

**Finance and Labor Relations Committee**  
Regular Meeting  
Thursday, March 3, 2022 at 6:00 p.m.

**MINUTES**

- 1) **Call to order.** Cole called the meeting to order at approximately 6:00 p.m.
- 2) **Roll Call:**

<b>Members</b>	<b>Present/Absent</b>	<b>Others Present</b>
Aldersperson Rick Cole	P	Mayor/Bill Hurtley
Aldersperson Dianne Duggan	P	City Administrator/Finance Director Jason Sergeant
Aldersperson Joy Morrison	P	Treasurer/Julie Roberts
		Bill Lathrop/Evansville Today

- 3) **Motion to approve the agenda.** Duggan made a motion, seconded by Morrison to approve the agenda as presented. **Motion carried 3-0.**
- 4) **Motion to wave the reading of the minutes of the February 3, 2022 regular meeting and approve them as printed.** Morrison made a motion, seconded by Duggan to approve the minutes of the February 3, 2022 regular meeting as printed. Morrison suggested a verbiage change in 7A. **Motion carried 3-0.**
- 5) **Citizen appearances.** None.
- 6) **Motion to accept the February 2022 City bills as presented in the amount of \$4,045,051.30.** Duggan made a motion, seconded by Morrison to accept the February 2022 City bills as presented in the amount of \$4,045,051.30. Morrison and Duggan have a few questions regarding Upper Park Shelter refund, Health Insurance, Ag Conversion Charge, MSA, Baker Street and DPW street lighting. Roberts and Sergeant respond with explanation. **Motion carried 3-0 with roll call.**
- 7) **New Business:**
  - A. **Motion to recommend to Common Council approval of Resolution #2022-07: A Resolution for an Affordable Housing Extension in Tax Incremental District number seven.** Morrison made a motion, seconded by Duggan to recommend to Common Council approval of Resolution #2022-07: A Resolution for an Affordable Housing Extension in Tax Incremental District number seven. Sergeant explains that TID 7 is primarily the farmland across from Piggly Wiggly on the corner of County M and Hwy 14. State law requires termination of a TID after all project costs have been paid but allows a one year extension to put towards affordable housing and improving existing housing stock. The extension states that at least 75% of the final increment must benefit affordable housing. This resolution states that the City shall use the final increment to improve housing quality and affordability by placing funds in a special revenue fund for incentives to create affordable housing units and provide grants to update housing stock. **Motion passed 3-0 with roll call.**

**B. Motion to recommend to Common Council approval of 2022-2031 Capital Improvement Plan.** *Duggan made a motion, seconded by Morrison* to recommend to Common Council approval of the 2022-2031 Capital Improvement Plan. Sergeant requests that the motion is amended to include \$678,250.00 in 2022 for borrowing for the pool and park project and an additional \$553,250.00 added to borrowing in 2023 for the pool and park project. Committee asks for discussion in the next item for clarification. Morrison asks if this impacts any previous discussion in regards to levy and Sergeant responds that paying back the borrowing would have to be added. The 2022 borrowing wouldn't start being paid back until 2023 and some of the projects slated for 2023 could be slid down the scale to accommodate that. Sergeant is not concerned about the amount for 2022 unless it goes beyond that. The reason that he wants it in the Capital is so that Ehlers can do the calculations and tell us if we borrow that much, how much the payment would be. Sergeant discusses that the bids coming in will affect whether we need the additional funds or not. Updates are made to some errors on the Capital Improvement Plan as it's discussed. *Duggan withdraws original motion and makes a motion, seconded by Morrison* to recommend to Common Council approval of the amended 2022-2031 Capital Improvement Plan. *Motion passed 3-0.*

8) **City Administrator/Finance Director Report.**

**A. Discussion regarding Park Improvement Budget.** Sergeant discusses the motion to amend the borrowing in 2022/2023 and the packet from MSA with the current analysis of the budget. Packet includes design, rough schedule, dates for borrowing and what's new and where the project stands today. MSA has refined some of the prices as they've seen some costs come back incredibly high (approximately 20% more on some building materials) on some of the previous bids on other projects that they've put out this year. They tried to give us a best case/worst case budget that includes some things that would be considered "alternates". MSA has suggested that the city put this out for bid on everything and then ask to deduct some of the alternates. The original budget and plan is lower than predicted and would require eliminating some of the alternates, i.e. splash pad, slide tower, lighting for the pool, shade structures and pool furniture. The city's borrowing plan includes an initial prediction of rising costs. The items that were promised to the public include splash pad, slide tower and lighting for night use, hence the request to amend the borrowing plan for 2022-2023 amounts. MSA is going out for bids in April and they are due back in May. The city would hold off on borrowing until the bids get returned so we know what we are looking at in terms of cost increases but we need Ehlers to do the borrowing plan so we are prepared. Essentially, Sergeant would like Common Council to adopt the Capital Improvement Plan with the revisions for additional funds at the March 8<sup>th</sup> Meeting so Greg from Ehlers to do his borrowing plan. The other option for the City is to stop the project for the time being if the bids come back astronomical and have Common Council readdress next year. Committee members ask various questions about "alternates" for clarification and Sergeant provides

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explanation. Some concerns with storm water at the Westside Park could create added costs to the project as well.

**B. Review wage policy outline.** Sergeant discusses the outline from Baker Tilly and some of the highlights such as pay won't go down, committee will review the policy every 3-5 years, plan is based on position description, evaluation system will be similar to Baker Tilly's SAFE method, reclassification of jobs, exterior market and total compensation, and internal equity. The compensation plan covers 3 pay scales- General/Public Safety, Library, and Electric with 20 pay grades in each scale. There is a 6% spread between each pay grade and a 2.75% spread across each of the 9 steps. Movement between steps would be based on years of service and satisfactory performance. Pay increase would occur on anniversary date rather than the first day of the calendar year. Additional COLA increases aren't a guarantee and are to be determined at budget time in this plan. Sergeant asks if this plan should be added to the agenda as a motion to Common Council and Cole says yes.

- 9) **Unfinished Business:** Mask mandate is set to expire March 4<sup>th</sup>, 2022.
- 10) **Meeting Discussion:** The next regular meeting will be held April 7, 2022 at 6:00 p.m. This meeting will be in person unless changes are required.
- 11) **Adjourn:** Meeting is adjourned at approximately 7:19 p.m.

Respectfully Submitted  
Kim Dienberg – Accounts Clerk