

The City Council of the City of Anamosa met in Special Session on November 19, 2012 in the Council Chambers at City Hall at 6:00 p.m. with Cody Shaffer, Bill Feldmann, Chuck Smith, Andy Bowers, Richard Stivers and Mike Dearborn present. Absent: None. Mayor Dale Barnes presided. Also present were; Alan Johnson, City Administrator; Tammy Coons, City Clerk; Bob Simonson, Police Chief and Adrian Knuth, City Attorney. Guests Present Addressing the Council: Jim Henson. Mayor Barnes called the special meeting to order at 6:00 p.m. with a quorum present.

Personnel Issue

Alan Johnson distributed and reviewed request from Larry Driscoll, Public Works Director. Alan then stated that only the employee may request a closed session and as the employee was not present; there should be no discussion on the performance of the employee. Council member Mike Dearborn questioned if the Council could decide to go into closed session. Alan and Adrian Knuth stated that per the Iowa State Code regarding employment issues, only the employee may request a closed session.

Motion by Feldmann, second by Stivers to approve the request from Larry Driscoll, Public Works Director accepting his resignation effective December 5, 2012, and his last working day would be today, November 19, 2012 and authorizing paying Larry out through December 5, 2012. Discussion followed. All Ayes. Motion Carried.

Replacement Process for the Public Works Director Position

Alan reviewed the comparable wage information gathered from similar sized communities and utility organizations for the water, wastewater and streets positions that had previously been combined under the City's Public Works Director. Alan also stated that a grade 3 license is required for the wastewater and a grade 2 (corrected from a grade 3) license is required for the water system. Alan said that he has been in contact with the Iowa Dept. of Natural Resources regarding their required timeline to fill the water and wastewater licensed positions for which the DNR will be getting back to him. Alan was told by the DNR that the city could not have a licensed water & wastewater person just sign off by "affidavit" on the testing, we will be required to have an applicably licensed operator for water and wastewater actively involved and monitoring or performing the testing. Discussion followed.

Council member Cody Shaffer asked if it would be possible to hire from within if current employees, would be willing to take and pass the grade testing needed. Discussion followed.

Questions were directed to Jim Henson, regarding what the timeline was for an operator to take and pass the grade levels of testing needed for water and wastewater. Jim stated he did not know the specifics. Jim stated that he is a currently a grade I in both water and wastewater and Dan Smith is currently a grade I in wastewater. Jim stated he would be willing to take his test for the grade II water operator.

Alan asked the Council for direction on how they wanted to advertise for the position – Keep all three departments together or separate them? Discussion followed on the current employment contract used for the Public Works Director Position and also the education benefit as stated in the Employee Personnel Policies. Mike Dearborn also suggested now filling the previously denied temporary seasonal position to assist with snow removal this winter. Alan requested Jim Henson to contact that person to see if he was still interested in the position. Mike Dearborn also suggested for future hire an employee to "float" between all three departments as needed. Discussion followed. Jim Henson offered to become the Public Works Director and supervise the licensed water and wastewater operators. Council member Andy Bowers stated the three positions should be advertised for separately with a note that they could possibly be combined into one. No objections were voiced by the Council.

Council member Richard Stivers stated that he had recommended to Larry Driscoll to take the position with the City when Larry was still employed by People's Service. Richard also stated the City of Anamosa had been very lucky to have Larry working for them and he didn't feel the City of Anamosa deserved him.

Adjournment

Motion by Feldmann, second by Dearborn to adjourn at 6:50 p.m. All Ayes. Motion Carried.

Dale Barnes, Mayor

ATTEST:

Tammy Coons, City Clerk