for Paula Spicer, Executive Secretary/Fiscal Court Clerk from \$44,861 to \$50,500 annually, effective February 8, 2016. Motion was made by Judge Penderly, seconded by Commissioner Painter. Commissioner Coleman recited the salary history for this position since 2008. A market adjustment was done last year and another is requested now. He stated that he thinks that this increase is warranted because there were several years without any increase. Judge Penderly stated that there was a reallocation of duties after a retirement in the last year or so and Ms. Spicer picked up some of the work. He pointed out that no employees got raises for a few years. Commissioner Coleman questioned why the market adjustment this year is greater than the market adjustment last year. Mr. Elberfeld stated that there was an increase in the level of responsibility in addition to the extra work. This position not only serves as secretary to this body but also serves as board secretary to the Ethics Commission and the Campbell County Economic Progress Authority both of which meet more often than they did in the past. All voted "AYE" and the motion passed.

A motion was requested to appoint Greg Buckler to the full time position of Deputy Director-Administrative in the Office of Emergency Management effective February 8, 2016, with compensation set at Pay Grade 13, \$47,935 annually with total benefit cost of \$17,916.39. Judge Penderly stated that this appointment fills a vacancy. Mr. Buckler tested and interviewed well

and is deserving of this appointment. Motion was made by Judge Pendery, seconded by Commissioner Coleman. All voted "AYE" and the motion passed.

A motion was requested to advance Police Officer Jonathan Gemmell from Grade 3 (\$20.60 per hour or \$42,848 annually) to Grade 4 (\$21.63 per hour or \$44,990 annually) effective February 11, 2016 in accordance with the current Fraternal Order of Police working agreement. Motion was made by Judge Pendery, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

A motion was requested to appoint Jim Ciccarella to the Alexandria Fire District Board of Trustees to fill a vacancy on the Board effective February 4, 2016 through June 30, 2019. Mr. Ciccarella serves as the firefighters' representative on the Board. Motion was made by Judge Pendery, seconded by Commissioner Painter. All voted "AYE" and the motion passed.

Matt Elberfeld requested a motion to meet in executive session pursuant to KRS 61.810(1)(f) discussions or hearings which might lead to the appointment, discipline or dismissal of an individual employee, member, or student without restricting that employee's, member's or student's right to a public hearing. Motion was made by Commissioner Lampe, seconded by Commissioner Coleman. All voted "AYE" and the motion passed.

The Fiscal Court met in executive session at 7:35pm. Commissioner Lampe made a motion to adjourn the executive session and reconvene in regular session, seconded by Commissioner Painter. All voted "AYE" and the motion passed. Regular session was reconvened at 7:40 pm.

Judge Pendery made a motion to terminate the employment of the Principal Planner, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

Judge Pendery made a motion to authorize staff to advertise, interview and hire for a Principal Planner, seconded by Commissioner Painter. All voted "AYE" and the motion passed.

Commissioner Coleman advised that he and others had a very good and informative meeting with Sanitation District No. 1 regarding the storm water issue. He understands it, but he does not agree with it. He appreciates the time and effort put forth by all involved. Commissioner Coleman stated that if people do not receive a service – he does not think that they are getting a service – they should not have to pay the storm water fee.

Commissioner Coleman asked about the status of decals on County-owned vehicles. Mr. Elberfeld stated that one has been placed on the Road Supervisor's vehicle and they are waiting on some to be delivered by the vendor. He will ask the Facilities Manager for an update.

Commissioner Coleman stated that there is nothing new to report on the Chase Law School issue. At the last meeting, he stated that he had requested a meeting with President Mearns, but he has not yet heard from him.

Commissioner Lampe stated that he met with Jack Moreland of Southbank Partners who advised that the KY Route 9 project is moving forward. The Kentucky Transportation Cabinet has

closed on the Kentucky Motors building and the Victoria Square Apartments – demolition on these properties should be completed by May 1.

Commissioner Lampe stated that on Tuesday morning he took a tour of the Detention Center renovation site. Major progress has been made. It is a very secure construction, much different than anything he's ever seen. There was a slight delay in construction of the isolation cells due to freezing weather in January when they could not set steel. Overall the other parts of the project are progressing as planned. Commissioner Lampe stated that he sat in on a monthly progress meeting and the Jailer is doing a great job overseeing the project.

Commissioner Lampe stated that this morning he attended "Heroin Epidemic – A Conversation with Northern Kentucky's Faith-Based Community" at the Life Learning Center in Covington. Kim Moser moderated a panel discussion. Over 150 people of different denominations participated in discussions. He commended Ms. Moser and the other organizers on the event. Commissioner Coleman stated that he would have liked to attend, but he didn't know about it. He has publicly said that a faith-based program is the answer to people getting off heroin, and he has talked to Dr. Mike Kalfas about that. Commissioner Lampe agreed that a faith-based approach is best. Steve Franzen advised that there are other churches involved in faith-based programs that are making progress against heroin addiction.

Commissioner Painter thanked Commissioner Lampe for attending the program and reporting to the Fiscal Court.

Judge Pendery announced that the 2016 Northern Kentucky Legislative Forum will be held on February 6, 2016 from 9:00-11:00am at the Northern Kentucky Convention Center. The public will be able to address Northern Kentucky House and Senate members on issues that may arise during the 2016 legislative session of the Kentucky General Assembly.

Marie Schenkel requested a motion to acknowledge that the 2016 bonds are in place for elected and appointed officials and employees of the Fiscal Court, employees of the Occupational Tax Office, Campbell County Treasurer and Campbell County Jailer. Motion was made by Judge Pendery, seconded by Commissioner Painter. All voted "AYE" and the motion passed.

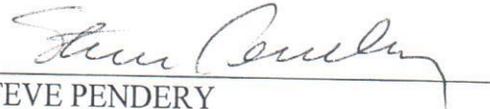
Ms. Schenkel then requested a motion to approve the claims as presented for February 3, 2016. County Attorney Steve Franzen stated that he has reviewed the claims and determined that they all appear appropriate. Motion was made by Commissioner Painter, seconded by Commissioner Lampe. All voted "AYE" and the motion passed.

There being no further business to come before the Fiscal Court, Commissioner Painter made a motion to adjourn, seconded by Commissioner Lampe. All voted "AYE" and the meeting adjourned at 7:52 p.m.

Attachments:

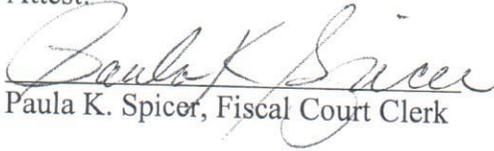
Ordinance O-01-16 Refunding Bond Issue for Main Street Baptist Church
Resolution R-11-16 Agreement with Kentucky Transportation Cabinet
Proclamation "Play On Day"
Claims February 3, 2016

Approved:



STEVE PENDERY
Judge/Executive

Attest:



Paula K. Spicer, Fiscal Court Clerk