

MINUTES
MUNCIE COMMON COUNCIL
300 NORTH HIGH STREET
MUNCIE INDIANA

DECEMBER 7, 2015

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

PLEDGE ALLENGIANCE: Led by Councilperson Mary Jo Barton.

INVOCATION: Given by Pastor Kevin Hulk from Glad Tidings Church.

CITIZEN RECOGNITION: Given by Councilperson Mary Jo Barton.

Councilperson Quirk recognizes Boy Scout Troupe 1, whom is attending the meeting tonight to earn a badge. Quirk also recognizes Tori Murphy who has been involved for years and her son this past year earned every possible badge to become an eagle scout.

President Barton asks RL Musgrove to come forward for the Citizen Recognition. RL has worked for Marsh Supermarket, formerly Ross Market and for many, many years he has been a dedicated employee at her neighborhood grocery store, which stands at Hoyt Avenue and Memorial Drive, in the heart of her Southside district. As the store's assistance manager, RL makes each one of his regular customers feel at home when they walk through the doors of the old "Ross Corner," and she has never met anyone who works as hard as RL. Barton knows that many of his customers, herself included, are secretly disappointed if he isn't running the register when they check out or working in the customer service office in order to answer their questions, or at the very least, if he isn't roaming around the store to make sure things are running smoothly. The majority of the time his customers usually just have to look u and around to see him balancing multiple tasks all at once. Rarely that she is there he isn't and she would say that rarely does he take a day off. Barton states during a single grocery shopping trip she has seen him sweep the floor, stock shelves, answer questions in the meat department, run the customer service department and then hurry over to open a new line at the checkout when the wait gets long.

Barton states his work ethic is unbelievable and rare and just because he is in a management position it doesn't mean that he is above sacking groceries or rounding up carts at times. In Short, RL will do anything that needs to be done in the store and always does it well and with a smile. His kindness and the relationships that he forms with his customers set him apart from many other store managers, and make him a very recognizable man not just inside the store, but outside the store as well. His customers are loyal, respect him tremendously and appreciate the man that he is and the work ethic he displays on a daily basis. Barton states RL was featured in an article in The Star Press on July 26, 2015, which detailed how, despite the arthritis that plagues his entire body he continues to perform physically demanding tasks. Barton would like to

add that he does so without complaint. The fact that RL can do the job of three or four people, his uncommon knack for making each customer think he or she is the most important combined in everything else she have said about him here are what have made him special, unique and successful over the course of his 47 year career. Barton states Muncie and especially her district is lucky to have RL Musgrove as a resident and worker and can think of no one more deserving to honor the last meeting of her council career. Barton states RL has admitted he is within a couple of years of retiring and when that time comes she does not envy the person Marsh Executive expects to fill his shoes. RL is a great father, grandfather and has raised two daughters and a son who are also wonderful people. Because RL leaves everyone better for knowing him and his service to the south side of town is so deeply important and appreciated that is why she is honored to recognize RL Musgrove with the Citizen's Recognition Award.

Councilperson Nora Powell announces tonight is Mary Jo Barton's last meeting. The council wants to thank her for her twenty years of service. There was a reception held upstairs for President Barton. The council purchased her a rocking chair and a plaque recognizing her for twenty years of service. Powell states newly-elected Lynn Peters has huge shoes to fill upon Barton's retirement. Barton thanks everyone for her gifts.

Vice-President Anderson states Councilperson Conatser did serve two terms on the City Council and should be recognized. Anderson thanks Conatser for what he has done for District 2 and what he has done for Muncie, Indiana.

ROLL CALL:	PRESENT	ABSENT
Doug Marshall	X	
Mark Conatser		X
Mary Jo Barton	X	
Brad Polk	X	
Jerry D. Dishman	X	
Julius J. Anderson	X	
Alison Quirk	X	
Nora Powell	X	
Linda Gregory	X	

APPROVAL OF MINUTES: A motion was made by Marshall and seconded by Polk to approve the minutes from November 2, 2015 Special meeting minutes and the regular meeting minutes from November 2, 2015. A roll call vote showed 8 yeas and 0 nays. MINUTES APPROVED.

COMMITTEE REPORTS: Barton states the abatement committee had a favorable recommendation for real property tax for A-Sons. Marshall states a representative from Neace Lukens for the city health insurance administrator will come up and give a year end fiscal analysis. Kelly Zullo states over the course of prior year's 2013 and 2014 their experience on the health insurance side was trending poorly. They had a lot of poor claims experience due to the health of the group. They decided they needed to take action to remedy that situation and start the trend reversing in a different direction.

There have been quite a few things put into place with the leadership of the administration and all the cooperation of all the employees in the city of Muncie. In 2014 they put in an onsite clinic that was partnering with the county and School Corporation and it started to make a positive impact. In 2014 the family practice claims dollars turned out to be 21% lower than they were the prior year in 2013. That is evidence they had participation of people using the clinic. Usually when you put in a clinic you see maybe 50% the first year. The employees here started using the clinic and by the end of the year they have seen 80% of the employees utilizing the clinic and that is exceptionally good and unique. This year they have seen medical claims 26% lower than 2014. This is a lot due to the clinic and a lot due to two more changes, which is a change with the pharmacy benefits manager. They moved from Express Scripts to a company called True Scripts and that saved the city over \$300,000 in a year and they expect those savings to continue yearly. They do this through a transparent method of administering the claims where there is a transaction fee rather than a per member per month fee so you are only paying for what you used and all the rebates from the drug manufacturers are sent back to the city so you know exactly what you're paying to get the drugs at a lower cost and it makes a big difference.

Another change made in the middle of this year everybody came together and set down with the employees and leadership and explained the situation and said in order to make the change they need to save money is make changes to the plan design and try to focus on wellness. Zullo states most of the costs for health insurance come from claims dollars. If you keep people healthy you not only save lives and contributing to the good health of the employees but they are also saving money. Everyone sat down and put their heads together and came up with a plan to implement a high deductible health plan and there was excellent participation and about 60% of the employees chose to go into that plan and it has made a huge difference in contributing to the lower claims. Zullo is happy to say that in real hard dollars the renewal they just received this week saved \$1,000,2330.00 of where they were last year and that is a 7.6% decrease. They have now had this positive trend of lower claims costs so the swing between the actuaries and can look at your history and look at what type of claims they are having and decide what the claims will be next year. There is actually a swing of what they expect in the claims to what the worse-case scenario is under the reinsurance. That swing is \$2.2 million dollars. It is kind of what is on the table right now to also possibly save. Zullo states the big changes are implementing the clinic for which every dollar they have spent on the clinic there has been a \$2 return in value. For the change in the pharmacy benefits manager they have saved 20% off of what they used to pay for prescriptions. The plan design change and the implementation of the wellness program and incentives for wellness have saved \$1 million dollars so far but are on track to save between \$1.5 to \$2.5 million this year depending on how the claims go. All of that is thanks to the administration's leadership and the participation of all the employees. It takes everyone's commitment to this and the employees really need to be commended for making it happen. Powell states the swing she is talking about if the \$2.2 in addition to the \$1.2 or is that included. Zullo states that includes it.

Quirk feels like the city is taking the initiative in promoting wellness because she does receive emails with the city list on a daily basis regarding quit smoking, let's take a walk together and maintain don't gain. Quirk states the employees deserve kudos for their efforts in maintaining good health.

ORDINANCES PREVIOUSLY INTRODUCED:

ORD. 32-15 AN ORDINANCE AMENDING THE 2015 BUDGET AS APPROVED BY THE COMMON COUNCIL WITH RESPECT TO THE GENERAL FUND.

A motion was made by Powell and seconded by Marshall to Adopt.

Controller Audrey Jones is present for any questions. Question called. A roll call vote showed 8 yeas and 0 nays. ADOPTED

NEW ORDINANCES:

ORD. 34-15 AN ORDINANCE TO AMEND THE CITY OF MUNCIE COMPREHENSIVE ZONING ORDINANCE FROM THE R-3 RESIDENCE ZONE TO THE R-5 RESIDENCE ZONE ON PREMISES LOCATED AT 2632-2660 N. ELM STREET, MUNCIE, INDIANA.

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

Attorney William Hughes representing owner of the property, states the real estate is under the control of the Hillcroft Center. The purpose of this rezoning is to correct the zoning. Hughes states initially there was discussion of whether this proper was to be sold and as they will hear in the next rezoning the property will be sold after Hillcroft moves out. Hughes states this particular property will not be sold. Hillcroft will maintain its ownership. The zoning is R-3 and is in use as a multi-family property consists of approximately 2 acres. There is an eight unit property building constructed in 2009. Adjacent ground to the south for possible future expansion. The property is by access of by Elm Street off of McGalliard Rd. This property zoned R-5 would serve as a buffer between the next properties they will talk about. There are quite a few other apartments in this neighborhood including Chateau Apartments, Streeter Court Apartment next to the Cardinal Greenway. Hughes states this did receive a favorable recommendation from the Planning Commission 7-0. Question called. A motion by acclamation showed 8 yeas and 0 nays. INTRODUCED.

ORD. 35-15 AN ORDINANCE TO AMEND THE CITY OF MUNCIE COMPREHENSIVE ORDINANCE FROM THE R-3 RESIDENCE ZONE TO THE IL LIMITED INDUSTRIAL ZONE ON PREMISES LOCATED AT 114 E. STREETER AVENUE, 2704 N. WALNUT STREET AND 307 EAST HAINES DRIVE, MUNCIE, INDIANA.

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

Attorney William Hughes asks the President/CEO Debbie Bennett to also speak on this ordinance. Hughes states there is a tract of 8 acres on both Streeter Avenue and Walnut Street. There are three buildings on this property. There is a 24,000 square foot main building which houses the offices for Hillcroft services as well as the work rooms for Hillcroft Industries. There is a truck entrance off of Walnut Street and also a loading dock for this facility. There is a second building on Walnut Street which has a loading dock and consists of about 9,000 square feet and is currently being used for

Hillcroft Adult Program. The third building is at 307 E. Haines, which is a dead end street off of Walnut parallel to Streeter. It is 2,200 square feet and currently being used for children's programs. These properties will be eventually offered for sale. They are not marketable as they are presently zone, which is R-3 residential zoning. They have never been used for residential but for commercial and industrial purposes. None of the buildings are suitable for any type of residential use. When they talk about limited industrial nothing illustrates better than the type of use that is currently there. Hughes states on the second page there are a list of the type of activities the client's perform on a daily basis for many local industries and businesses and they are all assembly type operations and some light industrial type of operations. The building is suitable to attract a taxpaying light industry to that area. It is also consistent with the zoning in the area on Walnut Street. Hughes states given the nature of the area of the nature of the buildings is the appropriate classification and it is compatible with the surrounding area and it seems clear to them the property can't be used as it is presently used for single family residential purposes. For those reasons they are asking it be included in limited industrial zone. This received a favorable recommendation from the Planning Commission 6-0. President/CEO Debbie Bennett states their mission is to provide innovative services and supports to people with disabilities and their families resulting in extraordinary differences in peoples' lives.

Hillcroft provides services to over 700 individuals with disabilities with a variety of programs that meet employment, rehabilitation and residential support needs. The programs taking place in facilities around this community came about as they have grown over the years. The building on Streeter Avenue was built in 1975 and after they took possession of it in the 1980's the agency began to acquire the property surrounding it. Their current buildings near Streeter have always served to house their day service programs and their workshop settings. When a new need arose they secured additional space and buildings they could afford in the community at the time and now they have multiple locations across the town and it has become difficult to meet client need and is troublesome. Her leadership team and board of directors begin analyzing this issue a couple of years ago. A part of this analysis involved securing appraisals on all the facilities owned by Hillcroft and discovered their buildings weren't zoned correctly for the type of business they had been conducting for over 40 years. At that time Muncie's current zoning laws were not in place and the organization was given a waiver for special use to place their business in a residential zone. Knowing this isn't accurate is the reason why they filed an application to change the current zoning of these properties to better reflect past and current usage as well as improve marketability for the future. They employ over 300 individuals with disabilities through their Hillcroft Industries program, which contract with businesses securing subcontract work. They do work for Mid-City Plating, Cintas, Jarden, Lifetouch, Keihin, Becket Bronze and another glass company out of Ohio. Hillcroft Industries has employees that fulfill those contracts at three facilities in Muncie and on in New Castle as well. Bennett states in order to resolve their issue they have been working with the City of Muncie and the Muncie Redevelopment Commission to secure a shell building on Airpark Drive to consolidate all of their operations in one location to make it easier for their client's and staff to provide services as well as the vendors they do business with. They have

nearly completed the build out on this facility and will take possession of it on December 28th. Their next step in their plan is to work with consultants that have completed a feasibility study for them to be in a capital campaign to expand the current building to a total of 85,000 square feet by December 2017. Bennett states 65,000 of the 85,000 square feet will house Hillcroft Industries and it's 225 plus employees. The remaining 20,000 will be utilized for other programs, staff offices and meeting rooms. This will adequately meet the needs of the current programming for potential growth. Bennett states subsequently to moving to this facility they will place all their other buildings on the market for sale as they are vacated. Their vision is to grow their industrial vision to reverse integrate their workforce. They will increase their workforce by 100 full-time jobs by 2022 by bringing non-disabled workers in to work along-side their clients to meet their customer needs all while providing gainful employment to all involved. Bennett states approving their application will make them much more conducive to other business owners looking to relocate.

Anderson states he is excited about what they are doing especially with the shell building. Question called. A vote by acclamation showed 8 yeas and 0 nays.
INTRODUCED.

RESOLUTIONS:

RES. 23-15 A RESOLUTION MAKING TRANSFERS WITHIN THE PRAIRIE CREEK FUND.

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

Controller Audrey Jones states they had some increases on their telephone bills and that is what the transfer is for. Question called. A roll call vote showed 8 yeas and 0 nays. ADOPTED.

RES. 24-15 A RESOLUTION MAKING TRANSFERS WITHIN THE MVH FUND.

A motion was made by Powell and seconded by Marshall to adopt. Controller Audrey Jones states this is some cleanup on the MVH fund there was some increased work because of the snow they had earlier this year and this included what was in the CDL and truck driver position. Question called. A roll call vote showed 8 yeas and 0 nays. ADOPTED.

RES. 25-15 A RESOLUTION MAKING TRANSFERS WITHIN THE GENERAL FUND.

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

Controller Audrey Jones states the Mayor's office hasn't gone through their office supplies complete for the year. Jones states she is concerned with the trending of what has been spent that they would need approximately \$1,000 less and since they haven't been any training and travel and would like to decrease that and increase the supplies. Jones states there was some unemployment at the beginning of this year that was unexpected and they had a decrease there to cover that. Jones states at the Animal Shelter there is a lot in that fund you can't budget how many dogs or cats they will get and there is some transfers within his budget. Office supplies were taken out of the Board of Works fund so they decreased the election expense by \$20 to cover that. They have no idea of what suits that come into the city and they are asking to decrease

the oil and gas prices this year and they will increase other insurance to cover those costs. Question called. A roll call vote showed 8 yeas and 0 nays. ADOPTED.

RES. 26-15 A RESOLUTION MAKING TRANSFERS WITHIN THE BEECH GROVE FUND.

A motion was made by Powell and seconded by Marshall to Adopt. Controller Audrey Jones asks the fund account number be changed because of error. The number should be 215-31-413017 for Perf. There were some things that happened later on in the year and the Perf wasn't budgeted correctly and that is why there is an increase in Perf. A motion was made by Powell and seconded by Polk to amend fund account number to 215-31-413017. A roll call vote showed 8 yeas and 0 nays. AMENDED. A motion was made by Powell and seconded by Marshall to Adopt as Amended. A roll call vote showed 8 yeas and 0 nays. ADOPTED AS AMENDED.

RES. 27-15 A RESOLUTION FOR PRELIMINARY ECONOMIC REVITALIZATION AREA RESOLUTION, INCLUDING WAIVER OF NON-COMPLIANCE. (REAL PROPERTY TAX ABATEMENT (A-SON'S CONSTRUCTION, INC.))

A motion was made by Powell and seconded by Marshall to Adopt. Barton states this is a favorable recommendation from the tax abatement committee. Todd Donati from the Muncie Redevelopment Commission states there are two things on this resolution. One is a preliminary economic revitalization area and this is a Declaratory Resolution and they will be back next month for a public hearing and a confirmatory resolution. This is also asking to waive the non-compliance because they were supposed to be in here a little sooner. They have completed the work now. He included on the table on the front and back to let council know what the base tax was before construction was started or completed. There is the article from the Economic Development Agreement that they came back in and presented this project. This is an article for 4.01 the tax refund payments. It states the city shall subject to further proceedings required by law to use its best efforts to provide real estate tax abatement for a period of ten years and the amount equal to 100% of the increase of real property of assessed evaluation. Donati states they are asking for anything increased over the \$5,035,700.00 will be abated for ten years at 100% and that is in lieu of putting a building back on the tax rolls and create 250 jobs in a three-year period as part of the agreement. Donati states based on the application they started with 230 jobs and 105 are from Delaware County. Donati states because they have operations in four other states. Donati states the 250 they will be hiring will be from Delaware County. Question called. A roll call vote showed 6 yeas and 2 nays. (Gregory and Polk). ADOPTED.

OTHER BUSINESS:

Director of Community Development Terry Whitt Bailey was asked by the Mayor to present a proclamation for the League of Women Voters making democracy work day. Bailey asks for Linda Hansen to come forward. Bailey states the League of Women Voters making democracy work day was designed to highlight the value of membership to potential members as well as to increase the visibilities of the leagues' contribution to

the community. Linda Hansen states they are honored to have this recognition and would like to say they appreciate what they do to make their democracy work as well.

Mark Kinnman 2800 W. Memorial Drive thanks Councilperson Barton for her past 20 years serving the council. They have had their ups and downs but got through it. Kinnman invites everyone to Forest Park for a Christmas Party they are having for the kids this coming Saturday. Papa Johns will be supplying the pizza. Jerry Dishman is donating water and he also donated bicycles. Kinnman states there is another company that donated toys. He has a car load of toys he has been picking up all night. They also have five people ready to go out and spend the rest of the money they received. They hope to have a big party of the kids.

President Barton was asked if the council can get involved with the Toys for Tots program. Powell thanks Mark Adams for his last year as the President of Local 1348 and he has been a valuable asset to the collective bargaining unit. Mark Adams states it's been a pleasure working with everyone. Adams states the operation of Toys for Tots program operate between the hours of 9:00-3:30 p.m. Anyone that wants to stop and help they could use it. They are short on help. They will be giving out toys through to December 18th if not later. Adams states they will be having a bowling tournament on December 12th at Munsee Lanes at 1:00 p.m. Anyone that wants to show up is appreciated.

Councilperson Polk introduces Dan Ridenour and Lynn Peters as new councilmembers in January 2016.

President Barton wishes everyone a Merry Christmas and a Happy New Year.

A motion was made by Powell and seconded by Polk to Adjourn. Motion carried by voice vote.



President of the Muncie Common
Council



Melissa Peckinpaugh, Muncie City Clerk
of the Muncie Common Council