

MINUTE RECORD FOR CITY OF ALMA
REGULAR CITY COUNCIL MEETING
August 21, 2023

A regular meeting of the City Council of the City of Alma, Nebraska was held at City Hall on Monday, August 21, 2023, at 5:30 p.m.

Present were Council Members: Tom Moulton, Larry Casper, Dyann Collins, Chris Tripe and Mayor and Acting Administrator Hal Haeker. Absent: None. City Clerk Dawn McNulty, Treasurer Tashia Butterfield, and City Attorney Doug Walker were also in attendance. Notification of this meeting and the agenda was given in advance by posting, a designated method for giving notice. Advance notice of the meeting and the agenda was given to the Mayor and all members of the City Council. All proceedings hereinafter were taken while the convened meeting was open to the attendance of the public.

Mayor Haeker advised the public of the Open Meetings Act posted on the east wall of the meeting room, and then proceeded to call the regular meeting of August 21, 2023, at 5:30 p.m. and the following business was transacted:

Roll call: Tom Moulton-present, Dyann Collins-present, Chris Tripe-present, Larry Casper-present, and Mayor Haeker-present. Motion by Collins, second by Casper to determine this meeting as previously publicized, duly convened and in open session. There being no further discussion upon the motion made and upon roll call vote, the following voted yes: Tripe, Casper, Collins, and Moulton. Voting no: None. Motion carried.

Mayor Haeker opened the floor to approve the minutes of the August 7, 2023, regular council meeting. Motion by Moulton, second by Casper to approve the minutes of the August 7, 2023, regular council meeting. There being no further discussion upon the motion made and upon roll call vote, the following voted yes: Casper, Collins, and Moulton. Voting no: None. Abstain Tripe. Motion carried.

Mayor Haeker opened the floor to discuss the claims and invoices for August 8, 2023, through August 21, 2023, for a total of \$108,402.82. Motion made by Moulton, second by Collins to approve the claims. There being no further discussion upon the motion made and upon roll call vote, the following voted yes: Collins, Tripe, Casper, and Moulton. Voting no: None. Motion carried.

Mayor Haeker opened the floor to discuss the Treasurer's report. Motion by Tripe, second by Moulton to accept the Treasurer's report as presented. Tripe asked what rate the Money Market was at in the Hospital Bond Sinking Fund. Treasurer Tashia Butterfield replied that she did not know but that she would find out. There being no further discussion upon the motion made and upon roll call vote, the following voted yes: Casper, Moulton, Tripe and Collins. Voting no: None. Motion carried.

Mayor Haeker opened the floor to discuss and or approve the Nuisance Notice at 503 2nd St. Motion made by Tom, second by Casper to approve the Nuisance Notice at 503 2nd St. Mayor Haeker stated that this property has been a problem for a long time. TNT has been mowing this for many years. From the pictures that are provided you can see that it is overgrown, and the city has gone in and cleaned it up. Cindy Boehler is here, and she would like to maintain the property and has obtained the tax lien certificates. Cindy replied that she can foreclose on September 15th. Now I am responsible for the foreclosure procedures. Tripe asked how this is going to work with the grant that we received from SCEDD. Mayor Haeker stated that is still undetermined. Mayor Haeker asked to look at the liens for \$3,796.22, this total is prior to the city cleaning it up last week. He proposed that if Cindy maintains the property and keeps it up that we forgive the liens against that property for the simple fact that if she is not going to do that it is going to cost us to abate the property. Cindy stated that there is always a chance that they can come back and pay the liens off and back taxes, but if she does get it, she will have 5 properties here in town and 3 on that block. No one wants it to go back to the state that it was. What I plan to do is take down the house and the shed. Mayor Haeker stated long story short, Cindy wants to take the property over and as she does what she says she will, we will release the liens. The city understands that Cindy cannot legally do anything until after the foreclosure procedures. Doug Walker said that the liens will remain in place until Cindy has legal title of the property. The work that the city has recently done will be added to the liens currently in place. Mr. Collins asked about the lots that were open for the SCEDD money and what were the plans for those. Tripe replied that there were still a lot of unanswered questions on the grant and that things were up in the air with it.

Mayor Haeker opened the floor to discuss and or approve Resolution 08-2023 Order to Abate / Leins 503

2nd Street Motion made by Moulton, second by Tripe to approve Resolution 08-2023 Order to Abate / Leins 503 2nd Street. Tripe mentioned that he wanted to make sure that the recent work that the city crew had done was added to the liens total. There being no further discussion upon the motion made and upon roll call vote, the following voted yes: Collins, Tripe, Casper, and Moulton. Voting no: None. Motion carried.

Mayor Haeker opened the floor to discuss and or approve Mighty Tidy Street Dance / Launch Loads of Love Non-Profit. Andrea McAleese was not in attendance and a motion was made to table the issue until we have further information on the Mighty Tidy Street Dance / Launch Loads of Love Non-Profit.

Mayor Haeker then opened the floor to discuss and or approve Lifeguard Reimbursement. The documentation that was provided to the Council is not clear. Mayor Haeker stated that he needed it in black and white as to who gets paid and who does not. When you start bending the rules about that, it is unclear on her intentions of who to pay and who not to pay. Per the notes, they must have worked an average of 10 hours per week and some of the kids did not work at all in the month of August. Moulton stated that he did not feel that we had all the information on this to decide. There was no further discussion. A decision was made to table the issue until Rhonda was here and could give better clarification on the Lifeguard Reimbursement.

Mayor Haeker then opened the floor to discuss Rural Workforce Housing Land Development Sub agreement. Mayor Haeker stated that nothing has changed on this, so we still do not know anything more than last week. Tripe added that this looks more like a loan than a grant and we are not spending anything out of our pocket. We have until the next Council Meeting to decide. Moulton mentioned that another problem that we have is that we only have 2 years, and it may take a year or more to purchase the property. The Council is still unclear on many issues and does not have answers from Sharon Hueftl from SCEDD on anything yet. This item was tabled.

Mayor Haeker then opened the floor to discuss and or approve.

Ordinance 2023-17 AN ORDINANCE OF THE CITY OF ALMA, NEBRASKA TO ESTABLISH BASE AND USAGE FEES FOR SANITARY SEWER USAGE; TO ESTABLISH FEES AND PROCEDURES FOR CONNECTION TO THE SANITARY SEWER SYSTEM; TO HARMONIZE WITH STATE LAW; TO REPEAL ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT WITH THIS ORDINANCE; AND TO PROVIDE FOR AN EFFECTIVE DATE. Tripe moved that the statutory rule requiring reading on three different dates be suspended. Council Member Casper seconded the motion that the statutory rule requiring three different dates be suspended. A roll call vote was then taken on the motion; the following Council Members voted yes: Collins, Casper, Moulton, and Tripe. The following voted no: None. The motion to suspend the rules was adopted by three-fourths of the Council and the statutory rule was declared suspended for consideration of these ordinances. These ordinances were then read by title and thereafter Council Member Casper moved for final passage of these ordinances and said motion was seconded by Council Member Tripe. Upon roll call vote, the following Council members voted yes: Collins, Moulton, Casper, and Tripe. Voting no: None. Mayor Haeker then stated the questions, "Shall Ordinance Numbers 2023-17 be passed and adopted?" Upon roll call vote, the following Council members voted yes: Collins, Moulton, Casper, and Tripe. Voting no: None.

The passage and adoption of these ordinances having been concurred in by a majority of all members of the Council, the Mayor declared the ordinances adopted; and the Mayor in the presence of the City Council signed and approved the ordinances and the Clerk attested the passage and approval of the ordinances and affixed her signature thereto and ordered the ordinances to be published as provided by law.

Mayor Haeker then opened the floor to discuss and or approve Special Designated License for Fisherman's Corner for Tail Gate on November 18, 2023. Motion made by Moulton second by Tripe to approve Special Designated License for Fisherman's Corner for Tail Gate on November 18, 2023. There being no further discussion upon the motion made and upon roll call vote, the following voted yes: Collins, Tripe, Casper, and Moulton. Voting no: None. Motion carried.

Mayor Haeker then opened the floor to discuss and or approve Resolution 09-2023 Establish Lighted Sign Policy. Mayor Haeker stated that we have a person who is interested in buying a space on the lighted sign on the highway. A little background, Greg Lakin got people together to buy spaces on the lighted business district sign that you see there now. Since the people bought those spaces, those spaces where their signs and they could sell them as they wish. So, what the City has done, within 6 months after your business closes, it reverts to the City and the City can sell those spaces. This person wants to buy the Zeller Zulaf space and we do not have any set price for the spaces. We need a Council Decision. Tripe asked, what did they originally go for.

Mayor Haeker stated that we don't know, it was a Greg Lakin thing. Tripe asked if we knew how many we knew were ready to be repossessed. The biggest thing is going to be if they are going to own it, you have to have a business downtown. Collins asked, this sign belongs to the City. Walker stated that the frame belongs to the City, and the signs belong to the businesses, and the City maintains the frame and takes care of the lights and the electricity. Collins commented, the only money that we have in this is the electricity and light bulbs so it's not a huge expense. Tripe stated that they should pay for the sign that goes up and that they are required to have an active business in town. Walker interjected One space was \$300.00 for the smaller size. Tripe stated that in addition to that they had to pay for the sign. Mayor Haeker stated that we do not have a set price for the spaces on the sign and we need council approval. Collins stated that she felt like we should just give the space to the businesses since they must purchase the sign. Tripe said that we need to give them the space because they are going to pay for the sign if they have an active business downtown or east of the highway. Mayor Haeker stated that it is up to the Council, it makes no sense to have outdated businesses on the sign out there. stated the biggest thing that if they are going to own it, you must have a business downtown east of the highway. It would be better to have current business up on the sign. But they can only have one space. Collins said that maybe they should pay \$5.00 a year. Mayor Haeker said that a business cannot have more than one space. This item was tabled. Collins said that people are going to be more hesitant to put a sign in if the cost is \$300.00. Moulton stated that he felt they were all in agreement that the city will not charge the business to replace any of the sign panels on the Lighted Business Sign. The resolution needs to be changed and this item was tabled.

Mayor Haeker then opened the floor to discuss and or approve Resolution 10-2023 Lighted Sign Agreement with Lakeside Bike & Golf L.L.C. This item is in conjunction with the prior Resolution, so it needs to be tabled until the Resolution is corrected.

Mayor Haeker then opened the floor to discuss and or approve Personnel. Collins stated that we needed to discuss personnel. Mayor Haeker asked if it was to be open or Executive Session. Collins said open session. Collins said that she felt that we needed to discuss why we have not talked to Leisha Hartman, and she was within the range of pay and I want to know more about it and why we have not talked to some of these people. Mayor Haeker said that it was a long time ago that she applied and that he would have to go look at her resume to tell you why he did not move her name forward. Most of the applications that the City received have no experience whatsoever, or a lot of experience and a lot of salary. The experience that I am looking for is experience with personnel, has experience with public, public organization like the city. The first thing I look at is if they have experience with this kind of organization and personnel and a lot of them do not. Jim Wickam said excuse me Hal, are you the only one that sees these resumes? The rest of the council doesn't see them. Mayor Haeker said that anyone can see them. Jim Wickham said because before we all used to see them. Moulton said we all can see them. Casper said that he had not seen all the resumes, but he had not seen any that stood out to him. Mr. Collins said speaking of experience, what is the job description. Mayor Haeker said that it is long. Mr. Collins said that it has more to do with day-to-day activities, seeing the city employees, handing out what you need to do for the city today, looking into ordinance issues, things of that nature. Yes, I see the public aspect, anyone in a city position, working for the gas or sewer, I understand that, but I think that the application process needs to be narrowed down more to the job description and not so much a public figure. I believe that the position was created not so long ago. I understand the position, however, I don't think that it needs to be an elected or appointed. Mayor Haeker stated it is an appointed position. Mr. Collins, is it an appointed position? Either way, I don't think that it's an employee, I think something that needs to be, do they have the qualifications for this job description. Mayor Haeker said I think that is where we all have our own opinions of that. Are you qualified for that position or not. Jon Davis said So what is it going to hurt to bring some of these people in that have lived in Alma for most of their lives that have applied for these jobs. We did that when we were on the Council, I sat in most of the interviews. Some of them weren't perfect but it didn't hurt to check them out. Lorri Bantam didn't have any more experience than some of the candidates that you have now. Mrs. Collins stated Right. Jon Davis said you're not looking at them, and you interviewed one of them before. Then all of the sudden, talking about Jessica Miller, administrator candidate, and after she applied your conversation was, she did well, she did this, but Lorri had more experience, and I agreed with you on that. And now she's not a candidate? I realize that she worked for the city. But she quit. There were some other issues going on there that had nothing to do with her not getting the job. She had some issues with Hal and

that's why she quit. Chris Simmons applied for the job he had some experience back in Curtis and stuff, I think sitting there and having 1 person decide this, I don't know if it's true or not. Hal, are you going to apply for the job? Are you going to step down from Mayor? Mayor Haeker said I told the council that if we cannot find anybody, someone who is qualified. Jon Davis said, told them in Executive session or did you do it out in open session. Mayor Haeker told them what? Mayor Haeker said the thing that I told the Council was, I would step down as Mayor and that if they wanted to appoint me as the City Administrator, that is perfectly fine with me. It is not something that I want to do, I've got a good job right now, I don't need to do that. Jon Davis said, see there is the conflict of interest regardless of how it all may play out. You're making decisions and you are not forwarding any of the applicants and you are going to step down and become City Administrator at a probably a higher salary and more benefits. I just read in the minutes we are not funding the library, we are not taking care of the Ball Association, we are not fixing the lights. It's been an issue for years. Mayor Haeker, I don't know what you're listening to, or not. Mayor Haeker said I printed all the applications off and gave them all to the Council to look at. Now there are some new ones. There are 3 new ones that they have not looked at. Simmons said, here is my issue with you and the council right now. What needed to happen over this process is 3,4,5, of the best people should have been interviewed, interviewed, and discussed salary what they were willing to take. The council were willing to decide that this person was not right for the job, this person was not right for the job, and you didn't find anyone, that the procedure that we never seen happen. That's what has me worked up. Because you didn't bring any of these interviews in. You look at the resume, but there are people whose resume isn't there, but you still interview them because it's a job. You have someone who is young that is coming back into town, or you are trying to keep someone into town. That is the whole process that got skipped. You needed to interview some of these people. Jim Wickham said, I guess I don't get it, that you decide that no one was ok. This guy, I know personally, and he would be a hell of a city administrator. But did you interview him, did he get an interview, Chris. No. I don't understand Davis said in the past when we interview with Doug or Steve, or Doug, you and I sit down, we interviewed several people and we decided that we wanted Steve, there was nothing wrong, we decided we were not excited about some of those people, we gave them a chance and we brought them in anyway. We decided that we needed a City Administrator. I think we need a City Administrator. By turning everybody down and not even replying or acknowledging that the city got their applicants, you are turning people off. No one wants to be a part of that. Jim Wickham said, Hal I remember when we hired our last guy before he left and retired. We went to your office we had JD Davis in there. We had 3 or 4 people we interviewed in there and we ended up with Doug and he turned out he was really good. Jon Davis said that JD didn't have any of those qualifications you mentioned, he never worked with personnel, he never worked with budget information. He was a very intelligent guy. Again, he was local, and we interviewed him. Mike Clemments said If I can interject, first Hal as I understand you have not applied for the job then. Hal said, I have not. Mike Clemments said, from what I've heard of all the applications you have got, I don't know how many you have got. A lot of them are no good, they don't look like they are qualified. There are a number of them that want too much money. How do you know how much money they would actually go to work for. Just because they put a number on an application, until you sit down and talk to a person, you have no idea what they would actually be willing, they would not have put that application in if they were not really interested in the job. In my opinion I have run in to that in the past at the NRD where people put a crazy number down, I'd sure like to be making that. If I'm qualified, I would work for this. I don't think you necessarily that say I saw a number on a paper, and I am not even going to consider it, we are not even going to talk to that individual. Mr. Collins asked, is there not a set number in the public government page. There is a range. I think that anybody that applies at that point knows the range. I think you need to go from there are you at the high end or the low end with experience and things like that. To find the prime candidate the same qualifications the same job description is way out of, you find a prime candidate from the in the same position for the qualifications for the same job description is way of perspective Mike Clemment said if I could add another thing. How many interviews have you done so far. Mayor Haeker answered six. Mike Clemments asked of that six, were any Councilman and women involved in those interviews. Casper spoke, I want to speak from my perspective formally in education, John, when you interview someone for a job, a teacher, you don't bring in the school board. Davis replied no, not the school board, they can't be involved. Casper said from my perspective I was not aware that council members can set in on the interviews, ok, the school board hires you to administer the school to present personnel. I have looked at the Mayor Hal, had more experience at the city

when he presents a recommendation that is what I have been going on. From my point of view as council, I would be willing to sit in on an interview. I didn't know that was the procedure. Mike Clemments said wouldn't it be nice to have a second opinion. Tripe said, I would like to interject, Hal has told me on multiple occasions that if I would like to sit in on an interview that I could, and he has told me that. Mr. Collins said doesn't the city have committees? With my little bit of experience with the county they have committees for everything. Like a little bit of committees for everything they have a committee. Like when I worked at the roads dept., we had Head of the roads Dept, Superintendent, which I guess would be your position in this case, and then 2 council members were to be present, for any interviews, and then the discussion and it was generally, it was up to Tim's decision it was his decision. It was up to the Superintendent; it was ultimately his decision. But there was at least the Council advised and a discussion, of pros and cons you know. whatever that may be. Mike Clemments said, I just know in the past when we have interviewed, I have set in on some interviews with Hal, I think John has too as a councilman, I was just curious, why we weren't doing that. Jon Davis said, and that's where I go back to the perception on that. None of you guys have been involved in the actual interviews. The one guy that makes the decision on that is saying that everyone is no good and now he gets that job. That's a bad perception. Why are we turning them down. Mayor Haeker stated, that's not the truth. Jon Davis said, it's the Perceptions and how do we know that. You are the only one making decisions, I don't know your motive. I can't read your mind, that is the perception and that is what the people in Alma are looking at right now. Mayor Haeker said I understand that, but what you are saying is that all of them have been turned down. Jon Davis said, do we have a City Administrator? Mayor Haeker said no, you know the answer to that. John Davis said that's exactly right, so they all have been turned down. Mr. Collins said, has the position been offered to anyone? Jim Wickham said this process is taking way too long. Mayor Haeker said have I interviewed those positions, yes. Jon Davis said we have this discussion before when we weren't having any luck, it's better to have someone in this position, if we have somebody in Alma that likes it and which we have several people in Alma interested in it. They are going to learn. Lorri Bantam didn't have any experience other than being City Treasurer. Mayor Haeker said she had experience of working with the employees here, she had the experience of working with Doug Wison who was a good administrator, so she had that experience of working in this administration. She also knew the Treasurers' position in and out. She had a lot of experience. Jon Davis said, I'm not saying that she didn't do a good job. Hal, you can't say that she didn't have any experience. Cody Simmons said say someone is qualified for the job, but they don't have the experience, but they are qualified because they are successful in life then they are trainable, a lot of jobs they people go apply for a job they don't have the experience. They go in and do the interview. This guy is trainable. We can make this guy the guy. That happens all the time. That's what the process is, I do think that the council should be involved, I'm saying that someone else should have been involved in this process with these people. Jim Wickham said how many applicants do you have total? Mayor Haeker said I don't know, 12. Jim Wickham said There is not one capable person in that 12. Mayor Haeker said there were 6 that were interviewed, and they were not qualified. Jim Wickham said seems to me that it should not be that difficult. Moulton said the other thing is too is that we have guidelines for the position, we have to draw up guidelines because this person might.... Jon Davis interrupts and says Alma Nebraska is not going to find the perfect person and everyone has to have their first job. Larry, the first time that you applied for a principal's job, did you have that experience, no, did you have the education, and you went on and got the experience. We all have to start somewhere. Mayor Haeker said but you don't start at the top. And that is what you are talking about. You are talking about someone with no experience, they are trainable, sure but they don't you don't hire someone who has no experience with this type of work. Wickham said that's pretty hard to find. Jon Davis said that's a needle in a haystack. Doug Wilson was a gas guy and he had personnel, but he never worked in City government. Moulton said all job applications have a guideline, you have specifications at least 5 years' experience in business, or a GED in business or 5 years' experience running a business. Those are your guidelines. Every job has guidelines like that, especially in management. Mr. Collins, there again you are talking about experience you can't find someone with identical experience for the job if they have never had a chance, they have an interest, or they would not have applied. That is why you have more than one guideline. There are more than 10 guidelines on that Administrators job. Jon Davis said how many of those guidelines would Hal have. You have been in public office for a long time. You have managed personnel, but what about the rest of them. Moulton said he has worked hand in hand with Lorri and Doug, so he knows the business in and out right now. What is going on, what has been going on. Mrs.

Simmons said can I just say that our presence here tonight should just serve the council as a caution because the perception as John as stated and the conflict of interest that if you choose Hal to step down as Mayor, just know that what the general public what we are talking about conflict of interest and have you done the process of finding the proper applicant due diligence. Mr. Collins said along with that, being said if you were to drop being the mayor position as an appointed position that we are hiring for, who is then responsible to appoint it. Casper said the new mayor president of the council, Tom Moulton. Mr. Collins said has there been any talk with you about what may go on. Moulton said we have talked about it. Jim Wickham said do you wanna be mayor Tom? Moulton said I'll do it if I have to. Jon Davis said again where are you guys talking about talking about it. Where are you talking about it? Are you talking about it individually as a group? Are we violating the Open Meetings Act? You can't go into an executive session and have the person who is trying to get a job make decisions and ask you guys if you're going to support them. I don't know if that happened or not. But apparently this has been going on, where did all of these conversations take place? Look at the open meetings act, about first column, halfway down the first paragraph there is a whole list there why you can go into executive session. Casper said well it's interesting that so many people seem to think they know what is going on with things that are being discussed in executive session. I certainly have not shared with anybody. People seem to have perceptions a lot of times things have happened in executive session, a lot of other issues, that people in town knew about before I even knew about them. I understood all along I knew all along there was a bad perception out there. This is the first time in a public meeting that I have seen any objection if what you guys are concerned about would happen. Nobody has called me on the phone. I've got a couple of texts. Maybe some of the other council members have received some. I know some council members have questions, I made my position very clear last meeting in executive session, that does not mean that I am hiding, I am just saying, from what I know of the process so far and what I have reviewed so far from looking at resumes and what has been reviewed to me, I don't feel that we have an applicant that jumped out at me. There are some extenuating circumstances, kind of delicate to say. In Fairness to office staff, we do not have experienced office staff right now. Dawn and Tashia would agree with me on that. They are still learning on the job. So, is that fair for me to say? So, you know, that has been one of my concerns all along. We have to have a pretty strong candidate. Jon Davis said you just talked about making your position strongly known in executive session. You should not be talking at all and giving any support and that is a direct violation of the open meetings act. Casper said we had an executive session and Hal was excused.

Mr. Collins said, "What is your position? Casper said I told the council last time, if we do not come up with an applicant, I would support Hal becoming City manager. Jon Davis said, and I don't think that you have given any of the other candidates a fair try and interview people and then some of this conversation would not have gone on. The perception is that you have turned down everyone you have interviewed in the last 6 months. That's the perception, that what they are public. Jim Wickham said I'll let you know this; I never knew Hal's part of this thing until 2 days ago. I've always wondered why it's taken so damn long to get someone. I don't get it. There must be someone out there to do the job. It's not rocket science. Now if you want the job Hals throw your hat in the deal whatever I don't care. I don't think that it should be handled like it's being handled. Mayor Haeker said when you say why is it taking so damn long. All you have to do is look at all the other businesses around here and they are not getting anyone to hire either. Jim Wickham said you've had applicants. Mayor Haeker said we have had 12 applicants and we have interviewed 6 of them. Jon Davis said but again how do you guys of a council been a part of that process. You say that you looked at some of that stuff, but you should have been involved. Casper said I have not been in any interview Cody Simmons said someone should have been, someone from the council should have been. Casper said I'm not taking any offense to what you are saying at all, I didn't realize what the process was, and I needed to be there in an interview. I would be more than willing to be there for an interview. Mayor Haeker said in all the years that I have been here that has never been in the process. Jim Wickham I was on the council for 8 years. We interviewed the candidates. Mayor Haeker said Let me finish, you were offered the chance to be in on the interview if you wanted to be, as was this council. Mrs. Collins said I have never been asked, when I asked you to call Chris and I asked you to call someone else you asked me if I would sit in on the interview. You never called them, and you never interviewed them. Hal said that was because I never called them, that was because those people were not candidates. Chris Mroczek said If she is asking you to interview them. That's your cue. They want to find out more. Evidently, they have looked at them and they think maybe this person does have the traits. You don't

know that. Mayor Haeker said that has never been the process before is to give applications to the council members for the council members to make the decision on who is to be interviewed or not. Jon Davis said I don't agree with that, I was there for 15 years president of the council most of those years. That was not how we done it. I saw every applicant and you gave them to me. I didn't have to ask for them. Mrs. Collins said we've have had to ask for them. We did ask for them and you brought them in. Mayor Haeker said it is an appointed position from the Mayor, who is me right now. Council if you want to go back through the applicants that we got and you want to interview them, by all means we will sit down together and interview them. Tripe said you said that you got 3 new ones. Hal said one might have to be a zoom meeting because he is clear up in the northeast and he has a Harvard Degree. Jon Davis said all I keep hearing is excuses as to why we have not hired anyone. Chris Mroczek said wouldn't you want to bring that applicant to Alma to see what Alma has to offer. Wouldn't you want them to come here rather than do a Zoom Meeting. Mayor Haeker said yes. Chris Mroczek said, I'm going to show them around and show them the lake. I'm going to show them what Alma has to offer, the ballfield, the swimming pool, housing, I think Dianne, that you have asked. Something that you see that how you know if you don't sit in on the interview. Mrs. Collins said and as Chris has said and as you guys have said, I mean we showed the pay range, so they know when they come the pay range so if they are not interested in that pay range, I don't think that they would apply, and by looking at their application and saying that they make too much money, they are not going to want this. you don't know. You don't know any they are looking if they want to move back home, and that is where I am frustrated, because it's going off of you. You said the other day that we had someone who only made \$14 an hour and that they were not qualified. Well, who are you to say they are not qualified because they make \$14 an hour, I don't think that is fair. That was in public that was on public. You can go back and listen to it. That was public. But I also think, I don't know maybe a sue issue.

Jon Davis said well if Alma were an equal opportunity employer, I would have a problem with all the people that you turned down. And there could be somebody. I can't believe that all of you people on the council know that now the mayor is going to step down and you are going to put him in that position. And not see the conflict of interest in that. Now maybe you are right, maybe that is not the case. But you have all of these other people out here who have applied for jobs and many of them did not even get a response from the city. We are all just sitting there thinking that this one is going to cost us too much , this one does not have enough experience here or there. I interviewed 100 people, probably more. You can tell a lot of times in the first 2 or 3 minutes if they are going to be a viable candidate or not. We are not even giving people a chance to do that. Hal said that What I don't think you are saying is true. We are not giving them a chance. Davis said, You're not even giving them a chance. I'm not sure anyone else is involved in it. Mayor Haeker said what you said is, you're not giving them a chance. What you said is you're not giving them a chance. Me, I'm not giving them a chance. When you go through a hundred applications, I'm assuming that you don't interview everyone. Jon Davis replied, no but I reply to everyone so that they know we received their application. Mayor Haeker replied, well that's a whole other issue. That wasn't the question. Jon Davis said well, that's part of the process. Mayor Haeker said you can't do that here. I'm not here to argue. If the council wants to go through all of the applications again and interview and you want to interview every single one of them. That is fine with me, we can do that. Mike Clemments said I am just personally disappointed, that each and every council man has not had the opportunity. Mayor Haeker said they have Mike. Mike Clemments said ok then I'm disappointed that they did not take advantage of the opportunity to look at each and every one of you should have looked at each and every one of those applications and those resumes as my representative to Hal and if you didn't do that then shame on you. Cody Simmons said the ones they wanted should have gotten interviewed. That's what I'm saying. The ones they wanted should have been interviewed. Jim Wickham said you need to pair the list down to 5 or 6 people and see if you can find someone to do the job. Move on. Tripe said I think Lorri was typically a part of the interview process before she stepped away. When Lorri was here, The process, the clerk's desk, you send in your application. When Doug was here. Lorri was Treasurer, and those applications came in, they also talked to them. First there were months, an extended period of time when there wasn't just Hal looking at them. It was Hal, it was Lorri, and it was CeeAnn. It was not Hal's singular decision and I know that it has gone back and forth. Saying that he has interviewed 6 people. We have not made an offer yet. It sounds like we have 3 more applicants that we can look at. I have not seen those applicants yet so I cannot say anything about them, but I'd like to see them. Hal has offered and I have sat down with Hal in his office, to look at resumes at

people and I have asked Hal questions. Did we do this have you done this, and He has answered those questions for me. I do not think that Hal is trying to subvert the system at all. I think that Hal wants the best person for the job. Mr. Collins said ok, at some point, just like everywhere I've worked. I'm just a construction guy. It's an ass in the seat. Get something done. So, if you got a guy that's done something on this job description but he's not perfect here or there, let's get somebody in there, if it doesn't work out, ok, it's a bad deal. Hopefully, it's not like some lifelong contract Tripe said it's a pretty high up position. If you were, and this is an extreme case, but if you were GM and you were hiring the CEO for GM and you got all these people coming in and no one is qualified. You don't just take a shot at that guy to run this multi-billion-dollar company. We've got a multimillion-dollar town. There are certain stipulations. Yes, we can hire someone who is trainable, but it is an important job for the city. You can run the city into the ground if it's done incorrectly. Cody Simmons said, how long ago did we start taking applications? Right around January? Let's say this is going on 2-3 months goes long. Then all of the sudden now are not getting anyone. Don't even go to the city council. Don't even tell anyone and apply. I'm resigning as Mayor and apply then go to the City Council. Why didn't you do it that route. Then this would not be happening. Then the City Council would have had to decide. You or go back to the apps. But that's not how it's happened. That is my biggest concern. If that had happened, I don't think that any of us would be sitting here today. Mayor Haeker said so when do you cut that off? So, when do you cut the applications off from coming in? Cody Simmons said, I am just saying if you had just resigned and threw your application in 3, 4, 5 months ago without saying anything to the council, I'm resigning, I put my application in. We would not be having this meeting today. Maybe they would have chosen you, maybe they would not have. They would have had to go through and do their process. Right? This meeting wouldn't be existing. That's why it doesn't look good, I'm sorry for the town looking in at the city council and the Mayor right now. It doesn't look good because of that. Mr. Collins and with what you said Chris, your right we have been since January without it So at what point. Tripe said, not since January. I think Lorri's last day was May. Mrs. Collins said, Since May. Mr. Collins Who is doing the job now? Mayor Haeker said I'm warming the seat. To answer your question there. You are talking about If I had just stepped down a long time ago, stepped down as the Mayor then we have nobody that knows this position. Cody Simmons said, you could have stepped down before Lori left. If you wanted the job. Mayor Haeker said Cody I don't really want this job I've got a good job. Mr. Collins said so will the position stay open then? Let's say that you do maintain this position(unintelligible)? Mayor Haeker said probably not. Jim Wickham said well I don't have anything else to say. I think the case needs to get figured out and get someone hired. The longer you wait the tougher it's going to get. You need to get it taken care of. Moulton said Thank you for your opinion Jim. Mayor Haeker said, I can't keep continuing doing what we are doing either. From my standpoint I've looked at a lot of these businesses around here that have had for hiring signs in their windows and had them there for 6 months or whatever long it's been. Talk to them why you need to get somebody hired, I think that we all understand that we need to get someone hired to fill the position. But why do all these other businesses have for hiring signs in their windows for ever and ever and ever too. Mrs. Collins said But that is not our problem. Fray of voices (unintelligible) Mayor Haeker said, Wait a minute. Can we get everyone to speak one at a time. I've tried to answer Cody and I get somebody else that jumps in. When they are having a hard time. Your correct. The only reason I was bringing that up is because it's the same situation. They are having a hard time finding a qualified candidate for the position. I am having a hard time finding a qualified candidate for this position. I know you are shaking your head no Cody. There are always going to be those people that say this person is qualified, that person is qualified, but that is not qualified. There are all kinds of opinions. I have my opinions; I have not found a qualified candidate. Knowing that, I can't just leave this seat empty, as Larry said, we have new staff members in here, we have no one in here to so steer the ship. If we get a new person in here who is going to train that person. It's not like you can get a person with no experience and throw them in here and say here you go. Mr. Collins said, ok. Keri Anderson said so before we had a city administrator, who was in charge? Mayor Haeker said, back in those days Everett Hunter, was the guy in charge of the outside of things. That was basically when I got on with the City Council at that time. What we did at that time was at the council meetings we would come in and say if there was anything wrong and Everett would say no, going great going well. Then they would say motion to adjourn. At that point and time, I was about to say I didn't sign up for this. Then we started talking about a City Administrator or economic development person. Alma has changed tremendously in the last 25 years. In that time, I wanted to say when I was running for Mayor, I wanted to be proactive rather than reactive. Rather than

just react when something goes wrong. Keri Anderson said I understand where you are coming from. We advertised with the Library, and we could not get anybody. We only had 2 part-time people and we were still expected to stay open until 8 pm. Then they do away with that. You don't care about that, so we got bad mouthed a lot in that meeting that I was not even told was going to happen. The library isn't open enough hours, the library is going to change their hours. The council says that they are not open enough now, they can't cut their hours. You mentioned it because you and I were the only ones that mentioned that. So why can't we do without an administrator. Mayor Haeker said, they most definitely can, but I won't be a part of it. If the council wants to go and make the decision to not to have a city administrator anymore, I will resign. I won't have any part of that. I won't be a part of that. Cody Simmons said, I just think that the council needs to reflect on themselves. Everyone is here and there is a lot more out there that are on our whole side of how this has been happening. So, you four need to get together and have a discussion between you four about what you've got voted in to do. Right now, we are all here talking about it. And there is a lot more out there. We are voting for you. How do you have to represent us. You know how we feel. Mayor Haeker said, I don't know that I do? What do you want to happen? Cody Simmons said, We want you to hire one of those applicants that came in and applied. We want to come back in and re-interview and pick out the best one and give them an offer. That's what we want. That's what we are all saying. Jim Wickham left the meeting. That's what we are saying. Just get someone hired. That's what we are asking. Just hire someone. Mayor Haeker said rather they are qualified or not. Cody Simmons said You'll train them. Chris Mroczek said we trust that you have made the right decision. It's not hard just to be in on the process. You're right Chris, this is a big position for Alma. I've moved back here It's one of those things, it's a big position. Mayor Haeker said so what you are saying is that we need to go back through these applications again and interview them. Mroczek said, I'm saying Dianne asked you to interview 2 people. Mrs. Collins said, you were in my office, I asked you to call Chris and someone else and you never did. Will you sit in on the interview, and I said I would be happy to, and you never called one was Chris and there was a lady. Mayor Haeker said the reason I didn't is because they were not qualified. Mroczek said Hal, all we are asking is if she is asking you to do something evidently, she is seeing something in the application. Larry you've been in education, there might be someone that you see that maybe they have the qualities, you know what, but I can train them to be a really good teacher. I can give them the training and I can give them the skills to make them really good with people, but they may not have the skills, and I can train them. That is what I am asking you guys to do. Is put your heads together and come up with a great plan to get a good city administrator hired. Cody Simmons said what I would like to happen, what I was trying to get to be that you four need to get together without Hal and discuss this. And then you four need to tell Hal how this is going to happen. Do you want to go ahead and resign and figure out go ahead and do it right now today and then he can become Mayor and you can get another city councilman. And you guys can decide it might now be you, your whole system, you guys are in charge, we respect what you guys choose. Just do it today, Just resign as Mayor and put your application in and then they can do their process. Mayor Haeker said I have already told you that is not what I want. Cody Simmons said then let them help you pick, Mayor Haeker said I'm all for that. That's great, that is what I have been saying. Mrs. Collins said I think that we need to get the all the applications back out at the next meeting or whatever because we all have to be together. Or each one of us goes in there and gets a copy and looks them over. I feel that people haven't been interviewed. I know that I applied here a long time ago for the clerk position and I got nothing. I didn't get a phone call, I got nothing. I was told later that someone told them that I was going to be too expensive. How did they know. I wanted out of the job that I was in. How did they know that I was going to be too expensive, I never got asked anything. I just don't think that that was fair to me. Just because I feel like you have to talk; I'm not going to put on my resume that I want out of the job that I am in. Maybe my boss was abusing me, and I just needed to get out of that job, but I couldn't afford to just quit that job I mean, you don't know unless you talk to a person. Cody Simmons, said, I don't think that my son is interested in the job anymore and I have talked to him a little bit about it and here is the reason why. He was really hurt that he did not just get a phone call and that upset him. He's like why I want to go to work for a place that didn't even want to give me a phone call and talk to me a little bit. Maybe we do want to interview you, and then he's like and if I got an interview and they asked me some questions and I didn't feel comfortable or they didn't feel comfortable with me, I would have been totally good with it, but it was the point, he didn't even get the chance. Mr. Collins, Is there any way, I don't know the way this council works, is there a way you can set up a committee. Tripe said so one way this Council works is

we have the open meetings act and we have a quorum if there is 3 of us councilmen, me, Larry, and Dianne sit in on a meeting, that needs to be open, and Hal can explain that a little bit better than I could. If you have a quorum in the room, then there has to be posted, the public has to be aware. Walker said one thing you might want to consider is that I see in other communities do this select one member of the council to sit in on all the interviews, 4, 5, 6 interviews, make a recommendation to the council as a whole. Sometimes they get through 2 rounds and make their recommendations to the Council, typically narrowing it down to a final four. Mr. Collins said I would think that this could help you out getting slammed. I don't care about perception; it's got to help you out with the fact that you have a sounding board. You and Chris sit in on an interview, you look at each other and the man walks out, or the woman walks out. He handled himself in this area, he's lacking in this area, what are your thoughts. You've got someone you can count on that someone else knows that there has been some sort of conversation as to qualification, ability, liability, you know it's got to take some of the pressure off of you. Mayor Haeker said we can do that, that is what I have been saying, we can do that. I mean if that is what you want to do. Cody Simmons said so don't you think that it would be good to have 1 or 2 in on the interviews 4, 5, 6 interviews. Mayor Haeker said it sure wouldn't hurt. That is what I've been saying. Casper so that everyone knows, we probably need to go into executive session and hash out where everybody stands in executive session. If anyone has anything else to say, I think the four of us need to talk so we know where we are at. I mean, I appreciate everyone being here and I have known all along about the perception issues. But you know from sometimes the comparison, and I don't want to get in to this too much, I have been taking the recommendation of my administrator, that is what I have been working on. But I am willing to look further into it.

Mayor Haeker then opened the floor to discuss Personnel Issues concerning the City Administrator position. Mayor Haeker then entertained for a motion to enter Executive Session at 7:23 p.m. Motion by Casper, second by Moulton to enter Executive Session to discuss personnel issues concerning the administrator position. Upon roll call vote, the following voted yes: Collins, Tripe, Casper, and Moulton. Voting no: None Motion carried

Motion to reconvene regular session by Moulton, second by Tripe. Upon roll call vote, the following voted yes: Collins, Casper, and Moulton. Voting no: None Regular Session reconvened at 7:34 p.m.

Casper said that the council members will come in on their own time to review the applications. They will choose applicants to re-interview again and Larry Casper will sit in with Mayor Haeker. Casper said that he wanted to clear up any misconception with the community. Casper discussed being designated as the interview liaison for the counsel. Motion by Moulton, second by Tripe to approve Casper as the designated interview liaison. There being no further discussion upon the motion made and upon roll call vote, the following voted yes: Collins, Tripe, Casper, and Moulton. Voting no: None. Motion carried.

Mayor Haeker opened the floor for the Administrator's Report. Mayor Haeker discussed the Downtown Drainage Project. He discussed that he had talked to the engineer and to Clay, and Clay said that he would be down to fix the curb and gutter that are defective in front of the theatre. Tripe asked if this was just a patch job with caulk and Moulton said that it all had to be replaced, the curb and gutter because of the way that it is pulling away from curb. Chris Eddy has been subcontracted to complete this work. The final check for the project was being held due to the damage, but we were assured by the engineer to pay Clay and the performance bond will pay it off. Final payment was sent.


Mayor Haeker then opened the floor to discuss Composite Site Hours. The compost site has been remaining open since the heavy storms before the fourth of July so that the towns people had an opportunity to get their downed tree limbs and lawn debris to the compost pile without charge. There was discussion concerning locking the site back up and only having it open during the regular posted hours. It was discussed that everyone should have had ample time to get their lawn debris to the compost pile. It was decided to lock the compost site and only have it open to the public on the posted hours. All other hours can be accessed through purchasing or renting a key through the city office. It was agreed to go back to normal procedures and only have the compost site open during the posted hours.

Mayor Haeker then opened the floor to discuss Library Support Letter. Mayor Haeker went over several points in the letter that were inaccurate. Consider decreasing the budget for the library, the library has not been decreased. Records show that the library has increased. From 2020 to current the budget has increased or stayed the same. Tony Anderson stated that he thought that she meant that line items were decreased. He

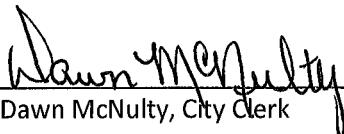
wondered if the letter writer thought that she meant that there was money taken from capital outlay, and janitorial service. Keri Anderson said the budget must be increased because the trust fund went down and the insurance went up to \$7,000, of course line items are going to be cut. Tony Anderson asked how many departments have been capped at the same amount 2 or 3 years in a row. Keri said that the trust fund was for books and book-related items and if you only give us \$6,000 and the stuff under supplies and materials, magazines and if we get a computer, we haven't had. We got \$26,800 this year and we spent \$6,100. The rest is thrown under these other categories and the rest are things that the city should cover for the library. Definitely the insurance, advertising for staff, building maintenance, the telephone, trash removal and utilities, I guess that I don't understand, why that money wasn't somewhere at least part of it stashed away so that we aren't dipping down to \$4,000, for books and down to \$500 for DVD's when that is what people are coming into the library for. Tripe excused himself from the meeting. Mayor Haeker said we have talked about this many times Keri and we go round and round in circles. What I'm going to say again, and we go round and round in circles on this, The City Council authorizes you spend so much money how you allocate that money it doesn't really matter. What the City is giving you to spend this budget year is \$58,000. If you want to spend \$45,000 of that on books go ahead, but I don't know how you are going to cover your other expenses. How you allocate those funds is up to you, it is not actually up to the library board to divvy up those funds. Keri Anderson said here is another example, the library board is considering a \$100 put in there for professional and schooling. Every time I go in to get something done, that is only for the guys because they must get certified. I must get certified; my board has to be certified; the library has to be certified. But if I bring something in, they are not happy because everything gets thrown in to there, they won't let me spend it. I've been told the board can move it, so we've discussed let's move it down to travel and meals. But it never gets moved. Collins said, you don't want the schooling it in there you want it moved to the travel. Keri Anderson said yes, because I have turned dues to the Association of Rural Small Library's treasurer Butterfield said, that certifies you? Keri Anderson said yes, I get credit for my certification. Casper said so would it not be fair to say that you get a bill for certification for \$50 on that bill, you don't want to put it under travel you want to put it under. Keri Anderson, I did I came, and I said to Tashia that this was dues, but it's for me to go to this conference and join this organization so I can go to the conference for me to get credit. The next thing I know is it's been moved to dues and fees. Collins said, so let's move the \$100 to dues and fees and then anything just get rid of. Keri Anderson said I can't go anywhere on \$100.00 on travel and meals. That's not include lunch, that includes summer reading and train for that, take staff to that. There's another one where we overspent, so can it be used for that. Mayor Haeker said, we are getting off the subject here. The only thing that I am trying to do is go through with the Council is to go through some of the things that are mentioned in this letter. Not that it's bad, it just needs to be factual. We are getting in the weeds here when we are saying can we put this here or put this there. The next thing in this letter, can funds be put in the budget for capital outlay. There has been. This coming year there was money put in and last year there was money put in. Moulton said you didn't have to get a new printer last year. Treasurer Butterfield said the money was actually spent on 2021. It was budgeted \$3,330 it was under budget. Mayor Haeker it is my understanding that with the budget being decreased that the hours would have to be decreased again It would be sad if we had to go to other libraries to check out books. That information is not current. I called each one of the libraries on here, your library hours came right off the city website. Keri Anderson said that information is not correct on ours. I'm not saying this is Dawn's fault. But our hours are not right. Tues – Fri, 10-5. Sat 9-12. Only 31 hours. Mayor Haeker said, I asked the others, my point is that you have as many hours as all the rest of the libraries around us, maybe a little bit more. I also asked about the number of people that worked there that they have. Alma has 3, Franklin has 2, Hildreth has 1 and Oxford has 21. I could not get ahold of Orleans. There has been a reduction in staff and hours, and they are then expected to clean the library or find volunteers to do it. I did talk in general to all of them about that. All of them do their own janitorial service. Franklin said they do their own janitorial service there and they have \$25.00 per month per employee stipend there. Keri Anderson said that sometimes she works there from 8:45 until sometimes 6:00 pm by herself. I'm working 80 hours in a 2-week time period. Keri discussed the medical problems that her employees have. Mayor Haeker said the last thing on here was not sending envelopes out every month with the city bills that are paid by automatic draft. The accounts statements that are sent by email rather than by mail for those that request it, do not get sent a bill. Again, the only reason I wanted to put that together, I was grateful that Rena supports the Library, but I want them to

also know what is truly right. We are not reducing the budget for the library.

Motion to adjourn the meeting by Collins, second by Moulton There being no further discussion on the motion made and upon roll call vote, the following voted yes: Collins, Casper, and Moulton. Voting no: None. The meeting was adjourned at 8:00 p.m.


Hal Haeker, Mayor

I the undersigned Clerk hereby certify that the forgoing is a true and correct copy of the proceedings had and done by the Mayor and Council; that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for public inspection at the office of the Clerk; that such subjects were contained in said agenda for at least twenty-four hours prior to said meeting; that at least one copy of all reproducible material discussed at the meeting was available at the meeting for examination and copying by members of the public; that the said minutes were in written form and available for public inspection within ten working days and prior to the next convened meeting of said body; that all news media requesting notification concerning meetings of said body were provided advanced notification of the time place and of said meeting and the subjects to be discussed at said meeting.


Dawn McNulty, City Clerk

