**BEREA CITY COUNCIL \_\_\_\_\_\_\_\_\_ \_ REGULAR MEETING \_\_\_\_ \_\_\_ \_\_\_\_\_\_\_JUNE 6, 2023**

The Berea City Council met in regular session, Tuesday, June 6, 2023.

Mayor Bruce Fraley presiding.

A quorum being present, the meeting was called to order at 6:30 p.m.

WORK SESSION

5:30 PM – 6:30 PM

PAY STUDY - JAMES ARNDT, ARNDT MUNICIPAL SUPPORT, INC.

**COUNCIL PRESENT:** Jim Davis, Teresa Scenters, Katie Startzman, David Rowlette, Jerry Little,

Cora Jane Wilson, Ronnie Terrill

**COUNCIL ABSENT:** Steve Caudill

**OFFICIALS PRESENT:** Jerry Gilbert, Rose Beverly, Robin Adams, Daniel Brindley, Donna Angel,

Priscilla Bloom, Shawn Sandlin, Jason Hays, Susan Meeks, Kevin Howard,

Roy Curtis, Amanda Haney

**INVOCATION:** Jim Davis

**PLEDGE OF ALLEGIANCE:** Jim Davis

**APPROVAL OF AGENDA**

Rowlette motioned; Startzman seconded motion to approve agenda as presented.

Voice Vote: All ayes

**APPROVAL OF MINUTES - MAY 16, 2023**

Little motioned; Scenters seconded motion to approve minutes as presented.

Voice Vote: All ayes

**BEREA COLLEGE PRESIDENT, LYLE ROELOFS**

Dr. Roelofs was unable to attend. Upon retirement, June was his last month as Berea College President.

**ORDINANCE #04-2023 AN ORDINANCE OF THE CITY OF BEREA, KENTUCKY, ADOPTING THE ANNUAL BUDGET FOR THE FISCAL PERIOD JULY 1, 2023 THROUGH JUNE 30, 2024, BY ESTIMATING REVENUES AND RESOURCES AND APPROPRIATING FUNDS FOR THE OPERATION OF CITY GOVERNMENT AND PROVIDING FOR A LONG-RANGE CAPITAL IMPROVEMENT PROJECT AND PUBLIC FACILITIES IMPROVEMENT PROGRAM BUDGET AND PLAN. - 1ST READING**

Corporate Counsel read Ordinance #04-2023 by summary.

**DEPARTMENT HEAD REPORTS**

**Daniel Brindley, Director, IT Department**

Brindley stated much of his time had currently been consumed with updating the City’s phone system.

They were in the process of installing and implementing a new asset management / tagging system for City property and would be able to generate reports for City property/equipment.

Working on an in-house back-up system with plans were to install within the next two weeks.

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**Shawn Sandlin, Chief, Berea Fire Department**

Sandlin recognized and appreciated his staff during the recent Novelis fire. All staff, on and off duty, reported in and did an excellent job. Recognized the partnership with and support of Richmond, Madison County, Kirksville, and Red Lick Fire Departments with assistance during the fire, from covering the City of Berea during the fire and/or showing up with tanker trucks.

**PUBLIC COMMENTS**

None

**CITY ADMINISTRATOR’S REPORT -** Rose Beverly

* Codes & Planning Department had been working diligently in getting their new software up and running which had been an incredible feat, along with customizing it for the City of Berea. Proud of Haney, her team, and other departments for the work they have put into the program. The new online permitting and code violation portal would be going live on July 5th.
* The Allen Company planned to begin street repaving, for all approved projects, on Thursday or Friday of this week. Excited to get that done!
* Terrill asked if a completion date had been given for the bypass. Fraley stated the state had pulled all and/or most resources for I-75 work and a round-about had been designed for Highway 1016, as a traffic control device, therefore a new completion date had not been provided.

**MAYOR’S REPORT / COMMENTS**

* Resolution #09-2023, in original Council packet, had been rescheduled for June 20th. A work session would also be scheduled with Lucas Witt, Economic Development Consultant, regarding Resolution #09-2023.
* Announced the appointment of Felicia Ballard, Berea, to the Human Rights Commission, for a three-year term to expire in May of 2026.
* Asked Council to consider plans for the Tuesday, July 4th City Council Meeting, i.e., cancel or reschedule to a Special Called Meeting. Decision to be made at the June 20th City Council Meeting.
* Tonight’s work session with James Arndt, Consultant, Arndt Municipal Support, Inc., provided an overview of the Pay and Compensation study. As a compensation study had not been done for twelve years and appreciated the concerns, input, and questions from Council. Making good policies involved multiple sources, including employees. Optimistic, with seeing solutions and ideas, that good decisions would be made. Appreciated everyone involved in the process.

**COUNCIL COMMENTS**

**Terrill** Disappointed the proposed Pay Scale did not include Council and the Mayor.

**Little** Appreciated Beverly getting street work done before the winter months. Regarding the FY24 Budget, confirmed City expenditures did not exceed revenue. The City of Berea was in good shape. Thanked administration for having a work session regarding pay grades. You can get things done with communication.

**Rowlette** Appreciated the insight on the pay study. Thought it would be productive for Council to have a chance to discuss the study further. Although the bypass was thought to be completed in June, a lot of people were exploring it and felt there was potential for accidents. The Allen Company and the State

had been contacted in hopes the “exploring” would be addressed. Encouraged everyone to slow down

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and look both ways for incoming traffic.

**Startzman** Grateful for the pay study. Thought it was exciting that it was being done. As talking about the value of employees, if you wanted to recruit and retain high quality staff, it was important to pay them well and fairly. Would like to have more conversation regarding the study as it was a complex issue.

**Scenters** Agreed the pay study needed to be lined out before the final budget, felt solutions were emerging. We do not print our own money and have to work with what we have. Grateful for everyone who works for the City. Talented, committed, wonderful people. Please keep in mind of things that last into the future without a way to pay. Grateful for Beverly’s foresight and studies do need to be done. Wanted everyone to remember they have to be realistic.

**Davis** Enjoyed the work session. Also thought another conversation was needed before voting on the budget. Thanked Sandlin and staff for their efforts regarding the Novelis fire.

**Wilson** Thanked and appreciated the Department Heads and every employee for all they do. Wished they could give everyone the moon and wanted to be a good steward of the taxpayers’ money at the same time. Chief Sandlin and the entire Fire Department were awesome, thanked them for all they do, for taking care of us.

**ADJOURNMENT**

Little motioned; Scenters seconded motion to adjourn at 7:04 p.m.

Voice Vote: All ayes

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Mayor Bruce Fraley

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City Clerk