

COUNCIL MEETING

Minutes of November 14, 2016

City of Independence, Ky.

Opening

The City Council of the City of Independence, Kentucky met on Monday, November 14, 2016 at 7:00 p.m. in the Council Chambers of the Independence Municipal Center, 5409 Madison Pike, Independence, Kentucky with Mayor Christopher Reinersman presiding. Mayor Reinersman called the meeting to order and opened with the Pledge of Allegiance and a moment of silence in place of the invocation. Roll was called and the following Council Members registered present: Bill Aseere, Lucas Deaton, Carol Franzen and Donna Yeager. Council Members Brinker and Bushong were absent. Also present was City Administrator Chris Moriconi, City Clerk Gina Gabbard, City Attorney Jack Gatlin and Police Chief Tony Lucas.

Approval of the October 3, 2016 Regular Meeting Minutes

Mayor Reinersman asked Council if there were any changes or corrections they would like made to the Council Minutes for the regular meeting on October 3, 2016.

Mayor Reinersman called for a motion to approve the meeting minutes for the Regular Meeting held on October 3, 2016. Council Member Yeager so moved, with a second by Council Member Franzen. Roll was called and answered unanimously. Motion carried 4-0.

Police Recognitions – Swearing in Officer Zachary Kaiser

Mayor Reinersman swore in Officer Zachary Kaiser.

Ordinance No. 2016-O-12 – Nuisance Ordinance – 2nd Reading

Mayor Reinersman presented Ordinance No. 2016-O-12 which repeals Section 93 of the Independence Code of Ordinances and Ordinance No. 2015-O-20, each of which are current nuisance ordinances, and enacts a new nuisance ordinance.

Mr. Gatlin gave Ordinance No. 2016-O-12 a second reading. He stated this ordinance would repeal and replace Ordinance No. 2015-O-20 and the new ordinance is a collaboration from several cities in Northern Kentucky but still includes the fowl and ATV ordinances, which are unique to Independence. Mr. Gatlin stated this is a housekeeping item and is in line with the changes regarding HB 422.

Mayor Reinersman called for a motion to approve Ordinance No. 2016-O-12. Council Member Franzen so moved, seconded by Council Member Aseere. Roll was called and answered unanimously. Motion carried 4-0.

Mayor Reinersman stated the Kenton County Fiscal Court has passed the vacant property registry and there will be more to come on that in the future.

Proposed Ordinance – Adopting New Personnel Policies and Procedures Handbook - 1st Reading

Mayor Reinersman presented a proposed ordinance which repeals all prior personnel policies and procedures and adopts a new personnel policies and procedures handbook for City employees. He stated the KLC Model Handbook and Northern Kentucky Area Development District Handbook were used as reference and it was a two year process to complete. He thanked Mr. Moriconi, Chief Lucas, former City Clerk Patricia Taney, current City Clerk Gina Gabbard and Jack Gatlin.

Mayor Reinersman stated the first item changing is comp time. He stated it will be eliminated and hourly employees will be paid time and a half for hours worked over 40 hours. Mayor Reinersman stated salaried employees will now be eligible for flex time which needs to be used within 30 days with supervisor approval. He stated paid time off will go from 3 buckets: annual paid leave (APL), sick time and personal time into one bucket of APL. Mayor Reinersman stated employees with at least one year of service will gain a half a day of paid time off per year with the new policy.

Mayor Reinersman stated the workers compensation policy will change from six months of full pay to 30 days. He stated the City has one of the worst multipliers in the state and the premium has increased \$100,000 in the past few years. Mayor Reinersman stated employees may use APL concurrently with short term disability to help supplement their pay. He stated employees are able to donate APL to co-workers if something unforeseen happened and they exhaust all of their APL. Mayor Reinersman stated modified duty is an option to employees if work is available and fits within their restrictions. He stated the last change was the addition of a social media policy.

Council Member Deaton asked if employees are able to share APL time and when the new policy goes into effect. Mayor Reinersman responded that employees may donate APL time to each other and if passed in December with the second reading, the new handbook would be effective January 1, 2017. Council Member Deaton asked what happens to the accumulated comp time. Mayor Reinersman stated employees won't lose the accumulated comp time and it will be available for them to use.

Council Member Yeager stated she would like the City to look into KLC's definition of hourly and salary employees for the Park and Recreation Director. Mayor Reinersman stated he will look into it. Council Member Deaton asked if other cities have different workers comp policies for Police versus Administration employees. Mr. Gatlin stated legally, employers cannot discriminate on workers comp regarding class. Council Member Aseere asked if there were any retirement changes in the new handbook. Mayor Reinersman stated there are no changes regarding retirement but there have been discussions of adding a 401k matching plan for employees. He stated it's a budget concern and will be discussed after the first of the year.

Mr. Gatlin gave the proposed ordinance a first reading.

Resolution No. 2016-R-09 – Vet Clinic Text Amendment

Mayor Reinersman stated Resolution No. 2016-R-09 provides a proposal for a text amendment which allows Veterinary offices for small animals and small animal clinics as permitted use in the NC Zone.

Mr. Gatlin read Resolution No. 2016-R-09. He stated if the resolution is passed by Council, it will go to Planning and Development Services (PDS) for review. Mr. Gatlin added the Kenton County Planning Commission will conduct a public hearing and make a recommendation concerning the application. Mr. Gatlin stated if approved, it will come back to Council for a first and second reading and would be adopted by ordinance.

Mayor Reinersman called for a motion to approve Resolution No. 2016-R-09 which provides a proposal to add veterinary offices for small animals and small animal clinics as a permitted use in the NC Zone. Council Member Yeager so moved, seconded by Council Member Aseere. Roll was called and answered unanimously. Motion carried 4-0.

Attorney's Report – Jack Gatlin

Mr. Gatlin stated Ordinances will now be codified and published on a monthly basis so information will be more up to date and available to residents regarding local legislation. He stated he will be working remotely from the Municipal Center on Thursdays and will only need to utilize wifi, there will be no cost to the city.

City Administrator Report – Chris Moriconi

Mr. Moriconi stated the new apartments behind Kroger is having their Grand Opening Open House on November 15 from noon until 8:00 p.m. He also stated the 20th Annual Christmas Walk will be on December 3, 2016.

Mayor's Report – Christopher J. Reinersman

Mayor Reinersman congratulated the newly elected Council Members and expressed his appreciation to the Council Members whose term ends at the end of this year.

Adjournment

There being no further business, a motion was made by Council Member Franzen and seconded by Council Member Deaton to adjourn. Motion carried with all ayes and the meeting ended at 7:41 p.m.

Christopher J. Reinersman, Mayor

ATTEST:

Gina Gabbard, City Clerk