

BOARD OF MAYOR AND ALDERMEN

CALLED MEETING

JULY 6, 2022

The Board of Mayor and Aldermen (BMA) met in a Called Meeting on Wednesday, July 6, 2022, at 8:30 a.m., at the Town Hall, 123 Boone Street, Jonesborough, TN.

Mayor Vest called the meeting to order. Alderman Dickson led the group in an opening Prayer, and Mayor Vest led the pledge to the Flag.

Upon call of the roll those present were: Mayor Chuck Vest Alderman Virginia Causey, Alderman Terry Countermine, Alderman Adam Dickson, and Alderman Kelly Wolfe. Alderman Adam Dickson was absent. Also, present were: Town Administrator Glenn Rosenoff, Town Recorder Pat Ryder, Operations Manager Craig Ford, Matthew Musgrove, Associate of Jim Wheeler, Attorney, and Executive Assistant Donna Freeman. Town Attorney Jim Wheeler and Town Recorder Pat Ryder were absent.

The first item on the agenda was discussion and possible action concerning approval of a Resolution amending Section II. Recruitment, Selection, Employment and XVII. Amendments to the Personnel Rules of the Employee Personnel Policy. Mayor Vest said this will give the Town more flexibility in hiring employee in a more rapid pace. Mayor Vest asked Town Administrator Glenn Rosenoff if he has any comments. Glenn Rosenoff said this will put the Town in a category being much more competitive to get our work force, and is a positive direction that we are heading. Mayor Vest asked the Aldermen if they had comments or questions. Alderman Wolfe said he has often said that government moves at glacial speed a lot of the time, and that can be a curse and a blessing considering the times you live in. Alderman Wolfe said in this case it is a curse and this will give our department heads the leeway to expedite the hiring process; and hopefully get some of the holes that we see filled. He said in looking at budget documents it is painfully obvious that we are severely lacking in several key positions, and part of that is the cumbersome hiring process and the other part of it is the pay. There being no further comments, Mayor Vest called for a motion to approve. Alderman Wolfe made the motion to approve the Resolution amending Section II. Recruitment, Selection, Employment and XVII. Amendments to the Personnel Rules of the Employee Personnel Policy. Alderman Countermine seconded the motion, and it was duly passed.

INSERT RESOLUTION

The next item on the agenda was discussion of the FY22-23 Employee Compensation Plan. Mayor Vest said increasing the employees pay is something that has to be done and it is not an option; and he feels it ultimately is going to come down to the revenue side, and the Town has done rather well on the revenue side for the last

couple of years and he doesn't see that changing much. Mayor Vest said if all things continue the Town should be able to handle the proposed pay increases. Board members discussed the various pay options of the proposed FY22-23 Employee Compensation Plan, with \$3.00 per hour across the board of all employees, and with a minimum percentage of 10% across the board increase for the exempt employees on the pay scale. Board members discussed the growth of the town and that in the future there will be a need for more employees in order to provide the Town services that will have to be met. The consensus of the Board members was to direct Town staff to look at the hybrid schedule of \$3.00 per hour for non-exempt employees, a 10% minimum for exempt employees, look at the budget figures to determine if non-exempt could get at least 20%; and look at the revenue to cover the proposed pay increases.

With there being no further business, Mayor Vest adjourned the meeting.

GLENN ROSENOFF, RECORDER

CHUCK VEST, MAYOR