

Mayor King called the regular meeting to order at 6:32 pm with the reciting of the Pledge of Allegiance. Board Members McWilliams, Hackworth, Pearce and Fraser present; refer to sign in for others present.

MINUTES

Hackworth made the motion to approve the minutes of December 18, 2018. Fraser 2nd the motion and passed with 4 ayes.

WATER/WWTP

Mr. Keithley informed the Board that Mr. Heimer was in training to start working on getting his water license for a backup operator.

Fraser made the motion to approve the Directors Report and Adjustment Report of \$(29.64). Pearce 2nd the motion and passed with 4 ayes.

Mr. Bond is out for medical issues, so no report given for the WWTP.

STREETS/PARKS/GROUNDS

Mr. Keithley gave a verbal report, stating that SMCOG will be coming to pick up the contract and to get started on the park comprehensive plan.

Mayor King informed the Board that the City was not awarded for Phase V of the sidewalks grants from MODOT.

LIBRARY - No new business.

PLANNING AND ZONING - No new business.

POLICE

Chief Whisnant submitted a monthly written report. End the year patrolling the neighborhoods and not the highways.

Chief informed the Board that he would like to see a change in the holiday policy for the police department, either one of the two options, adding to allow for religious holidays not listed:

- A. The following, and such other days as may be designated by the Mayor and/or Board of Aldermen, are scheduled holidays, for full time employees: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. In addition, each employee shall receive a Floating Holiday at the beginning of each calendar year. Employees shall receive equal hours of holiday time in which they are scheduled. (8-hour shifts receive 8 hours, 10-hour shifts receive 10 hours, etc.). Floating holiday time shall be used prior to the last pay period of the calendar year or shall be forfeited without compensation on January 1st of the new year. All other holiday time may be accumulated to a maximum balance of 12 days. Upon accumulating 12 days of Scheduled Holiday

time, the employee shall not receive additional Scheduled Holiday time until such balance is reduced to not exceed the 12-day balance.

- B. The following, and such other days as may be designated by the Mayor and/or Board of Aldermen, are scheduled holidays, for full time employees: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day. In addition, each employee shall receive 3 Floating Holidays at the beginning of each calendar year. Employees shall receive equal hours of holiday time in which they are scheduled. (8-hour shifts receive 8 hours, 10-hour shifts receive 10 hours, etc.). Floating holiday time shall be used prior to the last pay period of the calendar year or shall be forfeited without compensation on January 1st of the new year. All other holiday time may be accumulated to a maximum balance of 12 days. (120 hours if assigned to 10-hour shifts, 96 hours if assigned to 8-hour shifts) Upon accumulating 12 days of Scheduled Holiday time, the employee shall not receive additional Scheduled Holiday time until such balance is reduced to not exceed the 12-day balance.

Fraser made the motion to approve Option B of the Holiday Schedule. Motion dies due to lack of a second.

Mrs. Hensley asked the Board what the current policy for holidays were. Mayor King informed her on what the current policy states. Also, he informed her that the current policy does not include the provision for religious holidays, so the Board will need to review this.

Chief Whisnant told the Board that he wanted them to look at wages for the police department. He stated that the City is just going to lose officers for better pay and there is more cost in having to keep training new officers. Mayor King informed him that the City does a review of wages every budget meeting.

Mr. Gann stated that it was a waste of time and money to have the turn over. Ms. Fuller asked what the starting pay for entry level police officer. Chief stated \$12-\$12.50 per hour.

Chief Whisnant is asking for raises for the police department and for his spouse's insurance to be paid for or at least in part. Mayor King asked how this is supposed to happen with the finite budget we have. Mayor stated that priorities need to be set, a few months ago it was the park and now it is police pay.

Ms. Baker stated that the City remodeled the PD and now wants to remodel City Hall. Mayor stated that the PD at that time brought the remodel request to the Board and stated they needed room, plus the remodel at City Hall will use water and sewer funds and this cannot be used for police.

Chief Whisnant stated that in order to keep officers the City will need to increase pay and benefits.

Ms. Fuller asked if the citizens get a part/say in any upgrades, and wants to know if the Mayor is getting kick backs due to the company he owns. Mayor King informed her that the building is put on the agenda and there are public meetings. As for where he works, no kickbacks. Mayor King stated that he is an accounts receivable manager for Conco, he collects money from customers. He does not own any company.

Joel Schulz stated that officers are needed to protect the services that the City provides. Mayor King stated that was correct and there is no argument there. They just need to find the money in the budget.

Sheriff Cole asked if he could address the Board. Sheriff Cole would like to first state that in his opinion the City of Clever is fortunate to have the chief they have. Sheriff Cole stated that he has over 100 employees and after cutting the sheriff's department budget by ¼ they were able to give raises to their employees. He feels