

CITY OF BEECH GROVE
MINUTES-PARK BOARD MEETING
October 8, 2012

The regularly scheduled meeting of the Park Board was called to order at 6:36pm by Beth Berg, Board President.

Roll Call Board Members present: Beth Berg, Joe Prindle, Cindy Montgomery, Bruce Bye. Tom Hannan-Director Parks Dept. Excused-Tom Coons and Rick Skirvin.

Guests Mayor Buckley, Joellen Castetter, Chris Duffer, Karla Richardson, John Morgan, Mike Jarvis, Cathy Belloat, Eric Gaither, Brian ?.

Minutes The minutes of the September meeting were approved as typed, motion-Joe Prindle, second-Cindy Montgomery, all-aye.

Claims The Board viewed the claims. Bruce Bye motioned to approve the claims, second-Joe Prindle, all-aye.

Director's Report Fitness – 4 renewed 3-month passes for \$160.00, total \$160.00, year-to-date \$4,285.00.

Group Exercise – 1 new 3-month pass for \$55.00, 1 new annual pass for \$175.00, 4 renewed 3-month passes for 160.00, 8 daily for \$40.00, total \$430.00, year-to-date \$2,845.00.

Senior – 1 new annual pass for \$175.00, 2 renewed 3-month passes for \$80.00, 1 renewed 6-month pass for \$80.00, total \$335.00, year-to-date \$2,785.00.

Combo – 1 renewed 3-month pass for \$70.00, total \$70.00, year-to-date \$330.00.

Hornet Park room rental fees totaled \$706.25, year-to-date \$12,306.25.

6 shelters were reserved totaling \$390.00, year-to-date \$9,945.00.

Halloween Party donation from the Promoters Club totaled \$150.00.

Dog Park September total \$135.00.

Tom Hannan gave an update on the Bond Issue.

The roofs are completed at the Little League.

The park maintenance building has been painted and re-roofed, 3 new windows will be installed with awnings.

They started re-roofing the 3 shelters (Sycamore, Tulip, Beech) today.

South Grove shelter will be completely gone 10-9-12.

Oct. 8, 2012 Hannan met with the company rep for the portable restroom building, they determined where to locate the structure. It will be ordered this week and should arrive by mid December. Berg stated the replacement shelters and playground equipment have been ordered as well. Bruce Bye referred to an email and asked is there additional funding available that could be used to purchase a different type or improvement restroom over what we are considering? Hannan said no that gentleman has decided to focus on some other restrooms that we have, possibly in the maintenance building bringing them up to ADA standards and will look at the Little League restrooms also.

Hannan gave the Board a copy of appropriation reports through September.

Unfinished Business Berg stated the Greenscape Committee will partner this year with BGHS for the Arbor Day tree planting. The program will be tomorrow evening Oct. 9th at 5:30pm at the new Science Academy. The school purchased a tree and will plant it and students in FFA will participate. The City will present the school with a Tree City flag and Proclamation.

Berg said the 2013 Budget was reviewed last month and asked if there were any questions. Mayor Buckley told the Board it their statutory right as the Park Board to set wages for employees of the Parks Department. So that is the Board's right to tell me and Council what the wages are for employees of the park system. Cindy Montgomery asked if the Council can override that, Mayor Buckley said no. The Mayor said in 2 or 3 days any changes should be passed forward from the Park Board to the Council. The Mayor asked Beth if she had talked with any council members. Beth said yes she spoke with 4 Council Members to let them know what I was going to be asking of the Park Board this evening in regards to the Park Directors salary. The Mayor said I think you should proceed.

New Business Beth Berg said the Park Director's salary was reduced by the Council at the last meeting back to what was in the salary ordinance for last year which does not cover Tom Hannan's entire salary. Previously his full salary was paid from more than one fund, but for ease of bookkeeping his entire salary is now in the Parks Dept. budget and is fully funded within that budget. I would like to ask the Board to correct that situation and get it back right, and to recognize the worth of the position and all the work that is involved by the Park Director. Next year he will be the only full-time employee of the Park Dept., due to the manager position at the community center being reduced to part-time. Berg gave the Board a copy of a letter she drafted if the motion is passed showing the intent of what she is asking of the Board this evening. She spoke with the State Board of Accounts and this letter has been reviewed by the City Attorney and Clerk

Treasurer. Berg asked for a motion. Joe Prindle spoke about the formation of the Park Board, how the employee cuts have affected the operation of the Parks Dept. and the current Park Directors job. Beth Berg spoke about the increase in responsibilities due to staffing cuts and how the Parks Dept. maintains the medians on Emerson Ave., the roundabout, and right of ways. Cindy Montgomery stated this is not an increase for Tom, but an accounting change, correcting an accounting function, a financial adjustment. Bruce Bye stated his concern is that we as an appointed board are making a decision that should be in the hands of those who are elected. Comments from the audience: Cathy Beloit said he is worth every dime. Chris Duffer said this needs to be fixed at the Council level. This should not be about Tom Hannan it should be about the position. This should be about what the City can afford and I think the Council is finally starting to address the issue of what the City can afford. I respect you as a Board donating your time and with all due respect you are not elected and the Council members are and I think this should remain in the hands of the Council, let people petition them to pay this position as it always has been and not lowered. Beth Berg said the general assembly disagrees with you sir. This is unprecedented the Park Board has never done this before. Beth said it is absolutely unprecedented and we would have preferred the Council come to us, the Mayor, or Tom and ask questions about concerns about the Park Dept. budget, but that did not happen. Maybe we could have come to an amicable agreement, but with 1 week left before final budget approval we didn't have any other choice but to take the action we are legally allowed to do to rectify the situation. Mike Jarvis said to me looking at this position it should always be looked to be increased. We need to raise our Director's salary to be close to other surrounding cities that have park directors. Cathy Beloit asked you were not getting a raise, they were just taking away from your base pay. Hannan said yes, they were taking it down to less than Jim McKenzie was making when he left 7 years ago. Cathy said I'm with you 100% he should be making exactly what he was making. Joellen Castetter asked did his salary come from the Board's budget? Beth said yes it is fully funded within the Parks Dept. budget. Karla Richardson said you were saying at the next meeting they would do the 2nd and 3rd readings. Are you as a Board are going to that meeting and oppose it like it should have been at the 1st reading or do you have to do the override before that happens? Joe Prindle said we didn't know it was going to happen or we would have been there. Karla - so Tom had no idea that anything was up with his salary. Hannan said no. Berg said they wish they could have worked with the Council but they had no indications about changes within the budget, they didn't talk with anyone on the Parks Board. Prindle said we could go and talk at the next meeting. Berg said yes we could do that but with it being the final reading and no guarantee that it would be taken care of, so since we do have this authority granted to the Park Board

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through the State of Indiana we feel it is appropriate to take this action. Karla said can you still use this authority if they pass it on the 2nd and 3rd readings. Berg said there is a deadline for when salaries have to be finalized. Mayor Buckley stated they passed the salary ordinance on the 1st reading September 10th, the 2nd reading was October 1st and it was amended, the 3rd reading and final reading is October 15th, that is the last day, the salary ordinance along with the budget has to be passed. Karla asked whatever decision is passed on October 15th then they cannot use their authority and override the Council at that point. Mayor said no, if they set the salary for the Park Director then that's it. The Council does not have statutory authority to change it back. Karla said why was this even put on an ordinance in the first place. Mayor said it always has been. Berg said it is a power the Board has had but we've not chosen to exercise in the past. Prindle said we've never had to we've always had a cooperation. Cathy said but they cut his pay by 25%, I don't know why no one spoke up at the Council meeting. Cindy Montgomery said maybe no one realized what they had done. Discussion continued about the Park Board and how it is comprised of no more than two of the same political party. Hannan said since he has been employed by the City the Park Board leaves the political thing at the door and they work together as a Board, kind of like the Council use to be. Berg said at this time I would entertain a motion, and I have pre-written the motion because I wanted it reviewed by City legal and the Clerk Treasurer to make sure that it was worded very correctly. Joe Prindle motioned that the Beech Grove Board of Parks and Recreation exercises its statutory authority pursuant to Chapter 35, Section 014, that the Code of Ordinances for the City of Beech Grove, Indiana and IC 36-3-10-3 and hereby fix the bi-weekly pay scheduled to the position of the Parks Board Director at \$2, 345.12 from and after the first day of 2013, second-Cindy Montgomery. Berg asked any further discussion. Mayor asked if that said bi-weekly. Berg answered yes. Cindy asked if that was the total pay. Mayor answered no that is just base salary. Berg said I will poll everyone individually, Prindle-aye, Montgomery-aye, Berg-aye, Bye-no, motion carries. Mayor commented the Board also has the statutory right to set benefits. Part of the salary ordinance calls for the non-payment of educational incentives for employees who are not under labor agreements. Tom receives \$1,500.00 for having a BA degree, if the council approves the salary ordinance then that will go away. So do you want to continue compensating Park Dept. employees who are full-time? Montgomery said so we have to include this in the special motion, Mayor said yes. This includes longevity and educational incentive. Mayor said he feels if a full-time employee has a degree they should be compensated for it, right now it only calls for Police and Fire. Montgomery asked when they did the 1st and 2nd readings did it go through? Mayor said yes, it's up for the 3rd reading also. Mayor said the Board also has the statutory authority to set wages and benefits for part-time employees also. There is

a ordinance on the table for the 3rd reading that takes away all benefits for part-time employees. Discussion was held about these benefits. Berg said she feels the Board should do as much as they can for the Park Director's salary, but that is as far as they should go. Montgomery said let them follow suit with what the rest of the City does. Discussion was held on how the Park budget has been cut over the years. Mayor said you can amend your budget for the 3rd reading. Berg said the Board has discussed the budget previously and they are ok with it. Prindle said the Bond issue is helping with much needed improvements within the park system. Berg thanked the Mayor for bringing this to the Board's attention and said hopefully next year the Park Board can be involved in the budget process from the beginning. Mayor asked if the Board was given the opportunity to be involved this year, Berg said no but they rely on the Parks Director to bring them this information. Mayor commented on the community center budget. He stated Nancy is retiring and the position will be filled with part-time and no benefits. This will save the City about \$10,000.00. One option is to bring Diana Hendricks back and I think that is on the agenda.

Berg said every year we are required by the State Board of Accounts to vote on our fees whether we are making any changes or not. Montgomery said she would like to have time to review the fees, Prindle agreed. Beth has reviewed fees of other parks on line. Prindle stated a lady is interested in helping introduce ideas to dog park users on how to introduce dogs to other dogs etc. Prindle asked her to come to next month's meeting. Under fitness fee structure discounts were discussed. Mike Jarvis asked if military was included. Berg said yes for active military on leave. Jarvis said he thinks disabled, retirees, or all veterans should be added. Berg said we will take that under advisement. Berg said just to remind everyone Parks aren't there to be a money maker, they provide a service. If fees are required for special services they should be a modest fee. Prindle asked if they were going to table the fees this meeting, Berg said yes. Berg asked if anyone would like to check and see what other parks charge for different services? Joe Prindle volunteered. Bruce Bye asked if there is a standard policy on alcohol as it relates to parks? Berg said it's a City ordinance I do believe. Bye asked Joe as he is checking on fees also clarify if their city allows alcohol. Prindle said he will check.

The Halloween Party is Wednesday, October 31st from 5:30-7pm at the Senior Center. Berg said we need 3 judges. Cindy, Joe, and Tom volunteered to judge. Silly Safaris will entertain. Tom said we are giving door prizes also.

Beth said next on the agenda is Diana Hendricks as possible part-time facility manager. Hannan said we are just going to start this discussion tonight and passed out her resume. Diana worked here as fitness

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coordinator and at that time there were 3 administrative people, and for next year we will be at 1/2 administrative position doing the same job. They've given us \$25,000.00 in the budget. She has proposed to me that she could manage the facility working 20 hours a week at \$20.00 an hour which puts it under the \$25,000.00. The complication is the highest part-time salary that the City pays right now is \$15.00 an hour and they would like to keep it that way. I think if we are under the money they gave us, and we are getting the job done by someone who has these qualifications and has worked here before and is part of the community and wants to see the place prosper, I think it's a bargain. I don't know what I do for that much money, I don't know who I get after that. But I don't know how we will approach that either. Would we go to the Board of Works with that? Mayor, no you would go to the Council because they have to amend the Salary Ordinance and after 2 more readings it's set at \$15.00. Tom asked what if we hire her as a contract employee? Mayor said you can do that and then you would not have to go through the Council. Discussion was held on how one qualifies as a contract employee, and on the \$15.00 salary cap. Hannan said I'm putting all the information out and want people to think about it because I want to get the best person we can get for the City. Karla Richardson asked if this job's been posted? Hannan said no. Montgomery said I think we need to look at our options. Mayor stated the Board can disagree with the item in the budget and ask for the position to be full-time. Mayor said Diana would draw people back that have left. Bruce Bye said she grew the program here and I agree with the \$20.00 fee. Hannan said part-time workers will have to take calls and be able to provide information and book shelters. Bye asked if she will offer classes here. Tom said yes she will offer classes on her own time. Prindle said I would like to have Diana here and talk with her at the next meeting.

Eric Gaither was present to request the usage of 10 picnic tables for the Holy Name's Octoberfest. Joe Prindle motioned to allow Holy Name to use 10 picnic tables, second-Cindy Montgomery, all-aye.

Tom Hannan asked approval to scrap 5 picnic tables. Motion to approve-Bruce Bye, second-Joe Prindle, all-aye.

The next meeting will be November 12th at the community center at 6:30pm.

Mayor stated the City is having an auction on October 27th at DPW.

Relay for Life request for monthly meeting space and a waiver of fees was approved, motion-Cindy Montgomery, second-Joe Prindle, all-aye.

Adjournment The meeting was adjourned at 7:55pm, motion-Joe Prindle, second-Cindy Montgomery, all-aye.

Secretary _____ Approved _____