

THE CITY OF CHRISMAN WAS CALLED INTO EXECUTIVE SESSION BY MOTION ON MONDAY, AUGUST 21ST 2023 AT 7:12 P.M. FOR PERSONEL. WITH THE FOLLOWING MEMBERS PRESENT: MAYOR MOORE, COMMISSIONER THAD CRISPIN, COMMISSIONER CORY CHANEY, AND CITY CLERK LELA RAMEY.

EXECUTIVE SESSION DISCUSSION: Mayor Moore – Bob do you want to start us off with what you have been dealing with? Hoult- Well you can tell them to do something and they just don't do it. And it's like they are running the show. I have been on them, an to tell you the truth I would have fired them by now. Chaney – Yep, I know it. I would have! Mayor Moore- You have been on them, Cory has been on them, Thad I know has been on them, I have been on them several times. Shum right over their heads. Chaney – It shouldn't have gotten this far. Everyone agreed. Now we (pointing to other commissioners, mayor, and himself) deal with. Mayor Moore – But who are you going to get, that is the problem. Hoult -That is why we need more help and if we could get somebody in here with a license that would help a lot. If we could do that, I think the two that are working right now would come back into shape. Then we could tell weather we are going to keep them or not. Chaney – I think we need somebody, we tried this before, with a superior intendent and it did not work. The guy we had in charge of that was not the guy for that job. It just didn't work out well. I almost feel like we need to think about that direction again if you find the right licensed operator that can direct them on what to do, but of course Michael isn't going to like that very well. He likes to tell Cody what to do. Hoult – Yes, but that is exactly what has to happen thought. Chaney – They work for you guy; we don't work for them. Hoult – absolutely! Chaney – So if you give them direction then they need to take it. Jordan – So what is the protocol on that as far as discipline actions. Do we have something in place? Can I wright them up, can I ... Chaney – You can wright them up. Mayor Moore – You have to notify them that you are, isn't that, right? Chaney – Yeah, Haddix had a sit down with Michael isn't that right (directing the question to city clerk)? Ramey – Yes it was recorded. It was just Haddix, Michael, and myself. Chaney – I will look at the handbook, it hasn't been updated for a while. We made some adjustments not too long ago. I don't recall what it says about righting someone up but I think we need too. To get the point across. Jordan – I think they need to be held accountable. Mayor Moore – We also need to sort out the issue of Michael just coming in at 5'oclock in the morning and leaving early. Then there isn't anyone here in the afternoon. Jordan – That was next on my list. Mayor Moore - Then go ahead. Chaney – That is what made me mad when Kaylen called me Wednesday and said they had a work order and Michael said "I am done with my eight hours I'm going home". He could have gone down there then and looked around and said there is water here. Mayor Moore – He was down there twice and said there was no water. Chaney – he said he was down there twice. Mayor Moore – Well yeah you don't know. Chaney – Well I don't know if he was down there because he lies. Hoult – Well I was down there once and looked at it. Jordan – See and that is when I called you (Hoult) on Friday when you (Chaney) sent that message. So, I let him (Hoult) know and met him (Hoult) down there. However, at that time the ground looked dry. Hoult- Yes it did. Jordan – He (the homeowner) that was complaining moved his sump pump line from draining out front to draining out back. That was Friday. Because I was looking at it and thought somebody has been digging over here and as far as the ground at the water main looked dry so I wasn't seeing any signs of a major leek. Do you know what I mean, that is what I was looking for because you said it was Wheeler's property. Chaney – Who was it that told the guys up on the square one morning? Was it a guy from NAPA that stopped and told them. Hey we think there is a leek down there on that street because we can see where it is wet on

the street. Jordan – That is an eight-inch water main four to six feet deep. Just north of that they dug two stumps out. That stump is in line with that water meter. Now the question is doing they rip that stump out, did they dig it out, did they grind it out? Was it deep enough to disrupt that fitting? Chaney – Do we know when it was taken out? Jordan – No I do not. Chaney – Because those were not on our list. Jordan – Yeah, and they are in between the side walk and the street so it would be on the city. Chaney – It is but who did that? Hoult – How deep did they go? Chaney – Right. Hoult – Because I was there when actually we cleared that pipe and you could see you know like maybe that could have been pulled now if they got into that pipe down there when they were digging, they could have easily jarred that loose just a little bit to where that flange would come loose. Because there was a stream of water about that big coming out of that pipe and we didn't have a clamp. Chaney – and that is something else Michael has been told to inventory that room over there many times. When Gore has come to town he and Rodney have asked for a part. Michael's response is I don't know if we have it. They so in that room and it was a nightmare. They spent time putting things in order and putting things back in place he had stuff in the back of the shop he hadn't put up it is just total ... so what I told Mike from IMCO is the next time you bring a delivery down here go in there look at our stock and take and inventory. What else do we need to put on the self. I don't know if he did that. Ramey – No he didn't. Chaney – So that needs to be done. Michael has been told time and time again because the last water leak that Gore fix was a week or two ago, they had to get from Ridge Farm. Then We had to order one and then give it back to Ridge Farm. It's just like if he would just do his job and make sure we have things that we need. Hoult – The fire department is the same way. It is just hell to skelter out there um... you don't know where anything is at and there is a lot of stuff out there that needs to be inventoried and put up. There you go again they get started on something, or if I get him going, then he has to leave or something. And he gets called out then there goes the day. I do know a lot of it is not his fault, but it is some of it too. You know he should have had some of that done. Chaney – He needs to spend more time in his own department. Rather than in your department telling Cody what to do. Hoult – That is right! Chaney – Because you (Jordan) don't have the budget to carry two people. Mayor Moore- I have a question about fire calls. They were out to that one fire call by malfunction junction. Jordan giggles and lifts his paper indication he had the same question. Mayor Moore continues – Where that kid pasted away. Jordan – They were out there for four hours. Now how does that work with there time. Is it comp, or are they reworking hours? Because as far as I'm concerned if you leave for four hours then you owe us four hours. So, then they can work four hours on Saturday morning. Mayor Moore – Are they checking out on the time clock, to me they are not tracking the time right. Chaney – I bet they don't. We can ask Kaylen. I agree. Jordan - as much as Mike needs helps and they are volunteers. There is nobody leave any civilian job to go to a fire call. So, is it standard practice that we do so because we are the city or is it just... I hate to screw the fire department but on the flip side of that are guys are deciphering and not getting their work done. Chaney – Yeah and then we have nobody. Mayor Moore – Yeah and then you have two of them standing there not doing anything for four hours. Hoult – Now here when the situation is under control then there are enough firemen to stay. Them guys should be back here going back to work. Everyone is in agreeance. Chaney – Again accountability. I know I talked to you about it when Cody called in sick there a couple days but yet they had a fire call and he went on the fire call. Hoult – Yes! I know that. Mayor Moore – When filling out those FEMA Papers it doesn't look good, they are "sick" or taking "vacation time" yet we are asking for money for assistance. I think all of that needs to be cleared by the commissioner they are under. Chaney

– Well then, they go on the medical calls as well to assist there. Again, if they need help, I am all for it. But that is what those folks get paid for. So again, we lose two guys to go help them out. Do just one of them need to be there? Does both of them need to be there? Does non of them need to be there? I don't know, I don't know. You guys have your hand full. Mayor Moore – Maybe we need to talk to Mike Marvin. Hoult- Yeah Mayor Moore – Now as far as the police I would like to see them so to like any ambulance call in the city but not the nursing home unless they are requested. We had a lady that had died and the cops were right up here at the intersection setting when that call went through. She was already decreed but then the person that found her was hysterical. It's just nice to have someone there with you. Also, the cops know CPR and could have done something. It may not have helped but I just think they should go on the calls that are in town for assistance. Chaney – What else do you have on your list? Let's hear it. I mean now is the is the time and the decision needs to be made if we are going to move forward. Jordan – Bob brought up a daily log to keep track of it. And you discussed it however when he brought it to their attention and I asked Cody to do it, it is not being done. So, their again I fall back on write ups or whatever we decide to in force. Chaney – I think the next step here is a verbal warning you know something like I asked you to do this you didn't but you will next time if you refuse to do it, I'm going to write you up. I will look in the policy and see maybe we need to redraft our policy and say you get so many write ups and you are gone. Ramey – and then that would help with unemployment purposes. Chaney – absolutely, and one thing I brought up with the old council is with the revisions of the handbook is we need to have them read it and then sign it and date it that they read it because they will have amnesia and say I never read that. Well, no it is in your file that you did read that. Hoult – yes Chaney- That is my opinion I will do whatever you guys want to do. Something needs to be done because not only are we council men but we are tax payers too. So that is our tax dollars. Council – agreed. Mayor Moore – We are out here paying all these other people to do their job. Chaney – right. Mayor Moore – We have pulled Lela off her job to do Michael's job. It's just not right. And I think the more people we pay the more we go in debt. Hoult – We made up a worksheet so they could just kind of mark where they were so we could tell which department needs more help. They just toss it aside. Mayor Moore – I had to ask Cody last week are the restrooms clean up at the park. “Oh yeah they are clean”. We went out there they were not clean. The next day they went out there with the pressure washer and cleaned. So, they should be clean I don't know how often but probably every time there is an event. Jordan – I had that on here too as far as hanging a check sheet on the restrooms like in gas stations. Can I do that to ours and also put a sticker in there if they feel like it.... Ramey – They can also just write on it and not do. Jordan – And that is where we would need to follow up on it. Mayor Moore – Rather than parents cleaning it. Also, a question I wanted to know is do we provide the toilet paper and paper towel? Ramey – yes Mayor Moore – I also wanted to know and tell me if I am over stepping here. I told the band club to go ahead and use it. I hate to go back on my word to them. Jordan – Well with that being said I think we need to charge a deposit or something for others to use it. Is that something we need to talk about in the next session? Chaney – Do we charge for them anything to hold the area for an event. Ramey – No, only if the person wants to do a free will donation. Chaney – Okay, yeah, I think they should be charged because they do use electricity and paper towel and all. What that amount is I don't know. Ramey – Would we just vote it in or put it in the actual ordinance. Chaney- Let me think on that. Ramey – Okay.

COMMISSIONER CHANEY MOVED AND COMMISSIONER CRISPIN SECONDED TO ADJOURNMENT OF THIS EXECUTIVE SESSION AT 7:30PM. VOTING AYE ON THE MATTER WERE ALL MEMBERS PRESENT. VOTING NAY NONE. MOTION CARRIED.

Lela Ramey, City Clerk