



Town of Rising Sun  
Special Town Meeting Minutes  
Budget Meeting  
May 31, 2016

Let it be remembered that the Mayor and Board of Commissioners of the Town of Rising Sun, held a Special Town Meeting on the 3rd floor of the Town Hall on Monday evening, May 31, 2016 at 7:00 PM. For the record the meeting place and time were duly posted as required.

MEMBERS IN ATTENDANCE: Mayor Travis Marion, Commissioner Dave Warnick, Commissioners Allen Authenreath, Commissioner Brian Leishear and Commissioner Joe Shephard.

MEMBERS ABSENT: None

STAFF/CONSULTANTS PRESENT: Town Administrator Calvin A. Bonenberger, Jr., Police Chief Chip Peterson.

IN THE MATTER OF CALLING THE MEETING TO ORDER: The meeting was called to order at 7:00 PM by Mayor Travis Marion and followed by the roll call and pledge of allegiance

IN THE MATTER OF PUBLIC PRESENTATIONS:

The Town Administrator gave updated Debt Service and Tax Increase data and graphics. He advised that although the State said that the Bay Restoration fee could be moved over to the real estate tax, it could prove to be very difficult to reconcile the exact amount the Town would have to pay because the fees due and payable by the Town of Rising Sun to MDE are based upon water consumption which is tracked on the utility bill on a prorated basis. It was recommended that the Bay Restoration stay on the utility bill and only the sewer service charge, water service charges and trash collection be moved to Real Estate. This would reduce the minimum monthly utility bill of \$66.66 down to \$28.63. The Mayor and Commissioners engaged in a recap of the current town tax structure, proposed rate increase impacts and the transfer of certain utility bill charges over to the real estate taxes. The Mayor and Commissioners discussed the actual debt service tax, that would offset the absorption of the above utility bills onto the real estate tax. It was discussed that this new debt service tax is a charge specifically to cover debt service and not trash collection. The budget was redesigned to clearly track this process. Furthermore, as mentioned previously, the expenses related to Debt Service, such as Town Hall mortgage, street repaving, vehicle financing should be shared by all taxable properties. This would now require owners of vacant lots to now pay their fair share of debt service tax, equal to the amount that all other property owners are paying. The Board revisited the various scenarios in which the debt service tax could help some residents but not help others. For the most part and in most cases

the resident would still be paying roughly the same amount of money annually. Some would get the benefit of a tax deduction for this. The Town Administrator cautioned the board to make sure they clearly understood every aspect of the budget and despite the proposed tax increase; the proposed budget was still very tight. He also reminded them that efforts to achieve long term or even short term sustainability would have to be addressed in the coming years. He reminded the board of several years of law suits, ill-advised public comments had cost the Town over a \$1 million dollars that the Town was now paying the price for these issues.

The Town Administrator, identified areas in the staffing related to overtime that could be reduced by changing certain policies. The Town has always been very generous about the use of leave time while still paying out overtime, when the federal regulations do not require overtime if personal leave is taken during the pay period. He recommended a compromise could be reached in which the value of our employees working overtime, especially during emergency events, would not be impacted by an over restrictive policy on the use of leave time. He suggested that employees would be responsible to manage their leave time, during pay periods in which they are scheduled to work overtime. The employee would be paid regular time during those hours to offset the leave time that was taken. However, an employee that got called in for un planned overtime, would still be paid at an overtime rate, even if they had taken personal leave during that paid period. In addition, the Mayor and Commissioners discussed in great detail the annual raises and wanted to move towards a performance based increase and not flat raises that have been given in the past. The Mayor and Commissioners instructed the Town Administrator to incorporate a ½ % cost of living raise for all employees and a pool of money that could be awarded to employees based upon performance. The Town Administrator also gave an overview of the increase cost in health care and suggested increasing the amount that employees had to co-pay on their health care. The Town Administrator also addressed some up to date information regarding staffing and the potential cost savings of outsourcing some of the staff positions. He suggested that some positions could be outsourced for a potential savings of \$10,000 or more, while improving the chances of getting more skilled persons to fill these roles.

With no other business to come before the Mayor & Commissioners, a motion was made by Commissioner Warnick and seconded by Commissioner Leishear to adjourn the meeting at 8:57 PM.

Respectfully submitted,

A handwritten signature in blue ink that reads "Calvin A. Bonenberger Jr." The signature is written in a cursive style.

Calvin A Bonenberger Jr  
Town Administrator – Acting Town Clerk