

AS AMENDED ON OCTOBER 28, 2013
CITY OF SALISBURY
WORK SESSION
OCTOBER 7, 2013

Public Officials Present

Council President Jacob R. Day
Mayor James Ireton, Jr.

Council Vice-President Laura Mitchell
Councilwoman Eugenie P. Shields

Councilman Timothy K. Spies

Public Officials Not Present

Councilwoman Terry E. Cohen

In Attendance

City Clerk Kimberly R. Nichols, CMC, Interim City Administrator M. Thomas (Tom) Stevenson, Jr., City Attorney Mark Tilghman, Neighborhood Services & Code Compliance Interim Director Susan Phillips, Internal Services Director Keith Cordrey, Human Resources Manager Jeanne Loyd, Fire Chief Rick Hoppes, Planning & Zoning Director Jack Lenox, interested citizens, members of the press.

The City Council convened in Work Session at 4:45 p.m. in Council Chambers of the Government Office Building following the conclusion of the Closed Session. Council President Day provided the statement out to the public that Council and City Attorney Mark Tilghman discussed the violations of City Code and breach of an agreement by a business operating within the City limits, and that Council had reached consensus (unanimous) to pursue legal action against the business.

Chronic Nuisance Properties – further discussion

Interim Director of Neighborhood Services and Code Compliance Susan Phillips joined Council to review the changes made as a result of the suggestions made to the draft legislation during the last Work Session. She reported the removal of all “habitual offender” and “rental property” language, and explained the insertion of language on Lines 180-186 to ensure the ability to write up to a \$500 citation for the designation of a chronic nuisance property and additional citations for other violations.

Council unanimously agreed upon the following changes to the drafted ordinance:

- Line 62 – insert “from January 1st through December 31st” after “combination”, strike “a twelve (12) month period” and insert “the same calendar year”
- Lines 79 and 82 - insert “chronic nuisance” before “property”
- Line 101 - remove “in writing.”
- Insert on Line 105 after the period, “A tenants responsibility for maintenance of the property under this section must be in writing and signed by the tenant”
- Line 108 – strike “then”

- Line 159 – insert “Once” in front of “Designation”, strike “a” and insert “of the owner of a”
- Line 174 – insert “in accordance to the rules of the Housing Board of Adjustments and Appeals” after “hearing”
- Line 184 – insert “it” after “uncorrected”

Council reached unanimous consensus to advance the “Chronic Nuisance” ordinance to the Legislative Session on October 28, 2013 for first reading.

Enhanced Call Verification – False Alarm Call Back requirement

Mr. Ron Boltz, President/CEO at Alarm Engineering, was invited to join Council to discuss the Enhanced Call Verification (ECV), which entails the Central Monitoring Station making two phone calls rather than the standard one phone call prior to dispatching police to an alarm. Mr. Boltz felt certain that the City would see a drastic decline in the Police department’s calls for false alarms.

President Day suggested researching the City’s false alarm fee structure to examine how adjustments could be made to reflect the City’s actual cost and Council agreed it should be slated for discussion.

Council reached consensus (unanimous) to support the development of an ECV requirement for the City of Salisbury. Mr. Boltz offered to send Mr. Stevenson sample ordinances, and the drafted legislation will be placed on an upcoming Work Session agenda.

Pay for Elected Officials

Ms. Lauren Hill, 2012 Salary Review Committee Chairperson, joined Council to share the findings and recommendations of the committee. She reported to Council at the December 17, 2012 Work Session, but was invited back to share the recommendations with the current Council.

Ms. Hill reported the committee had recommended a 12% increase in pay for the Mayor and Council members, and the City workers should receive a 2% raise. Even though the committee was not charged with evaluating the City’s work force salaries, they felt strongly that it was important enough to mention. Additionally, they recommended more routine increases for Mayor and Council. Mrs. Mitchell requested that Mr. Tilghman research the legality of the sitting Council authorizing incremental pay increases, such as a COLA, for future Councils.

Mrs. Mitchell asked Mr. Tilghman if the Council members were going to be considered employees of the City of Salisbury under the new Affordable Care Act and be subject to the requirements of entities employing more than fifty (50) employees. Mr. Tilghman would research the act and advise the City accordingly, and suggested contacting Carefirst’s healthcare attorneys.

Council unanimously agreed to bring the subject back on the October 21, 2013 Work Session so that they could consider both the pay increase issue and healthcare answers.
(Council took an eight (8) minute break at 6:00 p.m.)

Pay and Classification Study

Mayor Ireton, Human Resources Manager Jeanne Loyd, Internal Services Director Keith Cordrey, and Tom Stevenson joined Council at the table to discuss the necessary adjustments needed to comply with the recommendations of the Evergreen study.

Mayor Ireton reported that his recommendation provides each employee with at least a 2% increase, with the exception of certain members of the Police Department, provides adjustments for the market and/or tenure, provides for reclassifications, and deals with compression. He referred to the updated compensation funding analysis sheet that was passed out during the break and explained that the amount funded in the plan from the General Fund was \$1,016,000 and \$424,991 from the Water & Sewer Fund. He also reported that the City's rate of bonding indebtedness is beginning to decrease, meaning the City is realizing savings every year over the next five years where projects are coming off.

Council discussed the strong financial position of the City, surplus levels, Riverwalk repairs, and fees for Fire Inspections. Their closing remarks on the subject included the following:

- President Day supported the plan in the funding analysis without the Fire Inspection revenue being included and without deferring the Riverwalk repairs, and asked which projects were included in the proposed cuts to the CIP for the Water and Sewer fund
- Councilwoman Shields was concerned with the employee compensation, and would support holding off on Riverwalk repairs
- Councilman Spies was interested in speed camera revenue and thought revenue from it may be underestimated
- Council Vice President Mitchell questioned the change that enabled speed camera revenues to be used for ongoing expenses (documentation would be forthcoming), which projects were included in the proposed cuts to the CIP for the Water and Sewer fund

Council reached unanimous consensus to discuss the answers to Council's questions at the October 21, 2013 and to present a draft budget amendment.

Rezoning the Former Linens of the Week property

Mr. Stevenson and Mr. Lenox joined Council to discuss the Planning Commission's recommendation on whether or not the former Linens of the Week property should be rezoned to R5. Mr. Stevenson stated that the Planning Commission considered the changes that have occurred around the property and the surrounding neighborhood, testimony and correspondence from area property owners, and indication of support for single family use from the City following the August 19th Work Session. The Commission reached consensus to recommend the City consider an R5-A zoning classification which is less restrictive than the R5 zoning and allows apartments to be constructed. Mr. Stevenson specified that the rezoning was requested only for the former Linens of the Week parcels, not the neighboring area. Mr. Lenox noted that the R5-A zoning was not subject to the 4-2 legislation.

After discussion, Council reached unanimous consensus to support the R5-A zoning for the former Linens of the Week parcels.

"The Bricks"

Mr. Stevenson reported that the City had attempted to contact Nancy Rase from Homes for America numerous times and she had not yet returned the calls, and Mayor Ireton had asked for Council to provide their plans for the property.

After discussion, Council reached unanimous consensus for the Procurement Division to develop a request for proposals (RFP) that outlines what was proposed in the past.

General Discussion

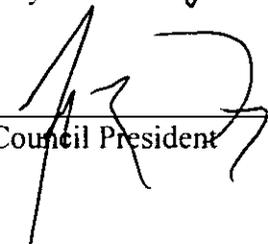
Councilman Spies reported he participated in a sustainability webinar recently and provided data to the Council members. President Day asked Councilman Spies to consider making a presentation during the upcoming Environmental Work Session.

President Day discussed the approaching *Coffee With Your Council* and provided the two dates Beth Israel was available (October 29th and November 5th).

Thereafter, President Day adjourned the Work Session at 8:00 p.m.



City Clerk



Council President