ORGANIZATIONAL MEETING - DECEMBER 3, 2015

The Mayor and City Council met on Thursday, December 3, 2015 at 6:30 p.m. in the Council Chambers of City Hall located at 114 West Sycamore Street, Lincolnton. Council members present were:

RHYNE CLONINGER EADDY HOVIS

Mayor Gilleland called the meeting to order and called on Boy Scout Pack 75 to lead the Pledge of Allegiance.

OATH OF OFFICE:

Mayor Gilleland then called on City Clerk Donna Flowers to administer the Oath of Office to the newly elected officials. The City Clerk administered the Oath to Mayor Elect Ed Hatley as his wife Cindy and grandchildren held the bible. *NOTE:* Mayor Gilleland did not seek re-election. Mr. Hatley defeated Brandon Sigmon in the general election to win the mayoral seat.

Councilman Cloninger, his wife and daughter-in-law came forward and the City Clerk administered the oath of office. *NOTE:* Incumbent Councilman Cloninger defeated Larry Houser in the primary held in September. The Councilman Cloninger defeated Gene Poinsett in the general election to maintain his seat in Ward II.

Mr. Roby Jetton and his wife Linda, daughter Kathy, grandson Joey and Uncle Bob Jetton came forward and the City Clerk administered the oath of office as his family held the bible. *NOTE:* Mr. Jetton defeated Councilman Hovis (who served 5 consecutive terms for a total of twenty years) to take representation of Ward IV of the City of Lincolnton.

COMMENTS FROM NEWLY ELECTED OFFICIALS:

Mayor Hatley "I want to thank the people of Lincolnton for having enough trust and faith in me to elect me Mayor of Lincolnton. I would mostly like to thank my family for being here this evening and for helping without them it wouldn't be worth living. I promise to you as Mayor, I will not make everyone happy, I don't intend to but I will make decisions that I feel are best for the City, and once again thank you."

Mayor Hatley called on Councilman Cloninger for comments. Councilman Cloninger said, "I am starting my seventeenth year as a Councilmember and I hope to do everything that I can to provide cost effective services for all of our citizens which will protect and improve the quality of all our lives."

The Mayor then called on Councilman Jetton for comments. Councilman Jetton said, "I don't make a lot of promises but I do promise you this; I will give this City that I loved

and have lived in for the past seventy-three years everything I have got for the next four years to keep you safe, keep this City clean and to make it prosperous. This I will promise you the citizens of Lincolnton. Thank you."

PRESENTATION TO OUTGOING ELECTED OFFICIALS:

Mayor Hatley called former Mayor John Gilleland forward for a presentation. He presented Mayor Gilleland his framed gavel used during his tenure as Mayor. He also presented him a plaque which read as follows: Presented to Mayor John O. Gilleland, Jr. for being a great ambassador providing excellent services to the City and its citizens from 2009 to 2015. A rocking chair engraved with the City Seal and personalization was also given to each outgoing elected official.

Mayor Hatley thanked Mr. Gilleland for his service to the City. He said the City has prospered under his six years of leadership and he hopes he will serve the City

Mr. Gilleland said, "I want to thank Mayor Hatley. I graduated from college in 1982 and that was the beginning of the recession and Mayor Hatley was the man who hired me giving me my first job with the school system." "I want to thank my family for the six years I served the City and thank you for being there with me for those years. I thank God for the opportunity to serve the citizens of Lincolnton, it's a great City with great people, and I thank all of you for that opportunity."

Mayor Hatley then presented Councilman Larry Mac Hovis with a plaque recognizing and honoring him for his twenty years of service to the City and its citizens. Councilman Hovis said, "I am not giving up, if he doesn't do a good job I am going to go out my backdoor and let him know." "I want to thank the City Manager and the Department Heads for making this City what it is today."

Mayor Hatley concluded acknowledging Councilman Hovis' twenty-five years with the Lincolnton Fire Department and his twenty years as a Councilmember, thanking him for spending a great part of his life serving the citizens of Lincolnton.

MAYOR'S APPOINTMENTS:

Mayor Hatley suggested the following appointments:

ABC Board – (1) appointment - Councilman ***CLONINGER***

Lincolnton Housing Authority – (1) appointment –
Mayor ***HATLEY***

Centralina Council of Governments (COG)
(2) appointments – a Delegate to the Executive Committee
Councilman ***RHYNE***
Alternate: Mayor ***HATLEY***

Lincolnton-Lincoln County Airport Authority - (1) appointment
Councilman ***EADDY***

Library Board – (1) appointment - Councilman ***CLONINGER***
Lincoln Cultural Center – (1) appointment
Councilman ***RHYNE***
Recreation Commission - (1) appointment
Councilman ***RHYNE***
N.C. Municipal Power Agency (NCMPA 1) – (3) appointments
(1) One Delegate - Director of PW&U, Steve ***PEELER***
(2) Two Alternate Delegates – Mayor ***HATLEY***
- ***CITY MANAGER***
DDA Appointment – (1) appointment - ***JETTON***

LEDA – (Lincoln Economic Development Association) –
(1) appointment - MAYOR ***HATLEY***
Chamber of Commerce Board of Directors - (1) Mayor ***HATLEY***

Transportation Advisory Committee - (1) ***EADDY***

Councilman Cloninger made the motion unanimously approved the above noted appointments.

CITY COUNCIL'S APPOINTMENTS:

Nominations for and Election of Mayor Pro Tempore: Councilman Jetton nominated Councilman Rhyne to serve as Mayor Pro-Tem. Councilman Cloninger nominated Dr. Martin Eaddy to serve as Mayor Pro-Tem. Mayor Hatley acknowledged both nominations noting Robert Rules of Order states that voting is done in reverse order, the City Clerk confirmed.

Councilman Cloninger made the motion to close nominations. Mayor Hatley called for the vote on Councilman Eaddy's nomination, Councilmen Cloninger and Eaddy voted in favor, Councilmen Jetton and Rhyne voted no. Mayor Hatley broke the tie by voting in favor of Councilman Eaddy for Mayor Pro-Tem.

Appointment of City Attorney: Councilman Eaddy made the motion unanimously approved to appoint T.J. Wilson as City Attorney.

Parliamentary Procedures: Councilman Rhyne made the motion unanimously approved to adopt the abbreviated version of Roberts Rules of Order as a guide to conduct City Council meetings.

Councilman Eaddy suggested moving the July meeting back to the last week of June in hopes to allow more time for the budget public hearing. After some discussion Thursday June 30th was not a good date for all Council members. Councilman Rhyne made the motion unanimously approved Resolution (R-13-15) to adopt the **2016**

ORGANIZATIONAL MEETING - DECEMBER 3, 2015

Calendar of Regular meetings of the Lincolnton City Council in accordance with the City Charter as follows;
WHEREAS, Chapter 143, Article 33 B of the General Statutes of North Carolina (The Open Meeting Law) requires in effect if a public body holds a meeting at any time, it shall give public notice of the time and place of that meeting as provided in GS 143-318.8;

WHEREAS, one of the methods of giving such public notice is to advertise in a newspaper with a circulation in and around the City of Lincolnton; and

WHEREAS, the City Council desires to notify all citizens and residents of the City of Lincolnton of their regular meeting date and time.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City of Lincolnton that the regular meeting of the City Council shall be held the first Thursday of each month at 7:00 p.m. in the Council Chambers of the Lincolnton City Hall, located at 114 W. Sycamore Street, on the following dates and times:

January 7	**May 5**	**September 1**
February 4	**June 2**	**October 6**
March 3	**July 7**	**November 3**
April 7	**August 4**	**December 1**

All of these being held in 2016. The City Council meeting in Regular Session on December 3, 2015 established these dates and time and ordered this resolution be published one time in the Lincoln Times-News at least fifteen days prior to January 7, 2016 meeting. The City Council further ordered a copy of this resolution be posted on the bulletin boards located on the first and second floors of the City Hall, located at 114 W. Sycamore Street. The purpose of this advertisement and the posting of this notice acknowledges the requirement as described in Chapter 143, Article 33 B of the General Statues of North Carolina.

Adopted this 3rd day of December, 2015.

Having no other business for the Organizational Meeting of the Lincolnton City Council, Mayor Hatley called for a ***Recess until 7:00 p.m.***

DONNA C. FLOWERS, MMC
CITY CLERK

ED HATLEY
MAYOR

REGULAR MEETING - DECEMBER 3, 2015

Mayor Hatley reconvened beginning the regular meeting of the Lincolnton City Council at 7:00 p.m. in the Council Chambers of City Hall located at 114 West Sycamore Street, Lincolnton NC. All Council members were in attendance as follows:

RHYNE CLONINGER EADDY JETTON

Councilman Cloninger made the motion unanimously approved the *REGULAR AGENDA.*

Councilman Eaddy made the motion unanimously approved the *CONSENT AGENDA* as follows:

- Approved Minutes from October 1, 2015 and November 5, 2015 Meeting
- Approved Banking Resolution (R-14-15)– Declaring Newly Elected City Officials
- Approved a Call to Public Hearing for the January 7th, 2016 meeting:
  ZMA-2-2015 – Application from Shasta Steele requesting the rezoning of 0.45 acres of land from residential-Office (R-O) District to Central Business (CB) District. The subject property is located at the southwest corner of South Cedar Street and East Water Street (202 South Cedar Street, parcel ID 58825)

REGULAR AGENDA:

PRESENTATION TO SERGEANT DENNIS HARRIS RECOGNIZING THE RECEIPT OF HIS CRIMINAL INVESTIGATIONS CERTIFICATE FROM THE NORTH CAROLINA JUSTICE ACADEMY:

Mayor Hatley called on Chief of Police Rodney Jordan to come forward and recognize Sgt Dennis Harris. The Chief said, "Dennis Harris is going to be receiving his Criminal Investigations Certificate and this certification is extremely hard to come by and he is only the third individual within the LPD to receive this certificate. It requires 500 credit hours from the NC Justice Academy and must be completed within a five year timeframe. Sgt Harris is a twenty-one year law enforcement officer with twelve and a half of those years with the City of Lincolnton. He has worked really hard to get this certification." Chief Jordan said he is very proud of his department and is excited to showcase these two accomplishments tonight.

Mayor Hatley, on behalf of the City Council, congratulated Sgt Harris and thanked him for his hard work in achieving this accomplishment.

PRESENTATION TO LPD OFFICER DAVID MOCANU FOR RECEIPT OF HIS ADVANCED LAW ENFORCEMENT CERTIFICATION FROM THE NORTH CAROLINA TRAINING AND STANDARDS DIVISION:

Chief of Police Rodney Jordan then called Officer David Macanu forward to be recognized for receiving his Advanced Law Enforcement Certificate. Chief Jordan said, "Just to give you an idea of how hard this certificate is to obtain, if you have no degree or college education an officer can apply for the advanced certificate once they obtain an intermediate certificate and accumulates forty-eight educational training points, (one training point for every twenty hours in the classroom) which equates to 960 training hours of educational experience or twelve years of experience in law enforcement. Mandated courses that are required each year for in service training are not applicable towards earning this certificate. David has eighteen years of law enforcement experience, nine of those years are with the City of Lincolnton."

Chief Jordan concluded saying, "This certificate is the highest level of certification that an officer can receive and we are extremely proud of David as well. He has also just recently been promoted to Sgt within our department. These two individuals are committed to setting high standards within our department in training, education and professionalism."

Mayor Hatley, on behalf of the City Council and the City of Lincolnton, congratulated Officer Macanu and thanked him for his hard work.

PRESENTATION OF THE AUDIT REPORT FOR THE 2015 FISCAL YEAR:

Phil Church, Lowdermilk Church & Company, L.L.P., reviewed the summary of the City's audit report for the year ending June 30, 2015. He reviewed the significant audit findings noting that the City's financial statement disclosures are neutral, consistent and clear. Mr. Church noted balances for the General Fund, available fund balance one including Powell Bill funds and one excluding those funds. He reviewed the Water and Sewer Fund balance, the Electric Fund balance, the component unit (Lincolnton Tourism Development Authority balance) and the cash and investment balances. He reiterated that the Local Government Commission minimum recommended general fund balance should be at least 8% of general fund expenditures at the end of the fiscal year, and our balance was 41.07% including Powell Bill Funds and 33.15% without Powell Bill funds which is well above the minimum required balance.

Mr. Church concluded giving the City a clean opinion. He thanked management and staff for their cooperation and assistance throughout the audit process. Councilman Rhyne made the motion unanimously approved to accept the audit as presented.

CONSIDERATION OF PAY ADJUSTMENT PROPOSAL FOR CITY EMPLOYEES:

Jeff Emory, City Manager, requested that Council consider a mid year pay increase for all City employees. He recommended a 1.5% cost of living adjustment (COLA) and a 2.5% step adjustment for all employee with at least five years of service. This would add a five year step to our current tenure/longevity plan.

Jeff said while it has not been common practice to implement a mid year adjustment, other agencies do it all the time. He noted the County did it last year or the year before for their employees. He felt with the recent positive fiscal year end report and other identified savings in the general fund, water & sewer and electric fund (of $448,500) providing an increase to the employees is now possible. The total cost for both of these increases equate to $ 120,000.

Councilman Eaddy asked for clarification that the monies would not come from the savings to the healthcare plan. The City Manager said they would not, other savings had been identified to implement the proposed increase and it would be spread across three funds.

This item generated much discussion. Councilman Rhyne said, "I feel the citizens deserve a tax rate decrease, or we somehow need to let them know that we have not forgot them. I would be in favor of giving the employees the increase knowing that we are going to give back to the citizens as well." Councilman Eaddy said he feels this is a great discussion for our retreat in March since the tax rate cannot be adjusted according to state statute until the beginning of each fiscal year.

Councilman Rhyne also questioned if the 1.5% cost of living would be extended to the City Manager, as per his contract he is to be evaluated every November or December of each year, and he was evaluated last month and no increase was given. Councilman Eaddy said he felt it would take a separate vote to give Mr. Emory the cost of living increase of 1.5%.

Councilman Rhyne made the motion unanimously approved to amend the budget and provide a pay increase of 1.5% cost of living adjustment to all City employees with the exception of the City Manager as per his contract.

Councilman Eaddy made the motion unanimously approved to begin the five year increment for tenure/longevity pay to all employees with five years of service or more, including thirty and thirty-five year increments as well as a five year increment.

Mayor Hatley then asked if Council would like to address the City Manager's cost of living increase. Councilman Eaddy made the motion to include the City

Manager in the 1.5% cost of living increase, just as we have all other employees. Councilman Cloninger asked if Jeff would get the 2.5% step increase as well, Council agreed he would be included as that was a step adjustment for anyone with five or more years of service.

Councilmen Eaddy and Cloninger voted in favor of the City Manager receiving the cost of living increase and Councilmen Rhyne and Jetton voted no. Mayor Hatley broke the tie saying he felt it was consistent with all other employees and consistency was important when talking about all employees. The motion passed by a three to two vote.

RESOLUTION OF SUPPORT TO ALLOW THE LINCOLNTON POLICE DEPARTMENT TO APPLY FOR A TECHNOLOGY GRANT THROUGH THE NC GOVERNOR'S CRIME COMMISSION FOR $ 200,000 TO NORTH CAROLINA LAW ENFORCEMENT:

(NOTE: No match is required but should the City receive the grant software maintenance could increase annually)

(R-14-15)

Chief of Police Rodney Jordan, as a Department Head took a moment to thank Council for the action just taken regarding the employees pay increase. He said he feels it is s step in the right direction and he appreciates what they have done.

Chief Jordan said, "For some time we have been looking to move our records management system to the Sunguard OSSI system to link with the County's system and Sheriff's Department to better serve our citizens. He requested that Council adopt a resolution of support to allow him to submit a grant application to the NC Governor's Crime Commission. The grant would be for $ 200,000 and if awarded the City would utilize the money to upgrade our records management system to be compatible with Lincoln County Communications Center. The upgrade would cost about $ 130,000 to $ 150,000 for the software, maintenance and training. The maintenance cost is around $ 10,800. The grant would pay for the first two years of maintenance and the communications center's 911 funds could pay up to $ 2,000 or $ 2,500 of the maintenance for all remaining years, leaving the City to pay about $ 8,500 per year after three years. The Chief said currently the City is paying around $ 3,000 per year for maintenance on our existing system. Using this figure after year two it would increase that number by a little more than $ 5,000 per year. He said the City's capabilities with the news software would be much greater than with the existing software. He concluded recommending that Council approve the resolution as submitted.

Councilman Cloninger made the motion unanimously approved to adopt the resolution as recommended by Chief Jordan.

CONSIDERATION OF CONTRACT BETWEEN THE CITY AND LOWDERMILK, CHURCH & CO., L.L.P. TO PERFORM THE 2015-16 AUDIT *($35,300):*

(C-21-15)

Jeff Emory, City Manager told Council that based on the recommendation of Finance Director Steve Zickefoose, Council consider awarding the audit contract for the 2015-16 fiscal year to Lowdermilk Church & Company in the amount of $ 35,300.00. Per a memo from Mr. Zickefoose this amount reflects no increase in price and includes the printing of 50 audit reports, which were previously paid separately. Steve said audits are also completed for grant fund spending that exceeds the $ 500k threshold, such as Powell Bill funds and CMAQ (Rail-Trail) funds at no additional cost. Steve also noted that Lowdermilk, Church and Company also perform the audit for the ABC Board and the Lincolnton Tourism Development Authority.

Steve said he and City staff are very pleased with the expertise and professionalism of the staff of Lowdermilk, Church and Company as they are always available to address any questions that may arise throughout the year. He concluded recommending approval by Council.

Councilman Eaddy made the motion unanimously approved to enter into the contract in the amount of $ 35,300 with Lowdermilk Church and Co, for fiscal year 2015-16 as recommended by the Finance Director

RE-APPOINTMENTS:

(APPT-06-15)

Mayor Hatley called on City Clerk Donna Flowers to review the various re-appointments that would need to be considered by Council. They were as follows:

FIREMAN'S RELEIF FUND BOARD	- Fred Jarrett
PLANNING BOARD	- Jerry Hoffman
RECREATION COMMISSION	- Eric Radebaugh
TOURISM DEVELOPMENT AUTHORITY	- Cindy Koehler

The City Clerk noted that these individuals were appointed to fill an unexpired term and in accordance with City Policy they are eligible to begin their first three year term if Council so chooses.

Councilman Rhyne made the motion unanimously approved that the above stated begin serving a first 3 year term in January 2016 through December 2018.

MONTHLY FINANCIAL UPDATE / OVERTIME REPORT:

Jeff Emory, City Manager gave the following financial update to Mayor and City Council:

		15-16		% of Budget	14-15	Difference	
General Fund							
Fund 10	Revenues	4,763,490.23	(1)	40.46%	4,384,803.64	378,686.59	(1)
	Expenses	3,768,723.42	(2)	37.49%	3,521,693.06	247,030.36	(2)
	Difference	994,766.81			863,110.58	131,656.23	
Water & Sewer Fund							
Fund 61	Revenues	3,063,428.18	(3)	33.24%	3,078,616.99	(15,188.81)	(3)
	Expenses	1,465,095.11	(4)	23.09%	1,550,459.88	(85,364.77)	(4)
	Difference	1,598,333.07			1,528,157.11	70,175.96	
Electric Fund							
Fund 63	Revenues	2,903,371.58	(5)	37.50%	2,806,439.25	96,932.33	(5)
	Expenses	2,193,215.61	(6)	33.78%	2,342,240.02	(149,024.41)	(6)
	Difference	710,155.97			464,199.23	245,956.74	
Overtime	80+ hours	93,443.63			114,032.66	(20,589.03)	

(1) Tax collections up $85,000. Sales tax up $19,000. Received bank loan for vehicles $175,000.

(2) Salaries and Benefits up $97,000 due to health insurance. Purchased police cars $150,000.

(3) Water & Sewer revenues up $180,000. Late Fees up $7,000. GovDeals sales up $5,000. Miscellaneous revenue down ($216,000). We had received FEMA and Insurance claim payments for $216,000 in 2014.

(4) Salaries and Benefits up $65,000 due to filling vacant positions and health insurance. Inventory transfer up $31,000. Capital expense down ($22,000). Debt Service down ($161,000).

(5) Electric sales up $270,000. Sales tax no longer a budget line ($179,000.)

(6) Sales tax due to State no longer a budget line. Taxes collected and given directly to State. ($99,000).

UPDATE ON HEALTHCARE:

Jeff Emory, City Manager, told Council that he has received information that the City can join the State Health Plan effective February 1st, 2016. This move from NC League of Municipalities for health coverage only would result in a substantial savings to the City in health insurance premiums. With this notification of acceptance this leaves the employees spouses uncovered for a one month period until the City joins the State Health Plan. The State Health Plan would offer employees the option, at their cost, to cover their spouse where our current MedCost plan through the NCLM would not based on Council action in this fiscal years budget.

The City Manager recommended that Council consider paying for spousal coverage for the one month period, through February 1st. The when the City

switches plans the employee can determine whether they would like to cover their spouse on the State Health Plan or seek insurance through another source for their spouse. Spousal coverage will no longer be paid by the City effective February 1st but dental coverage will continue to be provided to the employee and family members through the NC League of Municipalities.

Councilman Rhyne made the motion unanimously approved to continue paying spousal coverage until February 1st, 2016 at a cost of $ 26,000 for the month of January.

CONSIDERATION OF POTENTIAL DATES FOR THE 2016 PLANNING RETREAT *March 4 & 5 or March 11 & 12:*

Jeff Emory, City Manager told Council that traditionally budget retreat is held around the first of March to begin preparing the upcoming fiscal year budget. Jeff would like to hold a similar retreat again this year where department heads present their budget requests and he presents capital items and other items as directed by Council.

The City Manager proposed March 4th and 5th or March 11th and 12th for Council to consider. After some discussion, City Council due to conflicting schedules, chose to hold the 2016 retreat on Friday March 4th from 7 am to 7 pm in the Council Chambers of City Hall. The retreat would be completed in one day rather than two. This decision was made by consensus of City Council.

Councilman Eaddy said he would like to ask staff to examine several things prior to the retreat, so information could be brought to Council at the retreat. He said due to good budgeting we have some one time money coming in and he would like to see it used for the betterment of Lincolnton. Those items were;

(1) Creating a future of Lincolnton Investment Program, using a $100,000 or $ 150,000 establishing a low interest loan program, incentives for businesses on Flint, Water or Sycamore Streets including the courtsquare to support businesses to come in compliance with building code issues, to assist retail, restaurants and residential. Outside of that area focus on retail and restaurants then hopefully grow that fund. Main concern is the cost of rehabbing those buildings on Main Street in downtown.

(2) Take a look at how to improve customer service through communications (twitter and facebook) Consider reallocating the switchboard/receptionist position at City Hall, he feels the citizens deserve this customer service at City Hall, tax payers deserve to have a voice when they call.

(3) How many trash cans do we pick up that don't pay property taxes, don't get tied up in rental properties, he said, " I just want to know what that number is."

Councilman Rhyne came on the board six years ago and the City received a million dollar windfall from the sale of the ABC Store and discussions began

about building a Police Department. He requested that we revisit that idea at planning for a new Police Department and have that item on the agenda for retreat.

Mayor Hatley said he would like to discuss the Hog Happenin event as he has questions for any event that has a negative cash flow. He encouraged Council members to contact the City Manager if they have other ideas or concerns that they would like to see addressed.

Councilman Rhyne also said he would like to have the work books for retreat provided at least one week prior to the day of retreat so Council can review the departmental information ahead of time so they can be familiar with the requests and department heads may not have to spend so much time on their presentations.

INFORMATION REGARDING TRAINING FOR NEWLY ELECTED OFFICIALS AND CURRENT ELECTED OFFICIALS:

The City Manager told Council about upcoming training opportunities for newly elected officials and veteran elected officials. He said the School of Government will hold a "Orientation for New Mayors" December 9th in Asheville and he and Mayor Hatley are currently registered to attend.

Another opportunity for training would be the "Essentials of Municipal Government" which is a 2 day program also sponsored by the School of Government that will be held in Hickory on January 8th and 9th, 2016. Currently Mayor Hatley, Councilman Jetton, the City Manager and City Clerk are registered to attend. All elected officials are encouraged but not required to attend. Newly elected officials will receive their required two (2) clock hours of Ethics Training while attending this two day session.

PUBLIC COMMENT:

Mayor Hatley called for those signed to speak under the public comment section of the agenda, reminding them that speakers would be limited to three (3) minutes to address their concerns regarding non-agenda items. He said he plans to be consistent with the policy allowing only three minutes and he asked that speakers be mindful of that when addressing Council.

Mr. Alan Hoyle spoke, beginning with a prayer, then he encouraged Council to take care of the City's Police and Fire personnel as they

NEWS MEDIA:
Mr. Phil Perry of the Lincoln Times News asked Council to confirm when the pay increase would become effective for employees and the City Manager. The City Manager said the first pay period in January.

ADJOURNMENT:
Councilman Cloninger made the motion unanimously approved to adjourn the meeting.

DONNA C. FLOWERS, MMC
CITY CLERK

ED HATLEY
MAYOR