

**FINANCE & UTILITY COMMISSION MEETING**  
**Wednesday, March 15, 2023, 5:00 PM**

Mayor Nathan Brown convened the Commission meeting at 5:00 p.m. Those present included Commission Members Vaughn Ripley, Carroll Jones, Syree Williams, and John Dayton; staff members Julie Martorana, Jeremy Mose, Carrie Myers, John Gerstner, Matt Campbell, Bruce Dell, and Rikki Bruchey. Commissioner Brian Keller participated via phone.

East E Street Water Main Project – Mr. Gerstner discussed this item. He stated staff was originally scheduled to complete this project, but funding was available to have a contractor complete the work instead, to allow staff to concentrate on other projects. The proposal from Gabe’s Services Inc. was for \$88,600. The Commission recommended approval to the Mayor and Council.

City Pool and City Park Building Rates – Ms. Myers discussed this item. Staff proposed increases to pool season passes, swim lessons, and private party rentals, as attached. Staff also proposed clean-up language changes to the City Park Building Policy, as well as rental increases, as attached. The Commission recommended approval to the Mayor and Council.

Salary Scale Update, Personnel Manual Update, Salary Adjustments – Ms. Myers discussed this item. She explained the process by which staff developed the proposed salary scale, placement of current employees on the scale, and how hiring, promotions, and certifications would be handled. She also discussed applicable changes to reflect these practices in the Personnel Manual. She stated the exercise was completed to ensure pay equity among all positions. About 50% of employees would see a salary increase due to pay inequity, while about 50% were already compensated at or over where they should be – Ms. Myers stressed those employees would not be negatively impacted by the new scale. The budgetary implication to correct the current pay inequities would be approximately \$106,000 just for salaries. Staff proposed a start date of July 1, 2023. The Commission recommended approval to the Mayor and Council.

FY2024 Budget Discussion

- Tax & Vacant Property Rates – Ms. Martorana stated the property tax rate would remain at \$0.41 for every \$100 of assessed value. Mayor Brown added the System Improvement Fee would remain at \$0 for FY2024.
- Utility Rates – Mr. Mose discussed proposed rate increases and gave examples of how the increases would impact actual bills in each tier. See attached rate proposals.
- COLA Increase – Mayor Brown stated he initially was requesting a 3% COLA increase, but stated he would like a 4% COLA increase if staff was able to balance the budget.
- Draft Budget – Mayor Brown stated one of the main changes he proposed making to the budget was to program in a transfer to the capital fund in the budget, rather than transferring a surplus at the end of the year.

The Commission consented to all recommendations stated above.

FY2023 Finance Reports – There were no questions about the current finance reports.

The meeting adjourned at 6:41pm.

Report prepared by Carrie Myers