



REGULAR MEETING OF THE MAYOR AND BOARD OF ALDERMEN OF THE CITY OF GLUCKSTADT, MISSISSIPPI

Tuesday, October 10, 2023 at 6:00 PM

Minutes

1. Call Meeting to Order and Roll Call

The Mayor called the October 10, 2023, Regular Meeting of the Mayor and Board of Aldermen to order. The Mayor presented the Notice of Regular Meeting of the Mayor and Board of Aldermen of the City of Gluckstadt, Mississippi acknowledged by all Aldermen. (Exhibit "A").

Board Members Present: Mayor Walter C. Morrison, Alderman John Taylor, Alderwoman Miya Warfield Bates, Alderman Jayce Powell, Alderwoman Lisa Williams. Alderman Wesley Slay was absent.

Staff Members Present: City Clerk Lindsay Kellum, Deputy Clerk Scott Maugh, Executive Assistant Janet Brooks, Planning & Zoning Director Mike McCollum, Building Official William Hall, Public Works Director Chris Buckner, Executive Assistant Bridgette Smith, Chief of Police Barry Hale, Assistant Chief of Police Jeremy Slaven, Court Clerk Stephanie Gerlach, City Attorney John Scanlon and City Attorney Zachary Giddy.

2. Opening Prayer and Pledge of Allegiance

Ms. Bridgette Smith opened the meeting with prayer.

Alderman Powell led the pledge of allegiance.

No action taken.

3. Presented Items

The Mayor revised the 10/10/23 regular agenda to add item 4A below.

A) Recognition of Alderman Taylor's Son, First Lieutenant Johnny Taylor, for His Service to Our Country.

The Mayor recognized First Lieutenant Johnny Taylor and expressed deep gratitude to First Lt. Taylor, Alderman Taylor, and his family, for honorable service to our country, as well as his safe return home.

No action taken.

B) Announcement of Central Mississippi Mayors Association Scholarship, College (Mayor Morrison)

The Mayor took this opportunity to notify the public of the 2024 Central Mississippi Mayors Association College Scholarship; applications are available at city hall.

No action taken.

C) Discussion of Nomination of City Health Coordinator, MDHS City Health Council (Nominated by Alderwoman Bates)

Alderwoman Miya Bates nominated Dr. Nakeitra Burse as Gluckstadt City Health Coordinator for the Gluckstadt Mayoral Health Council (Partnering with Mississippi Department of Health and Human Services to bring health initiatives to the community). Dr. Burse has accepted the nomination.

The Mayor requested a motion to accept Alderwoman Bate's nomination and designation Dr. Nakeitra Burse as Gluckstadt City Health Coordinator. Alderwoman Bates made the motion. Alderwoman Williams seconded the motion.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

D) Request for Partnership with Germantown High School Booster Club (Presentation, Tommy Robinson)

Mr. Tommy Robinson, a representative with Germantown High School Booster Club / Athletics, addressed the board and requested a partnership with the City of Gluckstadt and discussed upcoming sponsorship opportunities for the city to participate in.

The Mayor requested a motion to provide \$500 in funding to the Germantown High School Booster Club / Athletics for advertising and promotional purposes, finding favorable promotion of the City of Gluckstadt. Alderman Taylor made a motion to provide \$500 out of the city's community promotions & advertising budget to the Germantown High School Booster Club / Athletics. Alderman Powell seconded the motion.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

At this time, the Mayor revised the 10/10/23 regular agenda to add item 4E below.

E) Introduction of Randall Bolden, District Two Election Commission Candidate

Mr. Bolden addressed the board and introduced himself to the public; he is running as a candidate for District Two Election Commissioner for Madison County and asked for the support of all present in the November 7th General Election.

No action taken.

F) Swearing in of Police Officers, Gluckstadt Police Department

The Mayor administered oaths of office and swore in recent hires for the Gluckstadt Police Department. The officers sworn in included:

- **Angela Harper, Part Time Officer**
- **Sean Terwilliger, Reserve Officer**
- **Kyrie Lucas, Sergeant**
- **Jessie Smith, Jr., Part Time Officer**
- **Stephen Tucker, Lieutenant**
- **Jeremy Slaven, Assistant Chief of Police**
- **Barry Hale, Chief of Police**

4. Approval of Consent Agenda Items

A) Approval of Meeting Minutes: September 12th, September 19th, and October 3rd

B) Approval of Claims Docket

C) Request for Authorization to Register for MMCCA Winter Conference: December 13-15, Flowood (Lindsay Kellum, City Clerk & Scott Maugh, Deputy Clerk)

D) Approval of Middle Mississippi Building Officials Association Annual Membership Fees (William Hall, Planning and Zoning Admin.& Bridgette Smith, Exec. Admin. Assistant P&Z)

E) Authorization to Participate in Madison County Business League Luncheon & Sponsor Table (Favorable Promotion of the City)

F) Authorization for City Staff to Participate in St. Joseph Trunk or Treat & Decorate Table / Police Vehicle (Favorable Promotion of the City)

G) Board Notification and Approval of List of Donated Items and Trade-ins, Police Department

H) Authorization to Remove Specific Items from Fixed Assets (Added in Error)

I) Declaration of Bookshelf Value and Authorization for Disposal (Donation to Fairview Baptist Church)

J) Request to Remove Dell Monitor from Fixed Assets & Declaration of Value for Surplus

The Mayor requested a motion to adopt the consent agenda, noting the board finds Item 4E to be approved as favorable promotion of the city (sponsorship of table at Madison County Business League's Vision Awards Luncheon, where the City of Gluckstadt will receive the Visionary Leadership award). (*Exhibit "B"*). Motion made by Alderman Taylor, Seconded by Alderman Powell.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

5. Monthly Budget Reports

October 10, 2023, Regular Meeting of the Mayor and Board of Aldermen

The Mayor presented the monthly budget report(s). (Exhibit "C").

No action taken.

6. New Business

A) Designation of Trick or Treating Date, Halloween - City of Gluckstadt

The Mayor requested a motion to designate Halloween Trick or Treating activities to be held on Tuesday, October 31st for the City of Gluckstadt. Motion made by Alderman Powell, Seconded by Alderwoman Bates.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

B) Approval of FY23 Municipal Compliance Questionnaire (OSA)

The Mayor requested a motion to adopt the FY23 Municipal Compliance Questionnaire and directed the City Clerk to send it to the Office of the State Auditor. (*Exhibit "D"*). Motion made by Alderman Slay Seconded by Alderwoman Bates.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

C) Consideration of Uninsured Motorist Coverage, Mississippi Municipal Liability Plan

The Mayor requested a motion to approve Uninsured Motorist Coverage through Mississippi Municipal Service Company for the recently purchased 2022 Dodge Ram, Vin #4915. Motion made by Alderman Slay, Seconded by Alderman Taylor.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

7. Old Business

A) Discussion of Industrial & Freeport Exemptions, Update (Bates, Slay, Kellum)

Alderwoman Bates, Alderman Slay and City Clerk Lindsay Kellum updated the board on their recent meeting with the Madison County Tax Assessor regarding Industrial and Freeport Warehouse Exemptions.

The Mayor directed legal to work with the City Clerk's office to create a policy for these types of businesses to come before the Mayor and Board of Aldermen to apply for a city exemption in the future and bring it back to the Board of Aldermen at a future meeting for approval; this would include new industries coming to the city and new equipment / inventory for existing industries within the city.

8. City Clerk, City Administration Matters (Lindsay Kellum)

A) General Update, City Administration (City Clerk)

The City Clerk provided an update to the board concerning the City Administration.

No action taken.

B) Privilege Licenses, Monthly Update

The City Clerk and Deputy Clerk provided an update to the board on privilege license collections. (Exhibit "E").

No action taken.

C) Review of FY23 Privilege License Collections & Adoption by Board (FY23 Report)

The City Clerk and Deputy Clerk provided the FY23 Privilege and Transient Vendor License Report to the Board for certification and filing on minutes. (Exhibit "F").

The Mayor requested a motion to certify and approve the Fiscal Year 2023 Privilege License Annual Report (\$37,410.02 in Privilege License Revenue Collected & \$825.00 in Transient Vendor License Revenue Collected for FY23) provided to the Board by the City Clerk's Office for review. Motion made by Alderman Slay, Seconded by Alderman Powell.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

D) Discussion of Non-Compliance & Enforcement Authority, Filing of Privilege Licenses (Legal, Deputy Clerk)

The City Clerk and Deputy Clerk advised the board of various businesses within the City of Gluckstadt that have not filed (or refuse to file, willful and knowing) their Privilege License with the city to date, and further, discussed the ongoing efforts by the Clerk's office to notify and collect the business license tax from said businesses, including mailing out annual notices to all businesses on file with the city in the spring, sending renewal notice for those who have filed previously, and working with the local chamber of commerce to publicize on social media outlets and in their monthly emailed newsletters; further, legal discussed the potential consequences to the City Administration and the City Clerk's office for failure to collect; additionally, legal provided options to the Board to enforce collection, such as having the police department issue citations to non-compliant businesses and/or the option for the city file suit on the business for the amount owed, plus administrative court costs and legal fees.

The Mayor requested legal work with the City Clerk's office to draft a letter on city attorney letterhead to mail out to all businesses not currently in compliance, giving them one final opportunity to file their business license, within 30 days of receipt of the letter, before the city proceeds with further enforcement and/or legal action. Alderwoman Williams requested a list of all non-compliant businesses is brought to the board for approval to file suit at the January 2024 meeting.

No action taken.

Discussion of Draft Employee Performance Evaluation & Guidance on Policy

The City Clerk advised the board she is working with Todd Butler, Employment Law Attorney for the City, to draft a performance evaluation for departments to utilize in their annual employee review process going forward, evaluating employees on merit vs. years of experience, in consideration of promotions and/or annual raises. She requested the department heads and board review the draft document provided in the board packet (Exhibit "G") and provide feedback to her and Mr. Butler over the next month; she anticipates having a draft performance evaluation and a policy and/or procedures to the board at their December or January meeting for further consideration of adoption.

No action taken.

E) Authorization for Deputy Clerk to Issue Purchase Orders in Absence of City Clerk (Purchasing)

The City Clerk requested that the Deputy City Clerk, Scott Maugh, be allowed to issue purchase orders in her absence from the office or issue them after he receives electronic approval from her, via email.

The Mayor requested a motion to provide the Deputy City Clerk authority to issue purchase orders pursuant to the above. Motion made by Alderman Powell, Seconded by Alderman Slay.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

Supplemental Benefits: Presentation from Adam Lane, Creative Group Benefits (Tabled from September)

Adam Lane addressed the board concerning group supplemental benefits offered by his company, Creative Group Benefits, including Group Life, Voluntary Life and Long-Term Disability. (Exhibit "H").

The Mayor asked if there was a motion to approve the proposal and offer the afore-mentioned benefits to city employees, in addition to supplemental benefits the city already offers. Alderman Slay made the motion, Alderwoman Williams seconded the motion.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

9. Court Clerk, City Administration Matters (Stephanie Gerlach)

A) Monthly Update, Court Services (Stephanie Gerlach)

The Court Clerk provided an update to the board concerning the Court Services Department

No action taken.

10. Building Official, Planning and Zoning Matters (Mike McCollum and William Hall)

A) General Planning and Zoning Update

The Planning and Zoning Administrator and the Building Official provided an update to the board related to matters in their departments, including permitting and licensing.

No action taken.

B) Permitting Log Update, Building Dept.

The Building Official presented the permitting log (Exhibit "I") and provided an update to the board related to permitting and licensing.

No action taken.

C) Discussion of Comprehensive Plan & Gluckstadt Village Concept, Update (Chris Watson)

Chris Watson addressed the Mayor and Board concerning the comprehensive plan and draft overlay district (Germantown Village), after feedback from the Planning and Zoning Board and the Architectural Review Officer.

No action taken.

11. Public Works Department (Chris Buckner)

A) Consideration and Approval of Lease (FY24), Public Works Building, Lone Wolf Property

The Public Works Director presented a lease for the new public works rental building, 107 Lone Wolf Drive, to the Mayor & Board for approval, requesting the Board provide authorization for the Mayor to sign. (Exhibit "J").

The Mayor asked if there was a motion to approve the lease for 107 Lone Wolf Drive. Alderman Slay made the motion, Alderman Taylor seconded the motion.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

B) Lewis Electric Traffic Signal Bulb Replacement (Memo, Chris Buckner)

The Public Works Director notified the Mayor and Board of a purchasing policy issue (no purchase order issued, invoice over \$500) related to the replacement of traffic light on Gluckstadt Road by Lewis Electric and provided the Board a memo requesting approval to pay on October claims. (Exhibit "K").

The Mayor thanked Mr. Buckner for notifying the board of the issue and asked if the Lewis Electric bill was placed on the claims docket for this month; Mr. Buckner confirmed it was. The Mayor

stated the claims docket was approved earlier in the meeting and there was no need for a formal vote on this item.

No action taken.

C) UPS Installation on MDOT Traffic Signals

The Public Works Director presented quotes to add the UPS emergency backup battery system to the MDOT traffic signals located within the City of Gluckstadt, allowing for them to continue functioning during a weather event where there is a power outage. MDOT has provided permission to the city to install the backup system. Originally, when the quotes were requested, the city needed a total of four (4) emergency battery backups; at the time of this meeting, and after agenda completion, the city will only require purchase of three (3) emergency backups for MDOT traffic signals. Therefore, Mr. Buckner is requesting the Mayor and Board approve the Lewis Electric quote as lowest and best, with a change in price from \$52,000.00 to \$39,000.00 (taking off one backup, priced at \$13,000.00, and he will get an updated quote to file with the minutes exhibit). (Exhibit "L").

The Mayor asked if there was a motion to approve the Lewis Electric quote (amended from \$52,000.00 to \$39,000.00), as lowest and best, in order to purchase three (3) emergency backup battery systems for the MDOT traffic lights located within the city limits, having received permission from the Mississippi Department of Transportation. Alderman Slay made the motion, Alderman Taylor seconded the motion.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

D) Discussion of Funding, Gluckstadt Rd and Calhoun Station Pkwy MDOT Projects

The Public Works Director explained to the Mayor and Board the LPA grant process and the need to request federal and state grant funding for two projects: Gluckstadt Road (widening) and Calhoun Station Parkway (maintenance overlay). This agenda item is to request authorization to submit for the grant funding, with the board approving a 50% match with Miss. Department of Transportation related to the Gluckstadt Road project and additionally, requesting approval of the obligation of \$275,000.00 in city funds to be dedicated to the Calhoun Station project, in an attempt to receive federal grant funding for these major road projects. Please find further details in the attached exhibit / memo. (Exhibit "M").

The Mayor asked if there was a motion to authorize the Public Works Department to submit for the grant funding for Gluckstadt Road and Calhoun Station Parkway projects, as mentioned above, and authorize the Mayor to sign the grant application paperwork. A motion was made by Alderwoman Bates, seconded by Alderman Taylor.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

E) Ridgefield Subdivision (Completing Remainder of Project), Notification to Board (Amended MOU with Madison County)

The Public Works Director explained to the Mayor and the Board of Aldermen that the revised cooperation agreement with Madison County for the repaving / road rehabilitation project for Ridgefield Subdivision has been fully executed and there are \$49,500.00 remaining in county provided funds to be used to pave Muirfield Place, Eastfield Place, and Wayfield Cove. Mr. Buckner is requesting the Board allocate additional city funds and approve the quotes from Adcamp (awarded, subject to term bid) to pave Ridgefield Cove and Kayfield Place, which will complete the entire Ridgefield Subdivision. Please find further details in the attached exhibit / memo. (Exhibit "N").

The Mayor asked if there was a motion to approve the Adcamp quotes (awarded, subject to term bid) and authorize the Public Works Department to pave Ridgefield Cove and Kayfield Place, in addition to those roads noted in the cooperation agreement with Madison County. A motion was made by Alderman Slay, seconded by Alderwoman Bates.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

F) Discussion and Approval of City Entrance Sign (Rendering, Cost)

After discussion of the rendering and excessive cost, the Mayor requested a motion to table this issue and bring it back at a future meeting when the city is a little further along, as this is not a top priority for the city at this time. Alderwoman Williams made a motion, seconded by Alderman Slay.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

G) Request to Increase Pay of Public Works Employee from \$17.00 Hourly to \$20.00 Hourly (Tyler Shelton)

The Mayor moved this item to executive session considerations, as it constitutes discussion of a confidential personnel matter.

No action taken.

H) Request to Increase Part Time Pay for FY24, Public Works Department (Off-Duty Firemen)

The Mayor moved this item to executive session considerations, as it constitutes discussion of a confidential personnel matter.

No action taken.

12. Grant Administrator, Grant Status Updates (Ruth Marie Stogner)

A) Request to Accept Homeland Security Grant Award of \$14,000 (Tactical Equipment) & Authorize Mayor to Sign

The Mayor requested a motion to accept the Homeland Security Grant Award Package (Grant #23LE4505) in the amount of \$14,000 and authorize the Mayor to sign necessary documents (Exhibit "O"). Motion made by Alderman Powell, Seconded by Alderman Slay.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

The Mayor declared the motion carried.

B) Request to Accept Homeland Security Grant Award of \$150,000 (Tag Reader Cameras) & Authorize Mayor to Sign

The Mayor requested a motion to accept the Homeland Security Grant Award Package (Grant #23LE4505B) in the amount of \$150,000 and authorize the Mayor to sign necessary documents (Exhibit "P"). Motion made by Alderwoman Bates, Seconded by Alderman Powell.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

The Mayor declared the motion carried.

13. Police Chief, Police Department Matters (Chief Barry Hale)

A) Request for Approval of Purchase of Seven (7) Flock Safety Cameras, Utilizing Funds from Homeland Security Grant

The Chief of Police addressed the Mayor & Board requesting to purchase seven (7) Flock Safety cameras now, which will be reimbursed by the Homeland Security Grant awarded in the amount of \$150,000.00 to the Gluckstadt Police Department (item 12B above), after the city receives the deliverables and is invoiced. Additionally, he is requesting the Board find that Flock Safety is the sole source provider, and this item will not need to be bid out, per Mississippi purchasing laws.

Alderman Powell made a motion to authorize the purchase of seven (7) Flock Safety cameras, designating Flock Safety as a sole source provider (subject to obtaining written confirmation and/or a sole source letter, on file with the city), and in anticipation of the Homeland Security Grant #23LE4505B (item 12B) reimbursing the city for the purchase, upon receipt of the cameras, Alderwoman Williams seconded the motion.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

The Mayor declared the motion carried.

B) Request for Consideration and Approval: New Pay Scale, FY24 Police Department

The Mayor moved this item to executive session considerations, as it constitutes discussion of confidential personnel matters related to job performance, pay increases and promotions within the Gluckstadt Police Department.

No action taken.

14. Public Comment

No members of the public signed up for public comment to address the board.

No action taken.

15. Closed Session to Determine Need for Executive Session

The Board considered entering closed session to determine whether to go into Executive Session. The Mayor requested a motion to enter closed determination.

Motion made by Alderman Powell, Seconded by Alderwoman Williams.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

The Mayor declared the motion carried.

The Board then considered entering an Executive Session. Alderman Slay made a motion to enter Executive Session, to discuss personnel matters related to review of former employee exit interviews, candidate qualifications for hiring, job performance, and pay increases and/or promotions within the city Public Works Dept. and Police Department. Seconded by Alderman Powell.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

The Mayor declared the motion carried.

The Board entered the Executive Session. A public announcement was made by City Clerk Lindsay Kellum that the Board had entered Executive Session to discuss personnel matters related to review of former employee exit interviews, candidate qualifications for hiring, job performance, and pay increases and/or promotions within the city Public Works Dept. and Police Department.

A) Request to Increase Pay of Public Works Employee from \$17.00 Hourly to \$20.00 Hourly (Tyler Shelton)

After the board discussed the job performance of Mr. Shelton as Public Works Crew Leader II, and the request by the Public Works Director to increase Mr. Shelton's pay from \$17.00 an hour to \$20.00 an hour (to get in line with the other Public Works Crew Leader), the Mayor requested a motion. Alderman Taylor made a motion to increase the pay of Tyler Shelton, Public Works Crew Leader II, from \$17.00 to \$20.00 hourly. Seconded by Alderman Slay.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

The Mayor declared the motion carried.

B) Request to Increase Part Time Pay for FY24, Public Works Department (Off-Duty Firemen & Part-Time Help)

After the board discussed the job performance of the off-duty firefighters / part-time help assisting the Public Works Department, the Mayor requested a motion to increase their hourly pay from \$15.00 to \$17.00 hourly. Alderwoman Williams made a motion to increase the pay of the off-duty firefighters and part-time public works help from \$15.00 to \$17.00 hourly. Seconded by Alderman Taylor.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

The Mayor declared the motion carried.

C) Review and Discussion of Former Employee Exit Surveys

No action taken.

D) Discussion of Job Performance and Request to Increase Salary of Police Officer (Kelly Jones)

After the board discussed the job performance of Officer Jones as a Patrol Officer for the City of Gluckstadt, as well as her work experience and experience, the Mayor requested a motion to increase her base salary from \$41,000.00 to \$44,000.00, effective on the October 27th payroll (with the potential to increase again if the new experience-based Police Department pay scale is adopted by the Board of Aldermen at a later time). Alderman Powell made a motion to increase the base salary of Officer Jones, Gluckstadt Patrol Officer, from \$41,00.00 to \$44,000.00, effective on the October 27th payroll (with the potential to increase again if the new experience-based Police Department pay scale is adopted by the Board of Aldermen at a later time). Seconded by Alderwoman Williams.

Voting Yea: Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

Voting Nay: Alderman Slay

The Mayor declared the motion carried, 4-1.

E) Hiring of Sergeant Roy Dickerson, Gluckstadt Police Department

Chief Hale addressed the board and requested to hire an individual for Sergeant at \$52,000 + benefits (with the potential to increase again if the new experience-based Police Department pay scale is adopted by the Board of Aldermen at a later time), such as health insurance and retirement, contingent upon successful passing of all applicable background checks.

The Mayor requested a motion. Alderwoman Williams made a motion to hire an individual for Patrol Officer at a starting salary of \$52,000 + benefits (with the potential to increase again if the new experience-based Police Department pay scale is adopted by the Board of Aldermen at a later time), including city health insurance and retirement, plus supplemental benefits offerings, with employment contingent upon successful passing of all relevant background checks, and

directed the Chief of Police to send a formal offer letter to the individual. Alderman Taylor seconded the motion.

Voting Yea: Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

Voting Nay: Alderman Slay

The Mayor declared the motion carried, 4-1.

F) Hiring of Patrol Officer Seth Dye, Gluckstadt Police Department

Chief Hale addressed the board and requested to hire an individual for Patrol Officer at \$41,000 + benefits (with the potential to increase again if the new experience-based Police Department pay scale is adopted by the Board of Aldermen at a later time), such as health insurance and retirement, contingent upon successful passing of all applicable background checks.

The Mayor requested a motion. Alderwoman Bates made a motion to hire an individual for Patrol Officer at a starting salary of \$41,000 + benefits (with the potential to increase again if the new experience-based Police Department pay scale is adopted by the Board of Aldermen at a later time), including city health insurance and retirement, plus supplemental benefits offerings, with employment contingent upon successful passing of all relevant background checks, and directed the Chief of Police to send a formal offer letter to the individual. Alderman Taylor seconded the motion.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

G) Hiring of Patrol Officer Joseph Mullins, Gluckstadt Police Department

Chief Hale addressed the board and requested to hire an individual for Patrol Officer at \$41,000 + benefits (with the potential to increase again if the new experience-based Police Department pay scale is adopted by the Board of Aldermen at a later time), such as health insurance and retirement, contingent upon successful passing of all applicable background checks.

The Mayor requested a motion. Alderman Slay made a motion to hire an individual for Patrol Officer at a starting salary of \$41,000 + benefits (with the potential to increase again if the new experience-based Police Department pay scale is adopted by the Board of Aldermen at a later time), including city health insurance and retirement, plus supplemental benefits offerings, with employment contingent upon successful passing of all relevant background checks, and directed the Chief of Police to send a formal offer letter to the individual. Alderman Powell seconded the motion.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

The Mayor declared the motion carried.

H) Discussion of Job Performance and Request to Increase Salaries of Court Clerk Stephanie Burton Gerlach and Deputy Court Clerk Lauren Canoy (Total of 8% Increase Each for FY24)

After the board discussed the job performance of Court Clerk Stephanie Burton Gerlach and Deputy Court Clerk Lauren Canoy, the Mayor asked if there was a motion to increase their salaries by 8% each for FY24, effective on the October 27th payroll. Alderwoman Williams voted to increase the salary of Court Clerk Stephanie Burton Gerlach and Deputy Court Clerk Lauren Canoy, by 8% for FY24, effective October 27th. Seconded by Alderman Slay.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

The Mayor declared the motion carried.

Within the executive session, Alderman Powell made a motion to leave executive session and re-enter open session, Seconded by Alderwoman Bates.

Voting Yea: Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates, Alderman Slay.

The Mayor declared the motion carried and the board re-entered open session.

City Attorney John Scanlon made the public announcement that the board voted in Executive Session to approve a pay increase for Tyler Shelton, Crew Leader II in Public Works, from \$17.00 - \$20.00 an hour; to increase the off-duty firemen and/or part time help for Public Works from \$15.00 - \$17.00 hourly; to hire Roy Dickerson for Sergeant at a starting salary of \$52,000.00 + benefits, including city health insurance and retirement, plus supplemental benefits offerings, with employment contingent upon successful passing of all relevant background checks; to hire Seth Dye and Joseph Mullins for Patrol Officer(s) at a starting salary of \$41,000.00 + benefits, including city health insurance and retirement, plus supplemental benefits offerings, with employment contingent upon successful passing of all relevant background checks; to approve a pay increase for Kelly Jones, Patrol Officer from a \$41,000.00 base salary, to a \$44,000.00 base salary; to approve an 8% pay increase for FY24 for Stephanie Burton Gerlach, Court Clerk, and Lauren Canoy, Deputy Court Clerk;

At this time, the Mayor requested to amend the agenda to take up the following items in open session:

I) Request to Compensate K-9 Officer Eric Huff One (1) Hour Overtime Daily in the Future for Care & Kennel Costs for K-9 Officer Boujee, and Add Back-Pay on the October 27th Payroll to Officer Huff for Care of Boujee Since the Date the City Received the K-9 Officer

After the board discussion, the Mayor asked for a motion. Alderwoman Williams made a motion to compensate K-9 Handler Eric Huff one (1) hour each day for care and kennel costs for K-9 Officer Boujee, as well as provide back-pay of one (1) hour overtime each day since the date the city received K-9 Officer Boujee to go on his next payroll check (October 27th). Seconded by Alderwoman Bates.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

The Mayor declared the motion carried.

J) Discussion and Request to Adopt New Pay Scale, Gluckstadt Police Department

After the board discussion concerning merit-based performance evaluations / raises vs. experience-based raises, the Mayor asked for a motion. Alderman Powell made a motion to approve the new Gluckstadt Police Department Pay Scale (Exhibit "Q"). Seconded by Alderwoman Williams.

Voting Yea: Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates

Voting Nay: Alderman Slay

The Mayor declared the motion carried, 4-1.

16. Adjourn

There being no further business before the board, the Mayor asked for a motion to adjourn the meeting. Alderman Powell made the motion, and the motion was seconded by Alderman Slay.

Voting Yea: Alderman Slay, Alderman Powell, Alderman Taylor, Alderwoman Williams, Alderwoman Bates.

The Mayor declared the motion carried.



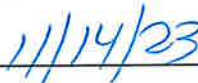
WALTER C. MORRISON, IV
MAYOR

ATTEST:



LINDSAY D. KELLUM
CITY CLERK

DATE:



[Seal]

