

Council Work Session

November 15, 2016

Meeting called to order by Mayor Harley at 5:00pm.

Invocation given by Centerville Community Church Pastor -Justin Wright.

Pledge of Allegiance led by Councilman Armijo.

Welcome extended to all by Mayor Harley.

Present were Mayor John R. Harley, Councilman Cameron W. Andrews, Councilman Randall Wright, Councilman Edward D Armijo and City Attorney Rebecca Tydings. Councilman J. Micheal Evans absent.

Public Comments

None

Old Business

Compensatory Time Policy: City Attorney Tydings reported that on December 1, 2016, an amendment to the federal law known as the FLSA or Fair Labor Standards Act goes into effect. The amendment is the first substantial change to Federal Wage and Hour law since 2004.

The major change to the FLSA that affects public (government) employers is an increase in the weekly/annual salary threshold for exemption from the requirement to pay overtime. Currently, the weekly and annual salary threshold for exemption from overtime pay is \$455 per week or \$23,660 per year. On December 1, 2016, the threshold amounts increase to \$913 per week or \$47,476 per year.

In preparation for complying with the new weekly/annual salary threshold amounts, the City looked at the salaries paid to currently exempt employees that would no longer be exempt when the new law takes effect on December 1st. Centerville has five employees who are currently exempt from overtime but who will not be exempt when the thresholds increase.

Under the FLSA Amendment, the City can give compensatory time off at the rate of 1 1/2 hours for each hour overtime worked. A review of the five employees who will be affected by the salary threshold change, four will be subject to the compensatory time policy that is proposed for adoption tonight.

The fifth employee is Police Department Captain Chuck Hadden. In his current role as the Department Head, Captain Hadden will likely have to work regular and possibly significant overtime. It is recommended that he receive an increase from his current annual salary of \$46,350.20 to \$48,000 annual salary (a gross increase of \$1,649.80 per year) so that he remains exempt from overtime.

It is also recommended that the Compensatory Time Policy and Captain Hadden's salary increase, if adopted and approved, be made effective on 11-23-2016 to coincide with the first day

of a new payroll period and to ensure that the City is in compliance with the new FLSA requirements on December 1st.

Should the Policy be adopted, then all employees subject to its requirements will receive a copy of the policy and an acknowledgment page that will be signed and placed into their personnel file. City Accountant Harrison will oversee the payroll/record keeping aspect of the policy.

Mrs. Tydings stated she will be glad to answer any questions Mayor and Council might have at this time.

Mayor, entertained motion to adopt the policy as written and to increase Captain Hadden's salary as recommended. Motion made by Councilman Wright to approve; seconded by Councilman Andrews. Motion carried.

New Business

Point of Information-Ammunition Refund: Councilman Wright recognized Captain Hadden. Captain Hadden informed Mayor and Council after completing handgun changeover in June 2016, there was a surplus of .40 & .45 ammunition. Captain Hadden reported he had returned the surplus ammo and the city will receive a \$1,480.45 credit for future purchases.

Discussion-Police Recruit Training Reimbursement Contract: Councilman Wright reported that it's about time and recognized Captain Hadden. Captain Hadden stated that he knows of 4 individuals that the city had sent through mandate school and then they later chose to go to another agency shortly after Centerville invested in them and their training. The city was not reimbursed. This agreement will prevent the same thing from occurring should a new recruit choose to leave the City within two years of hire. City Attorney Tydings stated that she and Captain Hadden drafted this contract based on the reimbursement statute in Georgia law. Seeking approval tonight of contract and authorizing Captain Hadden as signatory as the Chief Law enforcement official. Mayor Harley entertained motion. Motion made by Councilman Wright to approve; seconded by Councilman Andrews. Councilman Armijo asked if this will apply to new officers. City Attorney Tydings stated this will only apply to non-mandated recruits. Mayor Harley called for the vote. Motion carried. A copy of the contract is attached to and made part of official record.

Comments from Council

Post 1 Councilman Andrews, none

Post 2 Councilman Wright, none

Post 3 Councilman Evans, absent.

Post 4 Councilman Armijo, expressed gratitude to the Veterans, stating that "we as a city" appreciate their service.

Mayor Harley, recognized City Clerk Bedingfield and requesting an update re: Lighted Christmas Parade. Mrs. Bedingfield stated the parade will be held on Saturday December 3 at 7:00pm. This is the 7th Annual Lighted Christmas parade. In addition, Judge George Nunn will serve as the Grand Marshal this year. Mayor Harley thanked Mrs. Bedingfield and staff for their hard work.

Mayor Harley recognized Centerville Community Church Pastor, Justin Wright. Mr. Wright informed everyone that he had moved to this area 3 years ago and wanted to get involved in the community. He had noticed there were minimal programs in our community especially for children. The church began the “No kid hungry campaign” for the summer to feed neighborhood children; great response. Pastor Wright also wanted to inform everyone of an upcoming event this Saturday November 19 9am-12pm- the church is opening a food pantry and will continue to do so every 3rd Saturday of each month. Pastor Wright encouraged everyone to volunteer, donate canned food item or make a monetary contribution.

Executive Session-Future Acquisition of Land: Mayor Harley entertained motion to go into executive session. Motion made by Councilman Wright at 5:21pm; seconded by Councilman Armijo. Motion carried.

Mayor and Council reconvened at 5:52pm.

Affidavit & Resolution: City Attorney Tydings read resolution. Motion made by Councilman Wright to approve as written; seconded by Councilman Andrews. Motion carried. Affidavit executed by Mayor John R. Harley and notarized by City Clerk Bedingfield. Affidavit & Resolution attached and made part of official record.

Meeting adjourned at 5:53pm.

Mayor John R. Harley

Attest by City Clerk Krista Bedingfield

Date