



**Florence City Council  
Business Meeting  
Tuesday, February 27, 2024  
6:00 p.m.**

**MINUTES**

The City Council of the City of Florence, Kentucky, met in regular session on Tuesday, February 27, 2024, at 6:00 p.m. at the Florence Government Center, 8100 Ewing Boulevard, Florence, Kentucky, with Mayor Julie M. Aubuchon presiding as chair.

**CALL TO ORDER & WELCOME:**

Mayor Julie M. Aubuchon called the regular meeting to order and declared the regular session open for the presentation of all city business.

**INVOCATION & PLEDGE OF ALLEGIANCE:**

Mayor Aubuchon and Members of City Council recited the invocation.

All attendees recited the Pledge of Allegiance.

**ROLL CALL:**

The roll was called, and the following five (5) members of council were registered present: Lesley Chambers, Jenna Kemper (Vice-Mayor), David A. Osborne, Patricia Wingo, and Gary Winn. Councilmember Mel Carroll was absent.

Staff members present were: City Attorney, Thomas R. Nienaber; CFO/HR, Linda Chapman; Fire/EMS Chief, Rodney Wren; Chief of Police, Tom Grau; Public Services Director, Eric Hall; Director of Administration/City Administrator, Joshua J. Hunt; City Engineer, Bill Viox; City Clerk, Melissa Kramer; Videographer, Perry Weber; and Police Lieutenant, Roger Allen.

The following were also present in the audience: Senior Vice President and Chief Operating Officer Florence & Grant Hospitals, St. Elizabeth Healthcare, Bruno Giacomuzzi, FACHE; St. Elizabeth Healthcare, Dr. Latonya Brown; Resident of Florence, Duane Froelicher; Resident of Florence, Angie Cable; Resident of Florence, Brad Cable; Resident of Florence, Brian Kinross; Resident of Florence, Nancy Corman; Resident of Florence, Stacey Arnett; Resident of Boone County, Ed Arnold; Resident of Florence, Thomas Judd; and Northern Kentucky Tribune Reporter, Trisha Scheyer.

**APPROVAL OF MINUTES:**

Mayor Aubuchon called for a motion to approve the minutes of the February 20, 2024, special meeting. Councilmember Winn motioned to approve the minutes with a second from Councilmember Kemper. **All councilmembers present voted aye.**

**PRESENTATION – ST. ELIZABETH HEALTHCARE:**

Mayor Aubuchon called upon and introduced Bruno Giacomuzzi, FACHE, Senior Vice President and Chief Operating Officer Florence and Grant Hospitals, St. Elizabeth Healthcare.

Mr. Giacomuzzi thanked everyone and shared that he would be retiring in April. Prior to his retirement, Mr. Giacomuzzi wanted to provide an update on St. Elizabeth and introduce, Dr. Latonya Brown. Dr. Brown will take over Mr. Giacomuzzi's role in addition to taking on additional responsibilities including the Chief Clinical Quality Officer for the system and serving as the Site Administrator for Florence.

Dr. Brown thanked everyone and stated she was looking forward to working together.

Mr. Giacomuzzi directed everyone's attention to his presentation. He stated St. Elizabeth Healthcare operates six facilities in the area, including locations in Covington, Dearborn County, Edgewood, Florence, Ft. Thomas and Grant County. Their mission is to provide comprehensive compassionate care as a Catholic healthcare ministry. They aim to lead their communities toward better health, guided by principles of accountability, innovation, collaboration, respect and excellence.

In 2023, the entire St. Elizabeth Healthcare system had 54,000 equivalent care admissions and 762,000 outpatient visits. They conducted two million physician office visits and 3,500 lung screenings. The emergency rooms were busy, serving 187,000 patients. St. Elizabeth represents 10% of Northern Kentucky's economy, employs 11,000 associates (80% living locally), and contributes \$80 million in combined local and state taxes annually. Their total economic impact is approximately \$2 billion to the region.

St. Elizabeth Florence experienced high patient volume in 2023 with 125,000 outpatient visits and 49,000 emergency room visits. St. Elizabeth Florence accounted for a 35% increase in ambulance runs. Mr. Giacomuzzi explained the services at St. Elizabeth Florence included robotic and general surgery, emergency room services, vascular center, orthopedic surgery, spine center and bariatric surgery. Notable accolades include Magnet Hospital Re-designation, Bariatric Center of Excellence, and TJC Primary Stroke Center Re-certification.

Mr. Giacomuzzi reviewed the campus redevelopment at their Florence location, which included new additions and updates. He presented renderings of the changes, including the new roadway, campus redevelopment and upcoming further redevelopment set to commence in June.

Mayor Aubuchon thanked Mr. Giacomuzzi for the presentation and congratulated him on his upcoming retirement. Mayor Aubuchon issued a Proclamation honoring Mr. Giacomuzzi reading the following Proclamation into record:

***WHEREAS**, on April 5, 2024, Bruno Giacomuzzi will retire from a distinguished career in healthcare leadership; and*

***WHEREAS**, Bruno obtained a bachelor's degree in psychology from DePaul University and a master's degree in public health from St. Xavier University which has navigated an illustrious career, leaving an indelible mark on the healthcare landscape; and*

***WHEREAS**, Bruno has been in healthcare leadership highlighting his strategic vision and commitment to healthcare innovation for over forty years including serving at Resurrection Medical Center and Presence Health, before relocating to Northern Kentucky in 2015, where he continued his leadership at St. Elizabeth Healthcare as Senior Vice President and Chief Operating Officer; and*

***WHEREAS**, Bruno's accolades include being the recipient of the 2023 Kenton County Pioneer Award Honoree and transforming the Northern Kentucky Heart Chase Event for the American Heart Association into the country's largest, attesting to his unwavering dedication to community health; and*

***WHEREAS**, beyond his professional accomplishments, Bruno has served as President of the Transitions, Inc. Board of Directors, Covington Business Council Board of Directors, and the Catalytic Fund Board of Directors, which exemplify his commitment to promoting positive change beyond hospital walls.*

***NOW, THEREFORE, BE IT PROCLAIMED THAT, I, Julie M. Aubuchon, Mayor of the City of Florence, and on behalf of the members of Florence City Council, take great pleasure in recognizing the significant professional achievements of Bruno Giacomuzzi and express our sincere gratitude of the invaluable contributions he has made to our community.***

***IN WITNESS WHEREOF**, I have hereunto set my hand and caused the seal of the City of Florence, Kentucky, to be affixed hereto, this 27<sup>th</sup> day of February 2024.*

### **SECOND READING ORDINANCE O-3-2024:**

Mayor Aubuchon read Ordinance O-3-2024. An Ordinance Annexing certain territory consisting of two parcels of approximately 1.194 acres and 4.127 acres located at 1 Gridiron Lane, adjacent to the city limits. (Boone County Pee Wee Athletic Association, Inc.)

This Ordinance annexes two tracts consisting of approximately 1.194 acres and 4.127 acres located at 1 Gridiron Lane, adjacent to the City limits.

The full text of Ordinance O-3-2024, including its exhibits, is available for examination in the office of the City Clerk of the City of Florence, Kentucky, in the Florence Government Center, 8100 Ewing Blvd., Florence, Kentucky, during regular office hours.

Mayor Aubuchon called for a motion to approve the second reading of Ordinance O-3-2024. Councilmember Wingo motioned to approve, with a second from Councilmember Winn. Mayor Aubuchon requested a Roll Call Vote. Councilmember Chambers, yes; Councilmember Winn, yes; Councilmember Kemper, yes; Councilmember Wingo, yes; Councilmember Osborne, yes. **Roll call recognized five yes votes approving the second reading of Ordinance O-3-2024 by**

**unanimous vote.**

**FIRST READING ORDINANCE O-4-2024:**

Mayor Aubuchon read Ordinance O-4-2024. An Ordinance relating to personnel: amending Ordinance O-33-2023 relating to personnel policies, job descriptions, authorized positions, and the pay plan.

This Ordinance makes revisions to the Job Descriptions, Pay Plan and list of Authorized Position Sections of the Personnel Policies and Procedures.

The full text of Ordinance O-4-2024, including its exhibits, is available for examination in the office of the City Clerk of the City of Florence, Kentucky, in the Florence Government Center, 8100 Ewing Blvd., Florence, Kentucky, during regular office hours.

Mayor Aubuchon called for a motion to approve the first reading of Ordinance O-4-2024. Councilmember Wingo motioned to approve, with a second from Councilmember Kemper. Mayor Aubuchon requested a Roll Call Vote. Councilmember Chambers, yes; Councilmember Winn, yes; Councilmember Kemper, yes; Councilmember Wingo, yes; Councilmember Osborne, yes. **Roll call recognized five yes votes approving the first reading of Ordinance O-4-2024 by unanimous vote.**

**FIRST READING ORDINANCE O-5-2024:**

Mayor Aubuchon read Ordinance O-5-2024. An Ordinance Amending Ordinance O-9-06; Fixing the Compensation for the Office of Mayor for the term of office beginning in January 2027 and Members of City Council for the term of office beginning in January 2025.

This Ordinance makes revisions to compensation for the Offices of Mayor and City Council.

The full text of Ordinance O-5-2024, including its exhibits, is available for examination in the office of the City Clerk of the City of Florence, Kentucky, in the Florence Government Center, 8100 Ewing Blvd., Florence, Kentucky, during regular office hours.

Mayor Aubuchon called for a motion to approve the first reading of Ordinance O-5-2024. Councilmember Wingo motioned to approve, with a second from Councilmember Osborne.

Mayor Aubuchon called upon Joshua J. Hunt, Director of Administration/City Administrator, with regard to the proposed Ordinance.

Mr. Hunt referenced his Memorandum which was included in councilmembers previous council packet. Mr. Hunt addressed questions raised by councilmembers following the last meeting regarding the proposed Ordinance. He explained that he used data from the most recent salary survey conducted by the Kentucky League of Cities to answer questions received. The surveys, which are conducted every few years, cover all local governments in Kentucky with a new survey to be completed in the next few months. Mr. Hunt stated the salary figures originate from a

database that allows filtering and sorting, making it easy to select comparable cities. However, since the data was two years old, Mr. Hunt verified salaries by having staff send open record requests to similar cities, which he primarily determined by population size.

In his review, Mr. Hunt also considered government structure for each city when compiling the data. He explained Kentucky cities operate under three forms of government: the mayor-council form, the commission form, and the city manager form. The mayor-council form, used by the City of Florence, involves a city council enacting ordinances, levying taxes, and adopting budgets, while the mayor holds executive power. In the commission form, the mayor is a voting member alongside commissioners, who share executive and legislative duties. Day-to-day operations are managed by a city coordinator. The city manager form, used by only approximately 5% of cities, resembles the commission form, but a city manager appointed by the commissioners assumes most executive responsibilities.

In his analysis of councilmembers compensation, Mr. Hunt considered population and municipal structure. Florence Councilmembers currently earn \$17,563. Mr. Hunt stated his proposal was to increase their salary to \$20,605. His memorandum referenced city size and location. For discussion purposes, he did not want to disclose city names as he obtained the information via open records requests. Mr. Hunt stated a similar like Northern Kentucky city with a population of about 40,000, paid their councilmembers or commissioners \$23,836 annually which could rise by 3.4% to \$24,646 in July. A southwest city with 27,137 residents paid \$24,253, which could increase to \$25,077 in July. A central Kentucky city with 31,000 residents paid their councilmembers \$20,605, potentially increasing to \$21,305 in July. Another central Kentucky city, with about 34,000 residents, paid \$19,862, which could rise to \$20,537 in July if the 3.4% increase is accepted.

Mr. Hunt stressed that no members of the legislative body had specifically requested a salary survey or raise. He clarified that it was his responsibility, along with the administration department, to monitor and update outdated ordinances. He stated compensation levels for the mayor and council positions had not been evaluated for 18 years. According to KRS 83A, final action to amend compensation levels must be taken by city council in May before the election. Therefore, he explained to amend the salaries, it was necessary to discuss and act on the adjustment before May for it to take effect in the next election cycles. Regardless of the vote, the salary increase would not raise any member of city council's current salary. The vote would determine the salary for those who would next hold the positions. For city council, the raises would take effect in January 2025, and for the mayor, in January 2027.

Referencing his memo, Mr. Hunt stated that city council had always been committed to fair compensation for Florence employees. In doing so, city council has always ensured fair salaries, aiding recruitment and retention efforts within the city. His proposal aims to support the retention of current or future councilmembers, considering inflation. Mr. Hunt stated the proposed salary adjustment aligns with rising costs. He explained serving on city council requires time, energy, and expertise. Councilmembers balance their civic duties with other responsibilities and employment. Therefore, he believed fair compensation for their effort was crucial. While the salary adjustment would not make councilmembers the highest paid in Kentucky, he stated the increase ensured fairness and equity with similar communities.

With regard to the mayoral position, Mr. Hunt stated he also conducted a salary survey. He explained that he selected cities with the same mayor-council form of government, considering population. The current mayoral salary is \$51,710, the second lowest in the city's pay plan. Mr. Hunt proposed to increase the salary to \$86,937. Compared to "like cities", a central Kentucky city with 37,000 residents paid their mayor \$92,745. With a projected 2.6% increase over three years, the salary could reach \$100,000 by 2027. A city in the Louisville area, with 28,474 residents, paid their mayor \$92,745. This could exceed \$100,000 in a few years. A southwest Kentucky city with 31,180 residents paid their mayor \$86,937, potentially increasing to \$93,000. A central Kentucky city with 31,394 residents paid their mayor \$89,694, potentially rising to just below \$94,000. Another central Kentucky city, with about 17,000 residents, paid their mayor \$78,378, potentially increasing to approximately \$85,000 in the next few years.

In summary, Mr. Hunt stated mayors in similar cities currently earn 40-50% more than the Florence mayoral current pay. He also explained other elected officials in Boone County have a starting salary 86% higher than the mayor's. Even with proposed adjustments, Mr. Hunt opined the mayor's salary will still rank at the bottom among similar cities.

Mr. Hunt stated he also received inquiries about what the mayor does. Mr. Hunt explained the mayoral responsibilities, referring to his top 10 list. He stated the mayor, as the city's CEO, provides executive leadership, oversees all city departments, and plays a key role in budgeting and financial management. The mayor works with Ms. Chapman to develop and implement the city's budget, ensuring efficient allocation of financial resources. The mayor implements policies and ordinances enacted by city council. As the city's official representative, she serves as the spokesperson within the local community and other government entities. She ensures public safety by supporting law enforcement and Fire/EMS efforts. She oversees major infrastructure issues and works with public services. Mr. Hunt stated that Florence is a full-service city, maintaining its own water, sewer, and storm systems, as well as streets and parks. He explained this is unique, especially in Northern Kentucky. From an economic development perspective, the mayor is always involved in multimillion-dollar deals. She is also involved in public engagement, local government relations, civic events, and ceremonies. Being the mayor is a 24/7 job.

Mr. Hunt stated he is of the firm belief that an adjustment to the compensation levels for our elected officials is necessary. The Department of Local Government annually evaluates the rubber dollar, subsequently forwarding recommendations for its increase to the legislative body for consideration. Mr. Hunt proposed that, to prevent the compensation levels for elected officials from becoming significantly misaligned, they should be evaluated at least biannually in conjunction with the rubber dollar increase. He believed this approach would be more substantial, as opposed to an 18-year evaluation cycle, that would effectively prevent the occurrence of substantial adjustments as the current situation.

Councilmember Kemper asked with regard to the comparison chart provided in Mr. Hunt's memo. Specifically, she inquired with regard to position four and whether it was meant for four councilmembers.

Mr. Hunt explained that if the number four was referenced, the government was a commission form.

Councilmember Kemper commented that in those similar cities, four individuals would receive payment as opposed to Florence where six are compensated.

Mr. Hunt concurred but specified that in that similar city, there would be a city manager with a salary, establishing a comparable situation.

Councilmember Chambers inquired whether the compensation for both the mayor and city council members had not been reevaluated for 18 years, remaining unchanged during that time.

Mr. Hunt stated that the Mayor and councilmembers had received annual cost-of-living adjustments.

Councilmember Chambers inquired about the requirements for a position like Linda's, questioning whether a degree or experience was necessary.

Mr. Hunt stated that he had not examined Linda's job description but assumed she did. He stated that every job description in the City of Florence requires a specific level of experience and/or a degree.

Councilmember Chambers asked what the requirement was to be the mayor?

Mr. Hunt mentioned that there was no job description for the position of mayor and stated that the Kentucky Revised Statutes (KRS) outlines the legal requirements for the role.

Councilmember Chambers stated in KRS to be mayor, you must be 21 years old, resident of the city for not less than one year prior, and a qualified voter. No degree or amount of experience was mentioned.

Mr. Hunt mentioned that the requirement is not in KRS and it is not applicable to judge executives and many other county-level positions, which receive an 87% higher pay. He noted that, except for positions such as the county attorney where there may be specific educational requirements such as having a law degree to run for that role.

Councilmember Chambers praised Mayor Aubuchon for doing an excellent job and introducing new ideas to the city. While acknowledging her commendable work, Councilmember Chambers questioned whether public servants should be motivated by compensation.

Mr. Hunt responded that if he alluded to that, he apologized and was not trying to depict that image.

Councilmember Chambers stated Mr. Hunt stated that we need to look at these amounts to obtain the best candidates to do these jobs.

Mr. Hunt acknowledged that the salary increase could serve as an incentive for individuals with busy schedules and successful careers to consider running for office, recognizing the need to offset the time commitment with appropriate compensation.

Councilmember Chambers asserted that Mr. Hunt seemed to suggest a preference for highly successful individuals in council positions, implying a preference for success over the average person.

Mr. Hunt emphasized the desire for the most qualified candidate and questioned Councilmember Chambers about the qualities she would like to see in someone running for city council.

Councilmember Chambers emphasized that a representative of the people should possess qualities such as a clear understanding of right and wrong, as well as a genuine concern for others.

Mr. Hunt addressed Councilmember Chambers noting a perceived inconsistency in the discussion on compensation levels. Mr. Hunt questioned whether Councilmember Chambers was implying that high value individuals might lack the certain attributes she mentioned, and he sought clarification on the intended point.

Councilmember Chambers explained that those serving in public roles should not necessarily be the wealthiest, highlighting the value of individuals content with a \$3000 annual compensation for being on city council. She suggested that, if anything, a pay decrease for city council could be considered. Additionally, she expressed concern with the idea of a 70% increase in the mayor's salary without corresponding changes in the job requirements. Councilmember Chambers stated that considering previous events and the city's median income of \$67,000, she believed the mayor's salary should align more closely with that range.

Councilmember Kemper expressed a newfound appreciation for the mayor's demanding role, acknowledging the 24/7 commitment. While supportive of the mayor's salary increase, Councilmember Kemper proposed a reconsideration of the city council increase.

Councilmember Wingo explained the significant transformation in the mayoral role since 2007, citing the growth of the city and increased demands on the mayor and staff. She stated the city is the eighth largest in Kentucky now. Councilmember Wingo stated many do not realize but Mayor Whalen was in the office every day during her term stressing the evolving nature of the position. Councilmember Wingo was supportive of the salary increase for the mayor and stressed that both councilmembers and the mayor may not personally benefit from these increases. Councilmember Wingo expressed that councilmembers could be more involved, and individuals did not necessarily understand the intricacies involved in their positions either.

Mayor Aubuchon explained the procedural aspect of the ordinance, noting the possibility of amendments.

Councilmember Kemper acknowledged the responsibilities of city council beyond ribbon cuttings and attending the meetings on Tuesday evening. Councilmember Kemper expressed a desire to separate the vote on the ordinance for the mayoral and city council compensation proposing a motion to amend the ordinance accordingly.

Mayor Aubuchon acknowledged a motion on the floor and requested clarification from



Councilmember Kemper with regard to her motion.

Councilmember Kemper proposed reassessing the current compensation for city council, which was at \$17,563, avoiding the increase to \$20,605. She wanted to see what councilmembers felt would be a fair increase or explore a less significant adjustment.

Mayor Aubuchon suggested that if someone wished to amend city council's salary in the ordinance, they could specify the proposed amount. By doing so, city council could then vote on that amendment separately, providing a clear and organized approach. Mayor Aubuchon emphasized detailing the proposed change to city council's salary for a more straightforward and structured handling of the matter.

Councilmember Kemper proposed suggesting a particular amount such as “X” which would not imply a commitment to sticking with that number permanently and suggested the possibility of ongoing evaluation and discussion on the matter.

Mayor Aubuchon explained that if someone were to propose an amendment to the ordinance regarding the council's salary increase, it could be debated on the floor. If the amendment failed, there is the option to reconsider and potentially leave the evaluation of council compensation for a later date. Mayor Aubuchon clarified that the proposed motion to amend aimed to postpone the assessment of the council's increase within the ordinance to a later time.

Councilmember Kemper made a motion to amend the ordinance, Ordinance O-5-2024, with council's increase to be discussed later and amend only the Mayor's compensation now. Councilmember Chambers seconded the motion.

Mayor Aubuchon requested discussion on the motion to amend.

Mr. Hunt inquired with regard to the timeline for revisiting the topic, asking whether there was an expectation to address it in May before the upcoming election or at a different time.

Councilmember Kemper suggested discussing the matter at the next meeting or caucus meeting to ensure it passed by May, although she expressed uncertainty about the timeline.

No further discussion was necessitated, and Mayor Aubuchon requested a Roll Call Vote on the motion to amend.

Councilmember Osborne requested clarification.

Mayor Aubuchon clarified that a motion had been made and seconded to separate the council increase from the ordinance temporarily. She explained the current vote is to decide whether to exclude the council's salary increase for now and if one was in favor of that to state a "yes" vote. The yes vote indicated an agreement to defer the council increase and leave council salary as is. If passed, the focus would then shift to the overall ordinance, specifically addressing the mayoral salary.

Councilmember Osborne acknowledged the motion on the floor.

Mayor Aubuchon requested any other discussion. Seeing none, Mayor Aubuchon requested a Roll Call Vote based on the amendment to the ordinance by Councilmember Kemper. Councilmember Chambers, yes; Councilmember Winn, yes; Councilmember Kemper, yes; Councilmember Wingo, yes; Councilmember Osborne, yes. **Roll call recognized five yes votes approving the amendment to Ordinance O-5-2024 by unanimous vote.**

Mayor Aubuchon stated the next item for consideration would be the original motion, which had been moved and seconded for the initial ordinance of Ordinance O-05-2024 as amended. Mayor Aubuchon inquired if there was any additional discussion on that ordinance in its amended form.

No further discussion was necessitated and Mayor Aubuchon requested a Roll Call Vote. Councilmember Chambers, no; Councilmember Winn, yes; Councilmember Kemper, yes; Councilmember Wingo, yes; Councilmember Osborne, yes. **Roll call recognized four yes votes and one opposed approving the first reading of Ordinance O-5-2024 as amended 4-1.**

#### **MUNICIPAL ORDER MO-3-2024:**

Mayor Aubuchon read Municipal Order MO-3-2024. A Municipal Order Authorizing and Directing the City Attorney to file a civil suit related to construction services performed by Kinetic Recreation Design, LLC at the Stringtown Park Playground and Lincoln Woods Park Playground.

Mayor Aubuchon called upon Eric Hall, Public Services Director, to address the safety surface issues at Stringtown Park Playground and Lincoln Woods Park Playground. Mr. Hall explained that the safety surfaces, redone five years ago, experienced premature failures within the warranty period. In 2021, the city instituted litigation against Kinetic Recreation leading to a settlement wherein Kinetic agreed to redo the surfaces. However, failures reoccurred at the Stringtown Park Playground and Lincoln Woods Park Playground, prompting the decision to again institute litigation. The civil suit aims to recover the funds and proceed with a different product and vendor to address the safety surface issues.

Councilmember Chambers inquired if there were any toxic chemicals in the materials which had been exposed. Mr. Hall stated no and explained that all products are approved through OSHA.

Mayor Aubuchon called for a motion to approve Municipal Order MO-3-2024. Councilmember Winn motioned to approve Municipal Order MO-3-2024 with a second from Councilmember Kemper. Mayor Aubuchon requested a Roll Call Vote. Councilmember Chambers, yes; Councilmember Winn, yes; Councilmember Kemper, yes; Councilmember Wingo, yes; Councilmember Osborne, yes. **Roll Call recognized five yes votes approving Municipal Order MO-3-2024 by unanimous vote.**

#### **MAYOR'S REPORT:**

- Mayor Aubuchon expressed gratitude and provided a recap of the successful Book & Literacy Festival which focused on promoting literacy. Mayor Aubuchon expressed the intention to build on the festival's success for an even larger event next year.
- Mayor Aubuchon announced the Youth in Government Evening Program would be held on Tuesday, March 19 from 4:30 p.m. – 6:00 p.m. The event is open to the public and is an open-house format; attendees can arrive any time after 4:30 p.m. and are invited to attend the council meeting at 6:00 p.m. The local schools will be visiting the Florence Government Center for field trips from March 19-March 21.
- Mayor Aubuchon announced the city-wide St. Patrick’s Day Scavenger Hunt which begins March 9-March 17. Throughout the city, there will be nine (9) giant Irish symbols hidden. Participants are encouraged to capture their journey by taking photos at each stop and emailing to Victoria Riley – [Victoria.riley@florence-ky.gov](mailto:Victoria.riley@florence-ky.gov). Participants that send all nine will receive a pot of gold prize. The first clue is – “To the place where the Mayor’s duties flow. Where the city holds its prestigious ground, the clue to your hunt can here be found.”
- Mayor Aubuchon announced the city-wide photo contest which would be held June 3-10. More details to follow in the next week.
- Mayor Aubuchon announced the Florence Police Department would host the Annual Easter Egg Hunt on Saturday, March 23 at Thomas More Stadium, Home of the Florence Y’alls. The event will begin at 10:00 a.m. and have games, music, photos with the Easter Bunny and local vendors. For additional information, please contact Community Services Coordinator, Victoria Riley, 859-647-5425.

**RECOGNITION:**

Mayor Aubuchon asked if any of the following desired recognition:

Members of City Council:

None desired recognition.

Department Heads:

Fire/EMS Chief, Rodney Wren:

Chief Wren did not desire recognition.

Public Services Director, Eric Hall:

Mr. Hall did not desire recognition.

Chief of Police, Tom Grau:

Chief Grau did not desire recognition.

Director of Administration/City Administrator, Joshua J. Hunt:

Mr. Hunt did not desire recognition.

Members of the Audience:

Brian Kinross, Resident of Florence and city council candidate, expressed gratitude to Councilmember Chambers for her stance on civil servant compensation and thanked Mr. Hunt for his information. Mr. Kinross urged councilmembers to go against Councilmember Chambers opinion and support a 17.5% raise in city council compensation. He agreed that the raise would not impact current members but would benefit future incumbents. Mr. Kinross questioned the likelihood of current incumbents not returning, highlighting the extensive tenures of Councilmembers Osborne, Councilmember Winn, and Councilmember Carroll.

Mr. Kinross proposed that if councilmembers approved a raise for themselves and he was elected, he would donate the increase to a charity or the Chief of Police or Chief of Fire/EMS for their departments for broader distribution. He emphasized his belief that civil servants should focus on serving and benefiting the community rather than seeking additional compensation. Mr. Kinross concluded by encouraging councilmembers to vote for a raise and expressed anticipation for future discussions on the matter.

Duane Froelicher, Resident of Florence, former Florence City Council Member, and candidate for the seat of retiring Senator John Schickel, recalled his time on Florence City Council. Mr. Froelicher reflected on his past service, emphasizing various projects that, in his view, demonstrated principles of good governance and examples of honoring law enforcement and veterans.

John Landrum, Resident of Florence, and small business owner who drives a semi-truck, expressed concern regarding receiving two citations for parking his truck at his residence on Center Street. Despite having parked the truck out of sight without complaints for three years, he is now facing penalties. The enforcement has incurred significant costs for him, including additional expenses for maintenance checks that he previously performed himself. Mr. Landrum finds the reference to trucks over one ton unfair and sought an explanation for being penalized after three years of parking without issue, leading to unexpected financial burdens.

Mayor Aubuchon asked Eric Hall, Public Services Director, to address Mr. Landrum's concerns regarding road regulations and code enforcement after the meeting. She recommended that if councilmembers were considering reviewing ordinances, they should communicate their concerns to Mr. Hall to assess the potential impacts of any changes and they could revisit the matter later.

Mr. Hall clarified that the vehicles under discussion are for business purposes and are prohibited in residential areas due to Boone County's zoning regulation, not a city-specific standard. He explained that the enforcement is in line with existing regulations and suggested that if the council wishes to make a change, they can direct him to work with the planning commission for an amendment. Addressing a misunderstanding about code enforcement, he noted that various officers, not new ones, had contacted the individual over the years. Mr. Hall emphasized that there are numerous community complaints regarding this issue within the city, highlighting the complexity of the matter with two sides to every story.

Mr. Landrum stated that no one in his neighborhood complained about his truck. He stated the school buses are heavier than his truck and they use the same roads without issue. His work schedule requires him to use his truck at night and he may have to switch his work schedule. Mr. Landrum expressed the financial burden and challenges of keeping his truck operational in colder weather and not having his truck at home.

Councilmember Chambers inquired if he had a homeowner's association.

Mr. Landrum stated no.

Councilmember Chambers asked Mr. Hall if the city had to have the same codes as the county or if the city could differentiate.

Mr. Hall stated that if city council decided to allow something different within the zoning code, it could possibly be done within reason and legal advisement. He emphasized the need for careful consideration of the decision and suggested that if city council deemed it acceptable in Florence, an amendment within the Boone County Zoning Regulations could maybe be done to accommodate that change.

Councilmember Chambers expressed concern that the regulations could be costing Mr. Landrum money. She believed if her neighbor had a work vehicle in one's driveway, it was a positive sign of employment and job security. While not everyone agreed, she urged councilmembers to possibly make allowances for individuals such as Mr. Landrum who may need a vehicle at their residence due to work-related reasons.

Councilmember Chambers asked Mr. Landrum what his mode of transportation was to reach his truck and home.

Mr. Landrum stated he had to commute now. He expressed the challenges posed by the regulations, emphasizing the increased costs and security issues related to commuting to the truck's current location. He stressed the advantages of parking his truck at home and urged a reconsideration of the impact on individuals in similar situations.

Councilmember Kemper acknowledged his concerns and expressed openness to discussing the matter further.

Mayor Aubuchon thanked Mr. Landrum for coming and voicing his concerns.

**CLOSED SESSION:**

There was no need for Closed Session.

**ADJOURNMENT:**

There being no further business to come before the Council, Mayor Aubuchon called for a motion to adjourn. Councilmember Winn so moved, with a second from Councilmember Wingo. **Councilmembers present voted aye**, the time being 7:25 p.m.

**APPROVED:**

/s/ Julie M. Aubuchon  
Julie M. Aubuchon, Mayor

**ATTEST:**

/s/ Melissa Kramer  
Melissa Kramer, City Clerk

