

**Milton Town Council Budget
Workshop Meeting
Milton Theatre, 110 Union Street
Tuesday, September 8, 2009
6:30 PM**

1. **The Milton Town Council Budget Workshop was called to order by Mayor Post at 6:30 pm. Let it go on record that:**

C Martin-Brown	Present
C Duby	Present
C Hudson	Present
C Abraham	Present
C Prettyman	Present
C Betts	Present
Mayor Post	Present

What we will do is what I was thinking tonight is we will start with each department and each councilperson, their proposed changes in that department. I've printed mine out for all of you to go along with and what I'm going to do is just run this list to say after reviewing the budget what I was proposing, this is all under Administrative Expenses first, under 5110 for Overtime, the draft says \$12,000; I'm proposing \$6,000 in Overtime; that is a savings of \$6,000 for Overtime. 5150 for Insurance I'm proposing a 30% overall employee cost for insurance. You've got a printout of this, as well, for the breakdown; if we go with 30% it is \$38,000 in savings to the Town, for both individual and family across the board. The tax assessment which is 5260 in the draft proposes \$20,000; but reviewing, existing, current, where we are budget for the end of this year I'm proposing \$12,000, which would be an \$8,000 savings. Under 5280, under Supplies, there's \$12,000 in the draft; I'm proposing \$9,000; which would be a \$3,000 savings. Under 5300 which is Advertising; proposed at \$3,500 and reviewing with the current budget, I'm proposing \$2,500; which is \$1,000 savings. Under 5430 which is Printing and Postage which is \$11,000; backing out the end of the year report; trying to get a sponsor for that is \$9,500; so that would be a \$2,000 savings there. Under 5460 for the repair in the building of \$7,000; I'm proposing \$5,000; which is a \$2,000 savings. Under 5470 for repair of equipment, which I know they have had outlined on their needs of \$32,000; I'm proposing for this year only \$25,000 in that area, which would be a \$7,000 savings. Under 5480 under telephone, with reviewing our current status, the draft said \$8,500; I'm proposing \$7,500 after reviewing where we are currently; which would be \$1,000 savings. And the same way with 5500 which is utilities at \$7,000; but reviewing where we are currently, I'm proposing \$6,500 which is a \$500 savings. Totally that is a \$68,500 savings under Administrative Expenses alone; but again, I would like to see proposed in adding on the additional proposed possibilities is the SCAT, the Delaware League of Government and SCAT because they are very vital for us the Towns' Municipalities to be members

of; that's \$900; the Holiday Bonus Tax estimated around \$400; Holiday Decorations only \$1,000; the Downtown Beautification which would specifically go to the Garden Club for managing all the planters and the Governor's Walk and the Park, as well, I'm proposing the \$4,000; which for downtown beautification would directly go to the Garden Club for the work that they do. And I'm proposing \$5,000 for the Fire Company to be put back in, which is \$11,300, which comes up with a total savings of \$57,200, under Administrative. Now I open it up to each of you other council members.

C Martin-Brown: Mr. Mayor, are you calling for motions at this point?

Mayor Post: No, we can't vote tonight. I'm calling for other members to speak.

C DUBY: I just have one question about yours. Under Advertising you're reducing it by \$1,000; most of the advertising that we do is to meet legal requirements; do we know that we can meet legal requirements if we take that out?

Mayor Post: I think the reason I did that is because year-to-date in 2009, we are at \$1,156. I understand we have a few more months that we were going to add on to that, but I don't think it would be over that. I figured, even if you doubled it, we would be at my proposed \$2,500. That's the only reason. Some of these you're going to see are strictly by reviewing current and that's why I've gone with the amount that it is. Again, remember in six months we come back for the review as well, and there is a possibility that we will have to shift some things, as well in that six month period, as well.

C Hudson: I'm asking about salaries, the very first line. It was not in your proposed draft changes; but actually on what was submitted; and you had the fiscal 2009 budget \$250,000, basically; and the fiscal 2010 budget at \$256,000; which is \$6,000 more. Why is that budgeted higher?

Mayor Post: Who is handling that that can answer this question?

Jennifer Cornell: The 2009 budget was created starting in July of 2008. At that time, there was still a few months left of that fiscal year the 2007-2008 year. From that time, when the draft was created to the budget passing, there were several employees in the Admin Department that were up for reviews. Several of those reviews were positive and they received merit increases from those. So that created that \$6,000 increase. Once October 1st hit, we had the freeze, so nobody has received an increase since then. That's just from that time period between the time the budget being created and the end of the year.

C Hudson: My question is then if we're voting on salaries and we say there are no salary increases, what's to prevent a manager from doing another positive review and giving someone another merit raise and saying we did it in July and this doesn't take affect until then, so we have to give it to you and ad infinitum.

George Dickerson: We're currently under a freeze.

C DUBY: A freeze is on now.

C Hudson: Okay. The other thing is, so what you're saying is if we didn't have a salary freeze, then anytime someone got a positive review, they could get a merit raise, is that correct?

George Dickerson: That would be correct. Based on the matrix that the Council approved; which you also froze out at the same time you froze the pay.

C Hudson: So we freeze it now, there can be no increases in salary without any future Council consent. Is that correct?

George Dickerson: It's always frozen.

Mayor Post: That's been frozen for a year. It's never been unfrozen. And it probably won't be for some time.

C Hudson: There was a question last time, we were asking about Mr. Dickerson's salary and overtime and he has a total of for the year up to fiscal year ending September 30, 2008 of \$78,563 and we were asking what was his base salary and I believe I heard Mr. Post say that his base salary was in the \$60,000's.

Mayor Post: Upper 60's, but I believe it was \$71,000; \$69,000-\$71,000. What is the base salary?

C Hudson: And the rest was overtime.

Mayor Post: As proposed by our and this is something that we will have to address and we have to address it in the Personnel Manual if you want to do it that way; comp time and overtime is handled exactly the same way. It has been handled from day one that way in the Town. What has happened is is that our auditor recommended; we used to carry overtime and comp time on the books; what had happened to us is that especially within the Police Department, who would approve this overtime and comp time, when someone left the force, we would have to make a lump payment of quite a bit of money. The Auditor stated to us that we do not want to keep comp time accrued on the books like that and that it should be paid at the end of every 28 days and that is how it is done. And so both the Chief and the Town Manager, and everybody accrue comp time or overtime and the Chief, as well, did get paid out. When we switched over to that method, like everybody else, got paid out comp time; so all members did.

C Hudson: To get back to my question, you mention high 60's to 71. Could you please tell me the exact number; do you know what George Dickerson's base salary?

Mayor Post: I believe it is \$71,000. Jenn, I believe you could say exactly.

Jennifer Cornell: I don't know his hourly rate off the top of my head.

Mayor Post: But you know his base salary.

Jennifer Cornell: Everything is off an hourly rate, as far as what I see. I see how many hours he works; and then what his hourly rate is. \$71,000 sounds about right; but I can't say for sure without having it in front of me.

Mayor Post: I also will state that the Personnel Committee gives the raises to both the Police Chief and Mr. Dickerson, the Town Manager and both of those department heads received the same exact increase.

C Prettyman: I have a question to ask. Does the Town Manager get overtime?

Mayor Post: He accrued comp time which is paid for off the books and that's in his contract.

C Betts: I thought comp time was when you take it off and according to the contract, I believe it says, he gets comp time and I didn't see where it says he was given overtime. I thought comp time was taking time off, same as _____.

Mayor Post: If you read our Employee Manual, comp time and overtime is the same.

C Duby: So what you're saying is that if I got time, if I were an employee and I got 9 hours of comp time in a particular pay period; and I couldn't use that and take the time off within 28 days; then I get paid for it as if it were overtime; that's what our personnel manual says. So ultimately if it is not used as comp time, it becomes a payment.

C Prettyman: But that's wrong, because comp time is comp time; you have a time limit that you should use it or you lose it. You can not go to overtime.

Mayor Post: Well, would you read your Personnel Manual?

C Duby: If it's in the Personnel Manual that's what we've got to do. If we want to change the Personnel Manual then we should change the Personnel Manual, but we can't change it without doing that.

C Hudson: We should change the Personnel Manual. When can we do that?

C Betts: I have one question. She was talking about hourly rate. I thought he was paid a salary per year. No, I'm asking Jenn. Is he paid yearly or is he paid hourly per his contract?

Jennifer Cornell: Everyone is paid hourly for payroll purposes, whether there was a salary in the contract, he has a salary but for purposes of preparing payroll I see he worked 80 hours, so he gets 80 hours times his hourly rate. That's what I see. It calculates to a salary.

C Prettyman: I guess I'm a little slow over here. He is still salary, even though you do it as an hourly thing. As a salaried employee they don't get overtime and it should be at a limit of days and if he doesn't use it, it's a lost thing. You're saying that comp time can move into overtime.

Mayor Post: It needs to be changed.

C Hudson: We need to change the handbook and make a definite date if we want to make additions or changes to the handbook. What I was asking about the base salary because the contract reads "nothing contained within this contract shall prohibit the Mayor and Town Council from increasing the Town Manager's salary at any time." When did the Mayor and Town Council ever increase the Town Manager's salary? Again, I've never missed a meeting, I've never missed an Executive Session and I do not recall at any time when the Mayor and Town Council increased the Town Manager's salary.

Mayor Post: It was the Personnel Committee that did it.

C Hudson: It does not say that in the contract. It says Mayor and Town Council. It doesn't say anything about committee.

Mayor Post: I am telling you that the Personnel Committee did both the Chief's and the Town Manager's.

C Hudson: I believe if the Personnel Committee did it, then they were in the wrong to do it, because the contract specifically says Mayor and Town Council. I don't think the Personnel Committee had any right to do it and I think it is in violation of this contract; this is what it says. It says Mayor and Town Council. "Nothing contained within this contract shall prohibit Mayor and Town Council from increasing Town Manager's salary at any time." I think in future, we should make sure it is the Town Council that does it and not the Personnel Committee; that's just me because I think we need to comply with the contract.

C Abraham: Does it have anything in there to do with compensation?

Mayor Post: It just says he accrues comp time.

C Abraham: And to be used within a certain amount of time?

C Hudson: It doesn't say anything about a certain amount of time. It specifically says "The Town Manager shall be entitled to compensatory time for all hours worked above 40 within one week."

C Abraham: There, to be used within one week. Is that not what you meant?

C Prettyman: Then that's...

C Duby: No, it means the forty hours of one week; if he works more than forty hours within one week, then he gets comp time. That doesn't address the issue of using it.

C Hudson: Then he gets comp time. It does say he's "entitled to all benefits according to the policy and procedures known as the Personnel Manual". If it's in the Personnel Manual that comp time is sold or traded in or whatever for overtime, then I believe we need to immediately make changes to that because at this rate, Mr. Dickerson will be, not counting the expense account, but for the first two quarters of this year, he's already making close to \$45,000 and he's on track to be making close to \$90,000 by the end of the year. If he keeps that up, in 5 or 6 more years, he'll be making as much as the Governor.

Mayor Post: The year is over, so I'm not quite sure what you're talking about.

C Hudson: The first quarter of this fiscal year, which ended September 30, 2008; here's the payroll from the Department of Labor; October, November and December. This one says due date January 31, 2008 there was \$16,487; then we have this due date April 30, 2008 (January, February and March) Mr. Dickerson was \$22,221; then for July 31, 2008 (April, May and June) Mr. Dickerson made \$18,512 and for October 31, 2008 (July, August and September) Mr. Dickerson made \$21,341, so for the last fiscal year which ended September 30, 2008 that came to \$78,563. Then in the next quarter this was due to the Department of Labor on January 31, 2009, Mr. Dickerson made \$18,971; then up to April 30, 2009 (January, February and March) Mr. Dickerson made \$22,483; then up to July 31, 2009 (April, May and June) Mr. Dickerson made \$21,504.

C Martin-Brown: C Hudson I need clarity on this. These figures that you are reading, are salary and overtime combined?

C Hudson: Yes, per quarter.

C Martin-Brown: That total includes salary and overtime, what part of that is the core salary prior to overtime?

Mayor Post: Well, if his core salary is \$71,000, divide it out into four; \$71,000 into four.

C Hudson: Since last year's total salary was \$78,563; you're saying that the \$71,000 was for this fiscal year that we're in now?

Mayor Post: If we're going to do department heads, I believe the Chief falls about \$5,000 under the Town Manager's salary. Let's put it in perspective. It's not like he's making this huge difference.

C Hudson: Mr. Dickerson is making \$78,000; the Chief was making \$65,000 according to the same Department of Labor quarters and that included his...

Mayor Post: You're putting his comp time in there. What I would recommend is maybe we ought to do is do away with comp time all together.

C Hudson: I think we should do away with overtime for the Chief and Mr. Dickerson.

C DUBY: Can I go back for just a minute, because there is a point I want to make? I'm not disagreeing with your substantive point, given the controversy that has arisen over these salaries and the contracts and so on; I'm not disagreeing that it might be a good idea for the Personnel Committee to send it to the Council and the Council approve it. However, if you look at the language that you read in Mr. Dickerson's contract, nothing in this contract shall prohibit the Town Council and the Mayor from increasing his salary at any time; that doesn't require that it be approved by the Town Council. It just says if the Town Council at any time wants to raise his salary, they are free to do it; it's not prohibited by the contract; it doesn't require them to do it. Like I say, I'm not disagreeing with your point that it might be a good idea for us to do it.

C Hudson: It doesn't require and it doesn't prohibit it; but it should be the Council, because that's what's in the contract that was my point.

C DUBY: Well, your point was that the contract requires the Mayor and the Town Council and that's never happened.

C Hudson: That's my point too. It's never happened.

C DUBY: Yes and what I'm saying to you is that just strictly in terms of the interpretation, the legal interpretation of the language that is in there, his contract does not require the Mayor and the Town Council to approve any increase in his salary; it just says nothing in this contract does prohibit it. It's a slightly different interpretation. You were talking about legal interpretation in the language of the contract; it's not required that we do it. Like I say, I'm not getting into it with you about the prohibition. It's not required by the contract.

C Hudson: I agree in the sense that it's not required that he get a pay raise.

C DUBY: No, that isn't what I'm saying.

C Hudson: I think you're saying is that the Personnel Committee should be allowed to do it and I totally disagree with that because there's nothing in the contract...

C DUBY: I'm not arguing they should be allowed to do it. I'm arguing that under the terms of the contract, they are allowed to do it and it is not required that it come to the Council by the language of the contract; I'm not disagreeing with you that it probably would be a good idea at this point, so I'm not arguing with you substantively; I'm just talking about the language of the contract.

C Martin-Brown: In fact, the Personnel Committee could be preempted by a decision by Mayor and full Council to give an increase, that's enabling the language.

C Hudson: What I think is that the Personnel Committee should make a recommendation, but it's entirely up to the Council to approve pay raises for the Chief and Town Manager; that should be entirely left to the Town Council.

Mayor Post: But my understanding is that the Town Manager was new as far as the last three and a half years; but the Chief the raises were always provided through the Personnel Committee.

C Abraham: And honestly Mayor, unless I had the paperwork, because I have not always been the Personnel Chair, so I am not quite sure how the Chief got his raises.

C Betts: Are we discussing the Administrative part of the budget or answering the Police? Let's stay within the Administrative part of the budget?

Mayor Post: I think when you're looking at this you need to make these decisions across all departments. If you are trying to get to a bottom line, then I think you have to handle it the same when you are discussing this because if you're not, it could be taken out of context and could be very damaging to the Town.

C Abraham: The bad part of this is I don't think we need to single out any one employee, as much as we would like to discuss it. We're not getting anywhere. I know it's to find out his contract and my personal opinion is that it should be Personnel that discuss it or at best in full Council in Executive Session; and go on with the budget as a whole.

C Hudson: It should be the Town Council and furthermore I think the Town Council should immediately make plans to review the Personnel Manual and decide how we want to handle this overtime, because I think just reducing it at this point is not like sticking your finger in the dam; I think it's just a temporary fix and I think we need to take a good look at how people arrive at overtime and make a determination on new formulas; if we want to even sell comp time for overtime at all; and make that decision; so we immediately need to be looking at the Personnel Manual. We need to put a handle on this overtime and how much they get it and not be just accepting well I didn't bring it with me this time answers that we've been getting year after year after year. It's unacceptable.

Mayor Post: That is totally incorrect. You've gotten the answers in red; they've been posted on the website and we can very well put that aside. That's the one thing that she didn't answer, but you know what, she answered probably forty other questions. So let's put that in perspective.

C Duby: Also, I think C Abraham's point is well taken, that in a budget discussion you talk about salaries as a group either in its entirety or in a particular department. So I think given that that's what budget discussions are, rather than talking about any one person's salary or any one person's contract, I think it's understandable that the Finance Officer came prepared to talk about things in the aggregate rather than about any one employee. So it's a little bit of a cheap shot, I agree.

C Hudson: So that's why I think we need to take a look at the Personnel Manual.

C Duby: I don't think any of us have disagreed with you on that, but we can't do it tonight.

Mayor Post: Also, we need to look into the Fair Labor Standards Act because we've got to make sure that we meet the language which has some very tight constraints to it.

C Hudson: Well if a number of companies...

Mayor Post: Well, you can sit there and not listen to it. It's not State; it has nothing to do with State.

C Hudson: If you can have people say whatever State or Company say if I don't use my comp time I lose it; if they can do that, we can do that.

Mayor Post: I agree with you, but you need to read the Fair Labor Standards Act and you're going to find out that we're going to have to come up with a solution and possibly the answer is to remove it. Because I'm telling you right now, there are laws that are going to restrain us.

C DUBY: Can we have that discussion when we take up the Personnel Manual and move on tonight with the budget. I don't want to be here all night and I doubt that anyone else does.

C HUDSON: Then I think we should just as much as we can remove this \$6,000 in overtime because as it says in the answers that we've got almost all of this overtime is for Mr. Dickerson and basically you're scheduling overtime for...

Mayor Post: Do you want snow removal? Do you want certain amenities of when a storm and somebody is setting up the storm to prepare with the flooding of the streets? So I think you're really being dangerous removing all of the overtime. I think we've cut way down and I agree with cutting it way down; but I think we can do with comp is a whole separate issue. I think you're playing very dangerous with trying to remove all overtime and if we do it we're going to do it across all departments and I'm telling you, you're making a dangerous game out of it.

C HUDSON: No, this is not a game. It's serious. This responsibility is extremely serious.

Mayor Post: It seems to me like it is. Do you realize our financial responsibility, do you remember what we came into it last year, 3% above, so please don't tell me about financial responsibility. I was on Council before.

C MARTIN-BROWN: Mr. Mayor, may I have the floor? In reviewing the Administrative Expenses, you have the aggregate total of \$68,500 saved. Then under additions, you would be adding \$11,300; so we would actually in fact save \$57,200. If we take that figure, let's just say there's no debate among Council members and we achieve \$57,000 savings; and I'm not trying to preempt debate, I'm just saying that figure and then you had on another page...

Mayor Post: Well underneath that under Streets I removed the Leaf and Drain Cleaner for \$7,500 and I also cut Supplies under Streets from \$6,000 to \$3,500 and that was based on what is existing in the current budget of where we are.

C MARTIN-BROWN: Right, what I want to say, Mr. Mayor, is that when you taken that \$10,000 and you go to the next page and pick up \$27,000 and you go to the next page and pick up \$2,000, so far the adding up comes to \$96,345, so far knocked out of the budget and saved.

Mayor Post: Yes, you're right because what happens and I hate doing it without description, but under the Police Expenses I am proposing a cut of \$51,410, but adding in \$24,365.

C MARTIN-BROWN: So the very last page of this document, if I am correct and that's what I want to verify, you're recommendations total \$121,045. Is that correct Mr. Mayor?

Mayor Post: Correct.

C MARTIN-BROWN: All right, now. When you take that and then you go over to the Memorandum on Health Insurance and that Cost Analysis...

Mayor Post: No, that includes that Cost Analysis.

C Martin-Brown: That does, that's what I wanted to find out.

Mayor Post: That includes that Cost Analysis, but if you take the reduction of the \$121,045 to the proposed final amount in the Draft and place it towards Revenues it comes out to a \$12,734 surplus, to the good.

C Martin-Brown: To the good.

Mayor Post: Then there are some additions that I think for one thing I believe in the Police Department I have in here for the evidence that was proposed and the Chief and I talked over the weekend as well, and he was supporting these proposed costs, was that for the evidence there was \$6,500, but we did restructure a grant that is going to cover \$4,500 of that; so we have an additional \$4,500 because of that grant.

C Martin-Brown: And we have a net cost of \$2,000 at that juncture, because a grant doesn't cost \$6,500 to remediate.

Mayor Post: I did remove the furnace and the heating system of \$15,000, but the Chief did show a need for that and that's something that we would have to determine whether we would want to add it in or not.

C Martin-Brown: The reason I'm asking what we're looking at in the big picture, the total of all of this is that one of the assertions made last time we had a public meeting where a comment was made, the assertion was made that we would be in debt with the current budget before these changes of \$180,000. So I'm looking at if we can by accepting these cuts, come up with \$121,000 in savings and subtract that from \$180,000; my figure shows about \$53,000 that we still have to cover.

Mayor Post: No.

C Martin-Brown: No.

Mayor Post: No. Because there were certain things in those proposals, for example, the Bowflex which was on that wish list; I didn't even consider; but there are some other things there, as well.

C Prettyman: Excuse me. I just want to say one little thing. Maybe over here I heard something different at the beginning. I thought the Mayor stated that we were going to go through each one of these line by line and we're jumping all over and I would like to get back to where the Mayor said we would go down.

C Martin-Brown: And the reason I'm invading that or suggesting that we reconsider that is if we know that we have to pick up \$30,000 or \$40,000 more in savings, in addition to what the Mayor is proposing, then as we go through each line item, we can be flagging areas that we could appreciate additional savings so that we would come up to \$180,000 Mr. Prettyman, that was what was motivating this; was to give us a context as we went through each line for what our goal was that we still needed to meet based on the Mayor's total of recommended savings.

C Hudson: Isn't it more than \$180,000 if you add in the \$59,300 that was going to come out of Revenue Reserves because we didn't get Municipal Street Aid? That brings it up to \$240,000.

Mayor Post: Municipal Street Aid has been covered this year and it has been stated all along. There were enough reserves in the Municipal Street Aid account of \$60,000+ that covered the \$60,000+ that we would not receive that is in this year's budget. Next year will be different, but this year is covered.

C Duby: When you say this year, you're talking about the budget year we're in or the budget year we're going into.

Mayor Post: The year we're going into. I've even talked to some Representatives and Senators that think that might even be reinstated by the following year. But the bottom line is, is that has nothing to do with the budget. The budget was \$108,000 deficit.

C Martin-Brown: \$108,000, that's helpful.

Mayor Post: However, when you add in, because they added it in which I didn't realize that the last time, the \$50,000+, it does shoot it up; but if you look at that \$50,000, or \$34,000; as a matter of fact, I don't even know where the difference is that they came up with \$108,000; because it was \$108,000 deficit; when they made the adjustment. The first time it was like \$118,000; then after they kind of adjusted some things and it went down to \$108,000; then you had to add in the \$34,000...

C Duby: What was that \$34,000?

Mayor Post: That's the...

C Hudson: The capital expenditures of \$55,985 is what brought it up to \$180,000.

Mayor Post: What was that again?

C Hudson: Capital expenditures.

C Abraham: You're talking about budget options of \$34,000.

C Hudson: Is what brought it up to \$180,000 you're talking about.

C Betts: That's right.

Mayor Post: What are you referring to?

C Duby: I think it's this.

C Hudson: The question was and this we got on the internet, by Cliff Newlands, deficit is actually \$180,000 due to Revenue Reserves, not the \$108,000. And the answer is, "That is correct. As presented in both the July Council Workshop and the Budget Presentation to the Public, Revenue Reserves have been included in the Budget to offset capital expenditures".

C Duby: And that's the \$70,585?

C Hudson: That was \$50,585 and that brought it up to close to \$180,000.

C Duby: So what's the \$70,000 from Revenue Reserves?

Jennifer Cornell: That's for all the capital expenditures in the budget.

C Duby: So there's just an assumption in putting the budget together that we would take that money out of Revenue Reserves.

Jennifer Cornell: Correct. Following past budgets, any capital expenditures have been offset by Revenue Reserves.

C Martin-Brown: That's what we did last year with the tax assessment and some of these one year items that don't have to be carried over; they're a one time and that tax assessment status lasts for ten years; which is why we agreed to take it out of capital expenditures.

C Hudson: But there's something else that perhaps may come out of Revenue Reserves as well; this is from the Town "The cost of the Hearing are included expense documents presented each month to Council. As previously stated, the Town currently holds approximately \$2.8 million in funds which allow for the availability of funding situations such as this."

C DUBY: What are you reading from?

C HUDSON: What the Town sent us.

C DUBY: The Q&A?

C HUDSON: Yes.

C DUBY: What page?

C HUDSON: Page 6 at the bottom. The question was, "Would like to know the cost of the Hearing; does the Town have enough money for all this?" And the Answer was that it basically was going to come out of reserves.

MAYOR POST: Capital Improvements come out of reserves. I don't know where, unless you think; we're not like the Federal Government and can just print the money or borrow it from Japan.

C HUDSON: That's the answer that the Town gave. The Town currently holds \$2.8 million in funds which allow for the availability of funding situations such as this; and that was the Answer to the question about the cost of the Hearing.

C ABRAHAM: That was the Answer.

C HUDSON: It seems like the Town's Answer is that one more thing coming out of Revenue Reserves will be the cost of the Hearing. We haven't even...

C MARTIN-BROWN: That's a Council decision whether we want to do it that way or not.

C DUBY: It increases the deficit or we take it out of Reserves.

C HUDSON: We haven't taken... I haven't seen anywhere in the budget all that stuff about the Hearing. Can we go back to going down these things one at a time? I understand that we have an overall need to do things.

C MARTIN-BROWN: Do we have a target amount?

MAYOR POST: We have a targeted amount.

C MARTIN-BROWN: In addition to the \$121,000.

MAYOR POST: So we can move under Streets now?

C ABRAHAM: No, because we each haven't had a say under Administrative.

MAYOR POST: Speak up.

C HUDSON: I don't think there should be any salary increases at all this year.

MAYOR POST: The salaries have been frozen for over a year now; they are not going to be unfrozen probably for another 5 or 10 years at the rate we're going.

C HUDSON: Okay. The \$500 for training and seminars is in yellow.

C DUBY: The ones in yellow are all options; none of those are definite.

C HUDSON: So we're not including that.

C MARTIN-BROWN: Anything in yellow.

C HUDSON: So we're just assume anything in yellow we're not including. Mr. Post wanted to add \$900 back into the SCAT; so just because it's in yellow.

MAYOR POST: The yellow ended up in the last budget in yellow. This was what I was going by as far as the budget options of the 1.5% raise; the 2% which are wiped out totally; the training and seminars of Council \$500, I wiped that out.

C PRETTYMAN: Why would you wipe that out?

C HUDSON: How about the Holiday Employee Bonus?

MAYOR POST: I left that in because, you know what, I think \$100 is the least we could do.

C ABRAHAM: I don't get \$100.

C Hudson: Okay.

Mayor Post: I added the \$400 for the estimated tax on that \$2,000.

C Hudson: That would be \$2,080; \$2,400 in bonuses and \$400 in taxes.

Mayor Post: But that was already in the budget.

C Abraham: Well I had put down no, just frankly speaking for myself, I don't get a bonus. I don't get a Christmas Party and I don't get a bonus. I got removed 2.5%, so I said no.

C Hudson: I don't get a bonus, either. I don't even get a card. Plus, I got a 50% increase in my benefits. I had no down here for both the Holiday Party, I think a potluck dinner would be appropriate.

Mayor Post: The employees did their own dinner last year; they paid for it.

C Hudson: The bonus, though, I had no down here on my chart, so do we just take a straw vote on that?

C Duby: We can't vote in a workshop.

Mayor Post: A consensus is fine.

C Hudson: I say no to employee bonuses, because State employees even took a pay cut; we're not asking employees...

Mayor Post: But Mary you keep saying about the State and I work for the State; we really didn't take a pay cut; because we get a week's paid vacation for extra a year; mine equaled out to about a 5% pay cut; so it was not the 2.5% like they want to portray in the State.

C Hudson: We're not asking our employees to take a salary cut or to take even furloughs, so I would say no to the Holiday Bonuses and no to the Holiday Party.

C Martin-Brown: Well, they're not in there, are they?

Mayor Post: So that would be \$2,400, and as a matter of fact some said to keep it anyway.

C Hudson: Last I heard, none of us went to the SCAT dinner.

C Prettyman: I go to the SCAT dinner and I'm still going to them and I'm still going to the Sussex County Economic Development and not charging on them.

C Martin-Brown: There's no point in us both going.

Mayor Post: For legislative purposes, I would highly recommend staying a member.

C Hudson: Is everyone in agreement with SCAT?

C Prettyman: You're back at the bonus?

C Duby: Do you want to hear from everybody on bonuses?

C Hudson: I don't think there should be.

C Duby: I understand that those of you who are still working and I certainly was in the working world for a long time too, and there were times I didn't get what I thought I deserved and people are cutting all over; we've cut now two years in a row; we've frozen salaries; we're freezing them for the second year; I'm strongly in favor of that; we don't have any choice; we're asking them to pay more of their health insurance; I would love to see us cut that \$2,400 somewhere else; I think \$100 for each employee is a pittance and frankly I think our employees have been trashed a little bit more than they should be; I think they're doing a good job; I don't think they're working overtime just because they're greedy and want money; they're working very hard and I think \$100 each for a Christmas bonus is

something that we can afford and cut somewhere else. I'm probably in the minority once again, but I just want to say that.

C Prettyman: No, you're not. I'm going to have to kind of agree with you on that. They do an outstanding job and they are really under quite a bit of stress and I think it would be only a courtesy to ask Councilmen to give them \$100 which by the time they get the taxes out of it will be \$50 or \$60, so it's not like they are getting anything, but it is something to show them that we are thankful for what they do.

Mayor Post: I agree.

C Martin-Brown: I agree.

Mayor Post: I guess that's the consensus on that one. That will remain.

C Hudson: Can I ask about this temporary labor? We kind of skipped right over that.

Mayor Post: That is the person that does all of our transcription.

C Hudson: Are we still transcribing every Committee meeting because I remember when we had Neighborhood Watch, somebody came and did those and...

Mayor Post: I don't think we're doing that anymore; we're just transcribing the Council and the Workshops and that's it.

C DUBY: Do we do Planning & Zoning and Board of Adjustment.

Mayor Post: They transcribe all the Commissions, but not the Committees.

C Martin-Brown: Board of Adjustment and Planning & Zoning and the rest of the Councils.

C Prettyman: Mr. Mayor, what ones do they still do?

Mayor Post: They do Board of Adjustment and Planning & Zoning and Historic Preservation Commission and all Town Council Meetings and Workshops; Special Council Meetings.

C Prettyman: Why the Historic Preservation Commission?

Mayor Post: Because they are a voting Committee.

C Prettyman: Okay. Thank you. Let's get back to Admin. Next one you brought up Training and Seminars for Council. I think that if there is Training and something like that is beneficial for Council and for us to have a little more expertise in an area for our Council, because we are elected by the people, and I think a lot of the mistakes that we have made are because we are not trained in the subjects that we need to know and we can learn that at seminars; we should have knowledge in every area of what is going on in the community and just as we have listened here on the comp time and overtime; we need to know and perhaps 2 or 3 times a year, we can have some experts come into the community and Council could be trained.

C Hudson: Sir, are you talking about 5180 Training and Seminars?

Mayor Post: In the yellow, this is one of those budget options.

C Martin-Brown: I don't support it.

C Hudson: I don't support that either; DelTech Community College has a number of classes that they have like for legal issues; for sewer and water; and for land usage; and there are a good number of them that are free and available and I think

we should use those and not use this \$500 for the Council. I don't agree with spending this money.

C Prettyman: Okay, then we need someone to look into what DelTech has to offer to the Council because Council is busy; most work; and we're all not up on its curriculum and in that sense I will go along with not utilizing the funds; I'm kind of mixed because sometimes what DelTech has is interesting; I've been to a few of them and they are no workable for our community and even if you ask them questions; they say go talk to so and so; I think we need to look into something that is going to be workable for our community so that we, as we are sitting on the Council, will have expertise in those areas that we need.

C Hudson: One contact person for DelTech is Jean Hathaway and they have classes on budgeting and capital improvements that I found to be very excellent and they are listed on the Internet and if you call over there they will give you plenty of information on them. I have certificates of classes I have attended over there and a good number of them are free.

Mayor Post: U of D does them too.

C Hudson: We need to utilize the free ones more.

C Prettyman: I'm not saying just to use all the money ones.

Mayor Post: I think we have a consensus on that one.

C Hudson: I also say no to mileage expense for the Council, as well. I've never used that.

Mayor Post: I have never either. That's fine. I didn't put that in there.

C Prettyman: I disagree with that one also.

C Abraham: Do we have enough advance notice on the Training and Seminars that whomever would want to take that? You could just ask permission for the Council to take care of it?

C Hudson: Jean Hathaway will just put you on her email list and notify you ahead of time if you call over to DelTech and ask for her or just ask for free classes available for specifically for Town Manager's and therefore Council People and Elected Officials and they have all these classes set up just for Government and Town Officials that have to do with Sewer and Water and Capital Improvements and Budgets; so they are available.

C Martin-Brown: Isn't that line item zero for fiscal year 2010, so it's already been resolved. It's not in the budget.

C Prettyman: It hasn't been resolved, that's why we're here.

C Abraham: For the Council, you mean.

C Martin-Brown: So we can put these things back in, if we choose.

Mayor Post: Yes.

C Abraham: Consulting Fees; in 2009 was \$3,500; fiscal year so far was \$1,295; asking \$3,500 again; my thought was to leave it at \$2,500, because we haven't reached anywhere near the \$3,500 at this point in time.

Mayor Post: What number is that?

C Abraham: 5215. Advertisement, 5300, I think I agree with you on the \$2,500, so I don't what to beat it again.

Mayor Post: Go back to the first one on Consulting Fees; is everybody in consensus from \$3,500 to \$2,500?

C DUBY: Is this URS and all of that?

JENNIFER CORNELL: That is URS working on the comp plan.

C MARTIN-BROWN: Yes, we should cut it \$1,000.

C DUBY: We're due to do that this year, right?

GEORGE DICKERSON: That will be done this year.

JENNIFER CORNELL: They actually just started it a few months ago; so that's why we haven't spent as much; I have another bill that's getting ready to go out.

MAYOR POST: The comp plan is required to be submitted this year.

STEPHANIE COULBOURNE: It's due by December 31st.

C DUBY: So that \$1,295 is misleading in a way, because it's been dormant for a while and so we're going to have to pay more on that.

JENNIFER CORNELL: Correct, I still have some invoices to pay.

C DUBY: I would say if the comp plan is due this year...

C BETTS: If there's a reason for it.

MAYOR POST: We just need an explanation of that so we probably want to leave that.

C ABRAHAM: Under 5260 Tax Assessment, 2009 was \$20,000, year-to-date was \$4,941; we're asking \$20,000; is that a set fee? Because you adjusted it on your proposals; I didn't know if that was to do our Tax Reassessment that we've been working on.

MAYOR POST: No, I think that's as houses come in; new ones get assessed but obviously with building down, personally, I feel that this year is going to be much better than last year...

C DUBY: Having just done the big one reassessment it shouldn't be as big a deal to have them do it when new houses come in; I wouldn't think.

C BETTS: I had that also, because we've only used \$4,951 and we put \$20,000 in the budget last year; so I also had that it should come down some; maybe come down to \$15,000.

MAYOR POST: I proposed \$12,000; but that's up to you.

C BETTS: I think \$12,000 would be okay.

MAYOR POST: I think we would be safe on that because if it even triples this year, we would still be okay; so \$12,000 would be enough.

C DUBY: Yes, \$12,000 would be enough.

C ABRAHAM: I agree with you on Advertisement under 5300; I had the same figure \$2,500. On the Holiday Lights, I was confused; are we buying more lights or is this for the lighting?

MAYOR POST: No, I don't think so. It's just for the electricity.

C ABRAHAM: And Election Fees. We didn't have an election, so that kind of threw me off too. We didn't have an election this past year; but we used a fee.

JENNIFER CORNELL: What we used is advertising for the election.

MAYOR POST: There still had to be some advertising posting done.

C ABRAHAM: Did our Insurance go up, under 5400?

MAYOR POST: Explain that on the insurance, because it says \$105,000; and now it states \$135,000; but I don't think it went up I think its how you distributed it maybe?

Jennifer Cornell: That was based on an estimate from the insurance carrier; we asked them to estimate our costs for next year and that's the figure they came back with.

Mayor Post: And also Jenn, and I'm sure it's in this red mark-up, because I know we've talked about that; I know there was a comment made about shopping around; my understanding is there is only one...

Jennifer Cornell: That's a different insurance. The one shopping around was for Health Insurance. This is for our Liability Insurance, Auto Insurance, things like that.

Mayor Post: Can I ask if we have shopped around on that one, as well?

Stephanie Coulbourne: Your broker is Conner Strong and they go around to different companies every year to find the best dollar and the best plan for the Town to get the same amount of coverage.

C Betts: So it actually just went up.

Stephanie Coulbourne: They always estimated it will go between 10 and 15% and we usually put between 12-14% in the budget.

C Abraham: Printing and Postage, which included the year end report, under 5430, we had \$10,000 for this past year; we've used \$9,000; which figure maybe the \$10,000 to the end of the year; should we just leave it at \$10,000; or because postage went up; if we came close to using it, we might as well just leave it. I wasn't sure.

Mayor Post: I reduced it. I went ahead and backed out that end of the year report; I think we could get an underwriter for that.

C Hudson: Perhaps we could do the year end report without the color and without the photographs and we could just print it.

Mayor Post: We could do that, but if we could get an underwriter, we can put out a decent one.

C Betts: So you're going to mark that out?

Mayor Post: I did on mine already, that's under advertising and it really comes under Printing and Postage. The proposed draft was \$11,000 and I went down to \$9,500; so I took \$2,000 out.

C Betts: We've only used \$9,000 so far.

Mayor Post: We still have 2-3 months left.

C Hudson: What I'm saying is we're talking about such small amounts as bonuses for the staff; then you look at \$9,500 for your year end report.

Mayor Post: No, the \$2,000 is the estimate for the year end report; that was printing for the entire year of everything that they print out; it's not the end of the year report. The end of the year report never cost \$9,500.

C Abraham: We just didn't have a postage increase.

C Duby: And if you take the \$2,000 out it's not in the budget; if we get an underwriter, that covers it; if we don't get an underwriter, we take all the goodies out and Xerox and send it out.

C Betts: And if we can't we don't have to send it. Ha, ha.

Mayor Post: It's good to send it out.

C Betts: I mean if you don't have something, you can't...

C Abraham: My next 5470, Repair and Maintenance Equipment, first I wanted to know what equipment it was under and then my thought was to drop it back to \$30,000; but I'm happy with your \$25,000. I just want to know what equipment that covers.

Jennifer Cornell: That line item is actually for a service contracts for our telephones, for our security system, our computers, the copier.

C DUBY: So we are in those contracts and obligated under those contracts, is that much of a cutback possible?

Jennifer Cornell: I do not believe so. \$30,000 we could probably do because there is a small amount of a few thousand dollars built in if something breaks down, that's not covered by contract; going down to \$25,000 I don't believe that's going to meet current contract.

Mayor Post: Well then go up to \$30,000 on it then if you think then we'll go with her on that.

C Prettyman: What is the reference for Maintenance Equipment, 5470?

C DUBY: The service contracts.

C Prettyman: And then the Buildings, the 5460...

C HUDSON: Why is the Police Station for the exact same thing only requires \$8,000; but the Town Hall requires \$30,000 and the Police Station has telephones; the Police Station has computer systems; the Police Station has contracts; the Police Station has security; similar to the Town Hall.

C DUBY: Are they covered by the service contracts you are talking about or are those only for the Town Hall?

Jennifer Cornell: No. Our contracts are specifically for Town Hall. The Police Department has their own copier, printers and things down there; the main copier is at Town Hall; so we pay the maintenance for that. Any printings for meetings and things, those are made on the Town Hall copier; they do have a security that they pay out of their budget; the telephones; they do not have a system like ours; we have an upgraded system with the messaging and things like; their system is not comparable to ours, so it does not have that monthly fee.

C BETTS: Can you tell me what the Building \$7,000, that's 5460, the Maintenance Building and Repairs?

Jennifer Cornell: Part of that is for repairs for anything we need to repair in Town Hall if we need light bulbs, this year we had to have the heating system worked on, so that's in there; it's also for the cleaning of Town Hall.

C BETTS: So it is \$7,000. I noticed you paid what's leftover from the \$6,151, do you count that if it's not used; do you add the difference over to this year's budget?

Jennifer Cornell: No, it does not carry over.

C DUBY: And the \$6,151 was only through 10 months?

Jennifer Cornell: Yes, that was through the end of July. So you still had August and September.

C BETTS: But I noticed sometimes there's quite a bit of difference left.

Jennifer Cornell: Correct, the figures do not carryover into the next budget year.

C BETTS: So there's no money left over; if you put it into the budget, it is just there.

Jennifer Cornell: It's there and we lose it September 30th. As of October 1st, we have an all new budget; nothing carries over.

C Abraham: Is the payroll processing expense going up too this year?

Jennifer Cornell: It is going up a little bit.

Mayor Post: What number is that?

C Abraham: 5600. Where we've asked for \$5,000; we've used \$4,000.

Mayor Post: There's two months that will have to be billed out on that or 2-1/2 months.

C Abraham: And the Code Book?

Mayor Post: That's exact.

C Abraham: Well apparently we haven't paid it out yet.

Jennifer Cornell: I actually just paid a bill within the last week or two, yes.

C Abraham: I was wondering if that carried over and I think what we're mentioning is where you see, for instance, if last year you asked for \$5,000; and by the end of this year you used \$2,500; where does the \$2,500 go; it's not lost somewhere out there in limbo; that's what we're questioning does it flip over into this year's or does it go back into the General Fund when there may be money left.

George Dickerson: When the fiscal year ends, it ends.

Mayor Post: What balances the budget?

Jennifer Cornell: If we don't spend the money, that's great. That could possibly save the Town some money; but if we spend more on another line item, we can possibly save by...

C Abraham: You can put it back in through the overage, that's what I'm trying to figure out where the excess would go at the end of this year for anything you didn't use under line item _____; if you didn't use it....

C Betts and Mayor Post are talking amongst themselves and I cannot hear what they are saying.

C Betts: The Mayor said that it goes back...

Mayor Post: To offset other line items that may be over.

Jennifer Cornell: Correct.

C Martin-Brown: We're talking, I think, about reprogramming at the end of the year where you reprogram surplus from one line item into others that are overrun. So you balance it.

C DUBY: Well and if your overall budget comes up with a surplus at the end of the year, it goes into just the General Fund.

George Dickerson: As an example last year, the closeout after the auditor came in and made the additions or corrections that needed to be posted; there were 100% expenses that we could have expended and expenses were at 98%; revenues for last year's budget after the auditor's report, were 104%; so that was a good year, budget-wise.

Mayor Post: And that rolled into the next General Fund.

George Dickerson: No, nothing rolls ahead. The budget is from year to year.

Mayor Post: So where does that extra money go? Does it go into a savings account?

George Dickerson: It's in the bank, you don't spend it.

C DUBY: You never spent it, so it's still there.

C HUDSON: I have a question about the Town Manager's expense account. It's line item 4525. I would just like to read into the record where that money has gone for this last fiscal year, because this is public record.

MAYOR POST: You know I think that is totally inappropriate; if we are here tonight just to try to make the Town Manager look bad, which I think is exactly what some of this is about; the thing is that's totally irrelevant. This is nothing about responsibility. He has a \$6,000 expense account. If you don't like it, then we need to talk about. I'm not interrupting it, but this is ridiculous. It's ridiculous.

C HUDSON: (continued over the Mayor) I don't think this is... I think fiscal responsibility is not making anyone look bad. I don't think this should be hidden; I don't think it should be ignored and I don't think interrupting and taking someone else's turn is fair. Being rude is just being rude and I'm going to read it into the record. "On September 27 – Irish Eyes \$72.74; October 6 – Irish Eyes \$60.01; October 23 – Irish Eyes \$61.36; October 23 – Irish Eyes \$61.73; October 23 – Milton House \$5..."

C DUBY: Do you know what he was doing at Irish Eyes, Mary?

MAYOR POST: Was this during work? Was it work meetings? Do you have any idea?

C HUDSON: [Ms. Hudson and Mayor Post spoke over each other and I tried to get both conversations simultaneously.] Well I don't know if the Personnel Committee knows if there were work meetings or what it was for because the Personnel Committee has not done quarterly reports; and this is public information that is acquired through a FOIA and how this money is spent is not open and this budget is not irrelevant to the issue at hand; it is budget money. It says "out of pocket expenses which may arise out of his employment with the Town" and first of all since the Town Personnel Committee has not had meetings that it hasn't even been established that it was employment with the Town.

MAYOR POST: The thing is we have to negotiate the budget and if we want to renegotiate his contract, we can not do it in public and I don't think you get that. It is a contract. You are setting up this Town and I don't think you understand it. This is in his... Fine, then that's fine; I'll be glad to post it on the Internet; that's irrelevant; it's irrelevant to this issue. The thing is he has a \$6,000 by law contract that is in his budget and you can sit there and it's in his contract and I guess he does have an expense account and yes, when I travel, guess what, I get all my expenses paid for; plane tickets, as well. I've already had legal review on it, and so has he; so I think... Are you saying that it was not? Is that what you are claiming? That it was not? That he spent money when he was...

C HUDSON: There haven't been Personnel meetings; quarterly evaluations, that's been on the record there haven't been quarterly evaluations.

MAYOR POST: His receipts have been reviewed monthly; we sign off on his receipts.

GEORGE DICKERSON: Mayor, if I may, if she's...

C HUDSON: No, it's my turn and I'm sorry if you're rude, it just means that you're rude.

GEORGE DICKERSON: I'm going to be rude.

C HUDSON: You're interrupting.

Mayor Post: You continue but I'm going to tell you this. The contract is a legal issue and you do not discuss this issue... Okay, I have warned you.

George Dickerson: Mayor...

C Hudson: Reimbursement for out of pocket expenses which may arise out of his employment with the Town upon presentation of proper receipts. This is public information which may be acquired through FOIA and it is a line item so it is relationship; Town Manager's expense.

Mayor Post: Not in relation to this budget meeting.

C DUBY: It is not a line item that we have any control over. It's in his contract and unless we renegotiate the contract we can not control that amount.

C Hudson: We have control.

Mayor Post: We do not.

C Hudson: If the Personnel Committee meets to review it.

Mayor Post: There is a process that we have to go through to do it and if you would follow the process maybe we won't have any legal issues out of it.

C Hudson: Not only that, but this was approved for payment; one of them was approved by Stephanie Coulbourne and another approved by Julie Powers and I don't believe they are on the Personnel Committee; and so I don't see where...

Mayor Post: Approved for payment?

C Hudson: Yes, that's public...

Stephanie Coulbourne: I approve the invoices for payment before the Finance Director pays them.

Mayor Post: For everything; for all of them.

C Hudson: And she's not on the Personnel Committee.

Mayor Post: For all of the them.

C DUBY: Where in his contract does it say the Personnel Committee has to approve every expenditure; it says they review them on a quarterly basis, as I recall.

C Hudson: And that wasn't done. It says "will be entitled to reimbursement for out of pocket expenses which may arise out of his employment with the Town upon presentation of proper receipts". So with quarterly reviews by the Personnel Committee and it's been stated in the public record that the quarterly reviews were not done by the Personnel Committee; we don't know whether any of these had anything to do with employment with the Town; because there were no quarterly reviews. November 6 – Irish Eyes \$57.80; November 14 – Milton House \$43.10; November 19 – Irish Eyes \$66.28. So for October that was \$238.65; for November \$167.18.

C Abraham: Is this something for the Personnel Committee?

Mayor Post: So he's under his monthly because it was a \$600 or a \$500 month.

C Hudson: In December on the 2nd – Irish Eyes \$93.20; on the 4th – Irish Eyes \$47.28; on the 4th – Milton House \$20.85; on the 11th Irish Eyes; on the 11th Irish Eyes; on the 12th Irish Eyes; on the 12th Milton House; on the 16th Georgia House; on the 20th Irish Eyes; on the 31st Irish Eyes. I have more than a ninth grade education. Thank you. On the 6th of January; on the 10th, the 21st, the 21st and the 22nd; so for January its \$227.35; then we get to February, on the 3rd Irish Eyes; on the 6th Milton House; on the 10th Irish Eyes; on the 25th Irish Eyes; 25th Grotto

House; and 25th Milton House (I guess that was breakfast, lunch and dinner); and on the 26th Irish Eyes; so for February it was \$355. Then you get to March 2nd Milton House; March 10th Irish Eyes; March 11th...

Mayor Post: C Hudson you're certainly made your point and I'm sure the *Cape Gazette* will be writing it up this weekend anyways, so let's... I don't think you understand the ramifications that you are going to make on this issue. Do you understand contract law? Do you understand contract law? Would you please move on?

C Duby: What do you propose we do about this tonight?

C Hudson: I think we start having quarterly reviews and do what the contract says. On March 14th Irish Eyes; the 21st Irish Eyes; the 25th Irish Eyes; the 25th Milton House and the 31st Irish Eyes; so for just March it was \$631.20. Then you get to April, the 7th Irish Eyes; the 7th Irish Eyes; the 8th Irish Eyes; the 10th Irish Eyes; the 14th Milton House; the 16th Irish Eyes, the 16th Grotto Pizza; the 18th Irish Eyes and the 23rd Irish Eyes and it was \$912.52. May 4th Milton House, the 6th Ruby Tuesday's (at least we're moving it around); the 13th Irish Eyes; the 14th Milton House; the 20th Irish Eyes; the 21st Milton Wing House; 22nd Irish Eyes; and 22nd Irish Eyes for \$454.

C Duby: We can't do that tonight.

C Abraham: Can we suggest this to the Personnel Committee?

C Hudson: I wish it had been.

C Abraham: I know.

C Martin-Brown: Mary, Mary, Mary...

C Hudson: And thank you because I read this now maybe it will be done as it was supposed to be.

Mayor Post: That has nothing to do with the issue. It will be between lawyers in a contract because he has a contract.

C Hudson: It says the problem is this Town has not been following this contract. First of all, it hasn't been out of pocket expenses; it's been a Town credit card which has been approved by Town staff...

C Martin-Brown: Mary, Mary, Madam...

Mayor Post: Go ahead C Martin-Brown.

C Martin-Brown: I'm just suggesting that rather than this process, it is important, if it is important to C Hudson, that she make copies of it and we make copies of it distributed so we can review it but it would also be irrelevant in one way and that is if the sum total of \$6,000 is stipulated in a contract whether I liked it or not; he could be out at Joe's Bar and Grille blowing \$6,000 in one night...

C Hudson: I don't think so; it says may arise out of his employment with the Town... He's also getting overtime.

C Martin-Brown: Wait a minute. I have the floor, Mary. But it might be that night of the \$6,000, he was hosting all the municipal Town Manager's from across the United States; what we need also, in addition to what's in the contract, is a process in the future. But it doesn't resolve...

Mayor Post: A process has been established.

C Martin-Brown: Yeah, okay, a process has been established and that process which has been established provides under a contract law \$6,000; so it's a moot issue at this juncture.

Mayor Post: But I'm talking about the quarterly reports have been established.

C Hudson: It's not moot. That's...

C Martin-Brown: Mary, but the quarterly reports have been submitted. Is that right, Mr. Mayor?

C Hudson: No.

Mayor Post: No. They have not been; but C Abraham who is our Treasurer signs off monthly on all expenses. The quarterly since it has been brought to our attention; there has been a place... I've talked with our Finance Director; there is an established form that has been developed and there will be a process for the quarterly review; as a matter of fact she has set it up on a calendar when those quarterly reviews are to be done with the Personnel Committee.

C Hudson: With the Personnel Committee?

Mayor Post: With the Personnel Committee, absolutely.

C Hudson: To establish that these expenses are rising out of his employment with the Town, so if he...

Mayor Post: Well, if you are suggesting that they haven't, I would make it right here in public right now. If that's what you're claiming, you must be insinuating more because nobody is saying that it wasn't from his employment.

C Hudson: I'm suggesting that we follow the contract. We're saying that... Well those are your words. I'm reading the contract.

Mayor Post: I'm interpreting some issues that have been played out here tonight.

C Hudson: You have issues of your own that are not my issues. I'm reading the contract. The Personnel Committee is not just \$6,000 C Martin-Brown; it's not just quarterly law.

Mayor Post: I don't think you understand contract law. There's a certain process for contract law.

C Hudson: And this contract says these expenses may arise out of his employment with the Town so there will be quarterly reviews.

Mayor Post: Let's move on. You know what; you've made your point. So let's go on.

C Hudson: So there will be quarterly reviews.

Mayor Post: As a matter of fact, I believe it was Mr. Lester that had made a comment on that and that was stated two months ago.

C Hudson: These expenses will be rise out of his employment with the Town.

Mayor Post: I will have him do a sworn affidavit that they're done from his work.

George Dickerson: I would love for her to say that if that's what she's going to say.

Mayor Post: I will have him do a sworn affidavit on that.

C Hudson: Is he swearing that he's having meetings?

C Duby: C Hudson we don't know, okay. And everybody at the table has agreed that the new process is in effect and it will be taken care of and if, after the process is in effect for a while I would suggest that if you are unhappy then,

which I suspect you will be, you can bring it up again. But can we move on with the budget?

C Hudson: Thank you.

C Abraham: What under Administrative have we not mentioned that we need to mention and get that figure out of the way and move to the next section? Does everybody like my suggestions and the Mayor's suggestions? Are there any additional?

C Prettyman: I liked the Mayor's suggestion from the beginning to go one by one, but we haven't seemed to be able to do that.

Mayor Post: Are we ready to move forward to Streets expenses?

C Betts: I have a lot but I would like to get on with it.

Jennifer Cornell: I have a few questions for clarity before we move on to Streets, if you don't mind. One line item that Mary you have in your document that Council didn't discuss as a whole is Overtime and what you wanted to do with that. Are we cutting it completely; how do you want that adjusted?

Mayor Post: I think that they did say they were in agreement with that.

C Betts: It's gone down to \$6,000, is that correct?

Mayor Post: Yes.

C Abraham: That's fine with me. I was just trying to figure out how you would work it if we proposed \$12,000; it went to \$14,000 and we're asking \$12,000 again. I thought it was common sense to leave it there again; but I can see where...

C Betts: I think it should be subtracted to \$6,000.

Mayor Post: We need to find some other alternative; we're going to have to work through this to find some other alternatives; so I think to reduce it to \$6,000.

C Betts: I think we should and then maybe...

C Duby: I guess what I would suggest in maybe trying to find those alternatives is to ask our attorney, or somebody, to review the Fair Labor Standards Act and see if there are ways we can move to flex-time; because that seems to be one of the only alternatives; because there are so many evening meetings and unless we just say no staff at those meetings, which I think is ridiculous because Staff carries out what the Committees and the Council and so on does and they also serve as a resource and I think we probably would be unhappy if we didn't have that there and we had to go through the whole process of briefing Staff afterwards, in which things are lost; so it sounds like under the current system \$6,000 is not a realistic number; but if we say that we are immediately going to look at the Fair Labor Standards Act and see if we can legitimately, without violating that law, move to a flex-time situation.

Mayor Post: Fair Labor Standards Act says that the accrued time has to be taken within the week that it occurs.

C Duby: No, but the Fair Labor Standards Act also has something to say about putting flex-time in and how it applies to certain employees; so I'm saying look at that and see if we can legitimately move to that.

C Hudson: Flex-time is not comp time and it doesn't get overtime and these answers from the Town indicated that we could use flex-time. It says flex-time can occur if taken within that 40 hour week; and that's what we do with the State.

I have flex-time if I stay an hour after for training one day; I can leave an hour earlier the next day.

C DUBY: I think we know what flex-time is.

C ABRAHAM: The only thing that worries me is the cost to the citizens that are trying to do business with hopefully a full Staff at the Administrative Office that won't be there.

STEPHANIE COULBOURNE: Mayor, just for clarification, you're talking about taking flex-time and reducing somebody's in the next particular day. I just wanted to know how you're thinking of a case in point last week when we had the Chief's Hearing last Thursday night and I had to work that Hearing and could not take off that Friday because other Staff members were off. That was the end of our 28 day cycle. Do you propose that I just lost those hours that Thursday night?

MAYOR POST: No, but what we're proposing Stephanie; is there are two options there; that that is a time when it might go into overtime or you could have come in late that day.

STEPHANIE COULBOURNE: I didn't have Staff coverage on Friday, so I couldn't have come in late.

MAYOR POST: I'm just saying that is how we need to possibly start thinking that's how we're going to start to get the overtime down and it's not going to be easy and we're going to have to see if it can happen.

C BETTS: If she worked late on Thursday night; I think it's within the week from where she worked; like if she worked Thursday, she should have something within the following week.

MAYOR POST: No, the State would do that; it's in the two week pay period of the State. But under this Fair Labor Standards Act it's within that week; that's what makes it very problematic.

C HUDSON: With the Department of Correction it's within that week. You can't carry anything over to the next week. I don't have two weeks. If I stay late Thursday, I have to take it on Friday or I lost it.

C BETTS: The State is two weeks.

C DUBY: Whatever, we need to have it looked and see what we can do. I'm a little concerned even I though I'm supporting it; I'm a little concerned about going down to \$6,000 because given what we have here, I agree with C Abraham, having being short-staffed at Town Hall is going to be the result. But we'll try it and see what we can do.

JENNIFER CORNELL: My next question is on the Health Insurance. The Mayor proposed everyone pays 30%, employees included.

C HUDSON: Single employees included.

MAYOR POST: Single employees; individuals. Last year it was families; this year we're proposing across the board.

C DUBY: So it's whatever the cost of your health insurance; whether it's for you or whether it's for you and your family; you will pay 30%.

MAYOR POST: Correct.

GEORGE DICKERSON: I do want to bring to your attention one thing that our Personnel Handbook says that "All employees that the Town will pay for the single employee at 100%"; so you may be in violation of that.

Mayor Post: We can change the Handbook right before we vote on the budget; so that the thing on the agenda before should be the Handbook.

George Dickerson: I was only bringing that to your attention.

Mayor Post: Yes, I know, I've heard it before; I've been told; so we change the Handbook; if that's how we suggest to go. I'm just saying, that we're all having to make; you know there's major changes in this country and it's not happy times, I'm telling you. And it's probably not going to be as good down the road. You don't agree.

C Betts: I do agree with that.

Mayor Post: Consensus on that, because I guess you needed a consensus on the 30%.

C Abraham: Well, this we just got.

George Dickerson: Is that the insurance?

Mayor Post: Well the bottom line is look at your savings. \$38,000 is the 30%; I don't have it right in front of me.

C Hudson: I think we should change the Handbook as soon as possible.

C Betts: I think so also.

George Dickerson: There's a good new draft out there, that's been out for some time.

Mayor Post: I know. You know, where the heck is this? The 30% is where the \$38,444.76 savings; 25% is \$27,788.16; 20% is \$17,138.52.

C Betts: I think they're very fortunate to get the 70%.

Mayor Post: Alternatives in life are lay-offs and furloughs and things like that; we've taken the furloughs; and I hate bringing that up about what the State does but we've taken...

C Abraham: Can we save this to the last, if we can get ourselves to a balance...

Mayor Post: This gets us to the balance that I have proposed for the little bit of a slush fund; now if there are other ways as we move forward.

C Abraham: We may find that we found something.

Mayor Post: Then we can choose to come back or you can ask if we could come back to re-entertain this; but at this time I think that we need to get through this Administrative.

C DUBY: But the difference between them paying 30% and paying 25% is \$11,000; if we can find \$11,000 elsewhere; that doesn't help them a lot; but it helps 5% worth.

C Betts: It's going to put you right back again next year.

C DUBY: I agree. Can we keep it to the last?

C Abraham: I thought that was like a big thing we had to at the end; like taxes going up.

Mayor Post: Okay, we'll keep it to the end. Next Streets; Street Expenses; I believe for me the only thing I had was 5280 which is Supplies; take it from \$6,000 to \$3,500 and I think that was based strictly from what was used in this year's budget is the only reason that shows that way.

C Prettyman: That's 5280.

Mayor Post: We've only used \$1,543 even with adding a couple months on it; that's why I put it down at \$3,500, which is a \$2,500 savings.

C Duby: Would this include things like snow removal?

C Betts: That's where I'm worried about.

C Duby: Because obviously the weather is going to be a factor.

Mayor Post: No, it's more than that.

Allen Atkins: Why we increased it is because we top sealed so many streets that we haven't had money to pave and we'll need that money to fix cracks in the streets should they occur.

C Betts: And we have potholes and things that need repairing and we can't afford to pave the streets. I have a problem with taking that away.

Mayor Post: Well then why didn't we... And the second thing is the leaf cleaner. Go ahead and remove that for this year. That was a \$10,000 but if they want to leave in the supplies; I think that would help a lot and I know I have discussed that this year with George, but in the future, if there was a second line that would identify what that goes to, it would help; like if it would walk specifically to certain contracts; there should be that one line with the cost; then below that what would it encumber or possibly encumber; like with supplies or whatever. Just ideas so people would know. I had no idea looking at \$6,000 that it was for the sealants of the Streets; but under that area it could have said sealants for the Streets, repairing cracks and potholes. I just think it's a good idea for everybody then you would understand what the dollar amount is for.

C Duby: So the reason that we didn't use all of it is there weren't that many that needed repair, Allen?

Allen Atkins: We haven't started it yet.

C Duby: Oh, we hadn't started it yet.

C Betts: They haven't started yet. I think we should put back in that \$1,000.

C Abraham: Now that you know what it's for, it makes sense. I'm thinking copy paper for the office.

Mayor Post: I have no problem with putting that back in, if that's the case.

C Betts: Thank you, so then that's plus \$9,000.

Mayor Post: Anybody else, thoughts?

C Martin-Brown: I'm just trying to figure out what our savings goal is so when we put things...

C Duby: As much as we can.

C Martin-Brown: Right, but no my point is when we put things back in...

C Abraham: I'm just putting Don's figures back in, as we go.

Mayor Post: She's making it a \$7,500. I was proposing \$10,000; but it's ending up at \$7,500.

C Betts: So then we add \$3,000 back here, for \$3,500.

Mayor Post: Yes.

C Prettyman: Move on.

Mayor Post: The next department would be Police Expenses.

Jennifer Cornell: Mayor, I just want to bring to your attention, you cut the leaf machine. In your draft, you cut that as well; but you did not cut out the Revenue Reserves. Anytime you cut a capital expenditure in the Draft, you're going to have to cut the Revenue Reserve too; so it's not decreasing your deficit; it's just decreasing the overall budget total.

Mayor Post: Well, you're going to have to tell us how it looks with that, but go ahead this year and cut the \$7,500.

Jennifer Cornell: Okay.

Mayor Post: In the Police Expenses, 5110, which is Overtime; I'm proposed from taking it from the \$20,000 in the Draft to \$10,000; which would be a \$10,000 savings. 5112 Overtime Holidays; Overtime was \$30,000, I'm proposing to cut it down to \$20,000 which is a \$10,000 savings. 5180 for Training and Seminars which is \$9,000; I'm proposing \$8,000; which is a \$1,000 savings. 5280 Supplies we have \$7,000; I'm proposing \$5,000, which is a \$2,000 savings. 5300 in the Draft it is \$1,000; I'm proposing \$500 and I think that's based right from what we've used this year; which is a \$500 savings. Uniform Cleaning \$1,250; I'm proposing \$1,000 which is \$250 savings. Gas and Oil \$25,000; I'm proposing \$20,000; which is a \$5,000 savings. Printing and Postage is proposed at \$1,000; I'm proposing at \$500; which is a \$500 savings. Repair to the Building is \$6,000; I'm proposing \$4,000 to be set aside for Repairs; which is a \$2,000 savings. Repair of Equipment is \$8,000; I'm proposing \$5,000; which is a \$3,000 savings. Telephone is \$14,000; I'm proposing \$12,500; which is a \$1,500 savings. Uniforms are \$5,000; I'm proposing \$4,500; which is a \$500 savings. Utilities are \$8,000; I'm proposing \$7,500 (because I think that's based on what we've done this year); that's a \$500 savings. And the heating system which was \$14,660 I propose not doing it this year; which was a \$14,660 savings. If we add it back in that will be different – so the total is \$51,410; however I am proposing in additions the new sign, because people still don't realize that's the Police Department and I think the sign needs to be fixed. I think the proper evidence keeping at \$6,500; however, we do have a \$4,500, so that should really be only \$2,000 now, because a grant has been approved where we can use \$4,500 of it for the evidence.

C Duby: Can I ask a question about that? Is this computers related to that evidence tracking system or is it additional cabinet space to keep things?

Mayor Post: It is the thing we got the document on, which I have here, which was requested of the things that would be needed for correcting the evidence issues; I think it is in this package we got that last time. And then the basement repairs which is the sump-pump and the wall-coating and the outer wall being built \$4,250; and I'm also proposing to increase legal expenses because I do think that's low to \$12,000 additional in legal expenses; and that would be \$24,365, which is under the Police Department when you take those two together at \$27,045 savings.

C Prettyman: I have one question. Underneath 5530 is Miscellaneous Capital Expenses because that's \$101,000.

Mayor Post: That was the renovation of the Police Department, wasn't it?

Jennifer Cornell: That's going back to the 2008 year. I grouped all of the capital expenditures together, just to save space; instead of listing out ten different capital expenditures, so in that line you may have vehicle payments; I think that was when they got the intoxihilizer; there was, I believe, computers purchased; the building renovation; all of those items are included in that \$101,000.

C Prettyman: I would like to see the breakdown of all that myself, instead of just... I know it's easier for you to do it the way its done; but it just has it here with no number or anything; that's all the comment I have. The Chief, since he is here, can he make any comments, because I would like to hear from him if these changes that you have made in his department are acceptable and he can work with them. Mr. Mayor, can I?

Mayor Post: Yes.

C Prettyman: I just want to make sure...

Chief Phillips: I guess my first question is on 5100 Salaries; how many officers is that?

Jennifer Cornell: The budget has 8 officers; we cut the salaries down when we applied for COPS grant; we just notification within the past month or so that we are not going to get those funds.

C Abraham: Do we need to add that back in?

Jennifer Cornell: Yes, the salaries would need to be adjusted.

C Abraham: Back up to \$442,000.

Jennifer Cornell: Actually, it will be a little less than that, because we did lose an officer, I believe in February.

C Abraham: Won't we replace him?

Mayor Post: I would hope not.

Jennifer Cornell: Under the hiring freeze, no.

Mayor Post: The hiring freeze and you know what, the department for 6 months has ran with how many; I think we have an ample right now of enough police officers.

C Abraham: I'm not arguing the point; I'm just saying this is a replacement; this isn't new.

Mayor Post: If we're looking at and possibly it was too many to start with; I don't know. But if we're looking at the opportunity look at every department equally I think absolutely.

C Abraham: But we hired a Code Enforcer with a freeze on; so my point is, this is an open spot that we would fill; not a new position.

Mayor Post: So you think we need ten officers.

C Abraham: I'm just assuming we would have the ten we voted on.

C Prettyman: I don't know how Rhonda was thinking about it; but I think we need to have the ten officers to complete the force because we need officers that can come in if those officers that are in court; we need somebody covering the Town; right now I don't know if you all are listening to news and reading the paper and I haven't had too much time on my hands for that; but crime as risen all over and I would rather have the officers there. Then you're talking about hiring an officer; once he gets here he's going to be almost a year in training because he has to go to school and everything.

Mayor Post: You'll never convince me because I've seen what's been here for the last six months and I think you're making a big mistake and I want to correct you C Abraham.

C Abraham: I don't need correcting.

Mayor Post: Yeah, you do. We voted on the Code Enforcer. It came through Personnel and when it came to Council, we voted.

C Abraham: I'm not saying that; it was an empty spot that we filled; is what I'm saying.

Mayor Post: These positions should be voted on now through Council if we're going to do this. I'm appalled that you think that we should have ten officers.

C Hudson: I think that we should have ten officers; considering that Sussex County is one of the third highest in the country for drug traffic up and down the East Coast.

Mayor Post: But it's Milton, Delaware.

C Abraham: Look what we had in Georgetown, Delaware. We have a dead officer and there were two officers working.

Mayor Post: Let's not use that.

C Abraham: Well, it's an issue that just happened two weeks ago.

Chief Phillips: If I could intercede here a minute, please. Since I've been back I've talked to all of the officers and the problem they had with the officer shortage that they did have was, they couldn't take a vacation when they needed to; they were backed up; they were stressed out and they were overworked is what they were telling me; I interviewed all of them since I've been back and officer safety wise you have one officer at nighttime working right now; and I've contacted the officers that I did interview and they also said that the State Police had to come in and handle other complaints while they were tied up with prisoners numerous times and I'm waiting to get the numbers back from that now from Delges and Suscom to find out the numbers on that. The officers told me themselves that they were in the station with one prisoner and numerous complaints came in and they didn't get to handle them; the State Police had to handle them. I'm just letting you know.

Mayor Post: I think, quite frankly, I think ten officers for the size of this Town is ridiculous.

C Betts: Mayor Post, why did we hire ten, if it was too many? Why did we agree to hire ten?

Mayor Post: What I've learned over six months is that it can be done with less.

C Betts: You said you thought it was foolish to have ten; but I wondered why we...

Mayor Post: I think absolutely it's foolish.

C Hudson: I think you should maintain ten because this Town is not right now is not going to get any smaller; eventually Dr. White's is going to be built out and then the Ralle properties are going to be built out and...

Mayor Post: In what year? Two years down the road; four years?

C Hudson: I think we should maintain the Staff that we have for the safety and security and again we need to look at the consensus of this Council and that each person on this Council has the right to contribute to the consensus and not just one person.

Mayor Post: I think its ridiculous; I think it's appalling and I think it's a travesty to the taxpayers; that's what I think it is. Absolutely, absolutely, so go ahead with your consensus.

C DUBY: Could we get some numbers, because I'm still not clear. The \$442,000 that's in this year's budget – how many people does that cover?

JENNIFER CORNELL: I believe it covered nine; we lost an officer in February; he left the department; we have an officer currently on leave; so that decreased the salaries, let me double-check; there's currently eight, with one on leave. So it's nine officers currently employed.

MAYOR POST: Well one is in Iraq.

JENNIFER CORNELL: Correct. He's the ninth.

C DUBY: So, the \$367,000 that was budgeted was budgeted for eight; when we thought we were going to get a grant that was going to cover the ninth.

JENNIFER CORNELL: And possibly a tenth.

C DUBY: And we haven't.

JENNIFER CORNELL: Yes.

C DUBY: Okay; so if we were to say we need nine or ten; this would increase to what?

JENNIFER CORNELL: Depending on the position, if I just do an average, you would probably need to go back to \$440,000 again.

C BETTS: Jenn, is this including the one in Iraq?

JENNIFER CORNELL: It is including him as an employee.

C BETTS: So you've included the ninth one.

JENNIFER CORNELL: Not the ninth.

C BETTS: The eighth.

JENNIFER CORNELL: The money is not there for the 2010 budget; that's only for eight officers.

C BETTS: But that's not including the one in Iraq that's due back, is that correct?

JENNIFER CORNELL: Not necessarily him; but it's not including a ninth officer.

C BETTS: That's what I'm asking.

JENNIFER CORNELL: Yes.

C BETTS: Shouldn't we have included that anyway?

JENNIFER CORNELL: When we applied for the COPS grant we could not.

C MARTIN-BROWN: I can't remember and I would find it helpful that when we agreed to the ten officers, the assumption was that we were going to get external assistance to the Town budget. That we were going to get a grant.

C ABRAHAM: No.

C MARTIN-BROWN: That the additional officers were not to be hired with grant money.

MAYOR POST: No the two if we could get with the grant which we did not, we were like I don't know; we were four away from getting it; but...

C HUDSON: We were going for an eleventh officer.

C DUBY: So the \$440,000 would give us nine, not ten. Right?

MAYOR POST: No, it would have been ten officers; with the two from the grant; because one has left and went...

JENNIFER CORNELL: The \$440,000 would get us ten, if the tenth was a patrol officer.

MAYOR POST: So what is nine?

JENNIFER CORNELL: Nine would be right around \$400,000.

C Abraham: I think where I am at in this is you have the Chief being Administrative and possibly the Lieutenant, I'm assuming; and I'm just saying; we have a Detective, which is something we have to have for criminal investigations; that leaves if you have ten officers, seven. Seven road officers, I'm assuming, okay; so if you have two officers per shift and I'm not sure how he classifies his shifts, but as a layman would be 8 to 4; 4 to 12; 12 to 8, that would take up 6 officers and you have an oddball. So where in there are you working in the vacations, the sick time, whatever the case may be; I guess with your spare seventh officer, that's just me assuming.

C Martin-Brown: C Abraham to continue that presentation, have we ever had ten officers?

C Abraham: Yes, we've had ten. Yes.

C Martin-Brown: I'm asking very specifically.

C Abraham: Yes, even though I lose track of it, we've had ten officers. We've lost one to another agency; which has not been filled. And that's where we're standing, I think. Well, one's in Iraq, so we're down one officer, but in a sense, he's still with us; we haven't lost him; we've lost his body to work; but we have him in Iraq.

C Martin-Brown: Okay, now, before we had one leave for another agency and one is on tour of duty in Iraq; during that time we had a full complement; now I know this is going to be a very bombastic remark, but I want to make this point; when we had a full complement of officers I sat through four days of hearings about things that couldn't get done with a full complement of officers and I'm concerned whether we have twenty or five or 200 that we did not do what could have been and perhaps should have been accomplished with a full complement of officers; so my concern is if we go back to ten officers, which is what you're advocating, does that help the dynamic to address a number of the concerns that were brought up during the Hearing; in other words management of evidence; and all of these different things; is there a way to correlate manpower availability and the quality of management and performance to address and remediate some of these issues that we've shared.

Chief Phillips: Back when we were going to go with eleven officers, the plan was to take an officer, administrative, and put him in there so we could work on the evidence and work on all of this stuff; and then when the economy fell out we ended up with ten.

C Martin-Brown: Okay, so your goal was to dedicate addressing some of those issues.

Chief Phillips: Absolutely, yes Ma'am.

Mayor Post: Well, I still believe it could be done with nine. You don't look at the population; you look at the amount of crime.

Chief Phillips: I could tell you that we had a serious assault the other day of Kathy Malone and subject and only one officer was in Town and the other one had to come in to assist, it is my understanding; and they didn't catch anybody at all because there was no other back-up there and the State was tied up also. But I have talked to the officers and they have told me, since I've been gone, that the State has had to come in and handle complaints while they were tied up with

prisoners and I've talked to everyone of the officers. I'll have the numbers for you here in a few days, for what it's worth.

Mayor Post: So if the State doesn't mind, then maybe we should continue that.

Chief Phillips: That's the Council's call. The only thing is you have to wait a while for them to get there; priority-wise.

C Hudson: Because if we this much problem trying to clean up that basement with ten; it is never going to get done with eight. It will just be getting worse, and worse, and worse and like C Duby already brought to our attention that our reputation as far as evidence being tainted and we need to address that and we need these officers and we need to get it done.

Mayor Post: Maybe we need also some things maybe some courses on Time Management and other processes.

C Duby: I think we need to consider the possibility that C Martin-Brown brought up; that maybe the officers that are there aren't being used as efficiently. I certainly would not argue as vociferously for a reduced police force; but, I didn't hear a lot in the Hearings that would indicate that numbers of manpower was the problem; and to jump from \$367,000 up to \$440,000 blows a whole in our being able to balance this budget, at all; and I think it's a very tough call.

C Abraham: But if only one officer had left, we'd have the same amount.

Chief Phillips: The only thing I can say is that history repeats itself; some officers are going to get burned out; and then they are going to move on; and they're going to say we're working all this time and they're going to move on and I realize, Mr. Mayor, that that's not a problem for you; but it is for some of the other officers and some of the people in Town for their quality of life.

C Prettyman: I remember a few years ago that's what was happening in our Police Department; they would come, get trained, leave and it was just a constant rollover of officers. We now have a group of officers that are superior, to me. I think that we, as Council, need to think about it a little more and go from there. Going on with you, Chief, I ask about your statement and how you feel and we've done this salary and this offset, what else down on this do you see that we need to look at?

Chief Phillips: As far as overtime, we'll do the best we can with what you have there. As far as Training and Seminars, we really need to keep it at \$9,000 and I'll tell you why. We need to get ammo and targets, etc. for the firing range and stuff like that, and that covers a lot of that, plus other training that we have. Supplies we can try \$5,000; we wanted \$7,000; but in Advertising we can try to deal with and Uniforms we can work with; Gasoline we can do our best to work with; Postage, I guess we can do the best we can; Building Maintenance, what I would like to suggest is, it says \$8,000 on here, we need to not only...

Mayor Post: I think it says \$6,000, doesn't it?

Chief Phillips: I think on the budget thing it says \$8,000 and I think

C Prettyman: Give me the numbers

Chief Phillips: 5460, I believe.

Mayor Post: It should be \$6,000; maybe I have it wrong; but it should be \$6,000.

C Abraham: The budget says \$8,000.

C Prettyman: It is budgeted at \$8,000.

Mayor Post: Okay, it is even bigger. I suggested \$4,000. I was talking about a \$2,000 reduction, so it really would be \$6,000. Unless you can do something different there.

C Prettyman: Wait a moment; you're getting faster than I am. 5420 back on the first page, Miscellaneous Operating, I need to know what that is.

C Abraham: Miscellaneous Operating was \$1,300 for 2009; used \$1,800 and then only asked for \$500; which is kind of strange that you would ask for that much less. But then you have blood draws in there, too; which I think is new.

Jennifer Cornell: I can answer that one. This fiscal year, all of the DUI blood draws were included under Miscellaneous; since that makes up a large portion of miscellaneous; I thought it was a better idea to split that out so that it was clearly identifiable what that money was for.

C Abraham: Do we have a set amount that we give each department that's for Miscellaneous Operating, like Parks shows \$500, but is it in combination with Water \$500; or where everybody got \$1,000 just for Miscellaneous? That's what I was trying to hurry up and look through.

Mayor Post: Well they've used \$1,882 of this year, there would be two months left and they've got \$2,000 now because they split it out between the two.

C Abraham: Like Water Expenses for Miscellaneous Operating for instance was \$1,000 asked for; \$1,100 used and then the coming budget you're asking for \$2,000. Parks is like \$500.

Mayor Post: I probably cut that too.

C Abraham: So the combo is like \$2,500. That's why I was wondering if every department gets around the same amount of Miscellaneous for the little things.

Jennifer Cornell: It's based on need and what they've used in the past.

Mayor Post: And I've cut Water's too, you're going to say when we get to that.

C Prettyman: Okay, then go back to the Chief at 5450, Repair and Maintenance Auto.

Chief Phillips: Building, you said.

Mayor Post: No, he hasn't done building yet, so what's building?

C Prettyman: 5460, yes, Repair and Maintenance Building.

Chief Phillips: I would love to keep it there at \$6,000, it works for me; I'll tell you why. What I'm proposing to do is...

C Betts: It's \$8,000.

C Prettyman: It's \$8,000.

Chief Phillips: I'm sorry, \$8,000. I'm proposing to, we figured out for the cleaning company that's been hired since I've been gone about \$5,000 for the cleaning company; that's 52 weeks at \$95 a week is what I figured it out to be, I guess; I proposed then contacting SCI Prison and having pick up prisoners and bring them over and help them clean and it then it will be absolutely free.

Harrington does it, Georgetown does it, State Police do it and it will save us a mess of money in that aspect; \$5,000. I would still like to keep my \$6,000, if I could though.

Mayor Post: Well, I cut it down to \$4,000.

Chief Phillips: Well, we will need to...

Mayor Post: So I guess, really, because I was wrong, because it was really \$8,000, I guess if it went up to \$6,000, then it would be \$2,000, it wouldn't change.

C Doby: It would still have a \$2,000 savings and it wouldn't change and you would get \$6,000.

Chief Phillips: What I would like to do also though is we have to paint that whole basement wall with that lock out stuff to keep the moisture out and also to paint it white it would look better, brighter, etc. for down in the basement.

C Abraham: Under telephone, does that also cover laptop air cards; it's just not what cell phones?

Chief Phillips: No, that's correct. Also you have to know that we have to have laptops in each car because we're doing a thing called E-Ticket and we don't write tickets anymore by hand; everything is in the computer and it has to be done in the computer, technically and it prints it out in the car and they hand it to the subject; so the air time is part of that, yes.

C Prettyman: Now, these cars, that's where I am, you got 3 of 3 5802 and then it goes down to new cars 1 of 3 and then you've got 1 of 1.

Jennifer Cornell: One of three is a lease/purchase; it's a new vehicle, so you would be paying three years on that for that amount. The one of one would be an outright purchase, that's the total cost the \$10,000.

C Prettyman: That's a new car.

C Abraham: That's not vehicles we already have.

Jennifer Cornell: No, these are proposed.

C Abraham: Because it wasn't yellow, it's nothing we're asking for.

Mayor Post: Are these things that were already in the budget that we have to pay off; are those leases is what you're saying?

Jennifer Cornell: 5802, Police Car No. 4, is a lease that we currently have.

Mayor Post: 5807.

Jennifer Cornell: 5807 is a proposed.

Mayor Post: And what's 5808?

Jennifer Cornell: We did not include it as an option. We felt it was more important.

Mayor Post: I'm supposed to have it on my cut; I was going to cut one of those cars, at least; if not both; but absolutely one car should be cut.

Chief Phillips: I say we cut the new car and we try to pick up that used car.

Mayor Post: Okay, so 5808 cut \$10,000, so that will add \$10,000 more in.

Chief Phillips: The opposite, 5807.

Mayor Post: The opposite, okay, we're keeping the \$10,000 and we cut the \$9,797.

C Prettyman: Right. So we're keeping the \$10,000.

Chief Phillips: My question is, is that \$10,000 part of the trade-in of the other cars we're getting rid of?

Mayor Post: Yes.

Chief Phillips: That's my understanding? The only problem I had with what I'm seeing on there is we definitely need to get rid of 1999 Silver Crown Victoria; we need to get rid of the 75-2, which is a 2001, I think we're having paint problem on top of it has mileage on it; 75-3, which is a 2001, we're having problems with the

paint and it has some miles on it; and also I see we have a 1997 Ford Crown Victoria that we need to get rid of. It is my understand that they're proposing to get rid of a 1997 White Ford Expedition that we have; that was a seized vehicle that we had and I've got to check on the statute of how long we have to keep it; I don't know if it's two years or five years; because it was a vehicle that we seized; and if it was seized it may be two years or five years. That vehicle does have some miles on it but it does run good. I've talked to the officer that drives it and he says there is no trouble with the suspension at this time and he has not had that much breakdown with it, but apparently Sgt. Hudson looked at it and advised there is. Also, the other vehicle in question that they're talking about getting rid of is a 2003 Chevy Suburban that we use and to the best of my knowledge, it hasn't had that many breakdowns in the last year, that I know of; that vehicle is used for the firing range and also if we have an active shooter, it has the bullet-proof shield in it and equipment in it and it is used to pull a trailer with; so I would like to keep those two vehicles and get rid of the other vehicles in question.

Mayor Post: Well, I would get rid of enough cars because the plan was to cover the \$10,000.

Chief Phillips: That's correct.

Mayor Post: Is it true that there are 484,000 miles on one of these cars, or is this a misprint? That's a darn good car, if that's the case.

Chief Phillips: Yes, that's a misprint.

Mayor Post: How about the one that's 160,000; that's still going?

Chief Phillips: Which one is that?

C Abraham: 99-U?

Chief Phillips: No, that one has to go. That one is having transmission problems.

Mayor Post: So you will liquidate the bad ones to cover the \$10,000.

Chief Phillips: Yes, I would like to do 99-U, 75-2, 75-3 and 75-4.

Mayor Post: Okay.

Chief Phillips: And in turn, use that money to purchase a vehicle for the detective.

Mayor Post: Okay.

C Abraham: So he only wants one vehicle, once he sells the old vehicles.

Mayor Post: So we're adding \$9,000 something on mine.

Chief Phillips: So my question is what happens if we don't get \$10,000 for all those cars, just out of curiosity, have a bake sale?

Mayor Post: Have a bake sale.

C Abraham: The sign?

Chief Phillips: I personally don't think we need a sign. That's just my opinion. Because we have bulbs out there that say Police on it and up high it says Town; not that I don't want the sign, eventually; but I think right now it's not that crucial that we can use it for something else, to be honest with you. I would love to have it, but.

C Abraham: Bowflex?

Chief Phillips: That won't even fit down in the basement. It won't get down the walls in the basement, so we don't need that either.

C Abraham: Just didn't know his opinion on it; and the phone system?

Chief Phillips: We don't really need the phone system right now. Would I like to have a new phone system? Absolutely. It's nothing we need; it still works fine at this stage of the game.

C Martin-Brown: I would like to go back, Chief, to the heating system, 5801. We heard during the Hearing what an uncomfortable situation that was and I would like to have that heating system put back in, but have nine officers, not ten; because if you have officers that are physically uncomfortable and cold and sitting in inhuman conditions and you could hold off for a year and have nine officers and a new heating system; the quality of life for people when they come off the road, at least they are not freezing in the winter.

C Hudson: What I heard at the Hearing was that Sgt. Hudson complained because his heater was missing and basically that was his only complaint that he had about the heating system; and we already agreed to have ten people.

C Martin-Brown: No we haven't.

Mayor Post: No we have not. That was your consensus. That was a couple of your consensus; but I think we need to put that right at the bottom like we are doing with the insurance.

Chief Phillips: Are we proposing not to get a heating system, is that where we are right now?

Mayor Post: Well, Joanie is proposing nine and the heating system.

Chief Phillips: I was going to say we have Stimulus Grant that I'm not sure exactly; I haven't seen all the paperwork on it yet, what it's been spent on; but it's \$18,000; we should be able to take some of that and probably pay for that heating system in full.

C Martin-Brown: Okay, so you would have heat then. The whole system is so bad down there.

Chief Phillips: I have other thoughts I would like to use that money for, but if we're not going to get a heating system, I would just as well take that \$18,000.

Mayor Post: When the Chief discussed this with me on Sunday, when he did the renovations he has run the duct work up in the ceilings, which is great.

Chief Phillips: We thought we would have money, but the economy went sour.

Mayor Post: But the offices are not properly heated. That's understandable because of the construction of the walls and everything. Now this is an opportunity to make it function properly; with some new units updated, as well.

Chief Phillips: Those air conditioners are 28 years old. The hot water base heater is 15 years old. The proposal I saw here is to replace all those with one unit, that would have a thermostat on the Patrol side and a thermostat on the Administrative side; so that during the off-time when the Police Department side is not open, just the Police side is; the Administrative side won't need to be heated and all that stuff; we could put one heater/air conditioner together and get rid of the other three; that would give us more room in the basement to build closets and space that we need there also.

C Martin-Brown: So you're satisfied that that system could be put in with the Stimulus Money.

Chief Phillips: That's my understanding, yes.

C Martin-Brown: So, that doesn't need to be in the budget?

C Betts: We already took it out.

C Martin-Brown: No, no, no; that's my point; I was proposing putting it back in.

Mayor Post: But you're saying we don't have to, if there is a grant out there; and we can leave it out there.

Chief Phillips: There's a grant there; but I don't know if anything has been spent out of it at this time.

C Abraham: Oh, since you've been back you haven't gotten to that issue.

C Martin-Brown: So that's why I was saying we should put it back in.

Chief Phillips: To the best of my knowledge, it's still there; the money is still there.

C Martin-Brown: Okay, then that's helpful. Thank you, Chief.

Mayor Post: Then there might be another grant that we could write for that too.

C Betts: Are you saying that there is a grant there, Chief Phillips?

Chief Phillips: Yes, the Stimulus Grant is there; to the best of my knowledge we haven't spent it; that's correct it has not been spent that I know of.

C Betts: We have it.

Jennifer Cornell: Are you talking about the Burn grant that we already have the funds for?

Chief Phillips: Yes.

Jennifer Cornell: Okay, we have not spent any money out of that grant.

Mayor Post: That's good; there you go. If that could work, that's great.

C Abraham: Can we have ten warm officers?

Mayor Post: That's debatable at the very end. We're putting that on the bucket list with the insurance and the officers, whether it's nine or ten. Park Expenses, 5280, under Supplies; the draft proposal is \$5,000; I'm proposing \$4,000; which is \$1,000 savings there.

C Betts: Will we be getting anything from grants for that or is that; what is that for; the \$4,000?

Mayor Post: Supplies.

C Betts: What would that be for?

Mayor Post: I would hope to maintain the Parks.

C DUBY: Is that maintenance?

Mayor Post: We are now under Parks, 5280, under Supplies; weed killer, everything.

C Betts: You mean you need more for Parks than you do for Streets?

Allen Atkins: [Could not hear his response.]

C Betts: No, what I'm saying is do you have more Supplies for the Parks; then you do the Streets in the Town of Milton?

Allen Atkins: [Could not hear his response.]

C Betts: But, how about patches and potholes and whatever.

Allen Atkins: [Could not hear his response.]

Mayor Post: I'm shocked that you can maintain one full Park, the Mill Park Reading Park and the Rails-To-Trails and the other public...

C Betts: And is that included, the `?

Mayor Post: Yes. And as a matter of fact, I'm proposing that we rename the change; I forget I have it written somewhere, it should not be called Park

Expenses; it should be called Parks and Public Land Expenses; because there are other Public Land Areas around the boat docks that we still do weed killer that the State does not do...

C Betts: I would agree with that, because it sounds like it's for the Park.

Mayor Post: It always makes it sound like it's for the Park and I think we need to make it where it shows that it's everything.

C Abraham: Town property.

C Betts: Yes, Town property.

C Duby: Allen, I have a question on this one. I assume the reason the Mayor is suggesting a reduction here is that as of the end of July, I guess, was when the year-to-date was done; only \$1,892 had been used out of the \$5,000; is that because there were more things coming up that it is back loaded?

Allen Atkins: A lot of things are going into the Mill Park and being upgraded. We still have some coming.

C Duby: Can we look at utilities under Parks? You're taking \$1,000 out of that and my only concern is that we've put some upgraded electricity into the gazebo and things like that; is that likely to increase utilities?

Allen Atkins: ...for Rails-To-Trails also...

Mayor Post: The Chief says in my budget I'm proposing to reduce it by \$1,000; you're saying...

Chief Phillips: Can I suggest you put motion lights in there somewhere on those buildings and around that thing so that we can tell if people are hanging out there; because it is for back there now, I notice.

C Duby: Around the gazebo?

Chief Phillips: If it's possible, yes. A couple of motion lights, if possible.

C Duby: We should be able to; we certainly would have the capacity because we upgraded the electrical capacity of it so I think that's a good idea.

C Abraham: And I would make a comment; don't we have dusk till dawn curfew in the Park. If it's posted, I'm not aware of it.

C Duby: One of the things we talked about in Parks is after all of the stuff is in; we need new signage for a whole lot of things, because there are a lot of rules and regulations down there that the signs haven't been up for years.

Mayor Post: Dogs need to be on a leash and things like that.

C Duby: Things about parking; we've had a number of complaints; people complaining because the parking spaces that are supposed to be used for boat trailers, people park in; so we need to fix the signage and that's one of the last things that's going to be done.

C Abraham: I'm just going to make a comment. Sitting out on my porch one night, it was after 9:00 and I see this older man and this very, very young child going walking back through a dark park and it just unnerved me, because you wonder is he supposed to be taking this young child back to the Park; is it a father and son; and it kind of worries me.

C Duby: I think the combination of new signage and the motion lights should help. But I'm concerned about taking money out of this budget, since we have a situation; we're adding Rails-To-Trails and the lighting.

Mayor Post: I didn't know it was adding Rails-To-Trails; so there we go; so you might want to add that \$1,000 back in.

C DUBY: I would say that should go back.

Mayor Post: I didn't realize it included Rails-To-Trails with that.

C Betts: Are you going to add that to utilities?

Mayor Post: Yes, back into utilities. Code Expenses and what I have here is 5110, which is Overtime which is taking it from \$2,000 to \$1,500; which is a \$500 savings. 5430 Printing and Postage taking it from \$2,000 to \$1,300, which must be based on actual this year, which is a \$700 saving. 5480 Telephone taking it from \$1,200 to \$1,000, which is a \$200 saving. 5490 Uniforms taking it from \$300 to \$200, which is a \$100 saving; I think that was probably based on what we had done this year. So that was \$1,500 there in Code Expense savings.

C Martin-Brown: We had, Mr. Mayor, under Administration a figure for Consulting Fees where we discussed the need for the Comprehensive Plan to be upgraded. On Code Enforcement I see again a \$7,000 item for Consulting Fees.

Mayor Post: That would be the same way with reviewing of Site Plans and all that.

C Martin-Brown: So we're talking \$14,000.

Mayor Post: Well, a lot of that is billed back.

C Abraham: That's what he gave a presentation on.

Mayor Post: It's a bill back; it's a wash through. It goes back in. Same way with the Engineering Fees; with the majority of it; not all of it; because you might need it in other areas, as well.

C Martin-Brown: Okay, all right. Thank you.

Mayor Post: Water Expenses 5110 Overtime, I'm proposing from \$10,000, taken down to \$6,500; which is a \$3,500 savings. 5380 Gas and Oil taking it from \$12,000 down to \$8,000, if possible; which is a \$4,000 savings. Miscellaneous Operating, which must be just from what I see was used this year \$2,000 down to \$1,200; which is an \$800 savings. 5435 Parts \$4,000 down to \$2,000; which is \$2,000 savings. 5470 Repair and Maintenance Equipment \$20,000 and I'm proposing \$10,000; which is a \$10,000 savings. 5475 Repair Water Mains from \$5,000 down to \$3,000; which is a \$2,000 savings. 5480 Telephone from \$6,000 to \$5,000; which is \$1,000 savings; which is \$23,300 in addition to the budget.

C Prettyman: Mr. Atkins, do you have any comment?

Allen Atkins: What about Repair and Maintenance to the Equipment?

Mayor Post: Okay that is 5470 and I think the only reason that I did this Allen, and again that's why that list would be, another underneath description, because you had \$20,000 in this year's and you only used, at that point \$7,000 and I figured you would use another \$3,000 before the end, which would be \$10,000.

Allen Atkins: Right now I just spent some money this week on Repair and Maintenance to skid loader; you've got your tractors; any piece of equipment we have, even in your well houses, as far as your pumps and everything, they come under Repair and Maintenance Equipment. Right now I have one pump down and that's about \$1,000; if you cut it too much, you're going to be going over budget big time when you come into the next fiscal year if something major happens.

Mayor Post: Major we can never plan for. We had a main or a pump go that was \$80,000; and those types of things, that's when you have to get into your capital budget, you can't help that. This is what I'm saying, in the six months this could come back and be reviewed again, if need be; it will have to be reviewed. It would have to be anyway, because we do a six month review. You think \$10,000 is unrealistic.

Allen Atkins: In my mind, it is, looking at past track records we've had with things; \$10,000 is not even in the ballpark.

Mayor Post: I know you spent \$18,000 in 2008, but...

Allen Atkins: Right now we have a gate to put in the fence at Shipbuilder's Water Tower, which has not been put in yet; it will be coming hopefully in October.

Mayor Post: Would you be happier with \$15,000.

Allen Atkins: I would be happier with \$15,000. It might not make it look as bad if something major happens in the long run.

Mayor Post: All right, \$15,000. So do you have any idea, Jenn, where you can show us where we are prior to the issue with the insurance and the number of police officers?

Chief Phillips: Mr. Mayor, if I could; I have a question, too. Before I left there was a SALY Grant, an E-Grant that we used for purchasing a K-9 and you told me that as long as I could find money to pay for it we were good to go; and I did do that and they also had a fund raiser at Irish Eyes and I believe they raised \$2,600.

Mayor Post: Well, I think the issue at hand there was, is because I was told that as long as you could pay for it out of revenues it was not in the existing budget and SALY we've used on many things to offset budget costs and it's the same way with the car; and I'm not going to sit here and do this; we give you the car for one year, but it really costs us three times that because its been added into the budget because it's a three year lease; so then we're stuck with that after that.

Chief Phillips: With all due respect, Sir, you told me I could do that; you also signed the Grant for that and I also had a P.O. number and a check to pay for that; you also donated a \$2,000 dog; I'm just trying to find out what we can do here. We've got money sitting out there that could...

Mayor Post: For me, I think it's... For one thing I told you there was to be no kennel sitting behind the Police Department; there's been a kennel ever since; second of all, that the SALY grant, it could be used to offset other, it should be from new revenue sources; if you can go out and find a new grant for the K-9, that's fine. But I did not expect you take SALY which we've used to offset other grants, other funds in the budget. Well, I'm just telling you.

Chief Phillips: Sir, you approved the grant for the dog and you had no problem with it at the time that's what I'm trying to find out.

Mayor Post: No you changed the SALY grant. You amended the SALY grant.

Chief Phillips: But I talked to you, Sir, and you said you had no problem with it as long as we could pay for it.

Mayor Post: I'm not going to get... Not through the use of the SALY grant. Therefore, that's Councils decision. But if it's at zero; if it's no revenue; if you're

asking for no money, then it's kind of irrelevant; but don't use the SALY grant for it.

Chief Phillips: Well, the SALY grant has already been spent for it. The money for the insurance is already on there.

Mayor Post: If you can maintain the K-9 without the SALY grant and you can find other financial resources for it, that's great.

C Prettyman: We have...

C Abraham: Isn't that something for all of us to vote on? Did we all vote on it?

Mayor Post: No you haven't voted for other grants. It was, no...

C Abraham: I'm just asking a question. Is it something we all vote on to use the SALY grant?

Mayor Post: No, we don't.

Chief Phillips: But with the State of Delaware we're already committed...

Mayor Post: But if you want to vote on it Rhonda, maybe if it's what you want to do now.

Chief Phillips: because the Mayor told me that we could do this and I did what the Mayor told me to do. I don't understand.

C Prettyman: But we did have an officer trained for the K-9.

Chief Phillips: That's correct.

C Prettyman: So here we have an officer trained and yet we...

Chief Phillips: You told me as long as I could find grants to pay for it Sir, then I could do it and...

Mayor Post: That's right. But the SALY is one that we've used for years; that was an existing funding resource for the Town. As long as you went out and didn't use an existing funding resource for the Town; that was fine.

C Abraham: Is that for the Town as a whole, or for the Police Department?

Mayor Post: For the Police Department.

C Abraham: You act like you get aggravated if you ask a question.

Mayor Post: Well I think it's because if you would like the K-9, then I think go ahead and approve it.

Chief Phillips: Sir, that's not what you told me. You told me as long as I could find grants...

C Abraham: I'm just wondering if the SALY grant is for the Police Department, for things they're trying to accomplish and K-9 is part of it...

Mayor Post: I think considering the budget is in the situation that it has been in, I think we need to take a hard look at issues.

C Abraham: But we're sitting with a dog and an officer and a vehicle painted K-9...

Mayor Post: We've never accepted the dog.

C Betts: But why did we send him?

Chief Phillips: Sir, yes you did. When you told me I could get the dog, that's when I did. I have an e-mail, Sir, from you stating same.

Mayor Post: According to Harvey, we had not accepted the dog.

C Prettyman: And why was Harvey allowed to go out and allowed to go out and be trained for two or three months?

Chief Phillips: For about a month and a half.

Mayor Post: Well that was probably before I learned that the SALY grant was used.

Chief Phillips: Sir, I told you the SALY grant was being used.

Mayor Post: I'm not going to get into this.

C Abraham: So where are we at for what it will cost to say yes to K-9?

Mayor Post: He wants to use the SALY grant, so just let him use the SALY grant.

C DUBY: How big a grant is it?

Mayor Post: I think its \$10,000.

Chief Phillips: Right this second, I'm not sure. It only cost \$750 a year for the dog for the insurance and to feed the dog is about \$1,000 a year.

C Betts: So it costs about \$1,500 or \$1,700 a year.

George Dickerson: According to page 10 at the bottom...

C Abraham: But you're saying you have \$2,600 somewhere that you raised that would cover that.

Chief Phillips: That's correct. That would help pay some of the costs.

Mayor Post: Then you won't need the SALY grant, is that what you're saying?

C Abraham: That's what I'm trying to figure out; if you have the money, just say it.

Mayor Post: Are you saying we don't need the SALY grant that we can use it for money that was raised from other resources; and that's no problem if we're not using the SALY grant.

C Betts: What did you give him the authority to send to training?

Mayor Post: Not to utilize any existing funds that we use currently for the Milton Police Department.

Chief Phillips: Sir, you said no disrespect, Sir; but you told me if I could find grants, as long as it did not cost the taxpayers any money or come out of the budget, Sir. That's exactly what you told me, Sir. No disrespect, Sir, but that's exactly what you told me, Sir, word for word.

C Hudson: That's right.

Mayor Post: Well, no disrespect to you, Sir, I believe the fact is is that you would not use resources that we use for other things to offset our budget. How long have you utilized the SALY grant? How many years?

Chief Phillips: Ever since I've been here, Sir.

Mayor Post: Yes. And I told you if you found a new grant resource, is exactly what I said, new resources, and I don't care if it was grant, fund raising or what, you were there? I know what I said.

C DUBY: How much are we talking about? On one hand you're saying you raised enough money to pay for it; but you still need to go to the SALY grant.

Chief Phillips: Not necessarily, not this year, no.

Mayor Post: Okay, then fine.

C Abraham: Do you have enough to do the dog this year?

Chief Phillips: Because the dog has been frozen this year and not allowed to be on the road. As soon as I was suspended, they froze the dog, when the dog came here.

C Hudson: But you raised \$2,600 and the Department of Correction helped you raise that.

Chief Phillips: I believe so, yes they did.

C Hudson: I think we should at least for this year, continue with the K-9 dog, especially if it can be used in drug control.

Mayor Post: How about our insurance?

Chief Phillips: We have a cage; we have everything we need already.

C Duby: The insurance costs are covered by the \$2,600?

Chief Phillips: No, the grant already covered it, the \$750 of that for the insurance.

C Duby: Not the SALY grant, you're talking about. You're talking about some other grant?

Chief Phillips: No, the SALY grant had already; when you did the thing we did, that was already included in it.

C Martin-Brown: So the insurance money came out of the SALY grant.

Chief Phillips: Yes.

Mayor Post: How much annually is the insurance for the dog?

Chief Phillips: It's the same as a police officer, \$750 a year.

Mayor Post: \$750.

C Martin-Brown: So the goal was to add a K-9 capacity to the police force but to have it off budget; from nucleate sources and external funding that would be not tapping into the SALY grant; that's your position, Mayor. Yours is Chief, is that the use of the SALY grant for insurance was part of the deal to which you would match \$2,600 that you raised at Irish Eyes?

Chief Phillips: Actually the grant had already paid for that and equipment for the car also; the raising of the money was extra, just for food, etc.

Mayor Post: So how much would you need this year, excluding the SALY grant for funds to operate with the K-9?

Chief Phillips: With the \$2,600 we wouldn't need any.

C Duby: So all you're asking for is not a budget item; you're just asking for permission to do it, is that right?

Chief Phillips: Yes, to go back to do what we already agreed to do.

Mayor Post: Without the use of the SALY grant you'll use the \$2,600?

Chief Phillips: That's correct.

C Abraham: Then next year it would have to be budgeted if you didn't have fundraising and what have you and you may find that you have that and won't have to worry about that anyway.

Chief Phillips: We'll find a grant of some sort, yes.

C Martin-Brown: Okay, so we have a non-issue, am I clear?

Mayor Post: I assume if the insurance is only \$750 a year and it's already covered, so we don't have; and we would have to make sure that it was added on to our insurance policy, correct?

C Martin-Brown: So what we're looking at in fiscal year 2011 is an application for the Chief's K-9 capacity to be part of the budget presentation being 2011; because 2010 you're off budget.

C Duby: Unless he has more fundraisers.

Chief Phillips: Unless I can find another grant.

C Martin-Brown: All right. Thank you, I appreciate the patience.

Stephanie Coulbourne: Mayor, I've already given all the information to the insurance company about the dog. They're just waiting for the dog to start working to activate the policy.

Mayor Post: Do you know how much the policy will cost? Is it only \$750 is that what you're saying?

Stephanie Coulbourne: They did not quote that figure to me; I think they gave it to the Chief.

Mayor Post: Did they quote any figure?

Stephanie Coulbourne: No.

Mayor Post: Okay.

Chief Phillips: That was the price they gave me. That's why I put it on the grant, when I applied for the grant.

C Betts: What do we need?

Mayor Post: We need nothing; because the thing is he doesn't need anything, because he's got the money. He's not using the SALY grant.

C Betts: But we do need to tell him that he can use the dog; if you stopped him from using it. We didn't vote to tell him to do it.

Stephanie Coulbourne: Is there an agreement in place that the Town owns the dog before we insure it?

C Duby: We can't insure it unless we own it.

Chief Phillips: Yes we do own it.

Mayor Post: I haven't seen an agreement yet stating that we own it; so I would like to see that, as well.

Chief Phillips: I can get that to you tomorrow.

C Duby: I guess our insurance guy wants to see that too.

Mayor Post: I would assume that our insurance company wants to see it, as well.

Stephanie Coulbourne: The insurance company wants a copy, as well. I don't think Jenn has your totals yet, but if you would look at the Fee Schedule that you were given with the budget, Allen has given me a request this morning. There are water meters 1"; 1-1/2"; and 2" that have totals on there and Allen says the prices are going up for the water meters during the next fiscal year; and he wants to see the Fee Schedule changed; remove those dollar amounts and put "Actual Cost To Replace", because we never know what the price will be at the time we have to replace a meter.

C Abraham: Allen, is that what we put in the Revised Water Ordinances? We gave that to the Town Solicitor a year ago; and, it is completed and waiting for her approval. And most of the fees that are listed in with the water, now say, according to actual.

C Duby: So it would be the \$625; the \$950; and the \$2,200.

Stephanie Coulbourne: Yes, replace those to "Actual Cost to Replace or Purchase".

Mayor Post: So it's actual. I think this is going to take some work with these Application Fees, because I think that's going to be something that needs to be discussed either in its own right or its own workshop on this Fee Schedule; I would prefer keeping the fees as they are with those Applications with the Board of Adjustment all the way down to Application for Zoning Change how it is

currently; and bill every penny that is billable to the person, the Applicant, every penny to the Consultant and the Engineer Fees should go to that person. But I would keep the Fee Schedule, as it is.

C Martin-Brown: Mr. Mayor you made what I thought was just a good suggestion a minute ago was that we have a Workshop on these fees; and that we have a Workshop after we have a Public Hearing on these fees.

Mayor Post: No, we would have our Workshop, then we would have a Public Hearing on it; then we would vote on it; probably on the same day; because the thing is we need to be running it like a business, which means that that pass-through should go over to the Applicant.

C Duby: I also think the number of people who spoke at the Public Hearing made excellent points that when you are talking about the level of fees like this (\$4,000, \$2,000, \$6,000) it's one thing to impose a fee like this on a developer who is coming in and we used to have a lot of, we don't now, because of the economy; presumably we will at some point; but when they come in with a huge development and large plans and so on; but it's quite another for someone, an individual, who is doing something in Town, I think these fees are really high and we need to look at just the basic issue of is this a situation in which we have to cover every single expense, as a pass-through in the way that we now currently do now, with Consultant Fees. I absolutely agree, I think a Workshop is in order and I think we got a fairly clear message in dealing with the Public Hearing about this.

Mayor Post: I want to clarify that though, C Duby, is that I do mean that for the Consultant and for the Engineer Fees every penny should be billed back.

C Duby: Absolutely.

Mayor Post: I'm saying that I'm still in question regarding Robin's hourly rate.

C Duby: And the cost of the Hearing; and the cost of the way he figured these; means that basically we earn back everything the Town spends; and that's never been the case and I think we really need to look at that as a concept.

Mayor Post: I do think like people coming in front of the Historic Preservation Commission, where there is a zero fee, it would not be unfair to have like a \$75 fee or a \$50 fee; not a \$640 fee. Robin, do you want to say anything that will be contributing to what we're saying, but we'll do it in a Workshop.

C Martin-Brown: We could do that in the next Workshop and get creative.

Robin Davis: I just want to make it clear, that these figures and I know people were surprised by the \$4,000; \$6,000 and \$2,000; the people are paying the majority of that now, anyway. Those figures are nothing new; if they include my cost, which is relatively small in the big scope of things.

Mayor Post: You are trying not to look like a bait and switch. They come in and you tell them there are X amount of Application Fees and you have to pay consulting fees and engineering fees and then all of a sudden they start seeing them go up and up and up; but that's reality of doing these sub-divisions.

Robin Davis: I just hate to get them on a Site Plan in the beginning and charge them \$100 fee and then 3 or 4 months later, hit them with a \$5,000 bill.

Mayor Post: But you know what's going to be great now, is you've really calculated this out; so when you're sitting down with that Applicant; you may be starting whatever the first Application Fee is of whatever it is for the Preliminary

Site Plan; but you could say, calculate it out, I'm estimating this process is possibly going to cost you \$2,800; because you know what the process is going to cost to be billed out. Excluding your fees, your hourly rate; I think we need to exclude that at this time.

C DUBY: I think one think that would be helpful if we do a Workshop on this; is for you to give us an example of how they are paying this much anyway; so that you say if we charge them up front \$2,000; in fact, look at this case, where in the end they paid over \$2,000; but they didn't know going in that was what they were going to pay. Or it was a surprise or something. It would help us to see that laid out.

ROBIN DAVIS: In the presentation you had the two examples: the Board of Adjustment and they were from an actual Application, from start to finish; what it actually took to do it; that's where that figure came from. And I did on all fourteen of them.

MAYOR POST: I have no problem with the boat dock increase.

C MARTIN-BROWN: Let's do it in a Workshop. Either we do it tonight or we're going to do it in a Workshop.

C DUBY: For Robin's fees; but the other fees.

MAYOR POST: We could do the other fees tonight. All I was talking about tonight was the first set of fees; we need to do in a Workshop. The boat dock rental if we cost it out; I called the Rudder myself and we're down by the Rudder where they keep them and this is not an exorbitant fee, at all.

C DUBY: And we had somebody at the Public Hearing, as I recall that said, compared to other places, this was really low.

MAYOR POST: So I feel \$200 was fine.

C DUBY: The non-Application fees for Planning & Zoning.

STEPHANIE COULBOURNE: That would also include a Site Plan Review that has Removed By It (at the bottom) that would need to be included in your review of the ones at the top.

MAYOR POST: All I'm talking about is Boat Dock Rental; Grass Cutting; Non-Sufficient Check; First Time Return, Second Time Return; Police Report; Remove the Site Plan Review and have to put it back in up there; and then Rental License per Unit. That's what I'm talking about.

C MARTIN-BROWN: The other one I would like to talk about then is the fee for Application for Historic Preservation.

MAYOR POST: I don't think we need to do that tonight. We're not adopting that. That's part of the Workshop; we won't have to fool with that tonight. Then we can pay more attention to those issues.

C MARTIN-BROWN: Thank you; that's what I thought. I misunderstood.

STEPHANIE COULBOURNE: So for the purpose of your budget next Monday night, anything where it says Application For; you want those taken back to the old fees from last year.

MAYOR POST: And we're going to put into a Workshop, yes.

STEPHANIE COULBOURNE: And everything else in red, other than Site Plan Review, you want changed to the Proposed Fee.

MAYOR POST: Anything else?

C Prettyman: Rental License per unit. Can we move that up to the Workshop?

Mayor Post: No, I think we might as well vote on that tonight, too. It's a minor.

C Prettyman: We're not voting.

Mayor Post: But put it into the packet for the next time, because it's a minor one. It's \$75 for a rental unit per year.

C Prettyman: It's not a minor thing.

C Abraham and C Betts: Is this commercial and residential?

C Betts: How about the one downtown where there's one building with several rentals in it and you don't go by monthly rate of what a business is bringing in a lot more rent, then a rental home?

Robin Davis: It's a per year fee; for whatever it is.

C Betts: But do you think that's fair, Robin?

Robin Davis: I think it's the easiest way to do it.

C Betts: It may be the easiest way to do it, but is it fair?

Robin Davis: Yes, it is across the board fairness for everybody.

C Betts: For someone getting \$3,700 a month rent for a business and somebody that's getting \$700 a month for a property; do you think that's fair?

Mayor Post: A business is paying a Business License which is higher than \$75.

C Betts: Are they paying a rental license?

Mayor Post: I don't think they should. But the property owner is paying the rental and the business is paying the business.

C Betts: That's right, but what I'm saying if they get \$3,700 a month; the person that owns the rental unit is getting \$3,700 a month and a property owner that is getting \$700 a month; is that fair?

C Prettyman: Shouldn't there be a difference in residential and commercial?

C Betts: Sure there should.

Mayor Post: No, because I believe rentals would come under a business because once you start renting, it does become commercial.

C Prettyman: I disagree with that.

Mayor Post: That's why we don't charge people living in their homes; we're only charging those people that are renting second homes; or have turned it into a business.

C Duby: What is the rental license fee now?

Mayor Post: \$50.

C Duby: So you're talking \$25 increase; that seems negligible to me.

C Hudson: Even if it went to \$125, that's only a \$75, a year increase, which is only \$6 a month.

C Betts: I can see it if you are getting \$3,700 a month; I don't think it's fair for the same rental for a rental home that it is for a business.

Mayor Post: Okay, C Betts, I'm going to put a different twist on that. If one business is paying \$100 a business license...

C Betts: Let's go to the next.

Mayor Post: Was that a consensus? Is anybody else shaking their head on the \$75?

C Duby: I'm fine with it.

C Hudson: Let's make it \$75 on residential and \$125 on commercial.

C Abraham: I just thought there should be a difference.

C Betts: I do to.

C Hudson: Let's make it \$75 on residential and \$125 on commercial.

C Prettyman: See, I like that.

C Betts: I agree with that.

C Martin-Brown: Okay, \$75 on residential and \$125 on commercial. Is that a consensus?

Mayor Post: Yeah. That's a good compromise.

C Duby: Yes, anything that brings in more money.

Mayor Post: That's fine. Do we have a consensus on where we are with the budget, Jenn?

Jennifer Cornell: You've cut about \$56,000 right now. That is not including the health insurance, because you've left that out for now; we haven't made a decision about the heating system for the Police Department.

C Duby: No we did, we left that out. He's got a grant to cover it. It stays out.

C Abraham: The Stimulus was supposedly going to cover it.

Mayor Post: We removed it.

C Duby: Actually for your purposes the income is the Grant and the outgo is the Heating System.

Mayor Post: On mine it was shown as removed and in that it was still showing removed.

Jennifer Cornell: Okay.

C Duby: But from her standpoint, we're still going to pay for it, but then she'll show the income of the \$18,000 grant to pay for it.

C Martin-Brown: So it's a wash.

Jennifer Cornell: So we already received that grant this year, so I'm showing the \$18,000 this year.

C Duby: But if he hasn't spent it, he can carry it over and spend it, right?

Jennifer Cornell: It's not going to show as revenue for next year. We have the funds, but it's not going to be a revenue line item for next year.

C Duby: But if he uses the funds, then it's not going to show as a debit for next year either.

C Martin-Brown: Right.

Jennifer Cornell: Correct.

C Duby: So it's a wash.

Jennifer Cornell: Correct. Yes.

Mayor Post: No matter what, we're fine. We need to take it off of this year's budget.

C Abraham: Is this adding back to nine officers yet?

Jennifer Cornell: I have not added back anything yet.

C Abraham: I mean ten, I said nine.

Mayor Post: We haven't even got that far yet. We're just trying to get to the number before we even approach those two items that were still left off; so where are we now, bottom line?

Jennifer Cornell: Bottom line?

Mayor Post: Excluding the insurance issue and excluding the officer issue.

Jennifer Cornell: You have about a \$35,000 deficit right now.

C Hudson: If we change the Handbook like we talked about, they pay 30% on their health insurance didn't they say that would be a difference of about \$38,000?

Mayor Post: The 30% is \$38,000.

C Betts: So then we would be bounced, right?

C Duby: Not if we spend \$440,000 on police officers, that's the problem.

Mayor Post: Two officers would be a lot more than that.

C Abraham: I was comparing last year's amount with the proposed year and there was a \$75,000.

Mayor Post: Yeah, but then you're going to have to go not only under salaries; you're going to have to go under everything.

C Abraham: Right.

C Betts: Social Security and everything.

C Duby: Because it's a \$73,000 difference.

C Abraham: But you're going to have to add back the one officer that's in Iraq, that's going to have to go back in there anyway; he's with us.

C Martin-Brown: That's why I'm confused. If we know we have a person coming back...

C Betts: Why wouldn't it be added?

C Abraham: Why wouldn't it be there?

C Martin-Brown: No, no...

Mayor Post: They are in there.

C Martin-Brown: Wait a minute. You're not dispersing salary while he's gone.

C Betts: No, but you have to put it in there.

C Abraham: But you have to account for him.

C Duby: When is he due back?

C Martin-Brown: No, you don't. You don't pay somebody that's not on the...

C Hudson: In May. He may come back in May, but sometimes they bring them back early. He could be back as early as March; 4 to 6 months from now.

C Betts: That's right. You have to...

C Duby: But that's six months of the budget that we're not paying him.

C Martin-Brown: That's six months of the budget not committed; so if we compromised at nine officers, knowing that this tenth officer is the Iraq candidate but you're not budgeting a full year because he's going to be coming back in six months, or so; then you're sort of having to underwrite the cost for one and a half officers, not two full-time salaries for the whole fiscal year.

C Abraham: And we also have Hudson that's out on Military Leave so you're down.

C Martin-Brown: Yeah, but you know what, you're not really down because you have to carry these people; you just said so. You we can't add more people.

C Duby: Is Hudson being deployed to Iraq now?

C Abraham: We're not adding more.

Mayor Post: Hudson's out for a month, on reserve.

C Abraham: Is Hudson with the department when he comes back or is he off to another job? Do you know?

C Martin-Brown: So adding new positions to the Police Department...

C Abraham: We're not adding new positions.

C Prettyman: We're not adding.

C Duby: If you go to ten you're adding one, right?

C Abraham: We already had ten; eleven officers is what we lost.

C Martin-Brown: The tenth one was never filled, right?

C Abraham: No, the eleventh.

C Prettyman: No, we had the tenth.

C Hudson: Glazier went to Laurel.

C Abraham: We had an officer leave to go to another agency.

C Duby: Which took us down to nine?

C Martin-Brown: Which took us down to nine?

C Prettyman: Yes.

C Duby: So we didn't have ten.

C Prettyman: Yes, we had ten.

C Hudson: At one time we had ten.

C Martin-Brown: Why?

C Abraham: We need ten.

C Martin-Brown: Who says?

Mayor Post: Because it sounds good.

C Martin-Brown: It's kind of an arbitrary position when we're looking at people to take health insurance cuts and we're doing all these other things if you are functioning right now and you pay for nine officers and everything else the police...

C Hudson: We're not functioning when we have to have the State Police to come in and help out.

C Martin-Brown: You know what, Mary, one of the things and this really gets historic in troublemaking, one of the things that kept getting said again and again when Council, which I was not on, went through this horrific dynamic about Elizabethtown; the assertion all the time when people talked about the need for more police; if we annexed Elizabethtown; the response every single time was that's not an issue. Because we work very, very closely with the State Police and the State Police help us and they can take on that area if it's annexed to the Town.

C Abraham: That wasn't what was said, I don't think.

C Martin-Brown: And the Chief just said tonight, that the State Police had been very, very helpful to the Town, as they are to other jurisdictions to back stop them. So if we have eight now and we add one more...

Mayor Post: So to be quite exact and put it in perspective, we had six and technically we only had five. Because of the six, two would be the Lt. and the Chief; that makes eight. If the Lt. and the Chief are back, that adds two more over that six month period back into the equation of not having to use the State Police; and maybe what we need to do is then with the Lt. put him out on patrol 80 or 90% of the time and less administrative time. The thing is I think nine officers at this time, in this economy, with this situation, is ample. It still is going to have to increase the bottom line number here, because it doesn't take for nine.

C Duby: I want to make the point that one of the things that Chief Phillips said was that if we continue to operate in a short-staffed situation, we'll have burn out

and people will leave and so on. I get that, but I'm a little puzzled as to why we aren't talking about some of those same kinds of issues in terms of the rest of our employees.

C Martin-Brown: Right.

C DUBY: They work hard; they are not out on the street with guns; but they work hard; we have cut their salaries essentially by forcing them to pay more insurance; we're now cutting back on overtime; we're going to force them into a situation where they're probably going to be doing a lot more work in a lot shorter time and we don't seem to be concerned at all about burn out and turnover and so on. I think the issues are comparable. It seems to me that if we go with nine and we're talking really about not even having one back until halfway through the year, so we're going to save some money there; and we see what happens. If it turns out that the State Police aren't here and we're not functioning in the way we ought to be, we look at this in six months, we say okay, we made a mistake here and this is what happened.

C Abraham: And I disagree with the type of jobs that the Administrative Office performs vs. the type of jobs a police officer is expected to perform.

Mayor Post: I disagree to a point.

C DUBY: There is a difference, I'm not arguing that the jobs are the same; I'm arguing that our concern about burn out and turnover should be the same.

C HUDSON: We're not cutting any administrative staff; we're not saying our administrative staff is going to the military cut them back.

C Abraham: We filled that position. I could see Robin getting burned out, when we didn't have a Code Enforcer; we've brought a Code Enforcer in. Obviously he can't perform two jobs.

C Martin-Brown: Maybe the better solution is to opt not to have a Code Enforcer.

C DUBY: Clearly this needs to be an issue to go under the agenda for an individual vote, when we vote on the budget.

C Prettyman: I would like to say this, as a former police officer, for several years in New Jersey, I do see that difference in jobs and the work that we have to do, because you are dealing with domestic, you're dealing with juveniles, you're dealing with several things and that's a whole lot. And when you have officer has to work all night and then go to Court the next day and everything, you're burning officers out left and right and I think that since we've already had ten officers, we're just replacing an officer. You have to look at sick time, court time, and vacation time so you don't want to shorten yourself and cut your throat and then say oh well, now we need to do this. We've had it and I just think it's a good thing to do.

C HUDSON: I agree with C DUBY that we should take it to a vote when we have our budget meeting on September the 14th.

C DUBY: We did this last year, we had a number of issues that we couldn't reach consensus on in the Workshop and we just brought them up for an individual vote and obviously this is one that we need to do this on.

Mayor Post: I've heard this for four years straight now; we never have enough police officers; always need more; by the same Council people too.

C Abraham: And you were one of them, Mayor.

Mayor Post: I had my eyes enlightened over the last six months.

C Abraham: You were on the Police Department's side. There is a difference in stress levels working in an office and stress levels working out on the road.

Mayor Post: I don't call shoveling snow working in an office; I know you do; but I don't. The Maintenance Department does a heck of a lot.

C Abraham: I'm not talking about shoveling snow; the Maintenance Department can work overtime too.

C Duby: What are we going to do about health insurance? We haven't decided that.

C Hudson: We were going with the 30%.

C Betts: I agree with the 30%.

C Duby: Do we put that one up for a vote or is there consensus?

Mayor Post: Is there a consensus that the 30%?

C Duby: My preference would be 25%.

C Abraham: What is the consensus for the tenth officer? Yes, yes, yes, yes.

There's your majority. What's your consensus of the 30% for the health insurance? We haven't answered, do we need to stick that on a separate part of the agenda?

C Martin-Brown: Well, now wait a minute. Wait a minute. Wait a minute.

C Abraham: There's consensus and consensus.

Mayor Post: We're not done because we have money to make up. So figure out how the Police Department and we're going to make up the difference with the extra. I have no problem adding on ten. You cut it out of the Police Department.

C Abraham: Ten we already have, Don, why was it removed?

Mayor Post: Where are the ten? There've been two that were out for six months that six people did the job of ten people...

C Abraham: And they've complained to their Chief that's back working.

Mayor Post: All of a sudden, amazing, I know. I haven't heard that for six months, but now all of a sudden the world's falling apart.

C Martin-Brown: My concern is not just the number of the police. My concern is the job description. There may be... I know C Abraham that you have a very clear vision about police work but in several communities you don't hire more policemen; you hire more people at the clerical level to do a lot of the stuff that I heard Lt. Cornwell had to do and police had to do where it doesn't require a policeman on the staff; it requires people that are perpetually in the Police Department putting records; documenting stuff; filing stuff; sorting out stuff; which is a very different requirement and cost.

C Abraham: And I agree; maybe we should look at the Secretary's position there to see what she's doing.

C Martin-Brown: But the number of police doesn't necessarily help the Chief in the Management issues that he has got to deal with. I'm not saying fewer, Mary; I was saying nine; and so far we've been living with five or six. But the point is also you might get more manpower to be of greater assistance where police men and women themselves didn't have to do a lot of the Mickey Mouse work.

C Abraham: We have to pay for that manpower too, so what would that salary be?

C Martin-Brown: We might get two for the price of one. We might get part time people.

C Hudson: We could even get volunteers.

C Abraham: You can't get volunteers in the Police Department with the DelGis System; you can't have volunteers. Ha, ha.

C Martin-Brown: I would like to see a solution.

Mayor Post: I'm not willing to do that because we have to vote on the budget the next time, so no; you know what, we need to decide on it now. We need to decide right now what we're doing.

C DUBY: Mr. Mayor, last year we went into the budget vote, the council meeting at which we voted on the budget, with 4 or 5 issues that we could not come to a consensus and I don't know whether my colleagues know what consensus is, it means that as a group you agree; it doesn't mean majority rule. If you want majority rule, you have to vote; we can't vote tonight. So my suggestion would be that we put this on the agenda to have an individual to have an individual vote before we vote on the final budget. It's as simple as that. Let's just do it; we're obviously not going to reach a consensus tonight. I suspect we do have consensus on the health insurance. I'm in the minority but if everybody else thinks 30%, I'll go along with it; I don't think it's the thing to do; but.

2. **Adjournment**

I move to close the meeting at 9:27 p.m.