

**MINUTES
ST. CLAIR SHORES CITY COUNCIL BUDGET STUDY SESSION
FEBRUARY 25, 2012**

City Council Budget Study Session, held at the St. Clair Shores Country Club Golf Course, located at 22185 Masonic Blvd., St. Clair Shores, Michigan.

Present: Mayor Walby, Council Members Caron, Frederick, Rusie, Tiseo, and Vitale (arrived at 8:08 am)

Absent and
Excused: Council Member Rubino

Also Present: City Manager Hughes, ACM/HR Smith, City Clerk Kotowski, Director Haney, Claeson, City Attorney Ihrie, and Plante Moran Representatives Mrs. Beth Bialy, and Mrs. Lisa Manetta.

1. CALL TO ORDER AND ROLL CALL

Mayor Walby called the meeting to order at 8:06 a.m. Ms. Kotowski, City Clerk, called the roll with a quorum present and noted Mr. Rubino asked to be excused.

Motion by Caron, seconded by Frederick to excuse Mr. Rubino from this meeting.

Ayes All-6
Absent: Rubino

Mr. Hughes noted that we are being joined this morning by Plante Moran representatives Mrs. Bialy and Mrs. Manetta. The tradition of these early budget workshops was started several years ago as a tool to lead us into a very busy spring that leads into the formal budget hearings and culminates in the 2013 Fiscal Year Budget approval at the first meeting in June.

Today we will be providing you with snapshots to see where the budget is and where we are going in a four step process. Step 1 in the 2013 Fiscal Year Budget process is to review the current year noting, as of today, we have completed 2/3 of this fiscal year's budget and to show you if we do nothing where would we be financially.

From today we will proceed to Step 2, the March 24 budget workshop, where we will take the input and guidance of Mayor and Council from today, so we can gather additional details and have the departments head present to answer questions.

Step 3 will happen in the final week of April or first week of May when Council will hold the budget hearings for each department to formally present their budget to Council.

Step 4 will occur the first meeting in June when Council holds a public hearing on the budget and then approves the fiscal year budget.

Mr. Vitale arrived at 8:08 am.

2. FINANCIAL FORECAST BY PLANTE MORAN

Mr. Hughes introduced Mrs. Beth Bailey and Mrs. Lisa Manetta, from Plante Moran, the City's auditors.

Mrs. Bialy stated that the state's economic conditions impact the City and our taxpayers. It appears that the economy has bottomed out and while this might be true on the commercial side, on the government level we are not finished. There is always a time lag of two to three years on the property tax impact.

In the Governor's State of the State Address, this year's budget is a shift from last year's. Now the state has eliminated their \$1.5 billion deficit. The priorities of this year are to invest in the growth of economic development and technology.

Michigan was referred to as the single state recession back in 2001. The state is fighting to recover from the elimination of high wage automotive jobs, the squeezing of the middle class and how to get these groups back on solid footings. The last time unemployment was this high was in 1982. Then it decreased until 2008. We have seen it

Agenda Item 2 cont'd.

decline to 9.3%, but some of this decline is attributed to residents moving out the state. Michigan has lost 750,000 jobs from the peak of the recession to now, reflecting a decrease in the number of jobs and types of jobs available.

At the local level, there have been quite a few layoffs, but cutting positions has been done by attrition or buyouts as a norm. The housing market decline is slowly starting to creep back up state wide. Grand Rapids was the highest number of residential home sales, while Macomb County experienced the highest values of sales.

The state budget is to be filled with incentives such as Public Safety Grants with the detailed plans to be unveiled by the Governor in March. There will also be an announcement of opportunities in the health and human services, K-12 education, higher education, infrastructures, and state information technology.

The state still needs to address their pension legacy costs.

The Economic Vitality Incentive Program (EVIP) created by Governor Snyder replaces state shared revenue sharing program and now requires each municipality, to qualify to receive funding we must meet categories including completion of a dash board, shared services incentives which were required in last year's criteria. Local government is still waiting for what will be required this year. So far we know that this year each municipality will be required to provide a three year projection of revenue and expense statements. The state is requesting these so emergency managers would be aware of the financially strapped municipalities who could be heading towards municipal financial failure. For those municipalities that are spending more than they taking in, the state can review if it is just a short term issue that they will address, or if they are taking no actions which would result in the municipalities' financial failure.

The State has also proposed setting aside a one-time \$20 million increase in competitive grants for collaboration/consolidations among local units. It will be even more competitive as counties will now be eligible.

Constitutional Revenue Sharing is proposed to increase by 2% by the \$13.6 million due in sale tax collections and not from the state carving out additional funding for municipalities. One challenge we continue to face from the state is that the Constitutional Revenue Sharing has remained consistent, while Statutory Revenue Sharing has been decreased each year by the state needing it to balance their budget. With the EVIP we would have an idea of each year's funding not subject to the state cutting it for one of their specific purposes and noting that not all communities receive SSR.

Municipalities are closely watching the Governor and the State Legislature's move to eliminate personal property taxes. St. Clair Shores' Personal Property Taxes (PPT) generates \$1.2 million in tax revenues each year. The possible loss of this revenue has not been taken into account for future budget years.

Mr. Hughes noted that communities and MML are heavily lobbying against the cut in PPT, reminding the legislature that it is tied significantly to every municipal budget.

The five-year forecasts used by the City in budget projections help this City stay solvent and make projections for the future. Mrs. Bialy noted one item that struck her in St. Clair Shores' budget is the individual millages that are specifically dedicated. Once you carve out expenses that have a dedicated revenue source and then try to make budget cuts, it becomes very difficult to have an impact on the general fund.

Mrs. Manetta stated when you look at unrestricted fund balance; it demonstrates how the City has addressed cutting expenses. In 2011, the City had \$15.5 million in unrestricted fund balance. The graph demonstrates the decreases in the unrestricted fund balance to address losses in revenues. This puts us in tougher position, as does the reality that we have made many of the "fluff cuts" that other municipalities have not done. Further cuts now would be to real services/programs.

Property tax revenues, excluding the Police and Fire PA 345, have all decreased. In 2009, the City received \$20.9 million in property tax revenues that declined within a four-year period to \$13.3 million showing a 1/3 tax revenue loss. This lost revenue was helped by the passage of the Police and Fire Millage which lightened the general fund burden by its levy. We are not out of the woods yet; as the tax revenues in the next two-fiscal years will still decline. It took 4 short years to lose this much revenue and it will take very long-term slow increases because of State Prop A and Headlee limitations. There is a large gap of revenue losses that will take a very long time to recover from.

The difference between St. Clair Shores and communities with vacant land is that they still have room for new growth.

Mr. Vitale asked if the property tax revenue numbers include the money captured by TIFA. TIFA revenues are not included in the City's tax revenues.

Agenda Item 2 cont'd.

Mrs. Manetta reviewed the property tax challenges affecting our budget as the impact of foreclosures and the bad real estate market, the increasing activity in the Board of Review and Tax Tribunal cases, County and School budgets are impacted creating pressure on the community/taxpayers for additional millage capacity, future taxable value of less than \$1.7 billion returns to the City to the 2004 levels, the Police and Fire Millage expiring, and the City's charter authorized operating mills have been reduced by the interaction of Headlee and Proposal A from 11 mills to 8.66 mills.

The City's State Shared Revenue (SSR) from the state has continuously decreased from 2001 where we received \$7.2 million to 2011 where we received \$4.8 million.

Pension cost has risen from 2004 when both pension systems costs totaled \$2.3 million and the projection for 2013 is \$6 million. These increases are related to changes in the employees' eligible and the significant market revenue losses to the pension funds.

Mayor Walby noted an example of this is if the Police and Fire Pension fund makes 1% rate of return in 2011, we the City have to make up the 7% of additional returns not realized to meet the 8% annual rate of return for each fund to meet the actuarial evaluation. Seeing bad markets for several years in a row affect the city's contribution to meet the liability.

Retiree health care costs are a pay as you go system; while pension liabilities must be funded as the debt is incurred. OPEB liabilities amount to \$110 million and we have attempted to start funding this liability while paying the current expenses as they are incurred. This is like attempting to fund a pension system half way into its inception, while continuing to incur the entire debt.

Mr. Vitale questioned if changing to a 401K, would the City reap significant revenue generations.

Mr. Smith noted that in all plans except Police and Fire, the defined benefit pension plans are closed, and so are the health care benefits which have been converted to a Health Savings Account for all new hires.

Mr. Smith noted that St. Clair Shores was the first community to change current retirees' healthcare benefits to mirror active employees' benefits. The changes we have implemented are saving millions in these healthcare and benefits costs. For all current employees and retirees, healthcare mirrors what the current employees receive and so do the retirees.

Mr. Smith continued that the changes in health care benefits are huge. Costs of prescriptions for retirees are thousands of dollars each year. That is why retiree health care benefits for retirees are so costly to the City now. Seeing four tier drug plans becomes an option for negotiations and we will look at this next year when contracts come up for negotiations.

3. DISCUSSION OF FY 2012 – 2013 AND 5-YEAR FORECAST

One of the budget challenges is trying to make cuts when certain costs are tied to a specific millage. For example the Library is funded by the Library Millage so cutting in this department has zero savings for the general fund. The Police and Fire 345 Millage levy is based on the actual costs and is set each year as a pay as you go health care millage; which has quadrupled since 2003.

The collaboration of services continues to be looked at. The other budget challenge is that capital outlays have been delayed and will ultimately need to be replaced. As well these capital delays are doubly impacted with their delays overlapping other items that would have come up for replacement all occurring at the same time frame by these delays. Lost revenues from investment revenues have also affected our bottom lines and have a long term lingering effect.

Mr. Hughes noted that we are asking for Council direction on what portion of fund balance use is acceptable to use to meet the expenses for this upcoming fiscal year. Projections show we would need to spend \$2.7 million of fund balance in 2013 mostly due to the 39% property tax decreases.

Mr. Haney noted that the general fund revenues excluding the police and fire millage project a total decrease of 2% and the expiration of the Police & Fire Operating Millage in 2015. Our conservative estimates project a 2% increase in expenses over the next few years.

Mr. Smith commented that when we first established a fund balance number it was to be \$5.8 million as it was based on a percentage of the operating budget. Our fund balance number is a higher number than most municipalities,

Agenda Item 3 cont'd.

including those with higher operating budgets. A more realistic number would be around a 2 months operating capital amount.

If the Police and Fire Operating Millage is renewed we would get the 2 mills less the Headlee rollback.

We are in a different place than neighboring municipalities as we constantly review all of our discretion areas to see where cuts could be made. Programs and operations need to be reviewed based on costs vs revenues generated to see if the operations are at least breaking even. The Library millage pays for the operation of the Library. The Senior Center breaks even as we have dedicated Block Grant money so it balances.

Mr. Smith noted when you compare our "Employees per 1,000 Population Comparable" our number is significantly less than most. You will also note that most municipalities are making their cuts to police and fire departments staffing and due to the millage passed we do not have this option. The chart shows that for our total number of sworn employees we are on the high end; with only 2 communities having more than we do. It was noted as well that neighboring townships in this comparable do not have a streets department, a library or a court.

Mr. Vitale noted that these types of documents are what Mayor and Council need to have in their hands to show how lean and well run the city is operating under.

Mr. Hughes noted that after identifying these hurdles we want input on where you want us to make the cuts and/or what portion of the fund balance you feel comfortable using to lessen cuts in services and programs. The proposed 2013 fiscal year budget as projected would show a \$2.7 million deficit; if we do nothing. He noted that we did include EVIP funding in the budget, as we feel confident we will receive it.

Mr. Vitale noted the Chart detailing General Fund Expenditures without Police and Fire shows that Parks and Recreation has the largest expenses being short \$1.3 million over revenues. Mr. Vitale questioned if we can make the department programs fund themselves.

Mr. Hughes noted last year in budget preparations, we had every department compare their fee structures to comparable municipalities and many fees were increased last year.

For the next budget workshop Council asked for administration to come prepared with Parks and Recreation showing fees vs expenses for their programs, with expenses for a program equaling the fees generated.

It was noted our building department (CDI) cannot be compared to townships that still have growth potential.

Mr. Vitale noted that any new city building/structure should not have a flat roof.

Mr. Hughes recapped that in last year's forecast in February 2011, we had a proposed \$2.2 million deficit. We had direction on where Council wanted us to cut after meeting with the department heads. When Mayor and Council adopted the 2012 fiscal year budget the deficit was down to \$880,000 use of fund balance.

He was hopeful that we can walk out today with an understanding of what portion of the \$2.7 million gap Council is comfortable with and how you want us to balance this through revenue generations, cutting expenses, and elimination of a program or service.

Mr. Hughes noted that when he selected the new Police Chief he challenged him to review what DLEF money (which has federal and state use mandates) could be used for. We have received approval for the use of DLEF funds to purchase \$170,000 worth of police vehicles.

There is approximately \$144,000 in unpaid warrants that the City, working with Chief Judge and Court Administrator are in aggressive collections of these warrants. As always you have to remember a portion of these collections go to the state. To be successful in this project there would be expenses of dedicated overtime.

Other options to help fund the proposed deficit were presented.

AT & T Cell Tower at Brys Park – They have proposed a one-time payment to cover the 10 years annual rent payment by paying \$200,000 this year. This would be a one-time infusion of revenue into the budget. For this early payment they want to pour a cement pad and construct a shed at this park. We are in negotiations with them as the City would like the running track/roadway that their trucks travel over replaced with cement and they would like to black top/asphalt it. This is presented today, as one option of a one-time revenue generation infusion.

Agenda Item 3 cont'd.

Mr. Hughes continued that tough issues were raised in his meeting with Congressman Levin yesterday who provided an update on things occurring in Washington. If they cut federal road funds how it would affect our budgets. Mr. Hughes noted that St. Clair Shores is in a far better position financially than the neighboring communities and he noted that the platinum community – Sterling Heights is going to be laying off police and fire this year to balance their budget.

Mr. Smith presented Council with a listing of all those employees who are eligible for retirements, just like they had done last year for Police and Fire which resulted in an \$180,000 reduction in the fire department budget. We do need to understand that when we look at this option, please look at this noting these are already stretched thin departments. If we retire a \$100,000 employee and have to replace them, the savings is not \$100,000. If you look at the early out options and rehire this same position we are hit with the new employee medical costs.

The City cannot then fill these positions with non-fulltime employees. We cannot outsource individual jobs; we would have to contract out the department functions and not the employees.

Mayor Walby noted that pension costs are killing us.

Mr. Smith responded when we talk about eliminating Police & Fire Defined Benefit Pensions governed by Public Act 345 and Act 312 remember the arbitrators always look at our ability to pay. They place the burden on the employer to show why they cannot pay and Act 345 allows for the payment by increasing taxes to the residents.

The Governor did not go after PA 345, so the ability to pay still remains. In future negotiations as always the city will work on elimination of the defined benefit pensions for police and fire.

Their pension and pension benefits are a huge part of our costs. Their average retirement age is 52 and it covers health care for not just the retiree, but their families as well.

The question was raised, if we are going to work with our groups to change the pension multipliers and what is included in FAC. Act 312 Arbitrators have noted many times that the employer controls the overtime. We have been successful in dramatically reducing overtime. We have decreased the multiplier for new police and fire hires to 2.25%.

Mr. Vitale asked in looking at early retirement incentives, if we could include an option that they receive reductions in their health care costs, in some way. Possibly extend this option to lesser senior employees, with lesser benefits i.e. 22 years of service instead of 25 years.

Mr. Smith responded we are looking at this in the next contract and to allow the employee to opt out provisions to user their previous employers benefits in health care, pay people to opt out of our health care and pay to not take our health care costs. He will look at these options and possibly bring in groups and see if we can make some changes.

Mr. Smith noted the listing he provided showed employees who are eligible on paper, but not the age to collect.

There are 4 open positions: assessing, water department - laborer, clerical in library, and Police Department Records.

Mayor Walby asked that we see what it would cost to extend out our recreational revenue bonds for maybe 10 years. The arena bonds are paid off this year and the final bond payment for TIFA is paid.

Mr. Vitale noted the documents provided this morning were important to him. It allows us to have documents in our hands, which show we are managed better than other municipalities in our efforts to entice businesses to move into the city. He wants to break away our association and the impression of being like our neighboring cities.

Mr. Claeson noted that compared to the City of Warren who have 20 mid-level managers who run the controllers, personnel, finance and human resources department compared to St. Clair Shores doing the same jobs with 5 mid-level managers. We are lean and mean.

In 2002 the City had 317 full time employees; with 90 part time/seasonal employees. In 2012 we are down to 246 full time employees and significantly less part time/seasonal.

Mr. Vitale noted he would like us to decrease the (\$2.7 million proposed deficit) use of fund balance to cut it down as much as possible. We would not have to worry about a huge tax increase if we assemble data and we attract new businesses. We need positive marketing as we are stronger on paper than most municipalities.

Mayor Walby noted that \$878,000 has been the most we have taken from fund balance to balance a fiscal year.

Agenda Item 3 cont'd.

Mr. Smith noted that without generating more revenue and/or cutting services we will not be able to eliminate the entire \$2.7 million projected deficit. We have to watch if in eliminating services what revenue is lost with it. The Water/Street funds make up a large portion of our general employees. To say we want to have the same St. Clair Shores next fiscal year as today, he did not know how to do it without spending part of fund balance.

Council asked what cuts could be made to only use \$800,000 of fund balance.

Mr. Frederick suggested that we ask the workers how to save the money. The workers know where to save on spending costs.

Ideas to lower the projected deficit were to increase user fees in Parks and Recreation; open the pool later, if there is no increase in user fees to make a program sustainable cut the program, close a marina, and close the pool.

Mr. Smith noted that the bond payment was tied to keeping the marina open. We do realize in these bad economic times there have been 50% vacancies at the Lac Ste Clair Marina as the big slips go fast and the 9-20 foot slips remain vacant. Blossom Heath Marina also had a 20% vacancy last summer. With no ice and snow this winter we will encounter low lake levels and we will probably have to dredge in the marinas. The 9 Mile gate guard is a break even activity.

Mr. Hughes suggested in early March the internal budget meetings will be held with department heads to discuss their proposed budget requests. March 24, is the next budget workshop and suggested that Department heads from Police, Fire, DPW and CDI be present.

Mrs. Bailey noted that other district courts are major revenue generators. Council asked that they be provided that information so they see what is being done there.

The Assessing Department position has been left vacant and we will see in 2012 the challenges we encounter using an outside firm. The Assessor will be purchasing DOT.Net software which has already been budgeted for in exchange for leaving this position vacant.

Mr. Smith noted this comes at another expense of leaving two clerical positions vacant. We will see a longer wait for service at the counter and service by phone will significantly increase, so returned services response time is decreased.

Mr. Hughes noted that at the March 19 Council Meeting, Council will be provided the 2nd quarter budget amendments. Mr. Claeson noted these 2nd quarter budget amendments are budget neutral.

5. NATIONAL LEAGUE OF CITIES SEWER INSURANCE PROGRAM (note items taken out of order)

Mr. Hughes said at your request I have researched the National League of Cities service line warranty program. The program provides insurance against failure for water and sewer lines that are on private property outside of the homes. The program is administered by the Utility Service Partners Inc. of Canonsburg Pennsylvania. For our residents to participate in this program the City has to have an active membership with the NLC. The membership cost is \$3,797 for year 1 and approximately \$4,500 for year 2 and beyond. NLC membership was one of the first budget cuts back in 2002.

They would send out their insurance join up program on our City letterhead and for it the City would receive 10% revenues. He has checked references and the City of Huntington Woods cannot say enough good things about it. Sewer repairs have 24 hour response, and we would not recommend it for water lines.

Mr. Vitale commented that when he read the materials, it sounds too good to be true. Could we have the Utility Service Providers come in and make a presentation?

A comment raised during this discussion was putting their program information on City letterhead, for some residents may be interpreted as City government pushing this for profit business.

Mr. Vitale noted this is an insurance program and asked if they do the digging. Mr. Hughes responded no they contract it out locally. There are no competing insurance companies. The only person to complain is the local business who asks to be on their repair listing and is turned down as too high of a cost.

Mr. Hughes polled Council to see if there was consensus on this matter for placement on a future council agenda. He noted both Mayor Walby and Mr. Frederick brought this item up after they read about it in the Detroit Newspaper Article.

Agenda Item 5 cont'd.

Mayor Walby noted he did not like us taking a royalty; it makes us look bad. He did not like this part of the program, if we receive no money it might be a good option for residents.

Mr. Vitale noted this is just like the plans offered by the Gas Company. They offer a service plan to fix your washer or dryer and the vendor is counting on sign ups and non uses to make their profits. He said he liked this program and did not have a problem with the royalty.

The result of polling council on placing this item on the March 19 Council agenda yes were Vitale, and Frederick. Ms. Rusie wanted more information as did Mr. Caron and Mr. Tiseo. Mayor Walby was no to the city receiving a royalty fee.

4. POTENTIAL PARKS AND RECREATION GRANT FROM STATE OF MICHIGAN (note item taken out of order)

Mr. Hughes commented that there are three state grant programs available with an application deadline of April 2, 2012. All three of the grant opportunities have a matching funding requirement. The grants are categorized as follows:

1. Land Water Conservation Fund – maximum award is \$100,000 with a match of 100% of award.
2. Natural Resources Trust Fund – maximum award is \$ 300,000 with a match of ¼ of the award
3. Recreation Passport Grant Program – maximum award is \$45,000 with of match 1/3 of the award

In discussions with Mr. Esler, the options for Kyte Monroe are the playground area, paving the parking lot, horseshoe pits, roller skate park, Diamond D lighting and irrigation.

Mr. Hughes continued that his recommendation was for the City to apply for the Recreation Passport Grant Program for the roller skate park at Kyte Monroe. To do this we would need Council to adopt a resolution of support at their March 19, 2012 Council Meeting. We would not know until November 2012 if the grant is approved and the project must begin within 1 year of application and built within 3 years to be operational.

Ms. Rusie asked why this endorsement over lighting and irrigation that seems a more viable project. Noting a skate park is nice to have.

Mayor Walby responded that he did not feel we could sit here and match a \$100,000 program; and the lighting would not come out of the passport grant application.

Ms. Rusie questioned how much were the lighting or drainage cost and would not \$100,000 cover the entire project. Drainage and irrigation at any of the parks are approximately \$280,000.

The skate park group has raised \$5,000 and has a City commitment of \$25,000 from HUD funds. The more the City has available for matching, the more points you are awarded in the grant process.

The HUD funds have not been voted on by Council as we asked them to raise funding first and the money has just been sitting there.

Mr. Hughes responded that TIFA spent \$7,000 for the Parks and Recreation Master Plan which identifies projects over the next 7 years. These program options will justify the master plan study. Part of the scoring is your financial status. As always there are politics involved and we count on help from legislative representatives.

Ms. Rusie questioned if we get this award this year would it be used against us in applying for future grants. Mr. Hughes responded it does not harm us, but from the unwritten political perspective it could harm us.

Mr. Vitale noted that he would like to see grants to improve Brys Park. He noted that Brys Park has a couple lights and this is an unmanned, unstaffed park. Is there a modest lighting packet to light up the dog park to be used later at night?

Mr. Hughes noted he would like to pursue this grant application but if it was the pleasure of Council to not pursue a grant in 2012, we would get through the budget cycle and work on a comprehensive program for next year.

6. MEMBERSHIP WITH THE MACOMB COUNTY CHAMBER OF COMMERCE

Mr. Hughes noted that when the St. Clair Shores Chamber of Commerce dissolved last year, their members were encouraged to join the Macomb County Chamber of Commerce. The reason it was on the agenda is because several community governments - Chesterfield, Fraser, Warren, Clinton, Macomb County, Mt. Clemens, Bruce and SANG have authorized memberships and they have asked us to join. The annual membership is \$285 annually.

The question raised was what is our return on the investment? They want to be a presence in St. Clair Shores, they will serve businesses in the City, it adds the symbolism that the businesses will consider it triple A, they will host the City State of City Address, we would have a membership on public policy committee, a voice to speak on our behalf when they go to Lansing, and they are promoting a business climate for small businesses.

Mr. Hughes continued that he recommends we join the Chamber as the benefits are worth the \$285.

Mr. Caron responded that he did not see the value for the city to join.

Mr. Vitale asked if this was to help stimulate business and would come to announce the new business and the ribbon cutting ceremonies.

Ms. Rusie did not support membership.

Mr. Frederick asked if we knew why the other municipalities are members. Does it give us any special access, or research we can have access to?

Mr. Hughes noted that not hearing strong support for membership, we will not proceed; but noted regardless they are going to be a presence in our city.

7. AUDIENCE PARTICIPATION

Chuck Hall, St. Clair Shores resident, expressed his opinions on items discussed during the meeting.

8. ADJOURNMENT

Motion by Frederick, seconded by Tiseo to adjourn at 10:57 a.m.

Ayes: All -6
Absent: Rubino

KIP C. WALBY, MAYOR

MARY A. KOTOWSKI, CITY CLERK

(THE PRECEDING MINUTES ARE A SYNOPSIS OF A CITY COUNCIL MEETING AND DO NOT REPRESENT A VERBATIM RECORD.)