

**AVON TOWN COUNCIL MEETING  
November 6, 2008  
Avon Town Hall Council Chamber**

**Call to Order** was given by Michael Rogers, Council President.

**Invocation** was led by Council member, Charlie Dorton.

**Pledge of Allegiance** was led by Council President, Michael Rogers.

**Roll Call** was taken by Clerk-Treasurer, Sharon Howell. Council members present were Michael Rogers, Greg Zusan, Nikki Gordy, Beverley Austin and Charlie Dorton. Town Manager, Tom Klein and Dan Taylor, Town Attorney, were also present.

**Swearing In of New Officer** Police Chief, Jack Miller swore in Steve Barton as new Reserve Officer.

**Veterans Day Proclamation** Council President Rogers thanked the Veterans, the American Legion and those that have come tonight. Mr. Klein read the Veterans Day Proclamation by the Town of Avon. Guests attending this evening were announced.

**Consent Agenda**

1. October 2, 2008 Minutes
2. October 31, 2008 Check Register
3. Introduction: Ordinance 2008-29: 2009 Salary and Benefits
4. Introduction: Ordinance 2008-30: Amending Fee Schedule
5. Introduction: Ordinance 2008-31: 2009 Holiday Schedule

Council member Austin made a motion to approve the Consent Agenda as presented. Council member Gordy seconded the motion. Roll call vote was taken. C. Dorton - for, N. Gordy – for, B. Austin – for, G. Zusan – for M. Rogers - for 5-for, 0-against, Motion carried 5-0.

**Public Comment**

None

**Council Comment**

Council President Rogers stated in respect for his father whom was a WW II Veteran and recently passed away, he brought a flag that was taken off of his casket. Council member Rogers extended his appreciation to all the veterans for their service.

**Reports**

Mr. Klein provided reports. He noted that the Christmas Open House will be held on December 2, 2008 from 6:00 – 8:00 p.m.

**Old Business**

**White Lick Creek Corridor Trail Design**

Ryan Cannon, Public Works Director stated that staff has looked into this issue further as requested by Council. The MPO has informed us that upon receiving INDOT approval the contract would be

authorized. Once authorized the contract would be eligible for reimbursement regardless of the completion date of the design.

Staff recommends the Town Council approve the contract with RW Armstrong for not to exceed \$157,200 to complete the Design of the Avon Greenway Trail Phase 2. The contract will need to be approved by INDOT prior to execution. The contract will be sent to INDOT for review upon approval by the Council.

Discussion was held regarding the proposed path and how it will be tied in with the Community Center.

Council member Gordy made a motion to approve the White Lick Creek Corridor Trail Design contract with RW Armstrong not to exceed \$157,200. Council member Dorton seconded the motion. Roll call vote was taken.

C. Dorton – for, N. Gordy – for, B. Austin – for, G. Zusan – for, M. Rogers - for  
5-for, 0-against, Motion carried 5-0.

### **New Business**

#### **Storm Sewer Cleaning Quotes**

Mr. Cannon presented. Public Works is seeking approval to proceed with the 2008 Storm Sewer Cleaning project. The project includes jetting an estimated 17,600 lineal feet of storm structures and disposal of debris in Cobblestone Springs and Austin Lakes subdivisions. Two subcontractors submitted proposals for the project. Fluid Waste Services \$11,440 for jetting services (.65 cents per lineal ft) and \$145/truckload for disposal and Commercial Sewer Cleaning - \$15,840 for jetting services (.90 cents per lineal ft) and \$546/truckload for disposal. Avon Public Works recommends the project be awarded to Fluid Waste Services in the amount of \$11,440 plus disposal fees. Funding for the project will be taken from the General Fund.

Council member Zusan made a motion to approve the request from Avon Public Works for the Storm Sewer Quote from Fluid Waste Services not to exceed \$11,440 plus the disposal fees of \$145/truckload. Council member Austin seconded the motion. Roll call vote called.

C. Dorton – for, N. Gordy – for, B. Austin – for, G. Zusan – for, M. Rogers - for  
5-for, 0-against, 0-absent. Motion carried 5-0.

### **Ordinance**

#### **Ordinance 2008-26: Personnel Manual**

Council member Gordy discussed the Personnel Manual and the changes made. Definitions were also clarified for full time employees. (Unable to hear all her comments). Council discussed the length of time carryover can be used and the amount of time that can be carried over. Council member Gordy reviewed the changes for sections 203, 206, and 602. Mr. Klein thanked Ms. Gordy, Mr. White and Mr. Taylor for their work on the Personnel Manual. Council member Zusan expressed his thanks and said this was a team effort.

Council member Zusan made a motion to adopt Ordinance 2008-26: Personnel Manual with the updated revisions. Council member Dorton seconded the motion.

Roll call vote called.

C. Dorton – for, N. Gordy – for, B. Austin – for, G. Zusan – for, M. Rogers - for  
5-for, 0-against Motion carried 5-0.

#### **2009 Budget Ordinance**

Mr. Klein presented. At the last meeting direction was given to discuss the budget with Council members to come up with a budget that takes into account the opinions of everyone. Where there

were more than one Council member's sentiments those changes were made to the budget. The following was discussed:

- Summary page and the changes made
- Changes were made to match the sustainability analysis as recommended by Greg Guerrettaz for the funds
- Changes were not only made to the General Fund but also the Food & Beverage Fund and the EDIT Fund.
- General Fund, 68% of the budget is personnel services. Personnel services has increased from less than 1.5 million dollars in 2003 to 2.5 million dollars in 2009
- General Fund – 59% of the budget is in the Police Department, 13% in Planning & Building and the remaining budget is at 11%
- Replacement policy details for vehicles
- Parks funding analysis for 2008 through 2016
- Fund Balances
- Breakdown of Public Works and where they receive their funding
- Rainy Day fund – unused leave time
- TIF fund – 2.25 million dollars to go towards the financing of the RRP
- 100,000 – MVH – for reconstruction and patching along the parkway
- 3% salary pool for employees
- Includes a part time officer
- Tried not to make changes to Capitol Improvements
- Attorney fees will stay the same unless there are lawsuits or other expenditures

Council discussed the following:

- Capitol Improvement
- Rainy day fund
- Challenge of looking at requests and seeing where the additional funds will come from
- Plan Commission payments are made quarterly
- Grant Program is in the EDIT fund - budgeted for Avon events only
- Council President Rogers discussed the policies on spending and asked Ms. Howell her opinion. Clerk-Treasurer Howell stated we should be very conservative. If we do not receive our 2008 distributions in full prior to March, then we should not do any capitol funding until the third quarter. If we do receive the distribution, then capitol expenditures would be okay after six months. We still need to watch the revenue coming in to see if it is less than anticipated due to reductions or failure to pay.
- Park projects
- Law enforcement offices for 2009
- Salary increases
- Health insurance – how it could impact the budget

#### 2009 Insurance Presentation

Lori Howe of L.S. Howe & Associates gave a presentation on health Care benefits:

The following topics were discussed:

- Current Anthem Plan
- Alternate Options
- Plan Cost Comparisons
- Health Savings Account
- Health Savings Account vs. Traditional Health Insurance

- Out of Pocket Cost Examples
- Health Insurance Trend
- Costs
- Renewal Date
- Open Enrollment

Council discussed the following:

- Cost
- Savings
- Deductible
- Current rates
- Benefit changes
- Transition to HSA
- Employee meetings to discuss the new plan
- Single, Family rates

Council member Zusan made a motion to approve the 2009 Budget as amended with the removal of the 3% salary pool adjustment for Council and not to exceed \$3,664,871.00 for the general fund.

Council member Gordy seconded the motion. Roll call vote was taken.

C. Dorton – for, N. Gordy – for, B. Austin – for, G. Zusan – for, M. Rogers - for  
5-for, 0-against, Motion carried 5-0.

#### **Legal Counsel**

Mr. Taylor provided an update on the Faulkner lawsuit. It has been requested that a resolution be prepared.

#### **Public Comment**

None

#### **Council Calendar**

11/12/08 - 9:30 a.m. - Transportation

11/12/08 - 6:30 p.m. - Plan Commission and YMCA Informational meeting PUD

11/20/08 - Council Meeting

11/18/08 - 9:00 a.m. - Press Conference - HRH

12/02/08 - Christmas Open House

12/13/08 - Employee Dinner

#### **Adjournment**

A motion was made to adjourn.