

City of Carter Lake
City Hall – 950 Locust St.
Proceedings: Monday, December 15, 2014
Regular City Council Meeting – 7:00 PM

Mayor Gerald Waltrip called the regular city council meeting to order at 7:00 PM.

The Mayor requested a moment of silence for Ike Sillik. Mr. Sillik passed away last Thursday.

The Pledge of Allegiance

- I. Roll Call: Present – Mayor Gerald Waltrip
Council members Ed Aldmeyer, Dave Huey, Ron Cumberledge, Barb Hawkins and Barb Melonis.
Also present – City Attorney Joe Thornton and City Clerk Doreen Mowery
- II. Approval of the Agenda – Item number 4 – g was added – Mayor Waltrip – employee evaluations. Moved by Council member Cumberledge seconded by council member Melonis to approve the agenda with the addition. Ayes: Unanimous.
- III. Consent agenda – Item F – October receipts for approval was removed from the agenda. The minutes for the Nov. 17, 2014 meeting were removed from the consent agenda and put on the regular agenda under council member Aldmeyer. Moved by council member Hawkins seconded by council member Huey to approve the consent agenda with the changes. Ayes: Aldmeyer, Hawkins, Huey, Melonis. Nays: Cumberledge.
- IV. New Business
 - A. Communications from the Public
 1. Moved by council member Melonis seconded by council member Cumberledge to approve the application for a liquor license at the clminimart pending the Police Chief’s review and approval. Ayes: Unanimous.
 2. Moved by council member Hawkins seconded by council member Cumberledge to approve renewal of the salvage yard permit at 1103 Locust. Ayes: Unanimous.
 3. Moved by council member Hawkins seconded by council member Cumberledge to approve renewal of the salvage yard permit at 2813 N. 9th St. Ayes: Unanimous.
 4. Mary Schomer expressed some concerns about the employee health insurance. She questioned how many options were presented to the council for their review. Mary has talked with the City’s account representative at True North. She stated that the only options that were presented to the council were the Wellmark Blue Cross and Blue Shield plans. Currently there are issues with Blue Cross and CHI. Since Mary’s doctor is with CHI so she does not have coverage if she goes to the physician she has used for the last 30 years. Mary appreciates raises and the fact that the City provides health insurance. However, her insurance premiums have increased by more than her pay increases and she can’t go to her doctor without paying a high deductible and co-pay. She suggested that next year all employees pay 10% of their premium. She also requested the council consider looking at companies other

than Blue Cross and Blue Shield for coverage. Mary stated that Doreen doesn't pay for her insurance and she should not be making decisions on the insurance. The Clerk stated that the council makes the decisions, not the clerk. Mary thinks everyone should pay 10% of their premium in an effort to be fair. She would like an employee committee to find a fair solution for health insurance. The attorney suggested that she take her concerns to her union representatives. Mary was originally okay with paying part of her premium until she found out that not everyone was paying a portion of their premium. She would like the council and the clerk to ask for quotes from other companies next year. Mary also suggested that there should be an insurance meeting for the employees. She feels there should be a fair way to charge for insurance premiums. The union has had input on what type of insurance will be provided to the employees. Premiums are now based on age and geographical location. The Attorney commented that insurance is negotiated with the unions. The Mayor agreed with Mary and stated he will take a look at the insurance because you still have to be fair. The older employees have higher insurance premiums. The Mayor stated that consideration for insurance premiums will be paramount next time around.

B. Communications from the Departments

1. There was no one present to submit a fire department update.
2. There was not a Planning Board update at this time.
3. Council member Aldmeyer provided a Storm Water Committee update. The committee had a meeting and discussed the input to the year-end report that was provided to the State. Currently there are three employees serving as member to the committee and two committee liaisons to the planning board and city council. The board would like some citizen members. The Mayor has been working on getting members and he will have those ready by the next council meeting. Ed commented that it would be nice to have four citizens on the board. Mrs. Paterson wanted to know if the committee members are subject to council approval. She also wanted to know who decided who gets free insurance.
4. Mayor Waltrip
 - a. Mayor Waltrip stated that he would like the council to consider deeding over a portion of 17th Street (north of Ave. Q) to the abutting property owners. There are two property owners that would be affected. They own the first 13 lots north of Ave. Q. One of the homes has brick pillars in the right-of-way and the property line is 25 to 30 feet behind the pillars. The Mayor would to contact the two property owners to see if they would be willing to pay for a survey and legal costs to transfer the property over to them and narrow 17th Street to get the pillars off of City property. He has already attempted to contact the two homeowners to see if they are interested. He would like to change 17th Street to have a 60 foot right-of-way. Council member Cumberledge questioned if the water main was under the property that the Mayor wants to deed over. It is not; however the water hydrant would need to be moved out closer to the street. The sewer line is in the center of the street. The council did not object to the Mayor discussing his proposal with the

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property owners. Council member Cumberledge stated there is a drainage issue in that area. The drainage issue is within the 60 foot right-of-way that the Mayor is proposing.

b. The Mayor presented a list of ordinances that need adopted to address the changes on 5th St, 9th St. and Ave. H and Ave. J. Council member Hawkins does not feel we need stop signs north and south on 9th St. or 5th St. Moved by council member Aldmeyer seconded by council member Hawkins to have the Attorney draft ordinances for the additional stop signs associated with the Owen Metal Center improvements as proposed. Ayes: Unanimous.

c. The Mayor stated that at the Nov. 25th meeting he did not know that the clerk's pay was going to be discussed during the meeting, but it was. He stated that in the last 3 years the City Clerk received 20% increase in raises. It is like 7% a year. The regular employees and two of the department heads got 2 to 3%. He cannot go along with another raise for the clerk's office. Three years ago that office got a 15% raise. It is not fair that the rest of the employees got 1.25%. He vetoed the pay increase 14 days after the council approved the resolution. He has contacted surrounding communities to inquire about the clerk's wages. Carter Lake is on the very high end. Therefore he vetoed the increase and his reasons are sound. Council member Cumberledge supported the 2% because he wanted to be fair and treat everyone equally.

d. Lone Mountain has started moving in on Abbott Drive. There has been a minimum of 2,500 yards of concrete poured on their property. The cul-de-sac in that area is on City property. There was a planter on the cul-de-sac that the maintenance department removed. They also installed drain tile with gravel and rock to try to disburse storm water. The State of Iowa gave Carter Lake approval to clear out dead bushes along Abbott Drive. Lone Mountain donated \$7,500 to the Carter Lake Library. The donation will be used for several projects. Ron Rothmeyer will build some cabinets for the Library. Miss Mary reported that the donation will also be used to partner with the school for various programs including the Omaha Children's Museum, Amazing Arthur, a juggler, two science shows, Raptor Recovery, and Wildlife Encounters. The Library will also be getting a new circulation desk and a wall in the teen center area. Two new computers will be purchased to replace some of the older computers. Miss Mary has taken pictures of her preschoolers and book club attendees holding big thank-you letters to Lone Mountain.

e. The Mayor has started taking on some of the water issues. He is amazed at what some of the water bills cost. The VFW called because PeopleService had the audacity to shut off their water. The VFW recently received another large bill. PeopleService recently changed the Mayor's meter. He had purchased the meter when he put a sprinkler system in his yard. He wants the meter back since he had originally purchase it. It is worth \$50 as junk. He stated that he would like the council to consider bringing the water system over to have the City provide the services. We pay PeopleService \$5,000 a month to read meters. Then we pay \$700 to \$900 for shut off notices and shut

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offs. He does not think PeopleService should go back on a new meter and tell him what he didn't pay 5 months ago. It is ridiculous. The new meters that they put in are plastic and he is on his second one in the last five months because they are reading so ridiculous. The City needs to entertain the thought of handling the system. PeopleService decided which meter to buy and they get the revenues when the old meters are turned in. Council member Cumberledge doesn't believe anyone is happy with the water service. He thinks we should implement a change to bring it back when doing budget. f. Four months ago the Mayor started having department head meetings. Every meeting the department heads like it more. They signed a petition asking the council to eliminate employee evaluations. They stated they don't like them and they make the employees uncomfortable and they aren't comfortable with the council being involved in evaluations. The Mayor read the petition requesting the council eliminate the annual employee evaluations. The clerk explained that she did not sign the petition and she is excluded from the department head meetings. Sharon Paterson wanted to know how anyone knows what is going on if there are no evaluations or monthly reports from any of the department heads. The Mayor stated that they are asking to do away with the way evaluations are done. The Mayor stated he will evaluate every employee. Council member Hawkins stated that we are going forward with the evaluations this year and looking at a different format for next year. The Mayor stated when you have two or three people evaluating employees you have to throw them out the window. Council member Aldmeyer stated we need to keep evaluations and the department heads could help develop a form for better evaluations. Sharon Paterson questioned who the department heads report to if they do not do a monthly report for the council. Council member Huey stated that if there is not a report submitted there should be a department head at the council meeting providing a report so the council is aware of what is going on in each department. Council member Cumberledge has visited with most of the department heads and has asked for monthly reports. He does not support the consent agenda because the reports are not in the council packets. Sharon Paterson stated it is not the department heads choice. Council members Cumberledge and Huey stated that the Mayor should discuss their concerns with the department heads at their meetings. The department heads do not like the way evaluations have been handled. The Mayor stated that one thing the department heads don't like is two council members evaluating the employees. The Mayor doesn't think the council should be able to evaluate anyone. The department heads do not feel a need for the council to evaluate them and they would like the system changed. Jerry Bell stated that he has always been evaluated. He thinks the department heads should evaluate the employees and the council as a whole should evaluate the department heads. He also thinks the monthly reports should be in writing. The Mayor stated if you have 5 people involved in an evaluation it isn't any good.

4. Council member Aldmeyer

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- a. Council member Aldmeyer stated that since the Mayor has taken office he believes he has been bullying the City Clerk. He also thinks the Mayor has had a target on the Clerk's position and her since before he took office. At the meeting on the 25th there were raises for three employees on that agenda. The prior raise history was provided to the Mayor and the Council. At that meeting on the 25th the Mayor made public objection to one of the raises however that is not the pay increase that the Mayor vetoed. He vetoed the City Clerk's raise after publically coming out against the other raises. Council member Aldmeyer stated that this is pretty close to harassment. He stated that he thinks the Mayor needs to be careful. Moved by council member Aldmeyer seconded by council member Hawkins to override the Mayor's veto and proceed with the 2% raise. The Mayor stated that at the meeting on the 25th the issue of the clerk getting a raise never came up to him, ever. It showed up at that meeting and it had never come up before. The other two pay increases the Mayor had discussed with council members Aldmeyer and Cumberledge and he laid his position out. The Mayor told council member Aldmeyer that he didn't know what he was talking about and that he doesn't bully anyone. If he would talk to any department head he could find out what they think of the Mayor. It is not an easy relationship between the Mayor and Clerk. The Mayor stated that what he says he means and he stands for it. He is very direct and he is not going to change. The Mayor told council member Aldmeyer that his word doesn't mean anything to him. The Mayor called for a roll call. Council member Huey voted yes. Council member Cumberledge asked if the Mayor had a recommendation for a raise. The Mayor said yes, she should not get a raise. Sharon Paterson stated that she believes there could be lots of lawsuits in this city when you are paying certain employees health insurance and you are giving different amounts for pay increases. Kellie Aldmeyer asked the Mayor to clarify why the clerk was not included in the department head meetings. The Mayor stated the reason he excluded the clerk is because he had never worked with these department heads and he wants to establish some kind of feel between those department heads and the Mayor's office. He stated he is not singling the clerk out, but he is trying to get his feet on the ground with the other department heads. He stated that for the first four or five months of his term he could come into city hall every morning and all of the department heads would be in the City Clerk's office. The Mayor stated that those department heads work under the Mayor's office, not the City Clerk's office. He is trying to establish that relationship. Kellie Aldmeyer doesn't understand why one department head would be excluded because he had previously worked with her. The clerk has not been invited to any of the department head meetings because he wants the other department heads to understand that they work under the Mayor's office and not the Clerk. The Mayor stated he won't invite the clerk until he is comfortable. John Paterson stated that part of the reason that the Mayor hasn't invited Doreen is because in

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November before the Mayor took office, Doreen had a meeting with the department heads and she said that we should everything that we could to make the Mayor's life as miserable as possible. The clerk exclaimed that Mr. Paterson's remark was 100% untrue. Attorney Thornton stated that this was not the time and place for this and that the comment was totally inappropriate. The Mayor stated that it is open season when someone wants to question him. Moved by council member Melonis, seconded by council member Aldmeyer to adjourn the meeting. The Mayor exclaimed that the council is cutting the public out.

This regular city council meeting was adjourned at 8:38 PM.

Doreen Mowery, City Clerk

Gerald Waltrip, Mayor