

# CITY OF STATHAM

## MINUTES

Statham City Hall

327 Jefferson Street, Statham, GA 30666



---

REGULAR MEETING – July 19, 2022

7:00 P.M.

---

**CALL TO ORDER** – Mayor Piper called the meeting to order at 7:02 p.m.

Roll Call

Present: Mayor Piper and Councilmembers Krause, Patterson, Penn, Thrasher, and Venable.

Also present: City Accountant April Stephens, Police Department Personnel, City Attorney Jody Campbell, and Ashya Fambrough.

**PLEDGE OF ALLEGIANCE**- Mayor Piper led the Pledge of Allegiance and thanked all the veterans and their families for their service.

### VOTING ITEMS

- 1. Axon Enterprise Agreement:** To approve the Mayor to sign an updated agreement with Axon Enterprises, Inc. for Police Department body cameras for 60 months beginning August 1, 2022 and ending July 31, 2027. The cost is a maximum of \$10,076.50 per year, per the agreement.

Councilmember Venable made a motion to approve the agreement at the maximum amount of \$10,076.50. Councilmember Patterson seconded the motion, and the motion passed unanimously.

- 2. City of Statham Personnel Policy Change – Leave Type:** To approve a change to the City’s Employee Benefits – Leave Type in the Personnel Policy Handbook on pages 74 – 78 and implement a new Paid Time Off (PTO) accrual system and cancel the current vacation time and sick time policy. This new policy will go into effect January 1, 2023. To minimize any conversion loss from the former vacation policy to this PTO policy, balances in excess of the new longevity cap on the effective date of this policy will be able to retain the excess amount and “use down” this excess through June 30, 2023. On July 1, 2023, any excess vacation time will be paid to the employee. Employees with accrued sick leave hours between a minimum of 96 and maximum of 144 hours may convert those unused sick hours into PTO hours on effective date of this policy. Employees will be able to retain any excess amount and “use down” this excess time through June 30, 2023. On July 1, 2023, all excess converted sick time will be paid to the employee. Should an employee terminate their employment for any reason prior to July 1, 2023, all excess converted sick time (excluding vacation time) will be forfeited.

Councilmember Krause made a motion to table until August 4, 2022. Councilmember Trasher seconded, and the motion to table passed unanimously.

- 3. City of Statham Personnel Policy Change – Pay Period:** To approve a change to the City’s Pay System in the Personnel Policy Handbook on pages 66 – 69 and implement a new pay period for all City employees to be paid on a bi-weekly basis. Payroll checks will be processed on Wednesday. When a pay date falls on an official City holiday, employees will be paid on the day after the holiday. This new policy will go into effect January 10, 2023.

Councilmember Venable made a motion to approve the policy change. Councilmember Patterson seconded, and the motion passed 4-1 with Councilmember Thrasher voting no.

- 4. City of Statham Personnel Policy Change – Bereavement Leave:** To approve a change to the City’s Bereavement Leave policy in the Personnel Policy Handbook on page 78. The new policy states full-time employees shall be eligible for bereavement leave after ninety (90) days of employment. Bereavement leave of up to three (3) consecutive working days shall be granted to an employee in the event of a death in the immediate family. A total of three (3) days of paid bereavement leave shall be granted per calendar year. This leave will be paid at the regular employee rate and will not count towards overtime. Bereavement hours that exceed three (3) days are unpaid unless PTO is used by the employee. There is no accumulation of bereavement leave and no payment upon separation from City employment.

Councilmember Krause made a motion to table until August 4, 2022. Councilmember Trasher seconded, and the motion to table passed unanimously.

- 5. City of Statham Personnel Policy Change – Holidays:** To approve a change to the City’s observance of holidays in the Personnel Policy Handbook on page 81 and implement a new policy for holidays. The new policy states When a holiday falls on a Sunday, it will typically be observed on the following Monday. Holidays that fall on a Saturday will typically be observed the preceding Friday. Holiday schedules may be altered by City Council. \*When Christmas Eve naturally falls on a Sunday, the holiday may be observed the Tuesday following a Monday Christmas Day or as approved by City Council. Floating Holiday is granted to each City employee each calendar year. Floating Holiday must be used as a single 8-hour day and hours may not be divided between different days. A Floating Holiday must be used in the calendar year in which it was received and will not be rolled over into the following year. Floating Holidays are not paid upon separation from the City. This policy will go into effect January 1, 2023.

Councilmember Venable made a motion to approve the policy change. Councilmember Krause seconded, and the motion passed 4-1 with Councilmember Thrasher voting no.

- 6. Barrow County Water Purchase Contract Proposal:** To discuss a wholesale water purchase agreement.

Councilmember Krause made a motion to table until August 4, 2022. Councilmember Patterson seconded, and the motion to table passed unanimously

**EXECUTIVE SESSION:** Meeting to discuss or deliberate upon the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a public officer or employee as provided in Georgia Code section 50-14-3(b)(2).

Councilmember Penn made a motion to amend the Executive Session to include a discussion of possible or pending litigation. Council member Venable seconded the motion, and the motion passed unanimously.

Councilmember Krause made a motion to enter Executive Session. Councilmember Penn seconded, and the motion passed unanimously. Executive session began at 7:14 p.m. and ended at 7:36 p.m. with Councilmember Krause making a motion exit Executive Session. Councilmember Penn seconded and the motion passed unanimously.

City Attorney Campbell stated that all discussions held in Executive Session are protected as Attorney/ Client Privilege and that no votes were conducted during the session.

Mayor Piper recommended the appointment of Ashya Fambrough as City Clerk. Councilmember Venable made a motion to approve the appointment. Councilmember Thrasher seconded and the motion passed unanimously.

#### **MINUTE APPROVAL**

1. July 7, 2022 Work Session Minutes (submitted to Council on July 11, 2022)

Councilmember Patterson made a motion to approve the minutes from July 7, 2022 Work Session. Councilmember Penn seconded. Councilmember Venable abstained due to not being present at the July 7<sup>th</sup> meeting. The approval of minutes passed 3-1 with Councilmember Trasher voting no.

#### **ADJOURN**

At 7:50 p.m., Councilmember Venable made a motion to adjourn. Councilmember Patterson seconded and the motion passed unanimously.