



**MINUTES
WATAUGA CITY COUNCIL
WORKSHOP MEETING
MONDAY, JULY 11, 2022
CITY HALL COUNCIL CHAMBER, 7105 WHITLEY ROAD
5:30 PM**

CALL TO ORDER

Mayor Miner called the meeting to order at 5:30 PM

ROLL CALL

Arthur L. Miner
Lovie Downey
Pat Shelbourne
Tom Snyder
Andrew Neal
Malissa Minucci
Mark Taylor
Jan Hill

Mayor
Mayor Pro Tem/Council Member Place 3
Council Member Place 1 (Absent with Notice/Excused)
Council Member Place 2
Council Member Place 4 (Arrived at 5:35 PM)
Council Member Place 5
Council Member Place 6
Council Member Place 7

and

Joshua Jones
Linda Proskey
David Berman
Sandra Gibson
Paul Hackleman
Randy Richards

City Manager
City Secretary
City Attorney
Finance Director
Director of Public Works
Assistant Director of Public Works

ANNOUNCEMENTS

None

PRESENTATIONS

Discussion on Staff Retention and Reimbursement by Employees to the City for the cost of training.

Joshua Jones, City Manager, opened the discussion about a possible policy for employees who receive training by the city and then leave shortly after. He had the Juliet Rodriguez, HR Director, reach out to our comparable cities to see what policies they have.

Councilmember Downey said she asked for this item. Her main concern is when we are putting officers through the police academy after they are selected, we are paying for the cost of training and salary. For the fire department, we carry their salary. For the other departments, the city is paying for employee licensing. She understands the need for training and continuous training but feels that a policy needs to be in place before taking training that they need to stay with the city for at least a year.

Councilmember Hill is in favor of a policy she thinks training for certifications should be, but not seminars.

Councilmember Taylor would like the City Manager to review with HR and put together a proposed program to bring back to the council.

Mayor Miner agrees with Councilmember Taylor and wants the dollar amount of how much we have lost. He asked the council if this was their consensus.

All council members agreed that they would like the City Manager and staff to draft a proposed policy for them to review.

ADJOURNMENT

Mayor Miner adjourned the meeting at 5:43 PM

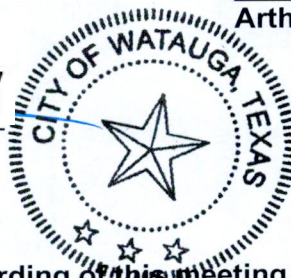
APPROVED: this 8th day of August, 2022.

SIGNED: this 8th day of August, 2022.

APPROVED:

Arthur L. Miner /s/
Arthur L. Miner, Mayor

ATTEST:
Linda Proskey /s/
Linda Proskey, City Secretary



NOTE: Original Audio and Video Recording of this meeting is preserved and maintained by the City Secretary's Office