



**HAMMOND CITY COUNCIL
PUBLIC HEARING
AGENDA
312 EAST CHARLES STREET
HAMMOND, LOUISIANA
October 10, 2017
5:30pm**

- I. CALL TO ORDER:** Council President Lemar Marshall
The Public Hearing was called to order by Councilman Marshall @ 5:30pm
- II. ROLL CALL:** Johnny Blount (Y), Jason Hood (Y), Janice Carter Beard (Y), Lemar Marshall (Y), Mike Williams (Y)
- III. PUBLIC HEARING:**

1. An ordinance to amend the City of Hammond budget for Fiscal Year 2017 – 2018 to transfer up to \$500,000 from the General Fund Balance (Fund 100) to City Departments to implement the 2017 Comprehensive Classification and Salary Compensation Study as produced by the Management Advisory Group. Lacy Landrum, informed the council that the Management Advisory Group International, Inc., (MAG) conducted a comprehensive salary and compensation review for the City of Hammond. In the original RFP some time lines were set to be completed and wrap into the budget for the current year. The timeline was not met by MAG for various challenges and the study was just now completed. There were two representatives from MAG to present the study. Dr. Landrum stated that the administration recommends to move forward with the report that each councilmember received by email and paper copy at the September 26, 2017 Council meeting.

**David Lookingbill, Senior Vice President, Management Advisory Group Inc.,
13580 Groupe Drive, Suite 200 Woodbridge, Virginia 22192:**

**Russell Campbell, Vice President, Management Advisory Group Inc.,
13580 Groupe Drive, Suite 200 Woodbridge, Virginia 22192:**

Mr. Lookingbill informed the council that this is the first time in at least 5 to 6yrs. that a comprehensive top to bottom study of both the civil service & general employee classification was performed. He thanked Lacy, Loretta, & Jacqueline and other staff who participated in the review. He informed the council that in this kind of project there are some things that MAG or either the staff have control over which is the salary survey process. He stated that MAG has to reach out to neighboring organizations and ask for information which requests are not received in a timely manner.

Russell Campbell: Stated that he thought it was very important that the council clearly understood the recommendation.

In the process he wanted to keep the commitment that everyone was treated fairly not an exercise looking at individuals but, looking at jobs.

**They presented the City Council with a Presentation of the MAG Review
(Posted on City site under council October 10th Meeting)**

Councilwoman Janice Carter Beard: Asked what was the reason for the review being late this year?

David Lookingbill: Stated this was the first time doing a Comprehensive complete overhaul of the entire structure which did not involve the salary survey project. This was completely dependent on the target corporations of different parishes.

Councilman Lemar Marshall: asked if s the expectation was for the report to be completed prior to May

David Lookingbill: Stated yes but it was not met

Councilwoman Janice Carter Beard: asked if the target cities that were shown on the slideshow comparable to the City of Hammond in size

David Lookingbill: Stated they look at peers & competitors to look at different types of jobs. The competitors will be geographic and some of the targets are based on local market and some are selected on size and complexity of organization.

Loretta Severan: Stated that some of those cities from the last reviews that were on the slideshow and they had a hard time receiving information on the Jailer position.

Councilman Lemar Marshall: Asked about the salary & wages and what's the benefit amount. Is that number available?

Lacy Landrum: (Reviewed print out with council) Informed the council that this is just the General Fund; everything but Water & Sewer. On the print out she stated there is an approved General & Amended General Fund. She presented just the General Fund - everything but Water & Sewer. The ending fund balance was \$1.8 million the settlement was taking out, then the salaries under this example is \$484,384.00 that's if the City does 2% increase form steps from 1-23 and 1% increase from steps 24-30. She stated that the administration has been working with the Mayor for some time whether if they could change at the request of the police department and do 2% all the way to do 30. The second sheet that's provided shows a total of \$501,363.00 that would be for 2% increases all the way to step 30.

Councilwoman Janice Carter Beard: Asked why are they looking at going from 2% increase steps 1-23 to 1% increase steps 24-30?

Lacy Landrum: Stated the first example is what has been implemented since 2015 & the second is the requested plan. Also the other information she wanted to go over is the Water & Sewer Fund which is a self-contained fund trying to make this fund absorb the cost on its own. There has been a lot of challenges with the water meters finding out that the City software would need to be upgraded and it was not factored into the cost & the Mayor has proposed that this would be pushed to next fiscal year- this is a way to budget & balance the water & sewer fund.



**HAMMOND CITY COUNCIL
AGENDA
REGULAR SESSION
312 EAST CHARLES STREET
HAMMOND, LOUISIANA
October 10, 2017
6:00pm Immediately following Public Hearing.**

- I. CALL TO ORDER:** Council President Lemar Marshall
Regular Session was called to order by Councilman Marshall @ 6:15pm
- II. ROLL CALL:** Johnny Blount (P), Jason Hood (P), Janice Carter Beard (P), Lemar Marshall (P), Mike Williams (P)
- III. PRAYER:** Councilwoman Janice Carter Beard
- IV. PLEDGE OF ALLEGIANCE:** All veterans and active military, please render the proper salute.
Councilman Johnny Blount
- V. REPORTS:**
- 1. Council:** Councilman Lemar Marshall informed the council that he and Councilwoman Janice Carter Beard are close to introducing Overlay District for the Greenville Park Area. He also thanked the City of Hammond Planning Department for their assistance. There were 10 members who live in the Greenville Park community that attended the meeting.. This is part of the Zemurray Park redevelopment. He also thanked Councilwoman Janice Carter Beard for her assistance.
 - 2. Mayor:** Informed the council that he attended the Road Show with Parish President Robbie Miller in St. Tammany Parish where they talked about all the State Highways that can be funded. He also attended the Regional Planning Commission Meeting where there was a feasibility study on bike/walking paths in the City of Hammond. The fundraiser for the Airshow will be next weekend and all Councilmembers are invited and the chosen poster will be revealed that night.
Councilman Lemar Marshall: Asked for an update of Old Baton Rouge Highway concerning the drainage.
Mayor Panepinto: Stated he could speak with City Engineer Chuck Spangler for the update.
 - 3. Recognition of New Businesses:** NONE
- VI. Minutes of September 26, 2017:** After review it was motioned by Councilwoman Janice Carter Beard and second by Johnny Blount to approve the minutes of September 26, 2017.
- Vote:** Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion 5-0

VII. RESOLUTIONS

A. OLD BUSINESS: NONE

B. NEW BUSINESS:

1. A resolution authorizing the Downtown Development District and its approved merchants to serve alcohol during the event Starry November Night, held on Friday, November 17th, 2017 from 6:00 pm to 10:00 pm. The event is held within the boundaries of E. and W. Charles St., N. and S. Cherry St., E. and W. Coleman St. and S. Pine Street. Chelsea Tallo, presented this item informing the council that this remains the same as last year and this event hasn't out grown its format so the boundaries remain the same. There was a motion by Mike Williams and second by Janice Carter Beard authorizing the Downtown Development District and its approved merchants to serve alcohol during the event Starry November Night, held on Friday, November 17th, 2017 from 6:00 pm to 10:00 pm. The event is held within the boundaries of E. and W. Charles St., N. and S. Cherry St., E. and W. Coleman St. and S. Pine Street.

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

2. A resolution authorizing the Downtown Development District and its approved merchants to obtain a waiver of the City of Hammond's Open Container Law during the event Starry November Night, held on Friday, November 17th, 2017 from 6:00 pm to 10:00 pm. The event is held within the boundaries of E. and W. Charles St., N. and S. Cherry St., E. and W. Coleman St. and S. Pine Street. Chelsea Tallo, presented this item informing the council that this is the same event from last year with the same boundaries. There was a motion by Jason Hood and second by Janice Carter Beard authorizing the Downtown Development District and its approved merchants to obtain a waiver of the City of Hammond's Open Container Law during the event Starry November Night, held on Friday, November 17th, 2017 from 6:00 pm to 10:00 pm. The event is held within the boundaries of E. and W. Charles St., N. and S. Cherry St., E. and W. Coleman St. and S. Pine Street.

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

3. A resolution to approve the renewal of all existing businesses high and/ or low alcohol permits in the City of Hammond for the calendar year 2018. Jinnie Wilson presented this item stating these are existing alcohol licenses that have been previously approved by the council. They are renewals for the upcoming year in which they would have to provide all sales tax clearances showing paid and the restaurants who serve alcohol that includes an affidavit form that must be completed showing that they met the 60/40 food/alcohol rule. The alcohol license expires on December 1st which there is a 30 day grace period that brings them to December 31st actual delinquent on December 1st if not turned with all their paper work in order. Jinnie request that the council give a 30 grace period to go forward.

Councilman Lemar Marshall: Asked how many new licenses we had since last year?

Jinnie Wilson: Stated there has not been a large expansion but, she wouldn't say 50%

Councilman Lemar Marshall: Requested Jinnie Wilson to provide him that information.

Louise Bostic: 112 Elm Drive Hammond: Asked if there were any businesses that are borderline for infractions on the list?

Jinnie Wilson: Stated she hasn't seen anything questionable.

There was a motion by Mike Williams and second by Janice Carter Beard to approve the renewal of all existing businesses high and/ or low alcohol permits in the City of Hammond for the calendar year 2018. Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

4. A resolution to authorize the Hammond Fraternal Order of Police Lodge 34 to sell alcohol at its 2nd annual Back the Blue BBQ Friday, November 3, 2017 & Saturday, November 4, 2017 from 12am to 5pm within the boundaries of the Saik, and Alvis parking malls to East Hanson Ave., and from E. Hanson Ave., to E. Thomas St., to S. Cate Street. George Bergeron, President of the Hammond Fraternal Order of Police presented this item informing the council that this will be their 2nd year hosting this event. Last year there were a total of 41 teams with the farthest team out of Florida and with the approval of Council they would like to bring it back this year. **There was a motion by Mike Williams and second by Janice Carter Beard to authorize the Hammond Fraternal Order of Police Lodge 34 to sell alcohol at its 2nd annual Back the Blue BBQ Friday, November 3, 2017 & Saturday, November 4, 2017 from 12am to 5pm within the boundaries of the Saik, and Alvis parking malls to East Hanson Ave., and from E. Hanson Ave., to E. Thomas St., to S. Cate Street**

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

5. A resolution to authorize the Hammond Fraternal Order of Police Lodge 34 to obtain a waiver of the City of Hammond's Open Container Law at its 2nd annual Back the Blue BBQ Friday, November 3, 2017 & Saturday, November 4, 2017 from 12am to 5pm within the boundaries of the Saik, and Alvis parking malls to East Hanson Ave., and from E. Hanson Ave., to E. Thomas St., to S. Cate Street. George Bergeron stated it's the 2nd year and requesting approval of the Council. **There was a motion by Janice Carter Beard and second by Jason Hood to authorize the Hammond Fraternal Order of Police Lodge 34 to obtain a waiver of the City of Hammond's Open Container Law at its 2nd annual Back the Blue BBQ Friday, November 3, 2017 & Saturday, November 4, 2017 from 12am to 5pm within the boundaries of the Saik, and Alvis parking malls to East Hanson Ave., and from E. Hanson Ave., to E. Thomas St., to S. Cate Street.**

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

6. A resolution to adopt the Louisiana Compliance Questionnaire for Fiscal Year 2016-2017 and to authorize the Mayor to sign the questionnaire. Lacy Landrum, presented this item informing the council that this is the standard auditing questionnaire that's completed every year. This questionnaire is just making sure we're following the law. **There was a motion by Mike Williams and second by Janice Carter Beard to adopt the Louisiana Compliance Questionnaire for Fiscal Year 2016-2017 and to authorize the Mayor to sign the questionnaire.**

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

7. A resolution (1) supporting the submission of a \$675,000 FY18-19 Louisiana Community Development Block Grant application to repair and/or upgrade aged, leaking, and/or failing sanitary sewer collection lines and manholes within Census Block Group 3 of Census Tract 9543, an area roughly bound by West Thomas Street (US 190) to the north, Mooney Avenue to the east, Palmetto Road to the south, and South Morrison Boulevard (US 51) to the west; and (2) supporting a cash and inkind match of up to \$110,000 to cover the costs of engineering and grant administration for the project. Charles W. Borchers IV, presented this item and asked the council to make a small revision to this amendment. He stated that #2 will be changed to supporting a cash match and inkind match of up to \$90,000.00 to cover the costs of engineering for the project. The reason is that the Grant Department always does grant administration the \$20,000.00 figure is what the engineer estimated the cost to be if an outside consultant was hired. He suggested that council amending #2 reading supporting a cash match of up to \$90,000.00 to cover the cost of engineering for the project.

Councilman Lemar Marshall: Asked where the cash match will come from?

Charles W. Borchers: Informed Councilman Marshall that the cash match will come from the grant match fund.

Award letters will go out in April and there will be a Grants workshop for applicants in May and will return to the council next fiscal year.

There was a motion by **Jason Hood** and second by **Janice Carter Beard** to amend (2) to read supporting a cash match of up to \$90,000.00 to cover the cost of engineering.

Vote: Mike Williams (Y), Janice Carter Beard (Y), Jason Hood (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion to Amend 5-0

There was a motion by Jason Hood and second by Johnny Blount (1) supporting the submission of a \$675,000 FY18-19 Louisiana Community Development Block Grant application to repair and/or upgrade aged, leaking, and/or failing sanitary sewer collection lines and manholes within Census Block Group 3 of Census Tract 9543, an area roughly bound by West Thomas Street (US 190) to

the north, Mooney Avenue to the east, Palmetto Road to the south, and South Morrison Boulevard (US 51) to the west; and (2) supporting a cash match of up to \$90,000.00 to cover the cost of engineering.

Vote: Mike Williams (Y), Janice Carter Beard (Y), Jason Hood (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

8. A resolution authorizing the Mayor, on behalf of the City of Hammond, to use local funds to pay the engineering fees and any other engineering costs incurred in the implementation of a FY18-19 Louisiana Community Development Block Grant project. Charles W. Borchers IV, presented this item and stated this is a point base application, if the City covers the cost of engineering the City receives a point. **There was a motion by Jason Hood and second by Mike Williams authorizing on behalf of the City the Mayor, of Hammond, to use local funds to pay the engineering fees and any other engineering costs incurred in the implementation of a FY18-19 Louisiana Community Development Block Grant project.**

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

9. A resolution authorizing the Mayor, on behalf of the City of Hammond, (1) to use local funds to pay the pre-agreement and administrative consultant fees and any other administrative costs incurred in the implementation of a FY18-19 Louisiana Community Development Block Grant project; and (2) to certify the City maintains full-time permanent staff for the sole or partial purpose of administering LCDBG or other federal programs. Charles W. Borchers IV, presented this item informing the council there will be not be any pre-agreement or administrative consultant fees, the grants department will manage the grant. **There was a motion by Mike Williams and second by Janice Carter Beard authorizing the Mayor, on behalf of the City of Hammond, (1) to use local funds to pay the pre-agreement and administrative consultant fees and any other administrative costs incurred in the implementation of a FY18-19 Louisiana Community Development Block Grant project; and (2) to certify the City maintains full-time permanent staff for the sole or partial purpose of administering LCDBG or other federal programs.**

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

10. A resolution (1) authorizing the Mayor to execute a grant agreement in the amount of \$29,773 with the Louisiana Department of Transportation and Development for improvements (i.e. a Master Plan Update) at the Hammond Northshore Regional Airport; (2) agreeing to a cash match of \$20,000 to come from the Airport; and (3) authorizing the Mayor or his designee to sign grant documents. David Lobue presented this item seeking approval of the grant with the FAA for this project. **There was a motion by Mike Williams and second by Janice Carter Beard (1) authorizing the Mayor to execute a grant agreement in the amount of \$29,773 with the Louisiana Department of Transportation and Development for improvements (i.e. a Master Plan Update) at the Hammond Northshore Regional Airport; (2) agreeing to a cash match of \$20,000 to come from the Airport; and (3) authorizing the Mayor or his designee to sign grant documents.**

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

11. A resolution authorizing the Mayor to execute a contract in the amount \$314,979.27 with Michael Baker International to conduct a Master Plan Update for Hammond Northshore Regional Airport. David Lobue presented this item and stated this assignment includes a Master Plan Update for the Hammond Northshore Regional Airport with a compressive overview of the airport's needs. This will result in the development of an Airport Layout Plan drawings set with meets both the FAA and LaDOTD criteria.

Councilwoman Janice Carter Beard: Asked if the \$314,979.27 is already budgeted?

David Lobue: Stated yes it comes from the FAA contract of 90%, State contract of \$29, 773, plus the \$20,000.00 grant match

There was a motion by Mike Williams and second by Janice Carter Beard authorizing the Mayor to execute a contract in the amount \$314,979.27 with Michael Baker International to conduct a Master Plan Update for Hammond Northshore Regional Airport.

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

12. A resolution (1) accepting a \$21,930 Community Water Enrichment Fund grant to reconstruct the valve pit at the Blackburn Water Tower; and (2) authorizing the Mayor or his designee to sign grant documents. Charles W. Borchers IV, informed the council that this grant was brought to the council a year ago & the department just received the award letter and contract. He is recommending that the council accept the offer of \$21, 930.00. This will be supplemented by some residual funds, a little over \$2500.00.

There was a motion by Mike Williams and second by Janice Carter Beard (1) accepting a \$21,930 Community Water Enrichment Fund grant to reconstruct the valve pit at the Blackburn Water Tower; and (2) authorizing the Mayor or his designee to sign grant documents.

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

Councilman Lemar Marshall: Asked when the project on the roundabouts will be completed?

Charles Borchers: Informed Councilman Marshall that he is hoping to bring that project for acceptance before the Council by next Council Meeting.

13.A resolution to appoint Bryan Porter to the Hammond Airport Authority for a five-year term from October 12, 2017 – October 11, 2022. Mayor Panepinto, informed the council that there is a business tenant association at the airport that was formed to represent the tenants on the airfield along with businesses. The association asked if he would consider placing someone on the board to represent them. He was recommended by the association along with Mayor Panepinto.

Bryan Porter: 17146 Irving Drive, Hammond: Mr. Porter thanked Mayor Panepinto for his recommendation with representing the tenants and businesses. Informed the council he is looking forward to representing current business, future development business, & also the best interest of the airfield.

There was a motion by Mike Williams and second by Janice Carter Beard to appoint Bryan Porter to the Hammond Airport Authority for a five-year term from October 12, 2017 – October 11, 2022.

Vote: Mike Williams (Y), Jason Hood (Y), Janice Carter Beard (Y), Johnny Blount (Y), Lemar Marshall (Y). Motion Approved 5-0

VIII. FINAL ADOPTION OF ORDINANCE:

1. Final adoption of an ordinance to amend the City of Hammond budget for Fiscal Year 2017 – 2018 to transfer up to \$500,000 from the General Fund Balance (Fund 100) to City Departments to implement the 2017 Comprehensive Classification and Salary Compensation Study as produced by the Management Advisory Group.

Lacy Landrum: Stated that the administration has worked with all the departments to go through the MAG report that is presented before you tonight to make corrections and to go forward with implementation. There are representatives from the City's largest departments in attendance which are the Police & Fire Departments along with the Police & Fire Unions on support with going forward with the July 1, 2017 implementation.

Councilman Lemar Marshall: Stated that we're not voting on the plan.

Lacy Landrum: Stated correct you're amending the budget for the \$500,000.

Councilman Mike Williams: Stated there is one motion to move the money and to recommend

Councilman Lemar Marshall: Stated that the recommendation is that we're going to officially go to a 2% for 30 years.

Loretta Severan: Stated that council will have to add to include that language because as it stands right now it's step 24 thru 30 @ 1% and step 1 thru 23 is 2%.

Lacy Landrum: Stated to include that language but the dollar amount is basically the same

Councilman Lemar Marshall: The council will entertain a motion to amend the agenda to accept the MAG Review but to go 0 to 30 years at 2 % with the implementation of July 1, 2017. **There was a motion by Johnny Blount and second by Mike Williams to amend to accept the MAG Review and to go 0 to 30 year employees at 2% with the implementation date of July 1, 2017.**

Vote: Mike Williams(Y), Jason Hood (Y), Johnny Blount (Y), Lemar Marshall (Y), Janice Carter Beard (Y). Motion to Amend 5-0

There was a motion by Mike Williams and second by Janice Carter beard to adopt an ordinance to amend the City of Hammond budget for Fiscal Year 2017 – 2018 to transfer up to \$500,000 from the General Fund Balance (Fund 100) to City Departments and to accept the 2017 Comprehensive Classification and Salary Compensation Study as produced by the Management Advisory Group, for a 2% increase for 0-30 year employees with the implementation date of July 1, 2017.

Vote: Mike Williams(Y), Jason Hood (Y), Johnny Blount (Y), Lemar Marshall (Y), Janice Carter Beard (Y). Motion Approved 5-0

IX. INTRODUCTION OF ORDINANCE AND SET OF PUBLIC HEARING:

1. Introduction to Amend Ordinance #10-5217 an Expanded Conditional Use to allow prepared food located at 809 E. Church Street requested by Anthony Perkins; Zoned RM-2 (Z-2017-09-00041) Recommend approval by Zoning Commission. Tracie Schillace, introduce this ordinance informing the council that this is an existing expanded conditional use that was approved in 2010 Mr. Perkins is wanting to add prepared food. There was a motion by Mike Williams and second by Johnny Blount to introduce an ordinance to amend Ordinance #10-5217 an Expanded Conditional Use to allow prepared food located at 809 E. Church Street requested by Anthony Perkins; Zoned RM-2 (Z-2017-09-00041) Recommend approval by Zoning Commission.

Vote: Mike Williams(Y), Jason Hood (Y), Johnny Blount (Y), Lemar Marshall (Y), Janice Carter Beard (Y). Motion Approved 5-0

PUBLIC HEARING IS SET FOR TUESDAY, OCTOBER 24TH, 2017

X. ADJOURN: There was a motion by Johnny Blount and second by Jason Hood to adjourn the meeting. All members were in favor and the meeting was adjourned. Motion Approved 5-0

I, COUNCIL CLERK, TONIA BANKS, OF THE HAMMOND CITY COUNCIL, DO HEREBY CERTIFY THAT THE ABOVE AND FOREGOING WAS POSTED AT THE COUNCIL'S OFFICE AT 312 EAST CHARLES STREET, HAMMOND, LOUISIANA, IN ACCORDANCE WITH LA R.S. 42:19, ON OR BEFORE THE 9th Day Of October 2017 at 4:00pm.

CERTIFICATION OF CLERK

I TONIA BANKS, CLERK OF COUNCIL, DO HEREBY CERTIFY THAT THE ABOVE AND FOREGOING IS A TRUE AND CORRECT RECITATION OF THE BUSINESS TRANSACTED AT THE REGULAR MEETING OF THE CITY COUNCIL HELD **October 10, 2017** BEING 9 PAGES IN LENGTH

TONIA BANKS
HAMMOND CITY COUNCIL CLERK

PRESIDENT LEMAR MARSHALL
HAMMOND CITY COUNCIL