

The Mayor and Board of Aldermen of the City of Hernando met in recessed session at City Hall on Tuesday, August 30, 2016, at 6:00 P.M. with Mayor Chip Johnson presiding. Aldermen present were: Alderman Lauderdale, Alderman Bryant, Alderman Miller, Alderman Higdon, Alderman McLendon, Alderwoman Brooks, and Alderman Hobbs. Also present for the meeting were: City Clerk Katie Harbin, Fire Chief Hubert Jones, Police Chief Scott Worsham, City Attorney Kenny Stockton, Public Works Director Gary McElhannon, Planning Director Jared Darby, Community Director Gia Matheny, Court Clerk Cassundra Perry, Parks Director Dewayne Williams, Human Resources Manager Julie Harris, Dolly Brechin, Trena Powell, Officer Robert Scott, Henry Bailey, Wesley Callahan, Emma Hardiman, Derick Biglane, Memory Craig, Amanda Cunningham, Jason Parolli, Rhonda Zoller, and Mark Zoller. Alderman McLendon arrived late.

INVOCATION

Alderman Miller gave the invocation.

Agenda
City of Hernando
Mayor and Board of Alderman
Recessed Meeting

August 30, 2016

6:00pm

- 1) Call the meeting to order
- 2) Approve agenda
- 3) Continuation of recessed meeting on the budget discussion fye 2017
- 4) Executive Session for water negotiations and park personnel
- 5) Adjourn

Motion was duly made by Alderman Hobbs, and seconded by Alderwoman Brooks to approve the agenda as presented. A vote was taken with the following results:

Those voting "Aye": Alderman Lauderdale, Alderman Bryant, Alderman Miller, Alderman Higdon, Alderwoman Brooks, and Alderman Hobbs.

Those voting "Nay": None.

ORDERED AND DONE this the 30th day of August, 2016.

CONTINUATION OF RECESSED MEETING ON THE BUDGET DISCUSSION FYE 2017

Mayor Johnson announced that this was a continuation of the budget discussion from the August 16th meeting that we recessed from. Mayor Johnson stated that we received a letter from DCRUA stating that the price would be \$55,000 less from what they originally sent us.

Alderman Hobbs asked why there was such a big difference in the Utility transfer of surplus.

Mayor Johnson answered that we have been spending it to operate.

Alderman Hobbs asked, didn't we have a meter reading mistake?

Mayor Johnson answered yes, it was Schultz, that was a chunk of it.

Alderman Lauderdale asked about the outside storm drain repairs, we've budgeted \$40,000 and we've spend \$104,000 already this year.

Gary McElhannon answered that was where we've had a few big problems that had to be fixed.

Mayor Johnson stated that was one of those that we will never know.

Alderman Lauderdale stated that it appears that our utility rates are not adequate.

Mayor Johnson responded that it appears not. Mr. Johnson stated that DCRUA has raised their fee, not the rate, that is part of our problem. Public Works as been and will be checking for storm water leaks.

Alderman Lauderdale asked how many new positions we are adding.

Mayor Johnson answered the four in the Police Department, one new in Parks. We are replacing a part time with a full time in the Court Department and replacing two part time with a full time in Animal Control.

Alderman Hobbs asked about repairs to equipment, 400-222-565.

Mayor Johnson answered that is the supplies that we purchase to make repairs ourselves.

Alderman Hobbs asked about equipment in water that was needed, a back hoe.

Mayor Johnson answered yes, that was cut out to balance the budget.

Alderman Hobbs asked if we could get a used one.

Gary McElhannon stated that the already have a used one.

Alderman Hobbs asked about mowers, how are you going to use yours, I've seen them, they are pretty bad.

Gary McElhannon answered that they will just do the best that they can. We will have to cut it 2 or 3 times, each time.

Mayor Johnson stated with the Utility department, it has its own revenue and expenses, it has to balance on its own. When the proposed budget was turned in to me, it was upside down \$900,000, they had to go back and make cuts to balance.

Alderman Hobbs asked about using short term loan money to get a lawn mower for public works.

Gary McElhannon stated that he has gotten quotes ranging from \$7,000 to \$12,000.

Alderman Miller stated that he thinks we just need to move on, hold off on this in case there is a pressing issue, then we can revisit it later in the year.

Alderman Hobbs stated he was ok with that.

Alderman McLendon asked why did the professional services in sewer increase.

Mayor Johnson answered because of Phase II Storm water.

Alderman Lauderdale stated that the payroll in Parks is now \$426542, plus \$33,000 for outside services for maintenance.

Mayor Johnson answered yes.

Alderman Higdon stated that we are transferring \$180,428 from the general fund to parks. That is \$50,428 more than last year. Why do we need one more employee, more transfer, and the contract for outside maintenance services?

Mayor Johnson answered that we still need more staff to handle all of the work, even if we have the soccer maintenance contracted out.

Alderman Higdon asked if the ball fields were sprayed.

Dewayne Williams answered when they can, they are.

Alderman Higdon stated he should have more time in the new budget.

Dewayne Williams stated we will still have to cut at the complex, we have the other parks also.

Alderman Higdon stated that hone problem he sees is that we have people cutting grass and blowing it into the street. That causes problems, it will clog up our storm drains. Something has to be done about it.

Dewayne Williams stated that a lot of City employees blow grass in the street, not just Park employees.

Alderman McLendon asked when do we spray emerge.

Mayor Johnson answered that we will in the new budget.

Dewayne Williams stated that they try to, they weren't able to spray at times. We are cutting the ball fields every week.

Alderman McLendon asked if we fixed the issues at Conger Park.

Dewayne Williams answered that we still need to, the money is in the new budget to fix it.

Alderman Lauderdale stated, let's not get confused, you have 9 people in your department.

Alderman Miller stated, let's not go there, they only have 4 in the field, the rest are in the office.

Alderman Hobbs asked Dewayne what he was in charge of.

Dewayne Williams answered that he maintains all of the Parks department and employees.

Alderman Hobbs asked if we don't have any working supervisors.

Dewayne Williams answered yes, Daniel gets out there and cuts grass also.

Alderman Hobbs asked what about you.

Dewayne answered that he does get out there and helps also.

Alderman Hobbs stated, that's what you said, you weed eater one week.

Emma Hardiman, 26 E Northern, stated that last week at the meeting, it seemed there was so much tension when we got to discussion the Parks department, but not in the other departments. Were you trying to get his salary up to comparable cities or other department heads in Hernando?

Mayor Johnson answered other cities.

Emma Hardiman stated that if the money from sports revenues is about 1/3 of expenses, revenues and expenses cancel each other out, what is the problem.

Alderman Higdon asked Mrs. Hardiman if she was overlooking the \$180,000 transfer from the general fund to the parks fund.

Emma Hardiman stated that she thinks he is doing what he is supposed to. The police, parks and school system is what brings people to Hernando. I can hear the tension and nic picking in your voices.

Alderman Hobbs stated that he gets complaints from other tax payers in the city, that the parks is not ran properly, we have complaints from other employees also.

Alderman Higdon asked Mrs. Hardiman if she has been to the ball field.

Emma Hardiman answered no.

Alderman Higdon stated that when people have their kids standing in grass to their knees, that is a problem. I have seen the pictures.

Emma Hardiman stated that she wants to see the pictures.

Dewayne Williams stated that they have a schedule to stick to. They may have been there the day before it was cut, it would be high then.

Alderman Higdon stated, Dewayne, you know as well as I know, that if you cut it when it's knee high, it will lay there for a week like a hay field.

Dewayne Williams stated that if his work ethic is being questioned, then you can ask my boss the Mayor, my department, or my wife. I am working all of the time. I do the best with what I have.

Emma Hardiman stated that if it is not his work ethic, then what is it.

Alderman McLendon stated that the football team has to leave to go to the middle school because the field isn't in decent shape to play on.

Alderman Hobbs asked if Dewayne is managing correctly.

Mayor Johnson answered yes he is. I will say that he is managing the staff the best that he can, guys that only make \$8.50 an hour.

Alderman McLendon stated that guys in the fire department only make \$8.50 an hour.

Dewayne Williams stated that the more we add, the more it takes away from other places and programs.

Alderman McLendon stated does it get to a point where we have too many.

Alderman Miller stated that no department gets the drilling that parks gets.

Alderman Hobbs asked what do we have for comp time, how does it work?

Mayor Johnson answered that is something that Kenny and he have been talking about. The law states that if a salaried employee comes in to work for 20 minutes, they can legally get paid for all day.

Alderman Hobbs asked Julie Harris how do the department heads keep up with the comp time.

Julie Harris answered that they have an ongoing spreadsheet that they keep up with.

Alderman Hobbs asked how do you know if they are working or not.

Mayor Johnson answered that they are department heads that I trust. We are getting our money's worth out of the department heads.

Alderman Hobbs stated that we can't just pay them based on trust.

Mayor Johnson stated yes, I can. They are department heads, if I can't trust them then we are all screwed.

Alderman Higdon asked about the parks department training doubling.

Mayor Johnson answered that they just turned down two employees going to get training because there was no money in the budget.

Alderman Higdon asked if the \$33,000 for contracting out the cutting, spraying, weed eating, would be enough.

Mayor Johnson answered that it should be, we will get bids.

Alderman Higdon stated that he is just trying to feel good about the parks budget, that it will be enough to take care of it all.

Dewayne Williams stated that they will improve.

Alderman Hobbs asked Dewayne what takes up most of your time.

Dewayne Williams answered maintaining sports turf.

Alderman Hobbs asked if the running of the programs isn't time consuming.

Dewayne Williams stated that they are all necessary.

Mayor Johnson stated that Dolly oversees most of the smaller programs.

Alderman Hobbs asked about the adult ones, wouldn't that free up Daniel and David, to do maintenance work.

Mayor Johnson stated that he doesn't think that is what we hired them for.

Alderman McLendon stated that he thinks we should still see about contracting for outside cutting for everything.

Alderman Lauderdale stated that there was a large increase proposed for the police department administrative assistant.

Police Chief Worsham answered yes. The Board had approved one a little while back, and I was going to come back for the other two, to get her pay up to where it should be.

Alderman Miller stated that he was not going to approve no one a 33% increase raise.

Alderman McLendon asked what the duties for that position are.

Police Chief Worsham answered that she is a receptionist for the Gale Center, secretary for the Police Department, files, pulls records, handles finger prints, takes money, helps out the Court department, grants, police reports, and handles some IT issues.

Alderman McLendon asked if that helps save you money from calling the IT people.

Police Chief Worsham answered yes it does, a lot.

Alderman Higdon stated that when we hired the new Police Chief, we told him we'd get him to the pay he needed to be at. I think we should now. The assistant Police Chief's pay should be the same as the assistant Fire Chief's pay. I think everyone else on that list should get 5%.

Alderman Bryant stated that he thinks the captains raise is justified.

Alderman Higdon stated that he doesn't think it should be justified based on OT.

Alderman Hobbs asked Police Chief Worsham if he was basing his raise recommendations based on OT.

Police Chief Worsham answered no. Mr. Worsham stated that he was comparing them to positions across the county. They all do wonderful jobs.

Alderman McLendon stated that we are the lowest paid.

Alderman Miller stated that other cities are operating with more money.

Alderman Hobbs asked how many officers do they have.

Alderman Miller stated that is not what we are talking about.

Alderwoman Brooks stated that her fear is that we can't pay them adequately, and I don't want to lose them.

Alderman McLendon stated that people move here because it is safe.

Alderman McLendon asked how is everyone other than fire and public works listed for a raise. We need to get our priorities straight.

Alderman Lauderdale stated that our revenue was jumping years ago, it's not now.

Alderman McLendon asked how long has Captain Lanphere been with the city.

Police Chief Worsham answered 4 years.

Mayor Johnson stated that we have others on the list that I recommended for raises. The parks ground position is only making \$17,000.

Alderman Lauderdale asked if the positions for the new law were in this budget.

Mayor Johnson answered no.

Alderman Lauderdale stated that we have to keep that in mind that Hernando is the smallest city in the county, we have the lowest taxes, and we don't own a gas system. We have limited revenue. We either have to line within or raise taxes. It cost tax payers money to pay the employees benefits.

Mayor Johnson stated that he was not clear on the pay raises outside of the 2%. We need a clear understanding.

Alderman McLendon stated that we needed to take the Alderman's pay raise off.

Alderwoman Brooks agreed.

Alderman Hobbs agreed.

Alderman Hobbs stated that he was fine with the Mayor's proposal as it was.

Alderwoman Brooks stated that she supports the Mayor's proposal.

Motion was duly made by Alderman Higdon, and seconded by Alderman Miller to give everyone on the list of raises that the Mayor proposed (above the 2% ones) a 5%, except the Police Chief and Assistant Police Chief, they get the proposed raise. A vote was taken with the following results:

Those voting "Aye": Alderman Miller, Alderman Higdon, and Alderman Lauderdale.

Those voting "Nay": Alderman McLendon, Alderwoman Brooks, Alderman Hobbs, and Alderman Bryant.

THIS MOTION FAILED.

Motion was duly made by Alderman Hobbs, and seconded by Alderwoman Brooks to approve the Mayors proposed raises (above the 2% ones). A vote was taken with the following results:

Those voting "Aye": Alderman Bryant, Alderwoman Brooks, and Alderman Hobbs.

Those voting "Nay": Alderman Lauderdale, Alderman Miller, Alderman Higdon, and Alderman McLendon.

THIS MOTION FAILED.

**GO INTO EXECUTIVE SESSION FOR WATER NEGOTIATIONS AND PARKS
PERSONNEL**

Motion was duly made by Alderman Miller, and seconded by Alderman Higdon to go into executive session for water negotiations. A vote was taken with the following results:

Those voting "Aye": Alderman Lauderdale, Alderman Bryant, Alderman Miller, Alderman Higdon, Alderman McLendon, Alderwoman Brooks, and Alderman Hobbs.

Those voting "Nay": None.

ORDERED AND DONE this the 30th day of August, 2016

**COME OUT OF EXECUTIVE SESSION FOR WATER NEGOTIATIONS AND PARKS
PERSONNEL**

Motion was duly made by Alderman McLendon, and seconded by Alderman Miller to come out of executive session for water negotiations and parks personnel. A vote was taken with the following results:

Those voting "Aye": Alderman McLendon, Alderwoman Brooks, Alderman Hobbs, Alderman Lauderdale, Alderman Bryant, Alderman Miller, and Alderman Higdon.

Those voting "Nay": None.

ORDERED AND DONE this the 30th day of August, 2016

ADJOURN

There being no further business at this time a motion was duly made by Alderman Lauderdale, seconded by Alderman Bryant to adjourn.

Motion passed with a unanimous vote of "Aye".

MAYOR CHIP JOHNSON

ATTEST:

KATIE HARBIN, CITY CLERK