

**City of Aberdeen
Council Work Session
September 20, 2010**

Present: Mayor Bennett, Councilwoman Elliott, Councilman Garner,
Councilwoman Young

Absent: Councilwoman Landbeck

Also Present: Douglas Miller, City Manager
Phyllis Grover, Director of Planning and Community Development
Theresa Hartman, Human Resources Administrator
Randy Rudy, Chief of Police
Doris Manner, Recording Secretary

Mayor Bennett called the Work Session to order in the Council Chambers at 4:00 p.m.

1. Matters of Immediate and Urgent Business - None
2. Work Session: Matters of Council Discussion

A. Personnel

1. APD Police Retirement Buy-in

Mr. Miller mentioned the three types of existing pension plans: old police plan, defined contribution plan, and defined benefit police plan. The plan being considered would allow employees coming from other law enforcement agencies to buy into existing Aberdeen plans. The City is willing to have new employees enter into their plan by way of a buy-in.

Councilwoman Young supported officers buying into the City plan. This would be a good tool to use for recruitment, however, she feels the bookkeeping could become complex. The buy-in money should come from the employee's former retirement plan. The City should not be responsible for moving money.

Mayor Bennett had the same concerns as Councilwoman Young. The officers should be responsible for funds being transferred. Also, the City cannot be involved in a loan program.

Councilwoman Elliott agreed with Mayor Bennett; the transfer should be kept simple and the responsibility of the employee.

Councilman Garner said the City should not do any financing.

Ms. Hartman said an actuarial study has been done for existing employees to determine the actual amounts for transfer.

Mr. Miller noted that two amendment changes will be needed plus establishment of the buy-in program.

2. Early Retirement Program: Requested Amendment

Mr. Miller stated that eligible retirees must announce their decision to retire between October 1, 2010, and December 15, 2010, and the retirement must begin between December 15, 2010, and January 15, 2010. Retiring employees would be paid for up to 480 hours of vacation time and 400 hours of sick time. The retiree's spouse would also be added to receive medical benefits under this change. Also, if the qualified person meets all other criteria, and has dependent children, they can also be insured until the age of 21 or covered by another plan. Mr. Miller said there have been numerous inquiries on this change. The Council has another week to make their decision.

3. Employee Recognition

A breakfast will be held on September 24, 2010, at 8:00 a.m. for the Employee Recognition Awards.

B. Code Enforcement

1. Property Maintenance Code Discussion

Mr. Miller noted that Property Maintenance codes are being reviewed and asked the Council for suggestions for changes.

Ms. Grover said the new ordinance would replace Chapter 250 of the current City Code. Some additions would include an appeal process and a board of review. Offenses to be added would include storm water management ponds, grass in streets, etc. The new document would strengthen current duties and responsibilities of the residents. It would provide more clout in court and improve the exterior appearance of properties.

Councilwoman Elliott asked if any inspection could be done on the interior of homes. Ms. Grover said this is not possible currently.

Councilman Garner asked if there would be additional cost. Ms. Grover said none is anticipated. He asked who would enforce these issues. Ms. Grover said enforcement would be the responsibility of DPW and Planning and Community Development.

Mr. Miller said those involved in enforcement would be Ms. Grover, the Code official, and the DPW Director.

Councilman Garner referred to a complaint received regarding 3 Hillman. The problem was finally solved after a letter, sent by Mr. Brown was ignored because no one lives at the property.

Councilwoman Elliott noted that the City does not have enough personnel in this area. Currently, the City does not follow through or enforce issues. This new policy should improve current procedures and result in improvements being made.

Councilman Garner indicated that one person cannot handle problems which will arise from the new document. All procedures should be followed as enacted.

Mr. Miller said these are stringent requirements for residents.

Mayor Bennett requested e-mail copies of the newest changes for the Council to make comparisons.

Councilman Garner asked how offenses and fines are applied. Ms. Grover said the City has gone to court for enforcement.

C. Community Development

1. Branding Launch

Mr. Miller reported that Mayor Bennett met with the Economic Development Commission (EDC) regarding a grant for the City to promote, "Aberdeen Home of Opportunity". This would provide a way to go to the next step with help from EDC. The business community sponsorship would be a possibility.

Mayor Bennett said there are 60 possible banner locations in the City which could be sponsored by businesses. There has been good feedback on the new logo and branding. EDC is willing to help with some of the funding.

D. Legislation

1. Ethics Chapter Discussion

Mr. Miller would like the Ethics Commission to review this Chapter. The City attorney is the advisor to the Commission. Duties have been reviewed and conflicts of interest were detailed, i.e., cannot represent any party for a fee, and cannot accept gifts. However, ceremonial gifts are excluded. Mr. Miller noted that the Ethics Code is very basic and wants Council input on the need for expansion, if needed.

Councilwoman Young spoke with Mr. Miller regarding lobbyists. She would like to see a register developed for greater transparency for the residents. Handouts were

provided for the Council from other municipalities. Mayor Bennett would like to review and revise this document if necessary.

3. Other Matters

Mr. Miller reported the November schedule change:

November 15, 2010	Council Meeting at 7:00 p.m.
November 22, 2010	Work Session at 4:00 p.m.
November 29, 2010	Council Meeting at 7:00 p.m.

4. Adjourn

The meeting was adjourned at 5:25 p.m.