President (Mayor) David Jansing called the quarterly business meeting to order at approximately 6:02 PM in the Commission Chambers at the PDS Building in Fort Mitchell. President Jansing led members in a moment of silence and the Pledge of Allegiance.

President Jansing requested Ms. Remley call the roll to determine whether a quorum was present. Upon hearing the results, he asked that the record show a quorum of the Council was present.

Mr. Edmondson administered the oath of office to council representatives and alternates who will serve during 2019 and weren’t present at the February 27, 2019 meeting.

Attendance of members was as follows.

<table>
<thead>
<tr>
<th>JURISDICTION</th>
<th>POSITION</th>
<th>NAME</th>
<th>PRESENT</th>
<th>ABSENT</th>
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<tbody>
<tr>
<td>Bromley</td>
<td>Representative</td>
<td>Mayor Mike Denham</td>
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<td></td>
<td>Alternate</td>
<td>Councilman Mike Kendall</td>
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<tr>
<td>Covington</td>
<td>Representative</td>
<td>Commissioner Michelle Williams</td>
<td>X</td>
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<td></td>
<td>Alternate</td>
<td>Commissioner Tim Downing</td>
<td>X</td>
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<tr>
<td>Crescent Springs</td>
<td>Representative</td>
<td>Councilman Vince Albanese</td>
<td>X</td>
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<td></td>
<td>Alternate</td>
<td>Mayor Louis Hartfiel</td>
<td>X</td>
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<tr>
<td>Crestview Hills</td>
<td>Representative</td>
<td>Councilman Frank Sommerkamp</td>
<td>X</td>
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<td></td>
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<td>Councilman David Kramer</td>
<td>X</td>
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<tr>
<td>Edgewood</td>
<td>Representative</td>
<td>Mayor John Link</td>
<td>X</td>
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<td></td>
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<td>Councilman Tony Ward</td>
<td>X</td>
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<tr>
<td>Elsmere</td>
<td>Representative</td>
<td>Mayor Marty Lenhof**</td>
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<td></td>
<td>Alternate</td>
<td>Councilwoman Gloria Grubbs</td>
<td>X</td>
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<tr>
<td>Erlanger</td>
<td>Representative</td>
<td>Councilwoman Rebecca Reckers</td>
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<td></td>
<td>Alternate</td>
<td>Councilman Gary Meyer</td>
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<tr>
<td>Fairview</td>
<td>Representative</td>
<td>Commissioner Fred Wilson</td>
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<td></td>
<td>Alternate</td>
<td>Commissioner Brenda Hobbs</td>
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<td>Fort Mitchell</td>
<td>Representative</td>
<td>Councilman Greg Pohlgeers***</td>
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<td></td>
<td>Alternate</td>
<td>Mayor Jude Hehman</td>
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<td>Fort Wright</td>
<td>Representative</td>
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<tr>
<td>Independence</td>
<td>Representative</td>
<td>Mayor Chris Reinersman</td>
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<td></td>
<td>Alternate</td>
<td>Councilwoman Carol Franzen</td>
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<tr>
<td>Kenton County</td>
<td>Representative</td>
<td>Commissioner Joe Nienaber</td>
<td>X</td>
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<td></td>
<td>Alternate</td>
<td>Commissioner Jon Draud</td>
<td>X</td>
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<tr>
<td>Kenton Vale</td>
<td>Representative</td>
<td>Commissioner Mike Burdge</td>
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<td></td>
<td>Alternate</td>
<td>Commissioner Marsha Patrick</td>
<td>X</td>
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<tr>
<td>Lakeside Park</td>
<td>Representative</td>
<td>Mayor David Jansing*</td>
<td>X</td>
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<td></td>
<td>Alternate</td>
<td>Councilman Brian Waite</td>
<td>X</td>
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<tr>
<td>Ludlow</td>
<td>Representative</td>
<td>Mayor Josh Boone</td>
<td>X</td>
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<td></td>
<td>Alternate</td>
<td>Councilman Bill Whiteley</td>
<td>X</td>
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<tr>
<td>Park Hills</td>
<td>Representative</td>
<td>Councilwoman Wesley Deters</td>
<td>X</td>
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<tr>
<td></td>
<td>Alternate</td>
<td>Councilman Joe Shields</td>
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</tbody>
</table>
Indicates the jurisdiction was represented during votes taken by the Council.

* President  ** Vice President  *** Secretary

PDS Board Members Present:  Mayor Paul Meier, Chair; Commissioner Beth Sewell, Vice-Chair; Tom Litzler, Treasurer; Mayor Jessica Fette; Councilman Tyson Hermes; Matt Mattone; and former Councilman Gary Waugaman.

Others Present:  Alex Edmondson, PDS Legal Counsel; Susan Mullins, Carol Halpin, Frank Halpin, and Jan Skavdahl, Ruth Howell of the Northern Kentucky Tea Party; Georgette Nordloh, Erlanger resident; Arlene Luebbe, Crestview Hills City Council; Jeannine Bell Smith, Crescent Springs resident; Linda and Gary Flesh, Villa Hills resident; Craig Bohman, resident of Erlanger; and, Chris Moriconi, resident of Independence.

PDS Staff Present:  Trisha Brush, GISP, Director of GIS Administration; Jan Crabb, PHR, SHRM-CP, IPMA-CP, Finance/HR Administrator; Nicole Cullum, CB, Accountant; Scott Hiles, CPC, Director of Infrastructure Engineering; Rob Himes, CCEO, Codes Administrator; Emi Randall, AICP, RLA, CFM, Director of Planning and Zoning; Brian Sims, Chief Building Official; Dennis Andrew Gordon, FAICP, Executive Director; and Lori Remley, Executive Assistant/Office Manager.

Ongoing Business

President Jansing asked if there were any changes to the agenda. With none requested, he asked if there was a motion to accept the agenda as presented. Councilman Sommerkamp made a motion to accept the agenda as presented; Mayor Link seconded the motion. President Jansing asked for a voice vote which found unanimous approval.

President Jansing noted that members had received a copy of the minutes of the February 27, 2019 meeting (sent to members on May 31, 2019). He asked if there were any changes or corrections.

With none, President Jansing asked for a motion. Mayor Reinersman made a motion to accept the minutes for the February 27, 2019 meeting as presented; Mayor Lenhof seconded the motion. President Jansing asked if there were any questions; there were none. He then asked for a voice vote which found unanimous approval.

President Jansing asked for a review of the May financial report. Ms. Cullum reviewed the May financial statement (a copy of which is attached to the original minutes). She reported that, at 91.7% of the way through the fiscal year, revenues were above projections at 104.8%, fees for services were above projections at 110%, and expenses were below projections at 89.2% of
budget. She noted that One Stop Shop Program revenue was above projections at 101.6% with expenses below projections at 85.6%.

Ms. Cullum asked if there were any questions from members. Councilman Sommerkamp asked about the increased code enforcement revenue. Ms. Cullum responded that this is due to people with liens on their properties selling their houses and paying code enforcement liens.

With no additional questions, President Jansing thanked Ms. Cullum for the report.

President Jansing noted that he had nothing to report at this time and asked for reports/comments from members of the Council. There were no reports.

President Jansing asked for a report from the Management Board Chair.

Chairman Meier reported that he had been elected Chair in May and introduced other members of the Board – Commissioner Beth Sewell, Vice-Chair; Tom Litzler, Treasurer; Mayor Jessica Fette; Councilman Tyson Hermes; Matt Mattone; and Councilman Gary Waugaman.

Chairman Meier reminded members that the move to Covington would save PDS $125,000, but that these savings would be swallowed by increased CERS contributions. He reminded members that the move would also increase the amount of payroll tax employees would have to pay and asked them to keep this in mind when voting on the budget. He stated that PDS has great employees and that he would hate to lose them.

President Jansing asked for the report from legal counsel. Mr. Edmondson indicated that he had nothing to report.

President Jansing asked for the report and recommendation from the Joint Code Enforcement Board Lien Taskforce. Ms. Randall provided background regarding the project and stated there were two goals for her report. The first was to report the recommendations of the taskforce and the second was to seek the Council’s endorsement to pursue those recommendations.

Ms. Randall reminded members that there was a special Council meeting held on December 6th to discuss mounting code enforcement liens and the lack of a consistent policy for lien foreclosures and payoffs. As a result of this meeting, a taskforce was established to help address the issues.

Ms. Randall provided details regarding legislation that gave these liens precedence over all other liens except tax liens. However, with no consistent policy in place, offenders feel like they don’t have to abate the violations because nobody is going to do anything. This leaves code enforcement officials spinning their wheels with no effective way to get resolution.

Ms. Randall reminded members that 15 of 20 jurisdictions participate in the Kenton County Joint Code Enforcement Board – except for Covington, Erlanger, Fairview, Fort Mitchell, and Walton.

Ms. Randall stated that the taskforce included five members –

Scott Santangelo, Chairman of the Kenton County Joint Code Enforcement Board
She reported that the taskforce met twice and had several long discussions that lead to the recommendations to be presented tonight. Ms. Randall then reviewed the topics of discussion at the February 25th taskforce meeting.

- The need to handle abated properties differently than unabated.
- Jurisdictions want to retain control regarding when to foreclose.
- Some jurisdictions want a mechanism to authorize PDS or another third party to handle foreclosures.

At the April 2nd meeting, the taskforce discussed:

- Recommended thresholds for when to foreclose or stop citing.
- Policy recommendations for abated and unabated properties.

Ms. Randall stated that the taskforce members recommended following up quickly with property owners while the issue is still fresh. They recommended sending an annual letter to offer reduced payoffs for properties with no further issues – properties with a few issues that have been resolved.

- Costs plus 10% within a year of the lien filing.
- Costs plus 25% within the second year.
- Costs plus 50% within the third year.
- Costs plus 75% within the fourth year.
- Full lien amount within the fifth year or after.

For properties with unabated violations, the taskforce recommended the following.

- Each jurisdiction would decide its threshold: cost of fines / liens total more than $10,000 or when more than 15 citations have been issued.
- PDS would provide quarterly reports to jurisdictions when its thresholds had been met.
- Jurisdiction would then determine and instruct PDS how to proceed.

Ms. Randall indicated that the taskforce recommended settlement amounts for unabated properties and felt that many factors should be considered.

- If the property is still in the violator’s hands and remains an issue, a discounted rate would be inappropriate.
- If ownership is about to change and the new owner pledges to abate the issues, a discounted rate may be appropriate after they abate the issues.
- Consider negotiating below those rates offered to property owners who have abated their issues.
- Consider costs to the jurisdictions to abate the issues or purchase the property.

Ms. Randall stated that PDS would offer foreclosure assistance through the One Stop Shop Program and that staff is working with Stacy Tapke to establish how to handle foreclosures through a third party. She noted that this service would be optional and would not remove the jurisdiction’s control on when or if to pull the trigger. Ms. Randall stated that jurisdictions would pay for foreclosure costs through lien payoffs after the sale of the property.

Ms. Randall advised members that staff is seeking endorsement of the taskforce’s recommendation and that the next steps would be to work on the process with the County Attorney’s Office and to discuss recommendations and obtain policy adoption with each jurisdiction participating in the Joint Code Enforcement Board.

Ms. Randall asked if there were any questions. Councilman Pohlgeers asked what would happen after $10,000 or 15 citations were issued and the jurisdiction didn’t foreclose. Ms. Randall responded that it would be up to the jurisdiction to decide. Commissioner Nienaber stated that if the jurisdiction opts not to foreclose then they should be billed for continued services related to that property. Mayor Reinersman indicated that the jurisdictions are already billed monthly. Ms. Randall added that both PDS and the jurisdictions are spending money.

Commissioner Nienaber stated that city officials may find it hard to foreclose on their neighbors. Councilman Pohlgeers indicated that there needs to be repercussions for those who don’t comply.

Mr. Himes advised members that staff is constantly receiving calls asking why nothing is being done. He indicated that citing properties has no teeth unless there are consequences.

Mayor Link stated that problem properties bring property values down. Mayor Reinersman stated that it is hard for officials to foreclose on their neighbors and therefore the taskforce recommended PDS pursue this task with the jurisdictions retaining control.

Councilman Pohlgeers stated that it isn’t the jurisdictions’ goal to foreclose on properties, they just want the issues rectified.

Discussion regarding the discounted amounts, what amount is worth pursuing through foreclosure and the cost of foreclosure followed.

Following discussion, Commissioner Williams stated that Covington does its own code enforcement and asked if they would be able to participate in the foreclosure assistance program. Ms. Randall indicated that staff would be willing to discuss it.

With no further discussion, President Jansing asked if there was a motion regarding the Joint Code Enforcement Board Lien Taskforce’s recommendation. Mayor Reinersman made a motion to endorse the recommendations of the Council’s Lien Taskforce; Councilman Pohlgeers seconded the motion. President Jansing asked if there were any questions; there were none. He then asked for a roll call vote which found 16 voting yes, and 0 voting no. The motion passed unanimously.
President Jansing asked for the end-of-year reports from the executive director and the leadership team.

Mr. Gordon thanked the Council for the opportunity to speak and stated that he would like to acknowledge seven PDS professionals present:

- Emi Randall, AICP, RLA, CFM, Director of Planning and Zoning
- Scott Hiles, CPC, Director of Infrastructure Engineering
- Trisha Brush, GISP, Director of GIS Administration
- Brian Sims, Chief Building Official
- Nicole Cullum, CB, Accountant
- Jan Crabb, PHR, SHRM-CP, IPMA-CP, Finance/HR Administrator
- Lori Remley, Executive Assistant/Office Manager

Mr. Gordon stated that they are the best group of professionals and best leadership team in the commonwealth. They are all excellent communicators, take their duties seriously, and are committed to this organization. He stated that it has been a challenging year, an emotional and challenging budget yet these individuals have kept their heads up and been nothing but professional. A round of applause followed.

Mr. Gordon advised members that on Friday, staff will close the books on its 42nd month of tracking PDS analytics. He stated that due to questions asked by Commissioner Nienaber four years ago, PDS now tracks 96 statistics (PDS by the Numbers) and utilizes OpenGov on its website. He reviewed briefly several important numbers from FY19 – customer contacts, website activity, use of the One Stop Shop application portal, etc. Commissioner Nienaber asked if there was a way to track hits from new or unique users. Mr. Gordon indicated that he wasn’t sure but would find out if it was possible.

Ms. Randall provided members with the important annual numbers from Planning and Zoning.

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<thead>
<tr>
<th></th>
<th>FY19</th>
<th>FY18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Map Amendments</td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td>Text Amendments</td>
<td>21</td>
<td>25</td>
</tr>
<tr>
<td>Administrative Items</td>
<td>25</td>
<td>19</td>
</tr>
</tbody>
</table>

She noted that the number of text amendments is down because some jurisdictions are waiting for completion of the Z21 project and that the increase in administrative items is mostly due to Stage II development plans.

Ms. Randall stated that there were 16,645 pages viewed on the Direction2030 website with 902 in May alone. She indicated that there were 416 Code Enforcement citations and final orders issued in FY19 which was higher than the 232 issued in FY18 and that liens total over $1.8M.

Mr. Hiles provided the important numbers for Infrastructure Engineering.
Mr. Hiles reviewed the length of street constructed for FY14 through FY19 and stated that these numbers show that there is a lot of work in the pipeline.

<table>
<thead>
<tr>
<th></th>
<th>FY14</th>
<th>FY15</th>
<th>FY16</th>
<th>FY17</th>
<th>FY18</th>
<th>FY19</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>7,330’</td>
<td>5,830’</td>
<td>8,320’</td>
<td>13,890’</td>
<td>6,615’</td>
<td>10,385’</td>
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</table>

Based on these numbers, Mr. Hiles stated that he expects FY20 and FY21 to be strong.

Commissioner Nienaber asked where most of these streets were being constructed. Mr. Hiles indicated that the highest concentration is in Independence, the Tuscany development in south Covington, and in Erlanger.

Ms. Brush asked how many people use the LINK-GIS website and by a show of hands a majority of the members present indicated that they did. She then provided the annual numbers for the LINK-GIS website.

**Annual Number of Hits**

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<th>FY19</th>
<th>FY18</th>
<th>FY17</th>
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<tbody>
<tr>
<td></td>
<td>16,645</td>
<td>15,100</td>
<td>13,070</td>
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</table>

**Annual Number of Maps Printed**

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<th></th>
<th>FY19</th>
<th>FY18</th>
<th>FY17</th>
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<tr>
<td></td>
<td>1,624</td>
<td>1,508</td>
<td>Statistic not collected</td>
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</table>

Ms. Brush stated that by using technology, the GIS department has been able to keep staffing down and maintain the level of service to the jurisdictions and residents of Kenton County. She stated that her staff has been working with first responders and Covington Catholic on mapping its campus and the campuses of other private schools. She noted that staff has worked with the Kenton County School District and has already mapped its schools. These maps would be used in the event of an active shooter.

Ms. Brush reminded members that GIS data is used by 911 and emergency responders and that GIS is an extension of each jurisdiction’s staff. She also reminded them that every time there is a change to the footprint in Kenton County, a map must be updated.
President Jansing stated that as a first responder from Emergency Management, he would like to thank Ms. Brush for the valuable support staff has provided.

Commissioner Nienaber asked who was using the website. Ms. Brush stated that anyone can use maps on demand – residents and businesses like Duke and Cincinnati Bell. Commissioner Nienaber stated that he believes there is potential for revenue by charging for access to the data – a subscription fee. Ms. Brush stated that staff has discussed charging for access but that the taxpayers already pay to create through their taxes.

Councilman Pohlgeers stated that there is a robust amount of information available on the website. Mayor Reinersman stated that he uses GIS information every day and noted that the PVA charges for access to its database. Discussion followed.

There was additional discussion regarding the LINK-GIS Partnerships and special projects that generate additional income. Members asked if mapping information is shared with Google Maps and if they are charged for data. Ms. Brush stated that the LINK-GIS Partners agreed that sharing data with entities like Google, TomTom, Here, and NavTech benefit citizens and businesses in Kenton County – i.e. providing directions to businesses promotes economic development and providing accurate maps keeps semis off roads they shouldn’t be traveling.

Members asked if there was duplication of information with other agencies. Ms. Brush responded that there is no duplicate information but that there are other numerous databases. She explained that the Partnerships share the core data which they fund, and that the data is stored in one system.

There was discussion regarding the PVA’s database and GIS doing work for the County Clerk. Members asked if revenues offset expenses. Ms. Brush indicated that it is not self-funded, and that funding comes from product sales, the Partnerships, multiple sources, and PDS. Members asked the amount of tax dollars that fund GIS and Ms. Brush stated that she didn’t have that figure but could provide the answer later.

Mayor Cole asked about the multiple sources. Ms. Brush indicated that there are multiple contributors who pay $5,000 per year for GIS services.

A member of the audience stated that there is a charge for the service and that all the Partners are billing the taxpayers and that the taxpayers are paying for everything. Commissioner Nienaber stated that we all have the same customers and recommending charging those using the data for profit. He stated that there must be a way to isolate and charge for commercial use. Councilman Pohlgeers stated that he agreed with charging for commercial use but reminded everyone that it would cost a lot more for a private company to provide these data. Mayor Cole pointed out that the LINK-GIS Partnership combines efforts and is much cheaper than each agency doing the same work individually.

Mr. Sims provided members with important numbers for Building Codes Administration, comparing FY19 with FY11, the depth of the recession.
Mr. Sims asked if anyone could guess how many permits were issued in May. Members made their guesses with one guessing 510. Mr. Sims stated that staff issued 504 permits – the most PDS ever issued in one month – and that there is a lot of work being done.

Commissioner Nienaber expressed concerns about PDS being understaffed. Mr. Sims stated that the use of technology has sped up the review process and that most inspections are being completed within 24 hours of being requested and turn-around time for plan reviews is averaging 3-4 days.

President Jansing advised members that Mr. Sims recently accompanied him – with lights and sirens - to an accident where a car hit a fourplex apartment building and that he had commented that people really don’t get out of the way. President Jansing thanked Mr. Sims for his help.

**New Business**

President Jansing asked for an overview of the proposed FY20 PDS Budget. Mr. Gordon stated that Council has been provided with two budgets – one stamped original and the other with several highlighted numbers. He stated that the original was recommended to the Council’s Budget Review Committee by the Management Board in late April and that the second budget (highlighted) was the result of communications with Mayor Reinersman, Mayor Meyer, Mayor Fette, Commissioner Nienaber, and the PDS Executive Committee. Mr. Gordon advised members that there has been more discussion regarding this budget than any in the last eight to ten years.

Mr. Gordon showed members his response to recent communications with these individuals.

“Lady and Gentlemen, I’m writing to update my earlier email following receipt of Mayor Reinersman’s response.

I will commit to the Council this evening that I will limit end-of-year salary and wage increases to two percent. Further, I plan to direct the funds that would have provided the additional two percent increase to PDS reserves for help with future CERS payments. I will not reclassify any staff positions until after needed discussion and action. And finally, I will try to have copies of a further-amended budget ready that includes these changes for consideration by the Council.
Please let me know if you have any questions or comments.”

Mr. Gordon explained the PDS Management Board’s and Council’s role in the budget process under KRS 147.670 and KRS 147.640 respectively.

Mr. Gordon indicated that he didn’t necessarily agree with the seconded (highlighted) budget but had expressed his concerns and explained how it had come about.

Mayor Cole asked if the original budget had been recommended by the Management Board. Mr. Gordon stated that the original budget had been the result of lengthy Management Board discussions and had been recommended to the Council’s Budget Review Committee.

Mr. Gordon stated that pursuant to KRS 147.670, the Management Board prepared and submitted the proposed budget to the Council and that the Council needs to review and adopt or propose amendments to it. Historically, the Council has appointed a Budget Review Committee to undertake the review, make recommended changes, and recommend the final budget to the full Council.

Mr. Gordon indicated that staff met with the Budget Review Committee to review the proposed budget and that Councilman Pohlgeers will report on that meeting later in the meeting.

Mr. Gordon stated that due to the subsequent emails, the budget before the Council doesn’t include the 4% salary increase that the Board recommended for staff. He indicated that, based on the recent emails, there was not enough support among Budget Review Committee members for the original budget and that the budget before them this evening includes a 2% increase with the 2% difference going into reserves to help cover future CERS payments.

Mr. Gordon then reviewed the challenges faced during the crafting of this budget and stated that they could be summed up with two illustrations – the first depicting the tax rate/revenue for FYs 09-22 and the second showing the continual rise in health insurance and CERS costs.

Mr. Gordon stated that PDS laid off several employees during the recession and restrained its tax rate since then. He noted that the tax rate is still below the FY09 rate which funded 70.4% of the budget and that the current rate funds 66.7% of the budget.

Mr. Gordon advised members that CERS is the main problem and that the annual “catch-up” increases were supposed to stop in FY22 but have now been extended to FY23 at 30.8%--a major increase from 19% in FY19.

Mr. Gordon noted that without these ongoing CERS increase, PDS wouldn’t need a tax increase for FY20.

Mr. Gordon outlined several other challenges.

- Personnel issues
- Maintain service levels
• Staying current with the workload
• Moving the Z21 Initiative toward completion
• Addressing One Stop Shop revenue inequities
• Moving operations to Covington

Mr. Gordon outlined how this proposed budget addresses each of these challenges.

• CERS – it includes an additional $79,268 over FY19’s $640,00 installment to cover next year’s payment.
• Personnel – it includes funds to provide up to a 2% increase for staff based on their FY19 performance.
• Service levels and workload – it provides for retention of all full-time, part-time and intern positions.
• Z21 Initiative – it budgets reserve funds to pay for the online platform that will host all Kenton County Zoning Ordinances.
• One Stop Shop revenue – it includes $20,238 in additional revenue from a 1.9% fee increase (KY CPI) that will become effective July 1st.
• Move – it utilizes savings from exiting this building—with its bond and utility payments—for space in the new County building and that CERS’ increases will swallow the entire savings.

Mayor Link asked if the proposed tax rate was 3.01¢. Mr. Gordon stated that until the numbers are received from Frankfort, he wouldn’t know for sure, but staff estimates the rate will be 2.99¢ to 3.01¢ per $100 – i.e. $29 to $30 per year on a home valued at $100,000.

Commissioner Nienaber stated that he believes that changing pay grades for employees should be discussed and that he resents being vilified. He stated that presenting the whole budget four days before it is to be voted on without discussing pay grade changes and expecting Council members to vote on it is wrong. He said that he isn’t trying to submarine the budget and that he was personally offended by Mr. Gordon’s comments. He went on to say shame on us [the Council] for not meeting more than quarterly. He told Mr. Gordon that “we are in charge,” that they aren’t against staff and that they are for the residents.

Mr. Gordon offered a humble apology to Commissioner Nienaber if he offended anyone and stated that his intension was merely to explain why there was a second budget. He stated that the Council has historically met quarterly, that the budget proposed by the Management Board is provided to the Budget Review Committee 60 days prior, and that the budget recommended by the Budget Review Committee is sent to the Council 30 days prior. Mr. Gordon noted that if the Council would like to change this process, they just need to tell him.

Mr. Gordon stated that the pay scale/grid to which the Commissioner referred has been in place for at least 15 years and isn’t new. He also stated that until the recent email—within the last day or so—he hadn’t been asked about the job classification grid.
Commissioner Nienaber asked if the pay scale changes were included in the second budget. Mr. Gordon stated that the proposed pay scale changes had been removed along with 2% of the proposed salary increase.

There was a lengthy and heated discussion regarding the email communication during which Commissioner Nienaber again stated that he was offended and felt vilified by Mr. Gordon’s comments. He told Mr. Gordon that the Council is in charge; not him and not the Board. He went on to say that the Council should have discussed any changes to the pay scale.

Mayor Reinersman stated that he agreed with Commissioner Nienaber and stated that he missed the position reclassifications because he was focused on other things.

At this time, President Jansing asked for review of the PDS Council’s Budget Review Committee process regarding the proposed FY20 budget. Councilman Pohlgeers advised members that the Budget Review Committee received the budget on April 30th. They met on May 8th to review the proposed budget which was projected a comp +2% tax rate and included a 4% salary increase. Members of the committee, after a lengthy discussion, voted to recommend the budget as presented, with the stipulation that staff provide them with a copy of the salary survey that formed the basis for the pay increases. Councilman Pohlgeers stated that after receiving the salary survey, members met again on June 17th to discuss the additional information provided by staff and that this meeting ended with a 2-2 split vote.

President Jansing noted that two members wanted to include the 4% increase with the other two members suggesting it be reduced to 3% and that earlier today it was reduced to 2%. Commissioner Nienaber asked the other members of the committee if they were aware of the proposed pay grade changes. President Jansing indicated that he didn’t remember and Councilman Pohlgeers stated that he wasn’t.

President Jansing stated that the salary study figures had been provided after the May 8th meeting and that no objections were registered by committee members before the May 20th response date set by the members. He went on to say that objections weren’t voiced until last week when additional information was requested and provided by staff. He noted that the committee met again on June 17th and as Councilman Pohlgeers stated previously, the vote was split – two members voting in favor of the 4% salary increase and two members recommending a 3% salary increase. He stated that over the last couple days, there have been a series of emails going back and forth which have brought them to this point and the proposed 2% increase.

Councilman Sommerkamp noted that he hadn’t seen these emails and Mayor Reinersman stated that they had been between the Budget Review Committee and Mr. Gordon. Councilman Sommerkamp asked if the budget being proposed included a 2% salary increase with the other 2% being put into reserves. Mr. Gordon confirmed that this was correct.

Commissioner Nienaber asked if it included the 2% salary increase and the pay scale increases. Mr. Gordon stated that it did not include the proposed pay grid changes.
Commissioner Nienaber again stated that he resented being vilified and that he wouldn’t wait until the October 24th meeting to discuss this again. Mr. Gordon noted that the salary information was provided to the Budget Review Committee when requested and noted that it has never been provided to the full Council before but if Council wanted to see it, he will provide it.

Commissioner Nienaber stated that he also wants the KRS that says the Management Board sets salaries because he doesn’t believe this is right. He went on to say that if he’s wrong, he’ll admit that he’s wrong on social media, Twitter, and Facebook.

President Jansing asked that Mr. Edmondson, Mr. Gordon, or Ms. Remley email a copy of the statute to the full Council.

Mayor Link asked if members wanted to get back on track and review the proposed budget.

Commissioner Nienaber stated that he will be making a motion to meet before October to evaluate salaries and if they need to be adjusted, they can adjust things then and that they need to be paying staff fairly.

Mayor Reinersman noted that he just couldn’t recommend the proposed budget for two reasons – first, it’s not his money; and second, he couldn’t defend a 4% increase. He stated that staff does a spectacular job and that he doesn’t want to lose them. He noted that the average turnover rate is 15% but PDS’ is only 6%. He stated again that he couldn’t defend the 4% increase and that he had to vote his conscience.

Mr. Gordon advised members that staff had been able to pull the KRS statute regarding salaries and read it for the record –

**KRS 147.670 Additional powers and duties of commission** [now dba the Management Board]

(4) Prescribe the qualifications of, appoint, remove, and fix the compensation of employees of the commission;

Commissioners Nienaber stated that he was wrong but still thinks the Council is in control and should control salaries. Mr. Gordon pointed out that the Management Board can’t set compensation without Council approving the budget, so the Council has ultimate control.

Councilwoman Reckers recommended for transparency purposes, that all documents be provided to the full Council. Mr. Gordon stated that he could do that.

President Jansing asked if there was any more discussion.

Commissioner Nienaber made a motion to hold a special meeting in August to review the proposed salary increase and pay grade changes, that the Management Board provide information regarding the proposed changes and how they will effect the budget, and to take appropriate action if needed; Councilman Pohlgeers seconded the motion. President Jansing
asked if there were any questions; there were none. He then asked for a voice vote which found unanimous approval and the motion passed.

President Jansing asked if there any additional questions. With none, Councilman Pohlgeers made a motion to approve the FY20 Budget as amended from the Management Board’s version; Commissioner Murray seconded the motion. President Jansing asked if there were any questions; there were none. He then asked for a roll call vote which found 15 voting in favor of the motion. Councilwoman Stover noted for the record that she was new to Council and that she didn’t feel she was educated enough to vote on the issue and abstained from the vote. The motion passed by a motion of 15 to 0 with one abstention.

President Jansing asked if there was any new business to come before the Council.

With nothing further, President Jansing reminded members that the next scheduled Council meeting would be held on October 24th at 5:45 PM in the new County Administration Building.

Mayor Reinersman made a motion to adjourn; Councilwoman Reckers seconded the motion and a voice vote found unanimous approval. The meeting adjourned at 9:00 PM.

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Mayor David Jansing, President

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Councilman Greg Pohlgeers, Secretary