

MINUTES
MUNCIE COMMON COUNCIL
300 NORTH HIGH STREET
MUNCIE, INDIANA 47305

JANUARY 7, 2019

PUBLIC HEARING: 7:15 P.M., 1st FLOOR CITY HALL AUDITORIUM.

ORD. 1-19 AN ORDINANCE TO VACATE A CERTAIN PUBLIC STREETS AND ALLEYS IN THE CITY OF MUNCIE, DELAWARE COUNTY, INDIANA.

No comment.

ORD. 2-19 AN ADDITIONAL APPROPRIATION ORDINANCE.

Mike Grindstaff, Vice President of Local Union #1348, Muncie Fire Department and Delaware County EMS, speaks specifically concerning the fire department changes. In this past year, their administration has done quite a few things such as: fixing fire station #1 making it safe for fire trucks to run out of the original downtown base, built a training center along with a workout center, put in all new air packs on their trucks, added two new trucks replacing their oldest ones which were over fifteen years old, also ordered almost of \$100,000 of specialty rescue equipment that is just now beginning to arrive. Concurring with that, the Fire Chief has applied for a grant for new gear for all the firefighters which would cost about \$310,000. His plan was if that grant did not go through, he was going to appropriate the LOIT fund to that to help comply with the new cancer protocols involving multiple changes of gear and washing gear after wearing it for each fire. They have also begun remodeling all the stations which have gone decades without updates. Station #2 received a new floor along with installing LED lights with intentions of being installed at all the other stations as well. That is also how he planned on spending some of that money. Their three oldest trucks are the busiest trucks in the city. Truck #7 and truck #2 (he rides truck #2 with about 80,000 miles on it) are about twelve years old. The standard age for a fire truck is 5-10 years. That type of truck runs to about \$600,000 to \$750,000 a piece to replace. The heavy rescue truck which is fifteen years old, is \$700,000 to replace. Those prices do nothing but continually go up. He does not know the intentions but believes disparity between the amounts taken from each group does seem quite excessive with losing 400% more than any other entity that it has been taken from. They would like to see that fixed to be taken from them equally. That is their expression from the Union. They don't believe that 400% more than any other entity in the city is a necessary number.

Kevin Nemyer, City Controller, explains that these amounts of money simply replace the cuts made by the Council when they adopted the city budget on October 24, 2018.

A motion was made by Powell and seconded by Polk to close the Public Meeting. An all-in-favor vote showed 9 yeas and 0 nays. MEETING ADJOURNED.

REGULAR MEETING: 7:30 P.M., 1ST FLOOR CITY HALL AUDITORIUM.

PLEDGE OF ALLEGIANCE: Led by President Doug Marshall.

INVOCATION: Given by Senior Pastor Kevin Holt from Glad Tidings Church.

CITIZEN RECOGNITION: Councilperson Powell recognizes David Slaven as the January 2019 Citizen Recognition recipient. She starts by thanking Doug Marshall for creating this program early into their first term and collectively the council has recognized 82 people that make this community simply amazing. This is one of her favorite parts of the meeting. It is always a struggle to try and narrow down who she will give the award to because there are so many wonderful people within the community that are deserving and that help make this community great.

Powell had the pleasure of meeting David Slaven eight years ago when she hosted a fundraiser at Munsee Lanes. She knew nothing about bowling or bowling tournaments but struck up a conversation with him and once she started talking to him she knew he was one in a million. He is the kind of person that once you are his friend, you are his family. He was born in Muncie and started bowling at five years old and immediately fell in love with the sport. He bowled in many youth leagues when he was younger and in 1985, he won the Singles, the Doubles, the Team and All Event of the City Youth Tournament. After graduating from Southside in 1985, he began working at Tower Lanes, which is now Munsee Lanes, and this allowed him to bowl for free before and after work, in which he was hooked. David has multiple 300 games and multiple 800 series. He holds several city records in the sport of bowling, 3-man-high game, 5-man-high game and 5-man high series. Over his bowling career, David has managed Munsee Lanes as well as Ball State Cardinal Lanes and operated several pro shops in the area. His wife, Jennifer, and he have been married for 25 years and have one son, Devin. From the outside looking in, she would say that David's motto would be "see a need, fill a need," because that is what he does. In 2003 when David's son started high school, he wanted to join the bowling team.

Unfortunately, the future of Southsides bowling team was uncertain due to lack of participation and lack of a coach. David contacted the school to ask a few questions and only discovered the program had only one boy and one girl returning that year. He began working with then principle, Rebecca Thompson, to remote the bowling program. As a result, twenty-seven kids tried out for the Southside bowling team for that year and with David as their coach, he took both the boys and girls team all the way to state finals. David coached at Southside High School for eleven years until it closed. In those eleven years, seven of the girls' teams and four of the boys' teams made it all the way to state finals. Ten of his bowlers have earned a spot on the All-State Team. David encouraged the kids to not only excel at bowling but academically as well. He stressed to them how important it was that they attended school and keep their grades up not only to maintain their athletic legibility, but more importantly in order to graduate. Actually, several of his students have said that he is the reason that they graduated. David is still friends with many of his former bowlers, many of which has gone on to bowl at the college level, start

programs at other high schools, or become coaches at high school or college level. It is not unusual for the bowlers to call him "Uncle Dave" or seek out on his advice on something other than his bowling techniques. Even though he is no longer coaching at Southside, David continues to coach youth bowlers at Munsee Lanes. He acts not only as their coach but as their mentor. He even refers to one of the bowlers, David Wilson, as his adopted son. Wilson met Slaven when he was a freshman at Ball State and he and his wife Jen and their son, Dexter, have become honorary members of the Slaven family. In August of 2014, David underwent a significant brain surgery and the year after that he lost his mother but proving resiliency, he was back at Munsee Lanes quickly, running the pro shop and coaching the kids. Not just a bowler but a business man, David founded "Big4 Socks!" about eighteen months ago. David was unable to find socks that he could comfortably bowl in, so he designed some. He went to a company that manufactured socks and they started manufacturing them together. Big4 Socks is the only bowling sock made currently being sold in all fifty states and Canada and worn by over 144 pro bowlers. Powell can list more facts about David's bowling career such as he held a high average of 226 a game, he is the first high school bowling coach to be elected to Muncie United States Bowling Congress Hall of Fame and has served on the local bowling board for nearly thirty years. Those things, while impressive, is not the reason she is recognizing him tonight. David has a huge heart and gives of himself selflessly. He lends his time and his talent without asking anything in return. For the past six years, he has worked with Firefighters Local Union #1348 to host the annual Toys-for-Tots Bowling Tournament to raise money so that families in need have presents to open on Christmas morning. Those tournaments take a great deal of time and planning to put on which make the fact that in the past few years he has helped to organize three fundraising tournaments in just a matter of days, nothing short of amazing, because he saw a need. Braxton Patton, Austin Durke and Angie Barlow are all former bowlers of David's who have passed away at different times in the past two years. Together with Munsee Lanes, David was able to organize and host tournaments filling the bowling alley with teams and making thousands of dollars (money of which went to the families to help cover burial and other expenses) in just days' notice. In the case of Angie Barlow, the tournament has become an annual event, "Diamond in the Rough" which raises money for a scholarship in Angie's name. These are just a few examples of the things that David does for other people. These days when he is not coaching or working in the pro shop, he is traveling the county playing in tournaments, however, Powell thinks that his traveling days may just be over. Last fall, Devin and his wife, Casey, had a baby girl named Camry, David's granddaughter. She is certain that in a few years you can find David and Camry at the bowling alley as he teaches her not only how to be an excellent bowler but also someone who sees the need and fills the need because that is the way he is. Businessman, Bowler, Coach, Friend, Philanthropist, and Grandpa, David Slaven is presented with his Citizen Recognition Award for January of 2019. Mr. Slaven thanks the Council along with Marshall and Powell for this opportunity. He asked his bowlers in the audience to stand and be recognized as well. They have all bowled multiple 300 games. Craig Monroe, not only shot a 300 but won the derby with him this year shooting a score of 823. He is the 2013 Indiana High School Bowling State Champion and also the assistant

coach at Ball State University. Scotty Kramer, who was bowling for Muncie Central at the moment, was the first Indiana High School 5th, 7th and 8th Grade State Champion and in Sophomore year, he led the field and ended up finishing second. His bowlers are like his children and he is appreciative of them for coming tonight. David couldn't do this without his wife, Jenny. He has spent lots of hours away from home and thanks his brother, Eddie, for getting him into bowling. In closing, he thanks everyone again for the recognition tonight.

ROLL CALL:	PRESENT	ABSENT
Alison Quirk	X	
Nora Powell	X	
Brad Polk	x	
Julius Anderson	X	
Jerry Dishman	X	
Doug Marshall	X	
Lynn Peters	X	
Dan Ridenour	X	
Linda Gregory	X	

2019 RE-ORGANIZATION:

PRESIDENT: A motion was made by Powell and seconded by Quirk to nominate Doug Marshall as President. A roll call vote showed 9 yeas and 0 nays.

MOTION CARRIED.

Doug Marshall is declared President.

VICE-PRESIDENT: A motion was made by Quirk and seconded by Peters to nominate Nora Powell as Vice-President. A roll call vote showed 9 yeas and 0 nays.

MOTION CARRIED.

Nora Powell is declared Vice-President.

READING CLERK: A motion was made by Powell and seconded by Peters to nominate Alison Quirk as Reading Clerk. A roll call vote showed 9 yeas and 0 nays.

MOTION CARRIED.

Alison Quirk is declared Reading Secretary.

LEGAL COUNSEL: A motion was made by Dishman and seconded by Powell to nominate Joe Hunter as Legal Counsel. A roll call vote showed 8 yeas, 0 nays and 1 abstain (Quirk).

MOTION CARRIED.

Joseph Hunter is declared Legal Counsel.

BOARD OF ZONING: A nomination was made by Quirk and seconded by Powell to nominate Jerry Dishman to the Board of Zoning. A roll call vote showed 9 yeas and 0 nays.

MOTION CARRIED.

Jerry Dishman appointed to the Board of Zoning.

President Marshall announces he has been trying to get an updated list of appointments and trying to contact some of the people that currently hold appointments and address them at a Special Meeting in February. Attorney Hunter says that would suffice.

APPROVAL OF THE MINUTES: A motion was made by Powell and seconded by Dishman to Amend the Minutes from December 3, 2018 to strike Councilperson Lynn Peters from being Present and moved to being Absent.

A roll call vote showed 9 yeas and 0 nays. MINUTES AMENDED.

A motion was made by Powell and seconded by Peters to Approve the Minutes as Amended.

A roll call vote showed 8 yeas, 0 nays and 1 abstain (Quirk). MINUTES APPROVED AS AMENDED.

COMMITTEE REPORTS: Councilperson Dishman, Chairman of the Public Services Committee (along with Anderson and Polk), lets everyone know that the Public Services Committee Meeting will be held on Wednesday night, January 9, 2018 at 6:00 PM in the City Hall Auditorium. He has asked Mayor Dennis Tyler to attend to get some input of what is going on with the termination of the 911 Interlocal Agreement. He is inviting anyone from the county that would wish to talk on it also.

Councilperson Gregory requests a current copy of the Muncie Common Council Standing Committees. Marshall informs that it is posted on the City Council website as well. City Council Secretary will send her a copy.

Sarah Beach, Personnel Director for the City of Muncie has a report from the "Birthday Committee" and lets everyone know that today is President Marshall's birthday. Councilperson Ridenour starts to sing 'Happy Birthday' and the entire auditorium chimes in.

ORDINANCES PREVIOUSLY INTRODUCED:

NEW ORDINANCES:

ORD. 1-19 AN ORDINANCE TO VACATE A CERTAIN PUBLIC STREETS AND ALLEYS IN THE CITY OF MUNCIE, DELAWARE COUNTY, INDIANA.

A motion was made by Quirk and seconded by Polk to Introduce.

Nick Tokar, 400 S. Walnut St with the law firm of DeFur Voran representing the Petitioners, Ball State, with respect to the purposed ordinance. He is accompanied by Tim Lowe, Vice-President of Facilities Planning and Management. This ordinance is to vacate certain streets and alleys. If

you picture the All Professions building that is going up in campus, southeast of there is where these alleys and streets are located, in case it wasn't clear from the map. It includes a portion of Dill St and Beechwood St, and alleys in block 1, 3 and 4 of the Henry C. Martin Addition. On this site there will be constructed a new Foundations of Sciences building. Ball State owns all the land surrounding the purposed vacated streets and alleys with the exception of two other land owners. He has a hand out with broader context along with an explanation from Mr. Lowe.

Jim Lowe, Ball State University, starts off by stating he sent notices out to 11 different agencies as well as discussing it with the Mayor, Street Department, water company, Muncie Indiana Transport Systems (MITS), the Metropolitan Planning Commission, Comcast, Muncie Sanitary District, American Electric Power (AEP), Muncie Fire Department (MFD), Vectren and AT&T. They have all been notified of this request. He also wants to emphasize before he goes into discussing the handout, that when they are finished, they will reconstruct Ashland from Martin St to Dicks St and the portion of Beechwood that would remain. They plan to install all new sidewalks in that area including bicycle paths which is all part of this project plan. What he presented just now is a print out of a PowerPoint presentation. Starting at the first slide, it starts to explain the phases of this project with the intent to eventually remodel and demolish a portion of Cooper Science building that was built in 1965. The start is with two phases being two new buildings. Phase 1 is the Health Professions building which is currently under construction and will be occupied in the fall of 2019. Phase 2 is the Foundation of Science building in which they hope to break ground this summer and be finished with in 2021. If they are fortunate to get funding from the General Assembly, they will turn around in about two years and start work on Cooper so it is their highest priority project capital request at the time. Moving to the upper-middle area of the handout, the site plan for each quad can be seen. It shows where the Health Professions building is being built and just south of it will be the location for the Foundations of Science building. By moving further to the right, it can be seen that the Health Professions building will be occupied in 2019 at 167,000 square feet that is home to Nursing, Nutrition, Health Science, Social Work, Speech Pathology, Counseling Psychology, Athletic Training and more. It provides an inner professional education opportunity for all those health-related fields that come together. To the bottom left of the handout, the Foundations of Science will start construction this summer and finish in 2021 which will be home to Chemistry and Biology. Now, three departments have been moved out of Cooper so there are the steps to get to it which will be over 200,000 square feet. They hope to retain about 161,000 square feet of that facility and tear down 130,000 square feet. The portion they are talking about tearing down is the east portion which is where Chemistry is currently located. It has all the equipment on top. They will repurpose that space for green space, perhaps. The last slide shows a feel for how this will all play out eventually. Right on that particular slide is north and left is the Village area. In the lower left-hand corner, the Foundations of Science building and the Health Professions building can be seen. The red line that goes through the middle is in hopes to create a cultural corridor or pathway connecting the Village all the way through campus up to Neely Ave. Along Noyer and Bracken, they hope to break down sometime this year with a Multicultural Center. That is the plan and reason for the vacating and Mr. Lowe is willing to answer any questions anyone might have.

Marshall appreciates all the hard work being put into this area but feels he would not be doing his job as a Councilman of District #1 if he didn't ask these questions and mentions Councilperson Polk probably feels the same way. He states his concern for Mitchell and Sutton buildings that were elementary schools but have since been closed. When President Mearns was out doing his public forums, he mentioned how he wanted to bridge the gap between the south side and Ball State and bring them together. He is aware this does not have anything to do with this ordinance but is curious as to what they are doing to do now that they fought so hard to buy these building and they are just sitting there.

Mr. Lowe informs the status on Mitchell and explains they are about to hire a firm to do some remodeling in that particular facility. What they are looking at is a combination of a childcare/Child Study Center, hopefully, breaking ground on that renovation later this year actually. When it comes to Sutton, they are still struggling with what they want to do with that particular facility but are open to any ideas. At this point in time, they have a need for some storage and will use that, provided security, in the area and use it for storage at this particular time until they can come up with another solution. Marshall suggests opening a south campus and Mr. Lowe likes the idea if given a proposal. They do want to come up with something and welcome ideas.

Councilperson Anderson states that since he is familiar with this, he is happy to see that they are going to take the Multicultural Center and move it towards center campus. That is going to be more community activating.

Councilperson Dishman asks if they plan to hire locally to do any remodeling or building. Mr. Lowe explains it will be a public bid. They are hoping that whoever comes in as the General Contractor will hire local firms. He says it is good to think long-term as well. This building is a building they will keep for hundreds of years and literally pump dollars into maintaining the facility. They use all local contactors in this area to do things from maintain roofs to masonry to you name it. Fifty years from now, when it needs to be remodeled they will hire a local General Contractor. In the beginning it might be a contractor from Indiana but in the future, it could be a local contractor doing a smaller project. Certainly, there will be a lot of firms that would find interest in this project and bid on it. There are site packages to go along with this so completing the landscaping (which will be a separately bid package), the green mall, sidewalks and so forth, could very well be done by several local contractors. With time, it keeps on pumping into the economy. They are hopeful of this location becoming a connector to the Village. There will be a lot of students in that location with Chemistry, Biology and Nursing classes spilling out and heading toward the Village at any given time during the day.

Marshall asks if there is anyway to make this PowerPoint presentation handout public for the citizens to see their explanation. Mr. Lowe says he will check. He knows they have their Campus Master Plan on their website, which is 210 pages long, but to what degree it goes into on this current information, he is not sure. He will check and see what they can do to post this information so the public can see what is to come.

An all-in-favor vote showed 9 yeas and 0 nays. INTRODUCED.

ORD. 2-19 AN ADDITIONAL APPROPRIATION ORDINANCE.

A motion was made by Quirk and seconded by Powell to Introduce.

Kevin Nemyer, City Controller, does not have much to add after addressing this during the Public Hearing. This is just to replace money that was cut during the budget adoption in October 2018. Questions called.

Mark Adams, Battalion Chief for the Muncie Fire Department, would like to speak of the importance of the Public Safety LOIT for the Muncie Fire Department. He believes they have become very efficient over the last several years. All the fat has been cut out of their budget and they were able to build a training center without asking for more funds outside of the budget. Councilperson Gregory, Councilperson Polk and Councilperson Anderson went to a Fire Ops that they put on several years ago. It spoke to the importance of having a good set of gear. Their fire gear has a ten-year lifespan, in which, they are at the very end of that, if not past that. They MFD has applied for a federal grant to obtain new gear for the last two years and got turned down. They were waiting for response this year after they applied and are hopeful of getting the grant. If not, he believes that this money that was taken away was earmarked to provide that gear. This would allow them to have a brand-new set of gear with their old set as a spare. They have no way to decontaminate the gear that they have now because it is their only set. If they received a new set, they could decontaminate that gear while they are wearing their spare set. As it is now, if there is a house fire in the morning, their gear is contaminated with carcinogens the rest of the day. Say, later on that evening they have a medical run then they are wearing that same gear into houses and carrying those carcinogens with them. At this time, they have no way of decontaminating it so a new set of gear could go a long way in taking care of that problem.

Quirk asks when the Fire Department would find out if the grant was approved or not. Mr. Adams does not know. Quirk asks if the application process been completed. Mr. Adams confirms it has been submitted but he is not sure of what the stand is.

Anderson thought after that Fire Ops that they did in fact received a second issue of clothing. Mr. Adams confirms that nothing ever came of that. Anderson is reading all these reports about firefighters being at risk for cancer from the smoke and is disappointed that they had not acted on it yet. Mr. Adams explains that right now, cancer is the biggest line of duty death in firefighters. Anderson knows they have washers and dryers to take care of the decontamination but he thought the new uniforms were also a part of that at that time. Mr. Adams states they have the commercial washer to decontaminate the gear but the problem is with only one set of gear, they can't do that until the end of their shift. Anderson expresses lives are more important.

Eddie Bell, Fire Chief for the Muncie Fire Department, to answer the question asked of Anderson, they put in for the AFT grant which could go to mid-summer before they know the outcome. If not, they are looking at approximately \$300,000 to \$310,000 to replace the gear for every man on the fire department head to toe. That is the cost they are looking at.

Councilperson Peters questions that the money that got cut from the budget and moved around was simply LOIT money that was set up for this exact reason, to offset the general fund for the department. So, even though the fire department filed for the grant, the gear part of it for the firefighters has never been included into the budget. Chief Bell answers no, because of the cost factor. It is like everything else with new research that comes out each and every year on the carcinogens that they carry throughout people's homes when they go in and out. It is the best thing for them is to have an extra set of gear which they can take back and wash and have another set in the meantime. Like he earlier mentioned, the cost factor is about \$300,000 to \$310,000.

Powell asks if the turnout gear is included in the clothing allowance. Chief Bell answers no, that to replenish everybody's gear it would take the \$300,000. Firefighters update their gear when needed if they suffer tears or burns. They have to replace it before they can go back to work because they have to have the proper gear for them to get in to.

Peters does not recall the amount for the clothing allowance but is sure it is not that amount. Chief Bell states this is something that they have clothing allowance but at the same time there is other things they have to buy like general everyday clothing that they wear on medical runs. That is around \$3,000 plus to basically re-gear yourself.

Ridneour can confirm that the original budget had \$180,500 for clothing and once they took out the \$70,000 it was like \$107,000 was what was budgeted out of the general fund. He asks how much is in the LOIT right now. His last report was December 13th. Chief Bell states that after these amounts are taken they will have \$80,000 of unappropriated money. Powell confirms.

Gregory is trying to clarify that this is LOIT funds that they reduced from the budget last October and now they are wanting to put them back in. Ridenour tells her that it is going to be spent. She asks for explanation of where the money is coming from. Powell explains that the money wasn't reduced from the LOIT but was actually reduced from the general fund budget. All they are doing actually is moving money that was not appropriated in the 2019 budget into play because that was money that was left non-appropriated by those two entities. The tax was not adopted with the intention of having a pool of money sitting there unappropriated so in order to cover the cost of the expenses in the 2019 budget, they moved the LOIT money into play. The exact same money that they reduced from the budget in 2018 at the October 24th meeting, they are now moving from unappropriated LOIT into the budget. There is actually no reduction in what those line items were purposed by Chief Bell, all they are doing is funding it from a different source. Gregory now understands and wonders if they could not have done that in the budget. Powell says they could have but the Finance Committee doesn't create the budget, just reviews it and makes reductions. Gregory asks if that could be a recommendation to the administration for next year so they don't have to go through this again and it is clear for everybody. She would like to see the LOIT appropriations budgeted with the budget.

Ridneour is not a fan of pulling this from the leftover LOIT money. It feels like they are headed toward a recession and to not have those funds could actually end up biting them later. He understands what is being done but is just not a fan of it. He is only one of nine votes, though.

Quirk understands Gregory wanting the LOIT to be appropriated and does not disagree with that but can see also understand the different departments point of view and if they were trying to get monies through a federal grant then they were saving that back as an option but why wouldn't they want to use the grant money to buy the equipment. She understands why they didn't actually appropriate it at that time.

Gregory states appropriating it does not preclude their action of applying for a grant. If they get the grant then they don't use the money that's been appropriated. The Council sees it happen all the time.

Powell states at the August 17th budget meetings that (referring to the grant application) was never mentioned.

Quirk does not have those Minutes with her but states that is not true. She does not remember specifically asking about buying equipment but she does remember the conversation about the concern with the needing to have clean gear.

Powell asks if that gear can be purchased out of another revenue stream, if needed.

Quirk assumes. Powell does not recall where they informed they will be purchasing or using that LOIT money for additional gear.

Mike Grindstaff, MFD and Vice-President of Local Union #1348, states firefighters are six times more likely to get cancer than a standard ordinary citizen according to the American Cancer Society. The new protocols for gear, in which he just attended training for a few months ago, are before even leaving the scene, to take it off, bag it up, transport it in a part of the cab where people are not standing and breathing, take it back to the station, wash it and put on a new set of clean gear. Obviously, they don't expect to jump into magic sets of numbers, they just want a chance to protect themselves as best as they can from the leading cause of line of duty deaths.

President Marshall point to the firefighters standing along the backwall of the auditorium and states he sees every one of them all the time. Not anyone has mentioned to him, not one time, that they need new gear and he was one of the ones that fought hard to get one of the new firetrucks. Not anybody has ever said anything, until now, about this new turnout gear. He asks for anyone to recall a time that they have. No one responds.

Megan Quirk, City Attorney, wants to clarify what Gregory was bringing up regarding the budget process. It was told during the department head meetings whenever they were preparing for the budgetary process from the Finance Chair which is Powell, that all of the budgets for 2018 needed to be cut by 2%. That is what has happened through the budgets for the city is that everything within the department chairs were cut. That is why and it was then brought to the attention to say they can ask for additional appropriations at that time

whenever it needs to be brought up. That is why it was not included in the 2018 budget and why they were waiting for the grant to see whether or not they were able to get that. Powell states that is absolutely false, she never said that. M. Quirk is not questioning that. It was a directive and she does not want to get into an argument about it. That was the directive from the department chair.

Powell states whenever was said in the department head meetings was not accurate and it is unfortunate.

Peters explains she wasn't sitting in on that meeting but understands that when they asked for budgets to be turned in at a certain amount, they need to stay in and they will weigh over in areas they had to cut. When the LOIT was passed to the taxpayers, she was not on the City Council. However, she has looked at it and talked to people about it. The whole thing behind the LOIT and having it passed was to offset the general fund from the taxpayers. That is what is being done, nothing is being taken away from anybody. She along with the rest of the Council want everyone to be safe out there, whether it's the police or fire department. She did not know anything about the turnout gear either but was not in the department head meetings because she does not sit on the Finance Committee. She wants everyone to understand they want them to have what they need to have to do their job safely.

Eddie Bell, MFD Fire Chief, likes to say they have spoken about the turnout gear since the Fire Ops. They had several people along with Polk and Gregory attend. This has been something they have talked about since then. The public safety LOIT is to supplement the fire department budget. It is not for them, in his opinion, to play the shell game and move money all over the place. There is currently legislation at the state house so cities and towns cannot move that money to where they want to. It is supposed to be used as a supplement.

Marshall makes it clear he has heard discussion of washing the gear to decontaminate it but would never send the department out in bad gear to risk their lives. This is the first he has heard about this grant for new gear and it was from the Vice-President of their union.

Cameron Grubbs, explains that this is his first meeting but from his standpoint, it is not called for, for Marshall to call the firefighters out like that for not telling him they needed new gear. There is a hierarchy there and it probably should have been reported sooner or maybe the communication wasn't there, but for him to sit there and call them out is unnecessary. They go out every day and risk their life. They don't deserve that. Marshall appreciates the concern but has known most of the firefighters specifically in the room since they were young kids.

Questions called.

An all-in-favor vote showed 8 yeas and 1 nay (Ridenour). INTRODUCED.

ORD. 3-19 AN ORDINANCE AMENDING ORDINANCE 34-18 FIXING THE MAXIMUM SALARIES OF EACH AND EVERY APPOINTED OFFICER, EMPLOYEE, DEPUTY, ASSISTANT, DEPARTMENTAL AND INSTITUTIONAL HEAD OF THE CITY OF MUNCIE, INDIANA INCLUDED HEREIN FOR THE YEAR 2018.

A motion was made by Quirk and seconded by Anderson to Introduce.

Sarah Beach, Personnel Director for the city of Muncie, is here to explain the two ordinances, one for 2018 (3-19) and one for 2019 (4-19). In 2018, there are several miscellaneous positions listed because they are trying to make sure the positions are actually positions that are being used. They are getting rid of any positions that are not actually part of the budget so that when the budget process comes along, it actually matches the salary ordinance. This one pertains to the Victim Advocates Division of the police department that found additionally money within their grant and wanted to increase the pay for the Victim Advocate 2 position to \$15.00 an hour for 2018. They are currently paying that.

Joe Winkle, Police Chief for the Muncie Police Department, explains that Victims Advocate gets so much money within their grant that they apply for, which is between the Prosecutor's Office and the police department. They are asking to bump up the part-time pay because there is no insurance involved and it is only twenty-eight hours a week. What they did was made cuts within other areas within their grant to bump up the salaries.

Gregory questions the pay date being December 7th and wants to know if it is correct. Beach confirms that they did start paying that on December 7th and are currently paying it.

Questions called.

An all-in-favor vote showed 9 yeas and 0 nays. INTRODUCED.

ORD. 4-19 AN ORDINANCE AMENDING ORDINANCE 34-18 FIXING THE MAXIMUM SALARIES OF EACH AND EVERY APPOINTED OFFICER, EMPLOYEE, DEPUTY, ASSISTANT, DEPARTMENTAL AND INSTITUTIONAL HEAD OF THE CITY OF MUNCIE, INDIANA INCLUDED HEREIN FOR THE YEAR 2019.

A motion was made by Quirk and seconded by Powell to Introduce.

Sarah Beach, Personnel Director for the city of Muncie, explains that this is the same thing as ordinance 3-19 but needed because the \$15.00 an hour is not included in the 2019 salary ordinance. They also had an additional position, on 2019 listed as Investigators Clerk but it is actually an Office Administrator. That position has taken on quite a bit of additional responsibilities as different positions have shifted within the department. They are asking for an increase of salary on that position to compensate the additional responsibilities of that employee.

Joe Winkle, Muncie Police Chief, explains this person started as an Investigative Secretary when they were hired and, in the meantime, they have taken over payroll, budgetary processes, answering the phone and pretty much anything that involves any office administrative duties. They have never had the bump in pay they deserve and are also in charge of completing the departments grants. They have three or four that they are constantly applying for and there is always a 10% administrative fee on a grant. Generally, they take that money as the administrator, something they have never done. They used to say "keep it" so it doesn't take away from what they are getting the grant for. But now, trying to bump this pay up for the type of work they have to do.

Ridneour questions that on 2018, it is listed as Office Manager and on 2019 it is listed as Police Chief Secretary. Beach explains that on 2018, it is listed as Investigator Clerk. Ridenour asks that that was the Office Administrator. Beach explains on 2019, it is changed to Office Administrator. Ridenour questions the very first line item on both, on years 2018 and 2019. Beach confirms, Ridenour is correct. There is no pay different on that. It is just a change in the title so it matches what the budget says.

The pay date is January 5th which she believes is actually January 4th so that part would need to be amended. Gregory says they can do that next month.

Questions called.

An all-in-favor vote showed 9 yeas and 0 nays. INTRODUCED.

RESOLUTIONS:

RES. 1-19 A RESOLUTION APPROVING DEDUCTION FROM ASSESSED VALUE OF NEW MANUFACTURING EQUIPMENT IN AN ALREADY DECLARED ECONOMIC REVITALIZATION AREA (A-Team Mold, LLC).

A motion was made by Quirk and seconded by Polk to Adopt.

Traci Lutton, Muncie Delaware County Economic Development Alliance, states this resolution approves a 5-year tax abatement on personal property. A-Team Mold is occupying a building at 801 W. Riggin Rd in Muncie in an already declared economic revitalization area. They plan to invest more than \$1.2 million dollars in equipment, in addition to some other equipment that wouldn't qualify for abatement and some real estate improvements that they are doing at their facility. At the time of their application, they had employed two new people with plans to add eight to ten. They have given a conservative in their hiring and it looks like they are going to well exceed that. Their pay is at a range of about \$50,000 a year on average, that does not include benefits. They pay nearly 100% of insurance for their employees. The Abatement Committee did meet last week to review that application packet and they do submit a favorable recommendation.

Chuck Vannatter, A-Team Mold, rented a tool and dye shop in the county and after thirty years moved on and started A-Team Mold at the Riggin facility. His wife retired from State Farm after almost thirty-two years. There were more opportunities out there to bring manufacturing to the city of Muncie. He knows how to run this company and they have put everything they have and owned in to getting this up and off to a great start. It started faster than what they had thought, with a lot of mold-work out there specializing in plastic injection molds. They try not to build anything new and do mold repair and engineering changes. There are only a few molders here in Muncie. A-Team Mold has a lot of customers in Ohio and Green Castle, Indiana. There is a gentleman on full-time that drives from Eaton, Ohio to Muncie everyday for work. They try to pay well and have stepped up to cover about 99% of employee's insurance, which is very expensive but worth it. His workers have really put quality time and effort in and are well deserving. There is so much work out there that he would love to see his customers come to Muncie to see more than just his shop. He wants to make Muncie the mold repair capital of the

state. He has some pictures of the machines and asks that anyone that wants to see the company to come out now, that they have their first machine installed. It is a large electro discharge machine twin head C&C control, at about 16 feet and taking about \$25,000 to fill up with oil (which makes the mold).

Quirk confirms that they had two employees previously and plan to hire eight to ten. Mr. Vannatter states he has eight employees now but they still don't have all the machines in place yet. There is such a need for toolmakers, that he has shopped his toolmakers out to Anderson so he is able to charge shop rate right now to loan his toolmakers out until his machines get installed. He plans to hire an additional eight which brings his employees up to fifteen to twenty people in the next five years. He has exceeded everything in his past, at a previous tool shop in Delaware County. Quirk asks the timeline of his process. Mr. Vannatter explains in two years he will provide an update they can be proud of.

Gregory strongly urges to hire city of Muncie residents as their employees. He says anyone with tool and dye experience can come see him. Manufacturing is really what we need because if you're not making it, then you're buying it.

Anderson is very happy that he is bringing the business and allowing it to stay here, but it goes back to the training and the art of being able to have some kind of apprenticeship program where we can continue to bring in young people to continue the mold. You do not find those kinds of companies anymore. He wonders if the school system can find some young people. Mr. Vannatter explains that he has Delta High School on one side and Wes-Del High School on the other side and the younger generation doesn't understand manufacturing. We don't have the fathers out there now that have the manufacturing skills and that results in kids missing out on so much. He is a third-generation worker and his grandfather worked up until the age of 82. He is proud of what they are doing and this is an opportunity in which he will train the younger generation that wants to work. There is such a need for toolmakers that they are paying severe money to try and keep the only ones they have. If the younger generation would just understand you don't have to have a college education to manufacture.

Questions called.

A roll call vote showed 9 yeas and 0 nays. ADOPTED.

RES. 2-19 A RESOLUTION OF THE COMMON COUNCIL OF THE CITY OF MUNCIE, INDIANA, APPROVING THE COLLECTIVE BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE LODGE #87.

A motion was made by Quirk and seconded by Polk to Adopt.

Megan Quirk, City Attorney, is willing to answer any questions regarding the Agreement between the FOP Lodge #87 and the City of Muncie for the years January 1, 2018 through December 31, 2020.

Gregory asks who was on the negotiating team for the city of Muncie. M. Quirk responds it was the Mayor, Dennis Tyler, Julius Anderson, Doug Marshall, Nora Powell, Sarah Beach, Joe Winkle, Kevin Nemyer and herself.

Chris Deegan, President of the FOP in Delaware County and MPD Officer states this has been a long journey for everyone that has been involved. He believes they have finally come to a resolution that they think is fair and acceptable. While they had to dig their heels in and fight a little bit for increased staffing to take the department from 104 to 110, they believe this is a start but certainly not the end. He asks the Council to approve this contract to get the staffing at a beginning acceptable level. He looks forward trying to work with the city administration and members of City Council moving forward to increase the police staffing to try and protect this city better. The resources are available, you just have to know where to look for them. He invites anyone to go on a ride along with him anytime.

Ridneour states on pages 45 and 46 of the agreement, the copy they received was not initialed by Mayor Tyler.

M. Quirk states that is something they can go back and review. She would also like to state on behalf of the Mayor and city administration, that they do believe this is a fair contract. The staffing levels were from the basis of 2017 going into 2018 at 104 which was something that was agreed upon as they decided to move forward. They will always continue to move forward to find the funding sources to be able to, not only have enough employees but to make sure they are taken care of including the clothing, as mentioned earlier with the firefighters. With that, there are also provisions within, not only this contract but also the contracts for AFSCME and the Fire Local Union #1348, that does not put the city in deficit spending that they are able to proceed with agreements therein. They were trying to be responsible stewards as the administration of the taxpayer's money, the money that they have and also, of course, to always look at appropriate sources to be able to supplement, including LOIT and other grant sources, with and also being mindful of the budgetary restraints they have.

Chris Deegan adds that in lieu of being stewards of good money, the Union has submitted a Freedom of Information Request to the city of Muncie for the funds that were spent to hire Ice Miller to combat them in arbitration.

M. Quirk interjects and states unfortunately, Mr. Deegan brought up an issue that is confidential as well as the animosity that was presented at the beginning of this year as a result of misinformation that was given, in her belief, from one of the members of the negotiating team which was Powell. M Quirk believes she continued to give misinformation to the FOP that is why they had to continue with the negotiations in the arbitration meeting. Gregory states this is out of order and Marshall stops ends the discussion.

Questions called.

A roll call vote showed 9 yeas and 0 nays. ADOPTED.

OTHER BUSINESS:

Steven Brand, the General Manager from MAGNA Powertrain in Muncie, 8770 S. CR 200 W, would like to admire and appreciate what Mr. Vannatter is trying to do. The reason he is here this evening is to speak and make the Council, as well as the public, aware of the hiring and job opportunities at MAGNA. They have a big problem in the community, as well as this country, with finding people that can make things with their hands. They are always looking for good people that are looking for a career, not just a job. MAGNA is a good company with a focus on people, innovation and continuous improvement to work towards world class manufacturing. They have one of the most state of the art advanced manufacturing facilities right here in Muncie. With a focus on people, their number one goal is to have good morale inside the operation. He tries to create an atmosphere in an environment where people don't mind coming to work on time, have a good attitude, the willingness to share their ideas, reacting the right way when things don't go right and good morale. That is backed up with evidence that they have an employee opinion survey every single year. They have some of the highest scores in MAGNA Powertrain in the entire world right here in Muncie and also taken part in the Indiana Best Places to Work in the "Large Employer" category coming in at 7th place in the state. They were the only manufacturing operation in the top 100 and the six types of businesses that placed higher than them were things like Architecture Firms and Law Firms. In manufacturing, it is tough to compete. The company is looking for Operators, Quality Engineers, Mechanical Engineers, Controls Engineers, Purchasing Materials, Logistics, Finance, Information Technology, Human Resources, basically every single function that they have, they are looking for good people that want to work. Their operators can top out at \$17.00 an hour, Lead Operators top out at \$20.00 an hour and their Maintenance Technicians make \$25.00 an hour. They have amazingly good benefits; one package is free so there is no deduction from the employee's payroll check. He admires the free insurance and refers back to Mr. Vannatter again. They will participate in employees continuing education and pay up to \$5,250 a year to promote continuing education. They have been able to negotiate with the local continuing education facilities to make sure there is no money out of pocket for the employer/student. If they pass the class, MAGNA pays and there is no money out of pocket for them. They need people. He spoke to a group last year about needing people that can make things with their hands and they have a lot of people with Bachelor's Degrees in fields that don't exist anymore or they are underemployed. He wants to make the Council and public aware that they have opportunities at MAGNA every single day. Anyone can come to any of the facilities, enter the lobby and obtain an application. He strongly encourages to take the time and fill out an application there and to do so completely. That is a part of the onboarding process. He also recommends attaching a resume and dropping it off in the box in the lobby. The human resources department goes out and picks them up a few times a day. He asks that everyone goes back to their districts and community neighborhood meetings and make the people aware in hopes that everyone in the county watches this. Gregory earlier mentioned that she hoped that people from the local community actually work and Mr. Brand states about 70% of their employees live here in Delaware County. That is very important. Every single person on his direct leadership team is required to live inside the county. He wants people to live where they

work and spend there they live. That is incredibly important. He will stay around after the meeting in case anyone has any questions for him.

Quirk does have a quick question and asks if the jobs are posted anywhere like on their website. Mr. Brand explains that they have tried that in the past. The positions are posted in the lobby so if someone gives the initiative of giving the effort to physically come to the facility and fill out the application. That is part of the process for them to see that you are actually trying.

Dishman asks if he has got with the people from Ivy Tech to see if they can work something out about classes. Mr. Brand explains they have a very strong partnership with Ivy Tech that actually has an Advanced Automation Robotics Program that they actually sponsor and rotate their Maintenance Technicians through and try to encourage people from local high schools.

Mr. Brand goes every single year to every high school in Delaware County to speak to the graduating classes about the same thing. They get very few people that want to come and make things with their hands. Dishman is aware for a while where the state did not fund Ivy Tech and they had to drop the machine shop classes and about to do away with the MACC. That is where the young kids get started. Dishman is an example of that. When he found out that they had done away with that, he was mad. He hopes they get this opened up for kids so they can have a future. He wishes the people listening tonight would put pressure on the legislatures to fund this type of schooling. Mr. Brand confirms the MACC does not have a machine shop anymore. He did speak with Mr. Lowe from Ball State before the meeting and they have a few ideas on how to do just what Dishman is talking about. It is possible. They also have a pretty strong connection with MADJAX and the makers mark and what the Purdue Polytechnic gentlemen are doing. They have donated a significant amount of training, stations and modules to those people. It is very important that they start soon around middle school age and get past the parents claiming bad grades equals to a job in a factory. Mr. Brands factory, however, is not a dark smoky factory but a very clean, well lit, safe air-quality facility. Its like watching an episode of that's how its made. It takes a lot of bright, dedicated and talented people to make a place like this go. They need people and he really would like them to come from Delaware County.

Jim Schenkel, 300 S. Brittain Ave, likes to bring good news of a different nature, the Martin Luther King Day activities. He is a member of the MLK Day Events Committee and they have been working hard for months to prepare our community for a spectacular event this year. they have three main events on Monday, January 21st Martin Luther King Day in which most of the city employees and other people are free. Thee breakfast in the morning is free. Last year, they served over 400 breakfasts. The second main event is a march on campus up McKinley Ave to the Bell Tower and back down. In the evening there is a large prayer service being held at Union Missionary Baptist Church. One of the primary things that goes on there is some of the fantastic speakers and great music. The choirs that are working it come from many different churches in the area. Everyone in the community and especially the government is invited to participate in the MLK activities and it is well worth the time and effort. Please, everyone bring their friends and families.

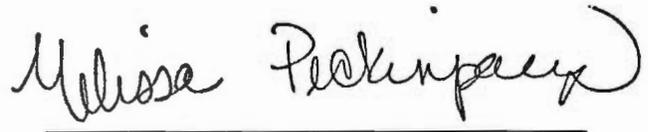
Ridneour states he has visited the MAGNA facility and was so impressed. Mr. Brand knew every single person's name as they toured the facility over the course of several hours. He can see why the morale is so high. It was really impressive and he appreciates all he does.

ADJOURNMENT:

A motion was made by Powell and seconded by Polk to Adjourn. A vote by acclamation showed 9 yeas and 0 nays. ADJOURNED.



Doug Marshall, President of
The Muncie Common Council



Melissa Peckinpaugh, Muncie City Clerk
of the Muncie Common Council