# LEGISLATIVE, FINANCE, AND ADMINISTRATION COMMITTEE

The Legislative, Finance, and Administration Committee meeting was held on June 25, 2012 at 6:00 p.m. with Chairman Lynn presiding. Members present were Mr. Anderson, Mr. Hare, Mr. Rushe, and Mr. Shevock. Members of Council present were Mr. Perza, Mr. Hutchison, and Council President Leary. Mayor Carey was also present.

**AGENDA ADDITIONS/DELETIONS**

Mr. Lynn advised members that staff had requested that Items #1B and #1C, Filling Critical Positions - Police Clerk II and 911 Dispatcher - Police Department, be removed from the agenda.

**Mr. Shevock moved for approval of the agenda, as amended, seconded by Mr. Rushe and unanimously carried.**

**Review and Recommendation - Filling Critical Positions - Library Page (4) - Library**

Mr. Scott Koenig, City Manager, reviewed a request to fill four (4) Library Page positions at the Dover Public Library. Staff requested that these positions be filled prior to the opening of the new library in order to provide a full complement for a "skeleton" staff at the facility. Referring to the summary sheet provided, he noted that the annual wages and benefits budgeted for the positions totaled $49,797. He advised members that the positions were covered by a bargaining unit contract which was currently in negotiation. Mr. Koenig stated that the current contract stipulated that these employees could work no more than 18 hours per week without receiving City benefits; however, he indicated that it was staff's intent, through the collective bargaining process, to amend these terms. Since negotiations were not complete, he was not able to disclose the terms. He assured members that these positions were critical to the opening of the new library.

In response to Mr. Shevock, Mr. Koenig stated that the Committee's recommendation would be considered by City Council on July 9, 2012 and that he expected to have an answer from the union by that time. Should the union's response not be favorable, he stated that the positions would be advertised and filled at the salary rate specified in the current contract. He explained the importance of moving forward to secure the necessary employees for the new library.

**Mr. Anderson moved to recommend approval of the request to fill the four (4) Library Page positions, as recommended by staff, seconded by Mr. Rushe and unanimously carried.**

**FY2013 Hiring Freeze and Recruitments**

Mr. Scott Koenig, City Manager, requested administrative authorization to remove the hiring freeze and to fill the vacant positions included in the City's budget, provided that the budget was adopted by City Council. He explained that staff would continue to complete hiring justifications and determine the economic impact when hiring, and the approval of both the City Manager and Controller/Treasurer would be required prior to recruitment. He assured members that Council would be made aware of the positions being filled.

Responding to Mr. Hare, Mr. Koenig noted that approximately 365 positions were included in the FY13 budget and felt that 365 correctly positioned employees were necessary in order to accomplish the work of the City. He indicated that internal scrutiny was needed to ensure that employees were

placed properly. Mr. Koenig noted that there were approximately 10 vacant positions currently budgeted and stated he believed that these 10 positions should be filled.

In response to Mr. Lynn, Mr. Koenig relayed no objection to creating a process that would allow for department heads to appeal to the Legislative, Finance, and Administration Committee if they fail to receive approval to fill vacancies from the City Manager.

Objecting, Mr. Hare felt department heads who report to the City Manager should abide by the decision of the City Manager.

Mr. Hutchison indicated his support for the City Manager being granted the leadership and responsibility of working within the City's budget to fill positions throughout the City.

Responding to Mr. Shevock, Mr. Koenig stated that his request applied to being granted authority to recruit for positions that were requested by Council-appointed department heads.

Mr. Anderson questioned if the appeal process would be made available for City Manager-appointed department heads. He indicated his concurrence with Mr. Hare and explained that the City Charter provides for the City Manager to have a certain level of authority and that City Council should refrain from interfering.

**Mr. Shevock moved to recommend removing the hiring freeze and granting the City Manager the authority to recruit for vacant positions within the confines of the budget, seconded by Mr. Anderson and unanimously carried.**

**Reduced Rates for All-Electric Homes in December, January, and February *(Requested by Ted George During Open Forum at City Council - Deferred by Committee on June 11, 2012 Due to Time Constraints)***

During the Open Forum Segment of the April 9, 2012 City Council Meeting, Mr. Ted George requested that members consider providing an electric rate discount during the months of December, January, and February for those customers with all-electric homes.

Mr. Ted George, 77 Billings Drive, advised members that from the 1970s until 1984, a 20% rate discount was granted to customers with all-electric homes from December 1st through February 28th each year. He proposed that the current kilowatt usage rate of 14.5¢ be reduced to 11.6¢.

In response to Mr. Rushe, Mr. George estimated that 200 customers would qualify for the discount.

Mr. Shevock noted that many households have higher electric bills during the summer due to air conditioning units. He questioned the effect that such a reduction would have on City revenues. Responding, Mr. George stated that during a bad winter, he has had an electric bill of approximately $400; therefore, the 20% discount would provide a savings of $80.

In response to Mr. Shevock's questions, Mrs. Donna Mitchell, Controller/Treasurer, reminded members that there was a current proposal to decrease the residential electric rate by 9% and that the draft FY13 budget reflected a Power Cost Adjustment (PCA) credit that averaged 8%; therefore, a residential customer would realize a net decrease of 1%.

Responding to Mr. Lynn, Mr. George recalled that the discount was discontinued in 1984 due to the City's need for funds to expand the Police Department, Public Works Department, etc.

**Mr. Anderson moved to recommend that the proposal to reduce electric rates for all-electric homes be referred to staff for cost analysis and review, seconded by Mr. Shevock and unanimously carried.**

**Mr. Shevock moved for adjournment, seconded by Mr. Hare and unanimously carried.**

Meeting Adjourned at 6:30 P.M.

Sean M. Lynn
Chairman

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