

Work Session
August 12, 2024
@ 5:00 PM

Present: Mayor Roger Weatherwax

Brent White

Denise Lovett

Jason White

Cassandra Lee

Absent: Joyce Jeffreys

The meeting was called to order by Mayor Weatherwax.

The purpose for this Work Session was to hear from supervisors about their wants/needs for their departments. Mayor Weatherwax directed the meeting to Accountant Emily Edwards. Ms. Edwards spoke to Council about each had a copy of the proposed Personnel Policy to review for next Work Session so that they could be prepared to discuss it and have questions or changes ready also at that time. She said that each supervisor would be speaking on behalf of their department and the needs for that department for budget purposes for the 2024-2025 year.

Administration: Deroma Pepper – City Clerk

- 1) Computers in the amount of approximately \$10,000.00 this is due to Microsoft changing and no longer supporting current version
- 2) ADA compliance across the City in different areas estimated at \$50,000.00 this is pending a report from the attorneys that were in charge of the upgrades. Mayor Weatherwax directed to Jason Newton the question because he had actually gone out with the attorneys and the ADA compliance professional. Ms. Lee ask if we knew where this was going to have to be done. Mr. Newton spoke about several parking areas that needed to be adjusted and restriped at the Park, City Hall etc. also the need for signage also need adjusting and placed. Once a solution is agreed upon between our attorney and the

other one, we will know more as to cost estimates and where everything is that needs upgrades.

- 3) Suggest a 5% raise across the board for all employees.

Police Department: Russell Graham – Police Captain

- 1) Police cars - would like to get 2 this year so they can rotate the ones they have now and have 2 post cars – which are available in case they have regular vehicles in shop.
- 2) New body cameras – cameras in general...car cameras – currently they are using body cameras that they have for dash cameras (Tim Owens said that currently don't have any actual dash cameras – older body cameras are being used and they are going out because of the software that is used is being upgraded and will not sync)
- 3) Hazard Duty increases from \$100.00 per pay period to \$200.00
- 4) Ask for 5% raise
(Emily Edwards stated that herself and the Mayor had been speaking to Simple Grants still on possibly getting grant money for some of the things in these requests but the next meeting is later this month.)

Fire Department: Brian Phillips – Fire Chief

- 1) Hose 1,000 foot of 5" hose for the ladder truck
- 2) 2 Sections of 5" Hose
- 3) Monitor Package Elkhart RAM XD
- 4) Station Camera to go on top of tower – storms coming in a 360 degree around this would be for installation and camera
- 5) Hazard Duty increases from \$100.00 per pay period to \$200.00
- 6) 5% pay raise
- 7) Money in the amount of \$15,000.00 - \$18,000.00 for Grass Truck he has donation money to go with it \$10,000.00 to \$12,000.00 that can be put with it to go to Montgomery and purchase a good used one.

Park & Recreation: Deangelo McDaniel - Park and Recreation Director

- 1) Lawn Mower – part of plan to every 4 years rotate old one out...currently having to work on the current one quite often.
- 2) Cooking stations at both Concession Stands especially at the new one to prevent it from causing issues with the vinyl and heating and cooling unit.
- 3) Bleacher covers at the new park – would like to use some of the remaining Bond Money for this.
- 4) Westinghouse power box – which is located at the tennis court – Joe Wheeler has told us we have to replace it – it provides power to the tennis courts, high school new building etc. The current one will be done away with and with the help of other departments they will install the conduit to where they will put the new station to be wired up. This will also help in having more festivals in the park.
- 5) \$20,000.00 for the Park Festival – this is the same that was given last year for the 4th of July. Would like to add more to it – the Jesse Owens Run would like to be brought back since it hasn't taken place since 2016 and the City to be the primary sponsor, it would be held in May that 3rd week in May people still look to Moulton for a run.
- 6) 5% pay raise
Ms. Lee ask about the Jesse Owens name sake for the run – Deangelo said that he had spoken to his granddaughter and they were ok with us using his name for the run.

Jason White ask about the tennis courts and pickleball courts where are those plans currently at? Deangelo and the Mayor stated Carver Asphalt would come over sometime this week and look at it. Mr. McDaniel said they were debating, to renovate or build new due to the cost building new maybe the best answer. Also, he hadn't put a new splash pad in the budget items but the old one if it makes it through this season it will just be about all it can do. All the new plans include the new splash pad, pickleball, and tennis courts by the recreation center and Blake McNally has been sick – he is the one doing the overall drawings of the park plans. Jason White ask if we

needed to wait on the power box being bought and replaced that currently is at the tennis courts should we wait... Mr. McDaniel stated it had to be replaced because of the other things it controls no matter what about the tennis court's current location. Mr. White stated he would like to see these things done this year. Ms. Lovett ask about the creek and was it an issue – Mr. McDaniel Stated that it was a natural drainage basin and that was the way water is diverted out of the park. Ms. Lovett said so it must stay there and Mr. McDaniel stated "Yes."

Cemetery: Deangelo McDaniel

- 1) Lawnmower designed for cutting cemeteries \$15,000.00
- 2) Weed eaters and blowers that are battery powered

Street/Solid Waste: Daniel Woodard – Foreman

- 1) Would like to get in on a trade in program for the Garbage Trucks in every 2-3 years rather than waiting every 5 years when it is paid off because at the auctions, they are not bringing anything. This would cut down on repair cost also.

Water Distribution: Greg Flanagan – Superintendent

- 1) Request for a Service Truck – current truck has over 200,000 miles. He isn't requesting a new truck but would prefer 4X4 350 because in some areas it is needed.
- 2) Replace the Dump Truck which is worn out.
- 3) Increase uniform allowance from \$300.00 to \$400.00 due to the wear and tear on clothing they go through.
- 4) 5% raise

Water Plant: Stanley Nichols – Chief Water Plant Operator

- 1) Time due to restrictions (9yrs) Testing which is \$1,800.00 per mth must be done for 2yrs started in April so will need money set aside to cover testing approximately \$24,000.00 for the remainder timeframe.
- 2) Clearwells are now required to be cleaned every 5yrs by the State so will need to set aside money for that so he would like to

get a cycle started so you don't have to do both at the same time and set aside money in anticipation of this.

- 3) Sand Filters are needing to be redone last time was done on June 26, 2006, normally must be done about every 15 yrs.
- 4) 5% increase

The Mayor and Mr. Nichols were going to try to get some funding through ADEM if possible, for so of these things and the flocculators.

Gas Department: Caleb Harville – Gas Superintendent

First spoke on how projects in the Gas department are going...the pipe trailer has been gotten back along with things needed and 1000 foot was ran Thursday and the boring contractors today went under Co Rd 97 and Co Rd 100

- 1) \$200,000.00: \$110,000.00 for pipe which will cover 5 miles 4", but also included would be the permitting, boring, mapping and materials. Engineers have been contacted about 15 – 20 miles of work to get mapped.
- 2) 2 Used trucks – he is going to give up his 2021 and replace a 2006 f-150 and get 2 trucks in 2006–2018-year model.
- 3) Clothing allowance from \$300.00 to \$400.00
- 4) 5% raise

Sewer Dept: Mark Heflin – Sewer Superintendent

- 1) \$75,000.00 - Main Line 8" Crawler Camera System – to be able to see where work is needed that way, we can look ourselves to decide what needs to be done without the cost of getting an engineer to do that.
- 2) Pipeline to be laid behind Charles's Body Shop should have been in grant project but wasn't included so we must do this.
- 3) Combo Machine – can be used in several departments for several jobs and would be better safer and productive for employees to use.
- 4) Hiring someone for the collection system due to Mark Heflin retiring in 2 yrs. Then hire someone after that to have a 2-person crew for the collection system alone.
- 5) 5% raise

Golf Course: Myron Bohannon – Golf Course Superintendent

- 1) \$150,000.00 estimate for Building at the Maintenance Shop – Pad is already there so current one will need torn down and new Metal Building put up.
- 2) Irrigation System – is outdated and not working correctly – computer system and control panels will need to be changed this comes from Toro and rough estimate is \$90,000.00. Tech from Toro will have to come and go through the system.
- 3) 5% raise

Emily Edwards made Council aware that there is a new federal law passed that salaried employees must make at least \$58,656.00 per year and currently our Grade 10 pay scale beginning step one does not make that if the 5% raise is given it will bring that into compliance to the law. Insurance went up between 5% and 8% depending on which Tier you were in. This is where the 5% request for raises came from. She also told Council she would have updated Job descriptions to Council by Wednesday so they will have them to review. Next Work Session on August 26th, if possible, to review the personnel policy and job descriptions.

Ms. Lee ask about across the board raises --- is that fair if someone is not doing their job but another employee is doing their job (+). Ms. Edwards stated that on an employee's anniversary date they are evaluated and if they are not doing a good job, they don't get a step raise. This raise is a cost-of-living raise. Ms. Lee expressed that if she didn't get a good evaluation when she was working, she didn't get a raise so she doesn't think everyone should just get a raise across the board. Jason White said that the 5% was just a COLA – cost of living raise if elected to be given. Ms. Lee stated she understood that but that wasn't how this was stated in the beginning.

Brent White ask for a printout of the pay scale, which Ms. Edwards said she would include in the information she would bring to them on Wednesday.

Mayor ask that Ms. Edwards also include if there were 11 Grades made and #1 was dropped leaving a remaining 10 Grades in that supplied information.

Ms. Lee ask that before the meeting was over that Mayor Weatherwax at the last meeting was to speak with the Building Inspector about the list of priority items and that was that going to be given today. Mayor Weatherwax directed her to ask the Building Inspector – Jason Newton. Jason Newton – had provided a list of things that have been June – July 2024 going over kind of what has been done in that timeframe. He stated that he had not contacted anyone specifically on the dilapidated and run down homes because this time of year is busy with grass, rodents etc. He said once the current ones are completed, he will start on new ones – for compliance and property codes. Ms. Lee said that last week she was told there would be a priority list because she has been talking about the one on Rosenwald for years and that would be given to the Council. Ms. Lovett stated that she thought that it wouldn't be this soon that Jerome – the attorney, Jason, Mayor and whoever wanted to meet would get together and set that for the dilapidated properties because there is a lot of them. Mr. Newton had also on the list he gave to Council trainings and other things that has had him occupied and he is trying to get a list, but he can't say when it will be compiled completely, he is doing his best to get what she wanted. Ms. Lee redirected her questioning about the list and properties to Mayor Weatherwax on if he had instructed Mr. Newton on the properties that were being worked on or talked about prior to Mr. Saint's death. Mayor Weatherwax stated that the attorney said that the one which is coming up in court needed to be taken care of first then the others could be addressed and that the police department have been dealing with someone living in the house – it is being worked on but that dates couldn't be given. Ms. Lee stated she had not asked for dates; she ask for order in which they were going to be handled. Ms. Lovett stated she thought that the meeting was to be between the attorney, the building inspector and whomever because you didn't want more than 3 or 4 condemnations a year so that would categorize which ones were the worst to be done because you can't have 40 working on at one time. Ms. Lee said she understands that Mr. Newton can't do but so many because he is one person but that the Mayor needed to make it known to the attorney and the building inspector about the ones that she had been talking about for a long time and which ones are priority (Petty St, Rosenwald St). Mr. Newton stated that priority will be based on condition of the home or building, direct threats that are immediate threats or issues to public safety or health will take top of the list – if he can drive by a home and see that there is a direct issue without intense investigation into it that will be priority over one that does not show signs of being an immediate issue. Ms. Lee ask if he had a list like that. She stated she

took pictures today and sent them to Mayor and the attorney so she didn't know if they were on his list but the one on Rosenwald has been talked about forever – is that the one you are going to court for? Mr. Newton, no ma'am it is not. The one being done now – shows great issues with hazards with the surrounding buildings on the square and pedestrians walking by. Ms. Lee says that the one she is talking about has squatters, people overdosing, so she is just asking because it has been on the list forever and a day....and she can't get a straight answer on where it is on the priority list – she will be sending a list to Mr. Newton and the attorney. Mr. Newton stated that the Council had made the decision to demolish that property but there had been no follow up by Council that he had found about where the City was at on the process of demolishing it. Ms. Lee said she didn't remember that but once again it goes back to the Mayor knowing what's going on with it.

Brent White ask about the Zoning meeting coming up. It is August 22nd – Dollar General has ask for a variance on the parking spaces – the Zoning Rules and Regulations they are required to have one spot for every 200 square feet of covered area with that being in place they would need 53 parking spaces they would like to lower that to 35 spaces so they don't make such a big impact on the environment. They are trying to avoid wetland and drainage issues.