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CLOSED SESSION MINUTES
MONDAY, SEPTEMBER 12, 2022

The City Council met in a closed session at 5:31 p.m. on Monday, September 12, 2022, during a recess of a special meeting. The Clerk reported that the following Council members were:

PRESENT: Leroy Duncan
 Sonya Hagaman
 Jeremy Plank
 Scott Tweedy
 Tom Stalcup

PERSONNEL:

Mayor Stalcup asked Council if everyone is comfortable with the contract that was submitted by Interim City Manager Steve Palen or if there is anything further to discuss.

Councilwoman Hagaman asked if the severance pay was going to be changed. Interim City Manager Steve Palen stated after speaking with City Attorney Rene Bassett-Butler the state legislature severance pay is 20 weeks therefore the 1-year severance pay will be changed to 20 weeks (Page 7, paragraph A).

Councilman Plank questioned the 4 out of 5 majority vote listed on page 7 and asked City Attorney Rene Bassett-Butler if there were any statutory requirements for the 4 out of 5 vote. Rene stated she did not review the statutory requirements specifically for the majority vote but would if council would like for her to. Councilman Plank stated that Jim Schneider's contract had a 3/5 majority vote. Councilwoman Hagaman feels it should be left at 4 out of 5 majority vote.

Councilman Plank feels the city is putting themselves back into a same situation when Jim Schneider retired and the city paid out \$160,000. Conversation ensued regarding the length of time that Jim Schneider was Interim City Manager and how he was Interim City Manager for three years. Councilman Plank stated that 2 ½ months does not feel like enough time to make the Interim City Manager the City Manager.

Mayor Stalcup and Councilman Plank still feel like the city should seek outside candidates. Councilwoman Hagaman stated that she mentioned before there are so many projects going on and if the city decided to hire someone from outside, there would be so much time spent on getting that person caught up. She feels brining in someone new would provide such insecurities of all employees within the city.

Discussion ensued regarding comparisons of previous city manager's contracts.

Councilman Duncan feels that Interim City Manager Steve Palen's 18 years of experience makes him adequate enough for the job. Councilman Tweedy and Councilman Duncan do not wish to look outside the city if there is an employee that is already suitable for the job.

City Attorney Rene Bassett-Butler asked council if there was anything further that needed to be discussed with Interim City Manager Steve Palen not present in the room. Mayor Stalcup requested that Steve Palen leave council chambers for discussion to ensue.

Mayor Stalcup stated that at the beginning of the new City Manager discussions, he stated his opinion was that the city should review outside candidates. He knows that Steve Palen has a history of running late and showing up to meetings late. In the amount of time that Steve Palen has been Interim City Manager the Mayor has seen a change. Steve Palen is aware of all ongoing projects as well as insight with the Army Corps of Engineers. Mayor Stalcup feels that it would do the city justice by signing Steve Palen as the City Manager.

Councilwoman Hagaman feels putting Steve Palen as City Manager would be an easy transition for the city. She stated she has spoken to all other department heads and they have all commented on how well Steve is doing.

Discussion ensued regarding holding Steve Palen accountable in the City Manager position.

Councilman Tweedy stated he is fine with the contract including the 4/5 majority vote as well as performing the annual review for the City Manager position.

Mayor Stalcup asked for clarification on performing the annual evaluation during closed session or a regular council meeting. City Attorney Rene Bassett-Butler would be appropriate during closed session because it is regarding the performance of an employee and would fall under discussion of personnel.

Discussion ensued on the amendments the council felt were necessary to be changed in the contract.

There being no further business, the closed session adjourned at 5:56 pm.