

**Town of Milton**  
**Public Hearing for Fiscal Year 2013 Town Budget**  
**Milton Library, 121 Union Street**  
**Monday, September 17, 2012**  
**6:30 p.m.**

**Transcriptionist: Helene Rodgville**  
**[Minutes are Not Verbatim]**

Mayor Newlands: The way we're going to operate this is really it's just opened questions from the public. You can come up to the microphone, introduce yourself, state your name and address and ask the questions, make your comments and raise your hand if you want to speak and we'll start on this side of the room. There are copies of the budget in the back. The Council has copies up here.

1. John Collier, 301 Coulter Street: Somebody had to start this off, so I guess it will be me and I have several comments, questions and I'll try to run through these quickly because I know you'd like to get this done and over with and move on. I'd like to see it get done and over with, as well. Let's start with questions, how's that? Okay, my first question has to do I was kind of going through the smaller and less significant lines of the budget and I believe that I recall in the course of meetings, that we replaced three cars during the past fiscal year in the Police Department with the intention of selling all vehicles. I also believe, I recall one of them – there was an accident involving one vehicle, so of course, you had to retain one of those; but I see no indication that the other two have ever been sold and then in my travels throughout town, I noticed that at least one officer that resides within town appears to be assigned multiple vehicles. He's got more than one parked in the driveway and I've seen him operating both of them at various times and I was just wondering what happened to the sale of those vehicles and where's the revenue that was expected from those sales?

Mayor Newlands: Do you want me to address that? Do you have a microphone over there?

Chief Phillips: Nope. I'm not sure what sales you're talking about, but there were a couple of old ones that were moved on and they were scrapped, basically.

John Collier: Well, even if you scrapped them, I would think you would realize something from that, if you took them to the scrap yard; Fitzgerald pays you whatever the going weight is for scrap steel, but in the revenue column under that particular area, there was no revenue indicated and that was why I was asking the question.

Mayor Newlands: There wouldn't be this year. That's last year.

Chief Phillips: That's last year's budget.

John Collier: I thought it was during the course of fiscal year 2012 that this all occurred.

Mayor Newlands: Right, but we've got 2013 in front of us, so we have to go back...

John Collier: I understand that, but still that revenue doesn't appear in 2012's revenue either, is my point.

Mayor Newlands: I remember there was one. I know one they had the accident with.

John Collier: Okay, well that's a very small and insignificant thing.

Mayor Newlands: Okay.

John Collier: It was just a question. Okay. I noticed still that the phone rates for the Police Department are very high and that makes me scratch my head and wonder. Now I think it the past it's always been kind of said that cell phones are expensive and every

officer has one and I'm sure that that amount that you budgeted also includes the land lines...

Mayor Newlands: And the air cards for the laptops. Every car has a laptop and an air card in it.

John Collier: Okay and that's all well and good, just a little thing in my research. I work for a large State agency and within a division and we have 150+ phones in our division and an assorted air cards and everything else and our budget annually is \$60,000 for that stuff, so it seemed like this was a little excessive and I just wondered, if it wasn't time to try to curtail these costs, that the town consider a cell phone policy based on use and stuff, you know, make these people accountable for the amount of time... I don't know what plans you have or anything else, but when I was assigned a department phone, there was a policy and there were calls that I made and if I exceeded certain levels of usage on that phone, I was responsible to repay the department and I don't believe we have a policy like that in place and maybe it's time.

Mayor Newlands: They do get State bid. We go out and we get to Verizon and we do get a State contract, so we are under the State plan, like everybody else.

John Collier: You guys tend to use a lot of State contracts and somewhere along the line I was going to ask that question. I'll ask it now. Do you take full advantage of every State contract that you are entitled to use, because not every State contract issued is opened to municipalities, but a fair amount of them are and I was just wondering if anybody had taken the time to look at what ones are and if we're utilizing them. Should the Police Department use the ammunition? I would hope they do.

Captain Cornwell: Actually, we do use State bid ammunition. For the phones we use State bid. For our tires, we use State bid. Whatever we can get State bid on, we get the State bid.

John Collier: Very good.

Captain Cornwell: However, laptops, if we use State bid, we can generally buy three laptops for the price of one State bid laptop, so there are some things that we don't do State bid on and then going back to uses of cell phones. We do have a policy on over usage of the cell phone and up until today's date, everybody pays whatever excess is and we have a good history of that.

John Collier: Very good. It's just that that policy is not on public record, so therefore I asked the question. Had it been available that I could have looked at it, different story; wouldn't have needed to ask the question. Okay, let's see. Where else... I got through that part. Okay, on the subject of raises and I gave this some thought. I think every employee is entitled to a raise. I work for State government and it's been a pretty lean five or six years, as some people also sitting on this panel can attest to and one thing that occurred to me, since it's been so long since anybody got a raise is, in order to try to maintain some equality, so to speak, across the board and not spread the top and the bottom further apart, would the Council entertain the idea of giving a flat rate raise? And just to throw a number out in the year \$1,000 per employee as a raise. An easy example of that is if your lowest employee makes \$29,000, he'd get \$870 under 3% or he could get \$1,000 flat raise and your highest employee who makes \$55,000 would come out, it would appear, to be on the short end because of course, he's entitled to \$1,650 under a 3%; but that gap between the low and the high guy doesn't get wider. At some point, you talk about the low guy, but if you keep moving the horizon further away, he never gets anywhere and it feels pretty rough. Been there for 37 years, know what it's like. On the subject of longevity bonuses. It's my personal opinion that until such time that the time develops a specific and equitable criteria for the awarding of a longevity bonus, that you

should consider deferring on this issue, at this time. It's not to say that you won't do it sometime in the very near future, but until that policy and criteria is developed, I think that it's kind of arbitrary and it's not fair to me as a taxpayer that you just say okay, well, we're going to give this guy this and this guy that and what have you. Let's create a specific policy for placing longevity bonuses in action and then make the policy such that in good years we take advantage of it and in lean years you have the option to say we can't.

Mayor Newlands: I don't know how the word "bonus" crept into this whole discussion this year. There was a longevity... Win's intention was a longevity increase.

John Collier: Increase, bonus, whatever.

Mayor Newlands: Well bonuses are generally one time. I just want to know why that got in there, but that's fine.

John Collier: Yeah, well... Well, nonetheless there should be some sort of specific policy in place for longevity, I firmly believe. And there's nothing that says you can't defer on that, develop the policy and award that at a later time during the budget year. Let's see what else have I got? Another policy – maybe it's time we have a specific uniform policy. I notice that Public Works, which has four employees, has an \$8,000 a year uniform budget; Code, which has two employees covered under it has \$300 or \$400; and the police, which has the largest number of employees only has a \$5,000 budget, so maybe it's time to develop a policy and maybe the reason I say so... It brings the police to mind. You know there's been more than one occasion where I'm not sure what the police uniform is in Milton, because you'll see one officer dressed very much like the Chief, which most of the time you see the road officers in that; then you'll see another officer in a green BDU; another one in black BDU's and a vest. I'm not sure what that uniform budget pays for and I'd like to see you establish first that there is this basic uniform. This is what we pay for and if you want this, this or this, feel free, as long as it's within policy.

Mayor Newlands: Just to let you know the Public Works uniform budget, is a contract we have with Unifirst. I think that's due in about a year or two and Win actually negotiated that down very successfully last year. He cut it in half. That's for the Public Works for their uniforms and cleaning and things, so, that's up for renewal shortly.

John Collier: Okay, well, again the budget, as presented to the public does not indicate that. It says Uniforms, period. And I'll get to that comment in a minute. Let me think. What's the last... Oh. And the other issue that has come up here and I've heard it more so from this side of the table than that side of the table; has to do with the usage of town vehicles and the costs and everything else. I took the liberty of bringing a copy of the State contract for vehicle location systems and it's certainly available to the town under the State contract. My personal experience with it is I don't have to defend my employees when their vehicle gets called in on for a specific incident, because now I can find out exactly where it is at the time they report the incident. It's cut down on mileage, I don't have guys taking little side trips that aren't within the purview of their work for the day and not that anyone that works for the Town of Milton would ever do that, but there's always, you know, perception is a lot more terrible than reality in most cases. I'm not going to tell you that it's real cheap, but it's not real expensive either and I think it would pay for itself over the long run, particularly after I saw the estimated cost in the, I believe it was the Town Manager's original budget, for what take home vehicles cost and look, I don't always travel exactly from my place of employment to home in my own vehicle, because I travel a long distance and I don't know that anybody in the Police Department does that either. I have witnessed, whether they were on duty or whatever

and I don't care; but I have seen our police vehicles in places where I wouldn't expect to see them and officers in plain clothes going places that I wouldn't expect them to be going if they were on duty. And, you know, they may well have been within their right and I don't know this, but I have no way of questioning it, other than to make an accusation and I don't want to accuse anybody wrongly, so I think this is a way to put that to bed, to be able to put a handle on it. Not only that, you hear complaints about where are the police in town? We never see them. Well, now somebody says they never come down my street and it enables the Chief to pull up a report and he can tell you every time that vehicle passed down the street, what time it was there, how long it was there, the whole nine yards and I think it's a very useful tool and something the town should certainly consider and I guess the final thing I have to say, because I've been up here and wasted enough time or talked long enough, I would encourage the town to pass a balanced budget, but I would also encourage them to pass a budget with the expectation that they do quarterly revenue and expenditure reports and adjust the budget quarterly. Let's not get six months in and then scramble back. It's not impossible to do. There are other municipalities close to us that do do that. Some of them even manage to put their expenditures out for the previous month during this month, so I know that it's not impossible and it certainly gives you a better handle on your budget. It gives you the ability if you're running a surplus, if you have a capital project sitting out there that you can afford to take out of that surplus you're running, so be it, do it. I have pet projects I would love to see you all doing and I've mentioned them to you privately and we'll leave them that way, but thank you for your time.

Mayor Newlands: Thank you Mr. Collier.

2. Jeff Dailey, 211 Gristmill Drive: I owe this to a neighbor pointing this question out. Under Water, lines 5275...

Mayor Newlands: Expenses or revenue?

Jeff Dailey: Yeah. I would view this as an expense. 5 of 11 is the page number.

Mayor Newlands: Okay.

Jeff Dailey: 5275 and 5280, the last two items on the listing there.

Mayor Newlands: Okay.

Jeff Dailey: The budget proposes \$8,000 for both chlorine and for supplies and the year-to-date figure seems rather low, compared to that and, as I said a neighbor pointed that out to me and I thought I would just point it out to you all.

Mayor Newlands: The year-to-date figure was taken in May and in the summer months we use a lot more chlorine and we average around \$8,000 a year. The supplies, I think there was something else in there. I don't remember off hand, that they were looking to buy with the supplies for the Water Department.

Jeff Dailey: So that \$2,841.60, that is not year-to-date, it's just through May?

Mayor Newlands: Year-to-date... The column says actual as of 5/23.

Jeff Dailey: Very good. Thank you for pointing that out to me. Okay. That's the only item I had on the budget, other than to say I appreciate Council looking at all the figures one by one and at times, for those of us who have attended these budget workshops and followed along with the process, it seems as though it's a nickel and dimeing process; but at the same time nickel and dimes add up. And given the fact that we are not in the same place mercifully, that we were with the 2012 budget, the economy is still extremely precarious and I think citizens would very much appreciate a conservative budget. Mindful that the economy is growing for X numbers of months in succession, but at perhaps the slowest rate in American fiduciary history, so I would hope that; and

I've gotten the sense that people would like to see a balanced budget, but a very careful budget, proceeding with caution. When it comes to raises, we really need to get our house in order. This personnel matter, the fact that we haven't had performance reviews when the Town Charter calls for it; I don't want to deny anybody a raise, if the money can be found, but I would suggest to you that rather than lock the town into long term responsibility in terms of percentile raises over the next 1, 2, 5 year period, we just look at some kind of a raise for this next fiscal year and hold it there and then we can see where the world is in 2013. So that would be my suggestion. I thank you all very much. Like I say, I and many other citizens have seen this process through and through. I'm curious as to why the Town Manager is not here tonight and will he be here tomorrow night?

Mayor Newlands: He's in Bermuda.

Jeff Dailey: He's where?

Mayor Newlands: In Bermuda.

Jeff Dailey: He's in Bermuda and I heard that and I couldn't believe it, because he's such an integral part of the budget process. When did we know he was going to Bermuda is my question?

Mayor Newlands: Five, six months ago.

Jeff Dailey: Okay. This process went at a snail's pace in my opinion, slow to get started and so now here we are in this final stage and no Town Manager and I think he has proven his mettle in terms of the budget process, so let's not have this happen again. That would be my suggestion and my urging.

Mayor Newlands: It was unintentional, believe me.

Jeff Dailey: Thank you.

3. Lynn Ekelund, 406 Union Street: I'm a little confused. Are we talking about a multi-year percentage increase, or are we just talking about from what I've heard a 3% increase, what has been referred to as a COLA for a one year period and then some percentage for longevity?

Mayor Newlands: All we've been talking about is exactly that, a COLA and possibly something for longevity, yes. Tonight was the first time I've heard multi-year anything. That was never entertained anywhere that I've heard.

Lynn Ekelund: Okay. Then back to, I believe Mr. Dailey mentioned it, I don't know if Mr. Collier did, but the performance evaluations. Am I correct that no employee has received a performance evaluation?

Mayor Newlands: Some of them are done. I think the police are done, the Water Department is done, the Admin Department's not done.

Lynn Ekelund: The Admin Department's not done, but the others have been done.

Mayor Newlands: Yes.

Lynn Ekelund: So we're talking about a 3% increase regardless of whether an evaluation has been done. Is that correct?

Mayor Newlands: If Council wants that, yes.

Lynn Ekelund: If Council wants it. If Council wants to have a certain percentage increase based upon performance evaluation, is that something else that's on the table, because I haven't seen that.

Mayor Newlands: Council has two numbers on the table. They can merge these numbers however they wish. We actually haven't really discussed much about it, so we have discussed something about it, but...

Lynn Ekelund: Okay. I've been to the workshops and I haven't heard any discussion on

what you were going to do if an employee is up for a raise but has not received a performance evaluation and I believe that no employee, again, I don't want to hold a raise back from anybody, but I don't think you ought to just give someone money without their performance being evaluated. Longevity. I've heard two different. I've heard 5% for 10 years on the job, or 5% for, I believe your Mr. Mayor's criteria is three years on the job?

Mayor Newlands: I wanted three years on the job. Mr. Abbott had recommended five years, I had recommended three because it includes two extra police officers. It excludes all the rookies and includes two extra Police Officers, that's why. If you had a large, large organization, it will matter if you have five years vs. three years; but in a small organization, we're talking two extra people. That's all. I didn't want to slight two extra people.

Lynn Ekelund: Well, I don't believe that three years on the job qualified for longevity, whether it's two employees or 100 employees. Perhaps ten years on the job, but again, I looked at the Town Charter and I don't see anything for longevity and I agree with Mr. Collier that perhaps before you begin a policy of a longevity raise, that you take some time over the course of this year and put together some form of a plan and then apply it next year, so I would be totally against a 3 year, 4 year, 10 year longevity increase. When you say you don't want to exclude two police employees and that's why you brought it down from 10 to two percent?

Mayor Newlands: No, from five years to three years.

Lynn Ekelund: I thought it was a ten year?

Mayor Newlands: No it was five years.

Lynn Ekelund: Okay, because at the last budget workshop, you said something to me, to the crowd actually, referring to Chief Phillips, you said, he's asking for 10%; we're trying to settle on 8% and that struck me a little funny, because I mean you're not the Mayor of Chicago and they're not the teacher's union, so you're not trying to negotiate a raise. I'm not trying to be funny either. It really strikes me. This is something that I believe the Council should decide as a whole. I don't think you should be trying to settle on 8%, as opposed to Chief Phillips request for a 10%.

Mayor Newlands: I think my comments may have been misunderstood.

Lynn Ekelund: It's verbatim.

Mayor Newlands: Okay.

Lynn Ekelund: Okay. While we're on the police, overtime for computer repairs. Now I know that somebody, I don't know who it was, said that the Captain repairs these computers when he's... during the normal course of his shift, which is 9 to 5, or whatever it is, Monday through Friday and he comes in on weekends and that's when he does his overtime for the computer. Does the Captain have any formal computer training, or is this just seat of the pants repair the computers? Captain?

Captain Cornwell: I don't go by seat by the pants, but I have quite a bit of experience working on computers over the last several years. Formal, no. Most formal, I don't know too many people who have formal, unless they go in and they do programming or something like that, so...

Lynn Ekelund: Okay. The folks that we have repair the computers other than in the Police Department, we have a maintenance agreement, I'm assuming with a computer repair company.

Mayor Newlands: Yes, First State Technologies.

Lynn Ekelund: Are those folks – do they have formal training or...

Mayor Newlands: Yes, they're certified. They get paid \$100 an hour.

Lynn Ekelund: They're certified. Okay.

Mayor Newlands: He doesn't get paid the \$100 an hour.

Lynn Ekelund: Okay, so we have certified folk that are paid \$100 an hour; we have someone who is not certified and has just learned by doing and he is not being paid. Okay. I think that there are many times and you might be Bill Gates, but there are many times where I think you get what you pay for and I personally, would feel a little more comfortable if we had somebody working on the computers in all of the town that is certified.

Mayor Newlands: I don't know if the people we use can work on their computers, because of their security; we'd have to find out.

Lynn Ekelund: Councilwoman Jones do you have someone in Rehoboth that works on computers, that is certified, that is able to work on the Rehoboth Police Department computers?

Councilwoman Jones: Um, the folks who work on the computers in the Police Department have the one thing that's necessary, which is DelJIS access. That is an important factor.

Councilman Booros: My son's company, he owns his own computer company and he is DelJIS certified. He has the contract with the Lewes Police Department. He also does the Sheriff's Department in Georgetown and he works for Sussex County EMT, so there are certified computer repair people; and he doesn't charge \$100 an hour, even though I wouldn't want my son working for the town, he doesn't charge \$100 an hour, I know that.

Captain Cornwell: Well we use a company that if I can't fix it, or DelJIS can't fix it, they're also DelJIS certified, but they're \$100 an hour and with the work I did in the first six months of this budget, if you calculate it at \$100 an hour and the hours that I worked, it would have cost \$11,650 for repairs and such for all the computers in the station and for our road computers; so if you want a line item to take care of that, that's fine, that's no problem with me. I can work probably about three years, compared to three to four hours, depends on whether I'm getting overtime or straight time, for what it costs for one computer tech to come in for one hour. So... I take care of most of the stuff and I get a lot of stuff done by DelJIS when it needs to be done, or if I can't do it. That's up to you. It's no skin off my teeth.

Lynn Ekelund: I would just suggest that rather than just continuing to pay this because, and again, the number of hours that you worked that would have been \$11,000, had we paid \$100 an hour and I'm certainly not disparaging your abilities, but we don't know...

Captain Cornwell: Actually, I can give you an example. We have the in-car camera system. We were having problems with it. DelJIS worked on it a couple of times. I've worked on it during work hours. I had the company come in, it was \$650 for them to be there one day to get the system working and then I took and did all the firmware updates to our cars. I went out and programmed all the cars, used all the Mac addresses, put them into the router, I did all that work besides what they did for \$650. If they had continued the project, it would have been \$2,000 to \$3,000 instead of \$650. So that's where I come in and I get a lot of savings for the town by doing that vs. them doing it. That gives you an example. If they had continued to do it and they did all the cars and set up the computer all the way, it would have been \$2,000 to \$3,000, instead of \$650.

Lynn Ekelund: Again, it's just a comment and I think it's something that we ought to look into. I'm now looking at the handout that you gave, I believe it was the... You, Mr. Mayor, gave at the second budget workshop, that was when we scrapped everything that we had done on Mr. Abbott's budget. You presented a different budget along with it's

title, Town of Milton Fiscal Year 2013 Budget Proposal. There's a number of just almost bullet points as to what you had done in the budget you prepared and I'm going back to the police section. And it says, I'm referring... I'm assuming... I don't know whether it's... I guess it's an expense line, 5390, Gasoline, is slightly higher to reflect the additional vehicles on the road and higher fuel prices and the next line 5450, Auto Maintenance, higher due to reflect additional vehicles on the road. Have we, and I've not heard it at any of the workshops, given any consideration to either abolishing or refining our take home vehicle policy; not just for the police, but for everyone in town?

Mayor Newlands: No that hasn't come up.

Lynn Ekelund: Is that something that Council feels that they are going to discuss?

Mayor Newlands: That is a long discussion, because there's a number of ways you can do that. You could either hot seat cars or you could have cars here; where they don't have take home cars. We don't have room to park 11 vehicles here and if you hot seat cars, you have to buy cars every two years, so there's a whole math and a whole analysis that has to go on in order to figure out which way to do that if you're going to changeover, plus you need changing rooms for the Police Officers and things, because they don't come in uniform when they come in their personal vehicles.

Lynn Ekelund: So unlike the budget that the Town Manager prepared, your believe Mr. Mayor is that we're not going to discuss, at least this year, any change in the take home vehicle policy.

Mayor Newlands: He wasn't asked to do that. I don't know why he did that analysis. He was not asked to do that analysis.

Lynn Ekelund: Okay. And is that something that everyone on Council agrees to, that there just will not be...

Councilman Booros: Oh, I didn't agree. You asked him the question.

Lynn Ekelund: Okay.

Councilman Booros: We will discuss take home cars.

Lynn Ekelund: Okay. Thank you.

Councilman Booros: You didn't ask me.

Lynn Ekelund: Well, I was addressing it to him because of the handout, but when he's saying no, now I'm turning the...

Councilman Booros: We will discuss everything.

Lynn Ekelund: You will discuss take home... Okay. And not just for the Police Department, I'm talking about take home cars, period.

Councilman Booros: You got it.

Lynn Ekelund: That will be discussed. Now I'm looking at, I'm almost done, but there aren't that many people here. I'm looking at the very long Memorandum that was read into the record by the Town Manager. It's dated August 15, 2012 and it's to the Finance Committee, Town of Milton. I am not going to read the whole thing. I'm just going to go to Page 6, by the numbers. "The Police Department's share of the general fund budget has grown from 44% in 2010 to 46% in 2011 and then 58% in 2012." I'm assuming that everyone at the table, I'm addressing it to everyone, is aware of the fact that the police budget at least in 2012 was 58% of the total town's budget. I think that is horrible. He goes on, "Police Department expenditures in 2012 are in a trend to exceed the budget by \$93,965 (112%)." I'm assuming, since this is something that the Town Manager put together, that this is correct. We are, as of the middle of September, on a trend to exceed the police budget by 112% or \$93,000. Is there anything, not just Mr. Mayor, but everybody on Council, that we're going to look at in preparing this year's budget to try and put some sort of a brake on not just the Police Department, but any department

exceeding their budget by this amount, something such as quarterly reviews with the head of the department to determine whether they are or are not on track and putting the brakes on any kind of spending when it gets to be this egregious.

Mayor Newlands: I don't know where those numbers came from and there's no way that the Police Department is exceeding their budget by \$93,000 this year. I'm telling you that now.

Lynn Ekelund: I told you where they came from.

Mayor Newlands: I know where they came from, but I have not verified those numbers.

Lynn Ekelund: Alright, so you're saying then, that you believe that this particular Memorandum prepared by the Town Manager of Milton, is incorrect?

Mayor Newlands: I don't know. I have not sat down with him to verify it.

Captain Cornwell: Actually, in his budget report, he put as of July 30<sup>th</sup>. The Police Department was \$57,000 in overtime usage, out of the \$30,000, so we were \$27,000 over budget and an Edmunds report that was run on August 13<sup>th</sup> showed that we were \$32,500 actually out of our overtime of \$30,000, so we're \$2,500 over the allowed \$30,000, not \$27,000. So his numbers, I'm not sure where the calculator, how he's using the calculator, but just by that example alone, those numbers are not correct. If you go out to the uses of the gas that Mr. Collier had talked about earlier, about in the budget that the Town Manager talked about about take home cars, he had \$15,600 at the minimum used for gas, just for our officers to take back and forth to work. Well when you do it like he did, and you don't factor in the way that people work their schedules and the things that actually go on in the Police Department, the actuals were \$7,200 a year; not \$15,600; it was doubled then what the actuals are. In the Police Department we deal with actuals. We don't go and try to estimate what's going to happen and pull numbers from places. I have no idea where Mr. Abbott's getting his numbers, but I can tell you when you look at the actuals and what he puts into that, and what he has put in, none of it is correct. As of August 13<sup>th</sup>, we were at \$32,500 in overtime. He has as of July 30<sup>th</sup>, \$57,000.

Lynn Ekelund: I see that.

Captain Cornwell: There's a big difference between what he put and what we put. We were not \$27,000 over in overtime; we were at \$2,500 as of August 13<sup>th</sup>.

Lynn Ekelund: So you're saying... Okay.

Captain Cornwell: So I'm not sure where he's getting his numbers from. I'm not sure what standard he's using, but we deal with facts, and the facts are not adding up to what he put in there.

Lynn Ekelund: Okay and I appreciate that and I read to you where I was receiving those numbers and am I correct, that we have renewed Mr. Abbott's contract for another year, as of last month.

Mayor Newlands: That's correct, as of this month.

Lynn Ekelund: Okay, so as far as this report goes, you don't know where he's getting his numbers and the Captain doesn't know where he's getting his numbers, yet we renewed his contract. Okay. I've got this...

Councilwoman Jones: Ms. Ekelund, but I do have to interject, this is why he should be here this evening.

Lynn Ekelund: And he isn't.

Unknown Speaker: That's right. I agree completely.

Lynn Ekelund: He's not here.

Councilwoman Jones: I know. I know.

Lynn Ekelund: This is our one time as the public and he's not here and yet we renewed

his contract. That's fine. Maybe you can not answer this question and since he isn't here, during two of the - and this is my last item - during two of the workshops we talked about insurance under Admin and it's number 5400 and there were different numbers back and forth, but I kept hearing that included in that insurance line item was some amount of money for Paychex Human Resources Support Services Software. That there was some form of a fee for a one-time set up and that it was going to cost us \$1,700 a month for a finite number of months to utilize this software.

Mayor Newlands: Actually it was about \$3,200 set up and around \$1,000 a month for a total of \$8,700 and Mr. Abbott has since said that he could do without that for now.

Lynn Ekelund: Okay.

Mayor Newlands: Because we're going to look to Lyons, our insurance company who can do it if not free, for a lot less.

Lynn Ekelund: Okay, because I was just wondering why we needed it.

Mayor Newlands: He wasn't around last year when Lyons came in, our insurance carrier, and they have a lot of those services, so he's...

Lynn Ekelund: So that \$8,700 then is going to be removed from the budget.

Mayor Newlands: Will come off. Yes.

Lynn Ekelund: Okay, thank you.

Mayor Newlands: Thank you.

4. Gwendolyn Jones, 204 Atlantic Avenue: This more or less goes along with the same tone of a lot of the questions and echoes off of some of the things that Ms. Ekelund brought up. I am recently in receipt of a Freedom of Information Act and this basically ties to the question of the legitimacy of the raises and the percentiles. This letter basically states... It refers to the SOP for the Milton Police Department and my concern is that I did not want to know either the officers personnel medical information, because it says it's protected and I'm not going to quote the particulars here, \_\_\_\_\_. My concern was that if they're not available for the public under HIPPA and other associated code, who does actually have possession of the information and performance proficiency? Can they shoot straight? Can they jump a fence? And Mr. Abbott is not here tonight. The town attorney who has referred in here, is not here tonight and even Mr. Lester, the Finance Committee Chairman is not here tonight. So I'm not sure who is more entitled to respond appropriately to this, Mr. Phillips or you Mr. Newlands? But the question is if the information is not available for the people to review to consider whether the raises are even justified, who is actually in a position of justifying the raises based on the proficiency, or do the officers even qualify? And the question, I guess, the bottom line is that is Mr. Phillips, is that more or less leaving the fox to watch hen house?

Mayor Newlands: Personnel records are not FOIAable. You can't pull your personnel records.

Gwendolyn Jones: Well I wasn't really asking for personnel records, I was asking whether they actually qualified for the requirements and I got the SOP here, but that really does me no good, it's informative, but it's not the biggest part of the question.

Mayor Newlands: But our lawyer did respond to you and said that you cannot have that information, didn't he?

Gwendolyn Jones: Well, no actually, Mr. Abbott did, but he did quote the attorney here and um, unfortunately, none of the people that can really answer the question are here tonight. Um, I don't really expect an answer. I think the question stands on its own. Who is actually justifying whether or not the officers can even do their job or perform according to it an emergency and if that's Mr. Phillips, and since he's the head of the

Police Department, does that not leave the fox watching the hen house? Thank you.

5. Don Shandler, 202 Gristmill Lane: I have an item, that while it is not in the budget, I think it's a matter of public safety and I think it's a matter that deserves considerable consideration. Having owned a home here for five years, this is something that I've wanted to address previously, but essentially what I'm requesting is consideration for a solar speed sign or two, but more specifically one on Route 5 by Heritage Creek. I walk three to five times a week down to Bob Willey and back, all different times of the day and evening, and even though I think we have really fine police coverage, there is no way in our budget and staffing that we could have a car there continuously and I'm very sensitive having driven for decades and having a son that's a law enforcement agency, that cars, particularly coming from Route 9, for the most part don't acknowledge that drop from 50 to 35 mph and even those coming the opposite direction from town, you know very quickly accelerate. For those of you who have not walked or biked or run on that road, there is a considerable number of cyclists, runners and walkers and I'm just appalled at how many times trucks, even buses, and certainly cars do not acknowledge the speed limit. I think that while a police car is good, I think there's an opportunity from a community development standpoint to have an informational way to help educate people to appreciate the drop in the speed limit. Both my wife and I have been stopped for speeding in Milton, in that area, and it's a question of generally forgetting what the speed limit is. I do know that when I go to Lewes and Rehoboth that little line saying that's what my speed is, it forces me to slow down. And this is not a punitive thing. There are other systems that could actually write a ticket on the basis of that. So essentially I just did a little snooping around on a website and I came up with, as you see here, I think this is certainly the time to consider this. It's basically whether you have one unit or two units, it could be anywhere from \$4,500 to \$10,000; but I think this concept would benefit the town and I would think it would be money well spent, which unfortunately I do not feel that kind of support from any of the other budgeted items. So I would like the town to consider it. I think it's an excellent step in the right direction.
- Councilman West: That is a DelDOT issue because that is a state maintained highway through that, Route 5 is state maintained, so you would have to take that issue up with DelDOT.
- Don Shandler: But how come our police can ticket on that stretch?
- Councilman West: Because it's annexed into town, but it's not a town road. It is a state road.
- Don Shandler: Well I would... First of all, it's not for me to take up. I look for our Council and Mayor to take the leadership to address that matter.
- Councilman Booros: I think it's a good idea.
- Mayor Newlands: Yes, I forget to slow down there too.
- Councilman Booros: Whether it's us or DelDOT, it's a good idea to look into.
- Chief Phillips: Mr. Shandler, I'll be glad to check for some grants and also we'll check with the Highway Department to see what we could find out and see if we could get a couple of grants for that. That sounds like a good idea.
- Don Shandler: It's really worked for me in Lewes and in Rehoboth and I think that's the way to go and I think it's a nice way to make it – we're a friendly town, but we want you to slow down.
- Councilman Booros: It's approaching the school, also.
- Don Shandler: Absolutely. Even with the yellow school light going on, people whiz through there and I do know when the police car is there, it's helpful, but that's not 24/7.

Chief Phillips: We just have to make sure we put it up high enough so no one steals it. It's a good idea.

Don Shandler: That would get good newspaper coverage though, I think. Anyhow, thank you.

Mayor Newlands: Okay, thank you.

6. Bob Howard, 217 Chandler Street, Chairman of the Economic Development Committee: At the public participation session at the last town meeting, the Mayor and Councilman Lester asked us for some details, more details on the budget request by the Economic Development Committee. So I've provided that to you tonight in written form. I've also sent you an electronic copy of that to your town email addresses. I wanted to say before I started all that, I'm not going to take any time tonight to repeat myself for the third time of the reasons why we think promoting the town is vital. But, what I've included in this handout is a discussion by us of how we understand the budget. A copy of the budget request that we made in June, to you and then some details of those requests. Our request basically fell into two categories, promotion and continuing education and then in the category of promotion we had six things that we were proposing to spend money on. What I've done in this detailed summary of what we were requesting was to say the kinds of activities that we wanted to promote, the media that we wanted to use – that we would consider using – sure, we can't use all of them. There's not enough money in what we requested to do that, but then we've included some rates that we got for using the different media, so you can see what it would cost if we were going to use different media. And I made the point several times in there, that certainly we can't do everything, but with what we've requested, we would do an evaluation of what we wanted to accomplish and pick the media and the number of ads that would give us the best bang for the buck for what we're trying to accomplish. So, I'll be glad to answer any questions you have about that. I do have one copy of the Sussex County profile, which there was a specific item in there suggesting that we buy an ad in this magazine for... I'm not sure we can make 2013 because their ad deadline is September 14<sup>th</sup> and while they might make an exception for us, but if we wanted to do it in 2014, the bill would be due before the end of fiscal year 2013, so the budget request would need to be in there, for either one of the two. So anyway I'll leave this with you too. This is an extra copy and I'll be glad to answer any questions, if you have them.

Mayor Newlands: The one question I have is the bake sale money you deal with. I don't, and this is something I would defer a little bit to Mike Cote, as far as answering the question. When you give that to town, if you don't use your entire budget, you're going to wind up losing that money and I don't like how that works, because... I don't like the fact that you wind up losing some money, because it's not a good thing for you to do.

Don Shandler: Right. I don't know if I have the numbers with me. We conducted two bake sales. You gave us the \$1,000 for fiscal year 2012. I think it was \$570 and \$370 for the second one, so it was a total of \$1,840. We've spent \$1,400 for the Kiosk bulletin boards. We have spent \$161 and some odd cents for a canopy for events like that and we spent \$60 on the Downtown Merchant's brochure last fall, so that leaves us I think about \$300 and some odd left, which we wanted to clarify with you, is whether or not that could be carried forward or not. If not, we will spend it before the end of September.

Mayor Newlands: I don't know how that works. They're bringing in separate funds and you will have to go on mic, if you don't, please. You'll be our next speaker, so that will work out.

Mike Cote, 304 Gristmill Drive: In terms of the special, I guess it's special use money...

Mayor Newlands: Well they're bringing in additional... It's not special use money, they're bringing in additional money and how do they carry it to the following year? How do we book that in? That's my problem.

Mike Cote: I have a list of accounts that I've received and there are a list of special use grant accounts, which all have some money. Some of them have a lot, some of them don't have much, but I would think that accounting, Kristy or Win, could set up a special account in that category for the Economic Development Bake Sale Money.

Mayor Newlands: I don't want to open up a special savings account for that. Can we just save the money on the books somehow? Like we've saved \$10,000 for the Lion's Club for the train and we just keep it separated on the books, so we know we have money allocated for them when they need to spend it, as opposed to like the Chief has the Nite Out Account; that's a separate checking account?

Mike Cote: There are a lot of separate accounts.

Mayor Newlands: Some of them we're required to do, that's why they're there.

Mike Cote: Okay.

Mayor Newlands: And we do that because we're required doing it, because there's a lot of paperwork.

Mike Cote: Well I don't know how you set up; if you set up any encumbrances for money that is essentially spent that you haven't paid out yet; you could probably set up an encumbrance for that amount, so that it would still be there when you want to spend it, or you can use these another one of these accounts. Either then that, I'm not sure what other options there are in the town accounting.

Mayor Newlands: Okay. Do you want to finish?

Councilwoman Jones: One question I had, because we had this discussion just last week. You called National Nite Out donation funds, but the bake sales you didn't put into the same categories and I argue that it is donation, because we're raising those funds ourselves. So even a side of not creating more paperwork, just for the name of consistency, treating it in the same manner.

Mayor Newlands: Yes, they are donation funds, I misspoke if that's... Okay.

Councilwoman Jones: They are donation funds.

Mayor Newlands: Okay. I just don't want you to lose them, but again, I don't want to have a separate account just for bake sale money for Economic Development. Then we wind up we get the next one, get the next one, get the next one. I want to figure out a way to do that so we can seg it, keep it on the books, make sure we know what it is, we identify it, it's there for you to have. Because this is monies that are coming in that are outside of the regular revenue from town.

Councilwoman Jones: Right.

Mayor Newlands: Maybe if you get more money, you don't need to have another bake sale next year. It's possible.

Councilwoman Jones: Well right now I have to say that the Economic Development Committee does that in order to get themselves out there into the community; it's as much as letting the community know that besides the moderate funding that we receive, that we not only needed more, but it does put the face of the Economic Development Committee out into the community events. So it's twofold for us. Is that correct Mr. Howard?

Mayor Newlands: Okay.

Bob Howard: That's correct. I'm not sure what I understood about the accounting though.

Councilwoman Jones: No, me either.

Councilman Booros: Spend it before you lose it.

Mike Cote: It was an effort to save that money, carry that money over for you to next year.

Mayor Newlands: That's what we're trying to do. Yes.

Bob Howard: I understand that's what we're trying to do. I guess the question is, we have a meeting scheduled for next Tuesday evening to decide what to do with those funds and so hopefully we can have a definitive answer by then. Because we're running out of the month.

Mayor Newlands: Yes. Okay, thank you.

Bob Howard: That's all I have, unless you have questions.

Mayor Newlands: I don't right now, no, this is a big document. I have to read this document.

7. Mike Cote, 304 Gristmill Drive: I have been writing a list. Somebody mentioned a balanced budget. We should have a balanced budget, without having to pull rabbits out of the hat and just two pet peeves on the presentation of the budget. As an accountant, I'm really used to seeing the Revenue first; then you know what you have before you even start listening to spending and pet peeve number two, is spreadsheets without sub-totals, departmental sub-totals. That's just me.

Mayor Newlands: We do that because it gets skewed out... Property tax goes against Admin, Admin's kind of like this size; police is this size; property tax is that size; so Admin winds up really being cash rich and the police wind up being really cash poor and it gets skewed and people look at it and go wow, the police are spending all this money, look how rich Admin is. And, quite frankly, it's not the right way of looking at it.

Mike Cote: I agree.

Mayor Newlands: And that's the problems I have with the totals.

Mike Cote: And I guess I was thinking more along the expenditures line, the... I made up my own little spreadsheet which had columns across and you could look at the revenue totals and the expense totals, by department, but anyway, that's... Just to clarify a few items that we've been talking about. This current version of the budget, I know in the first version police had 10% in their request. This version, I believe and correct me if I'm wrong, has the 3% and the 5%; the 3% COLA's and the 5%... Excuse me, they're not in the budget.

Mayor Newlands: They're not in the budget, no, they're there for visuals so that Council could see what it would cost if we add them in.

Mike Cote: Right. The totals of all of those things come out to about \$70,000.

Mayor Newlands: The two raises... Yes, I'm quite sure.

Mike Cote: As it affects salaries, Social Security, Medicare, Pension.

Mayor Newlands: Yes.

Mike Cote: So so far we're at... if we went ahead, we would be at about a minus \$110,000, with this budget, plus the increases.

Mayor Newlands: Not really, because we're not using all of the transfer tax that we normally would use... that we get in. We're getting in, transfer tax we're up to \$225,000 or \$227,000 and we've got a month yet to go on transfer tax. We're only using \$155,000 here, so we have in... this is fiscal year 2012, so we're using the same transfer tax money going forward, so we're leaving a nice cushion and the same...

Mike Cote: It was unbudgeted revenue.

Mayor Newlands: Yes. I mean Councilman Booros wanted us to be conservative because of the housing costs and some of the townhouses going up...

Councilman Booros: So you left it off?

Mayor Newlands: We left... No we didn't leave it off, we left...

Mike Cote: It's excess.

Mayor Newlands: We left the transfer tax at \$155,000.

Councilman Booros: Gotcha. Gotcha.

Mayor Newlands: We left it conservative. Because right now we're tracking... we'll probably book it in the next day or two, I think, \$32,000 from August and then we still have September yet; so we'll be at around \$230,000, \$250,000, somewhere around there. And police fines I think we have \$42,000; we're tracking around \$6,000 a month right now on police fines, so we're keeping that a little conservative, because people start driving good, we're not going to get the fines. You can't bank on that stuff.

Mike Cote: There goes your sign Don.

Mayor Newlands: So there's a few things that we've been keeping conservative on.

Mike Cote: Okay. And there's regulations, the Code doesn't say anything about longevity and I agree, if you're going to give it, it ought to be allowable and if you're going to give it, I would put in the form of a bonus, so it has a one-time effect and not a going forward over the rest of our lives effect and I agree with Mr. Howard. Give him some advertising. And there was some discussion about the town vehicles, whether they go home at night or whether they stay. I think because it's such an issue, if we did a formal cost analysis of what we save if they stay here vs. what it costs to take them home, we'll have an answer. So I think that and Councilman Lester's not here and I don't know whether Councilman Lester would do it and Mr. Abbott's not here, so I don't know whether he would do it, or I don't know who would do it. I am willing to help with it, but we really should do that and have it done so this is not a theoretical debate and we have actual plans and numbers that we can look at. I don't know if I believe that it will be done before September 30<sup>th</sup>; but it should get done. And from the last meeting, when the Tidewater folks were here, I heard something which I'm not sure I heard correctly and it was using the Tidewater money and I think this was a comment that you made, Mr. Mayor, about using the Tidewater money to help offset budget deficits. But the Tidewater money, isn't that proprietary fund money, as opposed to general fund money?

Mayor Newlands: I don't know. Once we sold it, we no longer have our sewerage treatment plant, so it's no longer proprietary. We don't have the plant anymore. We sold an asset.

Mike Cote: Yes, but, in theory, you still have an asset. You have an Accounts Receivable from Tidewater.

Mayor Newlands: But if it was proprietary money, I wouldn't have anything to spend it against.

Mike Cote: The water tower. You wouldn't have to borrow the money. But, so I'm not sure. I think we need to get either Seth has to figure it out, or Councilman Lester as town officials, whether we can use that money in the general fund.

Mayor Newlands: If we can't, we've been booking millions of dollars in the wrong direction for the last five, six years.

Mike Cote: Okay. I don't know that the auditor said anything about that one.

Mayor Newlands: They haven't.

Mike Cote: I don't know if the new one will. I had one other thought. I'm thinking about how to say it and not to offend anyone or to get myself into a bigger hole, than I want to be in. This is in terms of the... We don't know what we're doing with longevity, so I won't dig the hole until we know.

Mayor Newlands: Okay.

Mike Cote: Thank you.

Mayor Newlands: Thank you. Anybody else that hasn't spoken before.

8. Joyce Hooper, 308 Coulter Street: I've been a resident of Milton for about 21 years, 22. Thank you, Sir. I'm truly passionate about my town. I really am. Formally I was a member of the Parks and Rec Department here, years ago and the park looks great, by the way, whoever is doing it now. It looks awesome, but I have to tell you that I'm really distressed. Over the last two months I have seen the fighting going on and the bickering and it's almost embarrassing. When I go to a doctor's appointment and someone asks me where do you live and I say Milton. Good luck to you. It's embarrassing guys. We need to start working as a team. A team. Everyone needs to start working together, not pit against pit. Milton is a very, very successful town and it's going to be even more successful. I mean the sky's the limit for this little town, but you guys have got to get it together, you've got to. I'm going to ask the question everyone here is wondering, what budget are we looking at tonight? Everyone's scared to ask, so I'll ask the question. Is it Mr. Abbott's, is it the Mayor's, is it the Council's? Whose is it?

Mayor Newlands: Let me explain, the only thing different between what Mr. Abbott presented to the Finance Committee and what we have in front of us now, is what the police numbers are.

Joyce Hooper: Okay.

Mayor Newlands: Because the police were giving their numbers to the Finance Committee the same time Mr. Abbott was giving his other numbers to the Finance Committee. When Mr. Abbott gave a final draft to the Finance Committee, for some reason he changed a lot of the police numbers, so they were not the same.

Joyce Hooper: But the Police Department is directed to you. You're in charge of the Police Department.

Mayor Newlands: Correct. That's correct.

Joyce Hooper: That's what I thought.

Mayor Newlands: So that's the only difference.

Joyce Hooper: That's under Town Charter correct, that the Police Department comes to you?

Mayor Newlands: I think so. Yes.

Joyce Hooper: I think so too. But in Town Charter Section 22, there's another little section in there, Council Members, please listen: "The Town Council shall, from time to time, make such rules and regulations as may be necessary for the organization, the government and the control of the police force." That's in our Town Charter. That's the rules and regulations that run our town. If you guys weren't going to follow the Town Charter, there's no sense in being here; there was a reason it was all set up. It's so so simple and that one word control, that's a really potent word, because in the last couple of months, it seems like some of the officials are really using that control, and possibly stepping out of bounds; and other officials won't take that control and step up to the plate and make sure that doesn't happen. Do you understand what's going on here, folks? You need to start working together. It's the bottom line. It is the bottom line. Okay, now, Mr. Chief, Mr. Captain, keep the guns holstered now, here you come. Okay? I should never have told them where I lived.

Mayor Newlands: They'll find you.

Joyce Hooper: I do have questions. I have a lot of questions for the police force, because you have to understand I'm disabled; hopefully back to work very soon, so I spend a lot of time here in town, in my wheelchair, walking when I can. I see a lot of going ons. So the first question I want to ask, after I was out tinkling around this weekend, why do we

have a police officer cutting lawns for the city and getting paid overtime? A police officer.

Mayor Newlands: No. We don't have...

Joyce Hooper: Oh, yes, we do.

Mayor Newlands: No, we have a Public Works person who may be...

Joyce Hooper: No, no, no, this is a Police Officer.

Mayor Newlands: He's not doing it on behalf of town, if he's doing anything.

Chief Phillips: Do you know that the officer's name would be?

Joyce Hooper: I'm not going to... That's your job. And it's happened twice now.

Mayor Newlands: The town has not employed any Police Officer to cut any grass.

Joyce Hooper: Well that's...

Mayor Newlands: If somebody is doing it on their own...

Joyce Hooper: And that's fine. If they want to cut grass, heck, come up and cut my yard. I'm more than game.

Mayor Newlands: It's not being done on behalf of town.

Joyce Hooper: Okay.

Mayor Newlands: There is a town employee who does a few lawns around town and they're delinquent properties that are taken care of.

Joyce Hooper: That's fine. That's fine. That's absolutely fine. Maybe this officer was just helping him out.

Mayor Newlands: And he wears a bright yellow shirt.

Joyce Hooper: Let's just assume this officer was giving him a hand, being a good guy.

Chief Phillips: Would you please give me... Maybe after this is over, you'll let me know who it is, please.

Joyce Hooper: Let me think about that.

Chief Phillips: Okay, thank you.

Joyce Hooper: Sure, no problem. We talked about cost of living raises. Please tell me Chief, didn't the police force, just two years ago get a \$2,300 bonus per officer?

Chief Phillips: That was a one time grant.

Joyce Hooper: I know it was a one-time deal, but everybody's like sitting here and going oh my God, they haven't had raises in 20 years.

Chief Phillips: And the reason I did that, I took a grant and did that was, because we hadn't had a pay raise in four years and I thought it was the right thing to do, because we were looking at losing officers at that time and I thought that by giving that little bit of a bump, it would help them and encourage them to stay so we could get some longevity.

Joyce Hooper: Okay, so you were looking for retention?

Chief Phillips: Yes Ma'am.

Joyce Hooper: Okay, great, that answered that question. I just wanted to let everybody know.

Chief Phillips: I agree. I agree.

Joyce Hooper: When you're considering all this money going around. They did get a bonus. Now it was only the Police Department? Right?

Chief Phillips: That's all the money... That's all the money...

Joyce Hooper: That wasn't Maintenance or Water or...

Chief Phillips: That's correct. It was a grant, yes.

Joyce Hooper: I just wanted to make sure and clarify that for everyone. I need to know why we have to have eleven officers for Milton and why, if we do have to have eleven officers, why we have to have budget overtime of \$35,000 for regular hours and \$16,500 for holiday overtime? We have eleven officers. No one should have to have overtime.

Chief Phillips: The holiday I can't really answer for other than it is what it is. As far as the overtime goes, when you have officers that are being proactive, they will be making arrests and they will have court on their days off.

Joyce Hooper: And I understand that.

Chief Phillips: J.P. Court sets it up and tries to do it when you have a trial, when you're working and CCP and Superior Court do it whenever they find fit and the trial comes up when it comes up.

Joyce Hooper: Right and I understand that completely, but I think you could easily adjust hours so that we're not spending time and a half and really take a bite out of this budget.

Chief Phillips: Well, I can't mandate to Superior Court or CCP and make them switch the trials.

Joyce Hooper: How much notice do you get for a court appointment, for a court hearing?

Chief Phillips: Usually two weeks, three weeks.

Joyce Hooper: Okay, so you can adjust your schedule accordingly.

Chief Phillips: I'm not sure what you mean.

Joyce Hooper: I'm saying, if you know an officer has to go to court, you adjust his schedule accordingly that week, so you know he's going to be in court and put those hours down, rather than being out on patrol.

Mayor Newlands: But then we're missing our own officer at that point, if we do that. We're missing patrol officers then.

Joyce Hooper: Well maybe we go without a patrol officer for three hours during a hearing. It's better than overtime.

Chief Phillips: Well, since you asked the question, I'll be glad to tell you. What happened was we applied for a Federal Grant and asked the FBI to calibrate all of our complaints for the past few years, and it was determined that our violent crime was up, hence, they gave us an eleventh officer for a grant.

Joyce Hooper: Okay.

Chief Phillips: Their theory is more boots on the ground, more proactive, and being out there making contact and being seen would \_\_\_\_\_ a crime. Since we got these eleven people out of the Academy, or eleven people on the force, our violent crime, home invasions, etc. have been down all around us. There was a shooting last night in Laurel, there was a home invasion off Route 9, there was a subject shot in Felton the other day...

Joyce Hooper: Yeah, but that's not Milton. That's not Milton. Milton is safe.

Chief Phillips: No, the people are not here... The reason they're not here, we've had stabbings in the park, we've had stabbings in the Library...

Joyce Hooper: And that's going to happen.

Chief Phillips: That's correct. But when you have boots on the ground and you go out there, it deters them from hanging out here.

Joyce Hooper: I agree with that. I just really question the number of officers that we're employing.

Chief Phillips: Being proactive and being seen.

Joyce Hooper: Because it is taking up over 50% of the budget. You have to acknowledge that.

Chief Phillips: I'm not sure what the numbers are, to be honest with you. I don't know that much.

Joyce Hooper: Is it true that the police have purchased a Hum-V and some combat gear?

Chief Phillips: No Hum-V, no.

Joyce Hooper: No Hum-V?

Chief Phillips: We don't... We wouldn't purchase anything like that.

Joyce Hooper: Okay, well there's rumors flying all over town, so I thought I would ask everyone.

Mayor Newlands: We do get occasional military equipment, we get that for free though.

Chief Phillips: It's all free.

Joyce Hooper: Okay, so we didn't have to pay for that?

Chief Phillips: No Ma'am.

Joyce Hooper: And are we putting a S.W.A.T. Team together, or something?

Chief Phillips: We have our own organization for home invasions and stuff.

Joyce Hooper: Oh, we do, well that's great. I thought we called the Staties in for that. And we've got trained S.W.A.T. Officers in Milton?

Chief Phillips: Yes.

Joyce Hooper: That's awesome. Very good. I'm impressed. I also wanted to talk about take home vehicles and I know this is really a big topic and I have worked for utility companies for years, worked for Delaware Electric Coop, just all over the countryside; Montana, you name it. And some of them say, yeah, take the car home, you can have it. Don't go anywhere else. Well you find after about six months, if it's a pick up truck, well they're moving their best friend, they're you know, the family down the street, you know, they're going to refurbish the yard and all of a sudden the spouse is driving the car or even one of the kids who just got his license at 16 thinks it's cool to go around the block with the little woo woo light on the top, so most of the places that I've been, have actually, completely curtailed that, because of insurance rates. We actually had a child die who was in... It was a pick up truck. It was a maintenance truck, a utility truck, so I want you guys to consider that before you start thinking about letting cars going home. I did a quick math, since we have eleven officers, I took just one officer and I don't know where our officers live; most of them could live in town; I don't know. I have no idea. So I took 15 miles away from Milton using his cruiser. At five days per week, and where's the accountant guy? There he is. Government rate. What is it about 55¢ a mile now?

Mike Cote: Yes.

Joyce Hooper: Okay, 55¢ a mile. That's what we're going to base this on, so one officer, one car, costs this town \$15.60 a day.

Chief Phillips: There's a mistake. You cannot base it on five days a week. We were twelve hour shifts; half a month; we work 14 days or 15 days half the month; so your numbers are not right. It would be okay if we worked Monday through Friday...

Joyce Hooper: Okay, but let's say we're still going to use the our cruisers, you know, let's go ahead and base it on five, just to get an idea of the numbers, okay? Let's go with five and let someone else use a calculator that can do this real quick.

Chief Phillips: But that's not the true number, because the number you're coming up with would be 20 days a month, give or take, instead of the 14, Ma'am. That makes a big, big difference.

Unidentified Speaker: But you're saying they don't go home.

Joyce Hooper: Yeah, they don't go home?

Mayor Newlands: Please.

Chief Phillips: I don't understand what that means.

Mayor Newlands: Let's start her fresh.

Joyce Hooper: You're saying they're going to travel back and forth from town to home, three days a week. That's what you're telling me?

Chief Phillips: No, one week it would be five days and the next week it would be two

days.

Joyce Hooper: Let me just give you a for instance. Okay, because I don't want to hold everybody up. I'm going to base this on a five day week. You can knock it down. You can run the numbers any way you want it. One officer at \$16.50 a day, \$82.50 a week, \$4,290 a year, this is one officer and keep in mind that we have eleven officers; that's \$47,000 in take home vehicles for one year. Now this doesn't include the Water Department, Maintenance, so look at that, think about that, before you guys make a final decision please. It's a lot of money and you're putting the vehicles at a lot more risk by doing that. The other thing that really blows me away is the maintenance worker's uniforms. \$8,000 for uniforms? God they must look great out there. I'm lucky to be a single woman. I know we have a contract. I understand that, but please, please, when that contract is up, go out, send them out, get them to buy five pair of Dickie's tops and bottoms, send the shirts up to Embroidered Screen in Milford, you'll save yourself \$5,000 a year.

Mayor Newlands: To Mr. Abbott's credit, he actually got that contract cut in half a while ago.

Joyce Hooper: Very good.

Mayor Newlands: And I think it's due next year.

Joyce Hooper: Okay. You can really. There's a lot of corners we can cut on this budget still. A lot of corners. And the only other thing I want to bring up, I don't know if you guys have thought about this, but when this budget does come to final vote, if Vice Mayor Betts is not able to attend, and we end up in a tie vote, what's going to happen? We're going to be sitting here again. Someone needs to address that before the final vote. Okay? I like to be proactive, rather than reactive. Yes?

Councilwoman Jones: It has been addressed.

Joyce Hooper: Oh, okay. Great. Very good. Thank you.

Mayor Newlands: It has?

Councilwoman Jones: I have an answer from Seth Thompson on this issue.

Mayor Newlands: Can you enlighten us?

Councilwoman Jones: Seth Thompson says a tie means the motion does not pass.

Joyce Hooper: But we have to pass a budget.

Councilman Booros: No you don't. Federal Government doesn't pass a budget all the time. You go on a continuing resolution.

Joyce Hooper: Oh, really? This all might be for naught?

Councilman Booros: No.

Joyce Hooper: Oh, thank God.

Councilman Booros: If the budget doesn't pass by the end of the month, you can go on a continuing resolution at last year's rates until it does pass, so it doesn't shut things down.

Joyce Hooper: Okay. Oh good.

Councilman Booros: Unless you want it to shut things down and I don't think anyone wants to see that happen.

Joyce Hooper: No. No. I want those officers protecting me.

Councilman Booros: Well that would be something that never did get shut down.

Joyce Hooper: One other thing, the town website. Another consideration I'd love the Council to think about in their budget. Maybe bring in a part-timer; someone who's just come out of college. I don't know. Get them to update the website. Okay?

Mayor Newlands: In two weeks, you'll have a new website. The State of Delaware redid our website for us, for free.

Joyce Hooper: Very good.

Mayor Newlands: So we're Q&A-ing it right now and there will be a new website up in a few weeks.

Joyce Hooper: Very good. Thank you all for listening.

9. James Walu, \_\_\_\_\_: That's a hard act to follow. I'll be much shorter. Two things, on the format of the budget and I don't know if this could be improved in some ways that I think would be more helpful, the actual is \$523,012. It's now September the 16<sup>th</sup>? It seems to me that the actual could have been updated; I presume all this stuff is on computer and it may not be up to the date of today, but, you know... And then we could eliminate that last column of the 5% increase and that would give us another space to put the projected 2012 numbers for a full year and then we would have something, I think a little more solid, to compare. One other thing that might be helpful would be a footnote here and there on items that really seem out of skew. I was going over this with someone last night and they said why in the world are we paying \$33,000 in late fees? I said, we're not paying \$33,000 in late fees, that's income. That's late fees on taxes; I presume is what it is.

Mayor Newlands: Yes.

James Walu: But it would be helpful if there was a footnote why was \$33,000 in 2011 vs. it's scheduled for like \$4,000, \$6,000 this year, I believe. The other item I would like to address is take home cars. I think the gentleman here on the left in the dark blue shirt, I think he had a very good point that I think we need to have a real analysis of the costs and benefits, both ways; the take home car and what the cost of that is to the town and what the costs are if we don't do that. Now, Mr. Mayor, you indicated that a car would only last two years if it was used 24 hours a day by different Police Officers and I don't know what the back up of that is, but I would like to see... There must be some examples from towns that don't allow take home police cars vs. those that have them.

Mayor Newlands: I think I said you would be buying two cars a year, not two years. I think they'll last a little longer than two years, but it would mean buying two cars a year at least for this size force.

James Walu: I would hope so. Okay, well I think those numbers need to be fleshed out so we can see and I think Ms. Hooper's comments about how much wear and tear is there on a car when an employee uses it, has to be into the equation as well. Then I think a justification of what is the value of a take home vehicle? I know that, I guess it's probably two years ago, that the Code Enforcement Officer drove his town vehicle back and forth to home. I think it was probably about 50 miles each way, if I'm not mistaken, and I don't know the value of that. I've heard many jurisdictions having the police cars out in the field, even if they're parked in someone's driveway at night or driving home is a helpful deterrent. It's just more police cars on the road. I don't know that having the town Code Enforcement truck or a maintenance truck or other town vehicles that would have that type of effect, so there would have to be a reason I would think, why someone would need to take the vehicle home; because if you have to come back in town for emergency, water repair or something comes up, they've got to come to the maintenance building first anyway, so having the town vehicle is not a great benefit, I don't think, to the town. I mean it would be important if vehicles are allowed to go home, why are they going home, what is the benefit of them being outside the town limits? If this was a County vehicle or a State vehicle, you know a State police car... A State police car is in my neighborhood. I don't know that they're much of a deterrent, because they've had break ins across the street from a Police Officers' home and he's asleep and it doesn't help any, so I think that has to be looked at and I understand that the K-9 officer

probably has to take his vehicle home, because he's got to take the dog home and take care of the dog, but I think we need to have a real justification for the use of those vehicles and a cost benefit analysis, looking at both sides. Thank you.

Mayor Newlands: Just to let the public know... I'm sorry, go ahead.

Councilman Booros: Mr. Walu? I want to ask Mr. Walu a question. You said you were going over that budget with somebody last night? How did you find it? I didn't find it until it hit the front page of the town website today and I've been looking for it for three days and I'm pretty computer literate.

Mayor Newlands: It's under the Finance Department where the finance documents always are.

Councilman Booros: I couldn't find it to save my life.

James Walu: I could not find it. I could not find it on the website either yesterday. Actually I was going over the previous budget.

Councilman Booros: Oh, okay.

Mayor Newlands: Just to let people know...

James Walu: But the numbers were basically the same.

Mayor Newlands: Right. Just to let people know with the take home cars, the Code Enforcer does not have a take home car, the Project Coordinator does not have a take home car. The maintenance guys do have take home cars, but they pick up prisoners three days a week from the prison, so on their way to work, they stop at SCI, pick up two prisoners and bring them here and on the way home the other person brings them back to the prison. They do that three days a week, so we get additional people. So they're not going to pick up prisoners with their private vehicles and it's not effective for them to come into town, pick up a vehicle, then go all the way back to Georgetown to go to the prison and then come back.

Councilman Booros: Do they live in Georgetown?

Mayor Newlands: One of them does, one of them goes through Greenwood, so they're basically going through there.

James Walu: But they only take them home the days they have to go to \_\_\_\_\_?

Mayor Newlands: Logistically you couldn't do that any other way. They wouldn't...

There's no way for them... Somebody has to drive them here in order for them to do it three days a week. It doesn't work it to not do it that way.

James Walu: Okay, thank you.

Mayor Newlands: Thank you. Who else would like to speak?

10. Jeff Dailey, 211 Gristmill Drive: In deference to the Captain, there are more ways than just doing a cost analysis or looking at figures, that's certainly one way and in all the work he does on the computers, it sounds as if it's quite conceivable he's saved this town thousands of dollars. But that work should be part of his job description and perhaps it is, but that's another way to define what is being done and then it could be matched up with the cost benefits to the town. The Captain was put in an awkward situation questioning the figures of the Town Manager. And again, to the entire Council, I hope this doesn't happen again where we have key people, Councilman Lester our Town Treasurer, as well as the Town Manager not here. I cannot understand how this calendar scheduling... We're the ones who suffer, because we're taking our town to attend and these people are not here. Thank you.
11. Valerie Valeska, 204 Atlantic Avenue: The guidelines for the Police Department qualifications, I'm wondering how many officers were able to, or particularly Captain

Cornwell and you Chief Phillips, were able to complete say the three mile walk within the guidelines for the age groups; and you're able to do, according to this, either the three mile walk, 4.1 mile bicycle ride or the...

Mayor Newlands: Can I ask what that has to do with the budget?

Valerie Valeska: It has to do with everything with it, because that's what raises are dependent upon and you know, on another topic, the issues of taking cars home. I sat there and did some quick math with my calculator and if it is 14 days a month and 55¢ a mile, allowing for a discount that you get on gas, we're still talking somewhere between \$180 and \$200 in gas.

Mayor Newlands: Okay, you can't use the 55¢ a mile, because that's the government pay back rate to somebody who's using their vehicle. That's not what we pay. We do it based on 20 miles a gallon and we also don't pay tax on our gasoline.

Valerie Valeska: 20 miles to a gallon. I'll tell you, you get a discount.

Mayor Newlands: We get a discount on gasoline, yes.

Valerie Valeska: And the other items would be take home cars, I can understand inside the town limits of Milton. It does give you a logistical advantage if you have to answer a call, but not 15, 20 miles out of town. But again, still, on the physical qualifications, you know, a 1-1/2 mile run. I mean, can either of you gentlemen flat foot run from here to Food Lion? I'm pushing 60 and I'd step up for a foot race with my boots and a sore back. And that's not asking for private, confidential information. This is asking can you do it? Thank you.

12. Mike Cote: Three things. You really can't use the 55¢ a mile to do that analysis, because that includes things like the depreciation and insurance, which don't change whether the car sits here or doesn't sit here. It only changes if you don't have the car. And another item that the young lady brought up was the bonuses from two years ago. I find it hard to say we can give everybody a 5%, if you haven't had an increase in five years, like Mr. Abbott said, or three years like the Mayor said, if they got something two years ago. Sorry. And last thought was I know he's not here to defend himself, however, most of the information that Mr. Abbott put together, it may not look... It's pretty accurate. Now how he accumulated it may not be how we're looking at... we may not see how he accumulated it, and he's not here to present it, so I don't want to talk about it anymore.  
Mayor Newlands: Okay.

13. Gwendolyn Jones: I just have one final question about the take home vehicles. Many years ago I drove for a \_\_\_\_\_ business. I had the offer of exposure of the company name and the company truck to the public and the owner was happy to do it and so it worked great; and he had an accountant come in and tell him that well, because he was involving this in the tax process; and this may not be an applicable situation, I'm just making an example of it; I, as employee, it was then said that I have to take a tax hit for the benefit of the mileage. Are the employees being charged with that on their taxes? Are they taking that as income, as a benefit?

Chief Phillips: I'll be glad to address that. The Police Department is exempt from the IRS Federal Law for take home vehicles because we have arrest powers and we have weapons.

Gwendolyn Jones: Well, okay, that's good for the Police Department. My question was for the town vehicles, not necessarily, strictly for the Police Department.

Mayor Newlands: The other employees are charged, I think it's \$3 a day, that gets put on their W-2's. There is a charge that gets put on their W-2's for use of the vehicle.

Gwendolyn Jones: Is that just a flat rate?

Mayor Newlands: As far as I know, yes.

Gwendolyn Jones: So there's no accounting for actual use and mileage, which may attribute on the odometer?

Mayor Newlands: No, but as far as them getting charged, there is a flat fee; that's based on the IRS rules. That's not something we made up. It's an IRS rule.

Gwendolyn Jones: Okay, well that may have changed in 30 years, but I was just addressing something I'd experienced as an employee taking the benefit of driving a truck, a company truck, back and forth. I just wanted to bring it up. Thank you.

Mayor Newlands: Thank you.

Councilwoman Jones: Before you leave I looked into that in the IRS, as well, and there is the exemption; however, in the collective amount of money once you analyze a base salary, add insurance, everything that the town pays, I do believe the town should be adding an amount of money to the Police Officers actual worth; meaning what the town pays for that employee. I think that number does belong there.

Gwendolyn Jones: Well, I'm just raising the question. I'm not in a position to know.

Councilwoman Jones: I understand that.

Gwendolyn Jones: Thank you very much.

Mayor Newlands: Thank you. Any other questions, comments? Okay, it's 8:05 p.m. Thank you very much. Good night.