

**COMMON COUNCIL  
TUESDAY, JANUARY 3, 2012  
7:00 P.M.**

Mayor Ryan Daniel – Present  
Clerk Treasurer Rosie Coyle – Present  
Attorney Marcia McNagny – Present

**Council Members**

Nicole Penrod – Present  
Ben Romine – Present  
Bill Simpson – Present  
Dan Weigold – Present  
Jacie Worrick – Present

The Columbia City Common Council met in regular session with all members present, Mayor Daniel presiding.

**MINUTES** Motion was made by Penrod to approve an overview of the December 27, 2011 meeting minutes as presented, Weigold second the motion, both voted aye.

Due to an election Nicole Penrod and Dan Weigold were the only two council members remaining from the previous administration to approve the minutes. Ben Romine, Bill Simpson and Jacie Worrick abstained from voting.

**ELECTION OF COUNCIL PRESIDENT** Mayor Daniel explained in his absence the Council President would serve as the Mayor.

Motion was made by Nicole Penrod to appoint Dan Weigold as Council President, Ben Romine second the motion, all voted aye.

**COUNCIL APPOINTMENTS** Rosie Coyle advised she provided a list of everyone whose terms expire.

**Plan Commission** – Rosie Coyle noted the current Council appointments for the Plan Commission were Dan Weigold, Jeff Walker and Walt Crowder.

Dan Weigold reported they have a Plan Commission meeting next Monday but has not had a chance to talk with anyone. Mayor Daniel mentioned Walt Crowder did express interest that he would like to continue serving. Dan shared that he would like to have that opportunity as well but was unsure about Jeff Walker. Mayor Daniel thought Jeff was interested in continuing to serve but did not want to speak for him. Dan advised he would talk with Jeff tomorrow to see where he stands. Rosie Coyle questioned if that would be in time for the meeting. Dan advised he would talk with Dave Sewell but knew with the changeover he could still have the current people in place until there was an appointment. Nicole Penrod questioned if they could do the appointments pending their approval. Attorney McNagny advised they could.

Motion was made by Ben Romine to reappoint the three that were currently on the Plan Commission to another term, Nicole Penrod second the motion, all voted aye.

**Redevelopment Commission** - Mayor Daniel noted Council had 2 appointments to the Commission and the only requirement was that they had to live in the City limits. Bill Simpson questioned if there was anyone interested in those positions. Mayor Daniel advised the only one he had spoken to was Kevin Snell and he was interested in staying on. Dan Weigold stated he had not had a chance to talk with Jerry Freewalt but could call him, unless there were other people interested. Nicole Penrod questioned if it excluded anyone such as Council members. Mayor Daniel advised it did not.

Motion was made by Nicole Penrod to retain Kevin Snell and suggested appointing Ben Romine to the Redevelopment Commission, Bill Simpson second the motion, all voted aye.

Rosie Coyle confirmed Ben Romine would be replacing Jeff Freewalt. Mayor Daniel advised he would.

**Joint Advisory Board** - Mayor Daniel noted that former Councilman Don Sexton was in this position and needed a Council member to fill the position. He advised he was unsure what the Advisory Board did. Rosie Coyle explained because the City Plan Commission joined ventures with the County they put somebody on the Board to sit in on the budget process. She thought they only met once a year and it was during the budget cycle.

Motion was made by Jacie Worrick to nominate Nicole Penrod to sit on the Joint Advisory Board, Ben Romine second the motion, all voted aye.

**STREET DEPARTMENT** Kelly Cearbaugh reported on snow removal.

**HOLIDAY PAY – CIVIL CITY AND UTILITY** Kelly Cearbaugh shared a question that was brought up regarding holiday pay. He advised the policy was unclear as to when the double time would fall; on the actual holiday or the observed day.

Mayor Daniel explained the issue was if members of the street department or one of our utilities get called in do they get holiday pay on the actual holiday, observed holiday or both.

Rosie Coyle advised she needed clarification as it has come up before. She shared that the policy did not state it but it has always been paid on the observed day. She provided an example and questioned if it was fair for an employee to have to physically work a holiday and not get double time. Bill Simpson felt it seemed clear that if they work the actual holiday they should get paid. Rosie added that it only falls if it is a weekend.

Bill Simpson questioned if there were departments now that were paid on the actual holiday and not the observed holiday. Rosie advised public safety. Bill Simpson stated he did not want to see anybody work Christmas Day and not get paid for it but at the same time if they are not called out on Christmas and the observed holiday is on Friday they should be compensated like the other employees. Rosie explained they would get time and half, but whatever day is decided

to be the holiday they would get double time. She stated currently they get paid double time on the observed holiday.

Mike Cook explained in his department somebody works every single holiday and is divided equally among his guys. He advised some of the departments do not work unless they are called in but his department does not have that option they work all holidays, every single day.

Kelly Cearbaugh advised no one was complaining he just needed clarification for time sheet purposes.

Rosie Coyle stated it needed to be spelled out; we either pay them double on the actual holiday or on the observed holiday.

Nicole Penrod stated she would be more inclined to pay them on the actual holiday because that takes away from family.

Bill Simpson shared the way he understood it was that parts of the perspective departments would be getting paid for the observed holiday and only a small amount of people that are actually working the holiday. Rosie Coyle explained if they get called out they will get paid double time for the holiday.

Dan Weigold stated his first thought was to pay double time for the observed holiday and the actual holiday. He advised that could be substantially more money but felt there were too many variables out there; too many if's, and's, but's or maybe's.

Mayor Daniel questioned the department heads, budgetary wise, how it would impact the budgets if they were to go with double pay for both the holiday and observed holiday. Terry Wherry explained in public safety they currently pay for the actual holiday; the observed holiday they do not pay. He stated they would be doubling up 3 shifts if they were to pay observed and actual holidays for at least 3 departments. Tom LaRue advised it would be significant dollars if they would do that. Dan Weigold stated that was where it gets tough because the people who are here 24/7 365 was different than the guys that work Monday – Friday. Terry Wherry explained that was why they switched to if they work the actual holiday they get paid. He stated for public safety they felt it was fair that if you were working the holiday, you were away from your family and you deserved the extra pay. Mayor Daniel confirmed that includes Communications, Police and Fire. Terry advised it did.

Mayor Daniel felt it was important to recognize that there was a difference in responsibilities and ways in which the departments function between public safety, infrastructure, parks, etc. He shared he personally would like to see if they work on the actual holiday they get the holiday pay and if they work on the observed holiday he was fine with time and one half because it was an observed holiday by the City. Dan Weigold agreed that was probably the best solution.

Bill Simpson questioned if there would be employees getting paid for the observed holiday and then come in and work on the holiday and get paid for that also. Rosie stated it was just for the

holiday. Mayor Daniel explained it was basically for emergency type situations; if someone were to be called in.

Dan Weigold shared he would be ok with if the utility gets called in on an observed holiday they would get time and one half and if they were called in on the actual holiday they would get double time.

Tom LaRue asked that they be very careful on the verbiage because Election Day and certain other holidays their fire meetings fall almost every time on those holidays. He stated they have been told that if they come to a meeting on those days they do not get holiday pay and wanted to make sure they maintain the integrity of that policy. Rosie explained it was only for employees required to work.

Motion was made by Nicole Penrod, relating to civil city and utilities, excluding public safety, that anyone working on an actual holiday gets paid double time and on the observed holiday gets paid time and one half, Dan Weigold second the motion.

Kelly Cearbaugh questioned those on standby. Rosie Coyle advised that would be automatic. Kelly confirmed that would be double time for the actual holiday. Rosie advised it would. After additional discussion, upon the motion, Penrod, Romine, Weigold and Worrick voted aye, Simpson was opposed.

**HOLIDAY PAY – PUBLIC SAFETY** Nicole Penrod questioned what clarification was needed for public safety. Terry Wherry felt they were fine with their policy; they get paid if they work the actual holiday. Tom LaRue felt it would be nice to have the emergency portion in there where it would be approved by the Chief of Director. He noted that anytime that would be allowed it would be outside of their normal budgeted allotment for holiday pay.

Nicole Penrod questioned if the people who were scheduled to work normally get double pay. Chief LaRue advised they get holiday pay if they are scheduled to work. Nicole confirmed the people who would be called in would get the same thing as the ones already working. Chief LaRue advised they would.

Mayor Daniel advised he knew this had been something they have tinkered with over the years to try to figure out a way to make it fair and preferred to study the issue a little bit more before making any kind of motions. He felt it would be helpful to have individuals from Council, Rosie, the City Attorney as well as public safety directors to hold a meeting and figure out a good way to do this. He stated there was a budget set for this year and by changing the policies it could dramatically impact their budgets. He asked the Council to table this issue so that a committee could get together to discuss it.

**STREET DEPARTMENT CONTINUED** Kelly Cearbaugh reported the Chauncey Street pipe project was close to being wrapped up. He advised there were some pipe issues that did not get put on the plans and his department was asked to verify some things with the camera truck. He reported there was also a curb cut request on Holden Road they were working on and would be sending a letter out to the individual.

**IS/COMMUNICATIONS DEPARTMENT** Terry Wherry reported he has been working with SDS Communications to get a camera set on the fire museum to monitor the trailhead bathrooms. He advised he has been working with the Fire Department to look at different apps they can use on their iPads to do mobile inspections and has also been working with Shawn Lickey on apps that can be used on the handhelds to view CAD drawings while on site. He reported he continues to work on the computer replacement plan and CenturyLink will be in to work on the CISCO routers to set us up for a roll over internet line.

**FIRE DEPARTMENT** Tom LaRue informed Council that he had a guy set up for some training in Fort Wayne so if there were any questions as to why the command vehicle was making that trip several times a week.

**ELECTRIC DEPARTMENT** Larry Whetstone reported they were getting ready to start this winter's Tree Board project; he thought there were 30 trees plus they had some Ash tree stumps to remove. He advised all of the Christmas lights were put away and have completed their inventory. He reported they disconnected power to the old hospital so they could start demolition.

**WATER DEPARTMENT** Mike Dear reported they shut off the water at the old hospital and have been working on inventory. He advised they have been changing out meters to radio read; spent 2 days on the Chauncey Street sewer project and were working on year end reports for the DNR.

**WASTEWATER DEPARTMENT** Mike Cook reported they received results back from the biomonitoring and received a 100% rating. He advised they were waiting for the improvement project to get started and has to start working the NPDES permit renewal which needs to be submitted to IDEM by June of this year. He shared that some people asked about the Christmas decorations and would like to see the City replace the ones that are put on the light poles.

**POLICE DEPARTMENT** Tim Longenbaugh reported this week and next he was working on a transition period with the prior administration into the new one and has been smooth and positive so far. He advised he has met with the 2<sup>nd</sup> and 3<sup>rd</sup> supervisors and they are making a list of short term and long term goals for their shifts as well as proactive policing ideas. He reported the Captain reports to work on Monday and will be having command/staff meetings to discuss those goals and ideas for each shift. He advised he would soon be reviewing the police department SOP's and policies to make sure they were measuring up to the policies and see if they need to make any changes. He reported with him being Chief and Tony Hively being Captain that left two openings for detective positions and hope to get those filled as early as next week.

**PARK DEPARTMENT** Mark Green reported on the snow removal they do downtown, on the greenway and at the Parks. He advised the Father/Daughter dance was scheduled for February 3<sup>rd</sup> and would be held at First Church of God; baseball and softball registration would be starting early February.

Having no further business to discuss the meeting was adjourned.

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Mayor Ryan Daniel

Attest:

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Clerk Treasurer Rosie Coyle