

**EUREKA CITY
SPECIAL COUNCIL MEETING
DECEMBER 28, 2020 7:00 P.M.**

PLEDGE OF ALLEGIANCE

Mayor Castleton opened the meeting and led everyone in the Pledge of Allegiance

ROLL CALL

Mayor Nick Castleton – Present
Council Member Darrin Carlson – Present
Council Member Larry Ezell – Present
Council Member Travis Haynes – Absent
Council Member Leslie Rice – Present came in late
Council Member Robert Trepanier - Present
City Recorder Patricia Bigler – Present
City Attorney Mellissa Mellor – Present via Zoom

CARES Act Funding

The Council went over what has been spent so far. The figures were scanned to Attorney Mellor. It seemed the coupon program was a good way to help the businesses in town. A discussion on the microphones/audio system took place. Council Member Ezell made a motion to purchase the microphone/audio system from AVS. Council Member Trepanier seconded. All in favor motion carried. Council Members Carlson, Ezell, Trepanier – Aye.

A discussion took place concerning the purchase of 2 large capacity Misters for the City Office. Recorder Bigler said the misters can be moved if needed. After much discussion it was decided to purchase only 1 mister. Council Member Carlson made a motion to purchase 1 mister at \$1,089.93. Council Member Trepanier seconded. Council Member Carlson restated his motion to include 1 mister and 6 gallons of solution for the price mentioned above. Council Member Ezell seconded. All in favor motion carried. Council Members Carlson, Ezell, Trepanier – Aye.

A discussion took place on how and how much to pay our employees hazard pay. Attorney Mellor made the Council aware this is not considered a bonus. It would be considered hazard pay. She suggests the Council realize a time frame for hazard pay such as a beginning date and ending date. At the end date the City has implemented safety measures and hazard pay is no longer required going forward. These are good findings to make, that we recognize our employees have stepped up in light of the pandemic. The City has now taken extra measures, so hazard pay is not something anticipated moving forward due to measures taken and vaccines becoming available. Council Member Ezell hopes we do not get in trouble with the government for giving our employees hazard pay. Council Member Rice asked if he was concerned with it being the City government giving it. Yes, that is the reason. Attorney Mellor said she understands his concerns. This is why there needs to be findings on record that this is not a bonus, this is hazard pay for employees who interacted with the public and the City recognizes

this. Need to go over hours per employee. The mayor, council, and planning commission would not get as much. Recorder Bigler has the hours for all employees from March 1st thru Dec 25th. She said this list includes the 3 different crossing guards, the summer hires, and the council/planning commission members who left. When the Council declared State of Emergency would be a good starting date. The City feels all emergency precautions have been implemented by December 28th as a good ending date. Attorney Mellor reminded the Council numerous times during the discussion the need to designate this as hazard pay and not a bonus and the need for a start date and an end date. It was decided to use the date of our emergency proclamation of March 26, 2020 to December 28, 2020 the date the Council felt all emergency precautions had been implemented. Attorney Mellor stressed to the Council that the hazard pay was only for hours worked not vacation or sick leave. She said the rate of the hazard pay at \$1.00 to \$2.00 is an acceptable amount. It was decided the rate for the hazard pay would be \$2.00 per hour. Council Member Ezell made a motion that we approve hazard pay for employees of Eureka City - from the date of our emergency proclamation of March 26, 2020, until December 28, 2020, after the City made the attempt to implement all of the on-going recommendations of the Federal government, the State government, and local officials. This is not a bonus. The City specifically finds that our employees have risen up to the occasion and continued to serve the public – as their duties require, despite the risk that was not always apparent, but that has become apparent. Therefore, I move to approve hazard pay for 21 employees at the rate of \$2.00 per hour from March 26, 2020 through December 28, 2020. Council Member Rice seconded. All in favor motion carried. Council Members Carlson, Ezell, Rice, Trepanier – Aye.

Attorney Mellor will be here in person at the next Council Meeting on January 11, 2021 to do the Ethics training.

ADJOURNMENT

Council Member Carlson made a motion to adjourn. Council Member Ezell seconded. All in favor meeting adjourned.