Audio file

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Transcript

00:00:01 Speaker 1

Call to order the special call meeting for the Board of Mayors and Aldermen for November the 6th, 2026.

00:00:08 Speaker 1

It's 5:34 p.m.

00:00:16 Speaker 1

Right.

00:00:17 Speaker 1

If you would, could you lead us in the invocation?

00:00:25 Speaker 1

Thank you.

00:00:29 Speaker 1

Bless you.

00:00:30 Speaker 1

We have this city.

00:00:31 Speaker 1

We have blessed and we ask you tonight that you will be with us.

00:00:34 Speaker 1

You cover us with your spirit of wisdom and understanding.

00:00:37 Speaker 1

And we thank you that you have blessed us this far.

00:00:40 Speaker 2

Christ will continue to bless us.

00:00:42 Speaker 3

In Jesus name we pray.

00:00:43 Speaker 1

Amen.

00:00:46 Speaker 3

We pledge allegiance to the flag of the United States of America and to the Republic.

00:00:52 Speaker 4

For which it stands, one nation under God, indivisible, with liberty and justice for all.

00:01:11 Speaker 1

Miss Kelly, roll call.

00:01:12 Speaker 5

Mayor Shaw.

00:01:13 Speaker 1

Here.

00:01:14 Speaker 5

Alderman Sennett.

00:01:15 Speaker 5

Yes.

00:01:15 Speaker 5

Alderman Gregory.

00:01:16 Speaker 2

Here.

00:01:16 Speaker 5

Alderman Martin.

00:01:17 Speaker 5

Here.

00:01:18 Speaker 5

Vice Mayor Gilmore.

00:01:19 Speaker 2

Here.

00:01:19 Speaker 5

Attorney Russell Freeman.

00:01:20 Speaker 6

Here.

00:01:21 Speaker 1

All right, citizens comments.

00:01:31 Speaker 1

Surprised.

00:01:32 Speaker 2

What surprise?

00:01:33 Speaker 2

Good evening, Mr.

00:01:34 Speaker 2

Mayor, Alderlady Martin, Alderman Gilmore, Alderman Zenith, Alderman Gregory.

00:01:42 Speaker 2

My name is John Ehling.

00:01:43 Speaker 2

I live at 2021 Rebecca Drive.

00:01:45 Speaker 2

I have two things tonight.

00:01:46 Speaker 2

One, in the last two and a half, three weeks, there's been a couple of comments made consisting of some decisions about votes that are coming up for future

00:01:58 Speaker 2

Meetings are predetermined before they get to the meeting.

00:02:01 Speaker 2

It leads me to believe that, hey, me standing up here and telling you what I think should go on is going in one ear after the other if you are predetermined and have made-up a decision already ahead of time.

00:02:12 Speaker 2

The second thing is, and I have to applaud the four of you that were here on Monday.

00:02:17 Speaker 2

Question was asked, how many people have reached out to you to let you know about this buyback?

00:02:22 Speaker 2

And every one of you gave a number, and the majority of the numbers that you gave you said were against the buyback.

00:02:28 Speaker 2

Well, that was after my three minutes.

00:02:31 Speaker 2

Well, I have about 40, and I want to stop counting at 40 contacts that I've had that don't want any buyback, but are not against having any kind of better retirement from this day forward.

00:02:44 Speaker 2

And I know it's a lot more, but I'm just throwing the 40 out there.

00:02:48 Speaker 2

go out there and start asking the citizens what they want, you'll get a lot better input on how you should go forward instead of the five of you making that decision on your own.

00:02:58 Speaker 2

Thank you very much.

00:02:59 Speaker 1

Thank you.

00:03:03 Speaker 1

Anyone else?

00:03:08 Speaker 1

Okay.

00:03:10 Speaker 1

All right, as you know, this evening the meeting was called to discuss

00:03:17 Speaker 1

various options that we have available in front of us um and we have a multitude of them we're looking at a variety of plans what what would be best for the city what would be best for the employees and best for the city moving forward as well

00:03:47 Speaker 1

so that's that's what we're going to be discussing tonight and hopefully we can come to a resolution um one statement I would like to make again is it's still out there that this this is being done or requested by one individual totally false um and I'll say it flat out you know Miss Kelly did not come up with this idea

00:04:17 Speaker 1

This was mine.

00:04:18 Speaker 1

I took full responsibility for it because I believe in it.

00:04:24 Speaker 1

I believe that this is something that the city needs, not only today, but moving forward.

00:04:33 Speaker 1

So as we get into this, we've discussed a multitude of options previously in other meetings.

00:04:44 Speaker 1

Plan one

00:04:47 Speaker 1

which is, probably the most expensive plan.

00:04:54 Speaker 1

This is the plan that everybody is a plan one, option one.

00:05:02 Speaker 1

Everything that I have seen out on and heard of was, you know, everybody's pregnant that's $595,000.

00:05:11 Speaker 1

Well, that's an option that, quite frankly, we can't do.

00:05:17 Speaker 1

We've come to that realization.

00:05:22 Speaker 6

Excuse me, Mayor.

00:05:23 Speaker 6

I think procedurally, probably based on the B through J, the various resolutions, I think probably we could open up under A under general resolution for a discussion.

00:05:38 Speaker 6

And then

00:05:39 Speaker 6

without any voted deliberation then and then the proper procedure at that point in time would be if in the event someone wanted to make a motion for any particular B through J resolution and specify that there would be then additional discussion and a vote and then if in the event it passed then the next step and procedure would be to remove all the other resolutions from the agenda.

00:06:06 Speaker 6

If it did not pass, then obviously there would be opportunity for any additional motions before the board.

00:06:14 Speaker 4

I would like to make a motion, Mr.

00:06:16 Speaker 4

Mayor.

00:06:19 Speaker 4

Is that okay?

00:06:21 Speaker 4

I'd like to make a motion to remove from tonight's agenda BCD.

00:06:28 Speaker 4

If you could pass these down, please.

00:06:30 Speaker 4

It's a list of what I want removed.

00:06:49 Speaker 4

Okay, so let's see.

00:06:51 Speaker 4

B, C, D, H, and I.

00:06:57 Speaker 4

I'd like to have those removed from the agenda this evening.

00:07:00 Speaker 4

That would leave us with the original, well, we started out with six in the meeting of October 20th, and we had six plans on the agenda.

00:07:13 Speaker 4

That's all I've seen until today.

00:07:16 Speaker 4

Somehow it's grown to nine plans.

00:07:18 Speaker 4

I don't know why that's happening.

00:07:21 Speaker 4

We didn't discuss nine plans.

00:07:22 Speaker 4

We had the six from the October 20th meeting.

00:07:26 Speaker 4

So if we take out

00:07:29 Speaker 4

B, C, D, H, and I, that leaves us with E, F, G, and H.

00:07:38 Speaker 4

Do I have a second?

00:07:40 Speaker 4

Let's wait until everybody gets to read it.

00:11:23 Speaker 3

Is anybody making a motion?

00:11:25 Speaker 3

Second.

00:11:26 Speaker 4

Is everybody done looking at it?

00:11:31 Speaker 4

I make that motion.

00:11:33 Speaker 4

Do I have a second?

00:11:33 Speaker 7

I'm on record of saying that these items I'm fully not in agreement with.

00:11:47 Speaker 7

I think they need to be discussed.

00:11:50 Speaker 7

and voted on, so everybody's on record with them.

00:11:55 Speaker 4

Well, at least in my opinion is the ones that were added, the three that were added on that weren't in either of the last meetings we had are inappropriate to be on the agenda at all.

00:12:08 Speaker 4

We had not discussed them.

00:12:13 Speaker 4

And my understanding from our last meeting--.

00:12:15 Speaker 6

Procedurally we have, I'm sorry, go ahead.

00:12:18 Speaker 4

My understanding was we would come together tonight and go back to the ones that were, the six plans that were on October 20th and look at those.

00:12:29 Speaker 4

There wasn't any talk of adding anything to it.

00:12:36 Speaker 1

The ones in particular, I guess, I'm not sure which ones you're referring to.

00:12:42 Speaker 1

2626 and, well, it's really the only one.

00:12:49 Speaker 1

was requested in previous meetings that we look at a 10-year plan as well.

00:12:56 Speaker 4

It was anything that was on the October 20th meeting is what I believe we agreed to.

00:13:04 Speaker 4

And that is in there.

00:13:06 Speaker 4

Or it was in there, wait a minute.

00:13:07 Speaker 4

Yes.

00:13:10 Speaker 4

Well, if you want to put that in, fine, we can move it back in.

00:13:15 Speaker 1

Okay, we didn't have a second.

00:13:17 Speaker 1

So that motion failed.

00:13:19 Speaker 1

Did.

00:13:22 Speaker 8

We ever open eight.

00:13:24 Speaker 6

Well, again, no, technically no, but the motion was proper to remove, but it failed.

00:13:30 Speaker 6

So certainly now we can go back and basically have discussion.

00:13:36 Speaker 6

And then if somebody wants to have a motion, present that.

00:13:39 Speaker 8

I'll make a motion we discuss

00:13:44 Speaker 8

Item A, discussion and consideration for the retirement plan options.

00:13:53 Speaker 4

Right.

00:13:57 Speaker 1

I'll second that we have the discussion, yes.

00:14:03 Speaker 1

Any questions?

00:14:05 Speaker 1

Okay, all in favor.

00:14:07 Speaker 4

Aye.

00:14:12 Speaker 1

All right.

00:14:16 Speaker 1

I'll bring a motion forward on item number 2625.

00:14:22 Speaker 4

What letter is that?

00:14:23 Speaker 1

That is.

00:14:25 Speaker 4

It's aye.

00:14:30 Speaker 1

This is the resolution for a 15 year plan at a cost of 249,823.

00:15:06 Speaker 3

I'll second that.

00:15:09 Speaker 3

Discuss it.

00:15:15 Speaker 1

Okay, any questions?

00:15:19 Speaker 1

All in favor.

00:15:21 Speaker 7

Just for discussion.

00:15:22 Speaker 7

Yeah, correct.

00:15:30 Speaker 6

There's a motion on the table for resolution 2625.

00:15:34 Speaker 6

It's open now, been seconded.

00:15:36 Speaker 6

It's open for discussion.

00:15:37 Speaker 1

Yes.

00:15:43 Speaker 1

Okay, looking at this particular plan, again, it's a 15-year plan.

00:15:51 Speaker 1

Would be equitable to all parties.

00:15:56 Speaker 1

be a good starting point for our current employees to receive their retirement.

00:16:04 Speaker 1

And we currently have, of course, one employee that's at 25 years, thankfully.

00:16:11 Speaker 1

And then we've got several that are in the eight, nine and ten range.

00:16:18 Speaker 1

Not several, but we've got one, two,

00:16:31 Speaker 1

I think it's a fair and equitable starting point based on what we've had.

00:16:38 Speaker 1

As we stated in the past, this retirement was promised to the employees several years back.

00:16:51 Speaker 1

we're trying to, as a board, make a right.

00:16:56 Speaker 1

But I think it's something that we need to take into consideration.

00:17:05 Speaker 1

So there's any comments?

00:17:11 Speaker 3

I'll comment on several things.

00:17:13 Speaker 3

I'll comment on Mr.

00:17:14 Speaker 3

Neely, just so you know, I've been on the phone the last couple of days quite a bit talking to citizens.

00:17:20 Speaker 3

And consensus I've come up with, I'm not going to name names, I've got a list of people that I have spoken with and it's been about a 50/50 split.

00:17:30 Speaker 3

All of them have been in favor of having some type of retirement for the employees.

00:17:36 Speaker 3

Half would say no buyback.

00:17:39 Speaker 3

I've had half literally say that they want to see us honor the prior commitment that a board gave to the employees.

00:17:50 Speaker 4

What commitment was that, John?

00:17:52 Speaker 3

To get a retirement for the city employees.

00:17:56 Speaker 4

But they have a retirement.

00:18:00 Speaker 3

They don't have a retirement.

00:18:01 Speaker 3

They have a small IRA.

00:18:02 Speaker 4

It's still a retirement plan.

00:18:05 Speaker 3

Well, I'm just saying, we're.

00:18:08 Speaker 4

Not honoring anything that, we're starting over that.

00:18:12 Speaker 3

Half the citizens I spoke to were for a buyback, and half were not.

00:18:20 Speaker 3

I also have some information that I received from, bear with me one second, spoke to James Armistead, who's with the Tennessee Department of Treasury, one of the gentlemen that was here when he gave the presentation.

00:18:37 Speaker 3

He went back to November of 2021 and he said four cities authorized prior service.

00:18:44 Speaker 3

They went and did a buyback, four of them from 2021.

00:18:48 Speaker 3

Now he said nine others who adopted TCRS and started off at ground zero, nine others went back and did a buyback after they come in.

00:19:01 Speaker 4

Hmm, that's not what he told me.

00:19:05 Speaker 3

That's my e-mail from him from this morning.

00:19:08 Speaker 4

I had a conversation with him on the phone.

00:19:10 Speaker 3

I did too.

00:19:11 Speaker 4

And he told me nobody did any buybacks from a city our size.

00:19:16 Speaker 3

I had a conversation with him and he could not give me strictly Middle Tennessee because that's all he covers.

00:19:23 Speaker 3

He went back over the entire state.

00:19:25 Speaker 4

Well, we're Middle Tennessee.

00:19:27 Speaker 3

I understand that, but I asked for the state of Tennessee and that's what the response that I got from him for not only did a buyback, nine who adopted the plan went back and did a prior service.

00:19:41 Speaker 3

So.

00:19:42 Speaker 4

Like I said, I had a conversation with him and actually my husband was there.

00:19:46 Speaker 4

He was on speakerphone and I asked how many cities our size did a buyback and he said none.

00:19:56 Speaker 4

So we can just leave it there.

00:20:00 Speaker 3

We can agree to disagree.

00:20:01 Speaker 3

Yes, we can.

00:20:02 Speaker 3

Absolutely.

00:20:05 Speaker 7

So I'll go on record saying that

00:20:09 Speaker 7

I see absolutely no reason for a buyback.

00:20:13 Speaker 7

Our city employees are the backbone of this city.

00:20:17 Speaker 7

We don't accomplish anything without our employees.

00:20:21 Speaker 7

And they deserve to have something.

00:20:24 Speaker 7

And I'm all in favor of doing something going forward.

00:20:30 Speaker 7

And I've had several calls.

00:20:34 Speaker 7

I've yet to have anybody call me and say, please buy back some years.

00:20:39 Speaker 7

Every call I have taken, every text that I've gotten was, okay, let's do something, but let's start at zero.

00:20:49 Speaker 7

Now, I'm sure that I haven't talked to everybody in town, and there are bound to be some people out here that are in favor of buybacks.

00:21:00 Speaker 7

A previous board, you know,

00:21:03 Speaker 7

I've been on this board for two years.

00:21:06 Speaker 7

This is the first time I've had a retirement plan put in front of me.

00:21:10 Speaker 7

This is the first time I've had the opportunity to look into one.

00:21:15 Speaker 7

And I agree, we should do something for our employees.

00:21:20 Speaker 7

But we, I, we are not responsible for what did or did not happen 10, 15, 20 years ago.

00:21:32 Speaker 7

we are a small city with virtually no industry we don't have a live income stream that just running over our truck is not running over uh yes we have money in the general fund but that is not our slush fund that is not our checkbook that we can just go nilly Willy and write a check out of uh again

00:22:01 Speaker 7

I just cannot see going backwards.

00:22:04 Speaker 7

But I am very much in favor of let's find something that we can agree on starting at ground zero and moving forward.

00:22:16 Speaker 4

I agree a hundred percent.

00:22:26 Speaker 8

I apologize for not being here Monday night.

00:22:29 Speaker 8

I apologize.

00:22:31 Speaker 8

Anyway, I missed out on that conversation.

00:22:34 Speaker 8

So some of this was, I just missed out on.

00:22:39 Speaker 8

Anyway, we have said that we were not responsible for past administrations, whatever they promised, whatever they agreed to.

00:22:48 Speaker 8

I mean, we pretty much have proof that at some point in time it was said that those sewer bypass would go away.

00:22:57 Speaker 8

you know it's not in writing it's not on it's not in anything that we could find so you know and that would change our studies completely so we we came to somewhat of a compromise on that capped it at 25 and that's where we're at my thoughts on this is that for whatever reason we're just now getting to this point with this Administration uh

00:23:26 Speaker 8

Shame on whoever for us, me, whoever didn't notice this until now, but.

00:23:34 Speaker 8

Where my heart is, where my head is, I've prayed on it.

00:23:37 Speaker 8

I've lost more sleep over this vote than I have any other vote that we've taken.

00:23:44 Speaker 8

But where my head is and it's actually not on here and I apologize, I did not open my packet enough to to notice, but my head and my heart is with the five year buyback.

00:23:55 Speaker 8

of the hybrid plan.

00:23:59 Speaker 8

It gets everybody vested.

00:24:01 Speaker 8

It goes back five years, which is basically where it would have been had we started from ground zero when we got the administration.

00:24:09 Speaker 8

I know that hasn't really been talked about a whole lot, but that's just kind of where I'm at on it.

00:24:17 Speaker 8

And I honestly don't, I want to do a little something for them.

00:24:21 Speaker 8

We obviously can't go back very far.

00:24:26 Speaker 8

It's an unrealistic number to go back 25 years.

00:24:29 Speaker 8

But five years is my limit where I want to go.

00:24:35 Speaker 8

And quite honestly, either somebody will have to come up to me or down to me.

00:24:42 Speaker 8

So that's kind of where I'm at and I don't see myself moving off of it much.

00:24:51 Speaker 8

There is a problem though that this is not one of our options tonight.

00:25:00 Speaker 8

It was not, it was not, it's not that.

00:25:05 Speaker 1

Was included in the reservations.

00:25:09 Speaker 8

How long would it take to?

00:25:10 Speaker 5

Well, I don't, they don't come from me.

00:25:14 Speaker 5

They came straight from James.

00:25:15 Speaker 5

It's just information I was sent.

00:25:17 Speaker 4

2619.

00:25:19 Speaker 4

no that's five years.

00:25:21 Speaker 1

No that's that's a different plan it's not.

00:25:25 Speaker 8

A hybrid the hybrid the hybrid plan is cheaper for us per year but it also allows y'all to invest the the employees to invest their own money in a 401k and that would give them the op or the other ones do not they're capped at whatever our whatever PCRS

00:25:49 Speaker 8

numbers are, that's all that they can put in.

00:25:52 Speaker 8

That's all that gets put into it.

00:25:54 Speaker 8

So I do like the hybrid plan, which is where the state is.

00:25:58 Speaker 8

And it, like I said, it allows them to go over and above what the city agrees to pay for.

00:26:07 Speaker 1

Okay, any other?

00:26:12 Speaker 4

So the five, so a five year one isn't in here.

00:26:15 Speaker 1

No, not done.

00:26:16 Speaker 8

It is here.

00:26:17 Speaker 8

I've got a copy of this.

00:26:19 Speaker 8

Yes, right there.

00:26:19 Speaker 4

Okay, I see that.

00:26:21 Speaker 4

But it's not on our list.

00:26:22 Speaker 8

It is not on our list.

00:26:23 Speaker 4

It wasn't on the last meeting or the meeting before that.

00:26:27 Speaker 4

Okay.

00:26:28 Speaker 8

It was on the meeting before because...

00:26:29 Speaker 4

In the 20th.

00:26:30 Speaker 8

Yes.

00:26:32 Speaker 8

Well, I don't know that it was an option, but it was...

00:26:37 Speaker 1

We don't have a resolution.

00:26:38 Speaker 5

We've not been sent a resolution for that.

00:26:42 Speaker 6

The hybrid plan resolutions H and

00:26:45 Speaker 6

I, either one could be by motion.

00:26:48 Speaker 6

Of course, we've got a motion on the table.

00:26:51 Speaker 6

Either one could be amended to specify any other years, because they're generic with the exception of the-- Of the year.

00:27:03 Speaker 5

I was going to say, I think they're generic with the exception of the year.

00:27:09 Speaker 6

Of the year or whether there's a percentage in there too, I believe, just check that.

00:27:14 Speaker 5

Yes, it does state the percentage on page two.

00:27:37 Speaker 3

I know I was also wanting to do something since you brought up the sewer bypass.

00:27:44 Speaker 3

I'd like to comment because I did the last time, but I'll do it again.

00:27:48 Speaker 1

Um on the agenda yeah yeah we can't really discuss that.

00:27:55 Speaker 6

We can't discuss it I thought he was just uh giving a little preamble there I was.

00:28:00 Speaker 3

Just going to comment real quick that I was for trying to do you know do away with the bypass honoring a prior commitment from the board so um well I'll the mayor's proposed 15

00:28:15 Speaker 3

Moning you proposed five.

00:28:17 Speaker 6

He hasn't proposed we have a motion we're discussing.

00:28:20 Speaker 3

It discussing it well um I'll let you guys go ahead.

00:28:32 Speaker 7

Well with a 15-year hybrid plan we're still looking at $249,823 that we have to write a check right now we're going into the general fund how much

00:28:52 Speaker 7

I thought there was a, we had a federal.

00:28:58 Speaker 7

That, whether we use federal money or we use our money, we're still putting $249,000 out.

00:29:07 Speaker 7

Almost $250,000 to start that plant.

00:29:12 Speaker 7

Whether we use that $100,000 or we get it all out of the general fund, it's still $250,000.

00:29:21 Speaker 7

And the citizens I've talked to are not in agreement to pay that kind of money.

00:29:27 Speaker 6

I have a question.

00:29:30 Speaker 6

Alderman Gregory, you mentioned you had a sheet of paper with some numbers on it.

00:29:35 Speaker 6

Does that give the actual buyback number for five years and the percentage?

00:29:43 Speaker 6

Yes.

00:29:44 Speaker 6

What is that?

00:29:46 Speaker 8

2.17% of the

00:29:50 Speaker 8

per year is $8,384 and the buyback amount is $139,470.

00:29:57 Speaker 8

Any money?

00:29:58 Speaker 8

Yes.

00:29:59 Speaker 7

And then that package you have out on the front of your desk there on page 18.

00:30:10 Speaker 6

Oh, it's in there.

00:30:12 Speaker 7

It's on page 18.

00:30:20 Speaker 5

Very bottom line item.

00:30:22 Speaker 6

Oh, okay.

00:30:25 Speaker 6

I didn't, this is what you were looking at.

00:30:28 Speaker 6

When I was looking at that, it didn't look like this.

00:30:37 Speaker 8

Can we amend an amendment?

00:30:42 Speaker 6

No, I think we have a motion on the table.

00:30:44 Speaker 6

It's ready for the question unless there's more discussion.

00:30:46 Speaker 4

Could you read that back to us, Kelly?

00:30:53 Speaker 5

I'm sorry, whoever made the motion will need to read it back.

00:30:56 Speaker 8

It was, I think it was I-26-25, the hybrid plan for 15 years.

00:31:01 Speaker 5

Y'all made a motion to discuss it.

00:31:03 Speaker 5

That was the motion on the table.

00:31:05 Speaker 3

Correct, we were discussing it.

00:31:06 Speaker 5

It was just a discussion, it wasn't a motion.

00:31:08 Speaker 8

So technically we're still on the 8th.

00:31:10 Speaker 8

Right.

00:31:10 Speaker 8

Okay.

00:31:14 Speaker 3

There were several employees reaching that 10 year mark right now.

00:31:20 Speaker 3

be more out to want to see invested in that and I know that's a little bit higher cost the 214 341 but um if we went back 10 years that would at least get several employees for their entire service that they've done so far.

00:31:43 Speaker 7

And then again why do we have to go backwards at all exactly you know uh

00:31:50 Speaker 7

Again, it's not our fault that it didn't get done five years ago, 10 years ago, 15 years ago.

00:31:59 Speaker 7

It could have, it should have, maybe, but it's just come to us.

00:32:05 Speaker 3

I understand that.

00:32:06 Speaker 7

But we are not responsible to go backwards.

00:32:09 Speaker 3

Okay, but we have, when we came on the board, took on a lot of things that should have been done

00:32:16 Speaker 3

at a prior time.

00:32:18 Speaker 3

And we accomplished that at a much greater expense to the city.

00:32:24 Speaker 3

And I don't need to name all those projects that we've done, but we did tackle those and get them knocked out when it should have been done years ago.

00:32:33 Speaker 4

Well, that's your opinion.

00:32:35 Speaker 3

Well, it is.

00:32:36 Speaker 3

I stand by that.

00:32:37 Speaker 7

If we're going to do something like this, maybe we need to wait till budget time so we can budget for it.

00:32:43 Speaker 7

We're just six months away from budget.

00:32:51 Speaker 7

Nothing was said at budget time.

00:32:53 Speaker 7

And again, we can amend the budget.

00:32:56 Speaker 7

We can go to the general fund and get it.

00:32:59 Speaker 7

But what's our next little project that we're going to want to do?

00:33:03 Speaker 7

When's the next little project going to come up?

00:33:05 Speaker 7

There's money in the general fund.

00:33:07 Speaker 7

Let's just go get it for our pet projects.

00:33:11 Speaker 7

And that's not what that money is for.

00:33:13 Speaker 3

I don't believe this is a pet project.

00:33:15 Speaker 1

That's what I was fixing to say.

00:33:16 Speaker 1

I don't feel that this is a, this isn't a pet, isn't a pet project.

00:33:22 Speaker 7

Well, and again, maybe that was wrong.

00:33:23 Speaker 1

This isn't a situation.

00:33:24 Speaker 7

Where-- I shouldn't use those words?

00:33:26 Speaker 1

No, I understand what you're saying, but this is a situation I think that it's like anything else that we deal with within the city.

00:33:35 Speaker 1

It's something that we need to resolve

00:33:40 Speaker 1

We need to rectify and we need to make things better as much as we can.

00:33:48 Speaker 4

Well, better is going forward.

00:33:50 Speaker 1

And this is a situation where we're improving not only today's employees, we're improving future employees down the road.

00:34:02 Speaker 1

Our employees have dedicated numerous years of service to this city.

00:34:10 Speaker 1

in reflection to what John was saying and tying in what Dale was saying, you know, this being a pet project, this is Shedden Road wasn't a pet project.

00:34:23 Speaker 1

This was a thing that had to be done.

00:34:26 Speaker 1

The streets getting paved.

00:34:28 Speaker 1

It's something that has to be done.

00:34:30 Speaker 1

The parks being renovated on projects that need to be done.

00:34:36 Speaker 1

This is my opinion.

00:34:38 Speaker 1

This is a project that needs to be, needs to be rectified, and our boys need to be taken care of.

00:34:48 Speaker 1

That's my stance.

00:34:49 Speaker 7

And it's a good stance to take.

00:34:52 Speaker 7

Another thing to keep in mind, should we get into this plan moving forward?

00:34:59 Speaker 7

And then somewhere down the road, a future board decides, well, maybe that wasn't such a good idea, we're going to go back to a 401k?

00:35:08 Speaker 7

Everybody that's in it, we are committed to pay it for a term.

00:35:13 Speaker 7

If anybody joins it and we decide as a city, not we, maybe the next board of the board after says, oh, that's too expensive.

00:35:22 Speaker 7

We need to pull out of it.

00:35:23 Speaker 7

Any employee that's in it, we have to stay in it for them.

00:35:27 Speaker 7

New employees wouldn't be allowed to get in it, but anybody that's in it, we have to carry it for them.

00:35:34 Speaker 7

And this is an expense that we are

00:35:37 Speaker 7

possibly going to scrap the city with going forward.

00:35:41 Speaker 7

And we need to understand that if we get in, there's no getting out.

00:35:45 Speaker 4

And there have been several cities that have actually gotten out.

00:35:49 Speaker 3

He did mention that.

00:35:50 Speaker 3

Yes, he did.

00:35:52 Speaker 3

Well, I know that, you know, these higher plans with the original benefits, some of these are running 26, 28, $29,000 a year that the city was committed to.

00:36:03 Speaker 3

If you look at the all years, 15, 10, going back to the original defined plan, some of these are extremely high.

00:36:12 Speaker 3

In choosing the hybrid plan with the pension and the 401 , we're looking in 7,500 to 8,500 range, which is far less than these other ones as well.

00:36:26 Speaker 3

So we're not committing to an overreach here.

00:36:36 Speaker 4

Does it violate any IRS rules?

00:36:40 Speaker 5

I'm sorry?

00:36:41 Speaker 5

Or annual.

00:36:43 Speaker 5

Has anybody checked into that?

00:36:45 Speaker 4

Right?

00:36:47 Speaker 4

I didn't catch that.

00:36:48 Speaker 3

I didn't catch that.

00:36:48 Speaker 4

We can't hear you, Kathy.

00:36:49 Speaker 4

Does it violate any IRS annual contributions?

00:36:56 Speaker 4

No.

00:36:56 Speaker 4

They checked into that, right?

00:36:59 Speaker 1

Okay, so.

00:37:07 Speaker 2

Call the question.

00:37:22 Speaker 1

I guess what we can do is just come down the line and see.

00:37:28 Speaker 1

Go ahead, Russell.

00:37:31 Speaker 6

I think probably

00:37:35 Speaker 6

with a motion and a second for the discussion to take place.

00:37:38 Speaker 6

And if you look, it says recommendations or action items to follow.

00:37:45 Speaker 6

So basically, at this point in time, there should be a vote whether or not there will be any presentment by motion of a particular resolution as is stated here and/or as could be amended.

00:38:04 Speaker 6

based on the information.

00:38:06 Speaker 6

So I think we need to vote if you're going to have further, if some, if there's, if yes, this board's going to take action.

00:38:15 Speaker 6

And action can be one way or the other.

00:38:17 Speaker 6

But vote, get that vote done and then move forward if somebody wants to present a resolution, B through J, and or any of the other, any of those B through J as possibly a will.

00:38:37 Speaker 8

I'll make a motion we take action on items to follow.

00:38:46 Speaker 1

I'll second the motion.

00:38:47 Speaker 4

Wait a minute, what are we agreeing on?

00:38:52 Speaker 6

That you're going to move forward, yeah or nay?

00:39:01 Speaker 1

So any discussion further?

00:39:07 Speaker 1

Okay, I guess we need to go to a roll call.

00:39:14 Speaker 5

Alderman Martin.

00:39:21 Speaker 4

Yes.

00:39:23 Speaker 5

Vice Mayor Gilmore.

00:39:24 Speaker 7

Yes.

00:39:25 Speaker 5

Mayor Shaw.

00:39:27 Speaker 1

Yes.

00:39:28 Speaker 5

Alderman Senniff.

00:39:29 Speaker 8

Yes.

00:39:30 Speaker 5

Alderman Gregory.

00:39:30 Speaker 8

Yes.

00:39:34 Speaker 5

Motion carried.

00:39:37 Speaker 1

Okay, so our next option, as Russell stated, is to

00:39:42 Speaker 1

look at one of these options.

00:39:46 Speaker 6

Or for someone to present an option in a motion form as is or as amended.

00:39:54 Speaker 8

Can we can amend one of these resolutions, the hybrid 15 to read what?

00:40:00 Speaker 6

You could presuming these numbers are accurate, right?

00:40:04 Speaker 6

I presume they are because they match.

00:40:06 Speaker 8

Yeah, they're supposed to be good through January 1st.

00:40:08 Speaker 1

Yes.

00:40:10 Speaker 8

Which is

00:40:13 Speaker 8

and we have to pay for this study again if we don't come up with something by basically Thanksgiving which is why we're here tonight.

00:40:21 Speaker 8

I'd like to make a motion to amend to amend resolution 26-25 and change it to the hybrid five-year plan.

00:41:00 Speaker 4

That's a little bit 130.

00:41:04 Speaker 1

139, 470.

00:41:07 Speaker 4

Okay, that's the same one.

00:41:09 Speaker 4

Employer purchases years, five.

00:41:12 Speaker 4

Okay, that's the same one, okay.

00:41:44 Speaker 8

I know there's more than two of y'all won't.

00:41:46 Speaker 8

I know it's less than two of y'all won't, but I'm gonna stand my ground on this one.

00:41:52 Speaker 8

So like I said, we can either go home now or somebody can come up or somebody can go down or y'all can figure out what to do without my vote.

00:42:16 Speaker 2

Russell, did his motion get a second.

00:42:18 Speaker 6

It hasn't yet.

00:42:21 Speaker 3

So if we second it, we can still have a discussion on it, correct?

00:42:23 Speaker 3

Yes.

00:42:36 Speaker 3

I'll second and open for discussion.

00:42:43 Speaker 1

Okay, any questions?

00:42:47 Speaker 1

Okay, it's open for discussion.

00:42:51 Speaker 7

We've already discussed it to a point.

00:42:56 Speaker 3

No, we haven't done a vote.

00:42:57 Speaker 3

So basically on this also, there isn't, since we're discussing this, you want to amend the 15 down to a 5.

00:43:05 Speaker 3

Yes.

00:43:05 Speaker 3

Correct.

00:43:06 Speaker 3

And on this, is there a 10 on the hybrid or no?

00:43:10 Speaker 1

Yes.

00:43:11 Speaker 3

Where is that at?

00:43:12 Speaker 1

That is 26.6.

00:43:18 Speaker 6

Motion on the table.

00:43:19 Speaker 1

Yeah.

00:43:22 Speaker 4

To amend 2625 to a five-year plan.

00:43:25 Speaker 6

Do the motion.

00:43:26 Speaker 6

You got to do the motion to amend and then motion.

00:43:30 Speaker 4

He did.

00:43:30 Speaker 3

I did second it and open for discussion.

00:43:32 Speaker 6

Okay.

00:43:33 Speaker 3

So, do we need to vote on?

00:43:37 Speaker 5

Yeah, after you discussed.

00:43:39 Speaker 8

Okay.

00:43:40 Speaker 7

As we discussed earlier, it's still

00:43:49 Speaker 7

139,000 for $170 up front.

00:43:54 Speaker 8

I understand.

00:43:58 Speaker 8

But I take that as our responsibility that we should have done this four years ago.

00:44:01 Speaker 8

And if that was the case, that's what it would have talked about.

00:44:05 Speaker 8

Well, like I said, we said that we were not responsible for past administrations on every other thing we voted on.

00:44:13 Speaker 8

So I, you know, what,

00:44:17 Speaker 8

other administrations did or didn't do, I can't be held responsible for it.

00:44:23 Speaker 8

I can't be held responsible that we didn't do it four years ago whenever we took office.

00:44:28 Speaker 8

I'll accept that responsibility.

00:44:31 Speaker 8

And this is basically the same money that four years ago we would have paid.

00:44:36 Speaker 7

Again, it was not presented to you at that time.

00:44:38 Speaker 4

Yeah.

00:44:42 Speaker 8

Well, then shame on us for not looking at it four years ago.

00:44:47 Speaker 1

Yes, and I totally agree with that.

00:44:51 Speaker 6

All right, motion to second.

00:44:56 Speaker 3

We did have our hands full.

00:44:58 Speaker 8

Well, I understand that, but we're always gonna have our hands full.

00:45:01 Speaker 8

There's always gonna be something.

00:45:03 Speaker 8

I know.

00:45:05 Speaker 8

And I understand that it's a lot of money.

00:45:07 Speaker 8

And we did just get $100,000.

00:45:09 Speaker 8

I understand that's still coming out of the general fund any way you look at it, but it's

00:45:15 Speaker 8

Technically, it's only going to cost us $39,000 that we didn't have.

00:45:19 Speaker 8

We have done our due diligence in keeping our budget.

00:45:23 Speaker 8

We've almost doubled our cash reserves in our four years, something like that, a million dollars more, a million and a half more than what we had.

00:45:35 Speaker 8

So I see this as an investment in our employees, not just money coming out.

00:45:45 Speaker 8

But I also feel that I can't be going back further than where I was.

00:45:56 Speaker 8

I know that y'all two want to do more and y'all two want to do less.

00:46:03 Speaker 8

And this is as middle ground as I can find.

00:46:06 Speaker 8

And I said that's kind of my sticking point right there.

00:46:12 Speaker 8

And the five year gets them fully vested the moment we've paid the money.

00:46:16 Speaker 8

So everybody's fully vested on it.

00:46:19 Speaker 3

And with a 401k, they can actually put in their money.

00:46:22 Speaker 8

They can put in more money.

00:46:25 Speaker 8

Which is what I like about the hybrid plan.

00:46:27 Speaker 8

Like I said, the other ones are more expensive.

00:46:30 Speaker 8

It pays more money to them, but it also, it's capped.

00:46:34 Speaker 8

They can't add more money to it from what I understand.

00:46:39 Speaker 8

And so at least this way with the 401k, if they want to dump a bunch of money in it, they can't.

00:46:45 Speaker 8

If they want to put it in their pocket and go home, they can choose not to do anything.

00:46:53 Speaker 1

There's also an option to this five-year plan that the city can match funds.

00:47:02 Speaker 8

I would be all for that.

00:47:04 Speaker 8

We can discuss that.

00:47:08 Speaker 8

how much we want to match but 3% 5% whatever.

00:47:12 Speaker 3

And 401k matching basically the city would match whatever they would put addition to the 401.

00:47:19 Speaker 6

Well I think it's usually up to a percentage yes it's up to up to not dollars a dollar.

00:47:25 Speaker 8

Six 7% only the capital but I assume that would have to be on separate right thing this is just to get this plan started this started.

00:47:37 Speaker 5

Actually, resolution 2626 at the bottom.

00:47:43 Speaker 5

That's the second piece.

00:47:44 Speaker 1

Okay, okay.

00:47:48 Speaker 1

Again, for what it's worth, my opinion is, just stated, I think we ought to at least go with the 15, but I understand where you're coming from, Monty.

00:48:09 Speaker 8

It's a beginning okay and and I said I've I've.

00:48:13 Speaker 3

Lost I've been up since 3 o'clock this morning so I'm not off over here uh and and this is what woke me up so yes I I appreciate your statement that you want to take responsibility for the time you've been here and and do that I can I can I can value that I do so.

00:48:33 Speaker 1

Okay well uh road call

00:48:35 Speaker 1

Yep, roll call.

00:48:38 Speaker 5

Are we roll calling that we're because they're just changing?

00:48:42 Speaker 5

Okay, Alderman Martin.

00:48:44 Speaker 8

This is just for the amendment.

00:48:45 Speaker 6

The amendment to amend 26-5, right.

00:48:49 Speaker 5

26-25.

00:48:51 Speaker 6

26-25, right?

00:48:52 Speaker 6

It's a five-year as represented.

00:48:56 Speaker 7

We're just voting on the amendment.

00:48:59 Speaker 6

Correct.

00:48:59 Speaker 7

We're not to accept or deny the amendment.

00:49:02 Speaker 6

Correct.

00:49:03 Speaker 4

Yes.

00:49:05 Speaker 5

Alderman Gregory.

00:49:06 Speaker 8

Yes.

00:49:06 Speaker 5

Vice Mayor Gilmore.

00:49:07 Speaker 8

Yes.

00:49:08 Speaker 5

Alderman Sentiff?

00:49:09 Speaker 5

Yes.

00:49:09 Speaker 5

Mayor Schaub.

00:49:10 Speaker 1

Yes.

00:49:10 Speaker 5

Motion carried.

00:49:16 Speaker 1

And Russell, I guess next--?

00:49:17 Speaker 6

Next thing would be whether or not there's a motion to adopt resolution 2625 as amended to five-year highway, presented to the 271 and the, what was the other number?

00:49:38 Speaker 8

And $139,470,000.00 buyback I make a motion we accept resolution 26-25 as amended and at the price of $139,470 buyback to the five-year hybrid plan I'll second any discussion.

00:50:04 Speaker 1

Comments?

00:50:09 Speaker 1

Roll call.

00:50:11 Speaker 5

Alderman Martin.

00:50:12 Speaker 4

No.

00:50:13 Speaker 5

Alderman Gregory.

00:50:14 Speaker 8

Yes.

00:50:16 Speaker 5

Vice Mayor Gilmore.

00:50:17 Speaker 7

No.

00:50:19 Speaker 5

Alderman Senniff.

00:50:20 Speaker 3

Yes.

00:50:21 Speaker 5

Alderman Mayer Schaub.

00:50:23 Speaker 1

Yes.

00:50:24 Speaker 5

Motion carried.

00:50:29 Speaker 1

And then in regards to the remainder, we need to make a motion

00:50:35 Speaker 1

to I guess disregard yeah strike strike items B C D E F G H and J.

00:50:46 Speaker 3

No I think what and I no I think J we can actually deal with because that's a resolution adopting a 401k defined contribution

00:50:56 Speaker 3

participate in employee agreement.

00:50:57 Speaker 3

Yes.

00:50:58 Speaker 3

So if they decide to put in a percentage we can match, we can actually do something with that as well.

00:51:03 Speaker 2

Yes.

00:51:06 Speaker 1

So we'll do away with resolution B, C, D, E, F, G, and H.

00:51:27 Speaker 6

BCDEFG Nation.

00:51:33 Speaker 8

Is that a motion?

00:51:34 Speaker 1

Yes.

00:51:35 Speaker 8

I'll second.

00:51:36 Speaker 1

Any comments?

00:51:40 Speaker 1

All in favor?

00:51:45 Speaker 1

And that leads us with resolution 2626.

00:51:50 Speaker 1

This is the resolution adopting the 401

00:51:54 Speaker 1

defined contribution plan.

00:51:59 Speaker 1

I guess it's 2625 as amended.

00:52:10 Speaker 8

I'll second.

00:52:12 Speaker 1

Any discussion?

00:52:15 Speaker 1

Roll call.

00:52:17 Speaker 3

We got to set an amount on contribution, correct, and matching.

00:52:23 Speaker 3

So, what can, Kelly, what can the employees put into the 401?

00:52:30 Speaker 8

I mean, I'm not sure.

00:52:31 Speaker 8

I don't know exactly what is there.

00:52:33 Speaker 1

It's up to 5%.

00:52:34 Speaker 1

I was.

00:52:36 Speaker 5

Going to say, I think the employee can put in as much as they want.

00:52:39 Speaker 6

It's up to a percentage of their income.

00:52:43 Speaker 5

Yeah, I think there's a dollar cap.

00:52:45 Speaker 6

It would be based on what you earn.

00:52:47 Speaker 3

So there's something, there should be something in here.

00:52:49 Speaker 7

It's up to 7%.

00:52:51 Speaker 7

It's up to 7%.

00:52:52 Speaker 7

I don't know what page it's on, but I read it.

00:52:55 Speaker 3

Okay.

00:52:56 Speaker 8

It's what they can contribute or what we can match.

00:52:59 Speaker 4

We can match up to 7%.

00:53:01 Speaker 1

Yes.

00:53:08 Speaker 4

And would that be a lifelong commitment or annual to annual?

00:53:13 Speaker 7

It would change the amount.

00:53:17 Speaker 2

Yes.

00:53:17 Speaker 4

Okay.

00:53:22 Speaker 2

I realize public comment's not appropriate, but we've waited to this people for a 401k.

00:53:27 Speaker 2

There's a lot of vendors out there for 401ks.

00:53:31 Speaker 2

Do you know this is the best 401k option available?

00:53:34 Speaker 8

Well, this comes with the hybrid plant.

00:53:36 Speaker 8

They set it up.

00:53:40 Speaker 8

They take care of all of the administration on it.

00:53:49 Speaker 1

Okay.

00:53:51 Speaker 1

I'm trying to find it.

00:53:57 Speaker 1

As far as what?

00:53:58 Speaker 3

Well, someone's got to propose.

00:54:01 Speaker 3

Percentage match.

00:54:02 Speaker 3

Percentage match.

00:54:03 Speaker 8

So I say we go, I say we start at five and say we're.

00:54:07 Speaker 8

Is that a motion?

00:54:08 Speaker 8

I make a motion we match.

00:54:14 Speaker 8

defined contribution up to 5%.

00:54:17 Speaker 8

I second it.

00:54:20 Speaker 4

I'm not sure I understand where we're going here.

00:54:27 Speaker 8

The 401k, we will match what the employee puts in up to 5%.

00:54:31 Speaker 4

Okay, that's 2626.

00:54:37 Speaker 7

No, this is 25 as amended.

00:54:39 Speaker 8

But no this is this is resolution 2626 dealing with the amended five-year plan okay.

00:54:46 Speaker 1

All right okay so we've got a first and second uh any any discussion that you want to have on that no okay um roll call Miss Kelly vice mayor Gilmore yes.

00:55:08 Speaker 5

Mayor Shaw.

00:55:09 Speaker 1

Yes.

00:55:11 Speaker 5

Alderman Siniff.

00:55:12 Speaker 3

Yes.

00:55:13 Speaker 5

Alderman Gregory.

00:55:14 Speaker 3

Yes.

00:55:18 Speaker 5

Alderman Martin.

00:55:19 Speaker 4

Yes.

00:55:22 Speaker 5

Motion carried.

00:55:27 Speaker 7

I move that we adjourn this meeting.

00:55:30 Speaker 8

I'll second.

00:55:31 Speaker 1

Any comments?

00:55:36 Speaker 1

All right, all in favor?

00:55:38 Speaker 1

I like it.