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City of Montgomery  
City Council Work Session Minutes  
August 21, 2019

Present

Brian Riblet, City Manager  
Terry Donnellon, Law Director  
John Crowell, Police Chief  
Gary Heitkamp, Public Works Director  
Tracy Roblero, Asst. City Manager/Acting Comm. Dev. Dir.  
Matthew Vanderhorst, Community and Information Services Director  
Paul Wright, Fire Chief  
Faith Lynch, Community Engagement Coordinator  
Connie Gaylor, Clerk of Council

City Council Members Present

Chris Dobrozsi, Mayor  
Lynda Roesch, Vice Mayor  
Lee Ann Bissmeyer  
Mike Cappel  
Gerri Harbison  
Craig Margolis  
Ken Suer

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City Council convened in Council Chambers for the Work Session at 7:00 p.m. with Mayor Dobrozsi presiding.

ROLL CALL

Mayor Dobrozsi asked for a motion to dispense with the roll call since everyone was in attendance.

Mr. Margolis moved to dispense with the roll call. Mr. Cappel seconded. City Council unanimously agreed.

GUESTS AND RESIDENTS

Chief Wright explained to City Council that as a result of the passage of the Fire Levy in 2018, the department held testing of internal candidates for a promotional process. He stated that as a result of testing and a retirement, the following new staff members were hired as fulltime employees. Chief Wright introduced Chris Ross, Mike Young, Jeff Ashpaw, Allison Miller-Bultman, Mike Henderson, Jason Quinn, Brian Brownfield and Jason Brice.

City Council congratulated all staff and thanked them for their commitment and service to the City and community.

ESTABLISHING AN AGENDA FOR SEPTEMBER 4, 2019

Pending Legislation

**An Ordinance Authorizing an Agreement Between the City of Montgomery And the Board of Hamilton County Commissioners Relative to The Improvement of Montgomery Road**

Mayor Dobrozsi stated that this would be the third reading of the Ordinance and asked if there were any updates.

Mr. Riblet stated there were none.

Mr. Cappel explained that if approved, this Ordinance would authorize an agreement between the City of Montgomery and the Board of Hamilton County Commissioners for Municipal Road Funds (MRF) to the City of Montgomery in the amount of \$300,000 to assist with construction costs associated with repaving and storm water modifications to portions of Montgomery Road associated with the Roundabout Project.

**An Ordinance Accepting Publicly Dedicated Easement Rights for Stormwater Improvements from Various Property Owners on Jolain Drive**

Mayor Dobrozsi stated that this would be the second reading of the Ordinance and asked if there were any updates.

Mr. Donnellon stated that there were none. Mr. Donnellon explained that, if approved, this Ordinance would authorize the City Manager to accept various Easement Agreements for properties in the 7800 block of Jolain Drive across which were constructed stormwater improvements to cure a long-standing problem in that area. Each of the property owners will accept these Easement Agreements and this Ordinance will authorize the Agreements to be

58 signed and accepted by the City, as well as accepting the improvements as public improvements which the City will  
59 maintain.

60

61 **New Legislation**

62

63 Mayor Dobrozsi stated that the next three pieces of legislation are in relation to the health care benefits provided to  
64 the employees and invited a representative from the Health Care Benefits Committee to provide background on the  
65 following pieces of legislation:

66

67 **A Resolution Establishing City Contributions for Health Care Benefits**

68

69 **A Resolution Authorizing the City Manager to Enter into A Contract with Humana Health Plan of Ohio, Inc.  
70 To Provide Medical Coverage for Full-Time Employees**

71

72 **A Resolution Authorizing the City Manager to Enter into A Contract with Dental Care Plus, Inc. to provide  
73 dental insurance coverage for Full-Time Employees**

74

75 Patrick Morgan with the Health Care Benefits Committee spoke on behalf of the Committee regarding the annual  
76 quote for health care benefits. He introduced his fellow Committee members: Julie Prickett, Scott Schulte, TJ  
77 Shreve and Katie Smiddy. He added that Sharon Savitt attended the Committee meetings and provided valuable  
78 resource information. Mr. Morgan explained that this year the City received a 9% rate increase proposal from the  
79 current carrier, Humana, for medical insurance. (Humana initially proposed a 19% increase which was negotiated  
80 down to the final 9% rate increase.) Jefferson Health Plan and Aetna both declined to provide a quote. United  
81 Health Care and Anthem submitted proposals that did not match our current plan design. (These carriers' plan  
82 offerings would have resulted in higher prescription co-pays and out of pocket maximums for employees as well as  
83 potential disruptions in provider networks.) Medical Mutual of Ohio offered a 7.5% rate increase proposal that  
84 essentially matched the current plan.

85

86 Mr. Morgan explained that the Committee decided to recommend remaining with Humana with a 9.0% increase  
87 and continuing with the same plan structure of a High Deductible Health Plan/Health Savings Account  
88 (HDHP/HSA) with \$3,000/\$6,000 deductibles (which cover prescriptions after meeting deductibles.) The  
89 HDHP/HSA plan with the \$3,000/\$6,000 deductible would result in monthly premium costs of \$438.66 for Single  
90 coverage, \$965.05 for Employee/Spouse, \$833.45 for Employee/Child(ren), and \$1,403.71 for Family coverage.

91

92 He stated that it should be noted that participation in Humana's employees and family members wellness program  
93 (Go365) has resulted in additional savings on premiums for the City. During the current benefit period, the City  
94 has realized a savings of \$40,555 since September 2018. Overall, these wellness engagement incentives have  
95 resulted in a total savings of \$114,685 since inception of the program with Humana in September 2014. If Council  
96 approves renewing a contract with Humana, the HCBC plans to continue to encourage participation in the Go365  
97 program to yield additional premium savings for the City. It should also be noted that factoring in the proposed 9%  
98 increase for the new contract period, the average annual premium increase with Humana over six contract periods  
99 is 0.463%.

100

101 Mr. Morgan stated that the City received a proposal from its current carrier, Dental Care Plus, Inc., for a two-year  
102 contract renewal with a 6% decrease for the two-year period. Other carriers submitted proposals which had network  
103 issues or were not competitive. The City has contracted with Dental Care Plus, Inc. for group dental insurance for  
104 over nine years. Given the superior plan coverage and network of providers compared to other dental insurance  
105 carriers, as well as a good history with Dental Care Plus, Inc., the Health Care Benefits Committee was able to reach  
106 unanimous agreement in favor of recommending renewing with Dental Care Plus, Inc. for a two year contract for  
107 group dental insurance.

108

109 Mr. Morgan explained that the City currently contracts with Humana for group life and AD&D benefits. However,  
110 as a member of the Center for Local Government, the City qualifies for a discounted group rate for life and AD&D



111 benefits through Reliance Standard. Reliance Standard proposed a three-year rate guarantee representing a 35.8%  
112 decrease in rates over the current Humana group life and AD&D contract (netting a savings of \$12,714.91.) The  
113 proposal from Reliance Standard also includes benefit enhancements (e.g. a critical illness rider, coverage of basic  
114 annual salary up to \$150,000 compared to Humana's \$100,000 limit, and maximum age coverage of 70 compared  
115 to Humana's maximum age coverage of 65.) The Committee was able to reach unanimous agreement in favor of  
116 recommending contracting with Reliance Standard for group life and AD&D coverage. He added that it should be  
117 noted that the cost for group life and AD&D coverage does not meet the threshold for which legislative action would  
118 be required; therefore, the Health Care Benefits Committee's recommendations do not include a request for City  
119 Council action concerning group life and AD&D benefits coverage.

120  
121 City Council thanked the members of the Committee for their diligence in obtaining quotes and for seeking  
122 employee feedback for what coverage was valued and needed. They praised the team for working together across  
123 departments and bargaining units to present a unified recommendation for health care coverages.

124  
125 Steve Silverman, 7504 Golf Green Drive-Mr. Silverman stated that he previously worked at a high level of corporate  
126 contract and purchasing. He asked the Committee in reference to the Humana 9% increase what portion of the  
127 increase accounted for the increase in the actual benefits paid versus the increase in the administrative cost of  
128 Humana. He stated this information can be found in the Dunn and Bradstreet Report or the annual report of Humana  
129 where they show benefits versus administrative cost. He stated that under the Uniform Health Care Act, the primary  
130 reason it was put in place is because health care companies were getting too many profits, especially the CEO and  
131 Chairman. He has that question for Humana. His second question was directed to Mr. Riblet, City Manager. He  
132 asked if we do a comparison between being self-insured and insured through a health care company.

133  
134 Mr. Riblet replied that we have done both.

135  
136 Mayor Dobrozi recommended to Mr. Silverman to follow up with Mr. Riblet on his questions as he is asking for  
137 information that Humana was not prepared to address at the meeting.

138  
139 **A Resolution Authorizing an Agreement with The Ohio Department of Transportation for Bridge**  
140 **Inspection Services**

141  
142 Mr. Heitkamp explained that, if approved, this Resolution would authorize the City Manager to enter into an  
143 agreement with the Ohio Department of Transportation (ODOT) for the project known as Bridge Inspection  
144 Program Services, PID 109334. Each year the City of Montgomery is required to complete an annual inspection of  
145 the bridge located on Terwilliger's Run Drive. In 2016, the City of Montgomery entered into a similar agreement  
146 with ODOT by passing Resolution 29, 2016 which included bridge inspection services for years 2016, 2017 and  
147 2018. ODOT has indicated they are renewing the program for three more years which would extend their bridge  
148 inspection services through years 2019, 2020 and 2021. In this program the Ohio Department of Transportation  
149 shall assume and bear 100% of the necessary costs for bridge inspection program services requested by the City of  
150 Montgomery and agreed to by the State.

151  
152 Mr. Margolis asked if the City had bridges other than the one on Terwilliger's Run Drive.

153  
154 Mr. Heitkamp responded that we do, however those were located on state routes or county roads and are inspected  
155 by those jurisdictions.

156  
157 **A Resolution Authorizing a Contract with Patented Acquisition Corporation D/B/A/ Think Patented for**  
158 **Design and Production Services**

159  
160 Ms. Lynch explained that, if approved, this Resolution would authorize the City Manager to enter into an agreement  
161 with Patented Acquisition Corporation D/B/A/ Think Patented for design, production, printing, and mailing of the  
162 monthly newsletter and annual calendar for 2019-2020 for \$67,557.00. After reviewing several proposals, staff has

163 recommended the work of Think Patented as meeting the high professional quality expected by the City at an  
164 effective price. Funds for these services are budgeted in 101.715.5390.

165  
166 Mr. Margolis thanked Ms. Lynch for being diligent in obtaining the best price for the services needed. He  
167 acknowledged that this has a direct impact on her duties.

168  
169 Mayor Dobrozsi stated that he receives frequent feedback from residents that the bulletin and calendar are still  
170 primary sources of information. He stated he appreciates efforts to maintain low costs in order to continue providing  
171 to this service to the residents.

172  
173 Steve Silverman, 7504 Golf Green Drive-Mr. Silverman asked when the schedule rollout of the new branding  
174 imagery and tagline was expected to be performed.

175  
176 Mr. Riblet stated that staff is targeting November of this year.

177  
178 **An Ordinance to Amend Appropriations for Current Expenses and Other Expenditures of The City of**  
179 **Montgomery, State of Ohio, During the Fiscal Year Ending December 31, 2019**

180  
181 Ms. Smiddy explained that City Council is asked to consider approving an Ordinance to Amend Appropriations for  
182 Current Expenses and other Expenditures of the City of Montgomery, State of Ohio, during the Fiscal Year ending  
183 December 31, 2019. It is necessary for City Council to amend the 2019 Annual Appropriation Ordinance to reflect  
184 changes in the initial budget requests as the result of authorizing an agreement with Strand Associates for the  
185 professional design and consulting costs associated with the proposed Pfeiffer and Deerfield project. The proposed  
186 expenditures for the Pfeiffer Road and Deerfield Road Roundabout include all design services and preliminary  
187 engineering to complete the scope of services through the Stage 1 design. Funding for these services would be  
188 through the 2019 Capital Improvement Program 410-261-5470 account with an amount not to exceed \$132,925.00.  
189 Costs associated with this proposed contract will be eligible for reimbursement up to 90% through the Federal  
190 CMAQ Grant awarded to the project.

191  
192 Mr. Suer asked Mr. Heitkamp if staff has been pleased with Strand's services.

193  
194 Mr. Heitkamp replied that we have been.

195  
196 Mr. Riblet added that Strand has met all of the marks with the Montgomery Road/ Ronald Reagan roundabout and  
197 are coming in under budget for the design costs of that project.

198  
199 Steve Silverman, 7504 Golf Green Drive-Mr. Silverman asked Mr. Riblet to report on the amount of savings of our  
200 budget that we are not going to reallocate and that is going back into the treasury.

201  
202 Mr. Riblet asked Mr. Silverman if he is referring to the Strand contract for the Deerfield and Pfeiffer roundabout.

203  
204 Mr. Silverman replied that no he is referring to current appropriations and expenses for the current year.

205  
206 Mr. Riblet explained that the Appropriation Ordinance was tied to the next piece of legislation specifically for the  
207 Strand contract.

208  
209 Mr. Silverman stated that as he couldn't see the entire legislation language, he was referring to the total current  
210 expenses of the overall budget.

211  
212 Mr. Riblet explained that this Ordinance was only to transfer money from the 2020 budget into the current year to  
213 match ODOT's CMAQ grant request.

214  
215 Mr. Silverman stated he was referring to the total budget.

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Mr. Riblet stated that Council and staff would go into the detail of the 2020 budget at the annual Budget Review meeting.

**A Resolution Authorizing a Contract with Strand Associated for the Deerfield Road/Pfeiffer Road Intersection Modification Design Services**

Mr. Heitkamp explained that, if approved, this Resolution would authorize the City Manager to enter into a Contract with Strand Associates, Inc. for professional engineering services associated with the HAM-CR284-1.33 Pfeiffer Road & Deerfield Road Roundabout Project. The proposed contract includes professional design and consulting services and includes work to perform geotechnical, surveying and environmental components which are all necessary for the project. The total contract for these services, which takes the project through Stage 1 design is not to exceed \$132,925.00.

Mr. Margolis asked Mr. Heitkamp what Stage 2 would encompass.

Mr. Heitkamp replied that Stage 1 looks at the options of size, location and right of way impacts for the roundabout whereas Stage 2 and 3 will depict the final details for drawings.

Steve Silverman, 7504 Golf Green Drive-Mr. Silverman asked if Heritage Land Services were included in this contract to negotiate with property owners for acquisition of the right of ways needed.

Mr. Heitkamp replied they are not included in the scope of this contract.

Mr. Silverman asked if there was a fixed cost for acquisition of the right of ways.

Mr. Donnellon explained that under the grant conditions, it is a requirement that the City use the State's designated right of way service acquisition companies and there is a variety of them.

Mayor Dobrozsi stated that at this time we don't know if there would be acquisition costs.

**A Resolution Authorizing the City Manager to Enter into An Agreement with The Sycamore Community School District Board of Education to Assign Two School Resource Officers**

Chief Crowell explained that, if approved, this Resolution would authorize the City Manager to enter into an agreement with the Sycamore Community School District Board of Education to assign two School Resource Officer (SRO) positions for Sycamore High School and Sycamore Junior High School for up to a three-year period. The City's agreement to provide a School Resource Officers (SRO) to the Sycamore Community School District expired at the end of the 2018-2019 school year. In order to continue this partnership, the City and the School district need to re-enter into a contract for the SRO program. In previous years, the SRO contracts for the High School and the Junior High School have been administered as separate contracts. The two contracts have been merged into one agreement and would cover the 2019-2020 school year and renewal options for the 2020-2021 and 2021-2022 school years. This year's agreement continues the 60%/40% split in costs with the school district picking up the larger share.

Mrs. Bissmeyer asked why the officers were not employed by the schools.

Chief Crowell explained that as sworn police officers they cannot be employed by the schools due to having the power to make arrests.

Mrs. Bissmeyer asked when the 60/40 split in costs came into play.

268 Chief Crowell explained that years ago there was a federal grant that paid for the SRO position at the high school  
269 and it was funded in this manner. He stated that when the grant money went away negotiations continued in the  
270 same manner. He added that SRO's weren't widely implemented in 2001 when the position was first added.  
271

272 Mr. Donnellon added that the 60/40 split was calculated based on days and hours spent at the school by the officer.  
273

274 Chief Crowell stated that before the SRO position at the high school was designated, officers spent a great deal of  
275 time there anyways.  
276

277 Mrs. Bissmeyer asked if other communities contributed to this cost.  
278

279 Chief Crowell stated that they did not as our SRO's are only at schools in Montgomery.  
280

281 Steve Silverman, 7504 Golf Green Drive-Mr. Silverman stated that on Blue Ash's Facebook page it shows officers  
282 in the schools. He asked how the civil rights of students under 18 are protected if they are being questioned.  
283

284 Mr. Donnellon replied that our officers follow their constitutional rights as sworn officers. He also added that when  
285 school was not in session that the officers come back to the station and are utilized on road patrol or wherever they  
286 are needed.  
287

## 288 ADMINISTRATION REPORT

289  
290 Mr. Riblet, City Manager, gave the following report:  
291

- 292 • City Council Business Session is scheduled for Wednesday, September 4 at 7:00 p.m.  
293
- 294 • Mr. Riblet stated that the Committee meetings that would be scheduled for Monday, September 2 fall on  
295 Labor Day and asked City Council if they would like those meetings to be held on Tuesday, September 3.  
296  
297 City Council agreed to hold the Financial Planning and Planning, Zoning and Landmarks Committee  
298 meetings on Tuesday, September 5 at 4:30 and 5:30 p.m., respectively. The Law and Safety Committee  
299 has cancelled their meeting for the month of September.  
300
- 301 • Mr. Riblet stated that at this time, it is anticipated that the Parks and Recreation, Government Affairs and  
302 Public Works Committees will not have agenda items for the Monday, September 9 meeting date. He stated  
303 that he would provide an update at the September 4 Business Session if this were to change.  
304
- 305 • Notice was provided to residents of Driftwind Court and Fairwind Drive that due to unanticipated conditions  
306 of the sub-base surface of the roads, the final paving will require Rumpke services to be delayed until  
307 Thursday of next week (their regular service day). Rumpke is working with the City to offer extra service  
308 to collect all trash, recycling and yard waste accumulated due to the missed collection.  
309
- 310 • Congratulations to Matthew Vanderhorst for being selected to the National Association of Government  
311 Web Professional Board (NAGW) as an At-Large Director  
312
- 313 • The Service Worker I job announcement is running in the Cincinnati Enquirer and is also running on  
314 multiple online employment/recruiting websites (e.g. CareerBuilder, Indeed, Zip Recruiter, etc.) as well as  
315 on platforms geared towards minority, female, and veteran candidates. The announcement was also  
316 forwarded to the Center for Local Government and PWOSO for posting on these organizations' websites  
317 and it is on the City's website. Deadline for applications is Friday, September 6.  
318
- 319 • With mediation efforts to reach a new contract agreement with the FOP being unsuccessful, a tentative date  
320 for fact-finding has been set for September 19.



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- The annual City Council Employee Appreciation Luncheon will be held this Friday at Swaim Lodge from 11:00 a.m. to 1:00 p.m.
- The Annual Chamber/City Staff Luncheon will be held on Thursday, September 26 at Twin Lakes North Campus Clubhouse beginning at 11:15 a.m.
- As previously mentioned, City offices will be closed on Monday September 2, in recognition of the Labor Day holiday.
- Labor Day also marks the end of the Municipal Pool season with the annual Dogfest & K9 Kerplunk event being held at the pool from 5:00 to 8:00 p.m. We thank all those employees and volunteers who work to make this event a pleasure for pool members and their four-legged family members.

Mr. Riblet request and Executive Session to consider confidential information of an applicant for economic development assistance.

### **LAW DIRECTOR REPORT**

Mr. Donnellon stated he had nothing additional to report at this time.

### **CITY COUNCIL REPORTS**

#### **Mr. Cappel**

Mr. Cappel reported that the Environmental Advisory Commission would be holding two events in September. He stated that on September 7, the Community Wide Garage Sale would be held. He stated that Commission members would be at City Hall that morning to pass out maps and directories.

Mr. Cappel also stated that the annual One Stop Drop would be held on Saturday, September 21 at the Public Works facility. He stated that Goodwill, Habitat for Humanity, Matthew 25 Ministries, Operation Give Back and Royal Document Shredding Services would all be on hand to accept recyclable donations.

#### **Mrs. Bissmeyer**

Mrs. Bissmeyer stated that she plans to attend an upcoming Hamilton County Municipal League meeting in Blue Ash.

#### **Mrs. Harbison**

Mrs. Harbison reported that at the Government Affairs meeting the Committee discussed the following topics:

- Surplus property consisting of computer equipment and two police cruisers were approved to be listed for auction.
- The use of the Service to the Community Grant funds was approved to be used for a scholarship competition creating a Landmark App to be created by students.

Mrs. Harbison reported that at the Sister Cities Commission meeting the following topics were discussed:

- The approval of the following bands for Bastille Day:
  - The Mystics
  - Hotel California – An Eagles Tribute Band
  - The Jug Band
  - Everlasting Monsoon- A teen band scheduled for earlier in the day

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Mrs. Harbison reported that at the Arts Commission meeting the following topics were discussed:

- The 2020 Photo Contest was scheduled for April 4 and 5.
- The Commission made the decision to move the Improv at the Uni event to the spring due to consistent bad weather normally experienced in January.
- Shakespeare in the Park will present Macbeth on Sunday, September 1 in Montgomery Park.
- Live at the Uni has scheduled their Fall concert performers Thomas Hammons, Cincy Jazz Train and Madeleine Rosenthal.

**Vice Mayor Roesch**

Vice Mayor Roesch reported that the Parks and Recreation Commission met at the Pool in August and appreciated the new shade structure that had been installed.

Vice Mayor Roesch reported that the Beautification and Tree Commission would be conducting a Tree Academy on October 17 and 18 at Terwilliger Lodge.

Vice Mayor Roesch reported that BAMSO Board Members met recently and reminded everyone of the Labor Day Concert held on Sunday, September 1 at the Blue Ash Towne Square.

**Mr. Suer**

Mr. Suer relayed that a resident has shared with him their thoughts on how nice the wooden railings encompassing the foot bridges on Montgomery Road just north of Bethesda North hospital looked.

**Mr. Margolis**

Mr. Margolis stated how fun the Top Workplace celebration picnic was and praised staff for putting it together and for making it a climate of celebration.

Mr. Margolis stated that he participated in a ride-along with Officer Rich Riley who he felt is a tremendous ambassador for the City. He stated the Officer Riley was a truly caring individual with a big heart for the community.

**Mayor Dobrozi**

Mayor Dobrozi relayed thanks that he has heard from residents on Kennedy Lane for the installation of the sidewalk. He thought this was a wonderful example of neighboring jurisdictions collaborating their efforts for the benefit of the residents.

Mayor Dobrozi informed City Council that he would be out of town from September 18 through September 21 and asked Vice Mayor Roesch to act as Acting Mayor during his absence.

**APPROVAL OF MINUTES**

Mr. Donnellon stated that he would like the record to reflect that the August 7 Business Session minutes should be corrected to reflect that there are multiple projections for the School Compensation agreement between \$20 to \$25 million dollars. This was reflected on lines 144 and 156 of the minutes.

Mr. Margolis moved to approve the August 7 Business Session minutes as amended. Mr. Cappel seconded. City Council unanimously agreed.

Mayor Dobrozi asked for a motion to adjourn into Executive Session to consider confidential information of an applicant for economic development assistance.



427  
428 Mr. Cappel made a motion to adjourn into Executive Session to consider confidential information of an applicant  
429 for economic development assistance. Mrs. Bissmeyer seconded.  
430  
431 The roll was called and showed the following vote:  
432  
433           AYE: Cappel, Bissmeyer, Harbison, Dobrozsi, Roesch, Suer, Margolis                 (7)  
434           NAY:   (0)  
435           ABSENT:   (0)  
436  
437 City Council adjourned into Executive Session at 8:36 p.m.  
438  
439 City Council reconvened into Public Session at 9:22 p.m.  
440  
441 Mayor Dobrozsi asked if there was any further business to discuss in Public Session. There being none he asked for  
442 a motion to adjourn.  
443  
444 Mr. Margolis moved to adjourn. Mrs. Bissmeyer seconded. City Council unanimously agreed.  
445  
446 City Council adjourned at 9:22 p.m.  
447  
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449

  
\_\_\_\_\_  
Connie Gaylor, Clerk of Council