

**RICHMOND CITY COMMISSION
MINUTES
REGULAR MEETING
MARCH 27, 2018
CITY HALL
COMMISSION CHAMBERS
6:00 PM**

Mayor called the meeting to order at 6:00 p.m.

**PRESENT: Commissioner Blythe, Eaves, Morgan, Newby and Mayor Barnes
ALSO PRESENT: Richard Thomas; City Manager, Garrett Fowles; City Attorney,
Wanda Bailey; Clerk**

ABSENT: Lisa Cassity; City Clerk

Pledge of Allegiance

Presentations:

- 1) Habitat for Humanity- ~~Bridget Stidham~~ Josh Arthur (April 11th at 10am 524 N. Hill Street 50th Anniversary)
- 2) Fair Housing Proclamation- Accepted by Habitat for Humanity
- 3) Downtown Clean Sweep Event- Rose Rex

Minute Approval:

- 1)Regular Commission Meeting held on March 13, 2018 at 6:00 p.m.

Motion: Commissioner Eaves

Seconded: Commissioner Morgan

VOTING:	YES	NO
Commissioner Blythe	x	
Commissioner Eaves	x	
Commissioner Morgan	x	
Commissioner Newby	x	
Mayor Barnes	x	

Ordinance 18-06: An Ordinance of the City of Richmond Adopting an Amended Annual Budget for the City of Richmond for the Fiscal Year 2018 Estimating Revenues and Resources and Appropriating Funds for the Operations of City Government.

Second Reading

Read by City Manager and City Finance Director

Motion: Commissioner Morgan

Seconded: Commissioner Eaves

VOTING:	YES	NO
Commissioner Eaves	x	
Commissioner Morgan	x	
Commissioner Newby	x	

Commissioner Blythe x
Mayor Barnes x

AMEND AGENDA to include Ordinance 18-07

Motion: Commissioner Eaves

Seconded: Commissioner Blythe

VOTING: YES NO

Commissioner Morgan x
Commissioner Newby x
Commissioner Blythe x
Commissioner Eaves x
Mayor Barnes x

Ordinance 18-07: An Ordinance of the City of Richmond, Kentucky Amending Ordinance No. 14-18 to Modify the City's Existing Grades and Salary Grades Chart.

First Reading

Explained by Mayor and City Attorney

Mayor stepped down from stage and presented a PowerPoint presentation to the commission with current pay ranges and newly proposed pay ranges for the entire staff grades 1-50. He adds that by giving all grades a wider range it will increase their payrate as their tenure increases. He also stressed that going forward the city should evaluate these numbers every 5-6 years because some employees would max out and need to be extended.

Mayor noted that with the current pension crisis that could add another 19% for a hazardous pay increase. With the proposed scale change for all grades would greatly increase the changes of getting more qualified staff including a City Manager.

Mayor points out the current pay grade for 50 is:

Minimum	Midpoint	Maximum
\$73,800.00	\$86,823.53	\$99,847.06

Mayor then compares to proposed pay grade for 50 is:

Minimum	Midpoint	Maximum
\$73,800.00	\$98,400.00	\$123,000.00

Commissioner Blythe questioned if the new PayScale would cap out at range 50. Mayor Barnes responded that if the commission chooses to increase the ranges from 1-60 or more if can, but as of right now the city only has adopted up to scale 50.

Commissioner Eaves questioned in the new PayScale proposed the range 80 would be max out at \$183,000.00. How was that number arrived? Mayor explained that currently Richmond only has up to grade 50. The range 80 was created just to

show that the salary which the commission mentioned of \$150,000.00 would have to be creating a PayScale up to 80 to accommodate that number.

Commissioner Eaves questioned that the commission requested the range for City Manager to be between \$125,000.00 - \$150,000.00. Mayor responded that our current ordinance does not allow for those numbers in paygrade 50.

Commissioner Eaves stated that she appreciates the Mayor's research, however that he's diluting the decision that the commission made on salary range. Mayor responded that he's only trying to present the facts and asking the commission to make a business decision that financial sound for the city.

Commissioner Blythe questioned Clerk if Ordinance 18-07 was up for legal discussion.

Discussion proceeded to the history of Ordinance 14-18 which was created by previous City Manager Mr. Howard and the Wage/Salary Range Survey by Kentucky League of Cities.

Discussion proceeded to having the City Manager on a contract verses being placed as an at-will employee.

Commissioner Blythe stated there are 2-3 things on the desk that need to be addressed:

1. This document to allow us the flexibility to discuss higher salary offerings.
2. Also allows the employees to go further in the job range.
3. The City Manager salary is a separate issue but allows us to discuss a higher salary offering.

Commissioner Blythe move for previous question to adopt Ordinance 18-07 with all the PayScale changes for employees up to the grade 50. Minimum salary for grade 50 is \$73,800 and maximum would be \$123,000.00.

Commissioner Morgan offered assistance to clerk on sorting out the documents which were labeled document #3 new PayScale for all employees and Ordinance number from document 4 as Ordinance 18-07.

City Attorney Garrett Fowles clarified the difference between the 2 drafted ordinances. He questioned the commission for purposes of the meeting tonight to address both the employees scale or separate just the city manager scale.

Mayor noted that at last Commission Meeting Commissioner Morgan made a motion to have the City Manager salary range from \$125,000.00 to \$150,000.00 but there was no vote taken because it was not submitted in writing. So, tonight's vote is to create those numbers in writing.

Commissioner Eaves offered a substituted motion to Commissioner Blythe's to adopt Ordinance 18-07 document #4 with:

Minimum	Midpoint	Maximum
---------	----------	---------

\$125,000.00 \$150,000.00 \$175,000.00

Commissioner Blythe questioned if the Commission would just want to leave the minimum at \$73,800.00 and maximum at \$175,000.00, with recalculating the Midpoint as the average of to numbers.

Commissioner Eaves clarified her motion to reflect as:

Minimum	Midpoint	Maximum
\$73,800.00	\$124,400.00	\$175,000.00

Seconded by: Commissioner Newby

VOTING:	YES	NO
Commissioner Blythe	x	
Commissioner Eaves	x	
Commissioner Morgan	x	
Commissioner Newby	x	
Mayor Barnes	x	

Mayor Barnes then offered a motion to include the new PayScale so all employees can reap the benefits of a broader range but to also include the paygrade 50 being:

Minimum	Midpoint	Maximum
\$73,800.00	\$124,400.00	\$175,000.00

Seconded by: Commissioner Morgan

VOTING:	YES	NO
Commissioner Newby	x	
Commissioner Blythe	x	
Commissioner Eaves	x	
Commissioner Morgan	x	
Mayor Barnes	x	

Commission clarified for the record that the 2 Ordinances proposed would be meshed together for paygrade 1-49 and paygrade 50 to be separate as:

Minimum	Midpoint	Maximum
\$73,800.00	\$124,400.00	\$175,000.00

Order 18-45: An Order of the City of Richmond Reappointing Members to the Park Board.

Read by Clerk

Motion: Commissioner Newby

Seconded: Commissioner Eaves

VOTING:	YES	NO
Commissioner Eaves	x	
Commissioner Morgan	x	
Commissioner Newby	x	
Commissioner Blythe	x	
Mayor Barnes	x	

Order 18-46: An Order of the City of Richmond Accepting a Resignation by a Member on the Board of Adjustments and Appointing a Replacement Member for Remaining Term.

Read by City Clerk

Motion: Commissioner Eaves

Seconded: Commissioner Blythe

VOTING:	YES	NO
Commissioner Morgan	x	
Commissioner Newby	x	
Commissioner Blythe	x	
Commissioner Eaves	x	
Mayor Barnes	x	

Order 18-47: An Order of the City of Richmond Re-Appointing a Member to the Madison County Ambulance Board.

Read by Clerk

Motion: Commissioner Eaves

Seconded: Commissioner Newby

VOTING:	YES	NO
Commissioner Newby	x	
Commissioner Blythe	x	
Commissioner Eaves	x	
Commissioner Morgan	x	
Mayor Barnes	x	

Public Comments

1. Virgil Gardner- Citizen

Mr. Gardner requested that several streets be added to the 2018 Fall paving list: Broadus Ave and Elm Street.

2. Donna Kelly and Charlotte Thomas- Pebble Creek Residents

Residents thanked the Commission for listening to their concerns about the property and there have been improvements. They personally thanked Commissioners Blythe, Eaves and Morgan for meeting with the residents. They noted that the City Codes Department has been on the property and are in conversations with the Richmond Human Rights Commission.

Departmental Reports

None

City Manager’s Report

Mr. Thomas discussed the following items:

- 1. US 25 W. Main Street Project Update- plans being submitted to Frankfort this week and if approved then it will proceed for going out to bid.

2. Market Square Project Update- currently having engineering/surveying work completed to create bid specs.
3. Second Street Sidewalk repair work progressing.
4. Issues with weather on preparing ball fields for spring league.
5. Water Street Repairs being discussed with engineers and company that laid the pavers.
6. Continuing to pick up brush from recent snow storm.
7. Saturday is the Easter Egg Hunt by Parks Dept.
8. City offices closed on Friday for holiday.

Board of Commissioner's Discussion

Commissioner Eaves

1. Requested update on Broadband Project. Mr. Thomas responded that Richmond is waiting to see if the State pass the budget to include the Kentucky Wired Project. Mayor Responded that currently the House has pass the budget to include and the Governor stated that he supports the project. However, that the Senate has no passed their budget which is why we've asked Solarity to hold off on progress until further notice.

Commissioner Morgan

1. Glad that Pebble Creek Residents are satisfied with results from coming to the Commission meeting.
2. Requested a report to see if any employees are currently at the top of their range which did not get a raise because of being capped out.
3. Market Square Project- Requested that we seek out more local engineering firms.
4. Thanked Wanda Bailey for coving the Commission meeting tonight and commended her on good job.

Commissioner Newby

1. Questioned if the Tire Store located on Big Hill Ave is in compliance with Codes and etc.
2. Entertained a motion to go into Executive Session for Litigation. Mayor requested that the comments portion be completed and then the commission can meet in Executive Session.

Commissioner Blythe

1. City Manager Position- Requested that the commission consider a professional committee with the knowledge and background to assist with screening those applications.
2. Asked the Commission to review Mr. Thomas' resignation letter and Order adopted because the effective date stated end of April.
3. Asked the community to remember a student and a faculty member that passed away this week.
4. Pebble Creek Residents- thanked the residents for coming forward to tell the commission thank you.

Mayor Barnes

1. City Manager Position- Notified the Commission that he's already contacted several professionals willing to serve on the committee to assist the city manager search process. Mayor requested a consensus of the commission to approve the city forming a committee and how many people on the committee.

Commissioner Eaves, Morgan and Newby stated they did not wish to form a committee. Commissioner Blythe questioned how many applicants have been submitted so far. Mayor advised the commission that they need to make the time to review and interview since they want a part in the entire process. Mayor noted that he wishes not to be a part of the interviews.

2. Cautioned the commission on the decisions they made tonight. He noted that when he came in office the city was broke and he worries about the future of the city.

Mr. Thomas questioned if the commission wanted to have a Special Called Meeting later this week on Ordinance 18-07 to speed up the process for advertising. Mayor responded that he would look at his schedule.

Executive Session- Per KRS 61.810 (1) (c) Pending Litigation at 7:36 p.m.

Moved to Conference Room

Motion: Commissioner Newby

Seconded: Commissioner Morgan

VOTING:	YES	NO
Commissioner Blythe	x	
Commissioner Eaves	abstain	
Commissioner Morgan	x	
Commissioner Newby	x	
Mayor Barnes	x	

Commissioner Eaves exited meeting at 7:37 p.m.

Executive Session- Per KRS 61.810 (1) (c) Pending Litigation

Exited Conference Room and entered back into Commission Chambers at 7:59 p.m.

Motion: Commissioner Newby

Seconded: Commissioner Blythe

VOTING:	YES	NO
Commissioner Eaves	absent	
Commissioner Morgan	x	
Commissioner Newby	x	
Commissioner Blythe	x	
Mayor Barnes	x	

No action taken

Adjournment: 8:00 p.m.

Motion: Commissioner Newby

Seconded: Commissioner Blythe

VOTING:

Commissioner Morgan
Commissioner Newby
Commissioner Blythe
Commissioner Eaves
Mayor Barnes

YES

x
x
x
absent
x

NO

ATTEST:

City Clerk



MAYOR

