



WILDER EXCHANGE



WILDER EXCHANGE
November/December
2024
ISSUE

E-Mail Addresses

Mayor
Valerie Jones
vjones@wilderky.gov

City Administrator
Terry Vance
tvance@wilderky.gov

City Clerk
Juanita Schultz
jschultz@wilderky.gov

CITY SERVICE REFERENCE NUMBERS



CITY BUILDING 581-8884

POLICE DEPT. 581-8863

FIRE DEPT. 431-5884

MAINTENANCE 581-8884

BestWay Disposal Call City Building

NORTHERN KY WATER DISTRICT 578-9898

SANITATION DISTRICT 578-7460

CALENDAR OF EVENTS

City Council Meetings - 1st Monday of Every Month at 6:30 PM
City Council Meetings can be viewed on Spectrum channel 200, Cincinnati

Bell Fiopics channel 806 or www.campbellmedia.org

Wilder Planning & Zoning - 4th Monday (as needed) at 7:00 PM

Wilder Fire Dept Drill - Every Monday 7:30-10:00 PM

SPECIAL DATES

November 1st—First Friday Shop Local

November 11th— City Building Closed

November 18th— Coffee & Talk at 10:00 AM

November 22nd— Turkey Raffle at 6 PM— At the Firehouse

November 28th & 29th—City Building Closed

December 2nd— Snowman Scavenger Hunt Begins

December 2nd at 6:45 PM-Tree Lighting Ceremony (Details to be announced)

December 2nd at 7:30PM -Campbell County Historical & Genealogical Society
Tree Lighting

December 6th—First Friday Shop Local

December 7th—Breakfast with Santa 10 AM - 12 PM

December 18th— Hoxworth Blood Drive 12 PM-2:15 PM & 3:30 PM-6 PM

December 24th & 25th –City Building Closed

January 1st—City Building Closed



PLEASE KEEP OUR MEN AND WOMEN SERVING IN THE
ARMED FORCES IN YOUR THOUGHTS AND PRAYERS

City Web Page

www.wilderky.gov



TREE LIGHTING CEREMONY

The 16th Annual Tree Lighting Ceremony will be held on December 2nd immediately following the 6:30p.m. Council Meeting.

Details regarding this event will be posted on our Facebook as we near the date.

Please feel free to call the city building with any questions
859-581-8884

Sentinel Santa

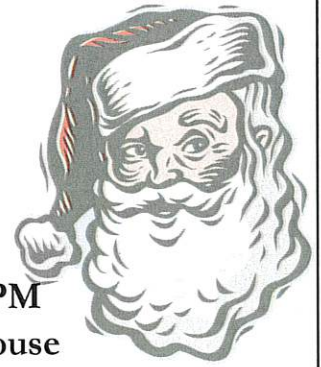
The Sentinel Santa Fund-Raising program is sponsored by the Sentinel neighborhoods off Johns Hill Road. This is our 33rd year of neighborly giving. The funding goes directly to the Brighton Center's outreach programs for families in need. If you are able to donate before the holidays, your donations are so greatly appreciated and also accepted throughout the year.

Thank You again!

Sheila and Tom Horan

Donations to: Brighton Center, Inc. P.O. Box 325, Newport KY 41072. Please add Sentinel Santa to your memo line.

Breakfast with Santa



Saturday, December 7th
Time: 10:00 AM - 12:00 PM
Location: Wilder Fire House

R.S.V.P. to DNEYMAN@WILDERKY.GOV

Sponsored by: Wilder Fire Department

CHRISTMAS DECORATING CONTEST

Once again, the City of Wilder will sponsor a Home/Condominium decorating contest. The city has selected a panel of judges who will be viewing the homes in the city the week of December 16th to the 20th. Prizes are as follows:



Single Family Homes

1st place—\$75 gift card

2nd place—\$50 gift card

3rd place—\$25 gift card

Condominium

1st place—\$75 gift card

If you wish to nominate your home, please have your home lit up and/or decorated during the above dates and submit or call the city building with the nomination. The winners will be notified via mail.

Remember to set your clocks back 1 hour on Sunday, November 3rd. It is also recommended to change the batteries in your smoke alarm as well.



SNOW & ICE REMOVAL

REMINDERS:

PARK VEHICLE IN DRIVEWAY DURING AND/OR AT SNOW AND ICE STORM ADVISORY.

This allows streets to be completely cleared and also helps keep the plow from piling snow around parked cars.

CUL-DE-SAC– Parking is no longer permitted in the cul-de-sacs at any time. The truck with the snowplow cannot make turns when cars are parked in the cul-de-sac. Please conform.

PROCEDURE FOR SNOW REMOVAL:

The hilly areas are the first streets to be cleared. We then proceed to clear the level areas. Please note that Three Mile Road, Moock Road, Licking Pike, and Johns Hill Road are state roads and are not maintained by the City of Wilder. If you have a problem or questions regarding these roads, please call the Kentucky Department Of Transportation at 859-341-2700.

Public Works



ON STREET PARKING

Recently the city has been receiving a lot of calls concerning parking on city streets. Below are a few of the rules and regulations regarding City of Wilder Ordinances about on street parking.

- ◆ Parking in excess of 72 hours in one location is prohibited. (Cannot leave vehicle parked in one location for more than three days)
- ◆ No parking in areas marked with yellow paint or posted with signage
- ◆ All vehicles must be registered and operable if parked on city streets. (Valid license/registration required and vehicle must be running and able to move under own power)
- ◆ Parking must be in the same direction of travel. (No parking the opposite way on streets)
- ◆ Obey no parking signs. (Most streets only permit parking on one side of the street. The streets are marked as to which side of the street parking is permitted)
- ◆ Be courteous to your neighbors and the mail carriers. (While this is not in the ordinances it becomes a problem when mailboxes are blocked and people park too close or even block neighbor's driveways. Parking in and around cul-de-sacs is no longer permitted at anytime)

The city is in the process of evaluating all city streets for parking issues including missing signs, parking violations etc. Please let us know if you have any particular parking issues, concerns or complaints. Call the city building at 859-581-8884.



ADMINISTRATION

EMPLOYEE SPOTLIGHT

JUANITA SCHULTZ

Juanita began employment with the City of Wilder on May 1, 2017 and is our City Clerk/Treasurer. She is a member of the Kentucky Municipal Clerk Association and the Northern Kentucky Municipal Clerks Association. Juanita attended Morehead State University and Northern Kentucky University. She was previously employed at the City of Newport where she worked in the payroll and accounts payable department and also assisted with collection of property taxes. Along with the responsibilities of City Clerk/Treasurer, she enjoys planning events throughout the year and the Easter Egg Hunt is her favorite.

When she is not at work, Juanita enjoys time with her family. She enjoys camping and long walks on the weekends with her husband Danny. She lives in Melbourne KY. She has 5 beautiful children and 3 wonderful grandchildren, with one more on the way.

Business Spotlight

Artistic Iron Works

SPOTLIGHT

AIW has been open for business in the City of Wilder for 25 years. Owned and operated by Darrin "Butch" Zepf who has been working with metal fabrication for over 35 years.

AIW specializes in custom railings, gates, fences, and stairs. They work both commercial and residential projects throughout the southern and midwestern United States using only American made steel.

Whether you are looking for something ordinary or extraordinary, AIW is successful in meeting their customers' needs.

You can check out their work in the gallery section on their website.

Butch and his wife of 19 years live in Camp Springs, Kentucky. They have a 16 year old son and a 14 year old daughter.

For inquiries, you can email Butch@ArtisticIronWorksCO.com visit their website at www.https://artisticironworksc.com or call 859-291-4500 They operate Monday thru Friday from 8:00 AM to 5:00 PM



208 Vine Street
Wilder, KY 41076
859-291-4500

AIW helped in the Gulf War by welding parts to military defense equipment

SUPPORT THE LOCAL BUSINESSES
THAT SUPPORT THE AREA WHERE
YOU LIVE, WORK, AND PLAY

November 1st & December 6th

**FIRST FRIDAY
SHOP LOCAL**

*See participating
businesses below that offer their
own unique discounts for
shopping local



**Bambooz
Subway**

Barleycorn's Brewhouse

Longnecks Sports Grill

Key Storage

Wilder Storage

Performance Chiropractic

State Farm

First Friday Shop Local Participating Businesses

Bambooz

501C Licking Pike, Wilder KY 41071 phone# (859)261-7555

- Offering 10% off entire bill with proof of Wilder Residency.

Subway

1412 Gloria Terrell Drive, Suite 1, Wilder, KY 41076 phone# (859)360-2181

- Offering 10% off entire bill.
- Must let the Sandwich Artist know you are there for First Friday Shop Local.
- This deal can NOT be used with other offers, coupons or discounts.

Barleycorn's Brewhouse

402 Licking Pike, Wilder, KY 41071 phone# (859)291-2739

- Offering 15% off of items at their retail shop with proof of Wilder residency.

Longnecks Sports Grill

1009 Town Drive, Wilder, KY 41076 phone# (859)291-5664

- Offering 15% off entire meal
- Alcoholic Beverages Excluded
- Proof of Wilder Residency is required.

Key Storage

206 Vine Street, Wilder, KY 41071 phone# (859)757-0211

- New customers will be offered a \$39.00 move in special.
- In order to qualify for the discounts, the customer must bring in a copy of this page at the time of rental OR show on phone.
- The offer will have an initial expiration date of 12-31-2024.
- The coupon can't be used with any other offers or discounts.
- Proof of Wilder Residency is required.

Wilder Storage

91 Banklick Road, Wilder, KY 41076 phone# (859)444-6688

- New customers will be offered a \$39.00 move in special.
- In order to qualify for the discounts, the customer must bring in a copy of this page at the time of rental OR show on phone.
- The offer will have an initial expiration date of 12-31-2024.
- The coupon can't be used with any other offers or discounts.
- Proof of Wilder Residency is required.

Performance Chiropractic

419 Licking Pike, Suite B, Wilder, KY 41071 phone# (859)360-0664

- Free Recovery Room use. This includes use of Normatec compression systems
<https://nkychiropractor.com/recovery-room/>
- 25% off Products (excludes Hypervolt)

State Farm

1400 Gloria Terrell Dr. Ste D, Wilder, KY 41076

- Stop by the State Farm Office –Wilder Pointe Shopping Center- 9:00 a.m. – 4:45 p.m.
- GET A NO-OBLIGATION QUOTE
- Pick up your \$10.00 Gift Card

CITY OF WILDER



VETERANS DAY

★★★ HONORING ALL WHO SERVED ★★★

City building will be closed November 11th in
observance of Veterans Day

JOIN US FOR

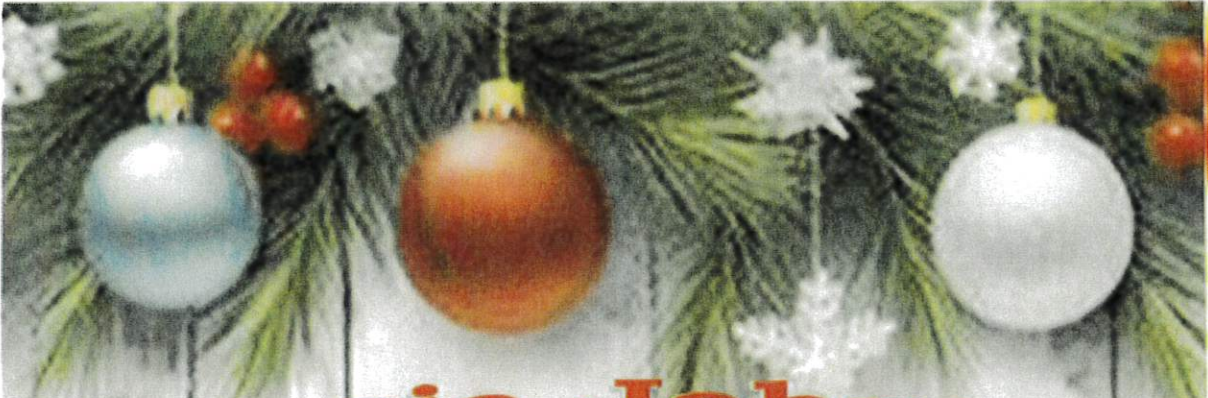


COFFEE & TALK

We are excited to invite you to a special event where you can engage in a casual and meaningful conversation with Mayor Jones. This is a unique opportunity to ask questions or explore data of interest about our community. Whether you have questions about city projects, policies, or just want to get to know our leaders better, this is the perfect occasion. Come with your questions and enjoy a cup of coffee with us Monday, November 18th, 10:00 AM at the City Building.



"SCIENCE MAY NEVER COME UP WITH A
BETTER COMMUNICATION SYSTEM THAN
THE COFFEE BREAK."
- BY EARL WILSON



**Tracie Johnson
State Farm
Presents**

Christmas at "The Farm"

SATURDAY, NOVEMBER 23RD


11 a.m.—1 p.m.

Bring the kids & pets for pictures with Santa. We'll have milk & cookies and a little gift for the kids.

In the spirit of the season, feel free to bring a canned good to donate to our local food pantries.

1400 Gloria Terrell Dr, Wilder, KY





**THE CITY OF WILDER
ADMINISTRATION OFFICE
WILL BE**

CLOSED

NOVEMBER 28TH & 29TH

**in observance of
Thanksgiving**



WILDER FIRE DEPARTMENT
PRESENTS

BREAKFAST WITH SANTA



Enjoy a Pancake Breakfast, Photos with Santa,
& Treat Bags

SATURDAY
DECEMBER 7TH
WILDER FIRE DEPT.
10:00 - 12:00



To help us ensure that we make the
event enjoyable for everyone please
R.S.V.P. to
DNEYMAN@WILDERKY.GOV by
December 1st



UPCOMING BLOOD DRIVE

City of Wilder Blood Drive

Wednesday, December 18, 2024

12:00pm-2:15pm & 3:30pm-6:00pm

Donor bus parked at the City Building -520 Licking Pike

Schedule online: <https://hoxworth.org/groups/wilder> or contact

Hoxworth at (513) 451-0910

All donors will receive a Hoxworth puff jacket!

(while supplies last)



Hoxworth
BLOOD CENTER
UNIVERSITY OF CINCINNATI 

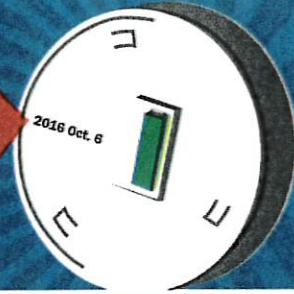


*The City of Wilder
Administration Office
will be closed
December 24th & 25th
in observance of
Christmas Holiday*



Don't Wait — Check the Date!

Replace Smoke Alarms Every 10 Years



Age matters when it comes to your smoke alarms.
Check the manufacture dates on your smoke alarms today!

1 Remove the smoke alarm from the wall or ceiling.			2 Look at the back of the alarm for the date of manufacture.
3 Smoke alarms should be replaced 10 years from the date of manufacture.			4 Put the alarm back on the ceiling or wall if it is less than 10 years old.



A closed door may slow the spread of smoke, heat and fire.



Test smoke alarms at least once a month by pushing the test button.



If the smoke alarm sounds, get outside and stay outside. Go to your outside meeting place.



Install smoke alarms in every bedroom, outside each separate sleeping area, and on every level of the home, including the basement. Larger homes may need more alarms. For the best protection, make sure all smoke alarms are interconnected. When one sounds, they all sound.



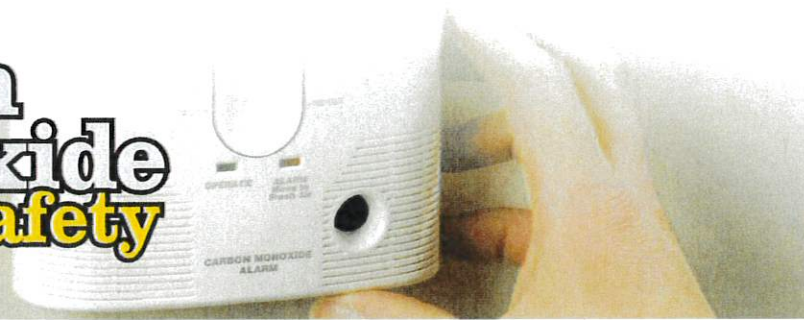
Call the fire department from a cellphone or a neighbor's phone. Stay outside until the fire department says it's safe to go back inside.

For more information about smoke alarms, visit usfa.fema.gov and www.nfpa.org.

U.S. Fire Administration



Carbon Monoxide Safety



Often called the invisible killer, carbon monoxide is an invisible, odorless, colorless gas created when fuels (such as gasoline, wood, coal, natural gas, propane, oil, and methane) burn incompletely. In the home, heating and cooking equipment that burn fuel can be sources of carbon monoxide.

- CO alarms should be installed in a central location outside each sleeping area and on every level of the home and in other locations where required by applicable laws, codes or standards. For the best protection, interconnect all CO alarms throughout the home. When one sounds, they all sound.
- Follow the manufacturer's instructions for placement and mounting height.
- Choose a CO alarm that is listed by a qualified testing laboratory.
- Call your local fire department's non-emergency number to find out what number to call if the CO alarm sounds.
- Test CO alarms at least once a month; replace them according to the manufacturer's instructions.
- If the audible trouble signal sounds, check for low batteries. If the battery is low, replace it. If it still sounds, call the fire department.
- If the CO alarm sounds, immediately move to a fresh air location outdoors or by an open window or door. Make sure everyone inside the home is accounted for. Call for help from a fresh air location and stay there until emergency personnel declare that it is safe to re-enter the home.
- If you need to warm a vehicle, remove it from the garage immediately after starting it. Do not run a vehicle or other fueled engine or motor indoors, even if garage doors are open. Make sure the exhaust pipe of a running vehicle is not covered with snow.
- During and after a snowstorm, make sure vents for the dryer, furnace, stove, and fireplace are clear of snow build-up.
- A generator should be used in a well-ventilated location outdoors away from windows, doors and vent openings.
- Gas or charcoal grills can produce CO — only use outside.

HOME HEATING EQUIPMENT



Have fuel-burning heating equipment and chimneys inspected by a professional every year before cold weather sets in. When using a fireplace, open the flue for adequate ventilation. Never use your oven to heat your home.

FACTS

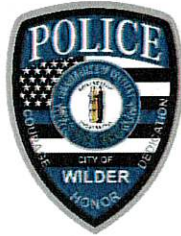
- ! A person can be poisoned by a small amount of CO over a longer period of time or by a large amount of CO over a shorter amount of time.
- ! In 2010, U.S. fire departments responded to an estimated 80,100 non-fire CO incidents in which carbon monoxide was found, or an average of nine calls per hour.



NATIONAL FIRE PROTECTION ASSOCIATION
The leading information and knowledge resource on fire, electrical and related hazards

Your Logo

From the desk of the Chief of Police



November Considerations

November brings the chill of autumn air and most people start looking forward to the holiday season. This is the time of year we can reflect on our values as a community, and give thanks. Of course, safety should always be a conversation around the holidays and winter time. Here are some things to consider:

Community Engagement: Our town thrives on the strength of our connections. I encourage everyone to look for ways to participate in community events and volunteer opportunities. Your involvement makes a tangible difference and fosters a spirit of unity that's especially important during the holidays. Did someone new recently move in on your street? What a great time to deliver some holiday cheer and make an introduction so they don't feel like an outsider.

Giving Back: November is a great time to give back. Whether it's donating to local charities, supporting community drives, or simply lending a hand to a neighbor in need, every act of kindness counts. It also demonstrates to little ones how giving to those in need is more important than receiving.

Holiday Safety: With the hustle and bustle of the season, let's all be mindful of safety. Lock your homes and cars, stay vigilant in public spaces, and immediately report any suspicious activities to our department. We are here to ensure your holidays remain joyous and secure, but waiting to inform us on things that just don't look right can put others at risk.

Thank you for your continued support and we are here when you need us. Remember, the police offices are often vacant when officers are on patrol. Don't call the office lines when you need an officer, call Campbell County Dispatch at 859-292-3622 to ensure an officer receives your call.

Sincerely,
Chad Martin
Wilder Chief of Police

From the Desk of The City Administrator

PLANNING AND ZONING INSIGHTS PART THREE

Part one of Planning and Zoning insights covered the types of planning units permitted by state law. Part two covered the requirements for a city to have planning and zoning through the adoption of a comprehensive plan. This portion will cover the next steps in adopting zoning regulations.

Once a city has decided on what type of planning unit it wants to operate under, and a comprehensive plan is adopted, zoning is the next step. Zoning regulations are adopted in accordance with the adopted comprehensive plan. A map and zoning text are adopted, basically setting up the city into individual zones that have permitted uses that have similar features or uses that are alike. Wilder has a total of eighteen (18) different zones. Here is a link to the City of Wilder Zoning Map: [LINK-GIS Map Viewer](#). This is a rather large map so zooming in will help in locating the various zones throughout the city. Zoning text regulations are also established setting up the types of uses in each zone. Here is a link to Wilder Zoning Ordinance: [wior.pdf](#). In addition to the various zones, the zoning ordinance also sets regulations on matters like permits, setbacks, signage, fences/walls, parking regulations, flood control, industrial performance standards, enforcement and finally, an appeals section.

CITY OF WILDER ZONES

- *CO (Conservation) Zone*
- *R-RE (Residential Rural Estate And Agricultural) Zone*
- *R-1A (Residential One A) Zone*
- *R-1B (Residential One B) Zone*
- *R-1C (Residential One C) Zone*
- *R-1D (Residential One D) Zone*
- *R-2 (Residential Two) Zone*
- *R-3 (Residential Three) Zone*
- *RCD (Residential Cluster Development Overlay) Zone*
- *GC (General Commercial) Zone*
- *HC (Highway Commercial) Zone*
- *NSC (Neighborhood Shopping Center) Zone*
- *PO (Professional Office Building) Zone*
- *IP (Industrial Park) Zone*
- *I-2 (Industrial Two) Zone*
- *MLU (Mixed Land Use) Zone*
- *TC (Town Center) Zone*
- *BPD (Business Park Development) Zone*

Each zone has slight changes setting them apart from each other. Residential zones deal mainly with density issues (the number of dwelling units per acre). The commercial zones have uses based on locations to highways or neighborhoods. Industrial zones have varying degrees of uses based on hazard and outdoor operation. IP being light industry and I-2 being heavy industry.

A zoning administrator enforces the zoning ordinance by issuing permits, making inspections and determinations on how to properly implement and interpret the ordinance. The zoning administrator also works with new developments, existing uses and the planning commission to effectively see the city is developed according to the comprehensive plan and zoning ordinance. In Wilder, the zoning administrator position is part of the duties of the city administrator.

For questions, please contact Terry Vance, tvance@wilderky.gov.

From the Desk of The Mayor

Dear Wilder Residents,

It's hard to believe we are about to close out the 2024 calendar year. By now, you would have received the hand-delivered Sept/Oct Newsletter complete with relevant city information including a summary of achievements to date. Therefore, for this edition, I'd like to cover recent accomplishments. Page two is being provided to add clarification on the subject of retention, attrition and attraction.

Accomplishments:

- Council adopted the 24/25 tax rates for real and tangible property by a vote of 4-2. Real estate tax rate remained at .231 while tangible property tax decreased from .513 to .440. The budget remains balanced.
- Hired 4 Full time FF/EMT/Paramedics – this brings us back to 7 full-time team members. If we are awarded the Safer Grant, our goal is to hire 2 additional EMT/firefighters
- Hired another full-time Public Works laborer bringing the staff count to 3. The workload has only increased for our team of 2 taxing them on a daily basis. The city has not had 3 full-time laborers since 2015. This increase in headcount will help our team immensely with projects, repairs and maintenance.
- Personal business visits and meetings continue with positive feedback garnered.
- Using an external committee of ranking police officers from various agencies and counties, completed an important interview process. Based on their recommendation, Officer Adam Peak was promoted to Lieutenant. The Chief has operated without this important role for several years and with the new developments and growth in the department, it was necessary to fill this vacancy.
- Worked with the County Economic Development Director on Coffee Shop prospects. Met with six interested establishments regarding potential around the Town Center. More information to follow.
- Met with business prospects for the Neyer Property on Gloria Terrell Lane. While the negotiations are confidential, Terry and I are working with them on incentives such as tourism grants, employment incentives, etc. More to come on this location.
- Business luncheon held on Wednesday, October 30, 2024.
- Comprehensive Plan update added to the next Planning & Zoning agenda. Council, businesses and residents will be invited to participate on a committee and represent the community's goals and objectives, including possible upgrades to Frederick's Landing, keeping in mind any major upgrade could be costly due to the flood zone, insurance costs, lack of utilities (which we are working to address) and parking. More to follow.
- Although nothing significant to report, we are still in conversation with the owners on next steps at the steel mill.
- Bobby Mackey's renovations are progressing. Demolition is expected to begin soon.
- Fischer is ready to begin construction on the next buildings. Pre-market sales have been strong.
- As part of my out-reach objectives set for the entire community, I met with Bentwood Hills and Signal Hills and presented at their condo HOA meetings.
- Since our last update, the team organized and offered several events for the benefit of the community: Touch-a-Truck, Senior Picnic, Flag Raising, Pumpkin Scramble, and Medicare Seminar.
- The city partnered with the county and Tank to help launch the on-demand Tank plus services pilot.
- Supported the River Sweep Clean-up day utilizing Frederick's Landing

(Continued next page)

From the Desk of the Mayor cont.

The following page is commentary offering my perspective on the retention, attrition and attraction of personnel which addresses the inquiries I have received.

I am open to discussing anything on your mind. I hope to see you at the next Coffee and Talk.

Your friend and Mayor,
Valerie

From the Desk of the Mayor

RETENTION / ATTRITION / ATTRACTION

It's my belief that anyone with even limited business experience, private or public sector, should know that attrition occurs at any level and in any department. From my experience leading many departments, mostly in a large, Fortune 100 corporation, it is something leaders plan for and remain mindful. People leave for many reasons: greater opportunity, advancement aspirations, less stress, more money, less money, medical issues, disability, family, location, retirement and better benefits. There is also the matter of personnel violations which can lead to a separation.

There is no magical formula or guarantee for a city (or business) that would prevent departures. Every city provides what is affordable, comparable and competitive to the best of their ability. But, there will always be someone willing to pay more or offer more. My fact-based decision making will always be measured and responsible when it comes to employment matters. And while some have moved on to achieve their individual goals, Wilder attracted several highly qualified candidates to replace them in a timely manner. They found Wilder the place to be. As we wish those who left well, we celebrate the new additions to our team. With that said, misinformation circulating or partially true statements without the complete facts can only cause confusion, mistrust and harm the city. Let me be clear in answering your questions posed and give examples in the fire department which was a group called out. Why:

1. Because we received notice from a physician that the full time FF / Paramedic could no longer perform the duties of the job due to an illness.
2. Because we had a full time FF / EMT terminated for policy violations.
3. Because we had a full time FF / EMT apply to and move to a department closer to home who said during his exit interview he also took less money to be "home".
4. Because he left for a larger city department with higher tax rates.

Through our exit interview process, we found that higher pay is not the primary reason for people to leave employment with Wilder. Actually, they stay or we attract applicants mainly because we do offer so much more to our employees. The city is a generous city.

Like all cities, we experience attrition but in my opinion, the above departures do not meet the definition of a pressing retention issue. To infer this with half accurate information is a disservice to the leadership team of Terry Vance, City Administrator, Chief Neyman and Chief Martin and serves to only undermine their employee focused efforts. It serves no constructive purpose for the good of the city. These leaders perform their personnel duties without failure or compromise. It's disappointing that someone felt the need to imply otherwise. (Source: LinkNKY Wilder City Council 2024). I, also, take my personnel responsibilities statutorily granted to the Executive Branch seriously. I engage with other mayors, utilize the personnel expertise of our city attorney and work in concert with the KLC experts.

From a Human Resource perspective, we have accomplished a lot in less than two years and I thank council for approving the budget that allowed us to move the needle in a positive direction for the entire staff. Soon, the new Quint, or ladder truck, will arrive. We have been paying on that debt. This was a \$1.3M investment in our fire department and city. While some cities are just now evaluating the idea of a retention agreement, we have them in place for police, fire & public works. To my knowledge, no other city has a similar merit program as designed for Wilder. Many new benefits were added when we updated the obsolete personnel policy. The city has been proactive and is ahead of the curve.

As public servants, we must hold ourselves to the highest standards of accountability for statements we make and information we share. Let's make sure we are providing the complete story and reliable data. My door is always open for dialogue or to review any data available.

Thank you for the many inquiries you have made. I appreciate the open dialogue. Wilder is at the heart of every decision I make as your mayor.