

COMMON COUNCIL

December 16, 2014

Mayor Joseph Maiurano presided at a meeting of the Common Council held at 7:00 PM on December 16, 2014, in the Common Council Chambers at One Court Plaza.

Present:

Mayor Joseph Maiurano
Ald. Bryan McCracken
Ald. Brian Doliver
Ald. John Deierlein
Ald. Walter Schermerhorn
Ald. Paul Laughlin
Ald. Thomas LoPiccolo
Supervisor Robert Jeffrey

Absent:

Supervisor James McNeil

Also:

Director of Finance/City Clerk William Roberts
Human Resources Director Deborah DeForest
Police Chief Joseph Angelino
Fire Chief Tracy Chawgo
Youth Bureau Director Robert Mason
City Attorney Patrick Flanagan
EMO A. Jones
DPW Superintendent Carl Ivarson
Deputy City Clerk Brian Drake
Code Enforcement Officer/Fire Marshall Jason Lawrence
Assistant Police Chief Rodney Marsh
Assistant Fire Chief Jan Papelino
Media Representative Shawn Magrath

Call to Order

The meeting of the Common Council was called to order by Mayor Maiurano at 7:01 p.m.

Approval of minutes

Ald. Doliver **moved** to approve the minutes of the regular meeting of November 18, 2014 and the special meetings of December 3 and December 9, 2014. Seconded by Ald. Deierlein and duly approved ayes all.

Executive Session

Ald. Doliver **moved** to enter executive session at 7:02 p.m. to discuss labor contract negotiations. Seconded by Ald. LoPiccolo, approved ayes all.

Ald. LoPiccolo **moved** to exit executive session at 7:27 p.m. Seconded by Ald. Deierlein, approved ayes all.

Discussion – Tentative 2015 Budget

Ald. Laughlin asked about a proposal to remove funds for materials from the sidewalk replacement budget line. Director of Finance William Roberts explained that removing the costs of the program also removes the revenues from participants in the program and thus would not lower the total General Fund budget. Superintendent of Public Works Carl Ivarson reminded the Council that a new mandate from the State requires that all street paving include handicapped-accessible sidewalk cuts.

Ald. Deierlein returned to proposals made for changes to the tentative budget during the public hearing. Ald. McCracken referenced a DPW position that has been vacant for four years but is included in the budget and asked if there were other such positions vacant. C. Ivarson replied that different positions are vacant at different times due to absences on workers compensation. A position vacant due to a workers compensation absence cannot be filled permanently, though the employee may be out for up to a year. He noted that 22 individuals applied for the MEO1 position but none had enough experience for the position. He stated that if the tentative budget were not changed, two MEO1s will have to be let go at the first of the year, and this will severely hamper work.

Open Forum Christine Carnrike, 15 South Broad Street, stated that the budget should be begun earlier in the year and not presented in the final weeks. There was no mention of budget development at the October or November Council meetings. She was disappointed that only two people spoke at the public hearing for the budget. She suggested that, with the State pushing the financial burden of retirement costs onto the City, the Council should step outside the box in budget planning and not just raise taxes. She asked if there is a plan in place to restore capital reserves.

Department, Board and Commission Reports

- ◆ Parks Commission Minutes of November 10, 2014
- ◆ Planning Commission Minutes of October 20, 2014
- ◆ Police Department Monthly Report of November 2014
- ◆ Water Commission Minutes of November 19, 2014
- ◆ Water Department Report of November 2014

- ◆ Youth Board Minutes of December 3, 2014
- ◆ Youth Bureau Monthly Report for November 2014

Ald. Laughlin **moved** to receive and file the department, board, and commission reports. Seconded by Ald. Doliver, approved ayes all.

Ward Reports

Ward 1

Ald. McCracken reported that he received no communications from constituents during the last month.

Ward 2

Ald. Doliver reported that he received no communications from constituents during the last month

Ward 3

Ald. Deierlein reported that he received no communications from constituents during the last month

Ward 4

Ald. Schermerhorn reported that he received no communications from constituents during the last month

Ward 5

Ald. Laughlin reported that he received no communications from constituents during the last month

Ward 6

Ald. LoPiccolo reported that he received one communication from a constituent and this was referred to the appropriate department head for resolution.

Ald. Deierlein **moved** to receive and file the ward reports. Seconded by Ald. McCracken, approved ayes all.

Motions

Appointment of City Clerk and Director of Finance Ald. Deierlein **moved** to re-appoint William J. Roberts, 112 Hillview Court, as City Clerk and Director of Finance, to a two year term expiring December 31, 2016. Seconded by Ald. LoPiccolo, and duly adopted, 6-0, on a roll call vote. Mayor Maiurano expressed his appreciation of W. Roberts's work and thanked him for his continued service.

Appointment of City Attorney Ald. Schermerhorn **moved** to re-appoint the Patrick Flanagan, 42 South Broad Street, as City Attorney, to a two-year term expiring December 31, 2016. Seconded by Ald. Deierlein, and duly adopted, 6-0, on a roll call vote. Mayor Maiurano thanked Mr. Flanagan for his work.

Appointment of Youth Bureau Director Ald. Schermerhorn **moved** to re-appoint Robert Mason, Norwich, NY, as Youth Bureau Director, to a two year term expiring December 31, 2016. Seconded by Ald. Deierlein, and duly adopted, 6-0, on a roll call vote. Mayor Maiurano thanked Robert Mason for his years of service and noted the great influence he has had on so many young people.

Acceptance of Wilcox Construction Co. Proposal – Intake House Ald. Schermerhorn **moved** to accept a proposal from Wilcox Construction Co. in the amount of \$13,664.00 for restoration of the Upper Reservoir Valve Building. Seconded by Ald. LoPiccolo, and duly adopted, 6-0, on a roll call vote. Ald. Deierlein asked about the background of this proposal. C. Ivarson explained the deterioration of the structure around the intake building at the Upper Reservoir.

Appointment of Council Representative to BID Board of Directors Ald. McCracken **moved** to appoint Brian Doliver Council Representative to the BID Board of Directors. Seconded by Ald. Deierlein, and duly adopted, 6-0, on a roll call vote. Mayor Maiurano noted the representation of Ald. Bryan McCracken on the BID Board and thanked Ald. Doliver for volunteering to replace him as Council representative.

Mayor Maiurano reported that he has appointed Mike King as Mayor's Representative and William Roberts has appointed Pegi LoPresti as Director of Finance Representative to the BID Board of Directors.

Resolutions

RESOLUTION #85-2014

**ADOPTING PROPOSED LOCAL LAW NO. (A) OF 2014 - OVERRIDING
THE TAX LEVY LIMIT ESTABLISHED IN GENERAL MUNICIPAL LAW
§3-c**

Ald. Schermerhorn introduced the following and **moved** its adoption:

WHEREAS, the Common Council received proposed Local Law No. (A) of 2014 on December 3, 2014, overriding the tax levy limit established in General Municipal Law §3-c; and

WHEREAS, a public hearing was held on December 9, 2014, in connection with said proposed local law; now, therefore be it

RESOLVED, that Local Law No. (A) of 2014, overriding the tax levy limit established in General Municipal Law §3-c, as presented to the Common Council on December 3, 2014, be and hereby is adopted, and is hereby designated as Local Law No. 1 of 2014.

Seconded by Ald. LoPiccolo and duly adopted, 6-0. on a roll call vote.

LOCAL LAW NO. 1 OF 2014

**A LOCAL LAW TO OVERRIDE THE TAX LEVY LIMIT ESTABLISHED IN
GENERAL MUNICIPAL LAW §3-c**

BE IT ENACTED by the Common Council of the City of Norwich as follows:

Section 1. Legislative Intent

It is the intent of this local law to allow the City of Norwich to adopt a budget for the fiscal year commencing January 1, 2015, that requires a real property tax levy in excess of the "tax levy limit" as defined by General Municipal Law § 3-c.

Section 2. Authority

This local law is adopted pursuant to subdivision 5 of General Municipal Law §3-c, which expressly authorizes a local government's governing body to override the property tax cap for the coming fiscal year by the adoption of a local law approved by a vote of sixty percent (60%) of said governing body.

Section 3. Tax Levy Limit Override

The Common Council of the City of Norwich, County of Chenango, is hereby authorized to adopt a budget for the fiscal year commencing January 1, 2015, that requires a real property tax levy in excess of the amount otherwise prescribed in General Municipal Law §3-c.

Section 4. Severability

If a court determines that any clause, sentence, paragraph, subdivision, or part of this local law or the application thereof to any person, firm or corporation, or circumstance is invalid or unconstitutional, the court's order or judgment shall not affect, impair, or invalidate the remainder of this local law, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, or part of this local law or in its application to the person, individual, firm or corporation or circumstance, directly involved in the controversy in which such judgment or order shall be rendered.

Section 5. Effective date

This local law shall take effect immediately upon filing with the Secretary of State.

RESOLUTION #86-2014

**AUTHORIZING CHANGING THE NAME OF KIWANIS PARK TO
GREENWAY PARK**

Ald. McCracken introduced the following and **moved** its adoption:

WHEREAS, the City has a park containing approximately 2.6 acres which is situated off Rexford Street, bordering River Street on the west and the Chenango River on the east and having tax map number 136.34-2-9; and

WHEREAS, research has indicated that the park was named Kiwanis Park several decades ago in the 1950's, apparently related to improvements of the site for use as a park; and

WHEREAS, it has also been several decades since there has been a Kiwanis organization in the City; and

WHEREAS, the Parks Commission has recommended renaming it Greenway Park in connection with improvements made by the Greenway Conservancy in conjunction with the Greenway Trail which runs through the City along the river, including the park location; and

WHEREAS, the Public Safety/Public Works and Finance/Personnel Committees have reviewed the above request and made certain recommendations; now, therefore be it

RESOLVED, that an official change in the name of the above described park be and hereby is approved, designating that "Kiwanis Park" be re-named hereafter as "Greenway Park"; and, further be it

RESOLVED, that the Parks Commission be advised that new signage for the park must be consistent with the form of signage used in other city parks as determined by the Superintendent of Public Works.

Seconded by Ald. LoPiccolo, and duly adopted, 6-0, on a roll call vote.

Discussion: Ald. Deierlein asked the reasoning behind the change of name. The Council reviewed the background detailed in the resolution.

RESOLUTION #87-2014

AUTHORIZING CITY PARTICIPATION IN THE HOME IN THE CITY PROGRAM FOR 45 SILVER STREET

Ald. LoPiccolo introduced the following and **moved** its adoption:

WHEREAS, the City of Norwich owns a property at 45 Silver Street as the result of a previous delinquent tax foreclosure; and

WHEREAS, the City believes it is in the public interest to rehabilitate the deteriorated property for the purpose of selling it to a first-time homebuyer at an affordable cost; and

WHEREAS, the City has met with other organizations who have expressed a desire to collaborate for facilitating such an effort; and

WHEREAS, the Norwich Building Tomorrow Foundation, an affiliate of NBT Bank, NA, ("NBTF"), Opportunities For Chenango ("OFC"), and the Delaware, Chenango, Madison, and Otsego BOCES ("DCMO BOCES") are prepared and willing to partner with the City in a joint effort under the Home In the City Program to accomplish the above objective; and

WHEREAS, NBTF will provide interest-free financing to the City for related rehabilitation costs which will be fully paid off from the sale of the property, leaving no residual cost to the City; and,

WHEREAS, DCMO BOCES will provide labor services through its building trades students to assist in portions of the rehabilitation work at no cost to the City, in a similar fashion as was accomplished with the previous project at 49 Front Street; and

WHEREAS, OFC will provide assistance with qualifying a prospective buyer under the first-time homebuyer program; now, therefore be it

RESOLVED, that the City be and hereby is authorized to pursue the rehabilitation of 45 Silver Street under the Home in The City Program through a collaborative partnership with NBTF, DCMO BOCES, and OFC; and, be it further

RESOLVED, that the Mayor be and hereby is authorized, under the direction of the City Attorney, to negotiate and enter into appropriate agreements with NBTF, DCMO BOCES, and OFC as may be necessary to complete the above collaborative efforts and thereby accomplish the rehabilitation and sale of 45 Silver Street.

Seconded by Ald. Schermerhorn, and duly adopted, 6-0, on a roll call vote.

Discussion: Mayor Maiurano commented on the importance of this cooperative project, restoring a three-family home to single-family use.

RESOLUTION #88-2014 AMENDING CERTAIN WATER AND SEWER USE RATES IN THE CITY OF NORWICH

Ald. Doliver introduced the following and **moved** its adoption:

WHEREAS, Chapter 542 of the Code of the City of Norwich states that the Common Council shall set water and sewer use rates as deemed necessary for the City of Norwich; and

WHEREAS, the Common Council received proposed water and sewer use rates in the City of Norwich on December 3, 2014; and

WHEREAS, a public hearing was held on December 9, 2014, in connection with the 2015 Budget, including said proposed water and sewer use rates; now, therefore be it

RESOLVED, that the water and sewer use rates in the City of Norwich, as presented to the Common Council on December 3, 2014, be and hereby are set as follows:

**NORWICH WATER SYSTEM
RATE CHANGES
FOR 2015 BUDGET
(Effective January 1, 2015 & Reflected in Billings Starting April 1, 2015)**

<u>WATER USE QUARTERLY RATES:</u>	Present (2014)	2015
Minimum Charge up to 1,000 cubic feet:	\$ 52.64	\$ 56.75
Charge per 100 cu. ft. for Additional Usage Over 1,000 cubic feet:		
Additional 1,000 to 13,000 cubic feet:	4.58	4.94
Additional 13,000 to 50,000 cubic feet:	4.80	5.19
Additional 50,000 (and over) cubic feet:	5.02	5.45
<u>SEWER USE QUARTERLY RATE:</u>		
Charge per 100 cu. ft. of total Water Use:	\$ 3.60	3.67
Fire Service		
1 ½ inch service	60.00	60.00
6 inch service	110.00	110.00
8 inch service	190.00	190.00
12 inch service	220.00	220.00
Hydrant Charge		
Per Each Hydrant	55.00	55.00

Seconded by Ald. Deierlein and duly adopted, 6-0, on a roll call vote.

**RESOLUTION #89-2014 ESTABLISHING WATER RATES – TOWN OF NORWICH EFFECTIVE
WITH APRIL 1, 2015 BILLINGS**

Ald. Schermerhorn introduced the following and **moved** its adoption:

WHEREAS, the City has contracts for supplying water with the Town of Norwich (the “Town”) which provide that related costs shall be allocated to the Town in a water rate schedule determined by the City each year; and

WHEREAS, the Finance/Personnel Committee has made certain recommendations; now therefore be it

RESOLVED, that the following rate schedule for billing of water provided to the Town by the City be and hereby is approved, and shall take effect with billings commencing April 1, 2015.

NORWICH WATER SYSTEM							
ADOPTED WATER RATES FOR TOWN OF NORWICH							
FOR 2015 BUDGET YEAR							
(Effective in Billings Starting April 1, 2015)							
				Present	Tentative	Amount of	
				(2014)	(2015)	Increase:	Percentage
WATER USE QUARTERLY RATES:						\$ / cu. ft.	Increase
Minimum Charge up to 1,000 cubic feet:				\$ 62.21	\$ 67.12	\$ 4.91	7.89%
Charge per 100 cu. ft. for Additional Usage Over 1,000 cubic feet:							
Additional 1,000 to 13,000 cubic feet:				\$ 5.35	\$ 5.77	0.42	7.85%
Additional 13,000 to 50,000 cubic feet:				\$ 5.53	\$ 5.97	0.44	7.96%
Additional 50,000 (and over) cubic feet:				\$ 5.70	\$ 6.15	0.45	7.89%

Seconded by Ald. LoPiccolo and duly adopted, 6-0, on a roll call vote.

Discussion: Ald. Deierlein asked how much of an increase this entailed. W. Roberts pointed out the increase noted in the above table. C. Ivarson noted that this is the same increase as for City residents.

Motion

W. Roberts stated that the Council had considered revisions to the tentative budget, restoring \$55,000 in funds for DPW personal services lines and cutting \$16,000 from DPW Equipment and \$6,000 from Street Tree Management Contracted Services, for a net increase of \$33,000. City Attorney Patrick Flanagan stated that if a motion to revise the tentative budget is not made, then the Council would act on the original, unrevised tentative budget. C. Ivarson reiterated his position on the proposed revisions.

Revising 2015 General Fund Tentative Budget Ald. Schermerhorn **moved** to revise the 2015 General Fund Tentative Budget, originally received by the Common Council on December 3, 2014 and discussed at the public hearing held on December 9, 2014, as summarized in the accompanying schedule of revisions attached hereto. Seconded by Ald. Deierlein, and duly adopted, 6-0, on a roll-call vote.

Discussion: Ald. McCracken asked why any employees would need to be terminated if funds were not restored, when so many positions are vacant and those salaries not being paid. C. Ivarson repeated that several workers are or will be absent due to injuries. Ald. McCracken asked if that is not sufficient to make up the deficit. C. Ivarson stated he cannot plan on how long an employee may be absent. Ald. Deierlein said it was difficult to increase the budget, but it would be prudent to do so. W. Roberts noted that the budget was extremely tight and increasing funds would offer a buffer to ensure the City does not incur a deficit. He added that such a buffer might well be needed to absorb the impact of possible overtime costs resulting from absences. Ald. McCracken asked if it is fair to push the City's budget problems onto taxpayers.

CITY OF NORWICH - 2015 TENTATIVE BUDGET **GENERAL FUND REVISED SCHEDULES** **(AFFECTED PAGES ONLY)**

SUMMARY SCHEDULE OF REVISIONS

Affected

BUDGET SUMMARY & COMBINED EFFECTS OF TAXES & RATES:

Summary of Funds & 2015 Property Tax Rate.....	1
Combined Effects of Property Tax & Water System Rates.....	2

Both pages reflect revised expenditures & property tax levy and rates:

	<u>Original:</u>	<u>Revised:</u>
Total Appropriations & Capital Reserves Provisions:	\$8,423,897	\$8,456,897
Dollar Amount of Increase in Tax Rate:	\$1.09	\$1.32
Indicated % Increase in Tax Rate:	5.39%	6.53%

GENERAL FUND DETAIL SCHEDULES:

<u>Projected Changes in Fund Equity</u>	10
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	<u>Original:</u>	<u>Revised:</u>
Total 2015 Revenues:	\$8,072,106	\$8,105,106
Total 2015 Appropriated Expenditures:	\$8,423,897	\$8,456,897
(note: reduced revenues includes reduction in tax levy)		

<u>Line Item Detail of Revenues</u>	11 & 13
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	<u>Original:</u>	<u>Revised:</u>
Acct. A1001 Total Real Property Taxes:	\$3,024,092	\$3,057,092
GRAND TOTAL REVENUES (Total Page)	\$8,072,106	\$8,105,106

Line Item Detail of Appropriated Expenditures & Provisions For Reserves

	<u>Original:</u>	<u>Revised:</u>
Acct. A5110.2100 Street Maintenance Equipment Line:	\$ 26,000	\$ 10,000
Acct. A5142.1010 Snow & Ice Removal Personal Services Line:	\$ 25,599	\$ 61,954
Acct. A5410.1010 Sidewalks Personal Services Line:	\$ 6,070	\$ 12,725
Acct. A7110.1010 Parks Personal Services Line:	\$ 82,193	\$ 87,198
Acct. A8170.1010 Street Cleaning Personal Services Line:	\$ 18,982	\$ 25,967
Acct. A8560.4020 Street Trees Contracted Services Line:	\$ 15,000	\$ 9,000
GRAND TOTAL APPROPRIATIONS (Total Page)	\$ 8,423,897	\$ 8,456,897

RESOLUTION #90-2014**ADOPTING FISCAL YEAR 2015 GENERAL FUND BUDGET**

Ald. LoPiccolo introduced the following and **moved** its adoption:

WHEREAS, a tentative fiscal year 2015 General Fund budget in the amount of \$8,423,897, was received by the Common Council on December 3, 2014; and

WHEREAS, a public hearing on such budget was held on December 9, 2014; and

WHEREAS, a motion has been adopted on December 16, 2014, revising the amount of said budget to \$8,456,897; now, therefore be it

RESOLVED, that the Fiscal Year 2015 General Fund Budget for the City of Norwich in the amount of \$8,456,897, as received on December 3, 2014, and as revised on December 16, 2014, be and hereby is adopted.

Seconded by Ald. Deierlein and duly adopted, 5-1, on a roll call vote, Ald. McCracken voting nay.

RESOLUTION #91-2014**ADOPTING FISCAL YEAR 2015 WATER FUND BUDGET**

Ald. Schermerhorn introduced the following and **moved** its adoption:

WHEREAS, a tentative fiscal year 2015 Water Fund budget in the amount of \$1,353,450 was received by the Common Council on December 3, 2014; and

WHEREAS, a public hearing on such budget was held on December 9, 2014; now, therefore be it

RESOLVED, that the Fiscal Year 2015 Water Fund Budget for the City of Norwich in the amount of \$1,353,450, as received on December 3, 2014, be and hereby is adopted.

Seconded by Ald. Laughlin and duly adopted, 6-0, on a roll call vote.

RESOLUTION #92-2014**ADOPTING FISCAL YEAR 2015 WASTEWATER FUND BUDGET**

Ald. Deierlein introduced the following and **moved** its adoption:

WHEREAS, a tentative fiscal year 2015 Wastewater Fund budget in the amount of \$1,206,503 was received by the Common Council on December 3, 2014; and

WHEREAS, a public hearing on such budget was held on December 9, 2014; now, therefore be it

RESOLVED, that the Fiscal Year 2015 Wastewater Fund Budget for the City of Norwich in the amount of \$1,206,503, as received on December 3, 2014, be and hereby is adopted.

Seconded by Ald. Schermerhorn and duly adopted, 6-0, on a roll call vote

RESOLUTION #93-2014**ADOPTING FISCAL YEAR 2015 SPECIAL GRANTS FUND AND
DEBT SERVICE FUND BUDGETS**

Ald. LoPiccolo introduced the following and **moved** its adoption:

WHEREAS, tentative fiscal year 2015 budgets for the Special Grants Fund in the amount of \$176,951 and the Debt Service Fund in the amount of \$789,005 were received by the Common Council on December 3, 2014; and

WHEREAS, a public hearing on such budgets was held on December 9, 2014; now, therefore be it

RESOLVED, that the Fiscal Year 2015 Special Grants Fund Budget for the City of Norwich as received by the Common Council on December 3, 2014 in the amount of \$176,951, be and hereby is adopted; and, further be it

RESOLVED, that the Fiscal Year 2015 Debt Service Fund Budget for the City of Norwich as received by the Common Council on December 3, 2014 in the amount of \$789,005, be and hereby is adopted.

Seconded by Ald. Laughlin and duly adopted, 6-0, on a roll call vote

Ald. LoPiccolo introduced the following and **moved** its adoption:

WHEREAS, the 2015 compensation schedule for non-unit employees was received by the Common Council as a component part of the 2015 budgets on December 3, 2014; and

WHEREAS, the 2015 budgets for the General, Water, and Wastewater Funds have been duly adopted on December 16, 2014; now, therefore be it

RESOLVED, that Section I of the 2015 compensation schedule be amended by increasing Section I of the 2014 non-unit compensation schedule by two percent (2 %) across the board, effective January 1, 2015.

CITY OF NORWICH
Non-Unit Employee Compensation Schedule
For Fiscal Year 2015

Compensation Levels Based on 2,080-Hour Work Year:						
REGULAR EMPLOYEES : (Increase of 2% over 2014 year, across the board)						
Grade	Entry	Level	After 2 Years		After 5 Years	
	Yearly	Hourly	Yearly	Hourly	Yearly	Hourly
35	79,841	38.3851	96,901	46.5870	105,709	50.8216
34	76,387	36.7245	92,706	44.5702	101,137	48.6236
33	72,932	35.0635	88,517	42.5563	96,563	46.4245
32	69,478	33.4029	84,325	40.5409	91,991	44.2264
31	66,023	31.7418	80,130	38.5240	87,417	42.0274
30	62,566	30.0798	75,940	36.5096	82,843	39.8284
29	59,112	28.4192	71,746	34.4933	78,267	37.6284
28	55,658	26.7587	67,553	32.4774	73,692	35.4288
27	52,208	25.1000	63,361	30.4620	69,122	33.2317
26	48,750	23.4375	59,166	28.4452	64,547	31.0322
25	45,294	21.7760	54,973	26.4293	59,970	28.8317
24	42,992	20.6692	52,177	25.0851	56,922	27.3663
23	40,691	19.5630	49,384	23.7423	53,872	25.9000
22	38,386	18.4548	46,592	22.4000	50,825	24.4351
21	36,085	17.3486	43,797	21.0563	47,774	22.9683
20	33,780	16.2404	40,996	19.7096	44,726	21.5029
19	32,627	15.6861	39,599	19.0380	43,203	20.7707
18	31,476	15.1327	38,202	18.3663	41,677	20.0370
17	30,326	14.5798	36,809	17.6966	40,151	19.3034
16	29,173	14.0255	35,409	17.0236	38,630	18.5721
15	28,025	13.4736	34,010	16.3510	37,104	17.8385
14	26,872	12.9192	32,616	15.6808	35,580	17.1058
13	25,720	12.3654	31,215	15.0072	34,055	16.3726
12	24,569	11.8120	29,819	14.3361	32,530	15.6394

Seconded by Ald. Laughlin and duly adopted, 5-1, on a roll call vote, Ald. Deierlein voting nay.

Discussion: Ald. Schermerhorn asked about a process being implemented to provide for merit increases rather than compensation schedule increases. Mayor Maiurano stated that he is awaiting reports from department heads concerning this. Ald. Deierlein stated his opposition to annual increases as opposed to merit increases. Ald. Schermerhorn said valuable employees should not be penalized just because a review system is not in place. Annual increases have been standard since the beginning of Civil Service. Ald. Laughlin asked how a review system could work when department heads must be evaluated. It is unfair to not give increases to employees just because they do not have union representation. Ald. Deierlein reiterated that a review system should be implemented. W. Roberts noted that the total dollar amount of this increase is \$9,509 for more than a dozen employees, constituting 0.1% of the budget. Ald. McCracken stated that the City's biggest asset is its employees, and it is important to finalize a review process. Director

of Human Resources Deborah DeForest noted that if an evaluation system is implemented, it is important to have an independent review of current compensation by a specialist to determine if compensation is appropriate for each position, and implementing any process will take time. Mayor Maiurano said he will wait until department head reports are returned.

RESOLUTION #95-2014

CITY/COUNTY TAX LEVY FOR 2015

Ald. Deierlein introduced the following and **moved** its adoption:

WHEREAS, the taxes to be levied by Chenango County for collection by the City of Norwich during 2015 total \$2,337,589.86; and

WHEREAS, the budget of the City of Norwich for the year 2015 has been duly adopted and the amount to be raised by taxes is \$3,057,092.00 and the amount of special assessments and other items total \$64,164.57, for a total City levy of \$3,121,256.57; now, therefore be it

RESOLVED, that said taxes totaling \$5,458,846.43 are hereby levied against the real property of the City of Norwich. The Director of Finance is hereby directed to extend said tax against the property listed in the assessment roll of the City of Norwich. The Mayor is hereby authorized to execute and issue to the Director of Finance the tax warrant for the collection of the above-mentioned taxes.

Seconded by Ald. Schermerhorn and duly adopted, 6-0, on a roll call vote.

January 2015 Organizational Meeting and Joint Committees Meeting The Council set the 2015 Organizational Meeting for Monday, January 5, 2015, at 6:00 p.m., and the Joint Committees meeting for Tuesday, January 6, 2015, at 6:00 p.m.

Payment of December 2014 Bills Ald. Laughlin **moved** to pay the December 2014 bills subject to proper audit and certification. Seconded by Ald. Schermerhorn and duly adopted ayes all.

December Bills

	<u>Prepaid</u>	<u>12/16/2014</u>	<u>Grand Total</u>
General Fund	\$ 356,991.43	\$ 56,451.73	\$ 413,443.16
Sewer Fund	140,870.38	12,456.93	153,327.31
Water Fund	16,832.62	2,792.76	19,625.38
Trust	7,797.98	854.36	8,652.34
Comm. Dev. - Special Grants	-	190.00	190.00
Capital Projects	1,337.50	-	1,337.50
TOTALS	\$ 523,829.91	\$ 72,745.78	\$ 596,575.69

Adjournment

Ald. Deierlein **moved** to adjourn at 8:20 p.m. Seconded by Ald. McCracken, approved ayes all. Mayor Maiurano wished everyone a merry Christmas and happy New Year.