

Work Session Minutes

February 13, 2023

@ 5:00 PM

The Purpose of the Work Session was to discuss matters Ms. Cassandra Lee had concerns about that are not currently addressed in the Employee Policy Handbook.

Meeting began by Mayor Roger Weatherwax opening the floor to Councilwoman Cassandra Lee to address her concerns.

Ms. Lee began discussion by emphasizing how important it is to be proactive not reactive to possible situations. She felt like two very important items need to be addressed in the Employee Handbook (Personnel Policy):

- 1) Nepotism – being the first should be addressed and persons related shouldn't be hired. Ms. Lee had given an example of a similar policy used by another employer. She expressed how due to family ties in the work force it could cause issues – like favoritism – possibly an employee receiving things others might not, discipline not being equal and basically just causing a problem in the daily work environment that would possibly lead to much bigger issues. Ms. Lee also stated that if someone gave false information about being related to current employees there should be consciences of that such as ties with the City cut.

Other Council members agreed this needed to be addressed. Ms. Denise Lovett spoke of an employer her son began work with that gave him a list of employees. He not being aware of his family ties, she had gone over it with him before he would be hired. She suggested that there weren't related to current employees of the City similar to what her son had to do.

- 2) Employees being in relationships – Ms. Lee said that this was a concern because already there had been through hearsay that there is an issue with some employees. It was suggested that if employees were involved in a relationship or became involved in a relationship while employed by the

City if it became an issue due to problems in the relationship that affected their work, it could be grounds for termination.

Councilman Jason White said that if employees were in a relationship and it didn't hinder their work or if they became involved with another employee as long as the work was not affected then the employees would not have issues. It was also stated that it needed to be clear like Ms. Lee stated that there could be reprimands for such behavior during work that affected one's job or those of others.

Ms. Lee stated she would be making a Motion at the next Council Meeting for these things to be added to the Policy Book for the City.

Jason White asked about the mileage officers are allowed to drive a patrol car home that Chief Knight had asked to be increased to 40 miles at a previous meeting. Council want clarification on where the 40 miles would be from, like the Police Jurisdiction, County Line, City Hall...they felt like more information was needed before a change was made. The Council also discussed other options would be more beneficial in drawing more local officers to apply and stay with the City. Mayor Weatherwax stated that the County had increased the Hazard Duty pay of their officers. Some other local departments had given sign-on bonuses along with another bonus after a set time. Ms. Cassandra Lee suggested that a possible solution would be to have them sign a contract to make sure that they would be committed to the City. She also stated that the maintenance cost for the patrol cars being driven home for extended distances needed to be considered as well as there had to be a limit set and upheld rather than continuing to extend the mileage.

Roger Weatherwax, Mayor

Deroma Pepper, City Clerk

Brent White, Council Member

Jason White, Council Member

Joyce Jeffreys, Council Member

Cassandra Lee, Council Member

Denise Lovett, Council Member