



**City of Fort Wright Caucus Meeting
Wednesday, December 19, 2018, 6:00 p.m.**

CALL TO ORDER

The meeting was called to order at 6:00 PM by Mayor Hatter. Mayor Hatter led the Pledge of Allegiance followed by a moment of silence. City Clerk Susan Ellis called the roll.

Councilman Abeln	Here
Councilman Feinauer	Here
Councilman Hoerlein	Here
Councilman Wall	Here
Councilman Wessels	Here
Councilwoman Witt	Here

Also present for the meeting were:

City Administrative Officer Jill Bailey
City Attorney Todd McMurtry
Police Chief Marc Schworer
Fire/EMS Chief Steve Schewe
Public Works Director Jeff Bethell
City Clerk Susan Ellis.

CITIZEN COMMENTS

Whitney O'Neal of 9 Glazier Road addressed the council regarding the parking issue on Glazier Road. Her daughter comes home from work after midnight and parks on the street. The neighbor widened his driveway and this has been an issue ever since. He complains that the car is blocking driveway. He yells at people such as lawn people, garbage men, police officers. He is now putting notes on cars. Ms. O'Neal stated how precious street parking is

Amy Chaney of 5 Glazier Road also addressed the council regarding this same issue. She has sent an email with photos. She commented that the neighbor is not very nice and becomes very belligerent. She asked what can we do? Mayor Hatter referred to last month's televised meeting stating that his stance has not changed. If the resident can use driveway, it is not being blocked.

Ms. Chaney continued saying that this resident is a bully. The last note she received was three weeks ago. It was written on an 8 by 11 inch piece of paper with a sharpie stating, "Please do not block any part of our driveway." Councilman Feinauer responded that this issue is in committee and the committee will be making a recommendation for the attorney to review. Ms. Bailey invited Ms. O'Neal and Ms. Chaney to attend the council meeting on January 2, when the committee will have a full recommendation. Mayor Hatter added that until council decides to do something else, the driveway is not being blocked and that if they felt threatened, to call 911. The attorney will be the final decision in writing. Police Chief Schworer recommended looking into an Individual Protection Order and to call the courthouse to find out if this is applicable to the situation. He also recommended keeping a log of what this neighbor says and if possible record the conversation.

ITEMS FOR DISCUSSION:

Ambulance Equipment & Bid – Update

Chief Schewe provided an update stating the he, Mayor Hatter and Ms. Bailey have the bid specs drawn up and that Ms. Bailey is putting together the bid sheet. When that is completed the bid request will be put out.

Police Department – HR Related Matters (Part 1)

Mayor Hatter referred to the documents that were sent out by email. Officer VonHandorf left Fort Wright and went to Bellevue where he will be making \$9,000 more per year and will not be as busy. Chief Schworer commented that he has been there a week and only taken one call. Mayor Hatter commented that there had be issues previously with turnover in the Police Department. He expressed his concern regarding the potential of 3 officers retiring, pension issues, and ultimately how that would impact of average years of experience for the department.

Discussion continued regarding the cost of sending new hires to the academy. 44080 salary benefits, total 53,580. Difficult to get laterals because of compensation issues. 8 years approximately \$500,000 cost to replace.

Swearing In Ceremony

Representative Diane St. Onge arrived. Although Mr. McMurtry had performed the swearing in ceremony previously, he recommended having Representative St. Onge to perform it a second time as the paperwork which had been drawn up had her name on it and could be signed immediately without requiring it to be reissued. Representative St. Onge performed the swearing in ceremony and signed the paperwork for the following elected officials:

Mayor Dave Hatter
Councilman Dave Abeln
Councilman Adam Feinauer
Councilman Mike Hoerlein
Councilman Scott Wall
Councilman Bernie Wessels
Councilwoman Margie Witt

Police Department – HR Related Matters (Part 2)

The discussion of the HR related matters of the Police Department continued with the presentation showing that Fort Wright was the busiest Police Department in Northern Kentucky per officer.

The following themes had been common in exit interviews:

- The officer was often working alone, particularly during the hours of 6-10 AM, and 2-6 AM. Although there was the option of relying on mutual aid, might not necessarily be service to Fort Wright standards or by departments that were state accredited.
- Lower compensation regarding pay and insurance coverage along with fewer holidays were of concern. Fort Wright police offers were starting with approximately \$5,700 less pay and working 30% harder.
- Limited mobility

Mayor Hatter stated the importance to provide the highest level of service that the city can afford. The Police Department is the face of the city with the frequency of contact higher than any other dept. Also, the liability is higher than any other department. The City cannot afford to lose more people. He recommended the adjustment of salaries in Police Department stating that they were a good team and his desire to keep a team. There is money in budget and it would only take \$43,000 to bring the department into a more competitive situation.

Mayor Hatter the need for the Human Resources and Finance committees to take a comprehensive look at the entire compensation package for all departments across the board during at next budget cycle.

Digital Signs

Concern was expressed regarding the City's digital sign, how messages were being displayed, what messages were appropriate and allowable, and the need for a policy for clarity and consistency. Currently Mayor Hatter makes the decisions as to what can be displayed on the sign. Ms. Bailey has developed a policy and City Attorney Kyle Winslow has made some revision. Mr. McMurtry will be reviewing it.

There was discussion as to whether the City should be charging advertisers. Mr. McMurtry reminded the council that if the City is selling ads, it must sell to everyone. This can be review as separate item.

Councilman Wall recommended going through sign ordinance and following those guidelines. Everyone was asked to review the draft of the policy and make recommendations.

Duke Energy Lighting Proposal

Ms. Bailey presented that recent issues with replacing lights and lightbulbs at the city building led to a discussion regarding the lighting within building. Duke currently has a grand program that pays 40% of the cost. Duke prepared a proposal that would pay for the \$14,000 cost of replacement within two years as a result of the energy savings. There were no objections, so the authorization was given to proceed with the program.

Repair/Replacement of Welcome to COFW Signs

Mr. Bethel presented the issue with the aging Fort Wright signs which were estimated to be at least 20 years old. The Community Improvement Committee has been interested in creating a gateway. Mayor Hatter recommended that the Public Works, Police, and Fire/EMS obtain an inventory on the current signage and condition of each sign. Current signs need to be in good repair. Once this is completed, a determination with how to proceed regarding new signs and branding can be made.

Banklick Creek Property Donation – Update

Ms. Bailey requested an update and if there is anything the City should be doing. No action is required until the former owners are ready to address this issue.

Ongoing ‘Project & Issues’ List Review

Ms. Bailey is still working on updating this list. Mr. Feinauer suggested changing the title to “Project List”.

Mayor Hatter asked for an update on the issue with the resident on Hazelwood and ice on road creating a safety hazard. Mr. Bethell stated that the resident put in drainage from a ditch on his property out to street. Other houses have pre-existing drainage from downspout lines. This issue is being researched.

Mayor Hatter received an email regarding the condition of Lakeview Drive. He stated that this is a private drive and does not fall under City maintenance.

Mayor Hatter expressed the need to look at the street project documentation and schedule a meeting with CT Consultants as early as possible in January. It would be necessary to obtain information when the last service was performed on each road involved.

ADJOURNMENT OF THE CAUCUS MEETING

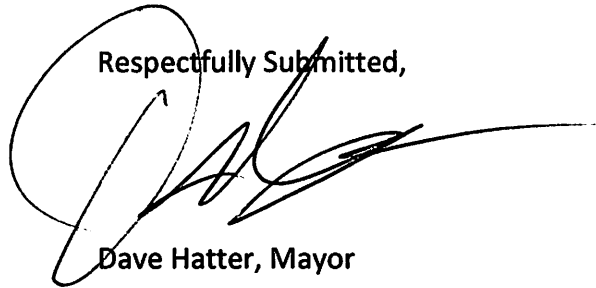
Councilwoman Witt made a motion to adjourn the Caucus Meeting. Councilman Wall made a second. City Clerk Susan Ellis called the roll.

Councilman Abeln	Yes
Councilman Feinauer	Yes
Councilman Hoerlein	Yes
Councilman Wall	Yes
Councilman Wessels	Yes
Councilwoman Witt	Yes

MOTION CARRIED

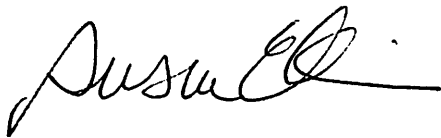
The Caucus Meeting was adjourned at 8:38 PM.

Respectfully Submitted,

A large, stylized handwritten signature in black ink, likely belonging to Dave Hatter, Mayor.

Dave Hatter, Mayor

Attest:

A handwritten signature in black ink, likely belonging to Susan Ellis, City Clerk.

Susan Ellis, City Clerk