

THE CITY OF CHRISMAN WAS CALLED INTO EXECUTIVE SESSION BY MOTION ON TUESDAY, NOVEMBER 28TH 2023 AT 5:34 P.M. FOR PERSONEL. WITH THE FOLLOWING MEMBERS PRESENT: MAYOR MOORE, COMMISSIONER GERALD HOULT, COMMISSIONER JASON BURGESS, COMMISSIONER MICHAEL JORDAN, COMMISSIONER RYAN ALEXANDER, AND CITY CLERK LELA RAMEY.

EXECUTIVE SESSION DISCUSSION: COMMISSIONER BURGESS MOVED AND COMMISSIONER JORDAN SECONDED THAT COUNCIL AUTHORIZES AN EXECUTIVE SESSION FOR PERSONAL MATTERS. VOTING AYE ON THE MATTER WERE ALL MEMBERS PRESENT. VOTING NAY NONE. MOTION CARRIED.

Ramey – Is there anything that we need to discuss with Josh out of the room?

Burgess – We would like to have a conversation if we could.

Moore – I don't think so. Oh, Okay.

Ramey – If you don't mind and then I will come get you when we are ready.

Alexander – So with Josh, I have known him for several years now. I don't really feel like that is what we want out there at the sewer plant unsupervised. Doing all the sampling. I don't know what all details are there. Um, I have not seen his back ground, so will he be doing any digging or?

Mayor Moore – I am not for sure. He would be...

Jordan – He would if we had a water leak or a sewer line, he would be in the backhoe digging that up.

Alexander – I feel like Josh would be a good labor or summer help. But, as far as someone that we rely on everyday I don't want him out there.

Burgess – I agree just by everything I have heard of and talk to. I don't know him personally but I have not heard good things. I feel like what I have asked around about you are getting more of the same of what you had.

Moore – You don't want that.

Burgess – No, that is just our opinion anyway. We hire people all day long you know. I just wouldn't hire him for my business, so.

Alexander – I know you said his background wasn't a felony but still...

Moore – It was posted as exploitation of a child that was reduced down to a mustimeter.

Alexander – But he was still guilty.

Moore – He pled guilty.

Alexander – Yeah, if he pled guilty on it then to me, I feel like the city doesn't have any faith in our workers then the city isn't going to have any faith in us. To keep hiring the way we keep hiring I think there is room for improvement.

Moore – So do we want like you hire somebody, or whoever is over the department has the say so, or do you want the whole board?

Alexander – I wouldn't mind sitting down in the interview and having a couple of you in there. Same with water. The opening we have right now though is strictly for sewer, right?

Moore – And water.

Jordan – See that's why I don't know. What are your thoughts have they been running them as just two people or is it actually three different positions? Street, Water, and Sewer?

Ramey – It is actually three different positions. It just depends on budgets and who can afford out of what department.

Jordan – So that is where the sewer and water is being combined. That I know of for the past year that I have been here.

Alexander – So the way we are posting that job out there I asked Michael about it. That is posted as a laborer with no qualifications, right? Do we need to look at changing the wording? Even to make it more appealing, even if we call it a sewer tech with operating skills and more background. I didn't get to see his resume yet. I don't feel like he is going to be good for the sewer plant.

Hoult – That needs to list what we are looking for. If you have to be able to run machinery then that needs to be on there.

Alexander – Yeah, I think so and I...

Burgess – Just to put a person in a position to be in a position...

Alexander – Now if he had on there to run a skid steer I mean if he says he is doing that at his job and just a little clean up stuff then I don't really call that operating.

Burgess – That is a far cry from digging up a sewer line that is delicate work.

Moore – So we can just tell him that we are just going to delay it and...

Burgess – I mean I don't know how this works. Do we decide as a group isn't it.

Jordan – It is a group decision for hiring but as far as your interviews go only 2 of the 5 of us can be in the building at the same time.

Burgess – Really?

Jordan – Or it is considered a cerumen and we are not allowed there are a lot of watch dogs out there, so.

Alexander – Can you do it this is just making our way around...

Jordan – Once you interview somebody you have a person in mind then bring it to the board and we can vote on it.

Hoult – Department head has a lot to say. It is a vote of the board, but department head needs to interview and make a decision on if you recommend them to go forward. Then the vote is based...

Alexander – I know at other jobs you go to there are time when you do multiple interviews. So, say could me and Jason interview, then call them back for a second interview and these two interviews. That way all 5 are not sitting here.

Hoult – I think if you have someone that is really outstanding and you think they are what we need then I don't think we need to go to all that trouble, but if it is someone that none of us know well. Then I think that process needs to be followed.

Alexander- I do think we need to look at who we are hiring more and maybe even a few changes in words on how we post the job out there to make it more appealing.

Moore- Eric Bohl wasn't he the last one Eric Bohl?

Ramey – Yeah,

Moore – Where did he go?

Ramey & Alexander – To Elanco.

Moore – He was good.

Burgess – So you hired him over there?

Alexander – I sat in on his interview.

Hoult – Well I think too that if we have a candidate that we are going to consider. A drug test needs to be done before it comes to a vote.

Burgess – Yes

Hoult – Because if they fail the drug test then we don't need to go through all that.

Alexander – Yes, please.

Burgess – I 100% agree with that.

Hoult – I mean our deal was a little different with DOT rules but ugh at the point of application there is a drug test done.

Burgess – We do not hire anybody on site. Until they pass their drug test.

Alexander – So, do we do a background check or did he just come forward?

Moore – No he just did that.

Alexander – So, do we need to look at a background check? For hiring.

Ramey – We have not done background checks since I have been here.

Alexander – So if we hire somebody and didn't know nothing about them. Are we going to look like the board that goes around hiring straight convicts.

Ramey – Yeah

Alexander – And that is what I don't want.

Moore – Yeah, I think we need to think about it.

Alexander – I think we need to be strong on the background checks and the drug test.

Hoult – Prior to.

Alexander – Yes before we go forward with anything.

Moore – Do you guys have recommendations on who you would like to hire?

Alexander – I don't I did look though some of the applications but I think we need to repost the job and change some wording.

Hoult – What kind of money are we starting someone out?

Alexander – I don't know that.

Ramey – That would all depend on if it's out of one budget for the whole year or if it needs to be combined.

Jordan – Right now my street guy is making well we just gave him a \$0.50 raise and so now he is making \$16.50.

Moore – And he has been here 2 years.

Jordan – If we bring anybody in as a laborer do we start them out higher than what we got him at? Lol

Burgess – If we bring them in and have higher skill set then yeah.

Jordan - Michael that left was making \$19 per hour. Right?

Ramey – I believe he was at \$17.

Jordan – I was thinking that he as at \$2.00 more than Cody.

Alexander – For some of the things they have to do that really isn't very much more than a fast-food place is making with a lot less work.

Hoult – Well I think the pay does need to be based on qualifications but I do think we need to look at...

Burgess – Finances and all that.

Hoult – Yeah

Jordan – The other thing is that the ordinance states is that if they have the certificates...

Ramey – We will pay more.

Jordan – And we will pay for them to take the test too.

Hoult – Right.

Alexander – See we need that put into the job description like...

Ramey – It was not.

Moore – And they are on a 90-day probation, right?

Ramey – Yes

Alexander – That was my next question.

Hoult – Well that is pretty much the standard.

Alexander – Yeah, I say we just stick with moving on and looking at more applications.

Moore- So, ...

Hoult – I am still a little confused on the pay thing. If we hire a worker for the sewer department but the sewer and water departments are sharing that worker when you said it depends on if it is a shared deal or whatever what they make. If we hire someone in on a figure, why don't they get paid that figure no matter what they are doing.

Ramey – Because it may not be allocated in the budget. At that figure.

Alexander – So can you pay one person out of 2 budgets if they are doing both jobs.

Ramey – Yes, I get paid out of 2 budgets. Because I go and do the automatic reads. So, \$2.00 out of the water department comes to me and then the rest is out of admin.

Hoult – Well I can understand why you can go from paying one department to the other depending on what they are doing but I guess I'm lost on the fact that it might be a different pay rate. In my opinion we need to take a look at that.

Ramey – Let's just say you start someone at \$20.00 and \$10.00 out of the \$20.00 comes from sewer and \$10.00 out of that \$20.00 comes from water.

Hoult – But they are going to make \$20.00 no matter what they are doing.

Alexander – So if they are working for sewer and streets needs help, we are not going to bring their pay down to help.

Ramey & Moore – No

Hoult – Okay, well that was my concern. And it has always been that no matter what department you are working for if there is something major going on then everybody gets together and works that out.

Alexander – That is how it was when I worked for the city. There were several times I was pulled from the sewer department up here to help streets.

Moore – My question is...

Hoult – You have some experience there.

Alexander – Yeah, I worked out at the sewer plant.

Moore – If we have a snow fall Cody is the only one out there.

Alexander – You have me and him.

Hoult – Have we still got the secondary truck the old Chevy?

Ramey & Moore – I don't know.

Burgess – Plow the city with 4- wheelers and side by sides. Lol

Ramey – There is the sewer dully and the street and ally dully. And then we have the tractor and the water truck that is down and a sewer truck. Like pick-up trucks.

Alexander – Do we still have the 2-ton dump truck? And the plow for it? The F-450?

Hoult – Street and ally is probably the old Chevy.

Ramey -Is that the one out at the sewer plant maybe?

Hoult – That is the big plow.

Alexander – The big dump bed.

Hoult – But when we used to have that Chevy it was a ton dump bed on it. I plowed a lot of snow with that in the past. But I didn't know if that is still here.

Ramey – I don't know.

Burgess – I would like to take a tour and see all that stuff.

Moore – So are we going to tell him we are going to delay. Now Josh at this time the board has decided to delay hiring they want to put it out there for more applicants to apply and see who is qualified and then we can get back with you.

Josh Bocoock – Alrighty just let me know what you guys decide and if anyone else fills out an application.

Moore – Okay, we will do that.

Josh Bocoock – Thank You.

COMMISSIONER HOULT MOVED AND COMMISSIONER ALEXANDER SECONDED THAT COUNCIL AUTHORIZES EXECUTIVE SESSION ENDS AT 5:52PM. VOTING AYE ON THE MATTER WERE ALL MEMBERS PRESENT. VOTING NAY NONE. MOTION CARRIED.