

Paris City Commission
525 High Street
Paris, KY 40361
Meeting Minutes
May 20, 2022

The Paris City Commission met in special session at 8:00 a.m. on Friday May 20, 2022.

Mayor Plummer called the meeting to order.

City Clerk, Stephanie Settles, conducted roll call.

Present: Mayor Plummer Commissioner, Wallis Brooks; Commissioner, Stan Galbraith; Commissioner, Angela Roberts, Commissioner Holli Gibson.

Others in Attendance: City Attorney, Bryan Beaman; Financial Director, Brad Oberlander

Absent: None

Upon determining a quorum was present for the transaction of business, Mayor Plummer proceeded to conduct the meeting.

Continued Discussion of Sick Leave and COVID related leave policy.

Commissioner Roberts asked Erin Morton if she received written or verbal approval from prior management to pay COVID leave. Erin Morton stated there was a break in cases, and the federal policy expired. An employee approached her that had COVID and if sick time would be used, she asked management in an email and there was a lengthy conversation with management. Erin stated was instructed to continue the federal policy, she did as she was told it should have come down the hall for approval.

Commissioner Roberts asked who approved COVID leave from January 2022 to current. Erin Morton stated she continued the federal policy.

Commissioner Roberts inquired about an email Brad Oberlander had sent out relating to Police and Fire for \$ 14,480.00. Brad stated that the total for COVID pay was \$ 87,980.00. Brad identified if police and fire were to receive hours based on work schedule it would be an additional \$ 14,480.00 as it looks from the report some employees may have been capped at 80 hours so if a municipal order is retroactively approved by work scheduled the total estimated cost could increase by \$ 14,480.00 making the total cost to be over \$ 100,000.

Commissioner Gibson asked what other cities are doing. Erin stated it is about 50/50, Erin stated that the KEPHRA conference that 25% of cities are still offering COVID pay, and they are larger.

Commissioner Roberts asked who was responsible for implementation and determining if an employee was eligible. Erin stated it was her and the department head that made the determination.

Commissioner Roberts stated some employees were identified by receiving more than 80 hours of COVID pay but their work base scheduled only approved them for receiving 80 hours who determined the employee would get paid more than the 80 hours. Erin Morton stated the department head approved the time, she never approved time for the pay periods. Commissioner Gibson asked if she checked the individual employees to make sure they did not go over the 80 hours, Erin stated she does not check the individual employees that is the department heads. Commissioner Gibson asked if the department heads knew if the employee was only allowed to have 80 hours. Erin stated it was not limited to 80 hours it was the normal two weeks schedule for the employee.

Commissioner Gibson asked whose job was it to track and make sure that employees were not going over the allotted time the federal government suggested. Erin stated that is why she kept a spreadsheet. Erin stated Kronos is the correct report to use for time used she did try to track and make sure no one went over on time. Brad asked if the kronos report is being changed, Erin stated she can not go back and change kronos.

Commissioner Roberts asked correspondence was emailed to employees about procedures and eligibility. Erin stated there was a COVID taskforce in the beginning and tax email. Commissioner Gibson ask if an email was sent out specifically related to COVID pay policy ending. Erin stated no.

Mayor Plummer asked what the COVID task force was for. Erin stated it was to decide on procedures, policies and to keep employees safe. The task force met on a regular basis in the beginning.

Commissioner Gibson asked Erin Morton if it ever occurred to her that COVID pay should have been a policy. Erin stated it should have gone to the commission for approval, she went to her supervisor and they both failed to bring it to the commission. Commissioner Roberts stated in retrospect Mr. Withrow left at the end of December and it was not discussed with anyone. Erin stated she did not ask anyone she kept following what she had been doing.

Commissioner Brooks stated he needed more time to review the three scenarios provided by Bryan Beaman, to include for discussion on the agenda for Tuesday, May 24 giving everyone more time to look over what has been provided. The commission agreed.

Commissioner Roberts stated that if the COVID pay is approved then the commission is agreeing with what all has gone on without authorization. Bryan Beaman responded correct. She stated that is what she has the problem with it is not fair to the employees and it is also not fair to the commission because there was no transparency at all. Commissioner Brooks concurred.

Mayor asked what the pros and cons are from a financial aspect. Brad stated if the commission does not approve COVID pay the employees would need to use their sick time, if the city approves COVID pay the city would absorb the cost for all the hours.

Commissioner Gibson stated she feels this has been a miss handling of taxpayer dollars. Stating whatever decision, the commission makes either employees or citizens someone will not be happy. Processes were not followed that should have been followed.

Brad Oberlander stated that excel spreadsheet and the Kronos report does not match, he was waiting on clarification on which spreadsheet needed to be used.

Mayor Plummer asked if every employee receive 80 hours, and if they did not use the 80 hours do, they still get the 80 hours. Brad stated it would depend on how far the policy would be extended. Commissioner Gibson asked if employees were paid more than the 80 hours is the employee required to pay back the overage of hours, Brad stated that would be a decision of the commission.

Commissioner Gibson asked for a COVID pay report for 2020 and how the employees were paid. Erin stated she can get the report.

Commissioner Brooks asked for updated reports and totals so a decision can be made on Tuesday.

Paul Gibson asked if the funds are recoverable. Brad sated funds are not recoverable.

Adjourn

Motion by Brooks, seconded by Galbraith, to adjourn the meeting at 8:40 a.m. Motion carried by vote of 5-0 with Plummer, Brooks, Galbraith, Gibson, and Roberts voting Aye.

Mayor, John A. Plummer

Attest:

City Clerk, Stephanie Settles