

City Council Minutes

October 17, 2022

@ 5:00 PM

Meeting was opened with the pledge of allegiance followed by prayer.

Mayor Weatherwax ask Council to dispense of the reading of the minutes from the September 19, 2022

Motion: Jason White

2nd: Joyce Jeffreys

Mayor Weatherwax purposed that evaluations be done every 6 months on employees – addressing the formal request that Councilwoman Cassandra Lee had made several times of the importance of this being done. Ms. Lee referred to policy 6.2.2 and 6.2.3 which outlines specifically how to do evaluations. Ms. Lee stated that based on policy 6.2.2 and 6.2.3 she wanted to make a motion that employees be evaluated yearly on the employee’s anniversary and that City Clerk will give those dates to supervisors 1 month prior to that date so they can do these so employees can be evaluated and it will be effective as of January 1, 2023. Councilman Brent White stated that the supervisors handle any issues that might come up as they happen and not wait for the evaluation time so employees can correct those issues because employees might not be aware that they are not correctly doing something. An evaluation should be used across the board by all supervisors and cater some of those observations to that individual’s specific job.

Motion: Cassandra Lee

2nd: Joyce Jeffreys

Ms. Lee requested that the accountant Emily Edwards come to Council Meetings on a quarterly basis and present projections at Council Meetings, because she felt like she was blindsided by the amount of money the City has. She spoke that she wanted it to be at Council Meetings so that it would be recorded in the minutes. Mayor Weatherwax stated that he had spoke to the League about this matter and that the Council can only request that employees come to meetings they can not

require them to. Emily Edwards gives to the Council monthly except when she was off on maternity leave. She is only required to give the Mayor a report 2 times per year and he is only required to give it to Council 2 times per year. He told Council that Emily Edwards is at work 40 hours per week and available at anytime for anybody. Ms. Lee said she was not going to fight about it – sometimes what she gets is not what she needs and she doesn't think that she should have to trump up here to get what she needs. Ms. Lee stated that she still felt that the Council needed because they are responsible for the money. She said she wanted it to be in a setting so she could ask questions and that the Council might also need to ask questions. Mayor Weatherwax stated he was just stating the Law to the Council. Ms. Lee said that if it is at request then the Mayor could request it to be quarterly. Mayor Weatherwax stated again Ms. Edwards is available 40 hours a week. Ms. Lee stated when making decisions about money that she as a Councilwoman will be who people look at. The discussion ended with Ms. Lee saying well it would just be left like it is.

Mayor Weatherwax stated that he would propose to accept the budget and include:

Grade Raise for all employees...a motion was made by Denise Lovett and with no second the motion failed.

Next a \$2.00 across the board raise for all employees was made by Mayor Weatherwax....no motion was made nor second, motion failed.

Next a 6% across the board for all employees made by Mayor Weatherwax...no motion was made nor second, motion failed.

Next 5% across the board for all employees made by Mayor Weatherwax...no motion was made nor second, motion failed.

Next 4% across the board for all employees made by Mayor Weatherwax...no motion was made nor second, motion failed.

The Mayor then ask if there was a motion for any raise for the employees...

Jason White made a motion for a 3% raise for employees.

2nd was made by Joyce Jeffreys

Roll Call vote was taken: Cassandra Lee (aye), Joyce Jeffreys(aye), Jason White(aye), Mayor Weatherwax(aye), Brent White(aye) and Denise Lovett(aye)

Budget passed with a 3% raise for all employees.

Ms. Joyce Jeffreys stated that due to the contract with West Lawrence not being settled that was her concern about the money. Mayor Weatherwax stated that would not take place as for at least a couple of years as far as them no longer buying water from us if that happens and the current contract goes until 2037.

Motion to Adjourn: Denise Lovett

2nd: Brent White

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