City Council of Peachtree City
Budget Workshop
MINUTES
June 8, 2009

The Mayor and City Council of Peachtree City held a workshop session on Monday, June 8, 2009, to discuss the FY 2010 Budget. Mayor Logsdon called the workshop to order at 6:30 p.m. Other Council Members attending were Cyndi Plunkett, Doug Sturbaum, and Don Haddix. Steve Boone was unable to attend.

Staff members attending were City Manager Bernard McMullen, Financial Services Director Paul Salvatore, Assistant Finance Director Janet Camburn, Administrative Services Director Nikki Vrana, City Engineer Dave Borkowski (representing Developmental Services), Leisure Services Director Randy Gaddo, Fire Chief Ed Eiswerth, Police Chief Skip Clark, Public Services Director Tom Corbett, Stormwater Utility Manager Mark Caspar, Recreation Administrator Sherry McHugh, Planning Assistant Tony Bernard, and Information Technology Administrator Matt Robinson.

McMullen said staff would present a continuation of the modified 2009 budget. There were some slight changes, the details of which would be reviewed by Salvatore. Salvatore gave a presentation on the FY 2010 proposed budget (a copy of the Power Point is included in the official meeting file).

Salvatore said that there were signs of a serious economic downturn in the fall of 2008, and staff projected significant revenue shortfalls for FY 2009 that would also impact future years. In the long-range projections, staff had originally estimated the need for a 1.5 mill tax increase, and the projection had increased to 2.25 mills as FY 2009 progressed.

Salvatore continued that staff had presented an FY 2009 budget amendment in response to the economic downturn, reflecting a $912,000 reduction in estimated revenues and a $1.66 million reduction in expenditures and one-time revenue sources. Staff also reduced the projected use of cash reserves from $1.15 million to $394,000. Some of the elements involved in the reduced expenditures included reduced operating hours for the Library and Kedron Fieldhouse. Employee contributions for health insurance were doubled, a charge was implemented for employee take-home vehicles, and the City discontinued offering leave to part-time employees.

Salvatore said that additional strong action had been required in FY 2009. Those actions included staff reductions in Public Works and Recreation and the outsourcing of grass cutting and landscaping services; staff reductions in Developmental Services; revision of staffing and fees for Kedron Fieldhouse; and outsourced operations for the Clover Reach and Pebble Pocket swimming pools.

Salvatore then reviewed the highlights for the FY 2010 budget. He indicated the budget was balanced with no projected use of cash reserves. The proposed budget included a 0.244 millage rate increase. No merit or Cost of Living Allowance (COLA) salary increases were included for employees, and the Mayor and City Council salary increases were not included. The only new position requested was a police detective position in response to the marked increase in fraud-related crimes.

Salvatore then addressed the reasons for the proposed millage rate increase. He said that there was an existing budget deficit from prior actions, and the reinstatement of the standard salary increases for employees in FY 2011 would have a significant impact on the budget. He also noted that no funds were budgeted for paving, which had been covered by the Special Local Option Sales Tax (SPLOST). An additional $1.1 million would have to be added for street and path maintenance if the SPLOST was not renewed. The increase also funded the new detective position. Finally, the 2009 resident survey supported a modest tax increase, with 50% of respondents saying the City should approach the financial difficulties through a combination of service cuts and a tax increase, and an additional 24% had opted for a tax increase alone to address the problems.

Salvatore then noted some of the additional elements of the resident survey addressed in the budget. There was a concern about safety on the paths, and the Police Department proposed adding a golf cart for additional path patrols. Ninety percent of residents felt that the City had the right amount or too few recreational facilities, and the proposed budget neither added nor decreased facilities. Several options were currently being researched for more cost-effective operation of Kedron, the Tennis Center, and the Amphitheater. Ninety-three percent of residents felt the City had the right amount or too few special events, and the budget had no reduction in special events. The Library had ranked very high as an important service, and the proposed budget maintained full staffing levels for the current operations. Salvatore added that a patron survey was currently being conducted about possible improvements in the operating hours. Salvatore also noted that the Library was experiencing some savings due to the retirement of some long-term employees.

Salvatore reviewed the 2010 revenue projections, noting that staff expected no change in the tax digest and only a modest increase in property taxes due to the millage increase. There was no projected increase in sales taxes from the reduced projection for FY 2009. A 32.9% shortfall in building fees was projected in FY 2009, resulting in projected actual revenue of $209,720, resulting in no projected increase in the proposed FY 2010 budget. Salvatore said staff projected a significant increase in recreation program fees due to the fees changes recently approved by Council and for the additional revenue anticipated from the Pebble Pocket and Clover Reach pools under the USA Pools contract. Council had continued the proposed fee increases for Kedron Fieldhouse until the June 18 meeting.

Salvatore said the revenue from the sale of fixed assets would drop considerably due to the number of vehicles being sold this year. The projections for Hotel/Motel tax projected a 2% increase for FY 2010 due to the focus of the Peachtree City Tourism Association, the NCR expansion and training facility, and the projected tournaments in the coming year.

The total projected revenue was $26,300,530 (a 2% increase over the projected revenues for FY 2009).

Salvatore listed some of the major changes in the staff requested budgets and the City Manager's proposed budget. This included the elimination of eight of the nine requested positions for the Police Department, modified estimates for Police Communications due to a projected savings when the new radio system for Public Works and Recreation was implemented. He continued that an Ultrox oxygen station had been added to the EMS budget at a cost of $23,000, but the equipment was expected to generate a cost savings in three years. McMullen indicated that he wanted to order this and the oxygen system for the Fire Department prior to the start of the year, with payment coming from FY 2010. The new radio system would put all City employees on the same system. McMullen added that there were still six fire positions suspensed that had not been requested this year but would be added if grant funding became available.

Salvatore said that the proposed budget included the elimination of one full-time and three part-time positions at Kedron Fieldhouse.

Salvatore reviewed the five-year financial model, noting that staff was projecting an $800,000 deficit in FY 2009 that would need to be addressed with cash reserves. The proposed budget and tax increase resulted in no projected use of cash reserves. Staff projected using approximately $350,000 of cash reserves with a .245 millage rate increase in 2011. Staff began projecting conservative increases in sales taxes in 2011. Salvatore noted that future projected millage increases reflected some of the items cut this year that would need to be readdressed, but a rise in the economy could benefit those projects in FY 2012 and beyond.

Salvatore said the 2010 Public Improvement Program (PIP) was mostly essentials, including replacing the diesel fuel system at Public Works, the new radios for Public Works and Recreation, and the Self-Contained Breathing Apparatus (SCBA) upgrade and oxygen system, which would be financed for approximately $39,000 per year. There were also six police vehicles and two police motorcycles programmed. Logsdon asked what the motorcycles would be used for, and Chief Clark said they would be used on the streets, and the motorcycles would replace two of the originally requested eight replacement vehicles.

The 2011 PIP included a Public Works dump truck, resurfacing of the small pool at Kedron, and replacing several public safety vehicles. Logsdon asked if the simulated firing range had been put back in the PIP, and Clark said it had been added to a later year. Salvatore said they would also need to look at replacing the City Hall telephone system in FY 2011. Logsdon asked if multiple agencies could team up and purchase the firearm training simulator. Clark said yes, but there were some logistical challenges that would reduce the potential savings. Plunkett asked if smaller agencies might be able to pay for using it, and Clark said that could be investigated. Salvatore said the primary cost for FY 2012 was replacement of the bubble at Kedron ($250,000).

Salvatore then reviewed the Special Purpose Local Option Sales Tax (SPLOST) projects, noting that funds were still programmed for the SR 54 West gateway bridge, the SR 54 bridge over Lake Peachtree, improvements at Peachtree Parkway/Walt Banks Road, railroad crossing signal improvements, Peachtree Parkway North improvements, the SR 74 frontage road, street resurfacing, Paschall Road/SR 74 tunnel, and path resurfacing. McMullen said the City had enough SPLOST funding to carry street paving and path paving through FY 2010. McMullen said the engineering was completed and the City was in right-of-way acquisition for the Paschall Road/SR 74 tunnel.

Salvatore then listed some possible projects that would be eligible for SPLOST under the new law. Those included Fire Department equipment and buildings totaling $7.4 million, from which the City could see as much as $3 million from impact fees. The remaining $4.4 million could potentially be covered by SPLOST under the new state law and if the County and the voters renewed the SPLOST for these types of items in addition to transportation projects.

Lisa Curtis asked what "Plan B" was if the SPLOST was not renewed. Sturbaum said the items would have to be postponed or paid for out of the regular budget. Al Yougel asked when the Rockaway Road relocation and moving the Recycling Center would happen. Logsdon noted that the bid let had been postponed to September 15, and it was a two-year project. Yougel asked what that meant in terms of the Recycling Center. McMullen said the existing site had been reconfigured to accommodate the widening. However, Old Rockaway Road would be accessed from New Rockaway Road, which would provide some additional space between the center and Meade Field. Yougel clarified that the road widening project would not require the center to be moved, and McMullen said that was correct.

Curtis asked if anyone had looked at the budget in terms of what made sense, noting that resurfacing a pool might not be as important as something for public safety. Leisure Services Director Randy Gaddo noted that particular project had been moved out in the past, and if it was not essential in FY 2011, it could be moved out again. Plunkett also noted that putting off some projects increased the maintenance costs to such a degree that there was not a savings. Sturbaum added that Council looked at all the requests in terms of "wants" and "needs."

Darlene Gulli asked why the City would finance purchases if there were adequate funds to pay for them. McMullen said there were three reasons. Having a solid fund balance was important in maintaining a high bond rating, which allowed cities to obtain a better interest rate. The second issue was that, typically, the City could get a lower interest rate on loans than the City earned on investments. The final reason was that, spreading out the cost of a facility ensured that those who were using the facility were paying for that facility over time, rather than placing the full costs on the people living in the City when the facility was built.

McMullen addressed the Amphitheater budget for 2010, noting that it reflected a change from Friday and Saturday nights to just one night (most likely Saturday). McMullen said currently the concerts were only averaging 1,450 tickets per night. Staff felt the economics dictated a single-night event, and the proposed budget was for a six-concert series. McMullen said there would also be four spotlight concerts, the same as 2009. Funding was also in place for special events and for repairs to the facility. McMullen noted that some of the personnel expenses reflected the employees working in other departments during the off-season, and those hours would be charged to the City's General Fund.

Gulli asked why the City budgeted for overtime. McMullen said the City had police officers, who were working events, but were still employees of the City. Gulli asked about the single-night concert series, noting that the current number of ticketholders could not be served and that was lost revenue. McMullen noted that it cost almost double for a two-night concert. Gulli asked about increasing marketing to increase ticket sales, and McMullen and Council noted that marketing had been increased with minimal impact. Gaddo said that was one reason for increasing the community events, which were drawing in people who were unaware of the Amphitheater. Sue Memmer asked why the Amphitheater had gone from volunteer ushers to paid ushers, and Gaddo said it was a reliability issue. McMullen added that there were also incidents that volunteers would not deal with that employees were trained to address.

Salvatore said there were no major changes to the Stormwater Utility Fund. The City would retain proper bond coverage, meeting the mandatory 1.15 debt ratio. There were no new bond issues planned and no rate increase proposed. McMullen noted that there were still unfunded projects that would eventually require a rate increase, and staff would have to approach Council in the future to address those outstanding projects, but that was not anticipated until 2011.

Salvatore concluded his presentation by reviewing the FY 2009 Bricks & Mortar Loan, which totaled $2.4 million with an annual debt service of $218,900. The list had been expanded to include ongoing maintenance issues at several of the buildings. The full debt service was included in the FY 2010 budget. McMullen indicated the additional items would come before Council at the June 18, 2009, City Council meeting.

Logsdon said he felt staff had done a good job with the budget during this economy. However, with the reactions around metro Atlanta to a millage increase and despite what the survey said, he felt the reserves should be used to cover the shortfall in lieu of the millage increase. He would not ask the citizens for a millage increase when the City had 35% in reserves. He said if the economy stayed flat, the reserves would still be within acceptable levels. If the economy improved, then sales taxes would improve and could potentially cover any shortfall. Logsdon felt a burden had been placed on the employees, and they had paid their fair share, but he was not willing to ask the citizens for a millage increase. Logsdon noted that citizens would already see a $250 property tax increase because the state was not funding the Homeowner Tax Relief Grant.

Plunkett said she was not completely sold on the amount of the increase. In 2003 the Council approved a 0.58 mill increase, and the following year the citizens approved a 0.25 millage increase for the Library expansion and .09 for operations. Had that been implemented at the time, the City would not be in the situation it now was. In her four years on Council, they had added 20 public safety positions, with the corresponding funding only a 0.25 millage increase, which did not cover those employees. She said this Council had been very fiscally responsible, and they were now faced with what type of Peachtree City residents would live in – a bare bones community or the full package that people moved here to enjoy. She said the citizens had told Council they wanted the amenities.

Plunkett noted the City did not look as nice as it did six months ago – she felt that would be addressed over time as the contract was fine-tuned – and hours had been cut at the Library and Kedron. If SPLOST did not pass, the City was facing a huge increase next year to cover those projects. Logsdon said he would rather push harder for the SPLOST because that gave the person paying the tax a choice. Plunkett said the City would not know whether the SPLOST would be renewed until after the budget and millage rate had to be adopted. Plunkett said they had to take responsibility for where the City was right now, and Councils had not always done that in the past. She felt two more police officers were needed. She felt they could not cut the budget to such bare bones.

Haddix said that, by postponing expenditures, the City was not holding even. Postponing maintenance made that maintenance cost more in the future. Things were not getting cheaper. Things had reached a point when people had to do a little more. He did not see the economy bouncing back that quickly. Although he did not want a tax increase, he did not think a quarter of a mill was unreasonable.

Logsdon reiterated that what staff had proposed was doable without a millage increase. Plunkett was concerned about what taking money from the FY 2010 reserves would do to 2011 and beyond. Haddix noted that it would compound the problems that would be faced in future years. Logsdon said that the numbers reflected a bad economy, which was going to turn around by 2012 and 2013.

Plunkett asked staff to bring back three proposed budgets before the next meeting – one with a 0.24 mill increase, a 0.125 mill increase, and one with no millage increase. Sturbaum agreed and also asked staff to factor in what would be needed if the SPLOST were not renewed.

Plunkett expressed concern that, when she took office, Police, Fire and Recreation had about equal percentages of the budget, and Recreation had been consistently reduced. She noted that the budget assumed Council would make all the changes at Kedron, the Tennis Center, and the Amphitheater.

Sturbaum offered kudos to staff for the constant adjustments to the budget and for keeping the City from reaching the dire straits that other communities had reached.

Gulli noted that Council had said staff had done a good job, and asked why they were not taking staff's advice about the millage increase.

Memmer asked what Professional Services were, and staff noted that included surveying, engineering studies, attorney fees, the USA Pools contract, and more. Yougel said he preferred the proposed millage increase. Walsh said he supported the Mayor's position and felt that, with the reserves available, the City should not be putting more on the taxpayers. He asked about future revenue projections. Salvatore noted that he projected no increase in sales taxes in 2010, but had projected a 2% increase in FY 2011 and returned to a 4% increase projection for 2012 and beyond.

Vanessa Fleisch said, if the economy stayed flat and there was no millage increase and no SPLOST, then her concern was that they were putting more of a burden on Police and Fire. Plunkett agreed and said she still felt they needed to add two police positions. Haddix added that, when the economy went down, the need for public safety went up due to both crime and people not maintaining their homes.

Administrative Services Director Nikki Vrana asked Salvatore to clarify the dollar amount of a 0.244 millage increase on a $250,000 home. Salvatore said it would come to $24.40.

Memmer asked what contingency funds were in the Police Department. Salvatore explained that was a holding category for personnel requests, which included salary and benefits as well as all the equipment. If the positions were approved, the funds would be moved to the correct space. Plunkett noted that Council also had a contingency fund that allowed them some discretionary funding to address emergencies. Memmer said she was also in favor of the tax increase.

John Munford said the previous year's budget had funds identified as departmental savings due to job vacancies, and asked if the 2010 budget contained that. McMullen said yes, but it had been reduced from 2.5% to 2% of the departments' operating expenses. Salvatore noted that the model returned to 2.5% in future years. Munford asked if the City could reduce the police officers' off-duty activities and increase overtime for path patrols or other activities, wondering if that would be cheaper than hiring a complete new position. McMullen noted that off-duty activities were paid for by the contractor (churches who had traffic direction paid those officers). He also said that if the officers were working those hours for the City, the City would be paying time and a half, which increased the cost. Munford asked if there was some portion of the off-duty pay that came to the City for the cost of the vehicles or any other equipment used. McMullen said no, but that was part of the reason for the payment plan.

McMullen summarized that Council wanted to see a revised five-year model with no millage increase, 0.122, and 0.244 millage rate increases, and with an additional police officer. Council said that was correct. Plunkett encouraged the citizens in attendance to have their friends e-mail Council with their preference about the millage rate.

Logsdon asked, if the millage rate increase were on a ballot, did the public think it would pass. Several members of the audience said yes. Gulli added that Council had basically done that with the survey. Logsdon noted that not everyone took the survey. Gulli noted that not everyone voted, either, and Council still had to act on the will of those who voted.

Chief Eiswerth said he had conveyed to his employees that the COLA and merit increases were not in the budget, and the employees said "okay." Then employees took a hit with the increase in health insurance. He felt that employees had given up hundreds of dollars, and had accepted that as part of the team, but Council would not ask citizens to add $25 per year to the overall effort. Eiswerth said that was sending the wrong message to employees. Haddix felt that the best approach was to spread the costs as thinly as possible, which included asking for some contribution from the citizens.

McMullen noted there were three additional items for discussion (foreclosure trends, real estate market, and Kedron fees).

Foreclosure & Vacancy Rates

Planning Assistant Tony Bernard gave a review of the foreclosure rates and vacancy rates in Peachtree City and the changes since he last presented the information in February (PowerPoint presentations are included in the official meeting file). There had been 131 foreclosures in the

City during the last 14 months, and there were currently nine, including one multi-family unit. There was 240,197 square feet out of 1.87 million square feet of retail space vacant, approximately 13%. The City had 5,235,282 square feet of industrial space, and 735,281, or 14.1% was vacant. There were 473.23 acres of undeveloped land left within the City's Industrial Park.

Swimming Fees

Gaddo then reviewed swimming fees, noting that Council had asked staff to re-look at the proposed fees for swim teams. Gaddo reviewed an alternate proposal that included a three-tiered fee based on Peachtree City, Fayette County, and non-county residency. He noted that the proposed breakdown would result in an estimated $4,715 in fees from Fayette County residents, which could jeopardize the $150,000 that Fayette County provided for recreation.

Plunkett asked about setting up the fees with a fenced account that would not jeopardize the County funding. Gaddo said he was not sure that would work. Plunkett felt that the City needed some of the funding coming in to help pay for the facilities by the people who used them the most. McMullen expressed concern that any effort to have Fayette County residents pay more could jeopardize the $150,000. He felt that there was no way the City could make that up in fees. Plunkett said that City residents paid over $900,000 to Fayette County for County recreation (in addition to what they paid to the City for recreation), and she said there was no way City residents used that much County recreation. Gaddo said that, due to the schools, the swim program had probably the highest percentage of users from outside the City. The rest of the programs averaged 85% City resident participation.

Gaddo said another alternative was to charge each team per hour per lane used at the facility. He noted that the FY 2010 budget for Kedron included about $120,000 in other potential revenue and was based on recommendations made in staff's proposal as part of the Request for Proposal (RFP) process.

Some of the other fee recommendations included new fees for Special Olympics, Special Needs, Paddlers, Open Gym, and Game Room equipment fees; increased fees for adult athletics and rental rates for Room 3. Other options included changing the instructor-City split on recreation classes, expanding classes and camps, using the rink for programming, and changing the bubble installation dates to avoid spring break.

McMullen noted that all the reductions were in the proposed budget. Plunkett reiterated that this was a reduction in services. She felt the staff at Kedron did a great job, but she did not want people to think the City was balancing the budget without service cuts. Some things needed to be cut, but others would begin to impact how residents experienced the City.

Gaddo noted that, with the existing staff, a savings could be realized by having the bubble consultant only come when the bubble went up, rather than when it went up and came down. Gaddo said using the consultant over the years had helped to extend the life of the bubble, but noted the staff on site now knew the process, especially that of taking the bubble down.

McMullen said staff's intention was to bring these fees back to Council for approval. Plunkett noted that it was still a significant increase for the swim teams. Gaddo noted that the City received a total of $1,500 each year for all five school swim teams, so it was an increase from almost nothing. McMullen pointed out that the association fees for other sports were significantly higher than those for swimming. Gaddo also pointed out that other associations included a fee that went toward the maintenance of their respective facilities, and the swimmers did not. Plunkett reiterated that staff needed to talk to the School Board about the proposed increase, not saying that the proposed fees were unreasonable, but recognizing that the percentage increase was significant.

Gulli asked about the pools currently being outsourced, saying they were making money and Kedron needed to be given the same opportunity. Plunkett said it was a philosophical question as to whether all recreation should be revenue driven, and she felt that it should not all be that way. Gaddo said staff was working to reduce the costs, even though they had not eliminated them. Haddix said there had to be a balance between the users and the general taxes.

Plunkett asked staff to put some of the statistics on the proposed price changes out to the affected teams, noting the rates compared favorably to other team sports costs. Kedron Manager Scott McCord asked if the bubble would go back up in the fall of 2009. McMullen said that the FY 2010 budget included funds to put the bubble back up. Fleisch said that she felt that people resented increases when they were not informed, and she suggested doing some sort of board at Kedron that would be seen by the users.

McMullen asked if Council wanted staff to continue with the three-tiered pricing, and Council said no, to leave County residents the same as City residents, and only have a higher tier for out-of-County residents. McMullen noted that Council did not have to adopt these exact fees, but would need to adopt some type of fees to cover the estimated $200,000 in additional revenue proposed for the FY 2010 budget by October 1.

Logsdon called for a brief break at 9:20 p.m. The workshop reconvened at 9:40 p.m.

McMullen proposed, to achieve a second police officer without impacting the budget, to budget the officer for six months to reflect the reality of the time needed for training. The $30,000 needed for FY 2009 could be covered by currently vacant positions that he had not approved to fill (a staff assistant position in Administrative Services and some part-time positions that were unfilled at the Library and were not needed based on some hour changes for the other part-time library employees). Plunkett noted that the officer was her interpretation and she did not want to dictate that the Chief had to have another officer. Clark indicated he was fine with the recommendation. McMullen noted that crime had seen a reasonable and understandable increase based on the economy – the department absolutely needed another officer, but McMullen felt the fraud detective was the priority. Salvatore noted that in 2011, the full year salary for the officer would be included.

Salvatore showed that, by eliminating the millage increase, a total of $474,000 in cash reserves would be required for FY 2010. However, in 2011, the City would need to increase the millage rate by 0.67 mills or use over $800,000 in cash reserves. Logsdon noted that still assumed a shortfall in sales tax revenue, and Salvatore said it assumed no increase. Logsdon said they were very conservative assumptions, but Salvatore noted they thought the 2% projected sales tax increase for FY 2009 seemed conservative at the time, but had still been very high.

Plunkett asked what returning the merit increases or COLA increases would do. Salvatore said merit increases would double the use of cash reserves in FY 2010.

Salvatore then showed a 0.122 millage rate increase, which used 237,000 in cash reserves, but the increase in 2011 would either be .548 or would require using over $600,000 of the reserves.

Gulli asked what it would do to keep the 0.244 millage increase and return the employee merit increases. Salvatore said it would impact the reserves by the cost of the increases – $274,185 for COLA and $469,064 for merit increases. Gulli was concerned that if the budget did not include merit increases then the employees would not get increases. Logsdon said that he felt all the Council Members agreed that, if the economy turned around and sales taxes would support the increases, then they would look at reinstating them.

Gulli noted that the majority of residents present favored the tax increase, as had the majority of those who took the survey.

McMullen said staff would include the police officer for six months. The only item remaining for debate was no millage, partial millage, or full millage rate increase. Council did not have to make a decision until the millage was adopted at the end of July. McMullen asked if Council wanted an additional workshop. Salvatore said there were workshops tentatively scheduled for June 9 and June 15. McMullen also suggested the June 18 agenda as a discussion item. Council supported that suggestion, saying to add a discussion to Council/Staff Topics on June 18. No additional workshops would be held.

Haddix noted that the Council pay raise would still need to be addressed because the ordinance had been changed. McMullen said the direction he had heard from Council at Retreat was that the funding would not be included in the 2010 budget, which would allow a budget amendment to reinstate it if the economy turned around. Logsdon agreed that, at Retreat, they had indicated if there were no employee raises, there would be no Mayor and Council raises. Plunkett and Sturbaum felt reinstating them should be tied to the employee increases. Salvatore noted that the COLA would be easier to reinstate than merit because merit took effect with varying hire dates, but the COLA could be implemented at a given date. Haddix said he would like to put back the COLA. Gulli noted that raises should be based on merit.

There being no further discussion, Logsdon adjourned the workshop at 10:10 p.m.

Betsy Tyler, City Clerk

Harold Logsdon, Mayor