

**Minutes
Finance Committee
April 6, 2015
6:00 PM
3rd Committee meeting**

Members present were Chairman Dale Black, Committee members Larry Goodson and Terry Merritt. Finance Director Holly Abercrombie and City Administrator Trey Eubanks were also present.

1. Call to order.- Chairman Black
2. Public Comment- None
3. Reading and approval of minutes- Councilman Merritt made a motion to accept the minutes with Councilman Goodson seconding. The vote was unanimous (3-0).
4. Reports or communications from city officers
 - a. Budget report- Holly said the expenditures look really good and the revenues are looking better and better. Property taxes are above budget right now. We will be getting delinquent taxes now since the deadline was March 16th. The next budget workshop is April 14th at 5:00 p.m.
5. Unfinished business.
 - a. Fraud policy- The City Attorney has looked and signed off on the policy. Councilman Merritt said his concerns have been addressed. He did say that he did not indicate that the city administrator was engaged in any fraud. Councilman Merritt wanted to make sure that no one felt intimidated by a supervisor or department head and felt like there was no one else he could go to.

Chairman Goodson said he still has the same concerns he had at earlier meetings. When it says to the next level of management to the city administrator, Councilman Goodson said it reads like the department head has to be gone through if they suspect fraud by the department head. Councilman Goodson said Public Works had a problem with dealing with the chain of command. Trey said that phrase could be stricken. He will ensure that the chain of command has been followed unless there is a reason not to be. Trey said he would control that. Chairman Black said he has no problem with striking that. Councilman Merritt said he has no problem with that either.

He said he wants to make sure that the city administrator can be gone to directly if there is a problem with the department head. Councilman Goodson made a motion to strike section 4 where it says "via the chain of command" and send this item to council with that change. **ACTION ON MOTION???**

6. New business.

- a. Clothing Allowance- This was sent to council members. Chairman Black said that the previous policy was different from what was given last week. They said the one in the packets and in the boxes is correct. Councilman Black said he has a concern with employees receiving a clothing allowance from the City shall use this appropriation to purchase clothes that are business attire, include the city logo, or directly relate to the responsibilities of the position. (i.e. investigators can purchase BDU's and boots with the clothing allowance as their responsibilities include working crime scenes). Also, he has seen employees who are not wearing name tags.

Chairman Black said he hasn't seen anything about where the policy came from and he has a problem with the city buying clothes for employees that don't have the logo on it. Most companies have clothing with the logos of where they work. Councilman Goodson said this has been a sticking point in the last four budgets. He said a good option was when Signatures came in and talked about uniforms. It is important to be responsible with the taxpayer's money. Councilman Merritt agreed. He said he has never been furnished a clothing allowance anywhere he has worked. He said he understands logo clothing being bought. Councilman Merritt thinks the clothing allowance line should go away. If it was presented as a benefit, it should be taken out of the allowance line and added to the salary. It is roughly \$50 or \$60 a month for the highest amount.

Trey reminded the committee that his recommendation last year was to do away with the clothing allowance, and the employees that receive the allowance, receive a one time adjustment to salary. Trey said he makes that recommendation this year as well. Councilman Goodson asked if it was a one time event. Chairman Black said he doesn't understand why some people get \$800, some \$400, some \$200 and some none. We furnish the

police some uniforms. The Chiefs wear dress uniforms when they go to court. Chairman Black asked how we can give a salary increase that is not merit based and not due to an evaluation? Trey said that would be a council action so that the benefit is not taken away. Councilman Merritt said we can't undo it, but we can get it behind us. He said he doesn't like it at all. Chairman Black said when you are hired, he doesn't think there was discussion about clothing allowance. Your highest paid people are getting \$800 for clothes. They should just be proud to work for the City.

Councilman Goodson said the allowance has already been cut down. Chairman Black said the administrator is a contract employee and he does get clothing allowance, but he doesn't want to continue it for the others. Councilman Merritt said we could put an amount in the salary that would subtract all the benefits and taxes. Chairman Black said he has never seen any documentation on who will get a certain amount and why.

Councilman Merritt made a motion to have Trey get the total personnel cost to keep the amount consistent with the budgeted amount. The amount would be rolled into the base salary and not go over the budgeted amount and the clothing allowance line would go away. Councilman Goodson seconded the motion and the vote 2-1 to send to council with Councilman Goodson opposing.

Chairman Black wanted to make sure the dress code part of the policy stays the same. He asked if it could be renamed dress code. Someone could come to work with flip flops, or purple spiked hair.

- b. Appointment of municipal judge- Chairman Black said the municipal judge needs to be reappointed. We haven't done that in a while. He would like the municipal clerk, city attorney, and municipal judge be appointed every two years after a general election. If you appoint a judge for four years, only a Supreme court Judge or the Governor can take them off the bench. Councilman Goodson made a motion that all three positions be reappointed

every two years after an election. Councilman Merritt seconded the motion.
The vote was unanimous (3-0) to send this to council.

7. Public Comment

Councilman Crosby: I thought Cindy was a regular employee. Is she the Municipal Clerk? She has multiple jobs?

Trey Eubanks: The municipal clerk serves at the pleasure of council. City Attorney likewise. For the municipal judge, our current code says two years or until a successor is appointed and the state code says two or four years or until a successor is appointed.

Councilman Crosby: I understand that part. I just didn't know Cindy was different.

8. Committee concerns.

Joel Ann Chandler: Those people all do a good job. They could be reappointed?

Chairman Black: Yes.

Joel Ann Chandler: So there are no limitations on how long they could stay?

Chairman Black: No, it would just be a vote of council to reappoint.

9. Adjournment. – Chairman Black adjourned the meeting.

Respectfully Submitted,

Cindy Miller

Municipal Clerk

NOTICE: A majority or quorum of City Council may attend a committee meeting