

**COMMON COUNCIL  
TUESDAY, OCTOBER 23, 2018  
6:00 PM**

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

**Council Members**

Walter Crowder – Present  
Nicole Penrod – Present  
Jennifer Romano – Present  
Tad Varga – Present  
Daniel Weigold – Present

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

**MINUTES** Motion was made by Jennifer Romano to approve an overview of the October 9, 2018 meeting minutes as presented, Nicole Penrod seconded the motion, all voted aye.

**ORDINANCE 2018-29: DEBRIS IN STREETS & SIDEWALKS – 2<sup>ND</sup>**

**READING** Motion was made by Tad Varga to read Ordinance 2018-29 by title only, Nicole Penrod seconded the motion, all voted aye. Clerk Treasurer Rosie Coyle read Ordinance 2018-29 an ordinance amending Chapter 97, Streets and Sidewalks, of Title IX of the Code of Ordinances of the City of Columbia City, Indiana.

Jennifer Romano explained this was to update an ordinance to include the blowing of leaves, grass and other debris into the streets as being unlawful and the multiple safety reasons for implementing it.

Motion was made by Nicole Penrod to approve Ordinance 2018-29 on second and final reading, Jennifer Romano seconded the motion, all voted aye.

**ORDINANCE 2018-28: 2019 EMPLOYEE SALARY ORDINANCE – 2<sup>ND</sup>**

**READING**

Scott Leatherman presented and reviewed information on restructuring of the police department titles and ranks.

Walt Crowder advised he liked the concept but wanted to make sure the employees had an equal understanding of what was being shared with Council. He wanted to make sure everyone has had an opportunity to express their pluses and minuses of the idea.

Mayor Daniel advised the only thing that would be approved with this ordinance would be different categories. Nicole Penrod confirmed no one would be worse off by this. Mayor Daniel advised that was correct. Chief Leatherman shared if the officer does nothing additional they would be paid the same but with this, the officer would have the opportunity to better themselves.

Mayor Daniel noted with the salary ordinance Council would only be approving ranges so if Council would move forward with the ordinance they would not be moving forward with the restructuring program until the job descriptions were approved.

Jennifer Romano shared she did not want to move forward with this and then find out it was something the officers did not want.

Mayor Daniel understood where everyone was coming from and felt it would be an educational standpoint for Chief Leatherman.

Chief Leatherman shared the requirements were flexible for each category to move up. He advised it gives the officers an opportunity and incentive to move up which has been a problem the department has experienced in the past. Nicole Penrod felt it would give the officers more ownership of their destiny.

Jennifer Romano clarified she was not saying it was a bad idea she just wanted to make sure everyone was aware of what it was.

Motion was made by Nicole Penrod to read Ordinance 2018-18 by title only, Tad Varga seconded the motion, all voted aye. Clerk Treasurer Rosie Coyle read Ordinance 2018-28 an ordinance to be known as the 2019 Salary Range/Benefit Ordinance.

Motion was made by Tad Varga to approve Ordinance 2018-28 on second and final reading, Dan Weigold seconded the motion, all voted aye.

**2019 BUDGET ADOPTION** Motion was made by Dan Weigold to approve the 2019 Budget as presented, Nicole Penrod seconded the motion, all voted aye.

**PETITION FOR VOLUNTARY ANNEXATION – DRATS** Mayor Daniel explained this was for the annexation of the property in Armstrong Industrial Park that is not currently in City Limits.

Dan Weigold thought the rules of annexing were that you annexed the entire road and not just to the center of the road which would change the legal description. Jeff Walker advised he talked with Attorney McNagny, Kevin Michel and Nathan Bilger about that but had not heard where it ended up. He shared Nathan Bilger and our legal counsel had different opinions. He advised after it was presented to the Plan Commission he got with Kelly Cearbaugh and suggested he might want to talk with the County Engineer and Highway Supervisor to work out some sort of agreement but never heard how that panned out. Dan Weigold recalled some issues after the annexation by Airport Road and on CR 250 by Eagle Glen. He advised he wanted to make sure there was a clear legal description and were taking in what we should be.

Rosie Coyle noted this was just an introduction of the petition and a public hearing was set for November 27.

Mayor Daniel advised he would take the road question back to Attorney McNagny.

Motion was made by Jennifer Romano to accept the petition for voluntary annexation by DRATS, Inc., Walt Crowder seconded the motion, all voted aye.

**PETITION FOR VOLUNTARY ANNEXATION – SITE, INC.** Mayor Daniel explained this was for the end of Hanna Street north where the new development was taking place.

Motion was made by Dan Weigold to accept the petition for voluntary annexation by Site, Inc., Jennifer Romano seconded the motion, all voted aye.

**EMPLOYEE POLICY UPDATE – PAID PARENTAL LEAVE** Beth Igney, HR Director, was present to discuss policy changes. She shared the paid parental leave has become a growing trend over the past couple of years. She explained the proposal was to implement 2 weeks paid parental leave as our sick time/short term disability policy is so generous. She noted this would also run concurrent with FMLA.

Mayor Daniel shared he and Beth have been working on this for a while. He noted it was, more than anything else, a talent, retention and attraction to try and keep young employees at the City. He felt this would be commonplace in the next 3 years.

Rosie Coyle confirmed this would not add an additional 2 weeks to the 12 weeks of FMLA employees already receive. Beth Igney advised that was correct.

Motion was made by Jennifer Romano to accept the paid parental leave policy, Walt Crowder seconded the motion, all voted aye.

**EMPLOYEE POLICY UPDATE – GROUP HEALTH INSURANCE** Beth Igney advised there were 2 different policy updates; one for public safety and one for civil side.

Beth Igney explained the updates regarding retiree medical insurance and the options that would be offered. She shared the options were the retiree could stay on the City insurance and pay ½ of the Cobra rate, go off City insurance and be paid \$700 per month into an HRA until age 65 or go off City insurance and be paid \$1,000 per year of service, this option would be paid at a rate of \$5,000 per year into an HRA. She advised with the HRA options the employee would have to pay the claim first and then turn receipt in for reimbursement.

Mayor Daniel felt it was important to note the City would be offering options. He noted with the current option A the employee is paying 50% of the Cobra rate and the spouse is paying 100% but with options B & C they could use the HRA to pay for their spouse's premium. Nicole Penrod added they could use the HRA for other approved medical costs.

Mayor Daniel suggested maybe 10 years down the road Council may need to revisit the amounts offered for options B & C to make sure they were still in line.

Jennifer Romano felt it was nice that options would be put out there for the employees to choose from. Nicole Penrod added that Beth would meet with the employee but also encourage them to meet with someone to see which option would financially fit best in their retirement.

Mayor Daniel shared when this discussion started it was all about how the City could manage risks going forward but still take care of the employees.

Chief LaRue questioned with the \$700 per month option if that would be whether the retiree gets another job with insurance or not. Mayor Daniel advised that was correct.

Motion was made by Jennifer Romano to approve the group life health insurance for both civil city and public safety, Nicole Penrod seconded the motion.

Walt Crowder questioned if this would impact the current retirees. Mayor Daniel advised it would not. Beth Igney advised they were grandfathered.

Upon the motion, all voted aye.

**EMPLOYEE POLICY UPDATE – VACATION** Beth Igney explained the policy as it relates to allowing employees to request accrued vacation in times of need.

Motion was made by Nicole Penrod to approve the vacation policy, Walt Crowder seconded the motion, all voted aye.

**DEPARTMENT REPORTS** **Shawn Lickey** – Christmas lights update, **Jeff Walker** – met with Wabash municipalities, Mayor's Office and Main Street

Organization and brought back some good ideas to get a better focus for our downtown. **Mike Cook** – BOW approval to engage United Consulting on phosphorus reduction program. **Kelly Cearbaugh** – East Ellsworth street development sewer taps.

**MAYOR REPORT** Mayor Daniel reported he and the department heads have started the book study on “For the Love of Cities”. He advised Lori Shipman has put in our Community Crossings grant, downtown planning grant and wastewater construction grant. He reported the Youth Council would be visiting the parks as well as Grace Lutheran Preschool.

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