**Unofficial Minutes**

**Special Meeting of**

**The Walhalla City Council**

**Thursday, July 25, 2024**

Mayor McDonald called the special meeting of the Walhalla City Council to order at 7:00 p.m. Thursday July 25, 2024 at City Hall

Council Present: Carpenter, Dumas, Schill, Kalis, Jackson, Horgan

Others Present: Auditor Cook, Mr. Robert Fleming, Melissa Gapp, Steve Gapp, Aaron Freschette

Mr. Fleming advised the council on three procedural issues involving employee compensation and benefits.

Mr. Fleming discussed the issue of annual 3% cost of living raises being applied without being motioned and approved by the council. He stated that all raises need to be approved annually prior to budget time.

Mr. Fleming then advised the council on policy involving approval of overtime hours.

Mr. Fleming then advised the council on employees receiving additional pay in lieu of accepting an insurance plan. There was discussion of the removal of the cafeteria plan in 2021. He informed the council that payment in lieu of insurance is not a benefit that is allowed under a cafeteria plan.

Discussion was held on how previous annual raises were handled, how to fix current issues, and set policy moving forward.

Motion by Schill to ratify all previous 3% raises. Second by Carpenter. Roll call: Kalis, yes; Carpenter, yes; Horgan, yes; Schill, yes; Jackson, yes; Dumas, yes. Motion passed.

Discussion was held on job logs for overtime hours.

Motion by Schill to ratify all previous unapproved overtime hours. Second by Dumas. Roll call: Kalis, yes; Carpenter, yes; Horgan, yes; Schill, yes; Jackson, yes; Dumas, yes. Motion passed.

Mr. Fleming discussed the language used in the handbook pertaining to overtime hours. He advised the council to have more oversight on overtime hours worked. He suggested overtime logs should be turned into the City Auditor for council approval. He also advised that logs should also account for comp time. It was decided that Mr. Gapp would be exempt from overtime due to policy, but comp time would still apply.

Discussion was held on payment in lieu of taking insurance. It was reaffirmed that payment in lieu of insurance is not a cafeteria plan benefit. Discussion was held on the initial salary and benefits offered to Mr. Gapp at hire date as well as what his salary became after the dissolving of what the understanding of the cafeteria plan was at the time. Options were discussed on moving forward with Mr. Gapp’s current salary as well as repayment for copayment of salary and insurance benefits in the months of June and July.

Motion by Schill to keep Mr. Gapp’s salary at the current amount of $82,716.00. Second by Dumas. Roll Call: Kalis, yes; Carpenter, no; Horgan, yes; Schill, yes; Jackson, no; Dumas, yes. Mayor McDonald vetoed the roll call vote. Mayor McDonald’s decision to veto and the results of the roll call vote will be resolved at Aug 5th meeting.

Discussion was held on the removal of a water pump and a motor from the swimming pool site. It was concluded that Mayor McDonald has these in his possession. Discussion was held on if Mayor McDonald needed approval from the council to remove these items from the site. It was decided that the motor and pump were removed for the purpose of safeguarding them from the current demolition taking place, and the intent is for the city to either repurpose or sell them.

Motion by Horgan to adjourn the meeting. Second by Carpenter. Ayes, All. Motion passed. Meeting adjourned at 8:13 p.m.

John Rock McDonald\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Michael Cook\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Mayor Auditor

July 25, 2024