



Council Minutes – Regular Meeting

December 7, 2021

CALL TO ORDER:

Mayor Spalding called to order the New Albany City Council Meeting of December 7, 2021 at 6:30 p.m. at the New Albany Village Hall, 99 West Main Street, New Albany, Ohio. Staff attending were City Manager Joseph Stefanov, Law Director Mitch Banchefsky; Finance Director Bethany Staats, Administrative Services Director Adrienne Joly, Police Chief Greg Jones, Development Director Jennifer Chrysler, Deputy Public Service Director Mike Barker; Planning Manager Stephen Mayer, and Clerk of Council Jennifer Mason.

Mayor Spalding led the assemblage in the Pledge of Allegiance.

ROLL CALL:

The following Mayor/Council Members answered Roll Call:

Mayor Sloan Spalding	P
CM Colleen Briscoe	P
CM Marlene Brisk	P
CM Michael Durik	P
CM Chip Fellows	P
CM Kasey Kist	P
CM Matt Shull	P

ACTION ON MINUTES:

The minutes would be available at the next meeting.

ADDITIONS OR CORRECTIONS TO THE AGENDA:

NONE.

HEARING OF VISITORS:

Proclamation Congratulating the New Albany Eagles 2021 State Champion Girls Golf Team – Mayor Spalding read aloud the proclamation. The team and coach were present holding 4 state champion trophies. The mayor and council congratulated the team and their parents. Coach Ritter told the story of how this year's tournament was unique with the final comeback. He was very proud of the team and how they represented themselves and New Albany.

BOARDS AND COMMISSIONS:

PLANNING COMMISSION: Council Member Shull deferred the PC report as council would hear the full staff report as part of Ordinance O-45-2021.

PARKS AND TRAILS ADVISORY BOARD: No meeting.

ACHITECHTURAL REVIEW BOARD: No meeting

BOARD OF ZONING APPEALS: No meeting.

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INCLUSION DIVERSITY & EQUITY ACTION COMMITTEE:

Presentation of IDEA report and recommendations to council

Administrative Services Director Joly recapped the creation, mission, chronology of meetings, and process of the IDEA Committee. She referred council to the distributed written report containing the recommendations. She presented the attached slides.

Vida Farwana stated that she joined the committee because of her children. Her family chose to move to New Albany for the schools and beautiful area. As her kids got ready for college, they both said they grew up in a bubble and wanted schools in more diverse environments. She wanted to enhance inclusivity and embrace diversity by building programs and events. An inclusive New Albany, to her, was a city that new residents would choose to live there, not only because of the school system or pretty homes, but also because they were welcomed and could easily make friends. It should have programs that reflected the colorful community and allow residents to enjoy a variety of offerings and become more familiar with things they would not otherwise be exposed to.

Abe Jacob, in part because of a jest from a former colleague, took the appointment even more seriously. Being a white man, he wanted to enter the committee without preconceived notions of goals and objectives. He appreciated the open honest conversations and seeing each other for who they were. He appreciated getting married to his partner in New Albany. Inclusion, to him, meant folks whose kids were born in this community, and those kids wanting to come back and want to raise their kids here. Through council's actions and IDEA's recommendations, we would see that the community sees us.

Jennie Wilson joined the IDEA Committee as a McCoy Center community partner. She was eager to join, learn, and listen. She had been bothered by the lack of open-mindedness that she had observed, particularly through 2020, nationally and locally. She acknowledged she also lived in a bubble. In IDEA meetings, she appreciated that not all New Albany citizens felt genuinely welcomed. She desired to engage more and grow awareness of the city's challenges. Metrics showed New Albany was a great place to live and raise children. Working on the committee opened her eyes to the work still to do. An inclusive New Albany, to her, was one where we invested the time to identify, understand, and really truly value each resident's unique background and each resident's story – and appreciate those differences, not just check a box that said we did it. New Albany would then truly become a more inclusive and even better community.

Tiana Samuels stated, when she thought of the city's tagline "Community Connects Us," the IDEA Committee was a natural manifestation of it. Community was made up of (1) the physical community and (2) the relational community. The intersection of those 2 things was what made people feel the sense of belonging. We do a lot in New Albany to support our infrastructure and buildings. The IDEA Committee and commitment to the IDEA concept was the community saying the relational aspect was just as important as the building environment.

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Ms. Samuels shared her story of moving her family to New Albany. They were in awe of the infrastructure and were eager for their son to attending New Albany Schools. During her first few months here, she experienced interactions that left her feeling like an outsider in a place where her demographic characteristics were not appreciated. This peaked 2 years ago at a community event when 2 adults approached her family and questioned whether they belonged in their own neighborhood. As a black woman, parent, New Albany community member, and life-long advocate for inclusion and equity, she was personally invested in the diversity and inclusion efforts in the New Albany Community. The IDEA Committee created a space to connect and listen, not just hear. She learned her community appreciated her and the perspectives of marginalized community members. She learned that her city was invested in creating a sense of community for all residents.

Ms. Samuels described the IDEA Committee as a “brave space.” As defined by the University of California, San Diego, a brave space was a community space where different points on a journey of learning and growing were acknowledged. A space where community members engaged in critical dialog through conscious questioning and active listening. A primary assumption of a brave space was that everyone spoke with a positive intent of seeking greater knowledge and understanding. Respecting others’ perspectives as valid bonded the IDEA Committee as a mini-community. It was from this place the IDEA Committee was able develop recommendations for city council and hopefully contribute to making New Albany a safe space.

The IDEA Committee was a fantastic start on the community’s journey, but this was a marathon, not sprint. The reality was that this work would never be finished. There was a cyclical process of education, assessment, strategy and planning, and implementation. The beauty of it was in the lessons we all learned together along the way. An inclusive New Albany, to her, was a place where individuals of different cultures, backgrounds, beliefs, and intersections could feel a sense of belonging. A sense of appreciation and opportunity. A safe space for all of us who lived, worked, and played in this community.

Council Member Brisk noted that this iteration of the IDEA Community was at an end. It had been meaningful – great people, great work, and great dialog. She thanked council for the opportunity, the mayor for his participation, Council Member Shull for attending, Courtnee Carrigan and Lisa White – the IDEA Committee consultants, IDEA Committee members, and city staff - City Manager Stefanov, Human Resource Officer Rasey, and a big thank you to Administrative Services Director Joly.

Council Member Brisk moved to accept the report (*attached*) containing the recommendations of the IDEA Committee into the record for further review by city council and city staff. Council Member Fellows seconded and council voted with 7 yes votes on the motion. Motion passed.

Council Member Brisk moved to create the Inclusion Diversity & Equity Action Implementation Panel, called “IDEA 2,” consisting of 7 New Albany residents, who would represent the city’s diverse citizenry, and would assist city council in prioritizing and implementing the recommendations chosen by council from the IDEA Committee’s report entered into the record that evening. Council Member Kist seconded. Discussion followed.

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Council Member Shull asked if there was a time period for IDEA 2. City Manager Stefanov stated that the time period for the proposed panel was open-ended. Staff estimated it would be a roughly 24 month time frame to accomplish some of the recommendations in the IDEA Committee report. Council Member Briscoe understood, and Council Member Brisk agreed, that this was a standing committee, and would exist until it was dissolved.

Council voted with 7 yes votes on Council Member Brisk's motion. Motioned passed.

Mayor Spalding thanked members of the IDEA Committee for their time and contribution to this effort. The city's civic planning and architecture were wonderful, but the people made it special. Members got to learn about each other, meet new friends and neighbors, and come together with the goal to make the city more welcoming for everyone. He further thanked the team who put together the mosaic logo on the lapel pins. He asked those present to hold city council accountable. This was a long journey and the city could always make improvements.

SUSTAINABILITY ADVISORY BOARD: No meeting.

ECONOMIC DEVELOPMENT COMMISSION: No meeting.

PUBLIC RECORDS COMMISSION: No meeting.

CEMETERY RESTORATION ADVISORY BOARD: Clerk Mason reported that Planning Manager Stephen Mayer gave an updated Rose Run 2 presentation, including updated traffic and parking studies. The CRAB remained supportive of this project.

CORRESPONDENCE AND COMMUNICATION:

NONE

SECOND READING AND PUBLIC HEARING OF ORDINANCES:

ORDINANCE O-42-2021

Mayor Spalding read by title AN ORDINANCE TO MAKE APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE CITY OF NEW ALBANY, STATE OF OHIO, DURING THE FISCAL YEAR ENDING DECEMBER 31, 2022.

Finance Director Bethany Staats stated this ordinance would adopt the proposed 2022 annual budget introduced to council on November 2, workshopped on November 9, and secondary discussion held on November 16.

Director Staats reviewed the changes since the ordinance introduced which were made based on council and staff feedback. Some changes were included prior to the printing of the budget, and a few were made after and would be in the final draft. Changes included an overall decrease in the

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Community Development Department which was adjusted for reduced engineering costs and development incentives. There was a net increase in Land & Building Maintenance. Council's budget was decreased, as a majority of the expenditures like contributions, donations, and grant programs, were moved into the Community Investment and Programming Division within Administrative Services. The increase in Administrative Services was primarily due to this move. General Administration was increased to include liability insurance which wasn't in the original appropriation.

Within special Revenue Funds Staff made an increase in the Permissive Tax Fund for a potential street lighting project. The Court Special Projects Fund, Clerk's Office Computer Fund, Subdivision Development Fund, and Builder's Escrow Fund were all reflected in the draft budget. The Oak Grove TIF Fund was increased for the Jug Street improvements.

Within the Capital Projects Funds, the Capital Improvement Fund was increased primarily for Taylor Farm and South Harlem Road improvements. The Capital Equipment Placement Fund was decreased after final calculations.

This ordinance allowed for the transfer of \$10,000 between appropriation line items within the same department and fund with the finance director's authority which could be used to cover unanticipated costs from available funds. The ordinance would also allow the finance director to transfer appropriations between the General Fund and various Police Special Revenue Funds in order to better utilize them. Police special revenue funds included alcohol education, drug use prevention, law enforcement education, DUI grants, and law enforcement assistance funds. They grew in small increments, but occasionally the city would tap those funds.

Director Staats stated that some projects were contracting in 2022 instead of 2021, so she needed some floor amendments from council. She requested a motion to amend the ordinance for appropriation increases as follows: (1) an increase in the Police Operating and Contract Services of \$330,000 for the MARCS radio tower project, (2) an increase in the Park Improvement Fund of \$1 million for the Byington and James River parks projects, and (3) an increase in the Water and Sanitary Improvement Fund by \$2.25 million for the Worthington Road sanitary sewer extension phase 2 project.

Mayor Spalding moved to amend the ordinance to include the 3 additional items referenced by the finance director to Ordinance O-42-2021. Council Member Fellows seconded and council voted with 7 yes votes to amend the ordinance. Motion passed.

Mayor Spalding opened the Public Hearing. Hearing no comments or questions from the public, he closed the Public Hearing.

Council Member Kist moved to adopt the ordinance as amended. Council Member Fellows seconded and council voted with 7 yes votes to approve Ordinance O-42-2021 as amended.

INTRODUCTION AND FIRST READING OF ORDINANCES:

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ORDINANCE O-43-2021

Mayor Spalding read by title AN ORDINANCE TO REPEAL ORDINANCE O-13-2004 AND DISBAND THE ECONOMIC DEVELOPMENT COMMISSION.

City Manager Joseph Stefanov stated that the Economic Development Commission (EDC) was set up before the city had a Development Department. It had a Building Department with 3 to 4 employees, mostly building inspectors. The city established a basic economic development incentive framework in the mid- to late-nineties. The city was growing and wanted to develop its economic program more substantially and take advantage of EDC member's knowledge. The EDC met regularly until the city's Development Department got going and matured significantly to the point where the city was recognized state-wide as having a premier development program. There hadn't been a need for the EDC to meet in several years.

Council Member Briscoe agreed and stated that this committee was initially very valuable. It helped the city's economic development get on track. She thanked everyone who served on the EDC.

Mayor Spalding set the ordinance for second reading at the December 14, 2021 council meeting.

ORDINANCE O-44-2021

Mayor Spalding read by title AN ORDINANCE TO ACCEPT THE EXPEDITED TYPE 1 ANNEXATION OF 109.59+/- ACRES FROM JERSEY TOWNSHIP, LICKING COUNTY TO THE CITY OF NEW ALBANY.

City Manager Stefanov stated this annexation followed the same process as prior annexations. The Annexation Agreement with Jersey Township from 2015 encompassed this area. The Road Maintenance Agreement was in place. The Expedited Type I annexation contained all of the elements of a traditional annexation and took approximately 90 days. The Licking County Commissioners had approved the petitioner's application. The 60-day waiting period had passed and council could consider the ordinance.

Mayor Spalding set the ordinance for second reading at the December 14, 2021 council meeting.

ORDINANCE O-45-2021

Mayor Spalding read by title AN ORDINANCE TO AMEND THE ZONING ORDINANCE OF THE CITY OF NEW ALBANY BY AMENDING THE ZONING MAP TO REZONE 11.751 +/- ACRES OF LAND LOCATED AT 7270 NEW ALBANY-CONDIT ROAD FOR AN AREA TO BE KNOWN AS THE "CORNERSTONE ACADEMY ZONING DISTRICT" FROM ITS CURRENT ZONING OF LIMITED GENERAL EMPLOYMENT (L-GE) TO "I-PUD" INFILL-PLANNED UNIT DEVELOPMENT AS REQUESTED BY CORNERSTONE ACADEMY C/O AARON UNDERHILL, ESQ.

Planning Manager Stephen Mayer stated the proposed rezoning would permit primary, intermediate, and secondary school uses. Accessory uses included gyms, auditoriums, cafeterias, administrative offices, and outdoor recreational fields. This was a PUD zoning, so would have to go back to the Planning Commission

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for Final Development Plan approval. The zoning established the same setbacks as the surrounding commercial areas and had the same or similar mounding and landscaping to the rest of the intersection. The site was uniquely bisected by a 110 foot gas easement where no construction was allowed. The plan conceptually showed a sports field in the corner - mounding and landscaping would be required to screen the field. A traffic impact study was required and would be submitted as part of the Final Development Plan to determine the site access. This was a transitional area with residential to the north and the business park to the south. The proposal was consistent with the Engage New Albany Strategic Plan's development standards, the Research & Information District Landscape Masterplan, and the surrounding office district. The Rocky Fork Blacklick Accord and the Planning Commission both recommended approval.

Council Member Fellows asked and Manager Mayer replied that the applicant had committed to do preservation within the flood plain area and install a leisure trail along the stream. The city hoped the leisure trail would tie into Nottingham Trace's 26 acre park.

Council Member Kist asked and Natalie Long, Senior Vice President of Operations for Cornerstone Academy, answered that Cornerstone had another campus for K-5th Grades. This building would house 6-12th Grades. She was concerned about the speeds on SR 605 and the proximity to the playing fields. They would have mounding to protect the fields. Aaron Underhill, attorney for applicant, stated there was a lot of discussion at the Board of Zoning Appeals and Planning Commission about the location of the playing fields. The final position of the fields could change. Council Member Kist and Aaron Underhill, attorney for applicant, discussed what could and could not be done over the gas line easement.

Council Member Fellows asked and Mr. Underhill and Ms. Long answered that the intent was for student drop-off to occur off of SR 605 and exit to the south – one entrance and one exit. There would be a traffic study as part of the Final Development Plan. Mr. Underhill stated there was some discretion given to the city engineer for designating school zones. Council Member Fellows asked about using New Albany Road East instead of SR 605. Mr. Rubey talked about curb cuts and stated that there had been a lot of discussion. *Clerk's note – Mr. Rubey's response was mostly inaudible.*

Mr. Underhill noted the 81 jobs anticipated and a \$4.4 million annual payroll. Mayor Spalding observed Cornerstones considerable growth and need for new space. He appreciated that they wanted to grow in New Albany.

Mayor Spalding set the ordinance for second reading at the next council meeting.

ORDINANCE O-46-2021

Mayor Spalding read by title AN ORDINANCE TO ENACT CHAPTER 1154 "TMD TECHNOLOGY MANUFACTURING DISTRICT" OF THE CITY OF NEW ALBANY, OHIO'S CODIFIED ORDINANCES AS REQUESTED BY THE CITY OF NEW ALBANY.

Planning Manager Stephen Mayer stated this legislation proposed to enact a new chapter in the codified ordinances and also adopted, by reference, the New Albany Technology and Manufacturing District Landscape and Architectural Standards Plan (TMD). This district provided for a range of manufacturing,

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production, industrial, and other employment generating activity. It was part of staff's initiative to bring the city code up to current development standards. The design standards were previously guiding documents - adopting the ordinance would add the standards to city code. The new chapter addressed new technology for sustainability, created design guidelines for manufacturing facilities, and kept or exceeded mounding and landscaping standards and setbacks which had been established in existing limitation texts created with resident feedback. The TMD would be easier to implement. Manager Mayer noted the city had close to 35 to 40 zoning districts just in Licking County resulting in administration complexity. The Planning Commission recommended approval.

Council Member Briscoe asked if a "one size fits all" text would work. Manager Mayer stated the city had had success with this recipe. The first limitation text was created around 2009. The city had spent 12 years testing and refining that text. These standards could be applied to large and small sites. Director Chrysler noted that the design guideline being adopted was essentially in the overlay text that the city was using now. Codification would provide guidance to staff in one place and streamline the development process.

Council Member Shull stated that this would help the city and potential businesses looking at larger acreages to have a better idea of what to expect. Director Chrysler said it would help with both large and small projects by taking the best language from the more recent rezonings, like those done for Innovation Campus Way, and mirroring them. The last years' worth of limitations texts had all been very similar. Instead of doing multiple limitation texts, the city cleaned up the code and put the standards in one place. Mayor Spalding added that it would marketing easier also.

Mayor Spalding set the ordinance for second reading at the December 14, 2021 council meeting.

ORDINANCE O-47-2021

Mayor Spalding read by title AN ORDINANCE TO ACCEPT A RIGHT OF WAY DEDICATION OF 0.138 ACRES AT 5170 HARLEM ROAD AS REQUESTED BY BRUCE HENNESSY AND SHIVKAMINI SOMASUNDARAM.

Planning Manager Stephen Mayer stated the applicant was finishing construction of a single-family home at the site. The city's regulations required that right-of-way be dedicated at the time of development. The homeowner was proposing dedicating 30 feet of right-of-way from the centerline of Harlem Road. This amount was consistent with previous dedications. The city anticipated a fee-in-lieu request instead of leisure trail at an upcoming meeting.

Council and staff discussed city right-of-way on both sides of Harlem Road in the area. City right-of-way along Harlem Road was fragmented.

Mayor Spalding set the ordinance for second reading at the December 14, 2021 council meeting.

ORDINANCE O-48-2021

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Mayor Spalding read by title AN ORDINANCE TO AMEND APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE CITY OF NEW ALBANY, STATE OF OHIO, DURING THE FISCAL YEAR ENDING DECEMBER 31, 2021.

Finance Director Bethany Staats stated this was the final appropriations amendment related to the 2021 budget. The purpose was to eliminate negative account balances, ensure appropriations were following the Ohio Revised Code (ORC) requirements, and maintaining compliance for the 2021 audit. She stated there was a decrease in 2021, and would be more decreases, for projects moving from 2021 to 2022. This appropriation also added the budget for the agency funds that had to be re-classed for special revenue in order to account for activity in 2021. This ordinance gave the finance director authority to make transfers between appropriation line items to bring expenditures in line within appropriations and restore reduced appropriations due to unforeseen circumstances. This ordinance allowed for a \$100,000 appropriation contingency, with the city manager's approval, to protect against unforeseen expenditures up to the end of the year. This amount was adjusted to reflect the new threshold in the city code. The ordinance further allowed the finance director to adjust appropriations within the EOZ funds, hotel tax fund, and certain TIF funds to maintain compliance with the ORC. The ordinance further allowed the finance director to reduce appropriations within any fund to comply with the ORC so long as none were reduced below the amount sufficient to cover outstanding obligations. The next reading would include a few amendments as balances were continually monitored and timing of expenditures were verified.

Mayor Spalding asked and Director Staats confirmed that Section 3 had been adopted by council before, but she had never had to use that option. The threshold amounts had varied between \$50,000 to \$100,000.

Mayor Spalding set the ordinance for second reading at the December 14, 2021 council meeting.

ORDINANCE O-49-2021

Mayor Spalding read by title AN ORDINANCE TO PERMIT COUNCIL MEMBERS TO ATTEND COUNCIL MEETINGS VIRTUALLY UNDER LIMITED CIRCUMSTANCES.

City Manager Stefanov stated this ordinance was drafted to give council the opportunity to discuss remote attendance as an option. During the pandemic, council members were able to participate remotely. The City of Worthington had adopted similar legislation. The language included was fairly restrictive. It didn't address public participation.

Council Member Briscoe stated that, if council allowed its members to participate remotely, she thought a public process should also be allowed. Council and staff discussed whether that would be for a particular council meeting or all meetings.

Council Member Kist asked and Clerk Mason told council that, logistically, remote meetings were more work, but were possible. The city was looking into software which would take on some of the clerk's remote responsibilities. A second staff member would still be needed to support and trouble shoot the public side of a remote meeting. Council and staff discussed remote meetings taking longer due to repeated instructions, wait times for responses, and technical difficulties.

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Council discussed the benefits and drawbacks of the virtual portions of meetings. City Manager Stefanov offered to do more research and come back with more information about Worthington's public participation option. Council determined that they would reset this ordinance to the December 14 council meeting with the option of tabling it if they needed more time.

Mayor Spalding set the ordinance for second reading at the December 14, 2021 council meeting.

READING AND PUBLIC HEARING OF RESOLUTIONS:

RESOLUTION R-59-2021

Mayor Spalding read by title A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONSTRUCTION MANAGER AT RISK CONTRACT FOR THE ROSE RUN II PROJECT.

Administrative Services Director Adrienne Joly reminded council that the city used a Construction Manager at Risk (CMR) for the Rose Run Park project. The CMR method was good for complex projects, was more flexible, and could typically deliver projects faster than a traditional design-build delivery method. Bringing the CMR on early capitalized on the time and cost-saving benefits. During design, the CMR provided professional services including preliminary project schedules, cost estimating, value engineering, and acted as a consultant to the city. Given supply chain issues and delivery delays, it was probably more important to get the CMR sooner. After entering the contract, the work was billed at an hourly rate during pre-construction services. The design team benefitted from contractor input during the design phase and got a higher level of cost-control from the beginning.

Once construction documents were at 90% design, the CMR and city would negotiate the Guaranteed Maximum Price (GMP) amendment to the contract at which prices the CMR would deliver the project. At any point prior to the execution of the GMP amendment, the city had the right to terminate the CMR agreement at any time and without cause. The city had had prior success with Messer Construction who delivered the Rose Run Park project on-time, even accelerated, and on budget. Messer was agreeing to the terms of the original contract for Rose Run 2. Based on staff research, this was advantageous to the city because rates were now higher and it was harder to find contractors.

The city's codified ordinances exempted the CMR delivery method from competitive bidding, however, the city manager was requesting council approval of this method and contract. Once the GMP amendment was negotiated, council would be presented additional legislation authorizing that contract.

Council Member Briscoe asked and Director Joly answered that these were standard AIA contracts, so the current contract had all the general conditions and laid out the hourly rates for pre-construction services. There was a 2% fee for the construction manager. The city could terminate this contract and not enter the GMP amendment. The first contract was essentially a professional services contract.

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Council Member Durik described the success The Ohio State University had with the CMR approach, keeping costs down. Council discussed the benefits of locking in the same prices from Rose Run Park.

Council Member Shull asked and Director Joly replied 2% fee was likely compensated for by the lower costs resulting from design input. For this size of a project, the city would have had to hire a construction administrator or owner's representative to manage it, incurring a cost similar to the 2% fee. Involving the CMR early on kept the design team focused. Council Member Shull recalled the lengthy discussion of the CMR method leading into to Rose Run Park.

Mayor Spalding opened the Public Hearing. Hearing no comments or questions from the public, he closed the Public Hearing.

Council Member Shull moved to adopt the resolution. Council Member Durik seconded and council voted with 7 yes votes to approve Resolution R-59-2021.

RESOLUTION R-60-2021

Mayor Spalding read by title A RESOLUTION AUTHORIZING THE DIRECTOR OF FINANCE TO MAKE BI-ANNUAL REVENUE SHARING PAYMENTS TO PLAIN TOWNSHIP IN AMOUNTS EQUAL TO THOSE THE TOWNSHIP WOULD HAVE RECEIVED FROM PROPERTY TAX LEVIES FOR FIRE AND EMERGENCY MEDICAL SERVICES IN THE ABSENCE OF TAX INCREMENT FINANCING DISTRICTS CREATED FOR THE BLACKLICK TIF AND THE BLACKLICK II FOREST DRIVE TIF AS AMENDED.

City Manager Joseph Stefanov recalled the prior resolution that made Plain Township whole on the Blacklick TIF area after it was first created. The most recent update to the TIF was about 3 years ago and was missing the language to reimburse the township. This legislation corrected that omission, reimbursed missed payments, and paid reimbursements going forward.

Council Member Briscoe asked and City Manager Stefanov answered this would include the Blacklick II TIF and was consistent with the city's past practices of making the township whole for fire and EMS services on residential and commercial TIFS. TIF payments followed taxable value were not exempt from tax increases.

Mayor Spalding asked and City Manager Stefanov answered that the Blacklick TIF back payment would be around \$265,000, then would be \$90,000 to \$100,000 annually. Staff did not yet have a number for the Blacklick II TIF, but it was expected to be much less due to the limited time it had been in effect.

Mayor Spalding opened the Public Hearing. Hearing no comments or questions from the public, he closed the Public Hearing.

Mayor Spalding moved to adopt the resolution. Council Member Briscoe seconded and council voted with 7 yes votes to approve Resolution R-60-2021.

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RESOLUTION 61-2021

Mayor Spalding read by title A RESOLUTION TO AUTHORIZE THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICES CONTRACT ON BEHALF OF THE CITY OF NEW ALBANY WITH FISHEL DOWNEY ALBRECHT & RIEPENHOFF LLP TO PROVIDE INTERIM LAW DIRECTOR SERVICES TO THE CITY.

City Manager Joseph Stefanov reminded council that Law Director Mitch Banchefsky's retirement was effective at the end of 2021. Attorney Ben Albrecht had represented the city for labor negotiations over the years and his firm could provide general legal services for at least the first quarter of 2022. Mr. Albrecht's firm had a junior associate who would take over Mayor's. Law Director Banchefsky agreed to continue to consult with Fishel Downey Albrecht & Ripenhoff LLP for the next few months. City Manager Stefanov would be coming back to council with the Request for Proposal (RFP) for legal services in January of 2022.

Mayor Spalding asked and City Manager Stefanov replied that, depending on council's preferences, he anticipated outsourcing legal services to a law firm versus bringing counsel in-house. Council and staff discussed the prior RFP for legal services which determined that not many private or single practitioners showed interest in coming onboard. Law Director Banchefsky observed that the legal services workload had increased exponentially and the diversity of work had grown. He advised hiring a lawfirm to handle the majority of legal services.

Mayor Spalding opened the Public Hearing. Hearing no comments or questions from the public, he closed the Public Hearing.

Mayor Spalding moved to adopt the resolution. Council Member Kist seconded and council voted with 7 yes votes to approve Resolution R-61-2021.

REPORTS OF STANDING COMMITTEES:

- A. Safety Committee: No report.
- B. Public Utilities: No report.
- C. Service and Public Facilities Committee: No report.
- D. Planning and Economic Development Committee: No report.
- E. Administration Committee: No report.
- F. Grants and Non-Profit Funding: No report.

REPORTS OF REPRESENTATIVES:

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- A. Council Representative to MORPC: No meeting.
- B. Council Representative to Joint Parks and Recreation: Council Member Shull reported that the security gate was installed at Thompson Park and just needed to be connected. Spring sports registration would start in 3 weeks. The Joint Parks received a check for their bond retirement. The Joint Parks had wrapped up their visits to fieldhouses – Tiffin’s fieldhouse was a favorite. They were doing more research and working on ideas for New Albany.
- C. Council Representative to New Albany Plain Local Schools: Council Member Kist reported that the board decided, when kids came back from winter break, mask would be encouraged, but optional, for all age groups.
- D. Council Representative to Plain Township: Council Member Durik reported that the township meeting was primarily administrative and did not impact the city.

REPORTS OF CITY OFFICIALS:

- A. Mayor: Mayor Spalding reminded council of the New Albany Chamber of Delta Awards at the New Albany Country Club.
- B. Clerk of Council: Clerk Mason reminded everyone about Council Member Briscoe’s retirement reception prior to the December 14 council meeting. Updated council member photos were also on December 14.
- C. Finance Director: Director Staats told council she would be off on maternity leave starting in February and Deputy Finance Director Drew Turner would be attending council meetings.
- D. City Manager: No report.
- E. City Attorney: No report.

POLL FOR PUBLIC COMMENT:

NONE.

POLL FOR COUNCIL COMMENT:

Council Member Kist thanked Police Chief Greg Jones and his department, as well as Public Service Department staff, for their support during the Thanks For Giving run. They raised the most they’d ever raised - over \$180,000 would be donated to charities. There were almost 3,000 registered, around 2,200 in attendance, in challenging weather.

Clerk Mason displayed pictures of the 2021 New Albany Chamber of Commerce Tree Lighting Ceremony. Council Member Kist observed how many compliments he’d heard about the Market & Main decorations.

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He'd gotten requests to keep the white lights up year-round. Council discussed options for keeping lights up.

EXECUTIVE SESSION:

Mayor Spalding moved that council go into executive session pursuant New Albany Charter section 4.03(E) for economic development purposes. Mayor Spalding invited Council Member-Elect Andrea Wiltrout into the executive session. Council Member Shull seconded and council voted with 7 yes votes to go into executive session at 8:41 pm.

Staff present in executive session: City Manager Stefanov, Community Development Director Chrysler, Economic, Development Manager Loges, Administrative Services Director Joly, Deputy Public Service Director Barker, Finance Director Staats, Deputy Finance Director Turner, Chief Communications Officer McAfee, Planning Manager Mayer, Deputy Finance Director Turner, Police Chief Jones, and Law Director Banchefsky.

Council Member Briscoe moved that council come out of executive session and resume the regular meeting. Council Member Brisk seconded and council voted with 7 yes votes to come out of executive session and resume the regular meeting. Council resumed the regular meeting at 9:49 pm.

OTHER BUSINESS:

Council Member Fellows stated, although Council Member Briscoe was retiring from council, she would still be involved with the Senior Connections Program at the Heit Center. She had been a long-standing advocate for senior programming in New Albany and supported the city's construction of the Heit Center, in part, to provide a facility for senior programming. Council Member Briscoe had worked with leadership in New Albany during her tenure on council to promote robust senior programming options. During the last 3 years, with council's financial support, the Senior Connections program had grown in popularity and added diverse programming options. Council Member Briscoe expressed an interest in remaining involved with the Senior Connections Program after her retirement from council in order to assist the city and Healthy New Albany with the maintenance and development of programs. Council Member Fellows moved that council appoint Council Member Briscoe to serve as council liaison to the Healthy New Albany Senior Connections program to enhance council's communication with the program's coordinators and facilitate the development of current and new senior programs.

Council discussed whether "council liaison" or other title was more appropriate, and decided on "citizen liaison."

Council Member Brisk seconded and council voted with 6 yes votes and 1 abstention (Briscoe) to appoint Council Member Briscoe as citizen liaison to the Senior Connection program.

ADJOURNMENT:

With no further comments and all scheduled matters attended to, Mayor Spalding moved and Council Member Briscoe seconded to adjourn the December 7, 2021 regular council meeting at 9:53 pm.



Council Minutes – Regular Meeting

December 7, 2021

ATTEST:

A blue ink signature of Jennifer H. Mason, written in a cursive style.

Jennifer H. Mason, Clerk of Council

A blue ink signature of Sloan Spalding, written in a cursive style.

Sloan Spalding, Mayor

04 Jan 2022

Date

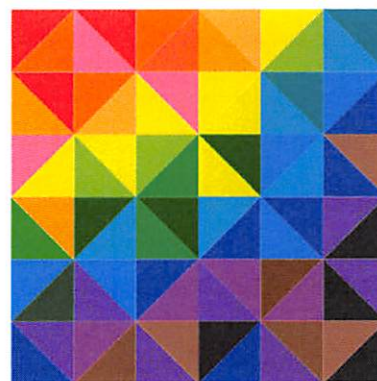
IDEA COMMITTEE: Report and Recommendations

DECEMBER 7, 2021



IDEA COMMITTEE PURPOSE

- The IDEA Committee, with the input of New Albany residents, will develop a set of recommendations for our city with the goal of creating a more welcoming and inclusive community.
- We wish to encourage a diverse citizenship and to inspire participation by including everyone in community activities and leadership roles within New Albany.



IDEA COMMITTEE PROCESS

The process involved the design, implementation and facilitation of IDEA Committee Members and included education, candid discussion, and creation of a path forward.

Three core components were explored:

- Programming and Events
- Developing Partnerships
- Increasing Communication



NEW ALBANY

TIMELINE MILESTONES

- **December 2020:** IDEA Committee convened first meeting
- **January 2021:** IDEA Statement of Purpose developed as well as definitions of diversity, inclusion, and equity
- **February 2021:** Meeting structure, educational moments, and emerging themes for recommendations introduced
- **March 2021:** The workgroup process is introduced
- **April 2021:** Review of New Albany Street sign analysis, discussion, and recommendations
- **May 2021:** Focus – New Albany programs and events
- **June 2021:** IDEA Committee table at the Farmer's Market. Regular meeting cancelled for Town Hall.
- **July 2021:** Approval of recommendation for programs and events; introduction of community partnership survey. IDEA Committee table at the Farmer's Market

NEW ALBANY

TIMELINE MILESTONES

- **August 2021:** Partnership survey results, discussion, and partnership recommendation approval. IDEA Committee table at the Farmer's Market
- **September 2021:** Meeting focus - Embedding inclusion in New Albany communications
- **October 2021:** Deeper dive in communication and communications recommendations
- **November 2021:** IDEA Committee appreciation event and final recommendations shared
- **December 2021:** IDEA Committee recommendations are presented to City Council



NEW ALBANY

RECOMMENDATIONS

1. Convene a community conversation to discuss street sign name concerns; share results of the street name analysis and seek community input.
2. In keeping with the community pillar of Lifelong Learning, increase community awareness and educational opportunities around diversity, equity and inclusion.
3. Create a vendor review process to ensure vendors reflect and are responsive to our commitment to diversity, equity and inclusion.
4. Create a welcoming initiative for new residents and a periodic open house.
5. Strengthen partnerships with community stakeholders to influence, uplift and support existing and emerging IDEA initiatives.

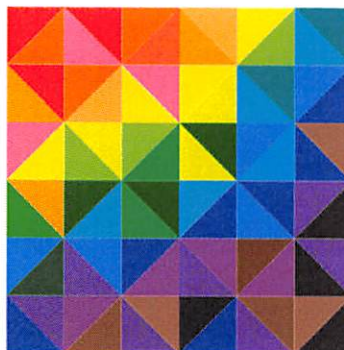
NEW ALBANY

RECOMMENDATIONS

- 6. Create a successor board to the IDEA Committee to continue to elevate awareness, drive change and weave diversity, equity and inclusion into the fabric of our community.
- 7. Embed diversity into programming.
- 8. Support full and community-reflective participation in the resident survey.
- 9. Create an IDEA Content Calendar that includes guest columns, IDEA update columns, “my story” videos and other resident-focused content to showcase the diversity dimensions present in New Albany.
- 10. Build equity in New Albany by embedding IDEA into all municipal policies, practices and procedures.
- 11. Capitalize on the unique opportunity to amplify diversity and inclusion in the school district by partnering in the creation of a district wide mentoring program.

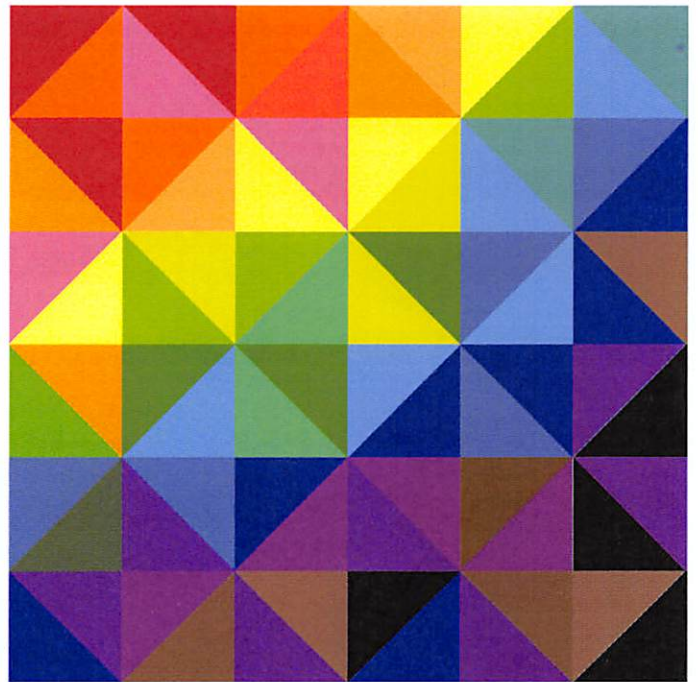
NEW ALBANY

Thank you



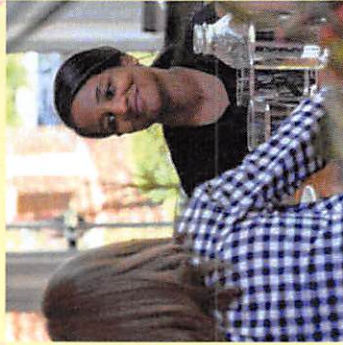
NEW ALBANY
COMMUNITY CONNECTS US

NEW ALBANY
INCLUSION,
DIVERSITY *and*
EQUITY ACTION
COMMITTEE
REPORT



December 2021

ACHIEVING A MORE WELCOMING COMMUNITY



As a community that prides itself on being welcoming, we recognize that diversity, inclusion and equity are multifaceted issues that we must tackle holistically to better support underrepresented groups and address the needs of our increasingly diverse constituency.

The release of these recommendations is only one step in the ongoing process of self-evaluation and improvement. The implementation of the recommendations will:

- Increase community awareness and educational opportunities around diversity, equity and inclusion.
- Strengthen partnerships between the City and community stakeholders to influence, uplift and support existing and emerging IDEA initiatives in New Albany.
- Sustain ongoing efforts by creating a successor board to the IDEA Committee.
- Align diversity, equity, inclusion and accessibility practices in the City's daily work.
- Increase full and diverse participation in all City projects and initiatives.

By working together, we can cultivate real and lasting change in our community. The following recommendations will serve as our guide.

Sam Sloan

Mayor Sloan Spalding

Marlene Brisk

Councilwoman Marlene Brisk

We are excited to share with you the recommendations of the New Albany Inclusion, Diversity & Equity Action (IDEA) Committee. On behalf of our City Council and staff, we want to thank the committee members for their generous time and commitment to this important work.

In New Albany, community truly does connect us.

We are a City that is nationally recognized for having a "strategy" designed to improve our quality of life and protect everyone's investment for the long term. Community engagement is the central characteristic that informs and influences this work.

Our ability to embrace change is the result of actively collaborating with our residents, business partners and community stakeholders—listening to them and learning from them—to create a shared vision for our future that brings people together. If we are to live up to this ideal, we must celebrate our diversity and aspire to achieve inclusion and equity.

GRATITUDE FOR OUR GENEROUS CONTRIBUTORS

We wish to thank the following individuals who generously contributed their time and insights to assist in developing recommendations for building a more welcoming and inclusive New Albany and to the consultants who guided us through the process.

OUR PURPOSE

The IDEA Committee, with the input of New Albany residents, will develop a set of recommendations for our City with the goal of creating a more welcoming and inclusive community.

We wish to encourage a diverse citizenship and to inspire participation by including everyone in community activities and leadership roles within New Albany.

City of New Albany
Mayor Sloan Spalding
Councilwoman
Marlene Brisk

IDEA Committee Members
Ben Collins
Nicole Dempsey
Angela Douglas
Vida Farwana
LaVerne Fudge-Williamson
Ofra Eliav Greenshtein
Mohit Gupta
Abraham J. Jacob
Kimberly Lee Minor
Paul Naumoff
Nwando Olayiwola, MD
Shohba Painter
Anita Patel
Benjamin Reid
Tiana Samuels
Renee Shumate
Jennie Wilson

City Administration
Joe Stefanov, City Manager
Adrienne Joly, Director of
Administrative Services
Jennifer Mason
Lindsay Rasey
Chris Christian



Consultants
Lisa White, PhD

Raising the Bar Performance
Group, LLC
Courtnee Carrigan, Founder
and Senior Consultant
Sarah Thompson, Management
Consultant

NEW ALBANY'S COMMUNITY WELL-BEING

New Albany takes great pride in collaborating with residents, businesses and community partners through our strategic planning process to achieve an outstanding community of choice. Since the first strategic plan was adopted in 1998, it has been updated every five years, based upon community input and sound planning principles, to effectively manage our growth.



During the most recent planning process, a new topic, community-wellbeing, emerged as a direct result of feedback from our constituents with the goal of "fostering a more healthy, supportive, livable and inclusive New Albany for all community members" by focusing on the following objectives:

- Foster an inclusive and welcoming sense of community.
- Continue open City communication with the public.
- Encourage programming to support the needs of all residents.
- Support initiatives that enhance community well-being and happiness.

Our strategic plans address connectivity, pedestrian-friendly amenities, mixed-use environments, parks and open spaces, quality architecture, traditional neighborhoods, versatile residential choices, economic development and environmental sustainability. From the beginning, we have worked to ensure that New Albany's four pillars - lifelong learning, arts and culture, health and wellness and environmental sustainability - are reflected in our future vision.

HOW WE LIVE UP TO OUR COMMITMENT



In response to community input and against the backdrop of a social awakening across the country regarding diversity, inclusion and equity, the City chose to turn a lens on itself to understand how we live up to our commitment to be a welcoming, inclusive community.

As the City began to explore these issues more fully, a review

of best practices and model programs led us to the creation of the Inclusion, Diversity & Equity Action (IDEA) Committee in the summer of 2020. Under the capable and passionate guidance of Mayor Sloan Spalding and Councilwoman Marlene Brisk and in partnership with our residents, business community, council, administration, consultants and others, we embarked on a journey to educate ourselves through open and honest dialogue.

As the City strived to achieve a better understanding of the needs and expectations of our constituents, it became evident that we did not have a strategy to effectively address issues of inclusion, diversity and equity. We needed greater representation and input from minority members of our community and a more accurate assessment of how New Albany is perceived by the people who live and work here.

The IDEA Committee was designed to include a mix of residents and community partners with a diverse range of backgrounds, experiences and perspectives that would result in a robust exchange of ideas as well as information. Their purpose was to develop a set of recommendations to create a more welcoming and inclusive community with the goal of including more residents in community initiatives and leadership roles.

The IDEA Committee proceeded to work with consultants to design, implement and facilitate a process that included education, candid discussion and recommendations for the path forward.

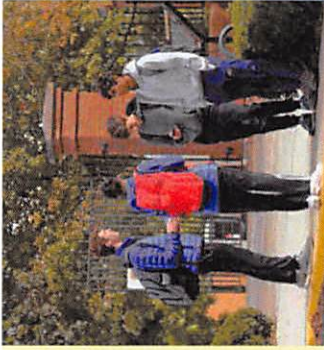
Three core components were explored in the development of the IDEA Committee's recommendations: 1) Programming and Events, 2) Developing Partnerships, and 3) Increasing Communication. In addition to these areas of focus, the IDEA Committee also became a forum for problem-solving regarding areas of concern for the community.

IDEA COMMITTEE MILESTONES

DEC 2020	First IDEA Committee convened
JAN 2021	Statement of purpose and working definitions developed
FEB 2021	Committee structure and planning process created
MAR 2021	Workgroup process established
APRIL 2021	Street signs reviewed; recommendations approved
MAY 2021	Meeting focuses on programs and events; sought community input at New Albany Farmers Market
JULY 2021	Program and event recommendations approved; partnerships reviewed; sought community input at Farmers Market
AUG 2021	Partnership recommendations approved; sought community input at Farmers Market
SEPT 2021	New Albany communications reviewed
OCT 2021	Communication recommendations approved
NOV 2021	Committee appreciation event; final recommendations shared
DEC 2021	Committee recommendations presented to City Council

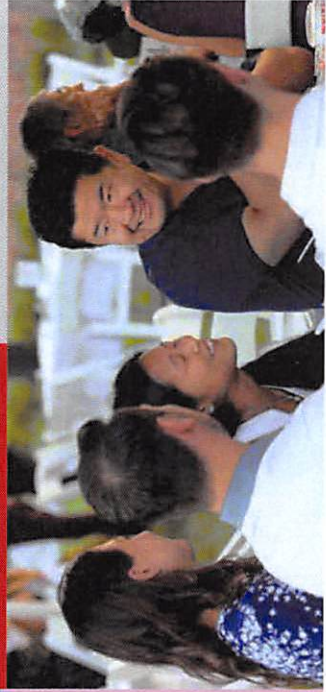
OUR WORK





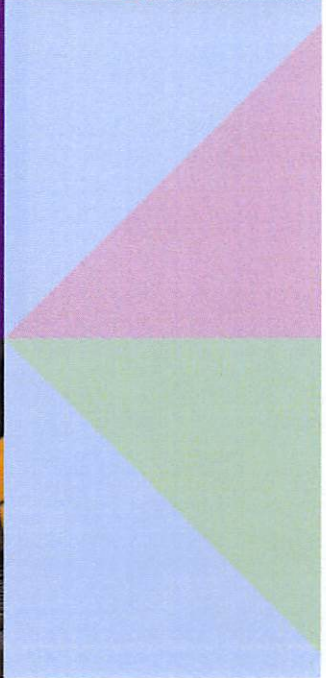
My focus and goal during my tenure on the IDEA Committee has been to listen, research and, ultimately, recommend substantive policy that encourages and creates an environment to support generational inclusion. For our community to achieve full inclusion, we need children to be born and raised with a desire to want to call New Albany home throughout their lives, no matter their gender, race, orientation or creed.

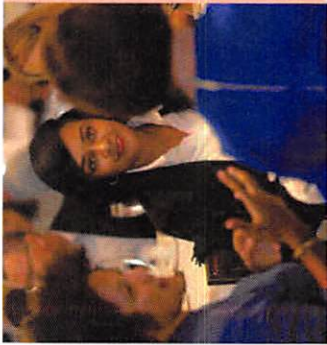
~ Abraham J. Jacob, Idea Committee Member and New Albany Resident



I want my children to grow up in an inclusive community that appreciates and celebrates our amazing diversity, and that sees people for who they are and can be accepting. If we embrace each other and are open to learn from each other, we will be stronger. New Albany is beautifully diverse in ways other communities aren't. The issue is not diversity. The issue is inclusion and equity.

~ Kimberly Lee Minor, Idea Committee Member and New Albany Resident





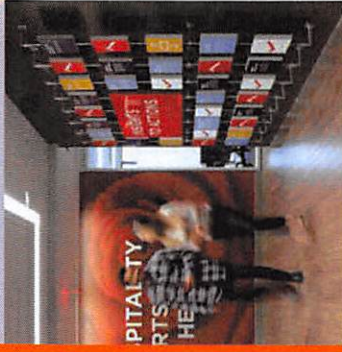
Our fullest sense of community cannot be achieved unless individuals of different cultures, backgrounds, beliefs and inter-sections feel a sense of belonging, appreciation and opportunity. The physical community and relational community are two sides of the same coin. By adopting inclusive and equitable strategic action, New Albany is investing in relational community. It's an investment that is equally as important as the efforts we dedicate to the built environment.

~ Tiana Samuels, Idea
Committee Member and
New Albany Resident



I believe strong communities are built by people who welcome, support and encourage each other. To build and sustain this strength in New Albany, we must invest time to identify, understand and value each resident's unique story. The result of our investment could be amazing. We would become the community where the individual strengths of all our residents are harnessed for everyone's benefit, and everyone would feel welcome.

~ Jennie Wilson, Idea
Committee Member and
New Albany Resident



IDEA COMMITTEE RECOMMENDATIONS

1	Convene a community conversation to discuss street sign name concerns; share results of the street name analysis and seek community input. Immediate actions that can be taken include A) Changing the name of Planters Grove subdivision; and B) Creating a historical marker explaining the origin of the subdivision name and the community awareness that prompted its change.*
2	In keeping with the community pillar of Lifelong Learning, increase community awareness and educational opportunities around diversity, equity and inclusion by A) Partnering with the school district for school-age outreach; and B) Drafting an intolerance of racism message to display, share and promote community-wide.*
3	Create a vendor review process to ensure vendors reflect and are responsive to our commitment to diversity, equity and inclusion by A) Developing more robust inclusion criteria; and B) Including specific goals to quantify and evaluate progress.*
4	Create a welcoming initiative for new residents and periodic open houses. Additional recommendations include A) Creating a Day of Service community event; B) Partnering with New Albany Community Foundation on its Multicultural Film Festival; C) Developing an inclusive calendar and presentations to coincide with different awareness months, including mental health awareness, pride awareness, etc.; and D) Including related community events in one location on the city website.
5	Strengthen partnerships with community stakeholders to influence, uplift and support existing and emerging IDEA initiatives by A) Catalogue current and emerging efforts in New Albany that advance IDEA; B) Evaluate which community efforts have needs that intersect with City objectives and determine type of support it is uniquely positioned provide; and C) Form small groups of partners to act on driving change through specific partnerships.
6	Create a successor board to the IDEA Committee to continue to elevate awareness, drive change and weave diversity, equity and inclusion into the fabric of our community. As the City of New Albany explores how to develop a formal structure to sustain and continue this committee's work, it can A) Equip the City to serve as a hub for these activities with partner organizations as the spokes; and B) Establish one goal and one shared outcome for the successor organization in addition to its other responsibilities.
7	Embed diversity into programming. Create a process to incorporate race, gender, neurodiversity, and other dimensions of diversity considerations when evaluating what programming is needed and adding programming.
8	Support full and community-reflective participation in the resident survey via IDEA input into the survey and with an awareness campaign to increase participation among all residents.
9	Create an IDEA Content Calendar that includes guest columns, IDEA update columns, "my story" videos and other resident-focused content to showcase the diversity dimensions present in New Albany.
10	Build equity in New Albany by embedding IDEA into all municipal policies, practices and procedures.
11	Capitalize on the unique opportunity to amplify diversity and inclusion in the school district by partnering in the creation of a district wide mentoring program. The program creates an opportunity to bring diverse professionals to the district to support career preparedness and core skills needed for advancement in an inclusive society.

*Recommendations presented June 2021

OUR FIRST STEP TOWARD A STRONGER, HEALTHIER FUTURE

The establishment of the IDEA Committee was a pivotal first step toward building a stronger, healthier and more welcoming New Albany. The diverse voices of this committee resulted in open, candid and honest conversations that thriving cities across the nation are hosting right now. The members of the IDEA Committee personify the level of resident engagement and private partnership that is needed to improve policies, practices and structures throughout New Albany.

New Albany is already a diverse City. Through these recommendations, City Council can continue to embrace growth and develop systems and policies to promote a fully inclusive and equitable community for all. Our hope is that we can lift up all of our residents and continue to increase our inclusion efforts by advocating for public and private sector

policies that promote diversity, inclusion and equity. These recommendations will require the active participation of City leaders, residents, businesses and community partners. It will take intentional and transparent practices to create and sustain an environment where all feel welcome.



UNDERSTANDING OUR COMMON LANGUAGE

A common vocabulary is vital to the success of diversity, equity, inclusion and accessibility initiatives. The IDEA Committee quickly realized that we needed to develop a fundamental understanding of these terms and their meaning so that we can advance together.

DIVERSITY

Psychological, physical, and social differences that occur among all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles. Diversity is all the ways people are different and the same at the individual and group levels. Even when people appear the same, they are different. Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented.

EQUITY

The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specified goals.

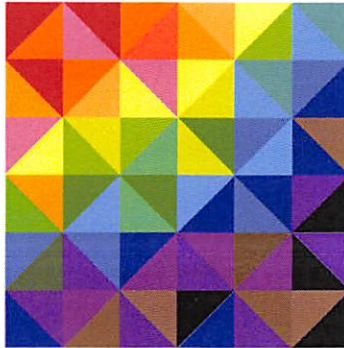
INCLUSION

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work. An inclusive and welcoming climate embraces differences and offers respect in the words/actions/ thoughts of all people.

ACCESSIBILITY

Accessibility* is giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings.

* Courtesy of the American Alliance of Museums



JOIN US

We invite citizens who want to engage in our ongoing efforts to view the calendar of upcoming meetings at newalbanyohio.org/answers/boards-commissions.

We welcome input, suggestions and questions about the IDEA Committee's work and recommendations. Share your views by sending an email to idea@newalbanyohio.org.